



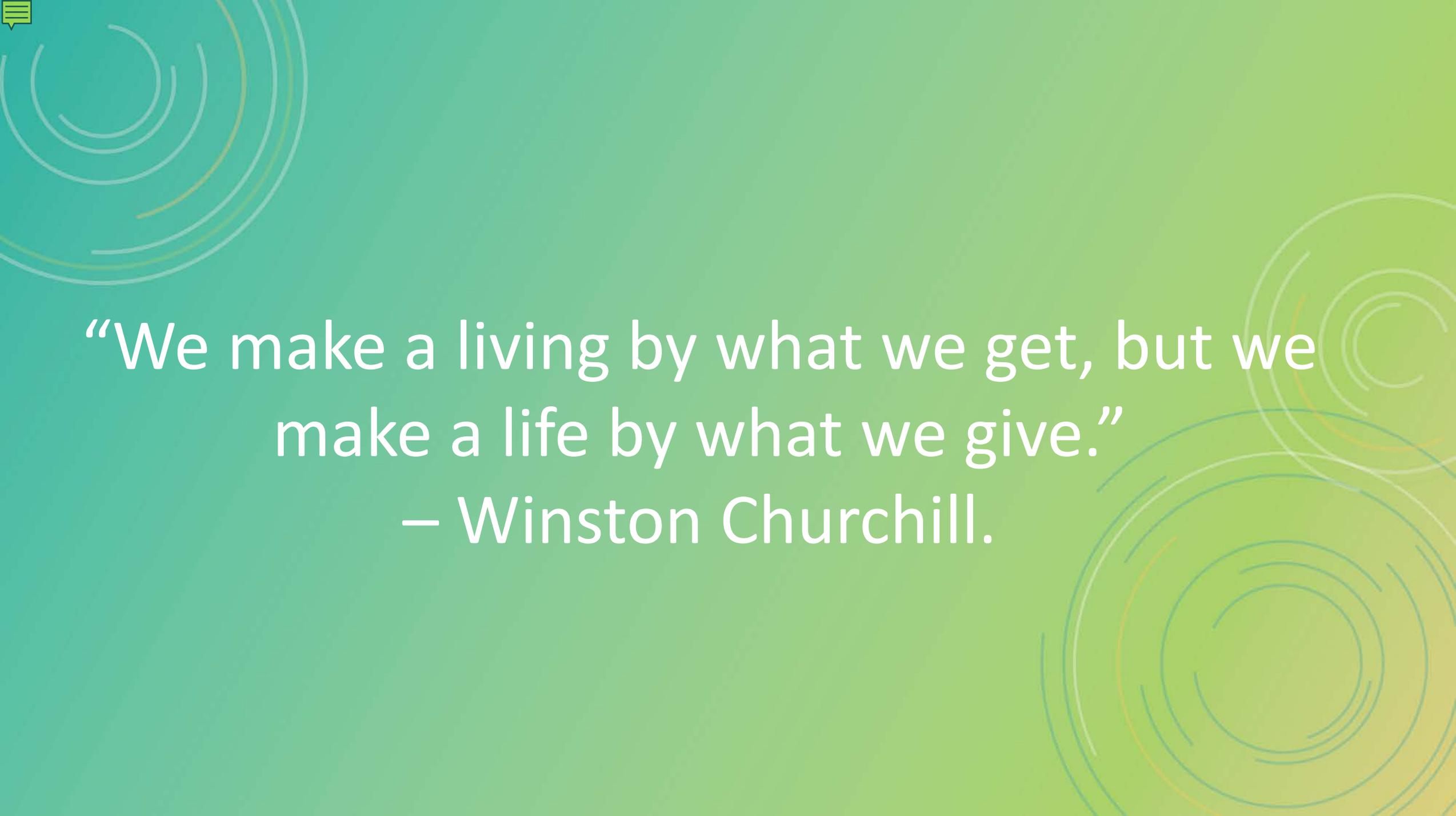
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Celebrating 50 Years in 2024



