



connecting ideas | inspiring leaders

Celebrating 50 Years in 2024



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WEF Message

Driving Collaboration and Engagement
Janet Hurley Cann, PE
WEF Trustee

Janet Hurley Cann, P.E.



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

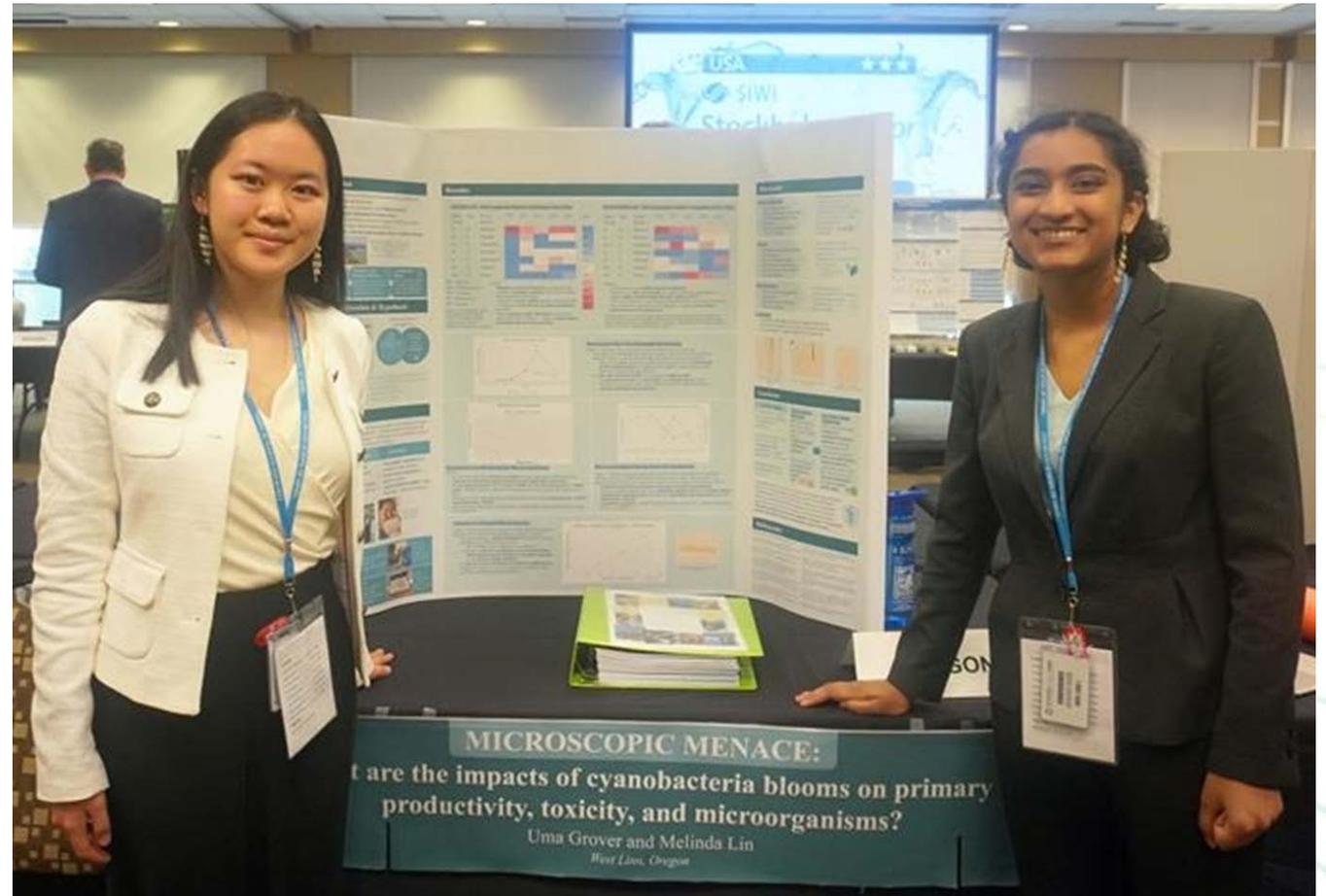
Our Core Values

- + 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**



Our Vision



Our Core Values



Lead Boldly with Purpose and agility



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



Collaborate for collective impact



Integrate **Diversity, Equity, and Inclusion** In all we do

Goal 1

Attract and develop a **diverse** and **passionate** water **workforce**

Goal 1 Strategies

1. Raise public awareness about the importance of water and the water workforce
2. Reduce barriers to workforce entry and retention
3. Provide extraordinary opportunities for connection, growth, and education
4.  Cultivate strategic partnerships



