



**NEW ENGLAND WATER ENVIRONMENT ASSOCIATION
EXECUTIVE COMMITTEE MEETING MINUTES**

with All Committee Chairs

Tuesday, September 15, 2020, 10:00 AM Virtual Meeting

- I. Call to Order, Roll Call, Establishment of Quorum – Introductions and Welcome** – Jennifer Kelly Lachmayr, President – 10:02 AM meeting called to order. The following Executive Committee Members were in attendance: Virgil Lloyd, Fred McNeill, Mac Richardson, Ray Vermette, Marry Barry, Matt Formica, Susan Guswa, Jim Barsanti, Peter Garvey, Jeff McBurnie, Steve Clifton, Scott Goodinson, Chris Robinson, Vonnice Reis, Meg Tabacsko, Justin Skelly, Marianne Langridge, Amy Anderson, Scott Goodinson. Quorum is confirmed.
- II. Meeting Procedures** - If anyone would like to speak, please click on the Chat box.
- III. Approval of the Agenda** – Jennifer Kelly Lachmayr, President – A motion was made by Ms. Kelly Lachmayr to approve the agenda and seconded by Mr. McNeill. **MOTION CARRIED.**
- IV. Approval of the Minutes and Announcements of Notices** – Jennifer Kelly Lachmayr, President – A motion was made by Ms. Kelly Lachmayr to approve the previous minutes and seconded by Mr. McNeill. **MOTION CARRIED.**
- V. Key Officers Report**
- A.** President – Jennifer Kelly Lachmayr – Present. Report submitted online. Ms. Kelly Lachmayr notes that because of the continuation of email scams that are coming from her email that the NEWEA office is taking action to try to prevent any further scams. These measures include removing email addresses from the NEWEA website and password protecting certain pages so the general public does not have access to them.
 - B.** President-Elect – Virgil Lloyd – Present. No online report submitted. Mr. Lloyd notes that he is working with various committees including Humanitarian Assistance, Water for People, and Workforce Development on ideas for moving forward.
 - C.** Vice President – Fred McNeill - Present. Report submitted online. Mr. McNeill notes that the Northeastern Student Chapter for NEWEA is looking for Fall speakers and to please contact him if you are willing to help. He also notes that the ASA/State Directors meetings took place on August 11th, and that there will be a golf tournament held on October 13th in New Hampshire.
 - D.** Past President – Ray Vermette – Present. Report submitted online.
 - E.** Treasurer – Mac Richardson – Present. No online report submitted. Mr. Richardson defers to Action Items but does remind everyone that the current pandemic makes budget and finances difficult. NEWEA is looking at a deficit of \$256,000 for the next fiscal year. He notes that the 3rd quarter financial report does predict about a \$142,000 surplus but does not take into consideration some very significant bills that will be paid in the 4th quarter, leaving about a \$28,000 surplus.
 - F.** State Directors
 - Vermont - Chris Robinson – Present. Report submitted online. Mr. Robinson reports their Fall Conference was cancelled for November. They had a non-refundable deposit with the hotel for the conference so they are trying to utilize that for an awards dinner with 35-40 people. If that



does not work out, they will be asking the hotel to prepare dinners equal to the amount of the deposit and donate them to a local food shelter.

- Rhode Island - Scott Goodinson – Present. Report submitted online.
 - New Hampshire - Steve Clifton – Present. Report submitted online. Mr. Clifton reports that on 9/25/20 they are holding a trade fair at the Radisson Hotel in Nashua that will be in person. Their December meeting is scheduled for 12/11/20, which will also be the annual meeting, but they will not be going to the treatment plant as originally planned.
 - Maine –Jeff McBurnie – Present. Report submitted online. Mr. McBurnie adds they are working on kicking off their virtual Fall Conference starting 9/16/20 at 9AM. Report submitted online.
 - Massachusetts - Adam Yanulis – Not present. No online report submitted. Charlie Tyler reporting. Mr. Tyler notes they are having their quarterly meeting virtually on 9/23/20 and their golf tournament on 9/30/20.
 - Connecticut - Bill Norton - Not present. No online report submitted.
- G. Executive Director – Mary Barry – Present.** Ms. Barry reports that Janice Moran is working with all the committees that originally had meetings and events scheduled for the Fall to move to a virtual platform. NEWEA held the first of these conferences for Collection Systems on 9/10/20. NEWEA is currently testing different platforms for specialty conferences as well as the Annual and Spring meetings. The NEWIN merger has been completed and the only thing left to do is file taxes for them for the last 2 years. Ms. Barry also reports that the COVID-19 page is still up on the NEWEA website and that WEFMAX asked NEWEA to push back hosting their conference to 2023 in either Portland, ME or Portsmouth, NH.
- H. COVID-19 Discussion/Check-in - Jennifer Kelly Lachmayr, President –** Ms. Kelly Lachmayr asks for the committee chairs and council directors to give an update on the COVID-19 status and how it is still affecting them. She notes that for ARCADIS, they are still at 50% capacity and are holding some meetings in person.