50 Years of WEF Leaders

President's & Speakers Before Us



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

CANADA

WEF Presidents

Michael Reed (PN) '06

Henry Tow (CA) '85

Lynn Grijalva (NV) '05

John Parkhurst (CA) '74

Rick Warner (NV) '17

Roger Dolan (CA) '92

Jim Clark (CA) '02

Ed McCormick (CA) '15

Jenny Hartfelder (RM) '18

Horace Smith (RM) '77

James Abbott (RM) '89

Dick Kuchenrither (RM) '96

Jamie Eichenberger (RM) '22

Rhonda Harris (TX) '99

Charles Kaiser (TX) '91

Robert McMillon (TX) '03

Victor Wagner (CS) '76

Mohamed Dahab (NB) '07

Dale Jacobson (NB) '98

Matt Bond (KS) '12

Chuck Sorber (TX) '93

Ernest Gloyna (TX) '84

Paul Freedman (MI) '10

Lynn Broaddus (CS) '20

Richard Englebrecht (IL) '78

Henry Schwartz (MO) '86

Michael Pollen (AK) '95

Aimee Killeen (LA) '24

Cordell Samuels (ON) '13

Phillip Gerwert (MI) '94

Albert Goodman (IN) '00

Sandra Ralston (IN) '14

Charles Huber (GA) '87

Charles Jones (GA) '83

Ifetayo Venner (FL) '23

Geoffrey Scott (ON) '80

Martin Lang (NY) '79

Carmen Guarino (PA) '81

Paul Bowen (GA) '16

Horace Smith (VA) '82

Billy Turner (GA) '97

Beth Turner (GA) '88

Arthur Saarinen (FL) '90

