



## NEWEA Assessment and Development 2018 Committee Questionnaire

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Committee Name: Awards  
Committee Chair: Mike Wilson  
Date Completed: 7/05/18

Dear Committee Chair:

It is the responsibility of the NEWEA Assessment and Development Committee and Council Directors to annually review the charges of 1/3 of NEWEA's Standing Committees for the effectiveness of each committee in meeting its charge. Your committee is one of those chosen for review in 2018. **Please provide answers to this questionnaire and return it to Council Director by June 22, 2018.** If you would like any of these responses to be confidential, please contact me or others on the Assessment and Development Committee.

Thank you for your time and attention to this matter.

Sincerely,

*The NEWEA Assessment and Development Committee*

Chair: Charlie Tyler  
Vice Chair: Marylee Santoro  
Director: Jim Barsanti  
Michael Bonomo  
Matt Formica  
Tom Groves  
Virgil Lloyd  
Deborah Mahoney  
Brad Moore  
Gerald Potamis  
Justin Skelly  
Ray Vermette  
Ray Willis



## NEWEA Assessment and Development 2018 Committee Questionnaire

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- 1) Is the title of your committee appropriate? **Yes**
  
- 2) Do you feel your current overall charge is accurately described and does the title describe the Overall Charge and purpose of the committee? **Pretty well. No change needed but an update to website for a few award descriptions.**
  
- 3) Do your Committee functions overlap with those of other committees? If so in which committees and what way? **Well it does overlap on the basis of awards we work with all committees and State Directors.**
  
- 4) As Chair, do you recommend that your Committee be continued? **Yes**
  
- 5) Do you feel that your Committee should be merged with another? If yes, describe the reasons why you feel that. **No**
  
- 6) Do you feel that your Committee should be subdivided? If yes, describe the reasons why you feel that. **No.**



## NEWEA Assessment and Development 2018 Committee Questionnaire

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### 7) Membership:

- 7a.) How many members do you have? **15**
- 7b) Is your Committee's membership representative of NEWEA membership? **Yes.**
- 7c) Provide a brief demographic description (consultants, municipal/state, vendors, etc.) of your committee make-up. **Broad basis. Consultants, municipal, vendors.**
- 7d) How many new members joined your committee this year? **NA**
- 7e) How many members are actively engaged in committee activities and regularly attend committee meetings? **7-10.**

8.) A committee's success is based largely on the efforts of its officers. NEWEA strongly encourages that each committee have a Vice Chair. Does your committee have a Vice Chair? If not, would you like assistance from NEWEA to find someone to serve that role on your committee? **Vice Chair/Co-Chair is Jay Sheehan**

9) NEWEA has created Council Directors to provide leadership, coordination, and oversight to a group of committees (i.e., Council), and to act as a committee liaison to the Executive Committee.

- 9a) Do you know who your Council Director is? **Yes**
- 9b.) Have you communicated with your Council Director? **Yes.**



## NEWEA Assessment and Development 2018 Committee Questionnaire

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- 9c.) Please provide feedback on your experience with having a Council Director. **I'm happy to say that my experience with my council director has been a very good one.**
- 9d.) Have you added your Council Director to your e-mail list? **Yes.**
- 9e.) Do you have recommendations on how better to use the councils?  
**No.**



## NEWEA Assessment and Development 2018 Committee Questionnaire

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10) Identify any constraints your Committee faces in fulfilling its charge (for example, if either building committee membership or maintaining membership is an issue for your committee).

10a) Do you have difficulty in finding committee members? **No. Technically six positions are filled each year with new State Directors.**

10b) What are the obstacles, if any, preventing your committee from doing what you feel it needs to do? **Don't have any.**

11) Please identify your committee's activities in the past year (if applicable), and describe any present and projected activities. **Awards Luncheon.**

12) What would you like to be doing with your committee that you are not doing now?

13.) Does your committee hold committee meetings at either the Spring or Annual Conference? If not, explain. **Yes both times and calls in between.**

13) Please provide additional comments, concerns, questions or suggestions.

14) As a part of our efforts to increase the effectiveness of this survey, the A&D Committee would greatly appreciate receiving your committee's suggestions or comments that might help us to improve this questionnaire and review process.



NEWEA Assessment and Development  
2018 Committee Questionnaire

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***Below this line to be filled out by the Council Director***

Council Director's Comments:

The Awards Committee is in good hands led by Chair Mike Wilson and Vice Chair Jay Sheehan. The committee is comprised of a diligent and dedicated group of NEWEA officers and volunteers and continues to do excellent work recognizing the achievements and accomplishments of NEWEA members.



## NEWEA Assessment and Development 2018 Committee Questionnaire

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Committee Name: Committee Member Appreciation  
Committee Chair: Denise Descheneau  
Date Completed: May 30, 2018

Dear Committee Chair:

It is the responsibility of the NEWEA Assessment and Development Committee and Council Directors to annually review the charges of 1/3 of NEWEA's Standing Committees for the effectiveness of each committee in meeting its charge. Your committee is one of those chosen for review in 2018. **Please provide answers to this questionnaire and return it to Council Director by June 22, 2018.** If you would like any of these responses to be confidential, please contact me or others on the Assessment and Development Committee.

Thank you for your time and attention to this matter.

Sincerely,

*The NEWEA Assessment and Development Committee*

Chair: Charlie Tyler  
Vice Chair: Marylee Santoro  
Director: Jim Barsanti  
Michael Bonomo  
Matt Formica  
Tom Groves  
Virgil Lloyd  
Deborah Mahoney  
Brad Moore  
Gerald Potamis  
Justin Skelly  
Ray Vermette  
Ray Willis



## NEWEA Assessment and Development 2018 Committee Questionnaire

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1) Is the title of your committee appropriate?

Yes

2) Do you feel your current overall charge is accurately described and does the title describe the Overall Charge and purpose of the committee?

Yes

3) Do your Committee functions overlap with those of other committees? If so in which committees and what way?

No

4) As Chair, do you recommend that your Committee be continued?

Yes

5) Do you feel that your Committee should be merged with another? If yes, describe the reasons why you feel that.

No

6) Do you feel that your Committee should be subdivided? If yes, describe the reasons why you feel that.

No





## NEWEA Assessment and Development 2018 Committee Questionnaire

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### 7) Membership:

- 7a.) How many members do you have? 3
- 7b.) Is your Committee's membership representative of NEWEA membership? yes
- 7c.) Provide a brief demographic description (consultants, municipal/state, vendors, etc.) of your committee make-up.  
Consultant, contractor, municipal employee
- 7d.) How many new members joined your committee this year? 1
- 7e.) How many members are actively engaged in committee activities and regularly attend committee meetings? 3

8.) A committee's success is based largely on the efforts of its officers. NEWEA strongly encourages that each committee have a Vice Chair. Does your committee have a Vice Chair? If not, would you like assistance from NEWEA to find someone to serve that role on your committee?

Yes – there is a vice chair for this committee.

9) NEWEA has created Council Directors to provide leadership, coordination, and oversight to a group of committees (i.e., Council), and to act as a committee liaison to the Executive Committee.

- 9a.) Do you know who your Council Director is? Yes
- 9b.) Have you communicated with your Council Director? Yes
- 9c.) Please provide feedback on your experience with having a Council Director. It's been very helpful, not only in helping this committee but also getting me more engaged with NEWEA.
- 9d.) Have you added your Council Director to your e-mail list? Yes



NEWEA Assessment and Development  
2018 Committee Questionnaire

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- 9e.) Do you have recommendations on how better to use the councils?  
Not at this time



## NEWEA Assessment and Development 2018 Committee Questionnaire

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10) Identify any constraints your Committee faces in fulfilling its charge (for example, if either building committee membership or maintaining membership is an issue for your committee).

10a) Do you have difficulty in finding committee members? Yes, but minimal committee members are required with the amount of work involved with this committee.

10b) What are the obstacles, if any, preventing your committee from doing what you feel it needs to do? We get the job done.

11) Please identify your committee's activities in the past year (if applicable), and describe any present and projected activities.

Annual committee member appreciation event.

12) What would you like to be doing with your committee that you are not doing now? Nothing

13.) Does your committee hold committee meetings at either the Spring or Annual Conference? If not, explain. No – not required

13) Please provide additional comments, concerns, questions or suggestions.  
Nothing at this time



## NEWEA Assessment and Development 2018 Committee Questionnaire

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- 14) As a part of our efforts to increase the effectiveness of this survey, the A&D Committee would greatly appreciate receiving your committee's suggestions or comments that might help us to improve this questionnaire and review process.

***Below this line to be filled out by the Council Director***

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Council Director's Comments:

This committee has thrived over the last several years and has found a home with the Kimball Farms venue. As Denise notes, the committee has done an excellent job coordinating and executing our annual summer event with a small group of talented and dedicated volunteers. It is encouraging to see that a Vice Chair has been recruited, and I recommend we continue to actively support this committee's efforts with a goal to expand it by 1 or 2 new members to further support the committee officers.



## NEWEA Assessment and Development 2018 Committee Questionnaire

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Committee Name: Industrial Wastewater  
Committee Chair: Sarah White  
Date Completed:

Dear Committee Chair:

It is the responsibility of the NEWEA Assessment and Development Committee and Council Directors to annually review the charges of 1/3 of NEWEA's Standing Committees for the effectiveness of each committee in meeting its charge. Your committee is one of those chosen for review in 2018. **Please provide answers to this questionnaire and return it to Council Director by June 22, 2018.** If you would like any of these responses to be confidential, please contact me or others on the Assessment and Development Committee.

Thank you for your time and attention to this matter.

Sincerely,

*The NEWEA Assessment and Development Committee*

Chair: Charlie Tyler  
Vice Chair: Marylee Santoro  
Director: Jim Barsanti  
Michael Bonomo  
Matt Formica  
Tom Groves  
Virgil Lloyd  
Deborah Mahoney  
Brad Moore  
Gerald Potamis  
Justin Skelly  
Ray Vermette  
Ray Willis



## NEWEA Assessment and Development 2018 Committee Questionnaire

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- 1) Is the title of your committee appropriate? Yes
- 2) Do you feel your current overall charge is accurately described and does the title describe the Overall Charge and purpose of the committee? Yes.
- 3) Do your Committee functions overlap with those of other committees? If so in which committees and what way? No.
- 4) As Chair, do you recommend that your Committee be continued? Yes – I feel we are a fairly unique committee to NEWEA.
- 5) Do you feel that your Committee should be merged with another? If yes, describe the reasons why you feel that. No.
- 6) Do you feel that your Committee should be subdivided? If yes, describe the reasons why you feel that. No.
- 7) Membership:
  - 7a.) How many members do you have? 21
  - 7b) Is your Committee's membership representative of NEWEA membership? Yes – I think the consultants represent some industries – so that bridge is helpful.
  - 7c) Provide a brief demographic description (consultants, municipal/state, vendors, etc.) of your committee make-up. 10 consultants, 6 vendor, 5 agency / municipal
  - 7d) How many new members joined your committee this year? 2



## NEWEA Assessment and Development 2018 Committee Questionnaire

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- 7e) How many members are actively engaged in committee activities and regularly attend committee meetings? 8 - 10
- 8.) A committee's success is based largely on the efforts of its officers. NEWEA strongly encourages that each committee have a Vice Chair. Does your committee have a Vice Chair? If not, would you like assistance from NEWEA to find someone to serve that role on your committee? We have not had a vice chair and would like / could use assistance / ideas on how to recruit one from the current group.
- 9) NEWEA has created Council Directors to provide leadership, coordination, and oversight to a group of committees (i.e., Council), and to act as a committee liaison to the Executive Committee.
- 9a) Do you know who your Council Director is? Yes!
- 9b.) Have you communicated with your Council Director? Yes!
- 9c.) Please provide feedback on your experience with having a Council Director. Our director has been very involved in our group and supports all efforts, provides reminders for due dates, holds calls for all the Chairs and holds us accountable. A+
- 9d.) Have you added your Council Director to your e-mail list? Yes!
- 9e.) Do you have recommendations on how better to use the councils?  
No.



