



**connecting ideas | inspiring leaders**

Celebrating 50 Years in 2024



# Welcome

**Joe Paterniti**



connecting ideas | inspiring leaders

Celebrating 50 Years in 2024

# Celebrating 50 Years

**Dave Galbraith and Lance Manabe**



# WEF Message

**Leadership of the Future**  
**Tracy Ekola, PE**  
**WEF Trustee**



# Leadership of the Future

# Tracy Ekola, P.E.

PURPOSE

PERSEVERANCE

PROFICIENCY



Water Environment Federation  
the water quality people®



WESTERN LAKE SUPERIOR  
SANITARY DISTRICT



Leadership,  
Innovation,  
Strategy



# 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



# Our Mission

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







# 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 Strategic Goals and Strategies



## 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

## 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

## Goal 3

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

### Goal 3 Strategies

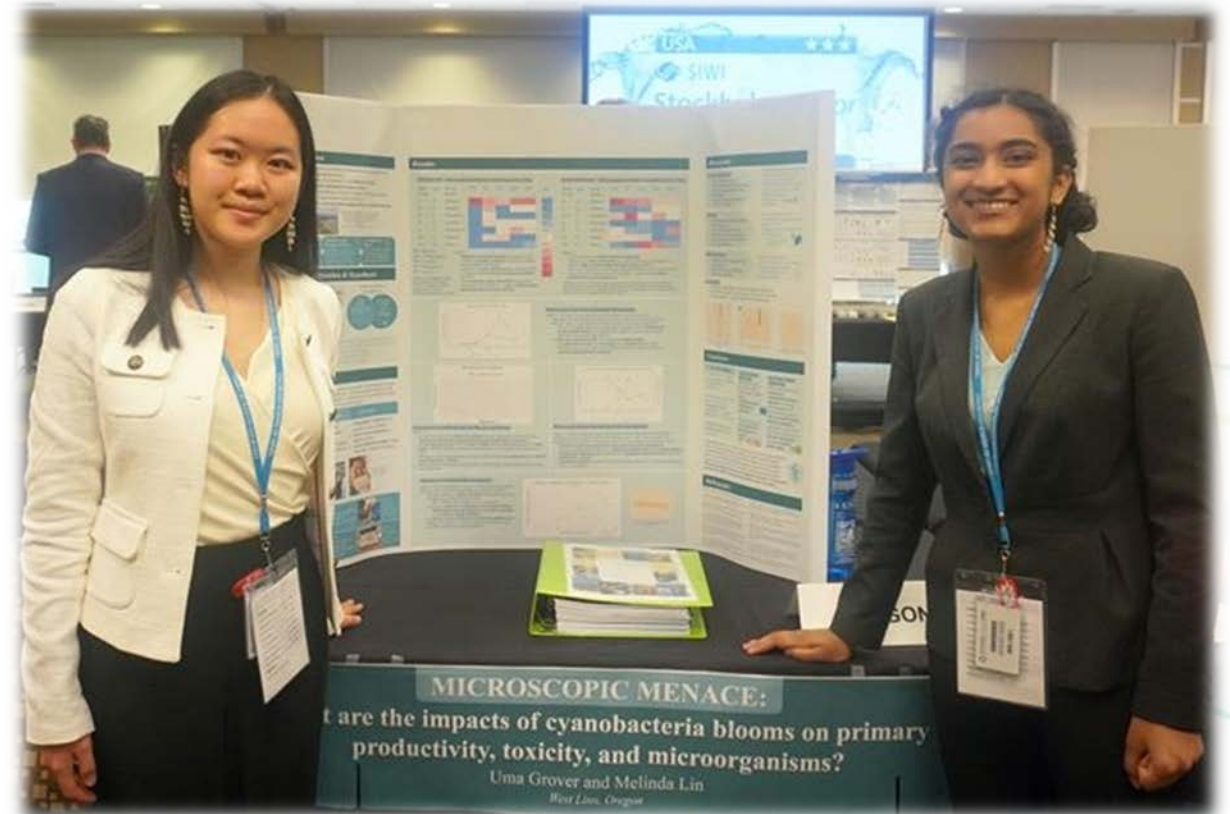
1. Convene stakeholders to craft WEF's Circular Water Economy framework and best practices
2. Proliferate WEF's Circular Water Economy framework and best practices
3. Champion adoption of Circular Water Economy
4. Eliminate barriers to Circular Water Economy adoption

# 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



2023 U.S. Stockholm Junior Water Prize

# Diversity, Equity and Inclusion



# 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

# Water Advocates



# 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





# WEF Circular Water Economy Summit



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



July 15-17, 2024 | Dallas, TX

WEFTEC

weftec®  
2024

**LEADING** THE FUTURE OF WATER

Conference & Exhibition  
**October 5 - 9, 2024**  
New Orleans Ernest N. Morial Convention Center



# Questions?



Tracy Ekola, PE  
WEF Board of Trustees

<https://www.wef.org/about/Governance/wef-water-future/>

<https://www.wef.org/amplify>



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Celebrating 50 Years in 2024

# FWEA LDW DISCUSSION

**Kristiana Dragash**  
**Joe Paterniti**  
**Mike Sweeney**

**FWEA Leadership Development Workshop**



WEFMAX St. Petersburg, FL  
May 30, 2024

## Agenda

Who – FWEA Organization and Leadership

What – LDW Description & Typical Agendas

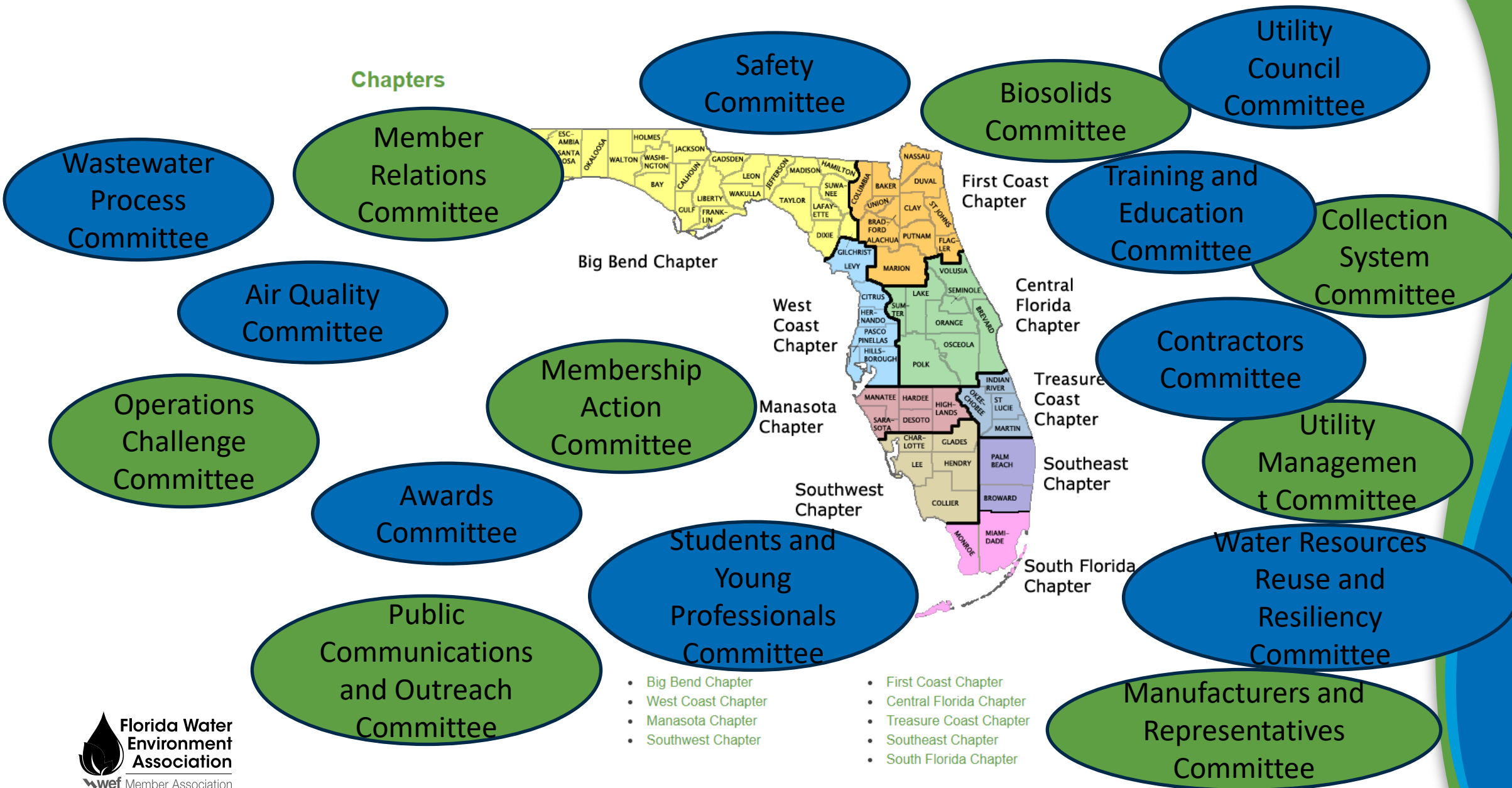
When, where, and how - Logistics

Why – LDW Purpose and Impact

Historical Highlights

Audience Engagement

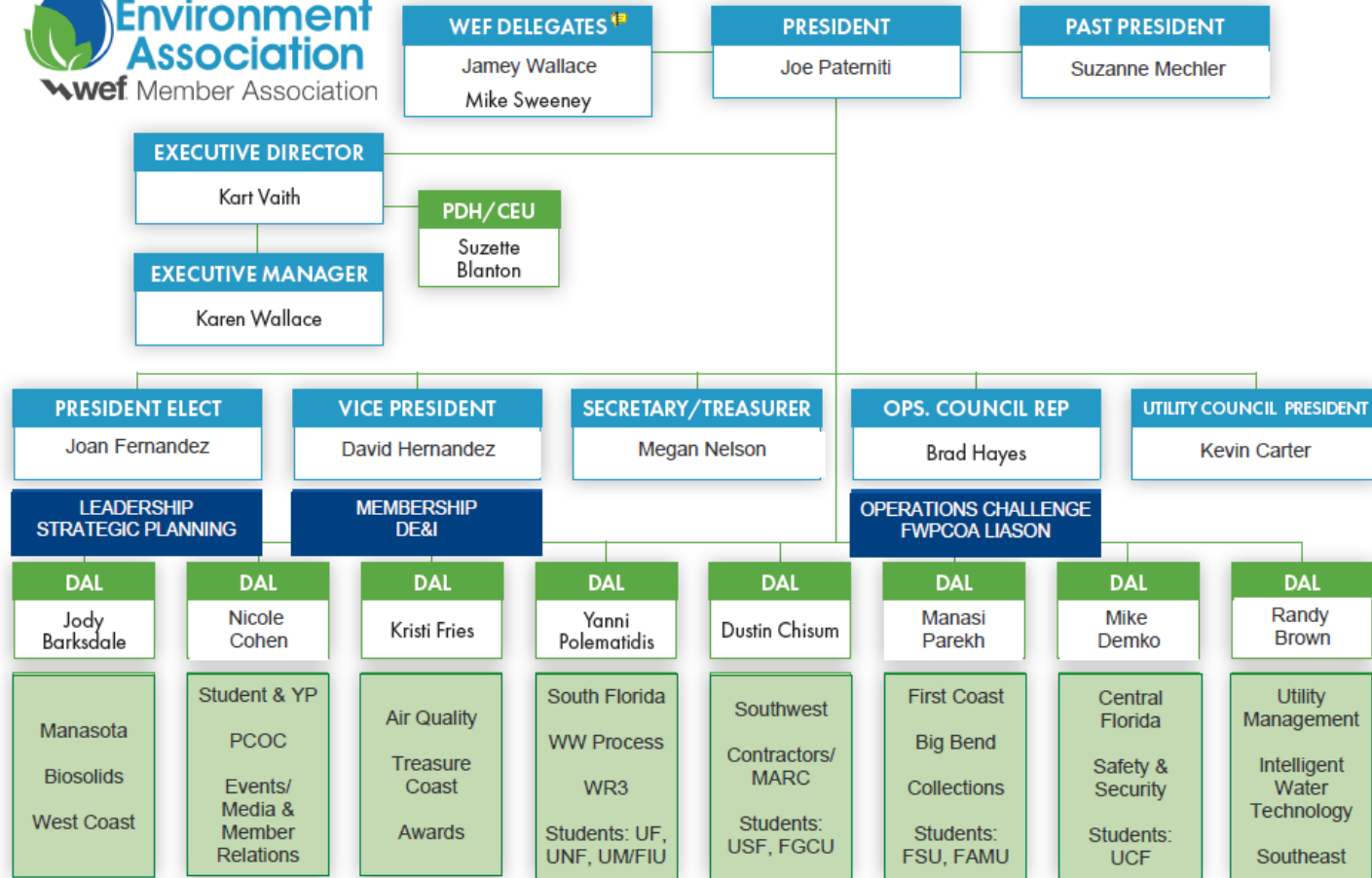
The WHO – FWEA Organization



The WHO - FWEA Leadership



FY 2024 - 2025



<sup>1</sup> WEF Delegate start in October; rest of Board start in May 1. Jamey Wallace term is from 2022-2025. Mike Sweeney term is from 2021-2024.



## The WHAT

- Invite Only
- 36-hour retreat / workshop with FWEA leaders
- Focuses on
  - Drafting Business Plans for upcoming Fiscal Year
  - Training leaders on FWEA procedures (FWEA crash course)
    - FWEA Organization (and roles)
    - FWEA State budget
    - Utility Council Update
    - Leader panel discussions
    - WEF Updates / initiatives
    - Chapter / Committee / Event Spotlights
- Uniting leaders from around the state (Networking)

The WHAT (typical agendas)



P: 407-574-3318  
F: 407-563-1411  
info@fwea.org | www.fwea.org

## 2020 Leadership Development Workshop

Shores Resort & Spa, Daytona Beach Shores, FL

### AGENDA

“Professional, Consistent and Resilient”

Sunday, February 23

- 12:30-1:15 **Registration**
- 1:15-1:30 **Welcome and Introductions**  
*Jamey Wallace & Mike Sweeney*
- 1:30-2:15 **FWEA Year in Review & Strategic Plan Update**  
*Mike Sweeney*
- 2:15-2:30 **Icebreaker**
- 2:30-3:00 **Organizational Structure of FWEA**  
*Kart Vaith*
- 3:00-3:15 **Break**
- 3:15-4:15 **Past Chapter/Committee Chair Panel**  
*Moderator: Jamey Wallace*  
*Panelists: Alice Varkey, David Hernandez, Jody Barksdale & Yanni Polematidis*
- 4:15-5:30 **PCOC Committee - Lessons Learned & “Brave Blue World” Screening**  
*Chuck Olson and Shea Dunifon*
- 6:00-8:30 **Refreshments/Dinner/Networking**.....Atlantic Room

Monday, February 24

- 8:00 - 8:30 **Breakfast**
- 8:30 - 9:30 **Anatomy of a Successful Event**  
*SW Expo (Ron Cavalieri), WW Process Seminar (Yanni Polematidis & Bart Booz), and Air Quality Seminar (Phillip Clark)*
- 9:30 - 10:00 **Utility Council Update**  
*Paul Steinbrecher*
- 10:00-10:15 **Break**

- 10:15-11:15 **Active Social Media Exercise**  
*Suzanne Mechler & Megan Nelson*
- 11:15-12:30 **How the Budget Works and Business Planning Breakout**  
*Sondra Lee*
- 12:30-1:15 **LUNCH**
- 1:15-1:30 **The Florida Water Resources Journal (FWRJ) and FWEA**  
*Mike Delaney*
- 1:30-2:15 **FWEA Awards - FWRC Process and Logistics**  
*Tim Madhanagopal and Damaris Noriega*
- 2:15-2:45 **Engaging Volunteers**  
*Kristiana Dragash*
- 2:45-3:15 **FWRC Program & Opportunities**  
*Tim Madhanagopal*
- 3:15-3:30 **Break**
- 3:30-4:30 **FWEA Influencing Trends; A Panel**  
*Moderator: Jamey Wallace*  
*Panelists: Mike Sweeney, Tim Ware, Ron Cavalieri & Kart Vaith*
- 4:30-4:45 **Closing Remarks**  
*Jamey Wallace & Mike Sweeney*
- 5:00-7:00 **Board of Directors Meeting/Dinner** .....Coastal Room

Annual Summary

Organization

PCOC / activity

Event planning best practices

Budget / business planning

Utility Council (Govt. affairs)



## Logistics – When, Where

### WHEN

- Typically between mid-January to end of February
- Try to have this event at least 2 months before our annual State conference
- Either a Thursday – Friday or Sunday - Monday

### WHERE...

Somewhere Nice!!



**HOW**

- Organized by the Executive Manager and the President – Elect.
- No registration cost to attend.
- Participants just pay for their hotel room and travel costs.
- Sometimes FWEA helps to pay for hotel / travel costs for volunteer leaders who don't get reimbursed.
- FWEA spends \$10-\$18k to host this event for approximately 45-50 people.

The WHY

To prepare business plans (which roll up into the state budget) before the upcoming Fiscal Year.