Adam Zabinski (NY) '08

Jeanette Brown (NE) '11

Larry Jaworski (CH) '04

Jackie Jarrell (NC) '21

Joe Stowe (NC) '01

Rebecca West (SC) '09

CANADA

WEF Speakers

Tom Helgeson (PN) '09

Steven Drangsholt (PN) '22

Nikita Lingenfelter (NV) '21

Jenny Hartfelder (RM) '13

Jamie Eichenberger (RM) '16

Fran Burlingham (CA) '11

Alexie Kindrick (OK) '24

Duyan Tran (AR) '15

Aimee Killeen (LA) '18

Keith Hobson (IA) '19

Deborah Houseshell (OH) '08

Bill Orne (SC) '10

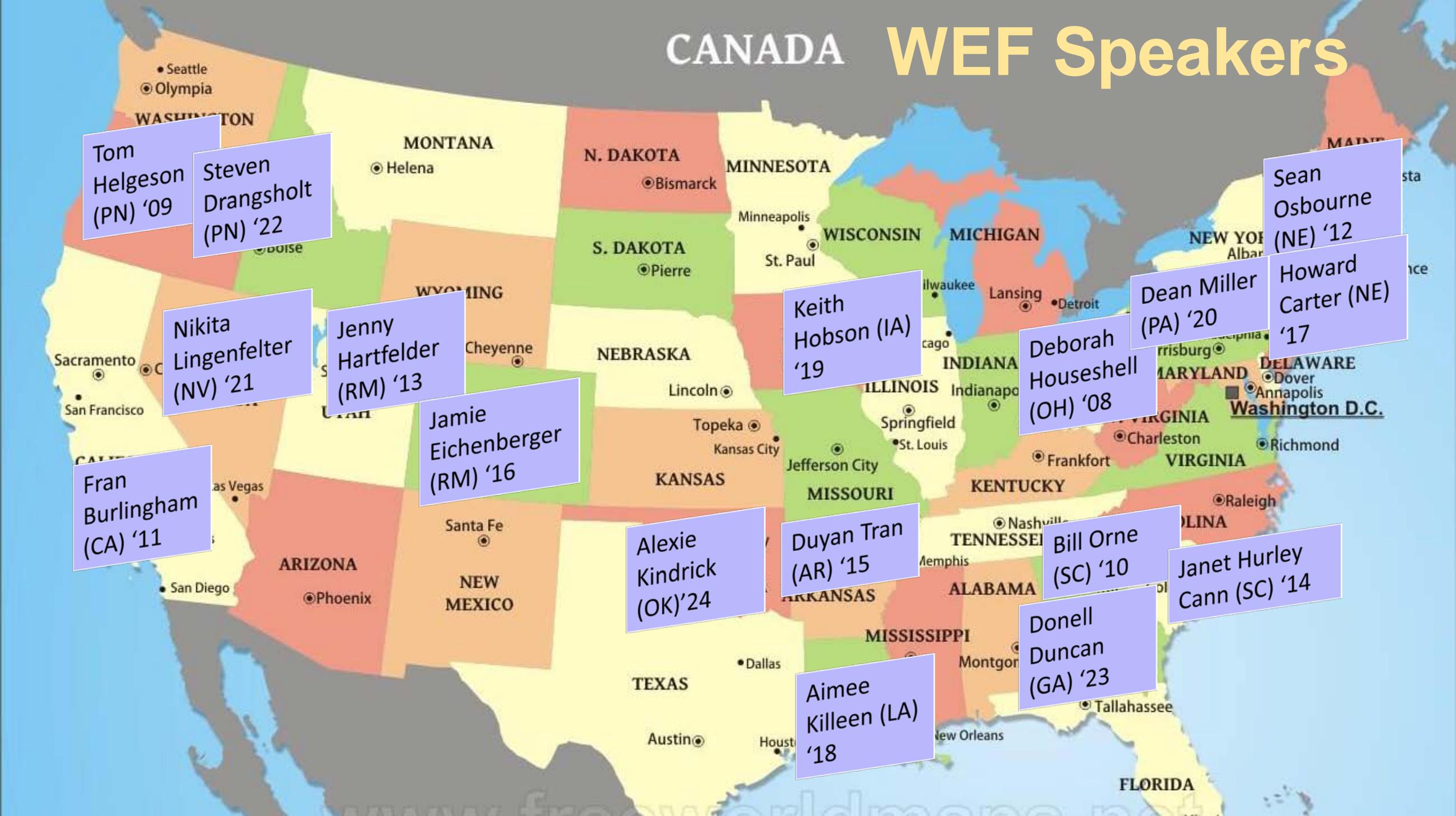
Donell Duncan (GA) '23

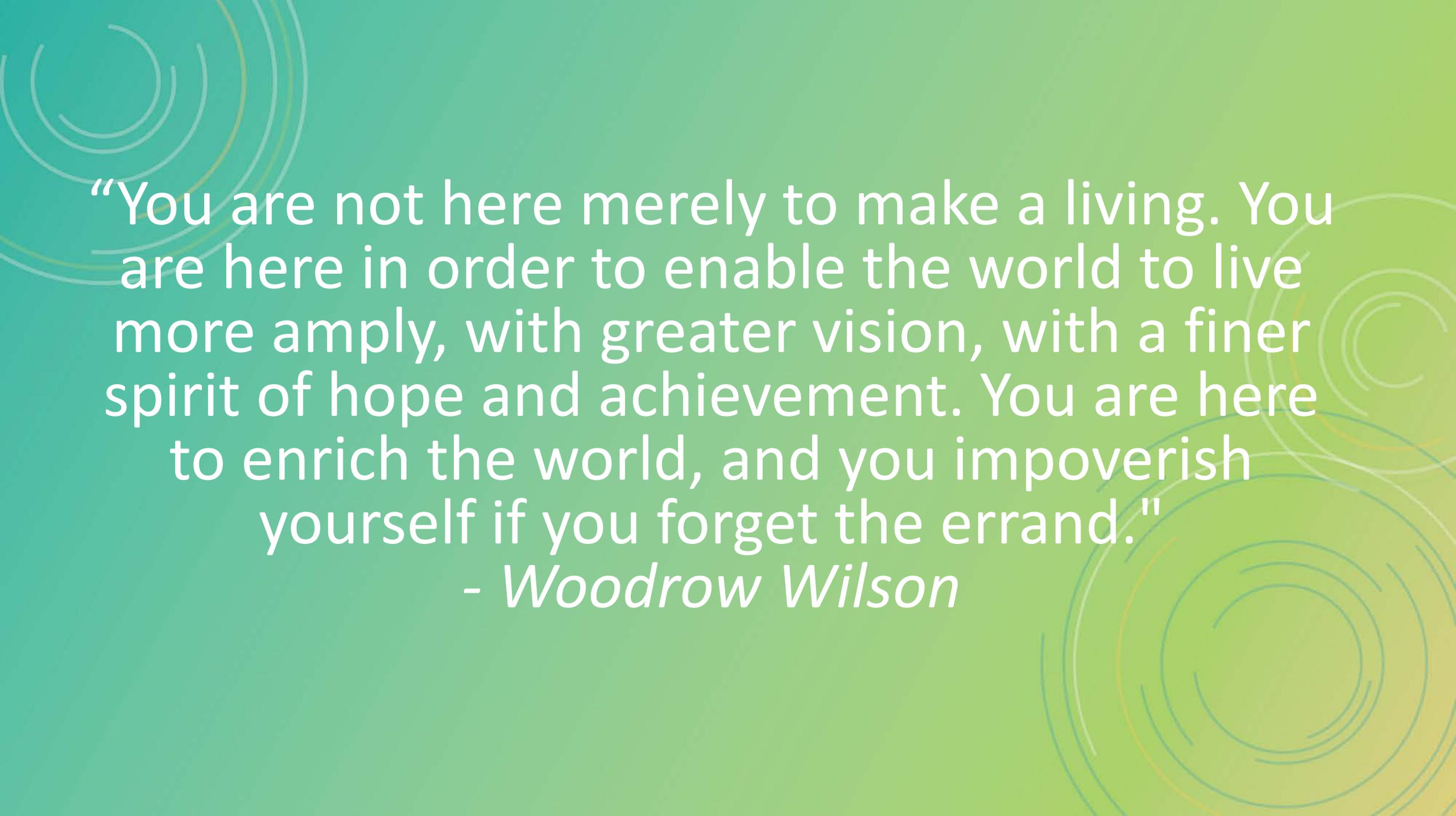
Dean Miller (PA) '20

Sean Osbourne (NE) '12

Howard Carter (NE) '17

Janet Hurley Cann (SC) '14





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

- *Woodrow Wilson*



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



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HOD MESSAGE

Alexie Kindrick
Speaker

Board of Trustees

House of Delegates

Community Leadership Council

WEF Executive Director

Delegates

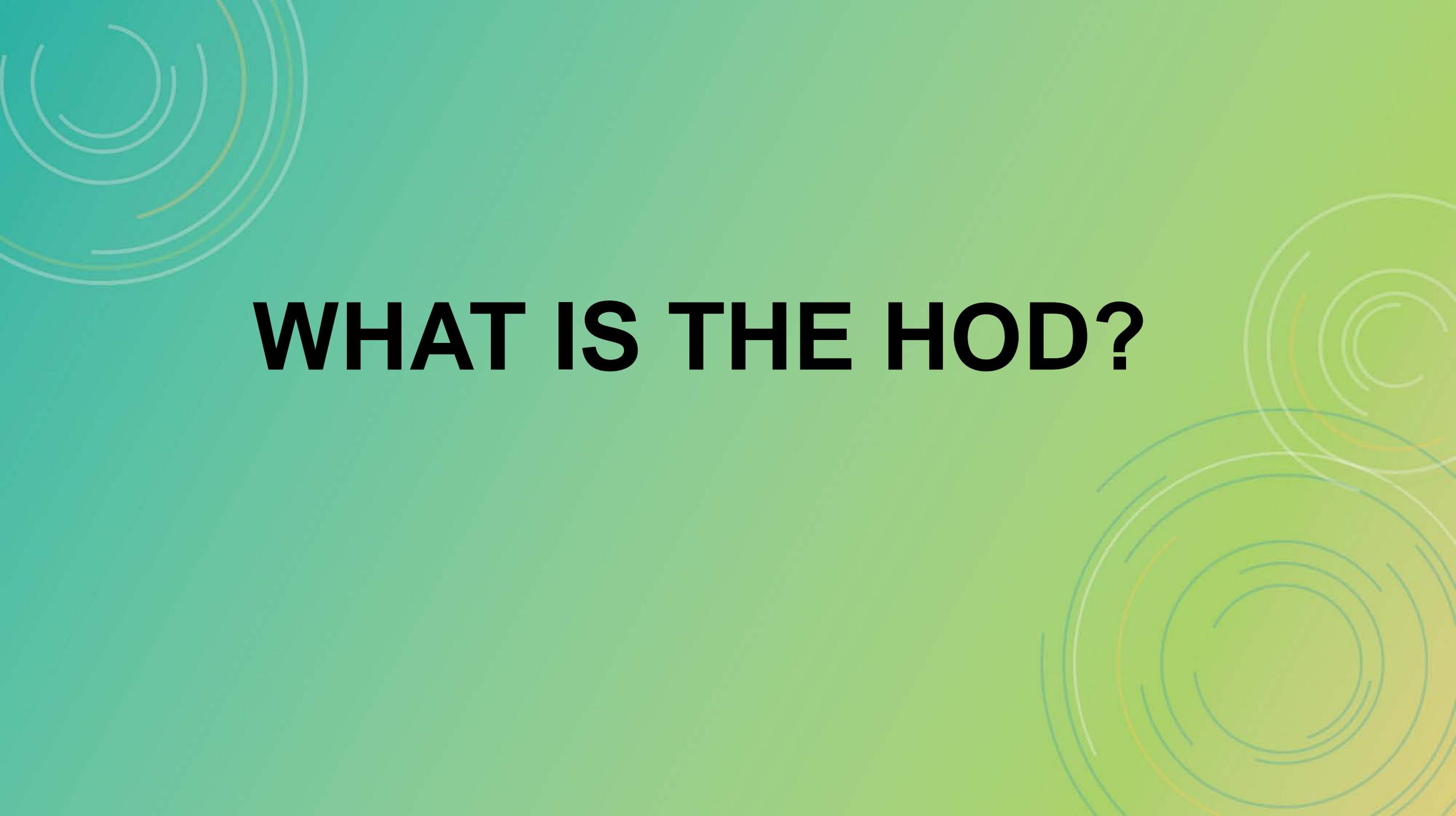
CLC Directors

WEF Executive Team

Member Associations/
Constituencies

Communities

WEF Staff



WHAT IS THE HOD?