## NEWEA Assessment and Development 2018 Committee Questionnaire

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10) Identify any constraints your Committee faces in fulfilling its charge (for example, if either building committee membership or maintaining membership is an issue for your committee). I think we do an ok job keeping people involved and interested. When I send out “are you still interested in being on the committee – let me know if you want out!” Emails, no one asks to be removed 😊

10a) Do you have difficulty in finding committee members? No – the committee fair at this year’s AC was beneficial.

10b) What are the obstacles, if any, preventing your committee from doing what you feel it needs to do? Unfortunately, everyone is so busy with their “regular” jobs – it’s hard to get together and there’s always room for improvement – but I think we do ok.

11) Please identify your committee’s activities in the past year (if applicable), and describe any present and projected activities. A few conference calls surrounding planning details for our upcoming specialty seminar in Portsmouth, June 25<sup>th</sup>. We met in person at the Annual Conference.

12) What would you like to be doing with your committee that you are not doing now? Room for improvement in talking more and brainstorming upcoming goals – we’ve just been focused on our upcoming seminar. I’m hoping we can talk more during the second part of the year about new ideas and goals for the future.

13.) Does your committee hold committee meetings at either the Spring or Annual Conference? If not, explain. Yes – Annual Conference.





NEWEA Assessment and Development  
2018 Committee Questionnaire

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13) Please provide additional comments, concerns, questions or suggestions. I think we all wish we had more time, in general, for our committee work. There will always be room for improvement.

14) As a part of our efforts to increase the effectiveness of this survey, the A&D Committee would greatly appreciate receiving your committee's suggestions or comments that might help us to improve this questionnaire and review process. Since I've not been on the reviewER side of the process, I don't know how this survey could be more helpful. I think the questions are appropriate.

***Below this line to be filled out by the Council Director***

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Council Director's Comments:

**The Industrial Wastewater Committee is not one of the larger committees in my Council but their passion for what they do is second to none and that comes directly from their Committee Chair. Sarah has done an amazing job leading this committee but at the end of the year her term is coming to an end. One of the big items that I have discussed with Sarah is succession planning. She does not have a Vice Chair in waiting so as a Committee/Council, we need to work with their membership to find the next leader of the group. I know that Sarah has been working on this but over the next few months I will be making it a priority to work with her to move this forward so there is not a leadership void at the top. I think it would be a shame if the passion that is in this committee is lost because there is no one to foster it.**



## NEWEA Assessment and Development 2018 Committee Questionnaire

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**As Sarah noted in her responses, the Committee has been spending the last year focusing on their Specialty Conference (they did an amazing job with it). Now that they don't have a conference to plan, I agree with Sarah that they have to figure out what topics and areas they want to focus on or provide white papers/technical information to the industry so that they continue to fulfill their charge.**

**This committee has been a pleasure to work with since I have become their Council Director and I will continue to work with them to ensure that their passion and love of their industry continues to shine through.**



## NEWEA Assessment and Development 2018 Committee Questionnaire

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Committee Name: Laboratory Practices  
Committee Chair: Lab Practices  
Date Completed: 8/10/2018

Dear Committee Chair:

It is the responsibility of the NEWEA Assessment and Development Committee and Council Directors to annually review the charges of 1/3 of NEWEA's Standing Committees for the effectiveness of each committee in meeting its charge. Your committee is one of those chosen for review in 2018. **Please provide answers to this questionnaire and return it to Council Director by June 22, 2018.** If you would like any of these responses to be confidential, please contact me or others on the Assessment and Development Committee.

Thank you for your time and attention to this matter.

Sincerely,

*The NEWEA Assessment and Development Committee*

Chair: Charlie Tyler  
Vice Chair: Marylee Santoro  
Director: Jim Barsanti  
Michael Bonomo  
Matt Formica  
Tom Groves  
Virgil Lloyd  
Deborah Mahoney  
Brad Moore  
Gerald Potamis  
Justin Skelly  
Ray Vermette  
Ray Willis



## NEWEA Assessment and Development 2018 Committee Questionnaire

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- 1) Is the title of your committee appropriate? Yes
  
- 2) Do you feel your current overall charge is accurately described and does the title describe the Overall Charge and purpose of the committee? Yes
  
- 3) Do your Committee functions overlap with those of other committees? If so in which committees and what way? No, only in the support of Ops Challenge
  
- 4) As Chair, do you recommend that your Committee be continued? Yes
  
- 5) Do you feel that your Committee should be merged with another? If yes, describe the reasons why you feel that. No
  
- 6) Do you feel that your Committee should be subdivided? If yes, describe the reasons why you feel that. No



## NEWEA Assessment and Development 2018 Committee Questionnaire

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### 7) Membership:

- 7a.) How many members do you have? 27
- 7b.) Is your Committee's membership representative of NEWEA membership? Yes
- 7c.) Provide a brief demographic description (consultants, municipal/state, vendors, etc.) of your committee make-up.  
Lab Professionals, Regulators, One Vendor
- 7d.) How many new members joined your committee this year? 2
- 7e.) How many members are actively engaged in committee activities and regularly attend committee meetings? 6-8

8.) A committee's success is based largely on the efforts of its officers. NEWEA strongly encourages that each committee have a Vice Chair. Does your committee have a Vice Chair? If not, would you like assistance from NEWEA to find someone to serve that role on your committee? Walter Palm, NBC

9) NEWEA has created Council Directors to provide leadership, coordination, and oversight to a group of committees (i.e., Council), and to act as a committee liaison to the Executive Committee.

- 9a.) Do you know who your Council Director is? Yes
- 9b.) Have you communicated with your Council Director? Yes
- 9c.) Please provide feedback on your experience with having a Council Director. Marylee is Awesome! (lol!)
- 9d.) Have you added your Council Director to your e-mail list? Yes



NEWEA Assessment and Development  
2018 Committee Questionnaire

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- 9e.) Do you have recommendations on how better to use the councils?  
No



## NEWEA Assessment and Development 2018 Committee Questionnaire

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- 10) Identify any constraints your Committee faces in fulfilling its charge (for example, if either building committee membership or maintaining membership is an issue for your committee).
- 10a) Do you have difficulty in finding committee members? No
- 10b) What are the obstacles, if any, preventing your committee from doing what you feel it needs to do? Nothing
- 11) Please identify your committee's activities in the past year (if applicable), and describe any present and projected activities. Awards nominations, Lab Certification discussions and exam review within Subcommittee, Operations Challenge judging
- 12) What would you like to be doing with your committee that you are not doing now? Continuously promote membership drives to bring in new ideas; It has been suggested that the exams be more "open and general" to Operators, so we might want to recruit some Operators or do some cross promoting or collaborations
- 13.) Does your committee hold committee meetings at either the Spring or Annual Conference? If not, explain. Yes, both
- 13) Please provide additional comments, concerns, questions or suggestions.  
None



NEWEA Assessment and Development  
2018 Committee Questionnaire

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- 14) As a part of our efforts to increase the effectiveness of this survey, the A&D Committee would greatly appreciate receiving your committee's suggestions or comments that might help us to improve this questionnaire and review process.

***Below this line to be filled out by the Council Director***

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Council Director's Comments:

Lab Practices has been going through a transition in ownership of the NEWEA Voluntary Lab Exam; began with the Planning Session a few years ago. The ownership of the exam has now been passed to NEWEA and Lab Practices, the Subcommittee is reviewing the exams and will work on updating and possibly rebranding them to be more inclusive to promote NEWEA and participation in the wastewater industry. This movement with the exam also mirrors the concern for the membership drive for the committee- possibly being more inclusive of operators that might have interest in Laboratory issues.

The committee is about to have a new Chair in January, and will begin planning a Specialty Conference.

The committee stays active in Ops Challenge and other current issues. No further recommendations at this time.

Respectfully Submitted,

Marylee Santoro

Council Director

Treatment Systems, Operations and Management





## NEWEA Assessment and Development 2018 Committee Questionnaire

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Committee Name: Membership  
Committee Chair: David Archard  
Date Completed: July 13, 2018

Dear Committee Chair:

It is the responsibility of the NEWEA Assessment and Development Committee and Council Directors to annually review the charges of 1/3 of NEWEA's Standing Committees for the effectiveness of each committee in meeting its charge. Your committee is one of those chosen for review in 2018. **Please provide answers to this questionnaire and return it to Council Director by June 22, 2018.** If you would like any of these responses to be confidential, please contact me or others on the Assessment and Development Committee.

Thank you for your time and attention to this matter.

Sincerely,

*The NEWEA Assessment and Development Committee*

Chair: Charlie Tyler  
Vice Chair: Marylee Santoro  
Director: Jim Barsanti  
Michael Bonomo  
Matt Formica  
Tom Groves  
Virgil Lloyd  
Deborah Mahoney  
Brad Moore  
Gerald Potamis  
Justin Skelly  
Ray Vermette  
Ray Willis



## NEWWEA Assessment and Development 2018 Committee Questionnaire

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- 1) Is the title of your committee appropriate? **Yes**
  
- 2) Do you feel your current overall charge is accurately described and does the title describe the Overall Charge and purpose of the committee? **Yes**
  
- 3) Do your Committee functions overlap with those of other committees? If so in which committees and what way? **No**
  
- 4) As Chair, do you recommend that your Committee be continued? **Yes**
  
- 5) Do you feel that your Committee should be merged with another? If yes, describe the reasons why you feel that. **No**
  
- 6) Do you feel that your Committee should be subdivided? If yes, describe the reasons why you feel that. **No**



NEWEA Assessment and Development  
2018 Committee Questionnaire

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7) Membership:

- 7a.) How many members do you have? **12**
- 7b) Is your Committee's membership representative of NEWEA membership? **Not really. We need some new blood**
- 7c) Provide a brief demographic description (consultants, municipal/state, vendors, etc.) of your committee make-up. **We are mostly Engineering Consultants. We need more young people.**
- 7d) How many new members joined your committee this year? **1 and he is the in-coming Chairman.**
- 7e) How many members are actively engaged in committee activities and regularly attend committee meetings? **An average of 4**

8.) A committee's success is based largely on the efforts of its officers. NEWEA strongly encourages that each committee have a Vice Chair. Does your committee have a Vice Chair? If not, would you like assistance from NEWEA to find someone to serve that role on your committee? **We do and it is Peter Frick.**

9) NEWEA has created Council Directors to provide leadership, coordination, and oversight to a group of committees (i.e., Council), and to act as a committee liaison to the Executive Committee.