VI. WEF Delegate, Council Directors and Committee Reports

A. WEF Delegates – Matt Formica, Senior Delegate

- Matt Formica – Present. No online report submitted. Mr. Formica reports he spoke with Kelsey Hurst from WEF and she reported they had a reorganization, which eliminated 10% of their workforce. They are getting ready for WEFTEC and are now furloughed once a month. They took a hit financially with having to hold WEFTEC virtually, resulting in having to dip into their reserves and taking a line of credit. WEF Connect will run a similar schedule, most will be pre-recorded, with some being live. They are working with Freeman on how to set up a landing page with virtual booths and will have networking and social events. Mr. Formica notes he has a file with a preview he can share.
- Susan Guswa – Present. No online report submitted. Ms. Guswa reports they are working with the nominating committee to identify and select a leadership for the board, including the vice president, treasurer and 2 trustees. NEWEA will now have 2 delegates-at-large. Ms. Guswa adds that the work group will be engaging with the Diversity, Equity, and Inclusion group, the Conference Coordination group, the Financial Diversification group, the Federal Advocacy group, and the Brave New World group.
- Jim Barsanti – Present. Report submitted online. Mr. Barsanti adds that one of the committees he is on is the HOD Outreach Committee and they are working on preparing a graphic as well as a Power Point presentation to help delegates see how they are progressing and reporting out to



their member associations, as well as what their career can entail. Mr. Barsanti also reports that he started a new position at the wastewater section of the Mass DEP.

- Peter Garvey – Incoming - Present. No online report submitted. Mr. Garvey notes he is very excited to be on the WEFMAX committee this year and for the guidance his fellow delegates have given thus far.

B. Ad Hoc Committee Council/Vice President – Fred McNeill, Vice President

ASA/State Directors – Fred McNeill - Present. No online report submitted. Mr. McNeill reports the State Directors and State Associations held a virtual meeting on 8/11/20, and the minutes were distributed on 8/25/20, and they plan on holding another meeting in October. Mr. McNeill also reminds everyone that they are collecting organizational charts for the state associations and to please turn those in if they have not done so already. He adds that Linda Carroll is working on the end of the year meeting which will coincide with Giving Tuesday. She is also developing a draft document guide for the Ad Hoc Committee.

Kate Biedron Memorial Fund TF – Meg Tabacsko – Present. Report submitted online. Ms. Tabacsko adds they are proposing three initiatives on behalf of Kate. The first one is buying an enviroscope and donating it to the Dracut public school system. The second initiative is for developing a scholarship for graduating high school students or students finishing their first year in engineering at a Massachusetts state university. The third initiative is to develop a mentoring program, which they are working with the Workforce Development Committee on, and hopefully adding a sponsorship to students looking to get into either the engineering or wastewater fields. They are hoping to kick off fundraising at the Annual Conference.

Charitable Giving TF – Linda Carroll - Not present. No online report submitted.

Workforce Development * – Dan Bisson – Present. No online report submitted. Mr. Bisson notes he has an Item for Discussion he will speak more about. He notes he has been working on the Kate Biedron Memorial Fund and the Flow Program for future leaders on the STEM and Operator path. Mr. Bisson also adds the Peter Goodwin's group has been working on the Water Warriors initiative. Mr. Bisson goes on to talk about that they have been working with a company called Excel Education that is focused on bringing advanced training and education to those from a disadvantaged perspective.

Certification Committee* - Mary Jane Meier – Present. Report submitted online.

C. Collection Systems and Water Resources Council – Vonnice Reis, Director – Present. Report submitted online. Ms. Reis reports that her company is still experiencing furloughs and budget cuts. Ms. Reis adds that herself, Ms. Barry and Mr. Firmin took part in a webinar in August. There has been a lot of planning for specialty conferences and more webinars.