Deliberative and Representational

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





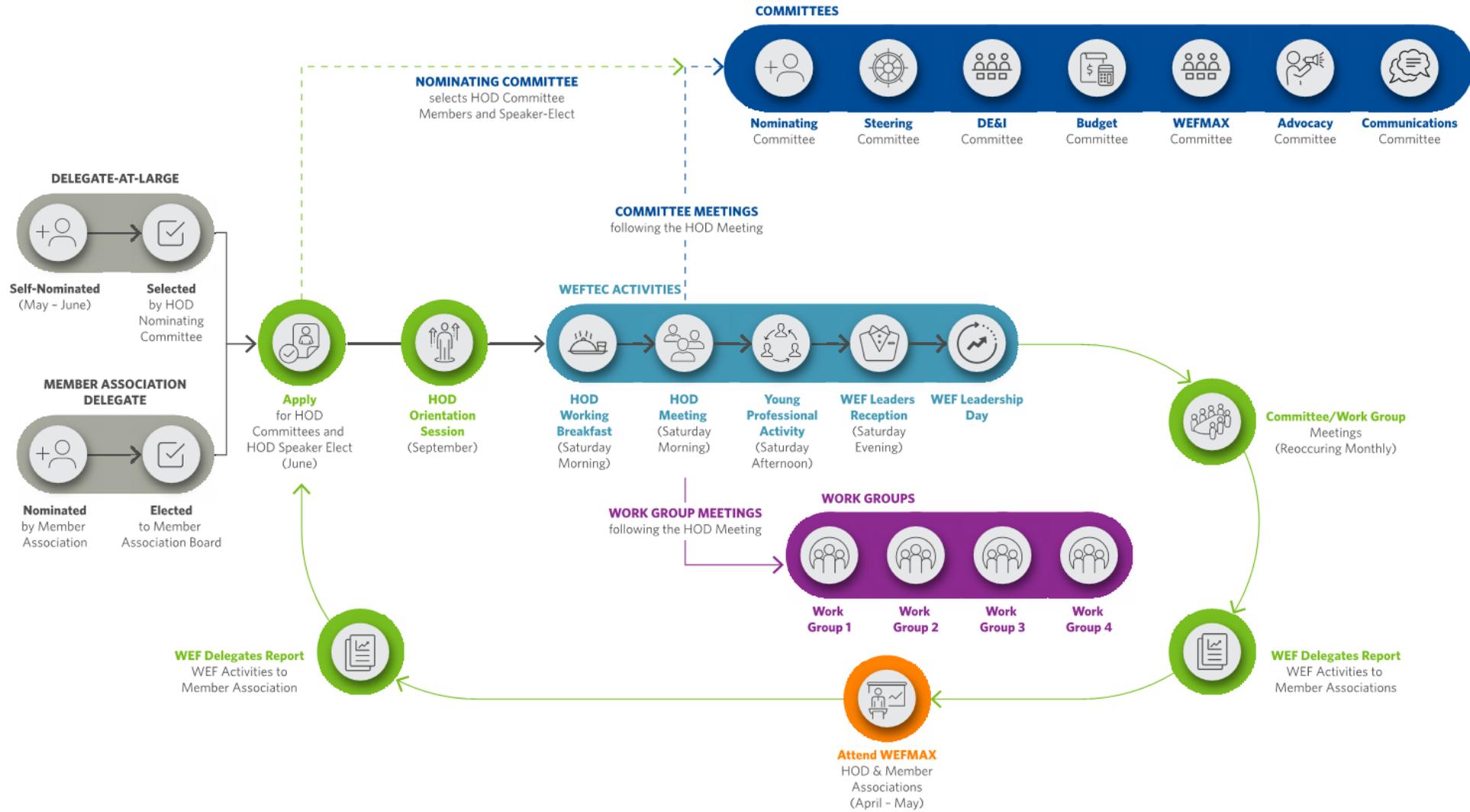
- 7 standing committees: steering, budget, DE&I, nominating, water advocacy, communications, WEFMAX
- Work groups: change annually
- Responsible for confirming Trustees, BOT leadership, by-law changes
- Advise the BOT on strategic direction and policy development



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

House of Delegates

Delegate Annual Activities Process



BE CURIOUS, NOT JUDGEMENTAL

-attributed to Walt Whitman, used by Ted Lasso





How?

Humility

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

Hustle

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

Heart

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

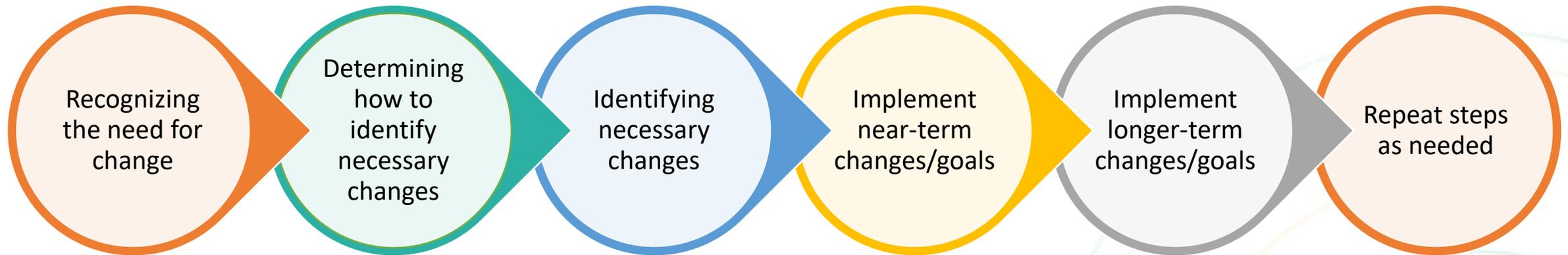


What?