- 9a) Do you know who your Council Director is? **Yes**
- 9b.) Have you communicated with your Council Director? **Yes, via email.**



NEWEA Assessment and Development  
2018 Committee Questionnaire

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- 9c.) Please provide feedback on your experience with having a Council Director. **He is doing a good job.**
- 9d.) Have you added your Council Director to your e-mail list? **Yes**
- 9e.) Do you have recommendations on how better to use the councils?  
**Not at this time.**



## NEWEA Assessment and Development 2018 Committee Questionnaire

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- 10) Identify any constraints your Committee faces in fulfilling its charge (for example, if either building committee membership or maintaining membership is an issue for your committee).
- 10a) Do you have difficulty in finding committee members?
- 10b) What are the obstacles, if any, preventing your committee from doing what you feel it needs to do?
- 11) Please identify your committee's activities in the past year (if applicable), and describe any present and projected activities.
- 12) What would you like to be doing with your committee that you are not doing now?
- 13.) Does your committee hold committee meetings at either the Spring or Annual Conference? If not, explain.
- 13) Please provide additional comments, concerns, questions or suggestions.
- 14) As a part of our efforts to increase the effectiveness of this survey, the A&D Committee would greatly appreciate receiving your committee's suggestions or comments that might help us to improve this questionnaire and review process.



NEWEA Assessment and Development  
2018 Committee Questionnaire

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*Below this line to be filled out by the Council Director*

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Council Director's Comments:

**It sounds like the Membership Committee could use an influx of “fresh” members, specifically younger members. I will try and coordinate with the Young Professional’s committee to have David call in to one of their regular meetings in which they have started doing “committee spotlights” to talk about his committee and potentially gain some crossover members from that. Otherwise the committee seems to be operating appropriately.**



## NEWEA Assessment and Development 2018 Committee Questionnaire

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Committee Name: Newsletter  
Committee Chair: Ashley Dunn  
Date Completed: 5/18/2018

Dear Committee Chair:

It is the responsibility of the NEWEA Assessment and Development Committee and Council Directors to annually review the charges of 1/3 of NEWEA's Standing Committees for the effectiveness of each committee in meeting its charge. Your committee is one of those chosen for review in 2018. **Please provide answers to this questionnaire and return it to Council Director by June 22, 2018.** If you would like any of these responses to be confidential, please contact me or others on the Assessment and Development Committee.

Thank you for your time and attention to this matter.

Sincerely,

*The NEWEA Assessment and Development Committee*

Chair: Charlie Tyler  
Vice Chair: Marylee Santoro  
Director: Jim Barsanti  
Michael Bonomo  
Matt Formica  
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Ray Vermette  
Ray Willis



## NEWEA Assessment and Development 2018 Committee Questionnaire

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1) Is the title of your committee appropriate?

Yes, as it stands today. However, I think as it stands today it is not reaching the membership very well. I would like to suggest we abandon the e-mail newsletter and change the committee name to something like "Social Media Support." I would consider staying on as chair for another term if we made this change.

2) Do you feel your current overall charge is accurately described and does the title describe the Overall Charge and purpose of the committee?

I am not sure where I would find this definition.

3) Do your Committee functions overlap with those of other committees? If so in which committees and what way?

Yes, at times. The Journal.

4) As Chair, do you recommend that your Committee be continued?

No. Though I hear from folks in various leadership roles that they enjoy reading the newsletter, I have my doubts as to what percentage of the general membership actually reads it. I think it easily gets lost amongst the many e-mails NEWEA sends out in the average month. It is also very difficult to get members to contribute to the articles. I would like to suggest – if the committee continues it change from Newsletter to Social Media support committee. The new task of the committee would be to support the NEWEA office in expanding NEWEA's visibility on social media rather than focus on creating a newsletter. The committee would continue to reach out to other committees to create and collect news stories but they would be published in real time rather than held for a bulk newsletter on a set date. I expect, the stories would be more widely consumed if sent out on social media as individual news bites – that would also





## NEWEA Assessment and Development 2018 Committee Questionnaire

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increase our social media visibility. Which may increase member interest / engagement.

Another thought.... The committee could be sunset altogether.... And each of the other committees within NEWEA could be tasked with creating social media content of their own volition at some interval throughout the year.

- 5) Do you feel that your Committee should be merged with another? If yes, describe the reasons why you feel that.

I do not have a strong feeling about this. As it stands today the committee is more or less a one man show so this could be a viable option – though I have not discussed it with other committee chairs. Journal is always an obvious candidate – but perhaps a less obvious candidate that I think could work well is the YP committee. The role of newsletter chair is a great opportunity to network within the organization and the YP committee has been the most consistent and reliable content producer in my term as Newsletter chair.

- 6) Do you feel that your Committee should be subdivided? If yes, describe the reasons why you feel that.

HA! N/A



## NEWEA Assessment and Development 2018 Committee Questionnaire

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### 7) Membership:

7a.) How many members do you have?

1 active (myself). Several contributing members that are chairs or vice chairs of other committees. But there are no other members that have shown interest in querying the masses for content or aiding in assembling/editing the content.

7b) Is your Committee's membership representative of NEWEA membership? No.

7c) Provide a brief demographic description (consultants, municipal/state, vendors, etc.) of your committee make-up. N/A

7d) How many new members joined your committee this year?

None. I think the visibility of this committee is really low. If it were to be rebranded as social media support and/or become the subcommittee of another committee such as Journal or YP I think it may stand a chance to gain some momentum.

7e) How many members are actively engaged in committee activities and regularly attend committee meetings?

N/A

8.) A committee's success is based largely on the efforts of its officers. NEWEA strongly encourages that each committee have a Vice Chair. Does your committee have a Vice Chair? If not, would you like assistance from NEWEA to find someone to serve that role on your committee?

No.

9) NEWEA has created Council Directors to provide leadership, coordination, and oversight to a group of committees (i.e., Council), and to act as a committee liaison to the Executive Committee.



## NEWEA Assessment and Development 2018 Committee Questionnaire

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- 9a) Do you know who your Council Director is? Yes.
- 9b.) Have you communicated with your Council Director? Yes.
- 9c.) Please provide feedback on your experience with having a Council Director. I have known two council directors in my term, I am not sure how to best interact with them in relation to this committee. The Newsletter Committee has a kind of lost in space vibe for me. In that I feel it either makes or breaks itself and I am not sure it is the best medium in the way people consume data these days. The majority of my guidance on my efforts over the years have come from Jim Barsanti (who I understand spear headed this first round of save the newsletter which took it from paper to email) or directly from the NEWEA office.
- 9d.) Have you added your Council Director to your e-mail list? Yes.
- 9e.) Do you have recommendations on how better to use the councils?  
I do not have enough experience to speak to this.



## NEWEA Assessment and Development 2018 Committee Questionnaire

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10) Identify any constraints your Committee faces in fulfilling its charge (for example, if either building committee membership or maintaining membership is an issue for your committee).

10a) Do you have difficulty in finding committee members?

Yes. I don't think folks understand there is anything to gain from a non technical committee. I am not enough of a social butterfly to have been a great recruiter these years, I've just kept the newsletter afloat and used the opportunity to learn more about NEWEA.

10b) What are the obstacles, if any, preventing your committee from doing what you feel it needs to do?

I am not sure there are any.

11) Please identify your committee's activities in the past year (if applicable), and describe any present and projected activities.

12) What would you like to be doing with your committee that you are not doing now? Distribute stories real time.

13.) Does your committee hold committee meetings at either the Spring or Annual Conference? If not, explain.

No. We don't have active members I'm pretty much it would be a meeting with me myself and I.

13) Please provide additional comments, concerns, questions or suggestions.

Thought I am personally interested in the re-vamp concept of making this a social media content committee rather than an email content committee, I don't know how to get more active members on the committee... short of asking another committee to adopt the process.



NEWEA Assessment and Development  
2018 Committee Questionnaire

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14) As a part of our efforts to increase the effectiveness of this survey, the A&D Committee would greatly appreciate receiving your committee's suggestions or comments that might help us to improve this questionnaire and review process.

***Below this line to be filled out by the Council Director***

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Council Director's Comments:

It is evident that Ashley is a little frustrated and rightfully so. I agree with her assessment of the committee and like the idea of changing the name of the committee to "Social Media Support" (or something along those lines). I believe this is very timely as the NEWEA Office is in the process of hiring a full time Communications/Media Relations position. And, I applaud Ashley for agreeing to stay on if this can happen and I will try and be more actively involved in the efforts of this committee.



## NEWEA Assessment and Development 2018 Committee Questionnaire

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Committee Name: Operations Challenge  
Committee Chair: Travis Peaslee  
Date Completed: 6/14/2018

Dear Committee Chair:

It is the responsibility of the NEWEA Assessment and Development Committee and Council Directors to annually review the charges of 1/3 of NEWEA's Standing Committees for the effectiveness of each committee in meeting its charge. Your committee is one of those chosen for review in 2018. **Please provide answers to this questionnaire and return it to Council Director by June 22, 2018.** If you would like any of these responses to be confidential, please contact me or others on the Assessment and Development Committee.

Thank you for your time and attention to this matter.

Sincerely,

*The NEWEA Assessment and Development Committee*

Chair: Charlie Tyler  
Vice Chair: Marylee Santoro  
Director: Jim Barsanti  
Michael Bonomo  
Matt Formica  
Tom Groves  
Virgil Lloyd  
Deborah Mahoney  
Brad Moore  
Gerald Potamis  
Justin Skelly  
Ray Vermette  
Ray Willis



## NEWEA Assessment and Development 2018 Committee Questionnaire

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- 1) Is the title of your committee appropriate? I believe so.
- 2) Do you feel your current overall charge is accurately described and does the title describe the Overall Charge and purpose of the committee? yes
- 3) Do your Committee functions overlap with those of other committees? If so in which committees and what way? Sort of at the moment. The lab, safety, and collection committees take the lead role on managing their respective events. I would like have the same happen for the process control and maintenance.
- 4) As Chair, do you recommend that your Committee be continued? Yes unless the committee was to become a task of another committee (see below)
- 5) Do you feel that your Committee should be merged with another? If yes, describe the reasons why you feel that. Maybe? if I knew more about plant ops I could say more definitively but just from a title standpoint it seems that may be a better home with the actual ops challenge being a task of those committee members.
- 6) Do you feel that your Committee should be subdivided? If yes, describe the reasons why you feel that. No



## NEWEA Assessment and Development 2018 Committee Questionnaire

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### 7) Membership:

- 7a.) How many members do you have? 30+
- 7b) Is your Committee's membership representative of NEWEA membership? yes
- 7c) Provide a brief demographic description (consultants, municipal/state, vendors, etc.) of your committee make-up. Mostly operators but there are a couple vendors & consultants who participate as event judges and coordinators.
- 7d) How many new members joined your committee this year? 3 or 4
- 7e) How many members are actively engaged in committee activities and regularly attend committee meetings? The event coordinators and team judges normally attend the annual meeting so maybe 20 or so.

8.) A committee's success is based largely on the efforts of its officers. NEWEA strongly encourages that each committee have a Vice Chair. Does your committee have a Vice Chair? If not, would you like assistance from NEWEA to find someone to serve that role on your committee? Yes, Scott Goodinson.

9) NEWEA has created Council Directors to provide leadership, coordination, and oversight to a group of committees (i.e., Council), and to act as a committee liaison to the Executive Committee.