Diversity, Equity and Inclusion



Wastewater-based Disease Surveillance



Water Advocates



Global Focus





OUR BLUE (WORLD

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

WEFTEC

weftec®
2024

LEADING THE FUTURE OF WATER

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



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

Questions







Collaborating for Success

VWEA and VA AWWA

Kathy Rabalais & Geneva Hudgins

VWEA and VA AWWA Collaborative Efforts





Joint Task Force

- Meeting of the officers from each association
 - (5 individuals from each board, plus staff)
- Held twice per year
 - Other meeting scheduled as needed
- Meeting covers topics related to joint endeavors
 - Joint Annual Meeting (WaterJAM)
 - Joint Committees
 - Joint Leadership Retreat
 - And other topics that may be of Joint Interest



Joint Committees

Laboratory Practices
Manufacturers & Representatives
Student Activities
Sustainable Utilities
Utility Management
Work for Water
Young Professionals

Emergency Preparedness
and Security
Leadership Academy
Safety
Technology Services
Water for People
Water Reach

Annual Meeting - WaterJAM

Agreement and Resources



Memorandum Of Understanding
(MOU)



Joint Guidance Document



Staffing Responsibilities

- Primary Staff Management
 - Event Registration and Reporting
 - Email Marketing
 - Website Management
 - Financial
 - General Assistance
- Rotating Staff Management
 - Joint Leadership Retreat
 - Specialty Joint Event

**All events and committee webpages are shared and posted to both association websites. Emails and Social Media posts include both associations.

Joint Leadership Retreat



Joint Annual Meeting (WaterJAM)



History



MOU was Signed

Individual Annual Meetings



Test Joint Annual Meeting

Joint from 2005-onward



Benefits of a Joint Conference

Shared resources
leads to financial
savings

More expansive
technical program

Financial savings
for both attendees
and exhibitors



Things to Consider

- Committee Make-up
- Staff Responsibilities
- Board Liaisons
- Contracts
- Financials/Budgets





2024 WaterJAM Organization Chart

GREEN - Confirmed
RED - 2023 position
BLUE - Vacant position

VWEA
Executive Director
Kathy Rabalais

VWEA Board
Sarah Lothman

VA AWWA Board
Ronnie Baker

VA AWWA
Executive Director
Geneva Hudgins

WaterJAM Vice-Chairs
Kyle Logue
Adrianna Dimperio

WaterJAM Chairs
Chris Johnson
Jeremy Harrison

Past WaterJAM Chairs
Sherry Williams
Chris Wilson

Volunteer
Coordinator
Jarus Cox

Young Professionals
Liaison
Lizzy Merin

Technical Program
Angie Weatherhead
Kelsey Kenel

Marketing / Communications
MARCUM
Megan Delp
Laura Tworek

Local Arrangements
Kim Stubbs
Cheryl Paulin

Exhibits
Anna Kazasi
Marybeth Leongini

Special Events
Sherry Williams
Scott Davidson

YP Volunteers
Charlie Noakes

Young Professionals
Vice-Liaison
Rusty Nigro

Vice-Chairs
Greg Pace
Matt Wisniewski

Marketing
Vice-Chair
VACANT

Communications
Vice-Chair
VACANT

Vice-Chairs
Kerri Williams
Kelli Stamm

Vice-Chairs
Hunter Ritchie
VACANT

Vice-Chairs
Sandy-Kae Gray
Dylan Robinson

Technical Program
Volunteers
Raed EL-Farhan
Everett Skipper
Pradeep Sudini
Carlos Toro-Escobar