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

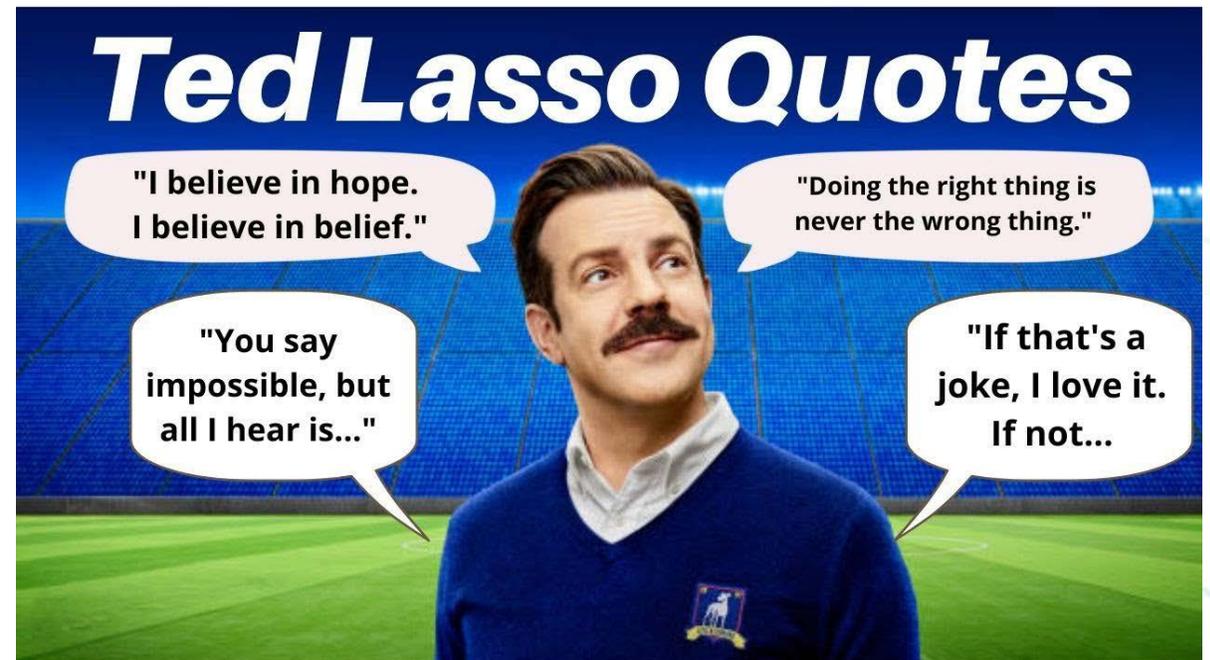
When?

WE ARE HERE



Why?

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





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

WWW.MAGICALQUOTE.COM

THEODORE 'TED' LASSO



Thank you!





WEF House of Delegates Committee Updates

Budget

DE&I

Water Advocacy



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WEF House of Delegates Budget Committee

Alexie Kindrick



HOD Budget Committee

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

HOD Budget Committee Participants

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

MA Grant Program

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

MA Grants Should Align with Strategic Plan

Strategic Plan Goals

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

Core Values

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

FY 24 MA Grants – Round 1

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

Tips for Successful MA Grant Application

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

MA Grant Application Scoring Worksheet

WEF House of Delegates - Budget Committee			
Member Association Grant Application Rating Rubric Winter 2024			
Applicant: _____	Reviewer: _____		
Requested Amount: _____			
<i>Please review each applicant's package and enter your scores and comments in the cells outlined in red below.</i>			
Rating criteria	Weighting Factor	Unweighted score; rank from 0 to 10	Weighted Score
Application aligns with WEF critical objectives and goals: <i>based on our new strategic plan; see reference info below</i>	3		0
Impact on the industry or membership: <i>consider how many members or other persons the activity supported by the grant will reach</i>	3		0
Budget has sufficient detail: <i>Is the requested amount justified by reasonable back-up? Is the MA contribution defined and explained?</i>	1		0
MA contribution: <i>scale from 1 to 10 based on proportion of match to requested funding. Match can include cost sharing, in-kind services, volunteer time, sponsors</i>	2		0
Timeline has sufficient detail: <i>to enable tracking of progress and timing for follow-up. Is it a well thought-out plan?</i>	1		0
Subtotal			0
Bonus points			
MA is classified as small; if yes, enter "1" in cell to the right			0
MA is classified as medium; enter "1" in cell to the right			0
Total score from evaluation			0

Expectations for MA Grant Winners

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



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WEF House of Delegates DE&I Committee

Alexie Kindrick



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Water Advocacy Committee

Updates

Peter Garvey, Delegate-at-Large

History of Water Advocacy at HOD

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

Committee Members

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

Committee Charter

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

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

Achievements/Ongoing Activities

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

Examples for Your Events



WEF's Water Advocates Program

WATER ADVOCATES



SCAN ME

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

Speak with a loud, united voice for the Water Advocates Program. Reach out to and connect with elected officials on important water quality issues.