- 9a) Do you know who your Council Director is? yes
- 9b.) Have you communicated with your Council Director? yes





## NEWEA Assessment and Development 2018 Committee Questionnaire

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- 9c.) Please provide feedback on your experience with having a Council Director. It is extremely helpful to have a resource when you don't fully understand something or a process. It is also nice to be given reminders for reports, meetings, etc
- 9d.) Have you added your Council Director to your e-mail list? yes
- 9e.) Do you have recommendations on how better to use the councils?  
No mine has been great. She has suggested ways to better the committee long term and to think about ways to get other NEWEA committees involved with and responsible for ops challenge.



## NEWEA Assessment and Development 2018 Committee Questionnaire

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10) Identify any constraints your Committee faces in fulfilling its charge (for example, if either building committee membership or maintaining membership is an issue for your committee).

10a) Do you have difficulty in finding committee members? Not members per say but there isn't a great succession plan for event coordinators and judges...we tend to wing it each year.

10b) What are the obstacles, if any, preventing your committee from doing what you feel it needs to do? I think each event coordinator and their respective judges should be tasked out of existing NEWEA committees with the chair of this committee just managing those event coordinators.

11) Please identify your committee's activities in the past year (if applicable), and describe any present and projected activities. We put on training day and the spring competition and sell ops challenge as much as we can in between. I have written a few different NEWEA articles, helped individual state associations with team formation & issues, and contacted numerous other contacts soliciting involvement in ops challenge.

12) What would you like to be doing with your committee that you are not doing now? I would like to have each state association assigned an ops challenge coordinator that could take the lead on "selling" ops challenge and being the lead on forming a team in each state. This person would be a committee



## NEWEA Assessment and Development 2018 Committee Questionnaire

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member and would use this NEWEA committee as a resource in their individual state efforts. It is quite difficult taking on this New England wide task as the committee coordinator when you don't have contacts in all the individual states. Ideally the committee would be made up the individual state ops challenge coordinators and event coordinators assigned from their respective NEWEA committees.

13.) Does your committee hold committee meetings at either the Spring or Annual Conference? If not, explain. Yes at the annual conference.

13) Please provide additional comments, concerns, questions or suggestions.

The state coordinators are too busy have ops challenge recruitment/team formation on their plate so would like to see other appointed this task within each MA.

14) As a part of our efforts to increase the effectiveness of this survey, the A&D Committee would greatly appreciate receiving your committee's suggestions or comments that might help us to improve this questionnaire and review process.

***Below this line to be filled out by the Council Director***

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Council Director's Comments:

Travis brings up a number of pertinent points.

I would support his idea that he/the committee needs support from the State Associations. He feels the State Directors are too busy to take on Ops Challenge and would like to see some other avenue of State Association support.



## NEWEA Assessment and Development 2018 Committee Questionnaire

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I do not agree with the idea of Ops Challenge being a subcommittee of Plant Ops, on the contrary, Ops Challenge is kind of made up of 6 separate subcommittees of other committees as he pointed out- Plant Ops, Lab Practices, Safety, Collection Systems. Travis has started or rekindled the idea that the standing committees provide support and the “feeder pipeline” for finding and recruiting new Event Chairs and Judges each year for succession planning. This process needs to be continued and supported so that it is sustained.

I have been a strong supporter of Ops Challenge over the past 10yrs. The events are well organized. They are doing a great job.

Respectfully Submitted,  
Marylee Santoro  
Council Director  
Treatment Systems, Operations and Management



## NEWEA Assessment and Development 2018 Committee Questionnaire

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Committee Name: Program  
Committee Chair: Amy Anderson  
Date Completed: 9/6/2018

Dear Committee Chair:

It is the responsibility of the NEWEA Assessment and Development Committee and Council Directors to annually review the charges of 1/3 of NEWEA's Standing Committees for the effectiveness of each committee in meeting its charge. Your committee is one of those chosen for review in 2018. **Please provide answers to this questionnaire and return it to Council Director by June 22, 2018.** If you would like any of these responses to be confidential, please contact me or others on the Assessment and Development Committee.

Thank you for your time and attention to this matter.

Sincerely,

*The NEWEA Assessment and Development Committee*

Chair: Charlie Tyler  
Vice Chair: Marylee Santoro  
Director: Jim Barsanti  
Michael Bonomo  
Matt Formica  
Tom Groves  
Virgil Lloyd  
Deborah Mahoney  
Brad Moore  
Gerald Potamis  
Justin Skelly  
Ray Vermette  
Ray Willis



## NEWEA Assessment and Development 2018 Committee Questionnaire

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- 1) Is the title of your committee appropriate? Yes
  
- 2) Do you feel your current overall charge is accurately described and does the title describe the Overall Charge and purpose of the committee? Yes
  
- 3) Do your Committee functions overlap with those of other committees? If so in which committees and what way? No
  
- 4) As Chair, do you recommend that your Committee be continued? Yes
  
- 5) Do you feel that your Committee should be merged with another? If yes, describe the reasons why you feel that. No
  
- 6) Do you feel that your Committee should be subdivided? If yes, describe the reasons why you feel that. No



## NEWEA Assessment and Development 2018 Committee Questionnaire

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### 7) Membership:

- 7a.) How many members do you have? 18
- 7b) Is your Committee's membership representative of NEWEA membership? Yes
- 7c) Provide a brief demographic description (consultants, municipal/state, vendors, etc.) of your committee make-up.  
Consultants – 15, Municipal/State - 3
- 7d) How many new members joined your committee this year? 2
- 7e) How many members are actively engaged in committee activities and regularly attend committee meetings? 8-10

8.) A committee's success is based largely on the efforts of its officers. NEWEA strongly encourages that each committee have a Vice Chair. Does your committee have a Vice Chair? If not, would you like assistance from NEWEA to find someone to serve that role on your committee? The Program Vice Chair is Lauren Hertel.

9) NEWEA has created Council Directors to provide leadership, coordination, and oversight to a group of committees (i.e., Council), and to act as a committee liaison to the Executive Committee.

- 9a) Do you know who your Council Director is? Yes
- 9b.) Have you communicated with your Council Director? Yes
- 9c.) Please provide feedback on your experience with having a Council Director. Having a council director is extremely helpful for the



## NEWEA Assessment and Development 2018 Committee Questionnaire

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program committee. It allows the program committee to focus its efforts on developing the technical program and the council director handles the coordination between the other meeting management committees.

9d.) Have you added your Council Director to your e-mail list? Yes

9e.) Do you have recommendations on how better to use the councils?  
Not at this time.





## NEWEA Assessment and Development 2018 Committee Questionnaire

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- 10) Identify any constraints your Committee faces in fulfilling its charge (for example, if either building committee membership or maintaining membership is an issue for your committee).
- 10a) Do you have difficulty in finding committee members? No.
- 10b) What are the obstacles, if any, preventing your committee from doing what you feel it needs to do? No. It would be nice to have some fresh faces on the program committee. The majority of active members have been the program chair in the past.
- 11) Please identify your committee's activities in the past year (if applicable), and describe any present and projected activities. Activities include preparing the technical program for the NEWEA Spring Meeting and NEWEA Annual Conference. Coordinating the keynote speaker.
- 12) What would you like to be doing with your committee that you are not doing now? Nothing at this moment.
- 13.) Does your committee hold committee meetings at either the Spring or Annual Conference? If not, explain. No, meetings are held in preparation for the spring or annual conference.
- 13) Please provide additional comments, concerns, questions or suggestions.



## NEWEA Assessment and Development 2018 Committee Questionnaire

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- 14) As a part of our efforts to increase the effectiveness of this survey, the A&D Committee would greatly appreciate receiving your committee's suggestions or comments that might help us to improve this questionnaire and review process.

***Below this line to be filled out by the Council Director***

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Council Director's Comments:

The Program Committee is very active and always meets the challenge and the deadlines of preparing a high quality program for the Annual Conference and Spring Meeting. I don't have any constructive criticism for this committee – they have a difficult task and they do a great job.

In terms of attracting new members, they should probably try to have someone from their committee staff the "committee fair" table during the next AC to see if they can drum up some new interest. I think the meeting management committees tend to attract consultants because it's a good opportunity for networking, which is sometimes less appealing to municipal folks than technical committees. So perhaps the consultants who are current members should see if they can each recruit one YP from within their company to join the Program Committee to carry on the charge of the committee as the older members retire or become worn out from so many years of service!



## NEWEA Assessment and Development 2018 Committee Questionnaire

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Committee Name: Registration  
Committee Chair: Kerry Reed  
Date Completed: August 13, 2018 (sorry it's late!)

Dear Committee Chair:

It is the responsibility of the NEWEA Assessment and Development Committee and Council Directors to annually review the charges of 1/3 of NEWEA's Standing Committees for the effectiveness of each committee in meeting its charge. Your committee is one of those chosen for review in 2018. **Please provide answers to this questionnaire and return it to Council Director by June 22, 2018.** If you would like any of these responses to be confidential, please contact me or others on the Assessment and Development Committee.

Thank you for your time and attention to this matter.

Sincerely,

*The NEWEA Assessment and Development Committee*

Chair: Charlie Tyler  
Vice Chair: Marylee Santoro  
Director: Jim Barsanti  
Michael Bonomo  
Matt Formica  
Tom Groves  
Virgil Lloyd  
Deborah Mahoney  
Brad Moore  
Gerald Potamis  
Justin Skelly  
Ray Vermette  
Ray Willis



## NEWEA Assessment and Development 2018 Committee Questionnaire

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- 1) Is the title of your committee appropriate? YES
  
- 2) Do you feel your current overall charge is accurately described and does the title describe the Overall Charge and purpose of the committee? YES
  
- 3) Do your Committee functions overlap with those of other committees? If so in which committees and what way? We have some overlap with the Exhibits committee, but the committees complement each other
  
- 4) As Chair, do you recommend that your Committee be continued? YES
  
- 5) Do you feel that your Committee should be merged with another? If yes, describe the reasons why you feel that. Not at this time.
  
- 6) Do you feel that your Committee should be subdivided? If yes, describe the reasons why you feel that. NO



## NEWEA Assessment and Development 2018 Committee Questionnaire

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### 7) Membership:

- 7a.) How many members do you have? 26
- 7b) Is your Committee's membership representative of NEWEA membership? Yes
- 7c) Provide a brief demographic description (consultants, municipal/state, vendors, etc.) of your committee make-up. Mostly consultants (with most on the business development side), MWRA & municipal employees, and two retirees
- 7d) How many new members joined your committee this year? 1
- 7e) How many members are actively engaged in committee activities and regularly attend committee meetings? ~10

8.) A committee's success is based largely on the efforts of its officers. NEWEA strongly encourages that each committee have a Vice Chair. Does your committee have a Vice Chair? If not, would you like assistance from NEWEA to find someone to serve that role on your committee? Yes, the vice chair is Meg Tabacsko.

9) NEWEA has created Council Directors to provide leadership, coordination, and oversight to a group of committees (i.e., Council), and to act as a committee liaison to the Executive Committee.

- 9a) Do you know who your Council Director is? Yes, Elena Proakis Ellis
- 9b.) Have you communicated with your Council Director? Yes
- 9c.) Please provide feedback on your experience with having a Council Director. Good experience. The Council Director holds regular



## NEWEA Assessment and Development 2018 Committee Questionnaire

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conference calls prior to and as follow-up to events which keeps our council on track.

9d.) Have you added your Council Director to your e-mail list? Yes

9e.) Do you have recommendations on how better to use the councils?

No

10) Identify any constraints your Committee faces in fulfilling its charge (for example, if either building committee membership or maintaining membership is an issue for your committee).