FWEA Business Plans for FY2024/2025 (May 1, 2024 to April 30, 2025)							
Name of Chapter or Committee:			FWEA Manasota				
Chapter/Committee Chair Name:			Ryan Messer				
Director-at-Large Name:			Jody Barksdale				
No.	Event (Name)	Approximate Date	Associated with which Strategic Goal? (See Strategic Goal Reference Tab)	BUDGET			Comments
				Income	Expense	Net Revenue (Net Expense)	
<i>General/Operating Fund</i>							
1	Joint Luncheon (FWEA/AWWA) - FWEA Lead	May-24	Workforce Development/Professional Development	\$650.00	\$650.00	\$0.00	Speaker from Municipality; Utility Council (Jeff/HillsCo; Laura Donaldson/Douglas Manson) - 5/9, 5/16, 5/17
2	Member Social - Joint Summer Social - FWEA Lead	Jun-24	Member Engagement	\$0.00	\$700.00	(\$700.00)	
3	Member Social - Joint Younger Members - AWWA Lead	Sep-24	Member Engagement	\$0.00	\$300.00	(\$300.00)	Jenn Fehrs and Bart Jones; potential beach night event
4	Joint Luncheon (FWEA/AWWA) - AWWA Lead	Oct-24	Workforce Development/Professional Development	\$0.00	\$0.00	\$0.00	Oct/Mid-Nov AWWA CIP night
5	Member Social - Joint Winter Holiday Social	Dec-24	Member Engagement	\$2,400.00	\$3,000.00	(\$600.00)	Split cost at venue w/ other orgs
6	Joint Luncheon (FWEA/AWWA) - FWEA Lead	Jan-25	Workforce Development/Professional Development	\$650.00	\$650.00	\$0.00	CCU & SarCo - Asset Management, CMOM, Smart Utility
7	Member Social - Joint Younger Members - FWEA Lead	Jun-24	Member Engagement	\$0.00	\$300.00	(\$300.00)	Siesta Key Rum Distillery Tour
8	STEM Scholarship/Donation	Feb-25	Public Awareness/Outreach	\$0.00	\$1,000.00	(\$1,000.00)	
9	Member Social - Longest Drive Competition	Mar-25	Member Engagement	\$0.00	\$1,500.00	(\$1,500.00)	
10	Joint Luncheon (FWEA/AWWA) - AWWA Lead	Apr-25	Workforce Development/Professional Development	\$0.00	\$0.00	\$0.00	
11	Miscellaneous Expenses (Name Tag Covers, Etc.)	Yearly	Member Engagement	\$0.00	\$200.00	(\$200.00)	
12	Speaker Gifts	Yearly	Member Engagement	\$0.00	\$400.00	(\$400.00)	
13	Steering Committee Meetings	Yearly	Member Engagement	\$0.00	\$600.00	(\$600.00)	
14	Steering Committee Gifts	Yearly	Member Engagement	\$0.00	\$400.00	(\$400.00)	
15	Annual Sponsorship	Yearly	Member Engagement	\$6,000.00	\$0.00	\$6,000.00	\$850 sustaining; \$400 virtual; separate event sponsors? expand tiers;
Subtotal Net Revenue from All Activities under General/Operating Fund:						\$0.00	
<i>Fundraising/Golf Tournament Fund</i>							
	Manasota Sporting Clays Event	Feb-25	Member Engagement	\$11,000.00	\$4,500.00	\$6,500.00	
	Contribution to State's Scholarship Fund (1/3 Net Proceeds)	Feb-25	Member Engagement	\$0.00	\$2,166.67	(\$2,166.67)	
	Distribution to EWB (2/3 Net Proceeds)	Feb-25	Member Engagement	\$0.00	\$4,333.33	(\$4,333.33)	
	Golf Tournament	Jul-24	Member Engagement	\$12,000.00	\$8,000.00	\$4,000.00	Senuda to lead
	Contribution to State's Scholarship Fund (1/3 Net Proceeds)	Jul-24	Member Engagement	\$0.00	\$1,333.33	(\$1,333.33)	
	Distribution to FWEA Operator's Challenge (2/3 Net Proceeds)	Jul-24	Member Engagement	\$0.00	\$2,666.67	(\$2,666.67)	
Subtotal Net Revenue from All Activities under Fundraising:						\$0.00	This subtotal must equal zero

The WHY

**To engage, elevate,  
and reward our  
leaders.**



To **train leaders** on

- Statewide procedures
- Best practices (website updates, state budget conference / journal preparation)
- Available tools
- Strategic Plan, Mission, and Vision
- Event Planning
- WEF

### Vision & Mission

#### Vision

*A Clean and Sustainable Water Environment for Florida's Future Generations*

#### Mission

The Florida Water Environment Association is dedicated to promoting a clean and sustainable water environment by supporting and uniting our members with the public through public awareness and outreach; providing professional development and networking opportunities for our members; and creating alliances to promote sound science-based public policy.

#### Strategic Goals

**Member Engagement:** FWEA strives to provide value and demonstrate the value of joining this organization in order accomplish our mission. Providing member services such as high-quality training/education and networking opportunities draws water professionals in Florida to our association.

#### Public Awareness/Outreach

FWEA chooses to be a resource for the general public in promotion of water quality issues and solutions by promoting and providing educational resources to its members for educating the public at all levels.

#### Partnerships & Sound Science-based Public Policy

FWEA acknowledges the benefit of creating alliances to inform water professionals and advise policy makers on scientific, environmental, operational, and financial aspects of water related issues.

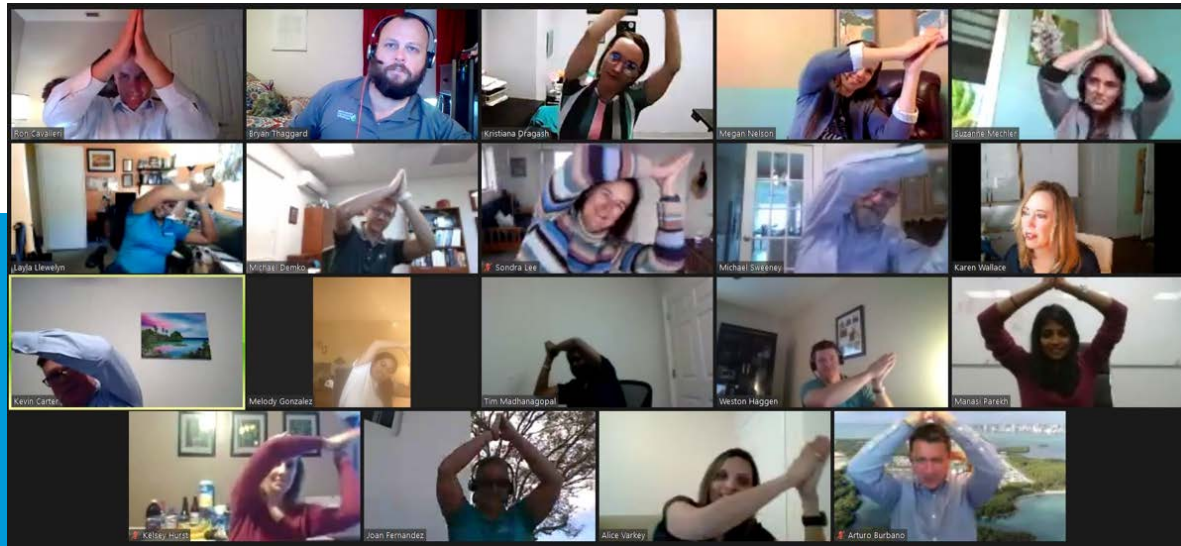
#### Workforce Development/Professional Development

FWEA seeks an active and healthy opportunity to expand value to its members, and to continue to provide professional development at the highest level for relevant and innovative education and training and helps the industry in identifying and developing a skilled workforce.



## The WHY

- To unite the leaders
- Helps grow professional network
- Gives a holistic view of the association
  - Results in **cross-pollination of chapters and committees** once they see the big picture





# The Why – Have FUN!



# Build a Bike!



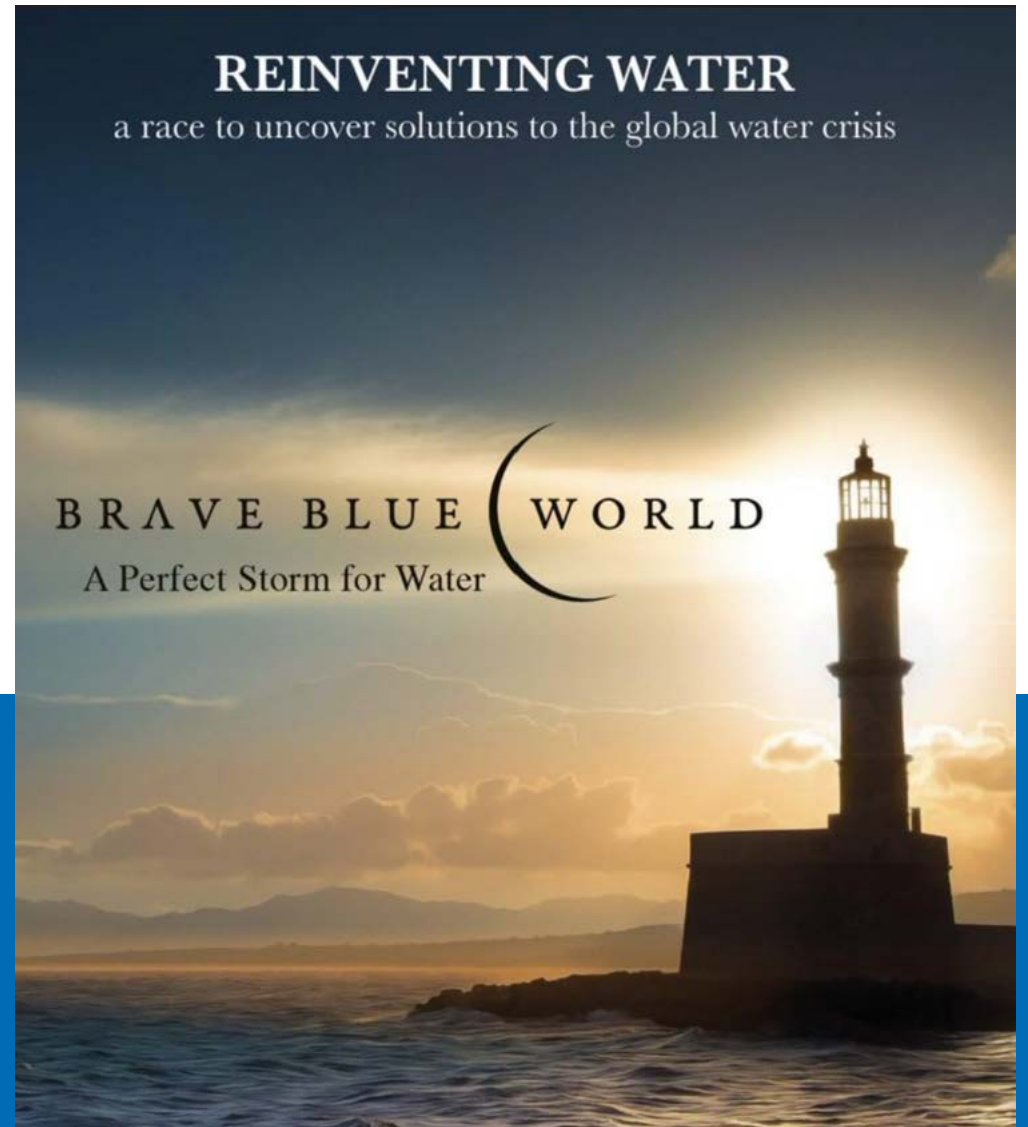
# Ops Challenge Demo

Thank you, Polk  
County Biowizards!!



# Brave Blue World Preview

FWEA got to see it  
before ANYONE else!



# Watching and judging the PCOC “What not to Flush” video contest

Thank you, FWEA Public Communications and Outreach Committee for all you do!



**“TO FLUSH OR NOT TO FLUSH?”**

# 2024 Middle & High School VIDEO CONTEST

Icons illustrating items that can and cannot be flushed: a roll of toilet paper (checkmark), a container of floss (X), a slice of pizza (X), and a box of tissues (X).

**SUBMISSION DEADLINE**  
January 22, 2024

**FOR DETAILS AND FORMS**  
[www.fwea.org/video\\_contest.php](http://www.fwea.org/video_contest.php)

MIDDLE SCHOOL PRIZES		
\$600	\$400	\$200
1 <sup>ST</sup> PLACE	2 <sup>ND</sup> PLACE	3 <sup>RD</sup> PLACE

HIGH SCHOOL PRIZES		
\$700	\$500	\$300
1 <sup>ST</sup> PLACE	2 <sup>ND</sup> PLACE	3 <sup>RD</sup> PLACE

TEACHER PRIZES*		
\$500	\$300	\$200
1 <sup>ST</sup> PLACE	2 <sup>ND</sup> PLACE	3 <sup>RD</sup> PLACE

\*Teacher prize to be spent in the classroom.



Florida Water  
Environment  
Association  
wef Member Association

## LDW Historical Highlights

# Always fun Icebreaker activities

- Toothpaste art
- Escape room trivia
- Memory game exercises
- Virtual ice breakers during COVID

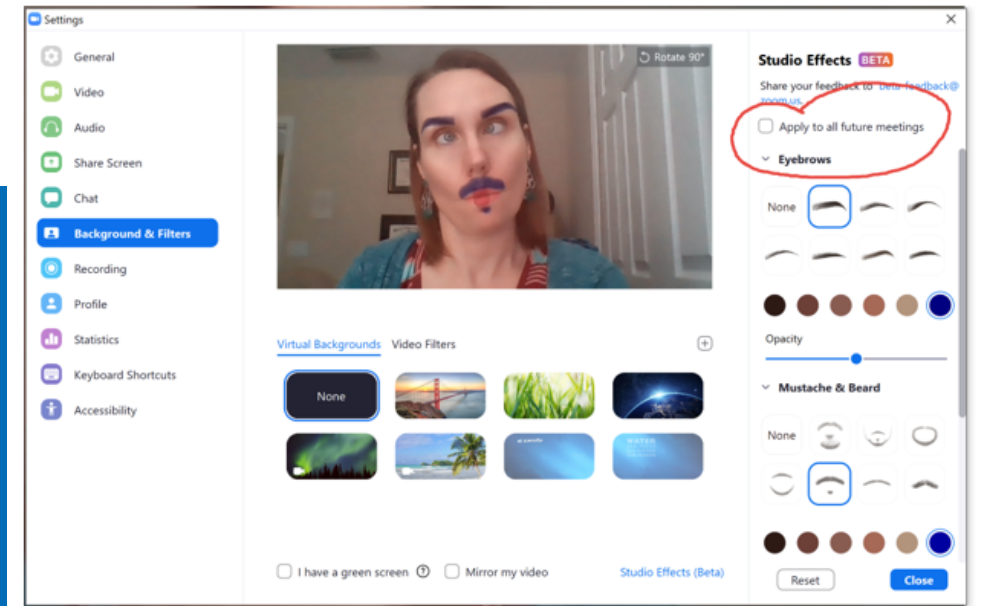


SO! We are going to get to know each other a bit better by changing our virtual backgrounds to answer questions about ourselves!

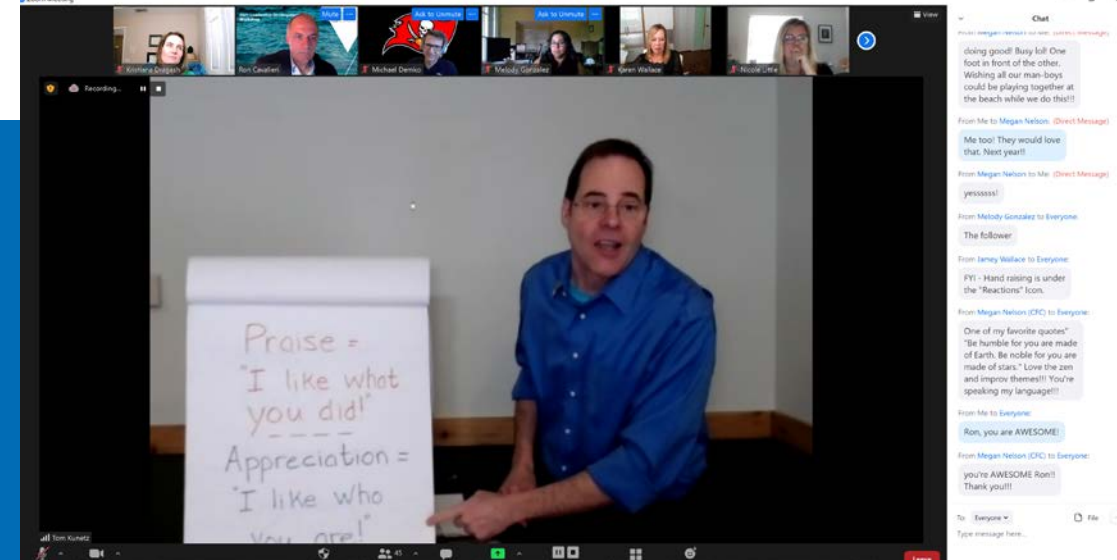
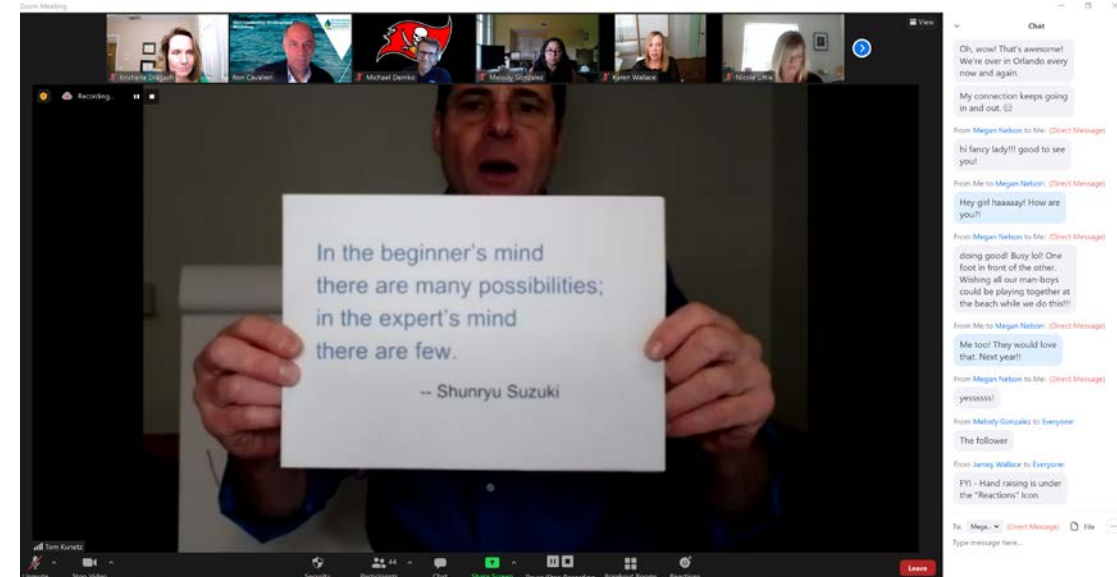
We will choose a few folks to explain their backgrounds for each question.