YP Service Project
Erin Millian
Mackenzie Rickard
Michael Blumenstock
Nicolas Tenorio
Charles Noakes
Jovante Lillard
Dylan Robinson
Hannah Alexander

Workshops
Greg Pace
Call for Abstracts
Coordinator
Steve Cook
Moderator
Coordination
Turner Perrow
Speaker Coordinator
Chris Wilson
Pilot Program
Committee Liaison
Nitant Desai

Graphic Artist
Hiroko Koike
Attendee Planner
Megan Delp
Awards Banquet
Digital
Hiroko Koike
Megan Delp
Addendum
Lauren Thomas
Conference Boards &
Inserts
Ashley Williams
Photographer
Coordination
Steve Cook
Conference Graphics
Megan Delp

Newsletter/E-
Newsletter
Jill DiBattista
Email Coordination
Jill DiBattista
Proclamation
Chris Graves
Social Media/Twitter
Laura Tworek
Copy Editor
VACANT
Water Taste Test
Coordinator
Laura Tworek

Fun Night
Kim Stubbs
Meet and Greet
Kyle Logue
Mary Vahdati
AV/IT
Harrison Estes
Joint Association
Dinner
Kerri Williams
Stacey Higgins
"First Timers"
Breakfast
Patra Brodie
Jonathan Wright
Golf Tournament
Paul Delphos
Thom Lipinski
John P. Saintsing
Sporting Clays
Greg Everhart
Taylor Turner

Exhibit Hall
Coordinator
Anna Kazasi
Scavenger Hunt
Kim Rivers
Ron Tatariw
Demonstrations
Pat Porto
Technical Forum
Matthias Wittenburg
Jasmine Sambula
Mobile Session
Stephanie Spalding
Jasmine Sambula
Tidy Otter
VACANT
Exhibit Hall Grand
Opening
Baljit Sidhu
Biosolid Beauty
Contest
Stephanie Spalding

Water for People
Liaison
Stephanie Doblosky
5K Fun Run
William Christian
Golf Tournament Raffle
VACANT
Keynote Session
Everett Skipper
Diversity, Equity,
Inclusion
Shawn Heselton
Student Liaison
Mackenzie Rockard
Women Impacting
Water
Adrianna Dimperio
Sandy-Kae Gray
Water Reach Silent
Auction
Greg Prelewicz

MARCUM
Volunteers
Alan Edwards
Ashley Williams
Erica Cuevas
Lauren Thomas

YP Roundtable
Chakavak Kamran
Mackenzie Rickard
Nashid Mirza
Chris Mihalkovic
Matthew Fanghella

Local Arrangements
Volunteers
Scott Davidson
Elmer McPherson

YP Exhibit Hall
Activities
Paul Petersen
Kristen Hall
Sarah Shay
Kirsten Horn

Exhibits Volunteers
Ronnie Baker

YP Poster Contest
Nashid Mirza
Molly Sayles
Ivana Olivares
Dani Sciulli
Shashank Kha
Sarah Loomis

WaterJam
Volunteers
Brandon Cooper
Odette Tansi
James Chery

YP Bingo Networking
Reception
Rebecca Johnson
Jessie Lissner
Trey Harkness
Travis Miller





Contracts and Financials

- Joint Annual Meeting
 - Two signatures on all contracts
 - Budget approved by Joint Task Force
 - Separate checking account for income and expense
- Joint Committees – Primary Managing Association
 - One signature only needed on contracts
 - Budget approved by primary association, then shared with other association
 - Income and expense managed through primary association with end of the year "true-ups" on any income or expenses
- Joint Specialty Events
 - Rotate contract and financial responsibilities



Table Discussion Topics

- What obstacles or challenges do you see in having joint, collaborative events such as an annual meeting?
- What are additional benefits for collaborating on an annual meeting?
- What are some unique examples on collaborating that would benefit MAs?