10a) Do you have difficulty in finding committee members? No

10b) What are the obstacles, if any, preventing your committee from doing what you feel it needs to do? None

11) Please identify your committee's activities in the past year (if applicable), and describe any present and projected activities. Supported registration at the Annual & Spring Meetings

12) What would you like to be doing with your committee that you are not doing now? Perhaps support specialty conferences, if the NEWEA staff needs assistance.

13.) Does your committee hold committee meetings at either the Spring or Annual Conference? If not, explain. No formal meetings, but this is when we get together.



## NEWEA Assessment and Development 2018 Committee Questionnaire

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- 13) Please provide additional comments, concerns, questions or suggestions.  
The registration committee is lucky to have a core group of active members who have participated for many years. We get about 1-2 new members a year. This has provided enough support for the committee to meet its charge.
- 14) As a part of our efforts to increase the effectiveness of this survey, the A&D Committee would greatly appreciate receiving your committee's suggestions or comments that might help us to improve this questionnaire and review process. Please put the survey online (similar to the committee reports) or conduct interviews in-person.

***Below this line to be filled out by the Council Director***

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Council Director's Comments:

The Registration Committee functions well and has been fulfilling all of its duties with a dedicated group of volunteers. The only suggestion I can think of is that it might be helpful if the current Registration Committee volunteers can create a cheat-sheet listing what they do and when each year, how many people they typically need for various events, how/when they do sign-ups for registration volunteers, etc. Since there have been many of the same members for a number of years, this may be helpful to future leaders of the committee and also to future council directors to be able to assist in ensuring the committee is on track.



## NEWEA Assessment and Development 2018 Committee Questionnaire

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Committee Name: Residuals Management  
Committee Chair: Natalie Sierra  
Date Completed: 8/6/2018

Dear Committee Chair:

It is the responsibility of the NEWEA Assessment and Development Committee and Council Directors to annually review the charges of 1/3 of NEWEA's Standing Committees for the effectiveness of each committee in meeting its charge. Your committee is one of those chosen for review in 2018. **Please provide answers to this questionnaire and return it to Council Director by June 22, 2018.** If you would like any of these responses to be confidential, please contact me or others on the Assessment and Development Committee.

Thank you for your time and attention to this matter.

Sincerely,

*The NEWEA Assessment and Development Committee*

Chair: Charlie Tyler  
Vice Chair: Marylee Santoro  
Director: Jim Barsanti  
Michael Bonomo  
Matt Formica  
Tom Groves  
Virgil Lloyd  
Deborah Mahoney  
Brad Moore  
Gerald Potamis  
Justin Skelly  
Ray Vermette  
Ray Willis





## NEWEA Assessment and Development 2018 Committee Questionnaire

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- 1) Is the title of your committee appropriate? Yes
  
- 2) Do you feel your current overall charge is accurately described and does the title describe the Overall Charge and purpose of the committee?  
Yes
  
- 3) Do your Committee functions overlap with those of other committees? If so in which committees and what way? While I would not say they directly overlap, there are sometime synergies with other committees when certain issue arise. For example, the emergence of the PFAS issue has caused us to collaborate with the Microconstituents Committee, even if we do not typically overlap with them due to our fairly proscribed purpose.
  
- 4) As Chair, do you recommend that your Committee be continued? Yes
  
- 5) Do you feel that your Committee should be merged with another? If yes, describe the reasons why you feel that. No
  
- 6) Do you feel that your Committee should be subdivided? If yes, describe the reasons why you feel that. No.



## NEWEA Assessment and Development 2018 Committee Questionnaire

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### 7) Membership:

- 7a.) How many members do you have? 37
- 7b) Is your Committee's membership representative of NEWEA membership? Yes
- 7c) Provide a brief demographic description (consultants, municipal/state, vendors, etc.) of your committee make-up.
  - 18 consultants
  - 7 municipal/state/federal
  - 1 academic
  - 11 vendors
- 7d) How many new members joined your committee this year? 3
- 7e) How many members are actively engaged in committee activities and regularly attend committee meetings? Approximately 10-15

8.) A committee's success is based largely on the efforts of its officers. NEWEA strongly encourages that each committee have a Vice Chair. Does your committee have a Vice Chair? If not, would you like assistance from NEWEA to find someone to serve that role on your committee? Our committee has a vice chair and several volunteers to step up once the leadership turns over.

9) NEWEA has created Council Directors to provide leadership, coordination, and oversight to a group of committees (i.e., Council), and to act as a committee liaison to the Executive Committee.

- 9a) Do you know who your Council Director is? Yes
- 9b.) Have you communicated with your Council Director? Yes



## NEWEA Assessment and Development 2018 Committee Questionnaire

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- 9c.) Please provide feedback on your experience with having a Council Director. Extremely helpful in keeping me on task
- 9d.) Have you added your Council Director to your e-mail list? No
- 9e.) Do you have recommendations on how better to use the councils?  
Not at this time.



## NEWEA Assessment and Development 2018 Committee Questionnaire

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- 10) Identify any constraints your Committee faces in fulfilling its charge (for example, if either building committee membership or maintaining membership is an issue for your committee).
- 10a) Do you have difficulty in finding committee members? No.
- 10b) What are the obstacles, if any, preventing your committee from doing what you feel it needs to do? I think sometimes there is confusion between our mission and that of NEBRA but I don't think this is a huge obstacle.
- 11) Please identify your committee's activities in the past year (if applicable), and describe any present and projected activities. Two annual conference sessions, one in-person meeting, 2 conference call meetings to help plan the fall specialty conference.
- 12) What would you like to be doing with your committee that you are not doing now? Our activities are in line with what committee members expect.
- 13.) Does your committee hold committee meetings at either the Spring or Annual Conference? If not, explain. Yes, at the annual conference. Our committee members do not tend to attend the Spring conference, but we do hold several conference call meetings throughout the year.
- 13) Please provide additional comments, concerns, questions or suggestions.



NEWEA Assessment and Development  
2018 Committee Questionnaire

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14) As a part of our efforts to increase the effectiveness of this survey, the A&D Committee would greatly appreciate receiving your committee's suggestions or comments that might help us to improve this questionnaire and review process.

***Below this line to be filled out by the Council Director***

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Council Director's Comments:

Residuals Committee is a strong active committee that functions well each year under the rotating leadership plan. This year they are working with Microconstituents on a Specialty Conference as NEBRA is doing a Canadian conference. Co-Sponsorship is a great way to increase communication and collaboration within NEWEA.

I support the efforts of this Committee as is.

Respectfully Submitted,

Marylee Santoro

Council Director

Treatment Systems, Operations and Management



## NEWEA Assessment and Development 2018 Committee Questionnaire

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Committee Name: Small Communities  
Committee Chair:  
Date Completed:

Dear Committee Chair:

It is the responsibility of the NEWEA Assessment and Development Committee and Council Directors to annually review the charges of 1/3 of NEWEA's Standing Committees for the effectiveness of each committee in meeting its charge. Your committee is one of those chosen for review in 2018. **Please provide answers to this questionnaire and return it to Council Director by June 22, 2018.** If you would like any of these responses to be confidential, please contact me or others on the Assessment and Development Committee.

Thank you for your time and attention to this matter.

Sincerely,

*The NEWEA Assessment and Development Committee*

Chair: Charlie Tyler  
Vice Chair: Marylee Santoro  
Director: Jim Barsanti  
Michael Bonomo  
Matt Formica  
Tom Groves  
Virgil Lloyd  
Deborah Mahoney  
Brad Moore  
Gerald Potamis  
Justin Skelly  
Ray Vermette  
Ray Willis



## NEWEA Assessment and Development 2018 Committee Questionnaire

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1) Is the title of your committee appropriate?

Yes

2) Do you feel your current overall charge is accurately described and does the title describe the Overall Charge and purpose of the committee?

Yes

3) Do your Committee functions overlap with those of other committees? If so in which committees and what way?

No

4) As Chair, do you recommend that your Committee be continued?

Yes

5) Do you feel that your Committee should be merged with another? If yes, describe the reasons why you feel that.

No

6) Do you feel that your Committee should be subdivided? If yes, describe the reasons why you feel that. No. The charge of the committee is narrow enough (approximately maximum 1 mgd plants and small community collection systems) not to suggest subdividing.

7) Membership:

7a.) How many members do you have?

16

7b) Is your Committee's membership representative of NEWEA membership?

Yes

7c) Provide a brief demographic description (consultants, municipal/state, vendors, etc.) of your committee make-up.



## NEWEA Assessment and Development 2018 Committee Questionnaire

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9 consultants, 3 municipalities, 3 vendors and 1 regulator

7d) How many new members joined your committee this year?

one

7e) How many members are actively engaged in committee activities and regularly attend committee meetings?

All

8.) A committee's success is based largely on the efforts of its officers. NEWEA strongly encourages that each committee have a Vice Chair. Does your committee have a Vice Chair? If not, would you like assistance from NEWEA to find someone to serve that role on your committee?

Ian Catlow is Vice Chair. He has been quite busy this year.

9) NEWEA has created Council Directors to provide leadership, coordination, and oversight to a group of committees (i.e., Council), and to act as a committee liaison to the Executive Committee.

9a) Do you know who your Council Director is? Yes. Marylee Santoro

9b.) Have you communicated with your Council Director?

yes

9c.) Please provide feedback on your experience with having a Council Director

It's wonderful to have someone who diplomatically keeps me on point through my busy times.

9d.) Have you added your Council Director to your e-mail list? Yes

9e.) Do you have recommendations on how better to use the councils?





## NEWEA Assessment and Development 2018 Committee Questionnaire

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10) Identify any constraints your Committee faces in fulfilling its charge (for example, if either building committee membership or maintaining membership is an issue for your committee).

10a) Do you have difficulty in finding committee members?

We participate in the annual conference recruiting program

10b) What are the obstacles, if any, preventing your committee from doing what you feel it needs to do?

We don't have any real impediments

11) Please identify your committee's activities in the past year (if applicable), and describe any present and projected activities.

We haven't been overly active this year other than excellent attendance at the annual meeting Committee Lunch. We have foregone a Specialty Conference for the first time in more than 5 years mostly because there are too many conflicting events in Fall 2018

12) What would you like to be doing with your committee that you are not doing now?

More outreach

13.) Does your committee hold committee meetings at either the Spring or Annual Conference? If not, explain.

Annual Conference – yes. Spring conference - no

13) Please provide additional comments, concerns, questions or suggestions.

14) As a part of our efforts to increase the effectiveness of this survey, the A&D Committee would greatly appreciate receiving your committee's suggestions or comments that might help us to improve this questionnaire and review process.



NEWEA Assessment and Development  
2018 Committee Questionnaire

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***Below this line to be filled out by the Council Director***

Council Director's Comments:

This committee has consistently produced a Specialty Conference Annually and has great participation. They are taking this year off from Specialty conferences due to scheduling conflicts.

They are interested in more outreach activities and I will be sure to introduce them to the YP's and their community service events and Mentorship programs. I do think that YP and community service will be a good match to assist some of the small communities with projects.

I recommend that this committee continue to stand as designed.