Is everybody ready?????

1. Where are you from?!
2. Family? Pets? Let's see them!!
3. When COVID is over where are you most excited to go?
4. If you could be a character in a TV series, movie, or book, who would you be?
5. Favorite quarantine show- bonus points if you can dress up like one of the characters!
6. Show me a fun memory from FWEA.
7. Now, let's use:



# Guest speakers from within and outside the water sector



## Audience Engagement

Does your Association do anything similar?



**Thank you!!**

## LDW Overall Summary

### WHO

FWEA Board of Directors,  
Chapter and Committee leaders

### WHAT

annual, invite only, 36-hour  
retreat

### WHEN

Mid January – End of February  
Sunday at Noon – Monday at 5PM

### WHERE

Typically at a nice hotel on the beach in  
Daytona or at a beautiful golf course and  
resort in Central / North FL Howey in the  
Hills

### HOW

- Organized by the Executive Manager and the President – Elect
- No registration cost to attend. Participants just pay for their hotel room and travel costs
- FWEA spends \$10-\$15k to host this event for approximately 45-50 people

### WHY

- Plan for next Fiscal Year (business plans),
- Network and cross-pollinate,
- learn more about FWEA “FWEA crash-course”
- Engage and reward FWEA leaders

## The WHAT (typical agendas)



P: 407-574-3311  
F: 407-563-1411  
info@fwea.org | www.fwea.org

### 2019 Leadership Development Workshop Atlantic Room, Shores Resort & Spa, Daytona Beach Shores, FL

#### AGENDA

#### “Leaders Embracing Change”

##### Thursday, February 7

- 8:00-9:00 **Breakfast and Registration**
- 9:00-9:30 **Welcome and Introductions**  
*Mike Sweeney & Kristiana Dragash*
- 9:30-10:00 **What It Means to Belong**  
*Mike Sweeney*
- 10:00-10:30 **FWEA Year in Review**  
*Kristiana Dragash*
- 10:30-10:45 **BREAK**
- 10:45-11:05 **Organizational Structure of FWEA**  
*Kristiana Dragash & Kart Vaith*
- 11:05-11:45 **Building Effective Chapters and Committees Panel**  
*Moderator: Joan Fernandez*  
*Panelists: Isaiah Shapiro, Juan Oquendo & Joseph Paterniti*
- 11:45-12:10 **Effectively Using Social Media**  
*Megan Nelson & Suzanne Mechler*
- 12:10-1:00 **LUNCH**
- 1:00 - 3:00 **Let's Build a Bike!**  
**Team Building Facilitated by The Leader's Institute.....Richard Petty Room**  
*During this workshop, teams will build bicycles which will be donated to charity.*
- 3:00-3:15 **BREAK**
- 3:15 -4:55 **How the Budget Works and Business Planning Breakout**  
*Sondra Lee*
- 4:55 - 5:00 **Quick Wrap-Up**
- 5:45- 7:30 **Refreshments/Dinner/Networking.....River Room**

##### Friday, February 8

- 8:00 – 8:30 **Breakfast**
- 8:30 – 9:10 **Engaging Volunteers - A Panel Discussion**  
*Moderator: Tim Harley*  
*Panelists: David Hernandez, Jody Barksdale, Brittany Cogger, Juan Oquendo*
- 9:10 - 9:35 **Expanding Membership**  
*Jamey Wallace*
- 9:35- 10:00 **Utility Council Update**  
*Rick Hutton*
- 10:00-10:15 **BREAK**
- 10:15-10:30 **FWEA Certification Initiative**  
*Tim Harley*
- 11:00-11:15 **WEF Update**  
*Ron Cavalieri*
- 11:15-12:15 **FWEA Influencing Trends; A Panel**  
*Moderator: Mike Sweeney*  
*Panelists: Kristiana Dragash, Jamey Wallace, Sondra Lee, Tim Harley, Rick Hutton*
- 12:15 **Closing Remarks**  
*Mike Sweeney & Kristiana Dragash*
- Box Lunches Provided
- 12:30 **Board of Directors Meeting**



# BREAK

9:45 – 10:00 am



connecting ideas | inspiring leaders

Celebrating 50 Years in 2024

# Growth Opportunities for YPs

**Ama Richardson**  
**Olga Mikhalchishina**



# **The Impact of Volunteer Leadership – A YP Perspective**



By: Olga Mikhalchishina & Ama Richardson

# Agenda

- I. Introductions - Olga Mikhalchishina & Ama Richardson
- II. Volunteer Leadership at the MA Level
- III. Volunteer Leadership at the National Level: WEF
- IV. Impact on Personal & Professional Development
- V. YP Engagement – Best Practices



# OLGA MIKHALCHISHINA

- ❖ Born in Ukraine, grew up in Russia, and has lived in Florida, US for 10+ years.
- ❖ Outside of work and volunteering I like to walk with my dog, hiking, traveling, go to live concerts and shows.
- ❖ WEF SYPC Service Project Chair
- ❖ FWEA S&YPC Vice Chair

Engineer | Woodard & Curran | Tampa, FL, USA

[omikhalchishina@woodardcurran.com](mailto:omikhalchishina@woodardcurran.com)





# AMA RICHARDSON

- ❖ Started at WEF in June 2022.
- ❖ Born in Ghana, West Africa and has lived in Northern Virginia for 10+ years.
- ❖ Staff Liaison to WEF's Students and Young Professionals Community (SYPC).

Sr. Manager, Association Engagement (Young Professionals) | Water Environment Federation | Alexandria, VA, USA

She/Her/Hers | [LinkedIn](#)

arichardson@wef.org  
703-684-2400 x7220



# Volunteer Leadership at the MA Level



# Volunteer Leadership at the MA Level

- WEF Student Chapter Activities
- FWEA Events
- FWEA S&YPC Meetings and Calls

# WEF Student Chapter Activities





# Volunteer Leadership at the National Level:



# What is the WEF Community Service Project?

Since 2008, the WEF Students and Young Professionals Community (SYPC) has organized a community service green infrastructure project on the Saturday before WEFTEC.

YP volunteer opportunities include helping plan/design/organize the event, securing sponsorships to fund the event, and volunteering the day of the event.



# WEF Event Photos





# Olga's Highlights



# What is the WEF Springboard Program?

- The WEF YP Springboard Program accepts participants by application only and provides travel expense assistance for the selected YPs to attend the WEF Winter Meeting.
- During the WEF Winter Meeting, YPs have the opportunity to help build the WEFTEC program.
- The program increases opportunities for YP WEF members to become involved in WEF, with emphasis on the integration of YPs into the WEFTEC Program Community.



# WEF Event Photos



# Olga's Highlights



# What is the WEF Community Service Project?

Since 2008, the WEF Students and Young Professionals Community (SYPC) has organized a community service green infrastructure project on the Saturday before WEFTEC.

YP volunteer opportunities include helping plan/design/organize the event, securing sponsorships to fund the event, and volunteering the day of the event.



# Olga's Highlights



# What is the WEF YP Fly-In Scholarship?

- The National Water Policy Fly-In invites water professionals from across the U.S. to help advance key water policy priorities, during Water Week in Washington, D.C. each April.
- WEF offers scholarships to help offset the cost for YPs to attend the Fly-In.

# WEF Event Photos





# Olga's Highlights



# Olga's Other Volunteer Involvement at WEF:

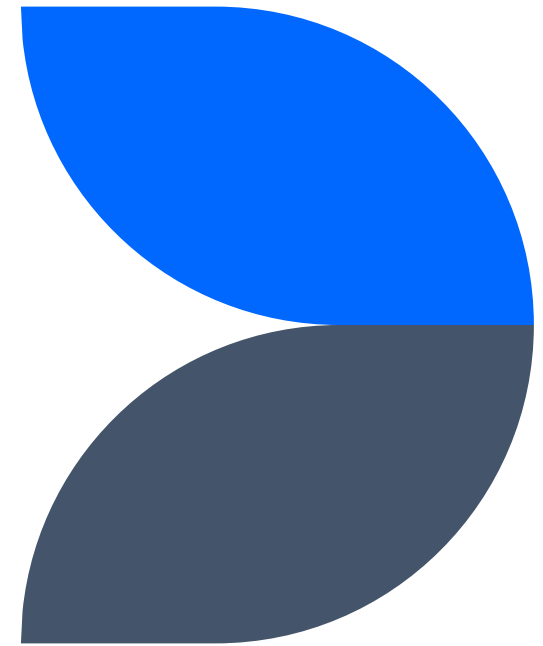
- Facilitated "Learning to Communicate" Workshop at WEFTEC
- Presented at the Utility Management Conference
- Co-Chair of "Opening Doors to Operations Career" -> Learning Exchange
- SYPC Mentorship Program

# Olga's Highlights



# Volunteer Leadership

Impact on Personal & Professional  
Development



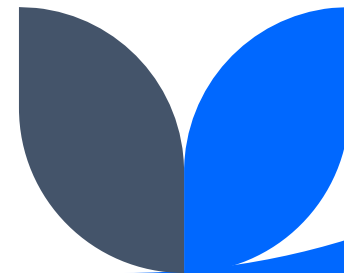
# Impact

## Personal Development:

- Friends
- Self-confidence
- Time management
- Broader perspective

## Professional Development:

- Public speaking
- Networking
- Leadership skills
- Well-rounded knowledge about the industry

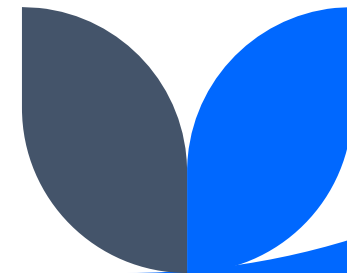




# How to Engage YPs at Your MA

1. Inclusion and Diversity
2. Active listening - ask what their interests/needs are
  - o Implementation of (reasonable) ideas
3. Provide regular networking/volunteer opportunities that are easy for YPs to find
4. Provide mentorship opportunities
5. Seasoned volunteers can encourage and support YPs in their workplace to join/be active

# Engaging YPs at the MA Level



# Knowledge Sharing Between WEF & MA YPs – Best Practices

- Encourage WEF YP members to share national updates at the MA level.
- Reward active volunteers by providing scholarships to help them attend national (WEF) events.
- Invite YP leaders to attend MA Leadership Events with your WEF Delegate.



# YP Engagement at WEF



**Communicate**  
**Welcome Ideas**  
**Mentor**

## **Final Tips & Takeaways**

- Communicate opportunities to your student & YP members
  - Continuously share information about volunteer opportunities and engagement events – these are crucial for driving interest and participation
- Encourage idea sharing and actively listen
  - Provide support to implement new and feasible ideas
- Mentor your student and YP leaders
  - They can become your future WEF Delegates





# Thank you!

Any questions?

Olga Mikhalchishina

[omikhalchishina@woodardcurran.com](mailto:omikhalchishina@woodardcurran.com)

Ama Richardson

[arichardson@wef.org](mailto:arichardson@wef.org)



# Engaging Future Leaders

**Joe Paterniti**  
**Jason Patty**  
**Doug Pike**

**FWEA Engaging Future Leaders**



WEFMAX St. Petersburg, FL  
May 30, 2024



# Engaging Future Leaders

- Our FWEA PCOC launched the annual "To Flush or Not to Flush?" Florida High School video contest in 2017
- This contest is open to all Florida High School students.
- Videos must be under 45 seconds and can be submitted by individuals or teams of up to four students.
- To incentivize and reward winning students and their teachers with cash prizes.
  - Students \$700, \$500 and \$300
  - Teachers \$500, \$300 and \$200
- 2024 Competition 42 High schools and 6 Middle schools



# Engaging Future Leaders

- Over the past 2-years we have recorded over 50 water stories at our annual conference
- We are sharing the videos on our social media platforms
- We encourage our membership to “like” and share the posts with their social network.
- I like to share a brief video compilation of a few of our water stories



**WORK** *in*  
**WATER**  
Advancing water careers





# WORK *in* WATER

Advancing water careers

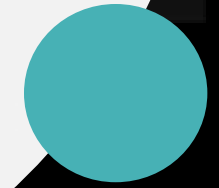
EPA Environmental Education Grant  
*Careers in Water Stewardship* (97754201)  
&  
*Work in Water Expansion* (97765701)

Environmental Finance Center  
Wichita State University





Check out the  
Work in Water Webpage  
[wichita.edu/workinwater](http://wichita.edu/workinwater)





Tonya,

Thank you for everything you have done for the  
Past Summer. It is crazy to think you met me when  
I was a senior in highschool and now here I am  
graduating college. If it were not for you and  
the Work in Water Program, I would not have gotten  
a degree in Engineering.

I am honored to have met you and to  
have been able to be mentored by you.

Best,  
Lorraine  
Lurray



# Empowering Educators. Inspiring Future Water Leaders.

## ABOUT THE PROGRAM

Career paths are common topics for K-12+ students, but jobs in the water industry aren't often part of those conversations. The **Future Water Leaders (FWL) Program** brings together a nationwide network of career guidance counselors and education specialists, supported by an online **Educators Resource Hub** to encourage exploration of careers in water and wastewater utilities.



**Learn More:** [efcnetwork.org/future-water-leaders](https://efcnetwork.org/future-water-leaders)

# FUTURE WATER LEADER



**TELL YOUR TEACHER. VISIT THE  
EDUCATORS RESOURCE HUB**

*efcnetwork.org*

# FUTURE WATER LEADER



**TELL YOUR TEACHER. VISIT THE  
EDUCATORS RESOURCE HUB**

*efcnetwork.org*



SCAN ME

# Future Water Leaders

*A School Counselor's Guide to Great Water Careers*





connecting ideas | inspiring leaders

Celebrating 50 Years in 2024



**PWWEA**

PENNSYLVANIA WATER  
ENVIRONMENT ASSOCIATION

**Doug Pike**



# **Engaging Future Leaders**



# Student and Young Professional Committee

- SYP Committee has grown from 5 members to 15.
- They hold quarterly networking events and Trivia Nights with teams across the state.
- They invite Board members to tell their “Water Story” at the committee meetings.



# Student and Young Professional Committee

- During “PennTec”, the Annual Conference.
  - Corn Hole Tournament and Picnic Dinner.



# Student and Young Professional Committee

- During “PennTec”, the Annual Conference.
  - Student Poster Competition.

# Student and Young Professional Committee

- During “PennTec”, the Annual Conference.
  - Community Service Project.

# Student and Young Professional Committee

- During “PennTec”, the Annual Conference.
- Community Service Project.



# Student and Young Professional Committee

- In 2023 the first Student Chapter was formed with Carnegie Mellon University just months before WEFTEC.
- CMU quickly put a team together to compete in the Student Design Competition.

# Student and Young Professional Committee

- They finished 5<sup>th</sup> in the wastewater division.
- Their success was celebrated at PWEA's hospitality event later that day.



# Stockholm Junior Water Prize

- Members volunteer to judge at various science fairs.
- In 2023 Saranya Anantapantula finished second overall.
- Her project was titled “Meta-analysis of Field Experiments & Experimentation of Gypsum, an Inexpensive and Natural Treatment, Towards Effective, Low-Cost, High-Efficacy Algal Bloom Control”.



# Scholarships

- \$2000 is given to each of the three sections to help fund their scholarships.

# Scholarships

- In the Western Section fund raising includes:
  - Golf Outing
  - Two Sporting Clay Shoots
  - Paintball (New this year.)