BREAK

10:00 – 10:15 am



TEAM BUILDING ACTIVITY

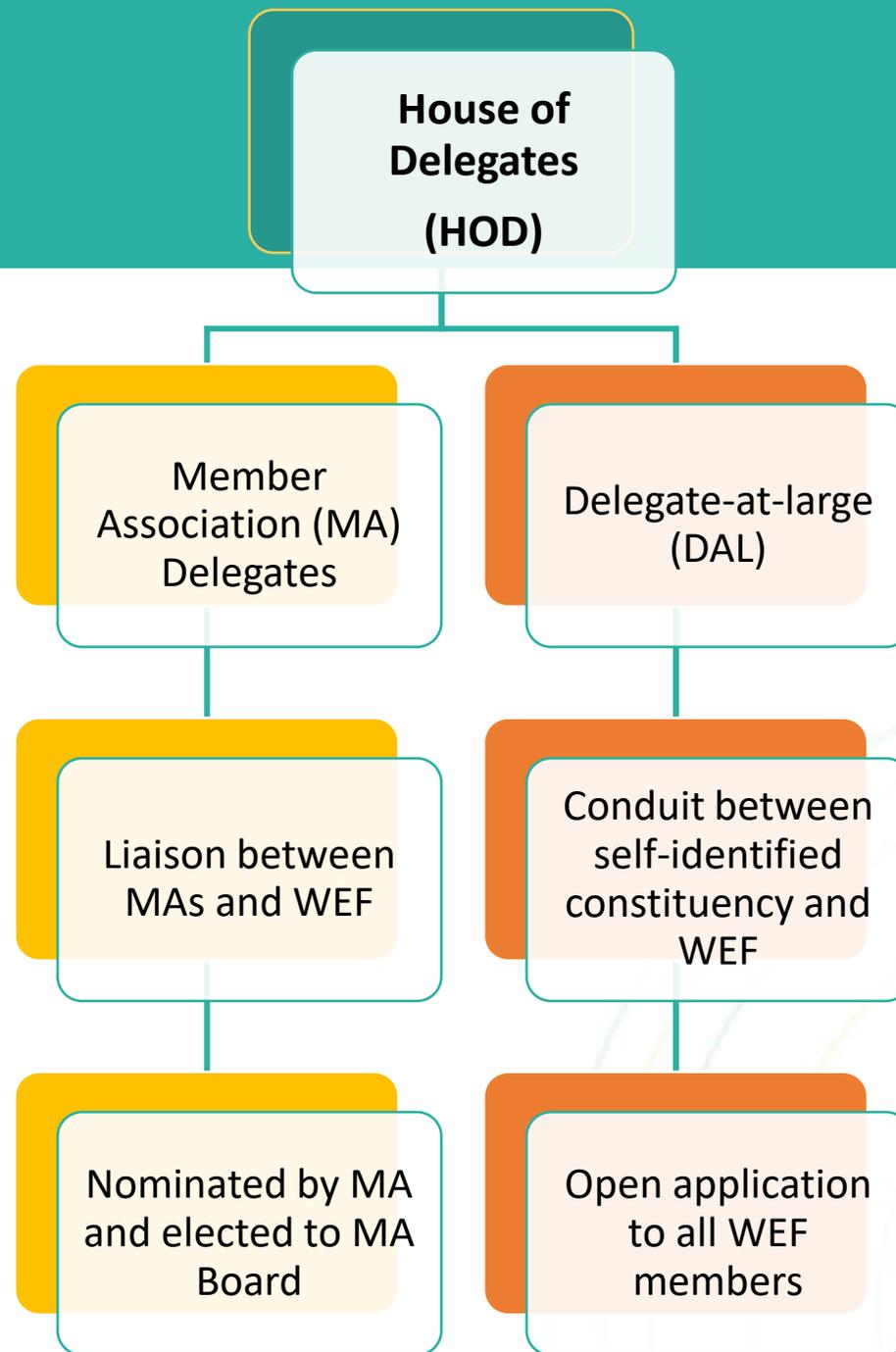
Dave Galbraith



House of Delegates of the Future: Delegate-at-Large Work Group

Mandy Sheposh & Scott Foley

What is Delegate-at-large (DAL)?