Respectfully submitted,

Marylee Santoro

Council Director

Treatment Systems, Operations and Management



## NEWEA Assessment and Development 2018 Committee Questionnaire

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Committee Name: Student Activities  
Committee Chair: Nick Tooker  
Date Completed: 7/12/18

Dear Committee Chair:

It is the responsibility of the NEWEA Assessment and Development Committee and Council Directors to annually review the charges of 1/3 of NEWEA's Standing Committees for the effectiveness of each committee in meeting its charge. Your committee is one of those chosen for review in 2018. **Please provide answers to this questionnaire and return it to Council Director by June 22, 2018.** If you would like any of these responses to be confidential, please contact me or others on the Assessment and Development Committee.

Thank you for your time and attention to this matter.

Sincerely,

*The NEWEA Assessment and Development Committee*

Chair: Charlie Tyler  
Vice Chair: Marylee Santoro  
Director: Jim Barsanti  
Michael Bonomo  
Matt Formica  
Tom Groves  
Virgil Lloyd  
Deborah Mahoney  
Brad Moore  
Gerald Potamis  
Justin Skelly  
Ray Vermette  
Ray Willis



## NEWEA Assessment and Development 2018 Committee Questionnaire

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- 1) Is the title of your committee appropriate? Yes.
  
- 2) Do you feel your current overall charge is accurately described and does the title describe the Overall Charge and purpose of the committee? Yes.
  
- 3) Do your Committee functions overlap with those of other committees? If so in which committees and what way? *I don't know that the Committee functions overlap with those of other committees, but there is certainly some potential synergy between Student Activities and the Scholarship and Young Professionals committees*
  
- 4) As Chair, do you recommend that your Committee be continued? Yes.
  
- 5) Do you feel that your Committee should be merged with another? If yes, describe the reasons why you feel that. *No. The committee should remain as is.*
  
- 6) Do you feel that your Committee should be subdivided? If yes, describe the reasons why you feel that. *No. The committee should remain as is.*



## NEWEA Assessment and Development 2018 Committee Questionnaire

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### 7) Membership:

7a.) How many members do you have? *At last count, we have 11 members*

7b) Is your Committee's membership representative of NEWEA membership? *No, we are very heavily weighted with members from the academic community.*

7c) Provide a brief demographic description (consultants, municipal/state, vendors, etc.) of your committee make-up. *We are mostly academics, with a few from consulting and vendors*

7d) How many new members joined your committee this year? *We had 4 members who signed up this year, but only one has participated so far.*

7e) How many members are actively engaged in committee activities and regularly attend committee meetings? *There are a core of about 4-5 key members who are the most active for planning our activities.*

8.) A committee's success is based largely on the efforts of its officers. NEWEA strongly encourages that each committee have a Vice Chair. Does your committee have a Vice Chair? If not, would you like assistance from NEWEA to find someone to serve that role on your committee? *The committee does not currently have a Vice Chair, but I am actively trying to convince one of the current members to serve in that role, mostly so that the committee will continue to thrive after my term as Chair is up.*



## NEWEA Assessment and Development 2018 Committee Questionnaire

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- 9) NEWEA has created Council Directors to provide leadership, coordination, and oversight to a group of committees (i.e., Council), and to act as a committee liaison to the Executive Committee.
- 9a.) Do you know who your Council Director is? *Yes. Justin Skelly*
  - 9b.) Have you communicated with your Council Director? *Yes, I try to keep Justin in the loop for all of our committee goings on.*
  - 9c.) Please provide feedback on your experience with having a Council Director. *I think that having a Council Director is a great way for the committees to have an advocate in NEWEA leadership.*
  - 9d.) Have you added your Council Director to your e-mail list? *Yes, Justin is on my email correspondence with the committee.*
  - 9e.) Do you have recommendations on how better to use the councils? *Not at the moment.*



## NEWEA Assessment and Development 2018 Committee Questionnaire

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10) Identify any constraints your Committee faces in fulfilling its charge (for example, if either building committee membership or maintaining membership is an issue for your committee).

10a) Do you have difficulty in finding committee members? *Yes, but I suppose that our problems finding members is not much different than the issues facing other committees.*

10b) What are the obstacles, if any, preventing your committee from doing what you feel it needs to do? *I think our biggest obstacles are getting active participation from more Universities in the NEWEA region. There was only a single submission for the Student Design Competition this year. However, the participation in the annual Poster Competition has been increasing, which is a good sign!*

11) Please identify your committee's activities in the past year (if applicable), and describe any present and projected activities. *Past year activities included annual Poster Competition, Student Scavenger Hunt at AC, and Student Design Competition. We are planning to hold a similar set of activities in the coming year.*

12) What would you like to be doing with your committee that you are not doing now? *I think the biggest thing is to just get more participation among the Universities in the region as indicated previously.*



NEWEA Assessment and Development  
2018 Committee Questionnaire

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- 13.) Does your committee hold committee meetings at either the Spring or Annual Conference? If not, explain. *Our committee does not hold an official meeting at the AC, but most of our activities are centered around the AC, so the core of the group tends to have an informal meeting at the AC, with the primary goal to make sure the activities go well and we also do an informal debrief for the following year.*
- 13) Please provide additional comments, concerns, questions or suggestions. *I have no additional comments at this time.*
- 14) As a part of our efforts to increase the effectiveness of this survey, the A&D Committee would greatly appreciate receiving your committee's suggestions or comments that might help us to improve this questionnaire and review process. *I think that this is an effective tool, but really the best way to make sure that the committees are operating effectively is having a good relationship between the committee chairs and the council directors so that there is a more continuous flow of communication.*

***Below this line to be filled out by the Council Director***

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Council Director's Comments:

**I think the committee is doing well, but could use additional active members to help in committee functions. I will continue to encourage collaboration between Student Activities and YP committees, especially when it comes to events and finding new members.**





## NEWEA Assessment and Development 2018 Committee Questionnaire

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Committee Name: Sustainability  
Committee Chair: Courtney Eaton/Rob Montenegro  
Date Completed:

Dear Committee Chair:

It is the responsibility of the NEWEA Assessment and Development Committee and Council Directors to annually review the charges of 1/3 of NEWEA's Standing Committees for the effectiveness of each committee in meeting its charge. Your committee is one of those chosen for review in 2018. **Please provide answers to this questionnaire and return it to Council Director by June 22, 2018.** If you would like any of these responses to be confidential, please contact me or others on the Assessment and Development Committee.

Thank you for your time and attention to this matter.

Sincerely,

*The NEWEA Assessment and Development Committee*

Chair: Charlie Tyler  
Vice Chair: Marylee Santoro  
Director: Jim Barsanti  
Michael Bonomo  
Matt Formica  
Tom Groves  
Virgil Lloyd  
Deborah Mahoney  
Brad Moore  
Gerald Potamis  
Justin Skelly  
Ray Vermette  
Ray Willis



## NEWEA Assessment and Development 2018 Committee Questionnaire

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- 1) Is the title of your committee appropriate? **Yes**
  
- 2) Do you feel your current overall charge is accurately described and does the title describe the Overall Charge and purpose of the committee? **Yes**
  
- 3) Do your Committee functions overlap with those of other committees? If so in which committees and what way? **Yes, we see the principles/practices that we strive to promote within the Sustainability committee cross-connect to several committees directly (energy, watershed management, utility management, asset management, water reuse) and many more indirectly (stormwater, plant operations, small community, residuals management);**
  
- 4) As Chair, do you recommend that your Committee be continued? **Yes, the message of sustainability and resiliency is critical to our industry moving forward and it would be an important loss to not have a group focused on the promotion of those principles / practices**
  
- 5) Do you feel that your Committee should be merged with another? If yes, describe the reasons why you feel that. **Our committee overlaps, both directly and indirectly, with many committees, as noted above. No, I don't think that it makes sense to merge but we do need to explore ways for us to 'partner' with other committees as much as possible. Almost to be a internal advisor of sorts on the topic and how it applies to any particular committee.**
  
- 6) Do you feel that your Committee should be subdivided? If yes, describe the reasons why you feel that. **No**



NEWEA Assessment and Development  
2018 Committee Questionnaire

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7) Membership:

- 7a.) How many members do you have? **32 members listed on the roster**
- 7b) Is your Committee's membership representative of NEWEA membership? **yes**
- 7c) Provide a brief demographic description (consultants, municipal/state, vendors, etc.) of your committee make-up.  
**Consultants, regulators, utilities, manufacturing**
- 7d) How many new members joined your committee this year? **2 - 3**
- 7e) How many members are actively engaged in committee activities and regularly attend committee meetings? **4 – 5, but sometimes less**

8.) A committee's success is based largely on the efforts of its officers. NEWEA strongly encourages that each committee have a Vice Chair. Does your committee have a Vice Chair? If not, would you like assistance from NEWEA to find someone to serve that role on your committee? **We are currently in a co-chair arrangement with no elected vice-chair at this point; considering whether we should shift back to a chair/vice-chair arrangement**

9) NEWEA has created Council Directors to provide leadership, coordination, and oversight to a group of committees (i.e., Council), and to act as a committee liaison to the Executive Committee.

- 9a) Do you know who your Council Director is? **Yes**
- 9b.) Have you communicated with your Council Director? **Yes**



NEWEA Assessment and Development  
2018 Committee Questionnaire

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- 9c.) Please provide feedback on your experience with having a Council Director. **Positive – we feel like we know more about what is happening at the leadership level and we have an advocate**
- 9d.) Have you added your Council Director to your e-mail list? **No, but will**
- 9e.) Do you have recommendations on how better to use the councils? **Continuing with an inter-council chair call once per quarter is helpful; maybe using the council as a way to support partnering between committees within the Council or even Council to Council could be helpful**



NEWEA Assessment and Development  
2018 Committee Questionnaire

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10) Identify any constraints your Committee faces in fulfilling its charge (for example, if either building committee membership or maintaining membership is an issue for your committee).

10a) Do you have difficulty in finding committee members? **We are having difficulty getting committed, active members; we have many on the roster but only a select few that are willing to commit time to the committee activities**

10b) What are the obstacles, if any, preventing your committee from doing what you feel it needs to do? **Simple a lack of available hands to help with initiatives; it is largely falling on the Co-Chairs right now**

11) Please identify your committee's activities in the past year (if applicable), and describe any present and projected activities.

- a. **Present - We helped to co-sponsor a specialty workshop with Collection Systems; hold regular check-in meetings;**
- b. **Future – we are hoping to sponsor an award at the section level for sustainability; preparing a 'blog' type article for the NEWEA section newsletter; preparing a survey for the membership to understand the needs of the organization as it relates to sustainability**

12) What would you like to be doing with your committee that you are not doing now? **More education and collaboration with other related (both directly**



NEWEA Assessment and Development  
2018 Committee Questionnaire

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**and indirectly) committees; having more of a voice within the organization for sustainable solutions / practices**

13.) Does your committee hold committee meetings at either the Spring or Annual Conference? If not, explain. **Yes, Annual Only**

13) Please provide additional comments, concerns, questions or suggestions.

**We are currently working with select SLT members to bring some momentum back into this committee; we feel that it is such an important topic that is needed – we don't want to let it wane and not be successful**

14) As a part of our efforts to increase the effectiveness of this survey, the A&D Committee would greatly appreciate receiving your committee's suggestions or comments that might help us to improve this questionnaire and review process.