Questions/Discussion





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WEF House of Delegates Water Advocacy Committee

Peter Garvey



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WEF HOD Strategic Plan Workgroup

*Advertising the WEF HOD
Challenge!*



House of Delegates Overview

Board of Trustees

House of Delegates

Delegates

Member Associations

Community Leadership Council

CLC Directors

Communities

WEF Executive Director

WEF Executive Team

WEF Staff



House of Delegates (HOD) – Overview and Structure (WEF Bylaws)

- The HOD is the deliberative and representational body of WEF.
 - Advises the Board on matters of strategic direction and public policy development.
 - Authority to confirm and remove Trustees.
- Speaker of the House. Leads the HOD. Also is a member of the WEF Board ex-officio, without vote.
- MA Delegates: Each MA identifies 1-3 Delegates based on membership size.
- Delegates-At-Large (12): Represent specific constituencies. Self-nominated opportunity for all WEF members.

House of Delegates – Duties (WEF Bylaws)

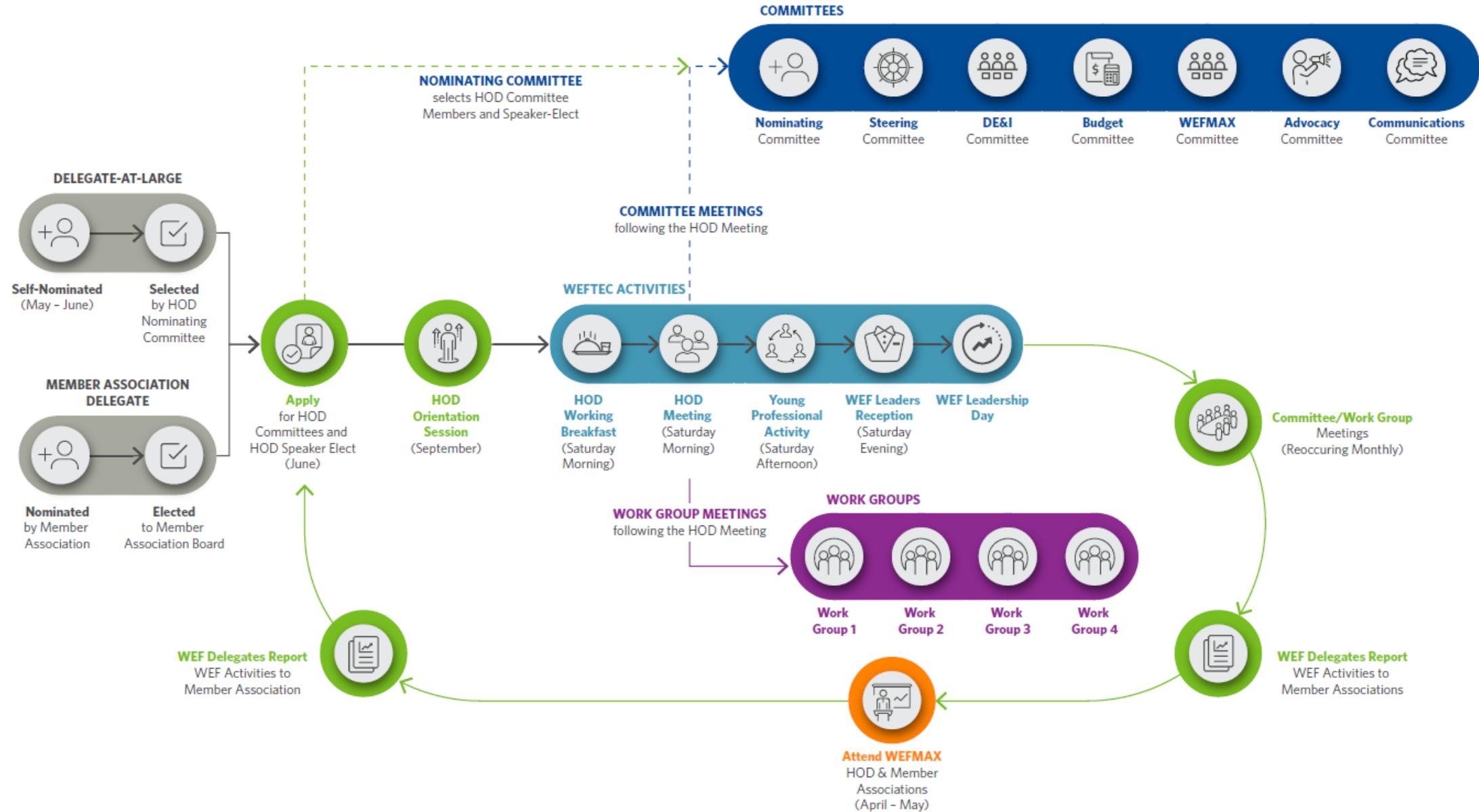
- **Advise the Board** on issues of strategic direction and public policy development.
- Review the **budget report** from the Board and provide comments to the Board on its consistency with **WEF's Strategic Plan and other initiatives**.
- **Elect the WEF Officers** and shall consider and confirm Trustee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

House of Delegates – Responsibilities and Expectations (HOD P&P)

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

House of Delegates

Delegate Annual Activities Process





HOD Strategic Plan Development



WEF HOD Strat Plan Development

- WEFTEC activity (October 2023) with over 100 Delegates participating to identify potential mission, vision, and values elements for the House of Delegates.
- HOD Workgroup has worked to identify a draft Mission, Vision, and Values statements.
- Next efforts is to identify goals to drive the next three years of activities for the HOD.



WEF HOD Mission, Vision, Values

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



Advertising WEF HOD Challenge

Advertising WEF HOD Activity

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

Advertising Campaign Ideas

BE THE DRIVER OF CHANGE

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

DONATE TODAY



BOYS & GIRLS CLUBS OF AMERICA

PROCEEDS FROM LIVING FUTURES

JESS 4 PREZ

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



Unleash Your Potential and Enroll in the ROTC Program at NMC



SYP Remote Worker Club

Thursdays @ The Coffee Bar

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



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

VOTE LAURA CHANG

FOR STUDENT COUNCIL PRESIDENT

SEPTEMBER 15TH 8:00 AM TO 6:00 PM SCHOOL WARR HALL



VOTE OLIVIA GORDON

FOR ASG PRESIDENT!