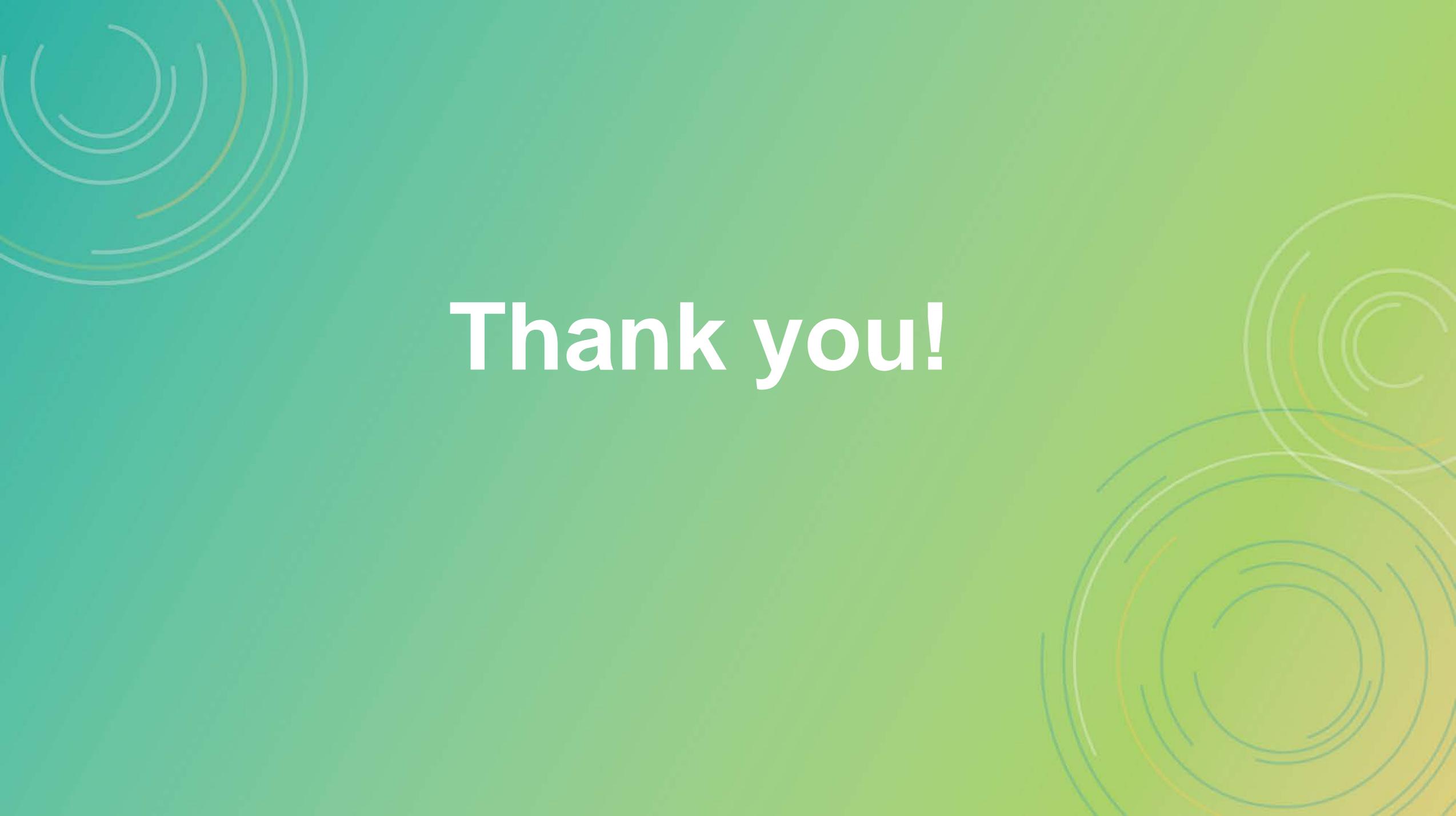


Delegate-at-Large Constituency

- Introduction of what is a Delegate-at-Large (DAL) constituency:
- Mandy Sheposh's DAL constituency: Organizations with Decarbonization Commitments
- Scott Foley's DAL constituency: Industrial Wastewater/Waste