***Below this line to be filled out by the Council Director***

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Council Director's Comments:

***The Co-Chairs have been doing a great job keeping this committee moving forward with unfortunately very little support. The biggest issue is to not only get members involved with this committee but also to get members who are actively involved in the committee. There is a lot of passion with the current people who are involved but they can only do so much. The SMT and myself have already had discussions with the Co-Chairs and I know the re-invigoration of this committee is something that is important to them. I know that the A&D Committee has so many great ideas in regards to getting the most out of committees. I think it would be a great idea if A&D got involved with the SMT, the co-chairs and myself in crafting a plan to get this committee on more solid footing.***



NEWEA Assessment and Development  
2018 Committee Questionnaire

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*I definitely believe that this committee is an important committee for NEWEA. I just think we need to think outside the box to determine what tasks and roles it should have. One example is the Public Education Committee and how every committee has a charge to have a public education event. Charges could be placed within each committee to look at the sustainable practices of their committee/industry and have presentations, white papers, etc that includes these practices. On a Council level, I am trying to have Conference Calls with the Committee Chairs and I am trying to stress to the chairs this same idea and how there can be collaboration between the committees.*

*I also think that the Committee, once there are more involved members, should shift back to the Chair/Vice Chair format to help delineate responsibilities as well as allowing newer members to transition into a leadership role (Vice Chair) where they can learn from the Chair before moving up to the Chair position.*



## NEWEA Assessment and Development 2018 Committee Questionnaire

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Committee Name: Veterans Workforce Development  
Committee Chair:  
Date Completed:

Dear Committee Chair:

It is the responsibility of the NEWEA Assessment and Development Committee and Council Directors to annually review the charges of 1/3 of NEWEA's Standing Committees for the effectiveness of each committee in meeting its charge. Your committee is one of those chosen for review in 2018. **Please provide answers to this questionnaire and return it to Council Director by June 22, 2018.** If you would like any of these responses to be confidential, please contact me or others on the Assessment and Development Committee.

Thank you for your time and attention to this matter.

Sincerely,

*The NEWEA Assessment and Development Committee*

Chair: Charlie Tyler  
Vice Chair: Marylee Santoro  
Director: Jim Barsanti  
Michael Bonomo  
Matt Formica  
Tom Groves  
Virgil Lloyd  
Deborah Mahoney  
Brad Moore  
Gerald Potamis  
Justin Skelly  
Ray Vermette  
Ray Willis





## NEWEA Assessment and Development 2018 Committee Questionnaire

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- 1) Is the title of your committee appropriate? **Yes.**
  
- 2) Do you feel your current overall charge is accurately described and does the title describe the Overall Charge and purpose of the committee? **Yes.**
  
- 3) Do your Committee functions overlap with those of other committees? If so in which committees and what way? **Not that I'm aware of?**
  
- 4) As Chair, do you recommend that your Committee be continued? **Yes.**
  
- 5) Do you feel that your Committee should be merged with another? If yes, describe the reasons why you feel that. **Not at this time.**
  
- 6) Do you feel that your Committee should be subdivided? If yes, describe the reasons why you feel that. **We subdivided mid-year into individual state represented subcommittees, as each state has unique labor dept./VA/Apprenticeship requirements.**



## NEWEA Assessment and Development 2018 Committee Questionnaire

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### 7) Membership:

- 7a.) How many members do you have? **34.**
- 7b) Is your Committee's membership representative of NEWEA membership? **Not sure what this means, but I think so?**
- 7c) Provide a brief demographic description (consultants, municipal/state, vendors, etc.) of your committee make-up.
- Connecticut – 2 members, both State.**
- Rhode Island – 3 members, 2 from Warwick, 1 from State.**
- Massachusetts – 11 members, 4 Municipal, 1 NEWEA,  
2 NEIWPC, 2 Engineers, 1 DEP, 1 State**
- New Hampshire – 8 members, 2 Municipal, 2 DES, 4 State**
- Vermont – 1 member, 1 Municipal.**
- Maine – 6 Members, 1 Municipal, 1 Vendor, 1 College, 1  
DEP, 1 NEIWPC, 1 State**
- 7d) How many new members joined your committee this year?
- Unknown**
- 7e) How many members are actively engaged in committee activities and regularly attend committee meetings?

- 8.) A committee's success is based largely on the efforts of its officers. NEWEA strongly encourages that each committee have a Vice Chair. Does your committee have a Vice Chair? If not, would you like assistance from NEWEA to find someone to serve that role on your committee? **We have a V.Chair.**



## NEWEA Assessment and Development 2018 Committee Questionnaire

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- 9) NEWEA has created Council Directors to provide leadership, coordination, and oversight to a group of committees (i.e., Council), and to act as a committee liaison to the Executive Committee.
- 9a) Do you know who your Council Director is? **Yes.**
  - 9b.) Have you communicated with your Council Director? **Very Little.**
  - 9c.) Please provide feedback on your experience with having a Council Director. **Timely reminders.**
  - 9d.) Have you added your Council Director to your e-mail list?
  - 9e.) Do you have recommendations on how better to use the councils?



## NEWEA Assessment and Development 2018 Committee Questionnaire

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- 10) Identify any constraints your Committee faces in fulfilling its charge (for example, if either building committee membership or maintaining membership is an issue for your committee). **Maintaining momentum.**
- 10a) Do you have difficulty in finding committee members? **No.**
- 10b) What are the obstacles, if any, preventing your committee from doing what you feel it needs to do? **Time constraints.**
- 11) Please identify your committee's activities in the past year (if applicable), and describe any present and projected activities. **A lot of outreach/PR. (Articles in TPO, WE&T) Need to get back to producing a useable product/outline for municipalities/ Associations to follow.**
- 12) What would you like to be doing with your committee that you are not doing now? **I need to get the ball rolling again, and create a toolkit that we can share with other states and associations who are interested in mirroring our work.**
- 13.) Does your committee hold committee meetings at either the Spring or Annual Conference? If not, explain. **Yes- Annual Meeting.**
- 13) Please provide additional comments, concerns, questions or suggestions.



NEWEA Assessment and Development  
2018 Committee Questionnaire

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- 14) As a part of our efforts to increase the effectiveness of this survey, the A&D Committee would greatly appreciate receiving your committee's suggestions or comments that might help us to improve this questionnaire and review process.

***Below this line to be filled out by the Council Director***

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Council Director's Comments:



## NEWEA Assessment and Development 2018 Committee Questionnaire

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Committee Name: Water For People  
Committee Chair: Renie Jesanis  
Date Completed: 6/13/18

Dear Committee Chair:

It is the responsibility of the NEWEA Assessment and Development Committee and Council Directors to annually review the charges of 1/3 of NEWEA's Standing Committees for the effectiveness of each committee in meeting its charge. Your committee is one of those chosen for review in 2018. **Please provide answers to this questionnaire and return it to Council Director by June 22, 2018.** If you would like any of these responses to be confidential, please contact me or others on the Assessment and Development Committee.

Thank you for your time and attention to this matter.

Sincerely,

*The NEWEA Assessment and Development Committee*

Chair: Charlie Tyler  
Vice Chair: Marylee Santoro  
Director: Jim Barsanti  
Michael Bonomo  
Matt Formica  
Tom Groves  
Virgil Lloyd  
Deborah Mahoney  
Brad Moore  
Gerald Potamis  
Justin Skelly  
Ray Vermette  
Ray Willis



## NEWWEA Assessment and Development 2018 Committee Questionnaire

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1) Is the title of your committee appropriate?

Yes.

2) Do you feel your current overall charge is accurately described and does the title describe the Overall Charge and purpose of the committee?

Yes

3) Do your Committee functions overlap with those of other committees? If so in which committees and what way?

No

4) As Chair, do you recommend that your Committee be continued?

Yes

5) Do you feel that your Committee should be merged with another? If yes, describe the reasons why you feel that.

No

6) Do you feel that your Committee should be subdivided? If yes, describe the reasons why you feel that.

No



## NEWEA Assessment and Development 2018 Committee Questionnaire

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### 7) Membership:

7a.) How many members do you have?

12

7b) Is your Committee's membership representative of NEWEA membership?

Yes\* but almost entirely in Massachusetts

7c) Provide a brief demographic description (consultants, municipal/state, vendors, etc.) of your committee make-up.

A good mix of state, municipal, and consultant representation.

7d) How many new members joined your committee this year?

2

7e) How many members are actively engaged in committee activities and regularly attend committee meetings?

7

8.) A committee's success is based largely on the efforts of its officers. NEWEA strongly encourages that each committee have a Vice Chair. Does your committee have a Vice Chair? If not, would you like assistance from NEWEA to find someone to serve that role on your committee?

Yes, Devon Jones

9) NEWEA has created Council Directors to provide leadership, coordination, and oversight to a group of committees (i.e., Council), and to act as a committee liaison to the Executive Committee.

9a) Do you know who your Council Director is? Yes





## NEWEA Assessment and Development 2018 Committee Questionnaire

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- 9b.) Have you communicated with your Council Director? **Yes**
- 9c.) Please provide feedback on your experience with having a Council Director. **Easy to reach, good communicator, and very knowledgeable**
- 9d.) Have you added your Council Director to your e-mail list? **Yes**
- 9e.) Do you have recommendations on how better to use the councils?  
**No**



## NEWEA Assessment and Development 2018 Committee Questionnaire

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10) Identify any constraints your Committee faces in fulfilling its charge (for example, if either building committee membership or maintaining membership is an issue for your committee).

10a) Do you have difficulty in finding committee members?

Yes

10b) What are the obstacles, if any, preventing your committee from doing what you feel it needs to do?

The water for people committee is largely a fundraising committee and while this is a very important aspect, I believe we would have greater interest in the committee if there were some service aspect, be it international or domestic.

11) Please identify your committee's activities in the past year (if applicable), and describe any present and projected activities.

Softball Tournament (Last year)

Joint Gala (This year)

5k (Upcoming)

Softball Tournament (Upcoming)

Holiday Raffle (Potential)

Golf Tournament Raffle (Potential)

Additional Fun Run (Potential)

12) What would you like to be doing with your committee that you are not doing now?



NEWEA Assessment and Development  
2018 Committee Questionnaire

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Like I mentioned above, some kind of service event or activity would greatly improve committee participation.

13.) Does your committee hold committee meetings at either the Spring or Annual Conference? If not, explain.

Yes, Annual.

13) Please provide additional comments, concerns, questions or suggestions.

14) As a part of our efforts to increase the effectiveness of this survey, the A&D Committee would greatly appreciate receiving your committee's suggestions or comments that might help us to improve this questionnaire and review process.

*Below this line to be filled out by the Council Director*

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Council Director's Comments:

**The WFP committee recently found a vice-chair and continues to hold events throughout the year. I believe the committee is functioning quite well.**



## NEWEA Assessment and Development 2018 Committee Questionnaire

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Committee Name: Website  
Committee Chair: Rob Musci  
Date Completed: June 19, 2018

Dear Committee Chair:

It is the responsibility of the NEWEA Assessment and Development Committee and Council Directors to annually review the charges of 1/3 of NEWEA's Standing Committees for the effectiveness of each committee in meeting its charge. Your committee is one of those chosen for review in 2018. **Please provide answers to this questionnaire and return it to Council Director by June 22, 2018.** If you would like any of these responses to be confidential, please contact me or others on the Assessment and Development Committee.

Thank you for your time and attention to this matter.

Sincerely,

*The NEWEA Assessment and Development Committee*

Chair: Charlie Tyler  
Vice Chair: Marylee Santoro  
Director: Jim Barsanti  
Michael Bonomo  
Matt Formica  
Tom Groves  
Virgil Lloyd  
Deborah Mahoney  
Brad Moore  
Gerald Potamis  
Justin Skelly  
Ray Vermette  
Ray Willis



## NEWEA Assessment and Development 2018 Committee Questionnaire

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- 1) Is the title of your committee appropriate?
  - i. Yes – We are the website committee and our focus is the website.
  