# Scholarships

- In the Western Section, scholarships are given for:
  - College
    - Typically, two \$2500 scholarships.
  - Community College Wastewater Operator Program
    - Up to two \$1250 scholarships.
  - Leadership
    - New this year.
    - Used to send a Board member to a WEFMAX.



# Community Outreach





# Nominations Committee 2024 Updates

Erin Longworth and Jim Barsanti

# 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\*



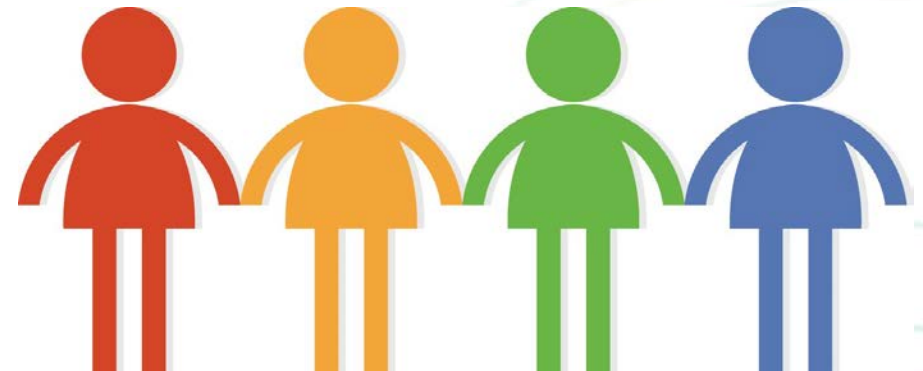
# Speaker-Elect

- 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)



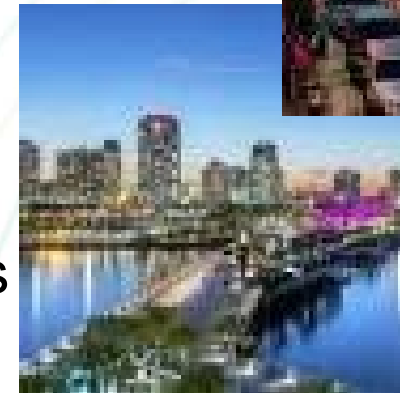
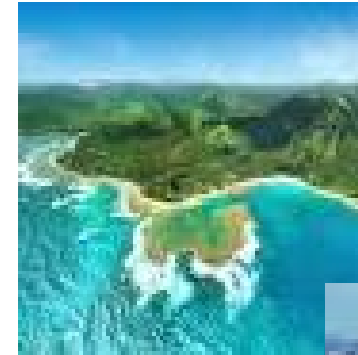
# HOD Diversity, Equity, and Inclusion Committee

- 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 1<sup>st</sup> year delegates to apply for committee positions.
- We need you!

Any questions? Contact:

[Amanda.Sheposh@jci.com](mailto:Amanda.Sheposh@jci.com)



Thank you!



# LUNCH

11:45 am – 1:00 pm



connecting ideas | inspiring leaders

Celebrating 50 Years in 2024

# MA SHARING SESSION

**Chesapeake WEA – Ellen Frketic & Laura Jo Oakes**

**WEA of Ontario – Mary Beth Holmes**

**WEA of South Carolina – David Baize**

## **Leadership History Over Time**

**Atlantic Canada WWA – Clara Shea**

**WEA of South Carolina – David Baize**

**New England – Janice Moran**

**Florida WEA – Mike Sweeney**



connecting ideas | inspiring leaders

Celebrating 50 Years in 2024

# Establishing Standard Operating Procedures for Committees

**Ellen Frketic**

**Laura Jo Oakes**





# Leadership Onboarding

# Leadership Onboarding



## 2023-2024 CWEA LEADERSHIP SERIES

### CWEA LEADERSHIP ONBOARDING SESSION AGENDA

#### **SESSION #1:**

TUESDAY,  
OCTOBER 17TH  
NOON - 2PM

#### **SESSION #2:**

WEDNESDAY,  
OCTOBER 25TH  
11AM - 1PM

**ATTEND ONE OF  
THE SESSIONS  
AND  
JOIN US FOR AN  
APPRECIATION  
LUNCHEON**

THURSDAY,  
OCTOBER 26TH  
11:30 AM - 1:30 PM  
at the  
**HIDEAWAY**  
1439 Odenton Rd.  
Odenton, MD 21113

#### **Opening**

Gary Moore, CWEA President-Elect  
Leadership Committee Chair

#### **Welcome from CWEA President**

Clarence Beverhoudt, CWEA President

#### **Strategic Plan - Leadership Alignment**

Yvette Judge - SP&I Committee Chair

#### **DE&I - What does it mean for your committee?**

Eric McFarland - DE&I Committee Chair

#### **Budget - How to create your committee budget.**

Ellen Frketic, Budget & Finance Committee Chair

Laura Oakes, Budget & Finance Committee Vice-Chair

#### **CWEA 2024 Sponsorship Campaign**

Andrew Kreider, Sponsorship Committee Chair

Traci Storm, CWEA Executive Manager

#### **Website/Committee Folders - Did you know?**

Traci Storm, CWEA Executive Manager

#### **Roles & Responsibilities and SOPs**

Gary Moore, Business Practices Committee Chair

#### **Reference Guide & Social Media**

Traci Storm, Executive Manager

#### **Summary**

Clarence Beverhoudt, CWEA President

#### **Q&A and Closing**

Gary Moore, Leadership Committee Chair

# Leadership Onboarding

The Leadership Onboarding Session is designed to:

- *give Chesapeake WEA Leadership a quick overview of the tools that are available to be successful in their position*
- *explain processes and guidelines that we need to adhere to in accountability to our mission and our 501(c)(3) status*
- *foster connection and networking within the Chesapeake WEA committee chairs and leadership*
- *ensure unity and alignment in reaching our goals*
- *express appreciation for Chesapeake WEA's leaders*

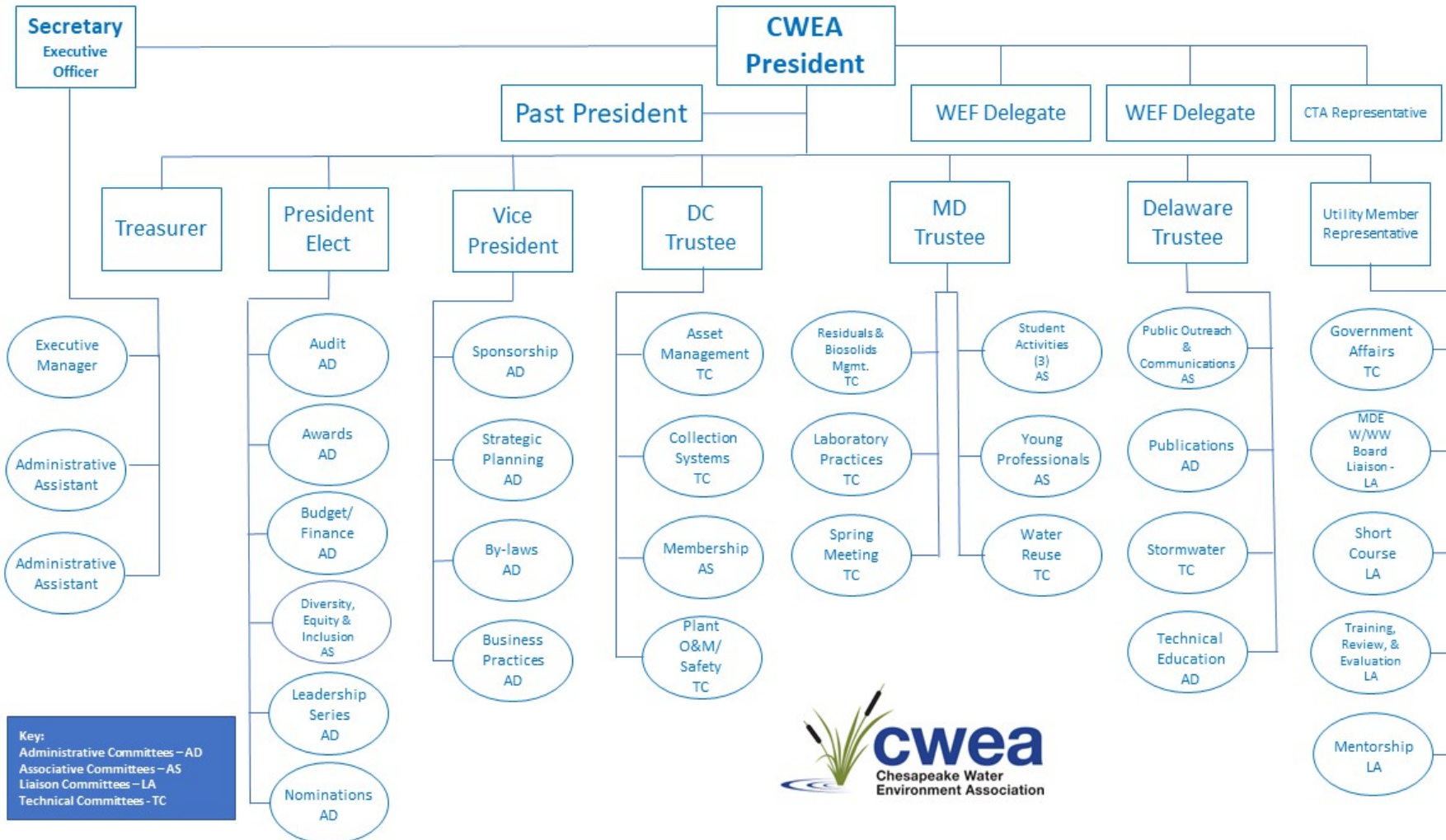




# **Establishing Standard Operating Procedures**

# Establishing Standard Operating Procedures for Committees

2023 – 2024 CWEA Organizational Chart



# Establishing Standard Operating Procedures for Committees

## **Trustee/Board Overall Responsibilities**

- Liaison between Committee Chairs and Board of Directors
- Facilitate and ensure Committee usage of website for all documents and relevant information
- Coordinates receipt of Committee reports and communicates any updates at Board Meetings in the Chair's/Vice-Chair's absence
- Assist Committees with budget preparation, organizing events and supporting committee equity

# Establishing Standard Operating Procedures for Committees

## Trustee/Board Overall Responsibilities, continued

### ➤ President

- Oversees the affairs of the Association
- Presides at all meetings/Chair of the Board
- Appoints Committee Chairs and Vice Chairs

### ➤ President-Elect

- Assumes the duties of the President in his or her absence
- Assists the President
- Chairs the Nominations Committee and Leadership Series

# Establishing Standard Operating Procedures for Committees

## Trustee/Board Overall Responsibilities, continued

### ➤ Vice President

- Assumes the duties of the President-Elect in his or her absence
- Supports Trustees in their active oversight of Committees

### ➤ WEF Delegates

- Represents Chesapeake WEA in the WEF House of Delegates

### ➤ Trustees

- Active Oversight of Committees
- Annual review of Treasurer's records
- Serves on or appoints designate to Nominations Committee
- Serves on Bylaws Committee

# Establishing Standard Operating Procedures for Committees

## Committee Chair/Vice Chair Roles and Responsibilities

- Ownership of your Committee
  - Meetings and Calls (engagement)
  - Events (education/engagement/networking/revenue)
  - Webinars/Virtual Workshops (education/revenue)
  - Leader of tasks and managing Committee efforts
- Prepare and track budget
- Coordinate with WEF Committees, CSAWWA Committees
- Review/Edit/Create your Committee SOP
- Attend periodic and relevant Board Meetings
- Work with Trustees/Board Liaisons

# Establishing Standard Operating Procedures for Committees

## Committee Category Descriptions

COMMITTEE CATEGORIES					
	Administrative Committees	Associative Committees	Technical Committees	Liaison Committees	Trustees
	Committees responsible for the general operations, financial responsibilities, organization, marketing, plans for maintenance and growth, and all related administrative functions of the association.	Committees responsible for creating and maintaining engagement with the association's membership, while pursuing objectives to increase membership.	Committees responsible for creating continuing education events, relating to their specific industry, for the purpose of offering benefits to membership and opportunities to earn PDH/CEU credits.	Committees responsible for collaborating with other associations/organizations to create continuing education opportunities or offer participation in events being offered by other organizations.	In relation to committee oversight: Responsible for providing direction, accountability, and support to the Committee Chairs that have been assigned to them.
	Audit, Awards, Budget & Finance, Business Practices, Bylaws, Nominations, Publications, Sponsorship, Strategic Planning & Implementation	DE&I, Membership, Public Communications & Outreach, Student Activities, Young Professionals	Asset Management, Collection Systems, Fly-In, Government Affairs, Laboratory Practices, Plant Operations, Maintenance, & Safety, Residuals & Biosolids Management, Spring Meeting, Stormwater, Technical Education, Water Reuse	CWEA Short Course, CWEA Tri-Association Conference, MDE W/WW Board Liaison, Mentorship, Stockholm Junior Water Prize, Training, Review, & Evaluation	Please refer to the CWEA Organizational Chart to see which committees are listed under which Trustees.
TASKS					
CWEA Membership	Required for Chair, Co-Chairs, Vice-Chairs	Required for Chair, Co-Chairs, Vice-Chairs	Required for Chair, Co-Chairs, Vice-Chairs	Required for Chair, Co-Chairs, Vice-Chairs	Required - Elected Position
Committee Meetings	As needed per scheduled committee obligations	Monthly	Monthly	As required by collaborating associations	Monthly check-in with each committee
Board Meeting Report	Quarterly	Bi-Monthly	Bi-Monthly	Quarterly	Bi-Monthly
Budget Submission	Required in November	Required in November	Required in November	Required in November	Ensure Committees have completed their budgets, by the November deadline
Ecoletter Article Submission	Awards - as needed/Publications	Event Submissions - promo/after	Event Submissions - promo/after	Event Submissions - after	Ensure Committees have submitted Ecoletter articles after events.
Webinar Planning/Presentation	n/a	n/a	1-2 yearly	n/a	Ensure required committees have webinar planned.
Conference/Seminar P/P	n/a	n/a	1 event yearly	Planned through collaborating association	Ensure required committees have C/S planned.
Event Planning/Presentation	n/a	Required per detailed Committee Descriptions	See above	n/a	n/a
Maintain website committee folder	As needed per committee activities	Continually	Continually	As needed per committee activities	n/a
Leadership Retreat Attendance	Chairs Required	Chairs Required	Chairs Required	As requested by CWEA President	Trustees Required
Documentation	(see detailed descriptions)	(see detailed descriptions)	(see detailed descriptions)	(see detailed descriptions)	n/a

# Establishing Standard Operating Procedures for Committees

## CHESAPEAKE WATER ENVIRONMENT ASSOCIATION (CWEA) Committee Standard Operating Procedures (SOP)



<b>COMMITTEE NAME:</b>	
<b>DESCRIPTION:</b>	
<b>OBJECTIVES:</b>	
<b>DUTIES:</b>	
<b>PROCEDURES:</b>	
<b>MEMBERSHIP:</b>	
<b>CHAIR SELECTION:</b>	
<b>LENGTH OF SERVICE:</b>	
<b>TIME COMMITMENT:</b>	
<b>COMMITTEE MEMBERS:</b>	
<b>COMMITTEE MEETINGS:</b>	
<b>BOARD MEETINGS:</b>	
<b>BUDGET:</b>	
<b>ECOLETTER ARTICLE SUBMISSION:</b>	
<b>WEBINAR PLANNING/PRESENTATION:</b>	
<b>EVENT PLANNING/PRESENTATION:</b>	
<b>MAINTAIN WEBSITE COMMITTEE FOLDER:</b>	
<b>ADMINISTRATOR SUBMISSIONS:</b>	
<b>LEADERSHIP RETREAT:</b>	
<b>COLLABORATION WITH OUTSIDE ASSOCIATIONS:</b>	
<b>DATE:</b>	<b>REVISION DATE</b>




# Establishing Standard Operating Procedures for Committees

<b>COMMITTEE NAME:</b>	<b>STORMWATER COMMITTEE</b>
<b>DESCRIPTION:</b>	The Stormwater Committee aims to deliver timely and relevant information to the regulated stormwater community, CWEA's membership, public officials, and other interested stakeholders.
<b>OBJECTIVES:</b>	<p>Provide technical programs and forums for the exchange of knowledge and experience among professionals from throughout the Chesapeake Bay region.</p> <ul style="list-style-type: none"> <li>• Build capacity and increase understanding of local Municipal Separate Storm Sewer System (MS4) personnel.</li> <li>• Share lessons learned about successful program implementation.</li> <li>• Alert project managers to successes and potential pitfalls and solutions to project design and implementation.</li> <li>• Bring new academic, technical and scientific breakthroughs to the attention of stormwater personnel.</li> <li>• Ensure positive water quality progress toward a healthy Chesapeake Bay.</li> <li>• Provide a forum and communication vehicle between Federal, State and Local stormwater personnel.</li> <li>• Promote effective and efficient stormwater strategies among Federal, State, and Local stormwater personnel.</li> </ul>
<b>DUTIES:</b>	<ul style="list-style-type: none"> <li>• Hold 1 to 2 seminars per year that promote training and understanding of regional stormwater issues.</li> <li>• Bring technical and programmatic expertise to stormwater personnel in the more rural parts of the region.</li> <li>• Hold 1 to 2 webinars per year to encourage exchange of ideas and experience with broader national stormwater audience</li> <li>• Solicit and collect nominations for the Golden Raindrop Award</li> </ul>
<b>PROCEDURES:</b>	The Stormwater Committee organizes two half- or full-day seminars and webinars every year. Generally, the seminars are held in the Spring and Fall. Webinars are also offered twice a year and can