Experience

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

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



gordon.olivia2@student@lackamas.edu

YOUR LOGO HERE

WESTPORT COMMUNITY PRESIDENTIAL ELECTION 2020

VOTE

JAME SMITH FOR PRESIDENT

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

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



The background features a teal-to-green gradient. In the top-left and bottom-right corners, there are decorative elements consisting of several concentric, white, circular lines of varying thicknesses, some of which are slightly offset from each other, creating a sense of depth and movement.

Advertisement Challenge Presentation

WEF HOD Advertisement Presentation

- Table 1 (*Add Image of chalkboard advertisement here*)



WEF HOD Advertisement Presentation

- Table 2 (*Add Image of chalkboard advertisement here*)



WEF HOD Advertisement Presentation

- Table 3 (*Add Image of chalkboard advertisement here*)



WEF HOD Advertisement Presentation

- Table 4 (*Add Image of chalkboard advertisement here*)



WEF HOD Advertisement Presentation

- Table 5 (*Add Image of chalkboard advertisement here*)



WEF HOD Advertisement Presentation

- Table 6 (*Add Image of chalkboard advertisement here*)



WEF HOD Advertisement Presentation

- Table 7 (*Add Image of chalkboard advertisement here*)



WEF HOD Advertisement Presentation

- Table 8 (*Add Image of chalkboard advertisement here*)



***On Behalf of the WEF HOD
SP Workgroup
Thank you for Taking the
Challenge!***

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

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

For more details on these positions:



Apply online by **June 30th**:



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

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BREAK

10:00 – 10:15 am



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YP SHARING SESSION: DRIVING YP Engagement



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VWEA / VA AWWA Leadership Academy

Andrew Freitas, P.E.

Leadership Academy History

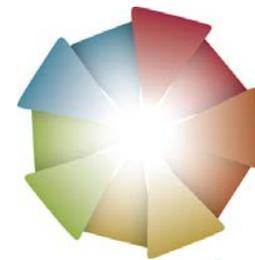
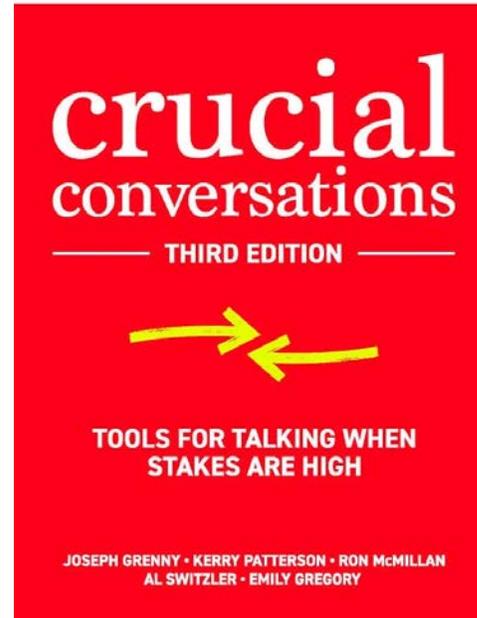
- Inspiration:
 - Water Leadership Institute
 - VA Natural Resources Leadership Institute
- Initiated in 2019
- Inaugural class 2021
 - Three graduating classes
 - Fourth class in progress



Leadership Academy Curriculum

- Kickoff and Graduation at consecutive WaterJAM conferences
- Four in-person all-day trainings
 - Meeting sites across Virginia
- Four “hybrid” half-day trainings

Updated with New Approaches for Today's Communication Challenges
OVER 5 MILLION COPIES SOLD



Real Colors®

EQ-i^{2.0}[®]
assess. predict. perform.



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2023 VWEA / VA AWWA Mentorship Program Recap

Matthew Wisniewski , P.E.