- 2) Do you feel your current overall charge is accurately described and does the title describe the Overall Charge and purpose of the committee?
  - i. Yes, but it will change as we progress.
  
- 3) Do your Committee functions overlap with those of other committees? If so in which committees and what way?
  - i. Yes, sponsorship committee – but there should be interaction here.
  
- 4) As Chair, do you recommend that your Committee be continued?
  - i. Yes – and we should become a full committee.
  
- 5) Do you feel that your Committee should be merged with another? If yes, describe the reasons why you feel that.
  - i. Not at this time.
  
- 6) Do you feel that your Committee should be subdivided? If yes, describe the reasons why you feel that.
  - i. I do not.



## NEWEA Assessment and Development 2018 Committee Questionnaire

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### 7) Membership:

7a.) How many members do you have?

1. 6 to 8 members.

7b) Is your Committee's membership representative of NEWEA membership?

1. No, We are seeking more members.

7c) Provide a brief demographic description (consultants, municipal/state, vendors, etc.) of your committee make-up.

1. Both consultants and municipal/state employees

7d) How many new members joined your committee this year?

1. Approximately 2

7e) How many members are actively engaged in committee activities and regularly attend committee meetings?

1. four +-

8.) A committee's success is based largely on the efforts of its officers. NEWEA strongly encourages that each committee have a Vice Chair. Does your committee have a Vice Chair? If not, would you like assistance from NEWEA to find someone to serve that role on your committee?

1. We have a Vice Chair.

9) NEWEA has created Council Directors to provide leadership, coordination, and oversight to a group of committees (i.e., Council), and to act as a committee liaison to the Executive Committee.

9a) Do you know who your Council Director is?

1. Yes

9b.) Have you communicated with your Council Director?



## NEWEA Assessment and Development 2018 Committee Questionnaire

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1. Yes
- 9c.) Please provide feedback on your experience with having a Council Director.
1. The council director is an appropriate mentor / leader for the Communication Council.
- 9d.) Have you added your Council Director to your e-mail list?
1. Yes.
- 9e.) Do you have recommendations on how better to use the councils?
1. Not at this time.



## NEWEA Assessment and Development 2018 Committee Questionnaire

---

10) Identify any constraints your Committee faces in fulfilling its charge (for example, if either building committee membership or maintaining membership is an issue for your committee).

10a) Do you have difficulty in finding committee members?

1. Yes, but we are slowly gaining members.

10b) What are the obstacles, if any, preventing your committee from doing what you feel it needs to do?

11) Please identify your committee's activities in the past year (if applicable), and describe any present and projected activities.

a. adopting and rolling out of new technologies such as:

i. Segregated areas

ii. Login Based permissions

b. Present Importance of WEB site at New Committee orientation at Annual Conference

c. Getting Input from Sponsorship Committee on Web Sponsorship

d. Annual page updates

e. Update the charge of the website committee

12) What would you like to be doing with your committee that you are not doing now?

a. I would love to better define task champions who will run with the projects we have proposed.

13.) Does your committee hold committee meetings at either the Spring or Annual Conference? If not, explain.

a. We try to hold meetings at the annual conference.





NEWEA Assessment and Development  
2018 Committee Questionnaire

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13) Please provide additional comments, concerns, questions or suggestions.

14) As a part of our efforts to increase the effectiveness of this survey, the A&D Committee would greatly appreciate receiving your committee's suggestions or comments that might help us to improve this questionnaire and review process.

***Below this line to be filled out by the Council Director***

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Council Director's Comments:

I believe that the Website Committee is re-energized and moving forward with positive initiatives. I concur that the Website Committee should have full committee status.



## NEWEA Assessment and Development 2018 Committee Questionnaire

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Committee Name: Watershed Management  
Committee Chair: Jennifer Johnson  
Date Completed:

Dear Committee Chair:

It is the responsibility of the NEWEA Assessment and Development Committee and Council Directors to annually review the charges of 1/3 of NEWEA's Standing Committees for the effectiveness of each committee in meeting its charge. Your committee is one of those chosen for review in 2018. **Please provide answers to this questionnaire and return it to Council Director by June 22, 2018.** If you would like any of these responses to be confidential, please contact me or others on the Assessment and Development Committee.

Thank you for your time and attention to this matter.

Sincerely,

*The NEWEA Assessment and Development Committee*

Chair: Charlie Tyler  
Vice Chair: Marylee Santoro  
Director: Jim Barsanti  
Michael Bonomo  
Matt Formica  
Tom Groves  
Virgil Lloyd  
Deborah Mahoney  
Brad Moore  
Gerald Potamis  
Justin Skelly  
Ray Vermette  
Ray Willis



NEWEA Assessment and Development  
2018 Committee Questionnaire

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**WATERSHED MANAGEMENT COMMITTEE**

1) Is the title of your committee appropriate?

**Yes, the title of the committee is appropriate. We focus on issues at the watershed-scale, rather than at site-scale or within the bounds of a municipality.**

2) Do you feel your current overall charge is accurately described and does the title describe the Overall Charge and purpose of the committee?

**In 2017, the Committee developed an updated mission statement:**

***The Watershed Management Committee is an interdisciplinary forum for the exchange of information on watershed management techniques for surface and groundwater quality, protection of natural resources, infrastructure and the built environment.***

***The Committee is focused on the watershed impacts from climate change, including increasing storm intensities and frequency, and the resilience techniques to protect and restore and improve natural systems from the impacts of climate change while preserving their environmental benefits.***

**Currently, the Committee is focused on the following key topics:**

- **Watershed Science - Importance of thinking at the watershed-scale**
- **Quality - Watershed-based regulatory programs and permitting (NPDES, TMDLs, MS4, Integrated Plans and tools available, Watershed-based permits**



NEWEA Assessment and Development  
2018 Committee Questionnaire

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- **Quantity - Resilience to climate changes, including increased precipitation, extended droughts, and inland flooding, as well as adaptation funding sources**

3) Do your Committee functions overlap with those of other committees? If so in which committees and what way?

**The Watershed Management Committee has overlap with the Stormwater, Sustainability, and CSO/Wet Weather Committees. These overlaps primarily include the topics of stormwater, resilience, and permitting/regulations.**

4) As Chair, do you recommend that your Committee be continued?

**Yes, I believe the work this committee is doing to shed light on our key issues is important and our Committee should be continued.**

5) Do you feel that your Committee should be merged with another? If yes, describe the reasons why you feel that.

**No.**

6) Do you feel that your Committee should be subdivided? If yes, describe the reasons why you feel that.

**No.**



## NEWEA Assessment and Development 2018 Committee Questionnaire

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### 7) Membership:

7a.) How many members do you have? **18 members**

7b) Is your Committee's membership representative of NEWEA membership? **Our committee is primarily consultants (engineers) and we would love to see expanded membership to include municipalities, state officials, watershed groups, and others.**

7c) Provide a brief demographic description (consultants, municipal/state, vendors, etc.) of your committee make-up. **See 7b.**

7d) How many new members joined your committee this year? **4**

7e) How many members are actively engaged in committee activities and regularly attend committee meetings? **About 10.**

8.) A committee's success is based largely on the efforts of its officers. NEWEA strongly encourages that each committee have a Vice Chair. Does your committee have a Vice Chair? If not, would you like assistance from NEWEA to find someone to serve that role on your committee?

**Yes, we have a Vice Chair (Sara Greenberg)**

9) NEWEA has created Council Directors to provide leadership, coordination, and oversight to a group of committees (i.e., Council), and to act as a committee liaison to the Executive Committee.



## NEWEA Assessment and Development 2018 Committee Questionnaire

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- 9a) Do you know who your Council Director is? **Yes, John Digiacomo**
- 9b.) Have you communicated with your Council Director? **Yes.**
- 9c.) Please provide feedback on your experience with having a Council Director. **John has been great- very supportive of our activities.**
- 9d.) Have you added your Council Director to your e-mail list? **Yes. I try to keep John in the loop on our committee calls, meetings, and events.**
- 9e.) Do you have recommendations on how better to use the councils? **Given the overlap that our committee has with others in our council, it's great to see that we're going to have council calls. I think that would be helpful so that each committee is aware of the distinctions between the committees. We could also plan more joint events that would reach greater audiences.**
- 10) Identify any constraints your Committee faces in fulfilling its charge (for example, if either building committee membership or maintaining membership is an issue for your committee).
- 10a) Do you have difficulty in finding committee members? **We have a smaller committee, but have grown since I became chair. The committee fairs have been successful for us and we'd like to see those continue.**
- 10b) What are the obstacles, if any, preventing your committee from doing what you feel it needs to do? **We are a smaller committee but are pretty effective in getting things done.**



NEWEA Assessment and Development  
2018 Committee Questionnaire

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**Janice has been instrumental in our committee's success at having events and really is an honorary member!!**

- 11) Please identify your committee's activities in the past year (if applicable), and describe any present and projected activities.

**"No Water, No Beer" Homebrewing Series** – We are in the early planning stages to facilitate homebrewers brewing beer with water from various watersheds (surface and groundwater sources) to highlight source water protection as an important watershed issue that touches all of us. – **SUCCESSFUL PILOT YEAR FOR THIS EVENT WAS HELD AT THE COMMITTEE APPRECIATION EVENT. LOOKING FORWARD TO GROWING THIS NEXT YEAR!**

**Spotlight Webinar Series on Watershed Protection in New England** – We are developing a series of webinars to focus on what's happening with watershed management and resilience in each of the New England States – Rhode Island, Vermont, Massachusetts, Connecticut, New Hampshire, Maine – **THIS WAS ON HOLD WHILE WE GOT THE HOMEBREWING SERIES OFF THE GROUND, BUT WE PLAN TO CONTINUE OUR PREPARATION IN FALL 2018.**

- 12) What would you like to be doing with your committee that you are not doing now? **Nothing right now.**
- 13.) Does your committee hold committee meetings at either the Spring or Annual Conference? If not, explain. **Yes, we hold meetings at both the Spring and Annual Conferences.**
- 13) Please provide additional comments, concerns, questions or suggestions.



## NEWEA Assessment and Development 2018 Committee Questionnaire

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- 14) As a part of our efforts to increase the effectiveness of this survey, the A&D Committee would greatly appreciate receiving your committee's suggestions or comments that might help us to improve this questionnaire and review process.

*Below this line to be filled out by the Council Director*

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Council Director's Comments:

**Jenn and the Watershed Management Committee have been doing a great job during my tenure as Council Director. They are a smaller committee but they are very hard working and are always thinking "outside of the box" when it comes to initiatives and ideas for the committee. Presently, they have begun working on two of those "outside the box" ideas: Homebrew Event and Watershed Webinars. They are constantly trying to look at different ideas to not only keep people excited about the industry but also educate them as well. As Jenn noted, our Council is working to have quarterly calls between the chairs to help facilitate collaboration between committees. I believe that Watershed Management is a committee that will benefit greatly from that.**

**The Watershed Management Committee also has their succession planning in order as they have a great Vice Chair (Sara Greenberg) who Jenn has been "showing the ropes to" and grooming her to become Chair after her tenure is complete. The committee is in great hands with Jenn and will be in great hands with Sara when it is her time to become Chair of the committee.**