# Establishing Standard Operating Procedures for Committees


## Collection Systems Committee Example

CHESAPEAKE WATER ENVIRONMENT ASSOCIATION (CWEA)  
Committee Standard Operating Procedures (SOP)




<b>COMMITTEE NAME:</b>	<b>Collection Systems Committee</b>
<b>DESCRIPTION:</b>	The Collection Systems Committee aims to further the mission of the Water Environment Federation by connecting professionals in and around Delaware, Maryland and the District of Columbia to share and discuss innovative ways the wastewater sector can continue to protect public health and the environment.
<b>OBJECTIVES:</b>	<ul style="list-style-type: none"> <li>Foster the exchange of knowledge and experience amongst wastewater professionals that work in and around the Chesapeake Region.</li> <li>Build lasting relationships amongst sewer industry peers.</li> <li>Encourage diversity and equity within the wastewater sector.</li> <li>Hold 1 to 2 seminars per year that promote training and understanding of regional collection system issues.</li> <li>Collaborate with the Technical Education Committee once a year by providing speakers for a webinar focused on a collection system topic.</li> <li>Host and participate in the Ed Norton Golf Tournament.</li> <li>Plan and participate in the Ops Challenge held during Tri-Con.</li> <li>Plan and awarding the Golden Manhole Award to recognize those who have provided exceptional service or leadership to the wastewater industry.</li> <li>Continue regularly scheduled meetings.</li> <li>Hold regular committee member roster and documents.</li> </ul>
<b>DUTIES:</b>	<ul style="list-style-type: none"> <li>Collaborate with the Technical Education Committee once a year by providing speakers for a webinar focused on a collection system topic.</li> <li>Host and participate in the Ed Norton Golf Tournament.</li> <li>Plan and participate in the Ops Challenge held during Tri-Con.</li> <li>Plan and awarding the Golden Manhole Award to recognize those who have provided exceptional service or leadership to the wastewater industry.</li> <li>Continue regularly scheduled meetings.</li> <li>Hold regular committee member roster and documents.</li> </ul>
<b>PROCEDURES:</b>	<p><b>Golden Manhole Award</b> The CWEA Golden Manhole Award was established to acknowledge extraordinary personal service to CWEA while working to promote, operation &amp; maintenance, response collection system management, operation to an individual, response and continuing education. The award is presented to an individual for contributions to the advancement of collection system management, operation, or improvement. The annual honoree will be presented with the coveted CWEA Golden Manhole lapel pin at the CWEA Annual Awards Banquet.</p> <p>Recipients should be active members of CWEA who have distinguished themselves through their efforts, contributions, and promotion of the Association and its programs, relative to wastewater collection systems.</p> <p>A call for nominees is solicited via email to past awardees around June. Nominations are submitted to the Chair. An ad-hoc committee appointed by the Chair reviews all nominations and provides recommendations to the Chair for award.</p> <p>The Collection System Committee shall consist of a committee chair, vice chair and have a minimum total membership of four (4) members. Vice Chair automatically advances to Chair unless there is an inability to fulfill this duty. Vice Chair is selected informally through word of mouth, but is typically an individual has been active with the committee.</p>
<b>MEMBERSHIP:</b>	
<b>CHAIR SELECTION:</b>	
<b>LENGTH OF SERVICE:</b>	1-year term

CHESAPEAKE WATER ENVIRONMENT ASSOCIATION (CWEA)  
Committee Standard Operating Procedures (SOP)



<b>TIME COMMITMENT:</b>	Chair and Vice Chair: average of 3 hours a month; more time is required leading up to and on the day of planned events. Membership is voluntary and therefore the time commitment is up to the individual. Participation in 1-hour monthly meetings is strongly encouraged.
<b>COMMITTEE MEMBERS:</b>	Members may be asked to volunteer with events and outreach. New members, including, but not limited to young professionals, students, and utility representatives are encouraged and welcome to attend meetings and events. There are no exclusions on who can be a member of the CSC, but it is encouraged that they first be a member of CWEA.
<b>COMMITTEE MEETINGS:</b>	Monthly meetings are held typically on the third Thursday of the month. Meeting may be adjusted ±2 business days to avoid conflict with CWEA Board Meetings and other CWEA / CSC events. The August committee meeting is traditionally held at Secrets during Tri-Con. The torch is passed from Chair to Vice Chair at this meeting.
<b>BOARD MEETINGS:</b>	The CWEA Board meets frequently throughout the year. All CWEA members are welcomed to attend any meeting. The Committee Chair and Vice-Chair are encouraged to attend and required to provide update reports at each meeting. The Committee's actions are regulated by the CWEA By-laws. Specific approval by the Board is required for the following: <ul style="list-style-type: none"> <li>Appointment of Committee selected incoming Chair or Vice-Chair (Board President only)</li> <li>Memo of Understanding or other contract with non-CWEA organization</li> <li>Annual budget</li> </ul> Board approval can be requested by the Chair and Vice-Chair in person during a Board meeting or written communication via the liaison. Emergency approval should be coordinated with the EA.
<b>BUDGET:</b>	The budget is prepared annually in November using the <i>CWEA Committee Budget Worksheet</i> . The Chair and Vice Chair update committee expenses and revenues based on best available information for the year ahead.
<b>ECOLETTER ARTICLE SUBMISSION:</b>	Articles are provided after the following events: <ul style="list-style-type: none"> <li>Ed Norton Golf Tournament</li> <li>Ops Challenge</li> <li>Fall Seminar</li> </ul>

CHESAPEAKE WATER ENVIRONMENT ASSOCIATION (CWEA)  
Committee Standard Operating Procedures (SOP)



**WEBINAR PLANNING/PRESENTATION:** Webinars are seminars or workshops held over the internet and they are offered free of charge. These webinars are generally one-hour long and are held during lunch time. Interested individuals can join a webinar at a location of their choosing, therefore, they are a convenient way of disseminating information to hundreds of individuals.

The CSC participates in the Technical Education Committee webinar series. For the agreed upon month, CSC is responsible for securing speaker(s) and providing the TEC with the information necessary to advertise the event: speaker names, bios, and presentation abstract. If needed, the CSC may provide a meeting facilitator / moderator for this event.

One webinar a year should be planned. Once a webinar topic is identified, the following activities and associated schedule could be followed:

Webinar Planning Activities	Months Prior to Webinar Date
Identify topic and speaker	4
Coordinate with speaker	4
Advertise webinar title, description and speaker to membership	3
Identify facilitator for webinar	2
Coordinate with speaker on webinar logistics	1
Send reminder about webinar title, description and speaker	1
Attend webinar and address follow-up actions	0

# Establishing Standard Operating Procedures for Committees

## CHESAPEAKE WATER ENVIRONMENT ASSOCIATION (CWEA) Committee Standard Operating Procedures (SOP)



### EVENT PLANNING/PRESENTATION:

Seminars are half- or full-day information exchange forums. The "Fall Seminar" has crept into early December and is traditionally held at MITAGS on a Wednesday or Thursday.

#### Finances

The Executive Administrator (EA) of CWEA, and the CWEA Treasurer are responsible for all financial transactions. They will manage collection of seminar registration fees and other forms of event revenue. When possible, event expenses (i.e. venue rental, event food/beverage services, etc.) will be paid directly by the EA/Treasurer. Supplemental expenditures, such as printing, should be invoiced to CWEA, approved by the Committee Chair (or their designated representative) and submitted to the EA for direct payment to the service provider. Any unplanned expenses paid directly by Committee Member should be approved by Committee Chair and submitted for reimbursement by the Executive Administrator.

There is a charge for attending seminars / events. Local, State and Federal government employees and students can typically register at a reduced rate. Vendors also pay a fee to exhibit and market their products at the seminar. Invited guests (such as keynote speakers) do not pay for registration. However, presenters are expected to pay regular fee for registration. The goal is to not lose money at the end of each seminar. In other words, the committee should carefully plan seminars in order to collect sufficient funds so the expenses can be paid. Therefore, revenue estimates should always be about 15% more than the expenses projected to account for unanticipated expenses.

#### Sponsorship and Sponsor Recognition

Consultants, vendors and other interested entities are contacted to sponsor seminars. Those interested in sponsoring the seminar can pay for it during registration. Once sponsors are finalized, their high-resolution logos are requested for use during the seminar.

Seminar sponsors are acknowledged and thanked during introduction at the beginning of the seminar. Also, sponsor logos appear on the event agenda program, slides, and / or advertising. Recognition of CWEA sponsors is also provided during the event.

#### Fall Seminar Event Planning

A sub-committee of volunteer committee members may be established to help plan, organize, and implement the Seminar. The purpose of this sub-committee is to initiate the planning process for each seminar and chair key tasks of seminar planning until the end of the seminar. Professor contacts of committee members may be leveraged to secure high-quality speakers.

Planning activities (and timeframes for each) for the seminar include the following:

## CHESAPEAKE WATER ENVIRONMENT ASSOCIATION (CWEA) Committee Standard Operating Procedures (SOP)



Seminar Planning Activities	Months Prior to Seminar Date
Identify theme and topic	6
Identify Keynote Speaker	5-6
Develop program outline	5
Advertise seminar program	5
Reach out to speakers / obtain abstracts	5
Inform authors of selected abstracts	3
Post agenda/flyer on CWEA web site and distribute to membership	2-3
Reach out to committee membership and others for seminar sponsorship	3
Coordinate with committee volunteers on roles and responsibilities for the seminar (use existing logistics spreadsheet as a template)	2
Contact vendors and advertise seminar	2
Produce final agenda/flyer of seminar	1
Coordinate with presenters to remind them of seminar expectations and deadline for presentation submittal	1
Prepare seminar signs (inside and outside)	0.5
Identify and coordinate with moderators	0.5
Prepare PDH certificates	0.5
Coordinate with seminar planning sub-committee and other volunteers to ensure clear understanding of roles and responsibilities	0.25
Attend seminar and update lessons learned	0
Debrief at next regularly scheduled committee meeting	0

An agenda that can be used as a guide for future seminars is as follows:

Duration (min.)	Start Time	End Time	
60	8:00	9:00	Registration / Breakfast / Networking
15	9:00	9:15	Opening Remarks
30	9:15	9:45	Keynote Speaker
30	9:45	10:15	Presenter #1
30	10:15	10:45	Presenter #2
30	10:45	11:15	Networking Break
30	11:15	11:45	Presenter #3
30	11:45	12:15	Presenter #4
75	12:15	1:30 PM	LUNCH / Networking with Exhibitors
30	1:30 PM	2:00 PM	Presenter #5
30	2:00 PM	2:30 PM	Presenter #6
30	2:30 PM	3:00 PM	Presenter #6
30	3:00 PM	3:30 PM	Break
30	3:30 PM	4:00 PM	Presenter #7
30	3:30 PM	4:00 PM	Presenter #8
15	4:00 PM	4:15 PM	Closing Remarks
			Happy Hour - Cash Bar

## CHESAPEAKE WATER ENVIRONMENT ASSOCIATION (CWEA) Committee Standard Operating Procedures (SOP)



### MAINTAIN WEBSITE COMMITTEE FOLDER:

Raffle prizes and drawing giveaways  
Donated gift cards may be raffled off. Value of the item should not exceed \$25.

PDH Certificates  
Participants should receive PDH certificates. It is preferred to provide them at the end of the event, but they may also be emailed after the event by the CWEA Administrator.

#### Event Day

On the day of the event, the Chair or Vice Chair typically opens up the event by providing general remarks and recognition of sponsorship. Generally, there is a keynote speaker at the beginning. Subsequently, selected presentations are given in the order shown on the agenda. Continental breakfast, lunch and breakout food / beverages could be provided during the seminar depending on the length of the seminar. If the event is held at MITAGS, collect unused lunch tickets so we don't unnecessarily pay for these meals.

#### Ed Norton Golf Tournament

Reserve date and location of the tournament as soon as possible for the event to allow for proper notification, registration and solicitation of sponsorships. Provide content to CWEA EA for the event flyer and on-line registration (all registration is done on-line). Manage the participation level to ensure adequate food, tee assignments and overall event space is allocated by the golf course. One week prior to the event provide the course with all registration information including team assignments. Solicit, produce and provide the tee sponsorship signs for the events. Solicit and deliver to the course any marketing "giveaways" to be included in the bags provided to each paid golfer on the day of the event.

#### Ops Challenge

Sub-committee consists of CSC members interested in participating and at least one member of the local CWEA Ops Challenge teams that will participate. Schedule and coordinate with CWEA, Tri-Con committee and CSC on the competition schedule, budget and space required for the event. Solicit sponsorships, teams, judges and staff to complete the event in Ocean City. Coordinate with WEF to attend the event in Ocean and assist for the winning team to attend WEFTEC.

### ADMINISTRATOR SUBMISSIONS:

Committee Chair/Co-Chair must maintain website committee folder with all documentation that is created for committee responsibilities, events, articles, procedures, etc.  
Committee Chair/Co-Chair must inform the Association's Administrator of any event dates or activities through email or the CWEA Event Planner Form. Committee Chair/Co-Chair must email the CWEA Board Report Form to the Administrator quarterly.



# SUCCESSION PLANNING FOR BOARD OF DIRECTORS AND COMMITTEES

2024 WEFMAX, St. Petersburg, FL



# BOARD COMPOSITION

## Executive Committee



**Treasurer**  
Linda Cooke-Weaver  
Wolseley Inc.



**Vice President**  
Carrie Brunet  
Region of Niagara



**President**  
Chandra Baker  
Region of Halton



**Past President**  
Danielle Anders  
GM BluePlan

## Directors



**Director**  
Anthony Abruscato  
RATS Inc.



**Director**  
Sangeta Chopra  
Ontario Clean  
Water Agency



**Director**  
Peter Davey  
Environmental  
Science &  
Engineering  
Magazine



**Director**  
Aleah Henry  
Veolia WTS



**Director**  
Natasha Jansen  
City of Ottawa



**Director**  
Max Rao  
Aqualy Water  
Technologies

## YP



**YP Representative**  
Jonathan Rudyk  
R.V. Anderson



**YP Representative**  
Nathaly Villada  
Toronto Water

## WEF



**WEF Delegate**  
Erin Longworth  
Region of Halton



**WEF Delegate**  
Richard Szigetl  
City of Toronto

## Affiliates

### Voting



**CWWA  
Representative**  
William Fernandes  
Toronto Water



**PWD  
Representative**  
Jeff Van Andel  
City of Toronto

### Non-Voting



**OMWA  
Representative**  
Justin Pulleybank  
ENWIA Utilities  
Ltd.



**OPCEA  
Representative**  
Kris Montgomery  
Flow Point  
Environmental  
Systems



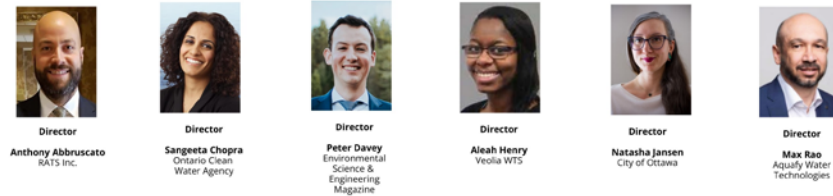
**OMWA  
Representative**  
Tom Woodcock  
R.V. Anderson

# PATH TO BOARD

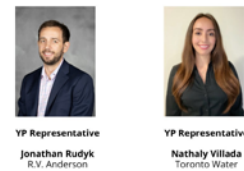
## Executive Committee



## Directors



## YP



## WEF

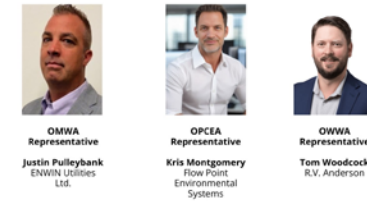


## Affiliates

### Voting



### Non-Voting



# YP SUCCESSION

Student  
Chapter

YP  
Committee

YP Rep on  
Board

Director on  
Board

# BEST PRACTICES

- **Staggered Terms**
- **Committee Participation**
- **Focus YP Path**
- **Natural Flow**
- **Policies**
- **Strategic Planning**
- **Continuous Candidate Identification**



# COMMITTEES

- **Process and Structure**
- **Robust Committee Participation**
- **Terms of Reference**
- **Continuous Candidate Identification**

## FUTURE CONSIDERATION

- **Volunteer Burnout**
- **Formalize Processes**
- **Staff Support**
- **Strategic Planning**
- **Ask**
- **Committee Crossover**

THANK YOU!