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)

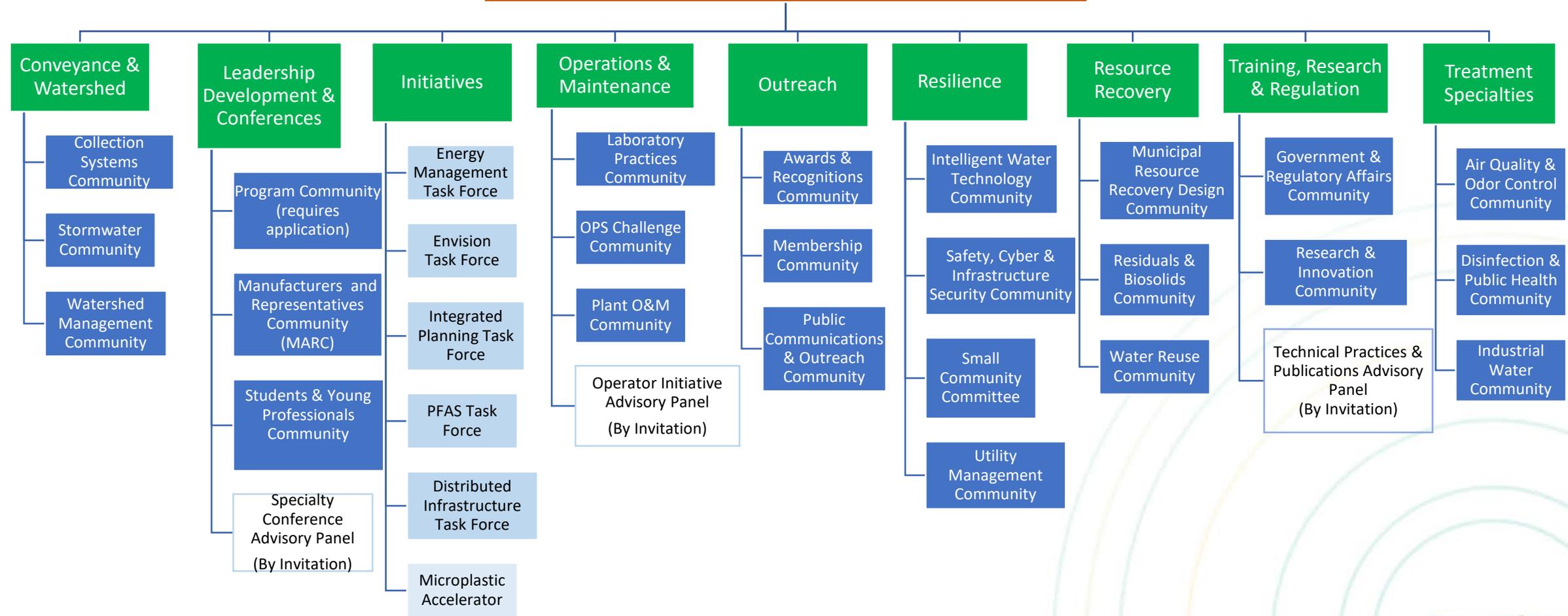
Driving Collaboration and Engagement

Janet Hurley Cann, PE

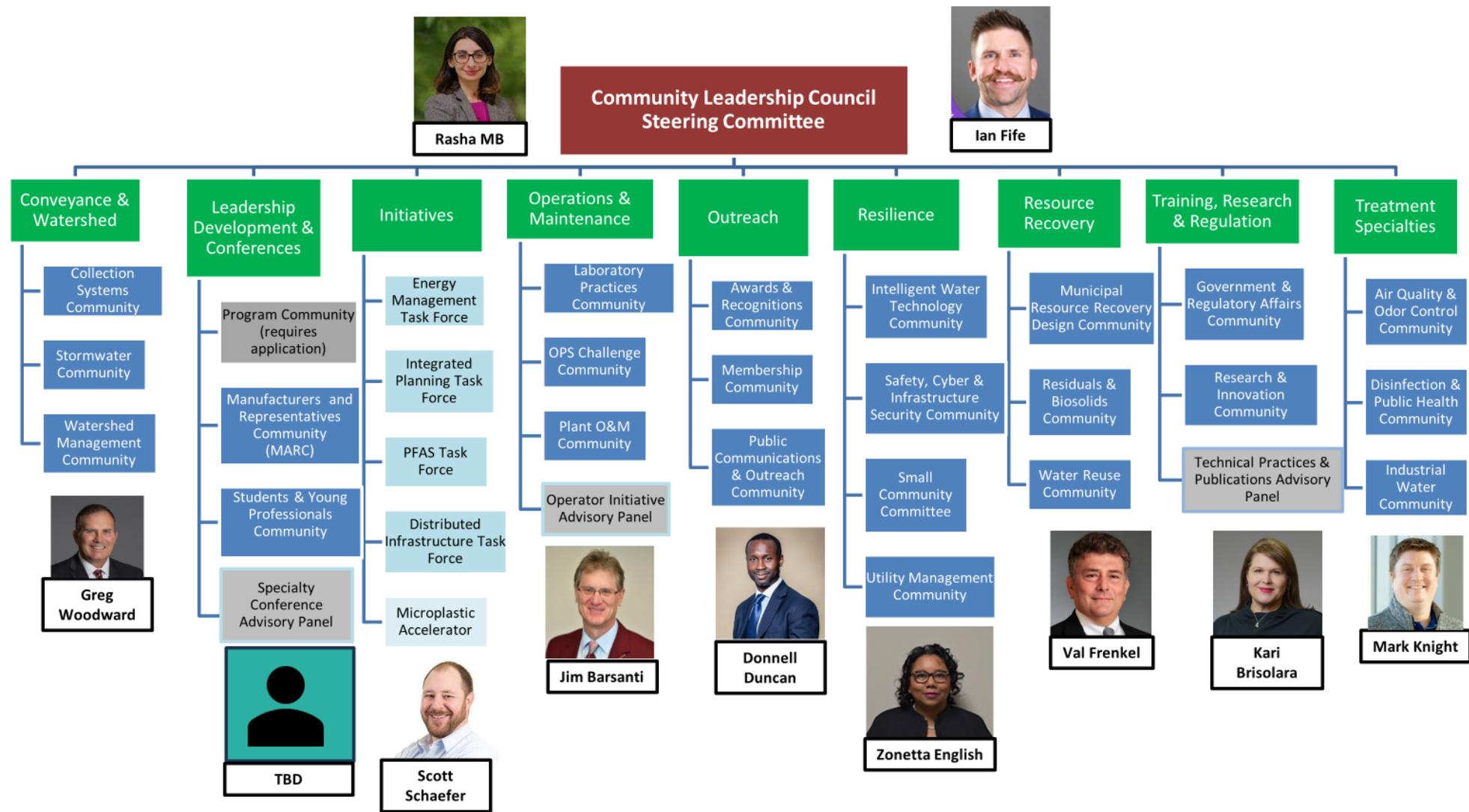
WEF Trustee (Past CLC Chair)

Community Leadership Council

Community Leadership Council Steering Committee



CLC Steering Committee



Membership Engagement Transformation (MET)



Why?

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

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

Driving Collaboration and Engagement



What are the possibilities?