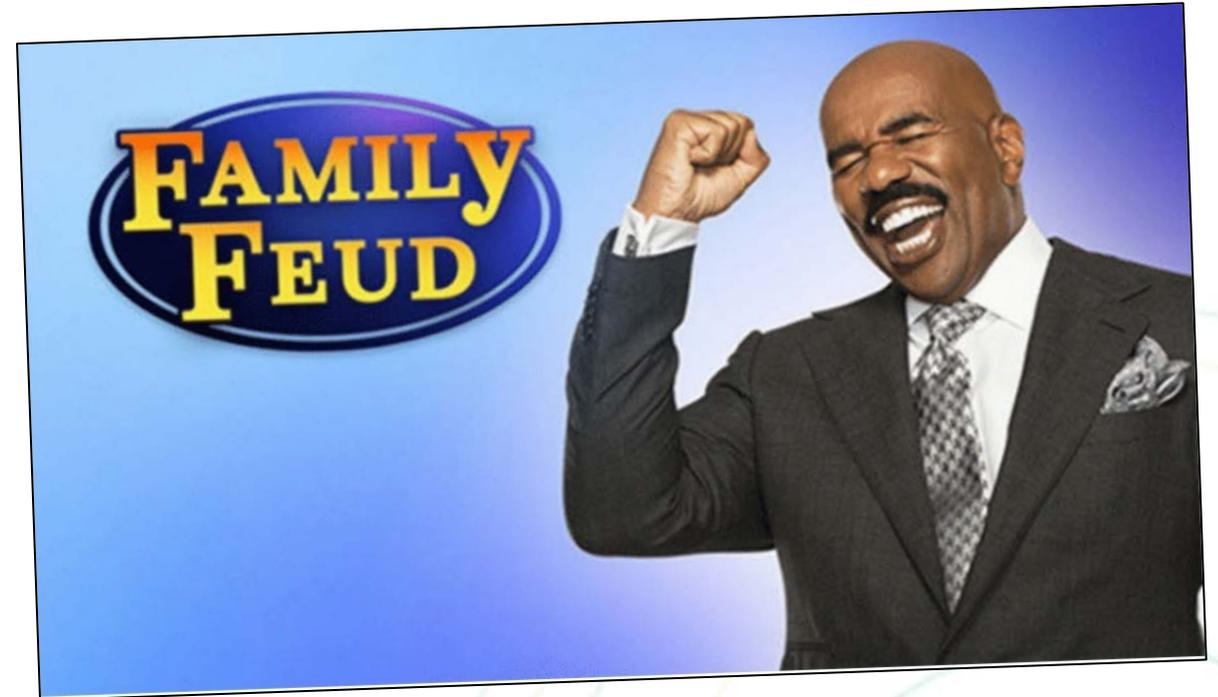
1. Background & Intro

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



2. Program Execution

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



3. Feedback & Next Steps

- Feedback survey:
 - People LOVED it & want more
 - Mutually fulfilling for both
 - Legitimize finale at WaterJAM
 - Some requested elongation
- 2024 Mentorship Program is well underway
 - Team is making modifications per survey feedback
- We're just getting started!



Mentorship is worth it!

- How can you bring mentorship back to your member association (MA)?
- Thanks all! Please hold questions for our panel Q&A to occur in about 20 min.
- Matt Wisniewski, PE
 - Greeley and Hansen (now TY Lin)
 - matthew.wisniewski@tylin.com
 - Paternity leave until May 13





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Leadership Opportunities

Dana Hargrove, P.E.

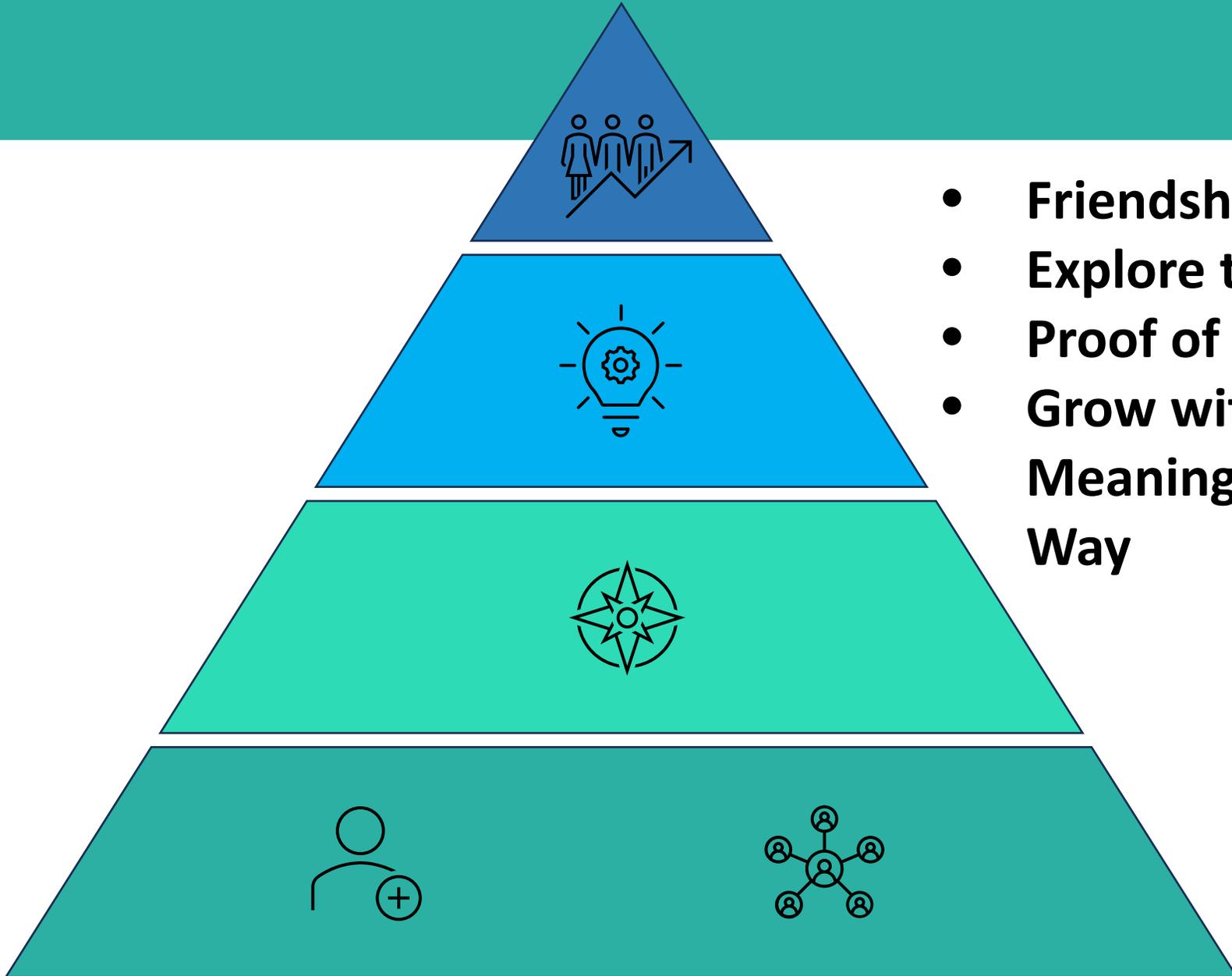
**'16 -17
SAC Vice
Chair &
YP JAM**

**'17-'19
VWEA
Board YP
Liaison**

**'16-'22
VWEA
Strategic
Planning**

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

**SW RAC,
WEF,
AWWA
WIW
Podcast**



- **Friendship and Networking**
- **Explore the Industry**
- **Proof of Leadership Abilities**
- **Grow within the Industry in a Meaningful, Mutually Beneficial Way**



DC FLY-IN INSIGHTS - FUTURE PLANNING

Peter Garvey
Lou Storino



CLOSING

Dave Galbraith
Janet Hurley Cann
Alexie Kindrick
Sarah Lothman



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Celebrating 50 Years in 2024

**Thank you for
Attending!**