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Celebrating 50 Years in 2024

# MA SHARING SESSION

**WEA of South Carolina – David Baize**

**Establishing a new Workforce  
Collaborative Website**

# IS WORKFORCE DEVELOPMENT A PRIORITY?

- CRITICAL SHORTAGE OF OPERATORS NOW
- 50% OF THE EXISTING WORKFORCE IS ELIGIBLE TO RETIRE IN THE NEXT 8 YEARS
- BOTH SCAWWA AND WEASC HAVE DESIGNATED WORKFORCE DEVELOPMENT AS ONE OF OUR TOP PRIORITIES



# ASSOCIATION LEADERSHIP ACADEMY

- PREPARING THE NEXT GENERATION OF LEADERSHIP
  - FOCUS ON THE TRANSITION FROM PEER TO SUPERVISOR
  - ADVANCED CLASS FOR THOSE ALREADY IN LEADERSHIP

# COMMITTEES

- WORKFORCE DEVELOPMENT
- STUDENT CHAPTER
- K-12 OUTREACH
- PIO COMMITTEE



# WATER COLLATION

- PARTNERSHIP BETWEEN SCRWA, WEASC, SCAWWA, AND SCWQA
- SHARE THE COST OF A LOBBYIST AND PRESENT A UNITED FRONT ON IMPORTANT ISSUES



# CAN SOUTH CAROLINA CREATE A WORKFORCE COLLABORATIVE?

- BAYWORK AS AN EXAMPLE OF WHAT CAN BE DONE



# WHAT CAN THE COLLABORATIVE DO?

- CREATE A WEB SITE THAT WOULD BE A ONE-STOP SHOP FOR WATER AND WASTEWATER CAREERS
- [WWW.SCWATERCAREERSORG](http://WWW.SCWATERCAREERSORG)





Protect the environment.  
Prevent pollution and disease.  
Make a difference.

# Work in Water.

**Careers in Water**  
Learn about the many opportunities.

**For Teachers**  
Speakers, lesson plans, and more.

**For Utilities**  
Join us!



# Careers in Water

Water and wastewater utilities need skilled, dedicated people to keep water services flowing 24/7. From treatment operators to engineers and customer

### Hear from water professionals about why they work in water.

The water industry is a group of passionate professionals who care about our environment and our communities. Whether you're a high school student, college student, or a working professional looking to make a career change, we have a place for you.



### About Us

The SC Water Workforce Collaborative is an initiative of the South Carolina Water Associations, a not-for-profit technical and educational organization representing water professionals in South Carolina.



## About the SC Water Workforce Collaborative

In South Carolina and across the nation, water and wastewater utilities are facing a shortage of operators and other skilled workers as many veteran operators prepare to retire. Recruiting the next generation of water professionals is a top priority.

To accomplish this, the [SC Water Associations](#) is coordinating the formation of a utility workforce collaborative. Member utilities will pool resources to develop a strong, stable workforce that is essential for utility operations. This collaborative effort is modeled after [Baywork](#), a similar network of utilities in California that has improved the workforce pipeline in the Bay area.

The current workforce climate is influenced by many factors, but one that stands out as best addressed collectively is our lack of visibility. The water industry has long operated below the public radar, quietly providing the essential services that our communities rely on. As a result, many students and young professionals don't know about career options in the water industry. We aim to change that.

The collaborative is still in the development phase, and the founding member utilities are developing the organizational structure and objectives of the collaborative. The initial goals are to build out this website to house water career information and develop a marketing campaign to attract workers to our industry.

If your utility is interested in joining the collaborative, please contact [David Baize](#), Executive Director, SC Water Associations.

# WHAT ELSE CAN THE COLLABORATIVE DO?

- TELEVISION AND DIGITAL ADVERTISING TO RAISE AWARENESS OF THE WATER INDUSTRY AND OUR CAREERS



## Steer Your Career

Discover automotive opportunities in your area.

Looking to start or further your career in service, parts, or sales? Discover employment opportunities at a dealership near you.

Indiana  
Kentucky  
North Carolina  
Ohio  
South Carolina  
Tennessee

GO!



[SouthCarolinaAutomotiveJobs.com](https://SouthCarolinaAutomotiveJobs.com)



# WHAT ELSE CAN THE COLLABORATIVE DO?

- HIRE A FULL-TIME PERSON TO HAVE WORKFORCE DEVELOPMENT AS SOLE PRIORITY
  - CAREER FAIRS
  - WORK WITH EDUCATORS
  - PRESENTATIONS
  - WORK WITH MEDIA



# REQUEST FOR PROPOSALS

- SEED MONEY PROVIDED BY SCAWWA, WEASC, AND SCWQA
- \$32,000 TOTAL
- ASKED FOR METRICS TO DETERMINE EFFECTIVENESS
- WILL SERVE AS A PROOF OF CONCEPT TO ATTRACT MEMBERS TO JOIN THE COLLABORATIVE

# IF YOU ARE INTERESTED IN JOINING THE SCWWC

- CONTACT ME AT [DAVID@SCWATERS.ORG](mailto:DAVID@SCWATERS.ORG)
- CONTACT LYNN AT [LYNN@SCWATERS.ORG](mailto:LYNN@SCWATERS.ORG)

QUESTIONS?





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Celebrating 50 Years in 2024

# MA SHARING SESSION

## Leadership History Over Time

**Atlantic Canada WWA – Clara Shea**

**WEA of South Carolina – David Baize**

**New England – Janice Moran**

**Florida WEA – Mike Sweeney**



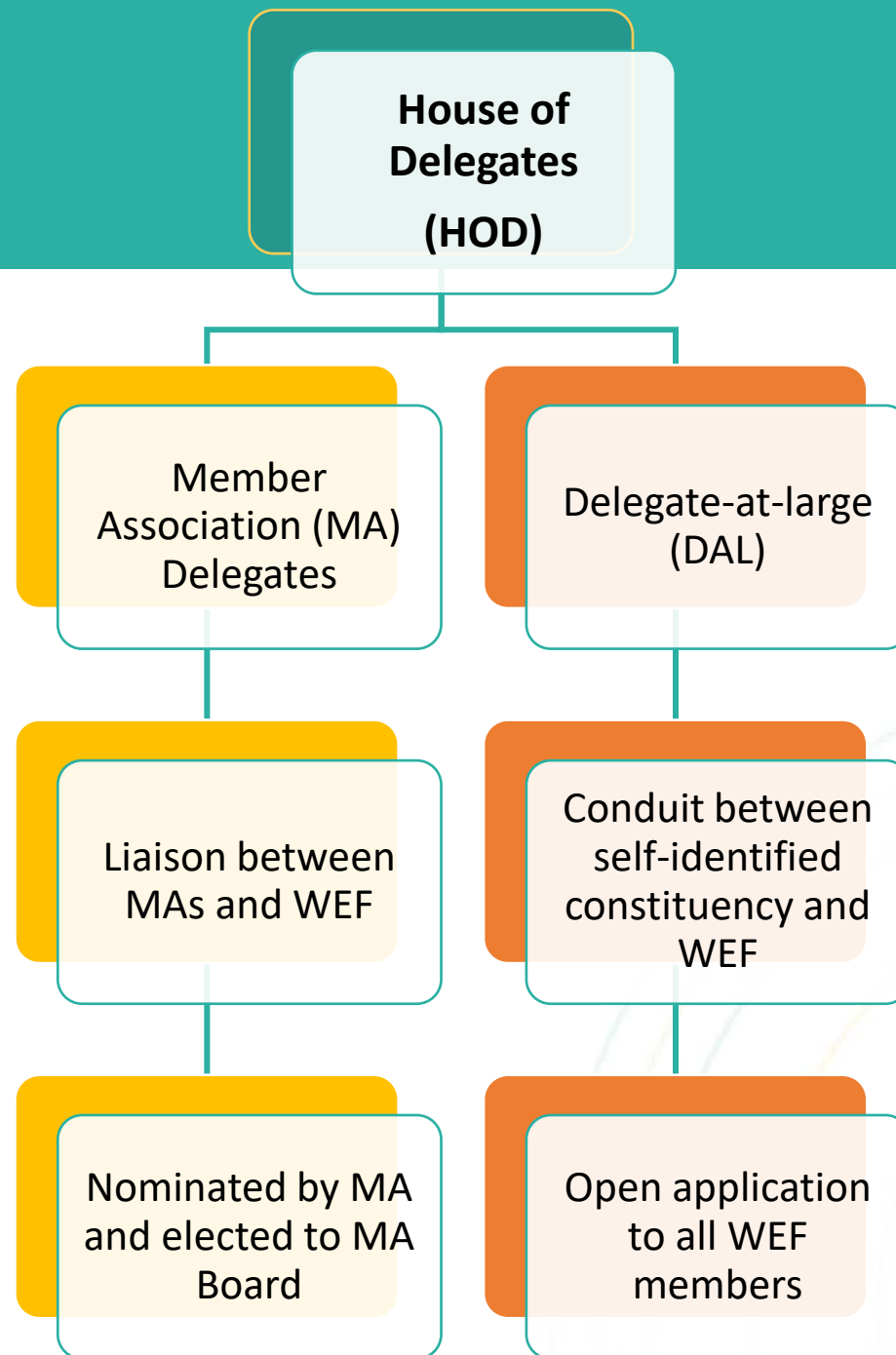
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Celebrating 50 Years in 2024

# WEF Delegate-at-Large Constituency Update

**Kristiana Dragash**  
**Doug Kobrick**

# 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



**Thank you!**



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# WEF Community Leadership Council (CLC)

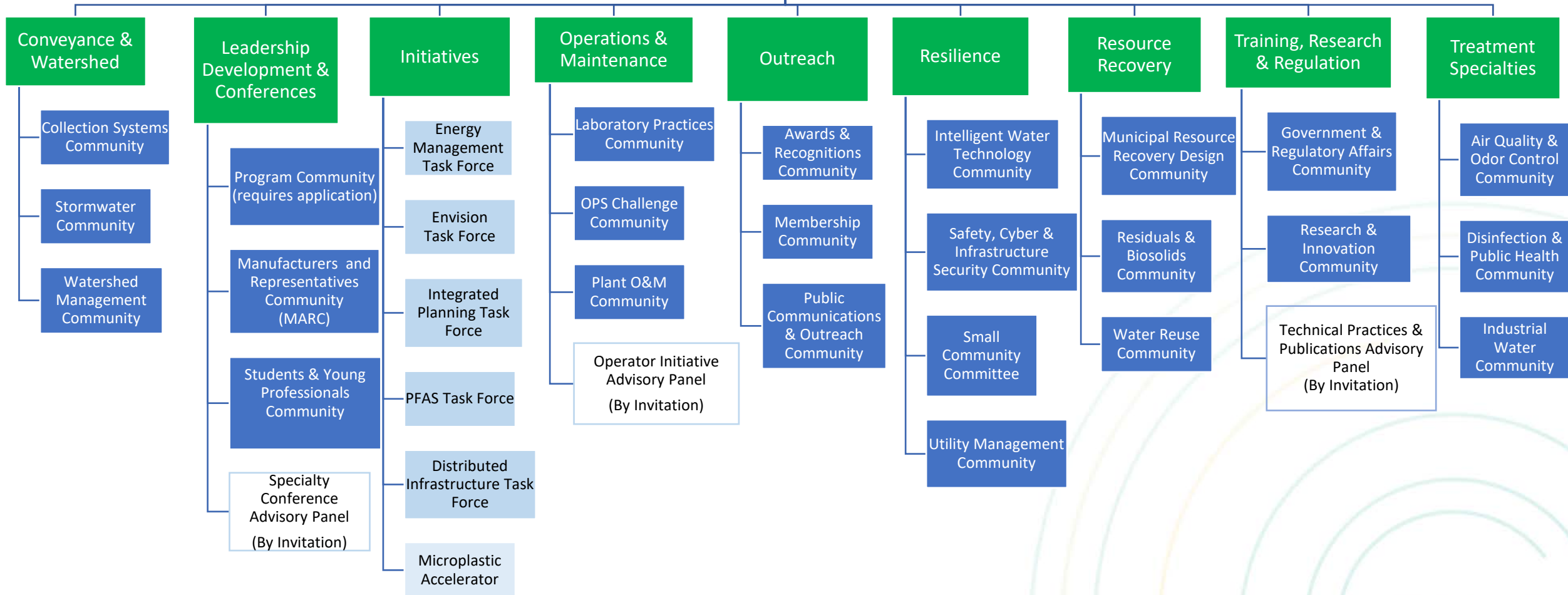
**Leadership of the Future**

**Tracy Ekola, PE**

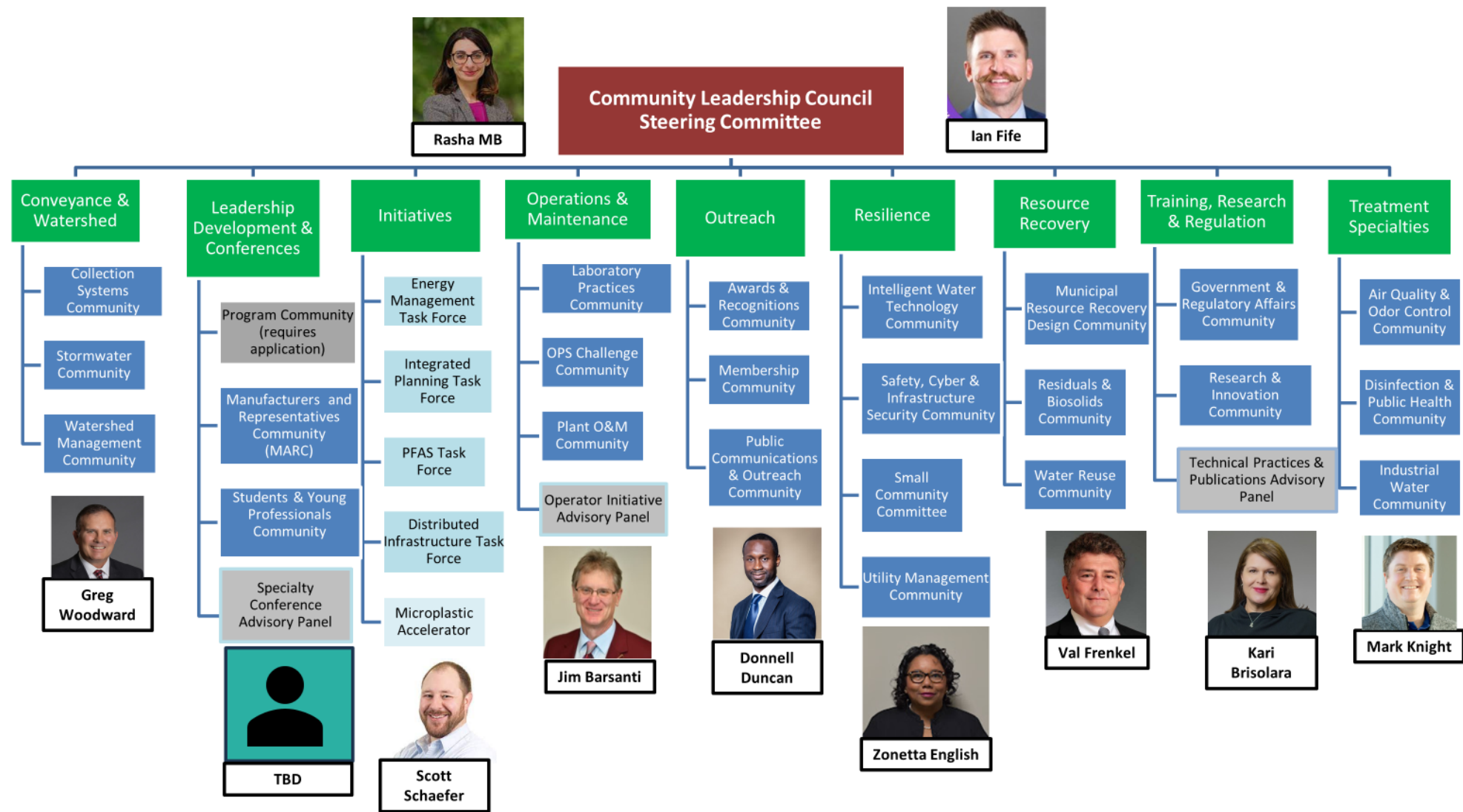
**WEF Trustee & Past CLC Director**

# Community Leadership Council

## Community Leadership Council Steering Committee



# CLC Steering Committee



# CLC Steering Committee



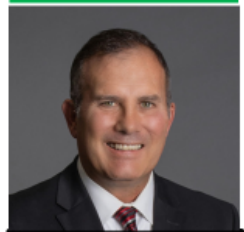
**Rasha Maal-Bared**  
Chair



**Ian Fife**  
Vice Chair

**Community Leadership Council  
Steering Committee**

Conveyance & Watershed



**Greg Woodward**

Leadership Development & Conferences



**TBD**

Initiatives



**Scott Schaefer**

Operations & Maintenance



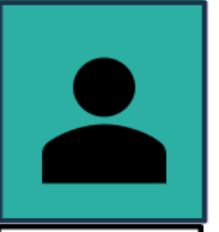
**Jim Barsanti**

Outreach



**Donnell Duncan**

Resilience



**Pending**

Resource Recovery



**Val Frenkel**

Training, Research & Regulation



**Kari Brisolara**

Treatment Specialties



**Mark Knight**

# 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

# 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](https://community.wef.org/page/welcome)



Google Play



Apple Store



# 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

# CLC Steering Committee



Rasha Maal-Bared  
Chair



Ian Fife  
Vice Chair

Community Leadership Council  
Steering Committee

Conveyance &  
Watershed



Greg Woodward

Leadership  
Development &  
Conferences



TBD

Initiatives



Scott Schaefer

Operations &  
Maintenance



Jim Barsanti

Outreach



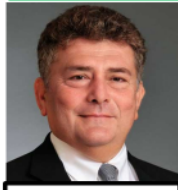
Donnell Duncan

Resilience



Pending

Resource  
Recovery



Val Frenkel

Training, Research  
& Regulation



Kari Brisolara

Treatment  
Specialties



Mark Knight

# BREAK

2:45 – 3:00 pm



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Celebrating 50 Years in 2024

# Fostering Relationships with Emerging Leaders: Benefits to the Organization and Industry at Large

**Lindsay Anderson**

# Fostering relationships with Emerging Leaders: Benefits to the Organization and Industry at Large

Lindsay Anderson



waterstudies.