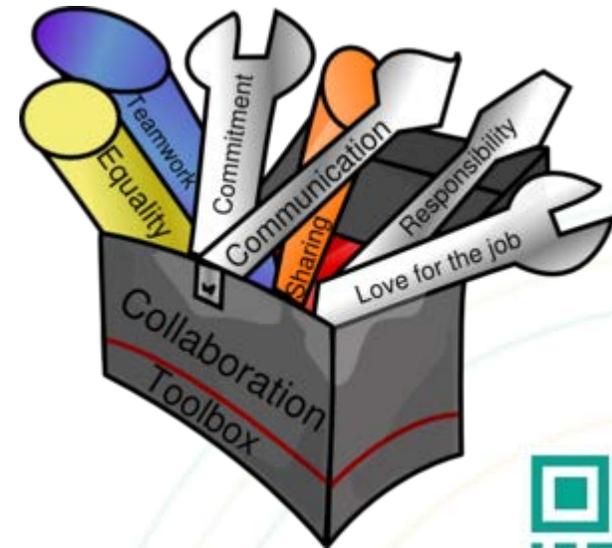


Nominations Committee 2024 Updates

Mandy Sheposh, Scott Foley

Nominating Committee Responsibilities

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



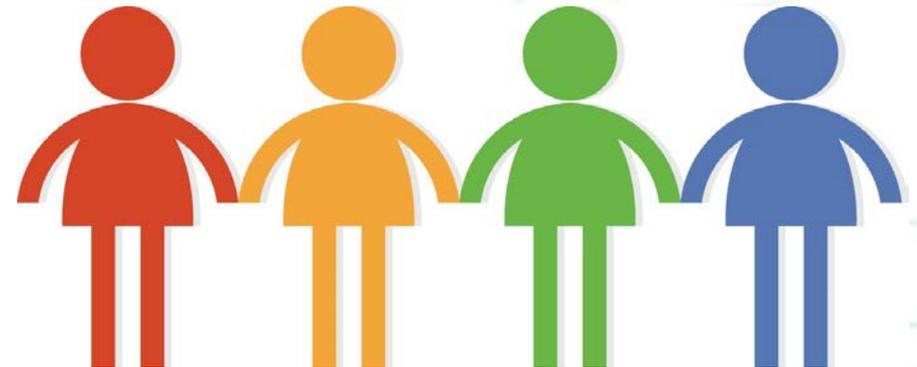
Speaker-Elect

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



Delegate-at-Large

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



HOD Committees

Comprised of Speaker-Elect and Delegates

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



HOD Budget Committee

- Review the budget development process with the WEF Treasurer and finance staff
- Administers the WEF MA grant program
 - 14 applications received (in February)
 - recommends proposals for funding
 - Compiling ideas proposed that might be beneficial for other MAs to consider.
- Participation in WEF's annual process via WEF Audit Committee.
- Considering a work task relating to revenue diversification to strengthen MA finances.



HOD Nominating Committee

- Fill Committee Positions Annually!
 - Review application materials for updates
 - Drive recruitment!
 - Administer the evaluation of applicants
- Liaise with other Committees (Communications, Onboarding)
- Assist with appointments of BOT Audit Committees (Chair & Vice Chair of HOD Budget Committee)



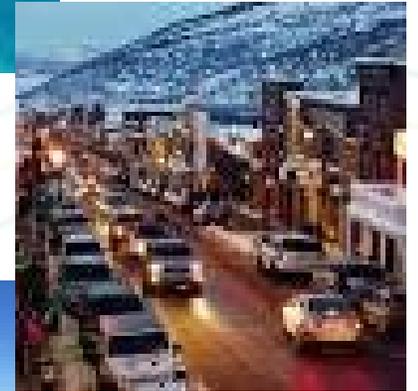
HOD Diversity, Equity, and Inclusion Committee

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



HOD WEFMAX Committee

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



*SOLD OUT!

HOD Communications Committee

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

HOD Water Advocacy Committee

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

WATER ADVOCATES



HOD Steering Committee

- Comprised of Speaker of the House, Speaker-Elect, Immediate Past Speaker, HOD Workgroup chairs, HOD Committee chairs
- Advise the BOT on issues of strategic direction and public policy development
- Review and provide input on information received from committees and workgroups

Apply Now!

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

Any questions? Contact me at:

Amanda.Sheposh@jci.com



LUNCH

12:00 – 1:00 pm