Collection Systems – Scott Lander – Present. Report submitted online. Mr. Lander adds he took part in the Collection Systems conference on 9/10/20.

CSO/Wet Weather Issues – Steve Perdios – Present. Report submitted online. Mr. Perdios adds the committee had a webinar in June on CSO notification, and he hopes to have a follow up webinar. He notes that going forward, their efforts are on public education on CSO and improvements.

Industrial Wastewater – Rebecca Weidman – Present. Report submitted online. Ms. Weidman adds they are working with the Safety Committee to put on a joint virtual conference this Fall.

Stormwater – Angela Blanchette – Not present. No online report submitted.



Sustainability – Courtney Eaton – Not present. No online report submitted. Ms. Reis notes that both Ms. Blanchette and Ms. Eaton have been working on the ReAct Conference virtually.

Water Reuse – Rob Scott – Not present. No online report submitted.

Watershed Management – Sara Greenberg – Not present. No online report submitted. Steve Wolosoff representing Ms. Greenberg. Mr. Wolosoff reports they are working with the Sustainability and Stormwater Committees on the ReAct Conference. He adds they held a webinar on coastal resiliency, and that they want to have more throughout the year.

D. Communications Council – Meg Tabacsko, Director – Present. Report submitted online.

Journal – Alexandra Greenfield – Present. No online report submitted. Ms. Greenfield reports they have wrapped up the Fall Journal that was focused on energy. The Winter Journal will be focused on stormwater. They will be holding a meeting to select themes for the 2021 Journals.

Public Awareness – Denise Descheneau – Present. No online report submitted. Ms. Descheneau reports they released the video thanking water workers as essential employees a few weeks ago, which got a lot of good feedback, including from other state associations. Ms. Descheneau adds they are working on outreach to private companies on partnering with them for the Water for Life campaign.

Youth Education – Lenny Young – Present. Report submitted online.

Website – Renie Jesani – Not present. No online report submitted.

E. Innovation Council – Marianne Langridge

Innovation Committee* – Marianne Langridge – Present. No online report submitted. Fred McNeill reporting for Ms. Langridge. Mr. McNeill reports they have been holding monthly conference calls, they have conducted a survey on innovation topics and will do another one.

F. Management Review Council – Ray Vermette, Past President – Present. Report submitted online. Mr. Vermette adds that his company in regard to COVID-19 is still staggering breaks, but they are back to working with a full staff.

Assessment and Development – Marylee Santoro – Present. Report submitted online. Ms. Santoro adds they have received all surveys back regarding investing in development and are working on getting surveys posted online. Ms. Barry spoke about the committee giving a virtual training at which would have been the DC Fly-In, to the other member associations.

Awards – Jay Sheehan – Present. No online report submitted. Mr. Sheehan reports they had less than half the awards with nominations, and asks for more participation from the other committee chairs to get nominations in.

Bylaws – Mike Bonomo – Present. No online report submitted. Mr. Bonomo reports they have not had any activity.

Comm. Member Apprec. – Denise Descheneau - Present. No online report submitted. Ms. Descheneau reports they have not had any activity.

Nominating – Jim Barsanti – Present. Report submitted online. Mr. Barsanti notes he will present at Action Items.

Sponsor – Brian Olsen – Present, Report submitted online. Mr. Olsen adds they are actively trying to find ways for sponsors to be recognized with no in person conference.