CENTRE FOR WATER RESOURCES STUDIES | DALHOUSIE UNIVERSITY

Faculty of Engineering  
Dalhousie University  
Halifax, NS Canada

# SCENARIO NOTE



## Deputy Prime Minister Freeland & Minister Seamus O'Regan Announcement 30 May 2024

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The Hon. Chrystia Freeland (Deputy Prime Minister and Minister of Finance) and the Hon. Seamus O'Regan (Minister of Labour and Seniors) will be on Dalhousie's Sexton Campus to tour Drs. Gagnon and Stoddart's Water Quality Laboratory and deliver a Budget 2024 Echo Announcement of the recently increased core research grant funding and support for Canadian researchers and a secondary announcement pertaining to the Strategic Science Fund.

### Federal Visitors:

- The Hon. Chrystia Freeland, Deputy Prime Minister and Minister of Finance
- The Hon. Seamus O'Regan, Minister of Labour and Seniors
- Tyler Norman, Senior Regional Advisor & Policy Advisor, Office of the Deputy Prime Minister and Minister of Finance
- Andrew Welsh, Operations Advisor, Minister O'Regan's Office

### Confirmed External Guests

- Susheel Arora, CEO, Atlantic First Nations Water Authority (AFNWA)
- James MacKinnon, Interim COO, Atlantic First Nations Water Authority (AFNWA)
- Kenda MacKenzie, Acting General Manager, Halifax Water
- Wendy Krkosek, Water Quality Manager, Halifax Water

### Dalhousie Attendees:

- Matt Hebb, VP Government & Global Relations
- Dr. Jennifer Bain, AVP Research
- Dr. John Newhook, Dean, Faculty of Engineering
- Dr. Amina Stoddart, Assistant Professor, Dept. of Civil and Resource Engineering & Co-Lead, Water Quality Laboratory
- Laura Hynes Jenkins, Director of Government Relations
- Heather Daurie, Research Chemist & Lab Manager, Water Quality Laboratory
- Lindsay Anderson, Research Engineer, Water Quality Laboratory
- Ryan Swinamer, Civil Engineering Graduate Student, Water Quality Laboratory
- Bronwyn Andrews, Government Relations Assistant
- Theresa Salah, Manager, Communications, Marketing and Outreach (Engineering)
- Joe Marando, Security, DalSAFE



## About me

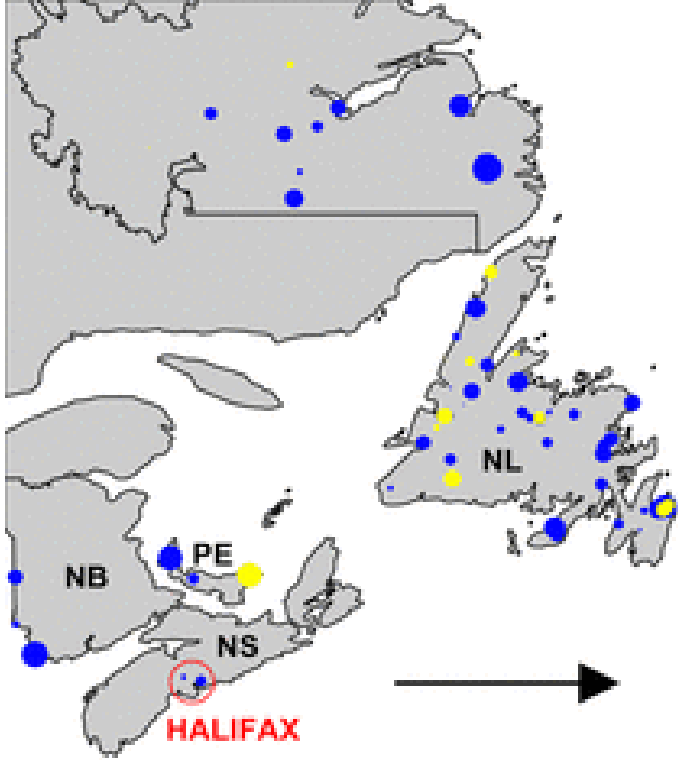


- Technical Director, ACWWA
- B Eng (Env Eng), MASc and PhD (Civil Eng) at Dalhousie University
- Research on various aspects of drinking water and wastewater treatment in

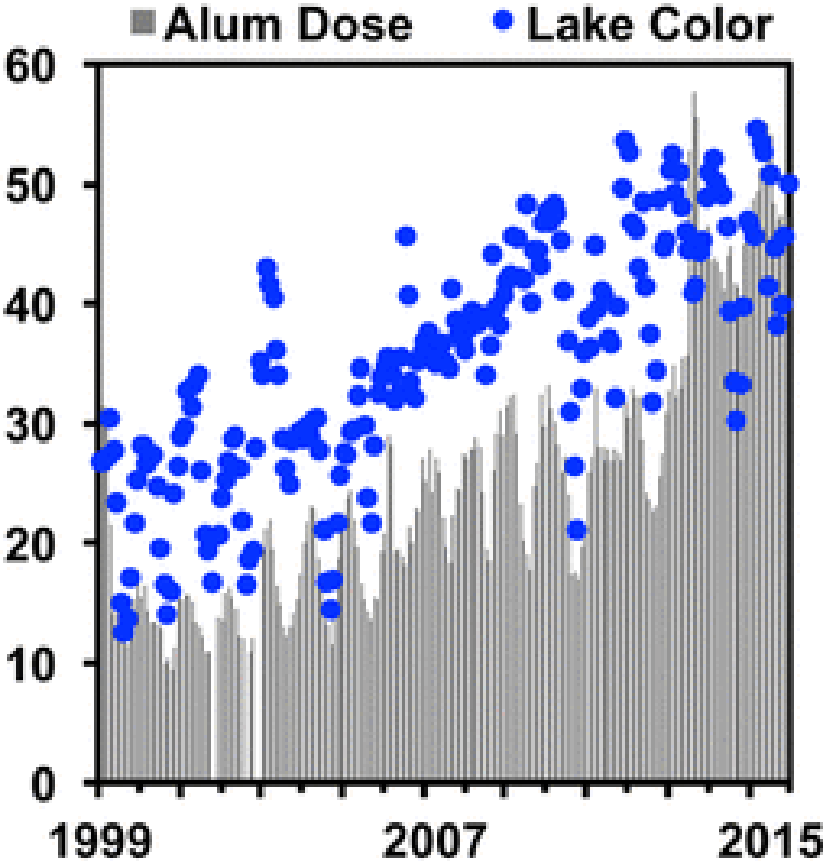


Atlantic Canada

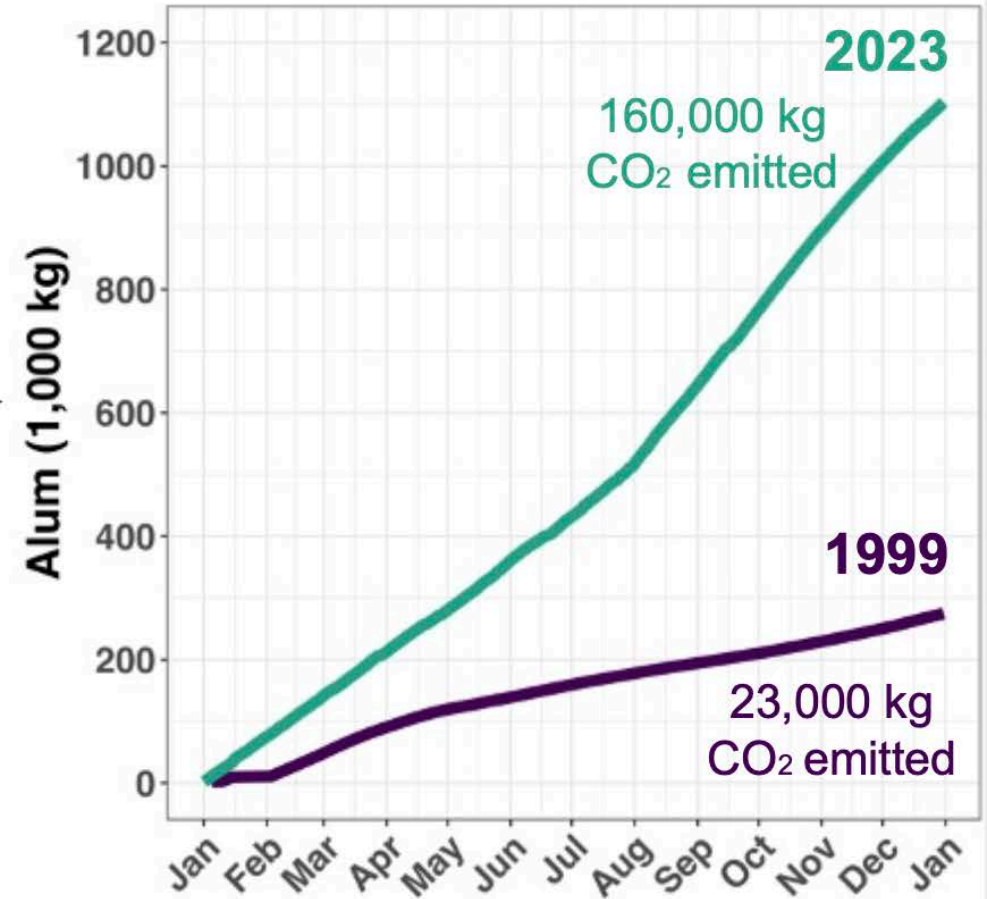
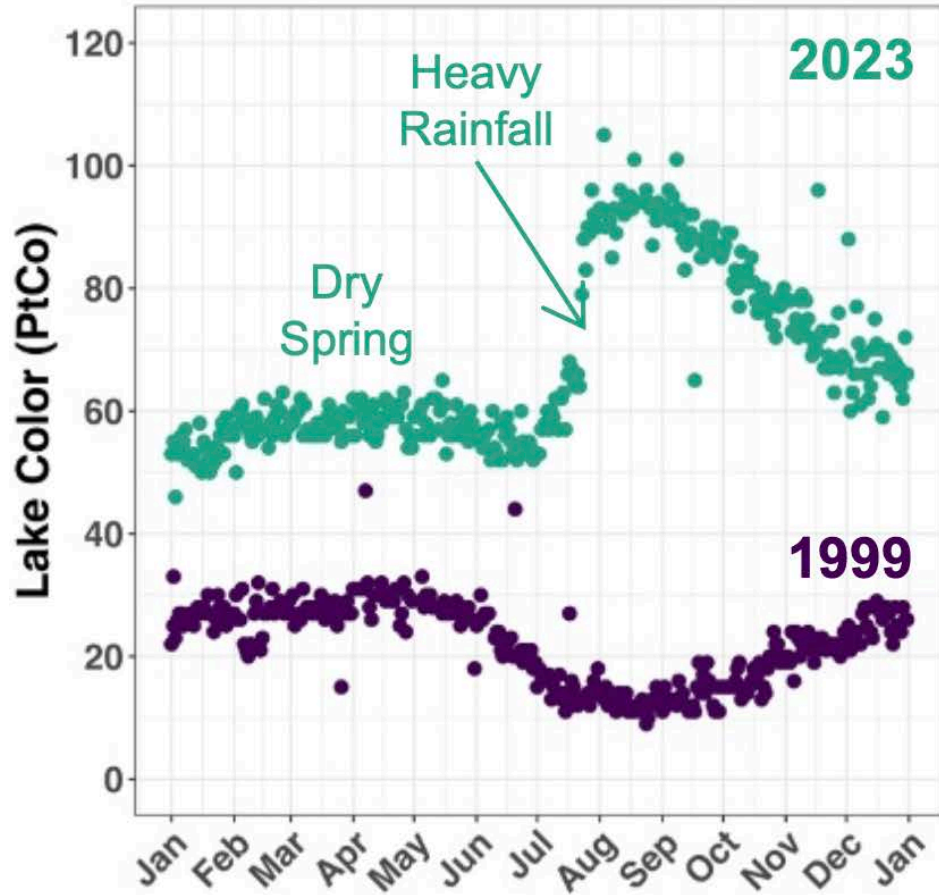
About me



- Increasing DOC
- Decreasing DOC



# About me



# My path as an Emerging Leader



- 2010 – First student presentation at ACWWA conference, became AWWA member, began attending Young Professional events
- 2012 - 2016 – Regularly attended local and national conferences, did some volunteering at conferences
- 2017 - 2020 – Young Professionals Committee Chair, actively engaged in conference planning, attended AWWA and WEF Leadership Summits
- 2020 - Director of Member Involvement, helped establish IDE Committee, changed from “Young Professionals” to “Emerging Leaders”
- 2023- Technical Director

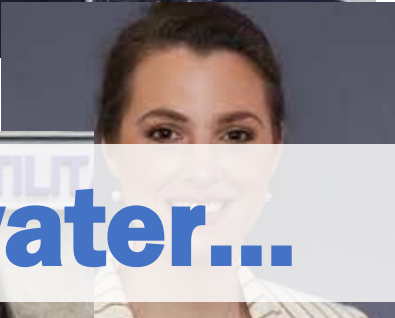
**GG** **Graham Gagnon** September 6, 2017 at 3:26 PM  
Re: YP Chair  
To: Clara Shea, Cc: Margaret Walsh, Mike Chaulk, Winchester, Amy [Details](#)

Hi Clara  
I would suggest that Lindsay Anderson would be an ideal YP Chair. She has been an active member of ACWWA, has attended many AWWA events and has a great mix of student and professional experience.  
I had a brief opportunity to talk Lindsay about this and she seemed excited about this.

Thanks  
Graham

On Sep 6, 2017, at 9:54 AM, ACWWA <[contact@acwwa.ca](mailto:contact@acwwa.ca)> wrote:  
Hi Graham and Marg,  
I am looking for a new YP chair, do you have someone that would be interested? I have attached the TOR.  
Thanks  
Clara Shea  
ACWWA  
Executive Director  
P:902-434-6002  
F: 902-435-7796  
The Atlantic Canada Water & Wastewater Association - the leading resource on water and wastewater in Atlantic Canada.  
<29ToR - ACWWA YP Chair & Committee 2016.docx>





# Emerging Leaders are the future of water...



Inclusion Diversity and Equity is a priority for EL's

- Emerging Leaders are active members of the Inclusion Diversity and Equity committee and vice versa
- Recent changes:
  - “Young Professional” to “Emerging Leader”
  - Moving away from age restrictions towards “early career” view



The background of the slide features a serene landscape with several wind turbines silhouetted against a blue sky. The turbines are situated on a dark, forested hillside that is reflected in a calm body of water in the foreground. The overall color palette is a monochromatic blue, creating a peaceful and professional atmosphere.

Intentionally Fostering Relationships with EL's

## Create a supportive environment that fosters inclusion

- EL's are more likely to volunteer and participate if they feel included, valued, and part of a community – sense of belonging
- Take time to engage in intentional conversations
  - Ask about their interests and passions regarding water
  - Tell them how you got involved, be relatable
- Offer ongoing mentorship and support
  - Regular check-ins, guidance on career development, and support for personal and professional growth
- Encourage participation



*Can you think of an example where you felt included when you were an EL? (5 minutes)*



## Provide meaningful opportunities for Emerging Leaders

- Give EL's the chance to take on new challenges and responsibilities – create/support a culture of learning
- Training
  - Young Professionals Summit
  - Water Leadership Institute
  - IDE programs – integration at EL level means it will be embedded in the future
- Create scholarships or funding opportunities
- Encourage EL's to participate at board level
  - e.g., Involvement with EDI committee, strategic planning, conference planning

*Can you think other/new meaningful opportunities for EL's? (5 minutes)*



ACWWA  
YP Summit

To: lindsay.anderson@dal.ca

2017-12-12



Hi Lindsay,

It was great to meet you. I am looking forward to working with you! You are fantastic- the board loved you! I think you are going to be in the AC world for many years – consider yourself adopted.

See attached, page 4. You can register for the YP summit from here. Please book your flights and I will reimburse right away. ACWWA will cover flight, hotel and meals.

Please let me know if you have any questions.

Thanks

Clara

# Provide meaningful opportunities for Emerging Leaders



## Be open to innovative ideas and new ways of thinking

- “The most significant barrier I’ve noticed so far in the water industry is **resistance towards new ideas.**” - Current EL
- As senior or established leadership, be open to new or other ways of thinking
  - What worked in the past for the association might not work for the future
  - Promote leadership through innovative/creative thinking
  - New generation of EL’s may have different needs
  - Ask them what they want!



# Recognize Emerging Leader contributions and celebrate success

- MA Emerging Leader of the year award
- WEF - Outstanding Young Water Environment Professional Award
- Many scholarships
- Emerging Leader spotlight in quarterly magazine

*Can you think of other ways to recognize and celebrate EL's? (5 minutes)*



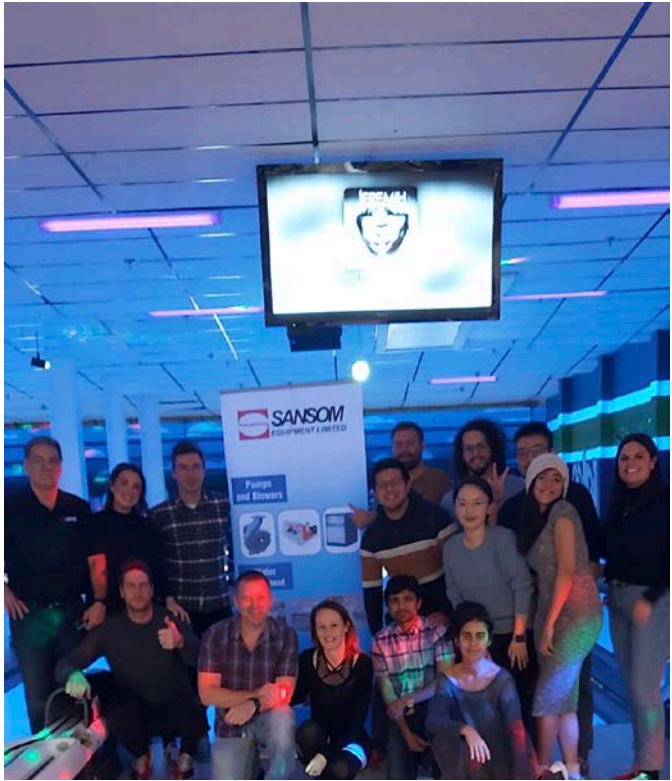
Congratulations to the 2021 ACWWA scholarship winners!  
Lloyd Douglas Scholarship Winners: Meghan Swanburg (NS), Harry Spurrell (NL), Maggy McGrath (PEI) and Soraya Moore (NL)  
Bill Butler Scholarship: Emma Doucet (PEI)  
Craig Kelman & Associates Scholarship: Victoria Hollohan (NL)



Recognize Emerging Leader contributions and celebrate success



# Support and attend Emerging Leader events



## Provide and receive feedback

- Provide constructive feedback and guidance on how to improve
  - Be specific and offer actionable advice that they can use to make positive changes
- Encourage emerging professionals to reflect on their strengths and areas for growth
  - Help identify their leadership qualities
- Ask for feedback in return from Emerging Leaders
  - what do they need from you to succeed?



## Atlantic Canada EL's Thoughts

“Getting to know more people in the industry from a variety of jobs (consulting, utilities, product suppliers, etc.) and making connections definitely keeps people engaged and is a big reason why we keep showing up”

“I think the biggest thing the organization could do to enhance EL development is participation from the leadership...Things like coming to and/or sponsoring EL events and engaging with the newer professionals”



A blue-tinted photograph of a landscape featuring several wind turbines on a hillside, with their reflections visible in a body of water in the foreground. The scene is captured in a monochromatic blue color scheme.

Benefits to the organization & industry at large

## Emerging Leaders are the future of the association



In the next 10 years, **37%** of the water utility workers and **31%** of wastewater utility workers **will retire**. We need **Emerging Leaders** to share knowledge and passion to ensure safe and sustainable water in the future...

**Emerging Leaders** look up to you for mentorship and leadership!

# Emerging Leaders share innovative ideas

Understanding the impacts of domestic wastewater microb communities on rapid ATP-based monitoring techniques for UV inactivation

Kyle Rauch, Allison Mackie, Brian Middleton, and Graham Gagnon

Civil and Environmental Engineering, Dalhousie University  
**UV LEDs for Point of Use Drinking Water: A Pilot Study in Pond Inlet, Nunavut**



The Young Professionals Technical Session is organized by the YP Committee, which is an active group that offers engaging speaking, networking and volunteering opportunities for members of the ACWWA who are new to the water and wastewater industry. The group is made-up of engineers, researchers, operators, technical sales people, and managers. This year we are pleased to offer our second virtual YP Session, where five YPs in our industry will give exceptional technical presentations.

- TAKING A CLOSER LOOK:  
ANALYZING THE LEAD AND COPPER CONCENTRATIONS IN NOVA SCOTIA SCHOOLS**  
Kalli Hood
- PREDICTING THE OCCURENCE OF GEOSMIN IN LAKE WATER**  
Paul Bjørndahl
- AN EVALUATION OF BENCH AND PILOT-SCALE PRIMARY WASTEWATER TREATMENT PROCESSES TO MEET MORE STRINGENT WASTEWATER SYSTEM EFFLUENT REGULATIONS**  
Sydney Lowe
- INVESTIGATION OF SEWER GRID BIOAUGMENTATION TO ENHANCE BIOLOGICAL TREATMENT PERFORMANCE AND MEET MORE STRINGENT DISCHARGE REQUIREMENTS**  
Zachary Bishoff
- DETECTION OF SARS-CoV-2 IN WASTEWATER AND MUNICIPAL SOLIDS IN A CANADIAN PROVINCE WITH LOW PREVALENCE OF COVID-19**  
Emalie Hayes



- Join us for six exceptional presentations from Young Professionals in our industry.
- Evaluating the Addition of Microorganisms into the Influent of Wastewater Treatment Facilities  
**ZACHARY BISHOFF**
  - Optimizing the use of dissolved air floatation technology to treat surface drinking water sources recovering from acidification  
**RYAN SWINAMER**
  - Evaluating CoMag as a technology to decrease the total suspended solids and biochemical oxygen demand values at Halifax Water's Dartmouth Wastewater Treatment Facility  
**SYDNEY LOWE**
  - Wastewater Treatment Facilities Effluent Discharge Impacts and Outlook to Surface Water  
**GILLIAN STANTON**
  - Literature Review of the Potential Impacts of Climate Change on Boil Water Advisories in Canada  
**SARA MOGHADDAM**
  - Predicting Drinking Water Advisories in Small Municipalities and First Nations Communities Using Artificial Neural Networks  
**COLE LARSON**




A VIRTUAL VISION | 10

# Past EL successes = a better future



● FEATURE



## Diversity in the Atlantic Canadian Water and Wastewater Industry

**Key Takeaways**

A Canadian team researched how to attract and retain a diverse water sector workforce, which has been shown to support stronger organizations and their goals while cultivating inclusivity and equity in the industry.

Top research themes included commitment, sense of belonging, work-life balance, diversity climate, leadership, and meaningful engagement with underrepresented groups.

Interviews suggested current and changing views of the industry as white-male-dominated, developing strong leadership to improve employee retention, and adopting intentional practices and policies to support a strong diversity climate.

Jennie L. Rand,\* Randy Lynn Newman,\* Havana Hechavarría, Grace Brushett, and Kelly Dye

\*The first two authors listed contributed equally to the writing of this article.

Layout Imagery by Maurizio De Mattei/Shutterstock.com

38 JOURNAL AWWA • JANUARY/FEBRUARY 2022

## Diversity in the Atlantic Canadian Water Industry



WEFMAX Hosted by the Atlantic Canada WWA  
Jennie Rand, Randy Newman, Havana Hechavarría & Grace Brushett

# Past EL successes = a better future

## Journal **AWWA**

Cover Story

### Halifax Water's Lead Service Line Replacement Program Gets the Lead Out

Wendy Krkošek ✉ Melissa Healey, Caitlin Sampson, Adam McKnight

First published: 04 March 2022 | <https://doi.org/10.1002/awwa.1862>

[Read the full text >](#)

 PDF  TOOLS  SHARE

#### Key Takeaways

Halifax, N.S., has been addressing concerns over lead in its water supply since the 1940s. Today, there are about 3,500 private-side lead service lines (LSLs) in Halifax Water's service area.

Research findings have guided Halifax Water in examining and modifying its approaches to LSL replacement, corrosion control, and sampling protocol.

Motivated by recommended US Lead and Copper Rule revisions, Halifax Water updated its lead removal program and later its Get the Lead Out program to be even more comprehensive.



## Halifax Water makes the case for its accelerated lead pipe removal plan



BY ZANE WOODFORD    JUNE 1, 2020

 Twitter

 Facebook



Lead pipes removed from the ground in Halifax last year. Photo: Zane Woodford

Search ... 



PRICED OUT is the Examiner's investigative reporting project



# Fostering relationships with EL's is intentional



**Thank you!**

**[Lindsay.Anderson@dal.ca](mailto:Lindsay.Anderson@dal.ca)**

**Special thanks to WEF, Dave Galbraith & Clara Shea for inviting me to speak  
at WEFMAX and for their continued support**



connecting ideas | inspiring leaders

Celebrating 50 Years in 2024

# WEF Update on Workforce Strategy Efforts

**John Ikeda**



# We face four critical, interrelated water challenges

## *Water Challenges*

**Quantity** ↘

**Quality** ↘

**Variability** ↗

**Accessibility** -

## *Mega-trends*

**Climate change**

**Emerging technologies**

**Demographic changes**

# The circular economy is the response to these challenges

## *Circular Economy Principles*

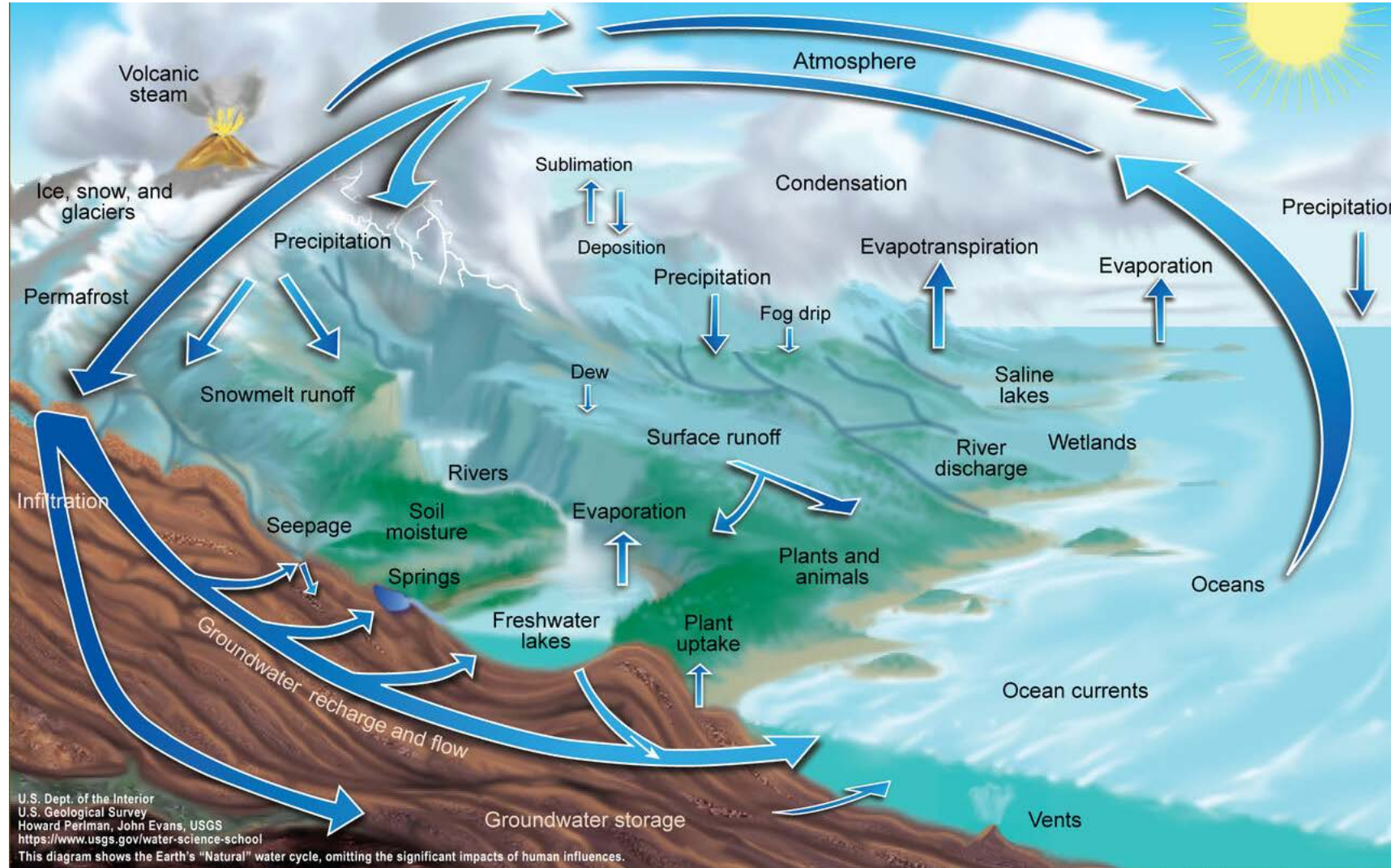
Eliminate waste and pollution

Circulate products and materials

Regenerate nature



# Water has always been circular



# A more deliberate approach to circularity can address water challenges

## Maintain Quantity

- Expand reuse and (responsible) desalination
- Encourage water-use efficiency

## Improve Quality

- Convert waste to resources
- Reduce impact of industries on watersheds
- Innovate on treatment technologies

## Reduce Variability

- Create a carbon-positive water sector
- Diversify water sources
- Build resilience

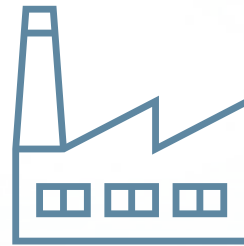
## Improve Accessibility

- Monetize resources
- Improve cost efficiencies

# Treatment plants can link the water sector with water-intensive industries.

## Build a Circular Water Sector

- Convert waste to resources
- Intensify processes
- Develop new water resources
- Protect and restore watersheds



## Support the Shift to Circularity in Water-Intensive Industries

- Build markets for resources
- Improve water use efficiency
- Reduce impacts on watersheds

## Elevate the Treatment Plant as the Driver for Circularity

- Develop a standard language for circular water
- Document and champion circular water success stories

# Circular water initiatives

Build circular water skills

Amplify circular water stories

Build markets

Connect and convene

## *Focus Areas*

Agriculture

Energy

Food and Beverage

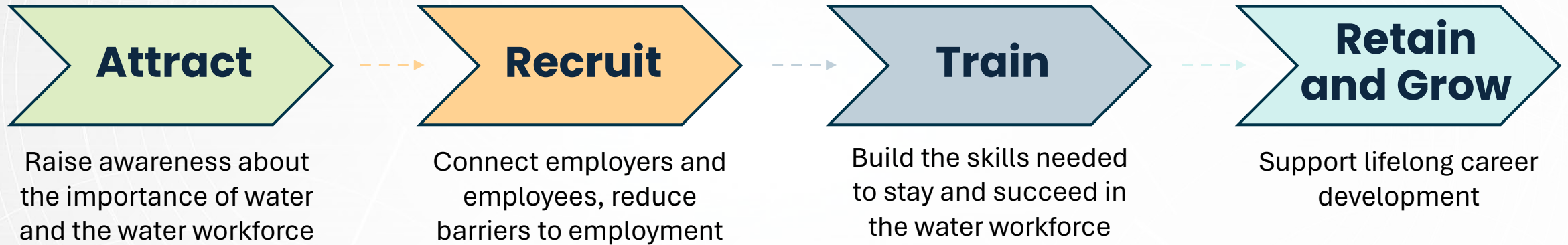
Semi-Conductor Manufacturing  
and Data Centers

# We cannot get to circular water without the next-generation water workforce

## *Workforce Challenges*

- Recruitment and retention challenges, especially for smaller utilities, and in specific geographies
- Older and less diverse workforce
- Professional development opportunities and resources are scattered
- Communications efforts to reach youth are unsatisfactory
- Unknown impact of AI in the water industry

# WEF's approach will create a pipeline of new workers and improve the productivity of existing workers.





# Workforce initiatives

Establish Water Workforce Council

Raise awareness about the importance of water and the water workforce

Reduce barriers to entry

Identify and scale training programs

Build water leaders

Explore impacts of AI and regionalization

# There are multiple motivations for expanding WEF's global footprint

## Business

- **Activities**
  - Build global presence at WEFTEC
  - Link members with global markets
  - Knowledge exchange
- **Geographic focus**
  - Europe, Middle East, Latin Am. / Caribbean, East Asia
- **Future state**
  - More global business connections
  - Advancing circular water

## Mission

- **Activities**
  - Expand access to online courses and publications
  - Utility partnerships and global volunteer opportunities
- **Geographic focus**
  - Latin Am./Caribbean, Africa, South Asia, Pacific
- **Future state**
  - Improved environmental and human well-being

## Membership

- **Activities**
  - Provide content for global MA events
  - Identify global partnership opportunities
- **Geographic focus**
  - Countries with global MAs
- **Future state**
  - More engaged global MAs
  - More global members

# WEF is uniquely positioned to rise to the challenge.

## WEF's Assets

**Membership**

**Partnerships**

**Knowledge**

**Convening  
Power**



## WEF's Future

- Biggest and most inclusive association representing the water sector
- Most innovative thought leader, setting the global water agenda
- Water community connector and facilitator linking the water sector with water-intensive industries

# Discussion questions

- What support do MAs need to advance the circular water economy at the state/province level?
- What are the most successful workforce development initiatives you've seen inside or outside of water?
- What global activities, if any, are North American MAs interested in doing?
- What else could WEF be doing to support the MA community and deliver on the strategy?



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# Next Steps...

**Dave Galbraith**



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Celebrating 50 Years in 2024

# WEFMAX DAY 1 WRAP