- G. Meeting Management – Amy Anderson George, Director – Present. No online report submitted. Ms. Anderson George reports they are meeting regularly to decide on options for the Annual Conference. They are focusing their efforts on virtual options and outlining what the days and hours will be and what the schedule will look like. Ms. Anderson George notes the challenges they are facing include being able to award TCH credits, the user experience, what both exhibitors and sponsors will get out of a virtual event, and the cost of production.
- Conference Arrangements – Ron Tiberi – Not present. No online report submitted.
 - Exhibits – Corey Meyers - Present. Report submitted online. Mr. Meyers adds they had a conference call with long standing exhibitors asking about the value of a virtual event. They are considering an exhibitor's symposium.
 - Program – Lauren Hertel – Present. No online report submitted. Ms. Hertel reports they are compiling sessions from committees and working on how to fit them into a virtual format.
 - Registration – Meg Tabacsko – Present. Report submitted online.
- H. Outreach Council – Justin Skelly, Director – Present. No online report submitted.
- Government Affairs – Scott Firmin – Present. Report submitted online.
 - Humanitarian Assist. & Grants – Marina Fernandes – Present. No online report submitted. Ms. Fernandes reports they are struggling with involvement, and a lot of its charges have started overlapping with other committees. They have made the decision to dissolve this committee.
 - Membership – Peter Frick – Present. Report submitted online.
 - Safety – Dave Wright – Present. Report submitted online.
 - Scholarships – Nick Valinski – Not present. No online report submitted.
 - Student Activities – Nick Tooker – Not present. No online report submitted. Mr. Skelly reports that WEF is judging the Student Design Competition and there will be 8 presentations selected. They are working with the Meeting Management Council on student posters.
 - Water for People – Renie Jesanis – Present. Report submitted online. Ms. Jesanis reports they are struggling with engagement, and that they normally have in person events. They are working on a game plan going forward. They are also collaborating with NEWWA on a virtual silent auction or 5K.
 - Young Professionals – Colin O'Brien – Not present. No online report submitted. Mr. Skelly reports they have been holding calls, virtual happy hours, and are planning the YP Summit.
- I. Treatment, Systems Operations, and Management Council – Phil Forzley, Director – Not present. No online report submitted.
- Asset Management – Dan Roop – Not present. No online report submitted.
 - Contaminants of Emerging Concern – Janine Burke-Wells – Present. Report submitted online.
 - Energy – Sharon Nall - Present. Report submitted online.
 - Laboratory Practices – Walter Palm - Present. Report submitted online.
 - Operation Challenge – Scott Goodinson – Present. No online report submitted. Mr. Goodinson reports the on 8/5/20, WEF announced the Ops Challenge would be 100% virtual and that no New England teams applied.
 - Plant Operations – John Adie - Present. Report submitted online.
 - Residuals Management – Eric Spargimino – Present. No online report submitted.
 - Small Community – Kurt Mailman – Not present. No online report submitted.



Utility Management – Gary Zrelak – Not present. No online report submitted.

VII. Items for Discussion/Action

- A. Item for Discussion – State Directors Role with Regards to Workforce Development/Water Warriors Committee – Peter Goodwin, Water Warriors TF Leader, Dan Bisson, Committee Chair. Mr. Goodwin spoke about advertising education and training to those outside of NEWEA's membership, including trade schools and colleges. They have gotten verbal confirmation from all states that they will give certification and licensure to any veterans. Certain jobs will receive additional credit for higher certification. Both Maine and New Hampshire are modifying their regulations around this. Recruiting has been tough getting in touch with veterans. Mr. Goodwin also reports there is an apprentice program already templated out by the National Rural Water Association that has been approved for GI Bill funding. He is suggesting a change in the organization manual for the state directors regarding assisting with the certification program.
- B. Item for Discussion – Planning Session on Future Goals Humanitarian Assistance and Water for People – Virgil Lloyd, President-Elect – Mr. Lloyd talks about doing a workshop for Water for People, and that they are working with Mr. Skelly on this. They will be holding a planning session.
- C. Item for Discussion/Action Item – Addition of a new Diversity Equity and Inclusion Ad Hoc* Committee – Marina Fernandes, Committee Chair – Ms. Fernandes spoke about after the events in June, they decided they wanted to research inequality in the water industry. They are planning on publishing their findings in the Winter issue of the Journal, including how NEWEA could tackle the issue of inequality. They concluded that they wanted to create an Ad Hoc Committee on diversity, equality, and inclusion. Ms. Kelly Lachmayr officially creates the Ad Hoc Committee for Diversity, Equity and Inclusion.
- D. Action Item – FY20 Q3 Report (4/1/20 – 6/30/20) – Mac Richardson, Treasurer – Ms. Kelly Lachmayr reconfirms a quorum. Mr. Richardson reports there was a \$50,000 surplus from the Annual Conference, NEWEA has not netted much from the specialty conferences. The 3rd quarter is currently showing a \$142,000 surplus, but after 2 major bills that will be paid, it will only be an estimated \$28,000. There is currently \$150,000 in savings, and \$650,000 in investments. Ms. Kelly Lachmayr moves to approve this Action Item. The vote is passed by unanimous consent.
- E. Action Item – FY21 Draft Financial Budget (10/1/20 – 9/30/21) – Mac Richardson, Treasurer – Mr. Richardson states they have cut committee budgets and anything discretionary in half. There are 2 budgets showing on the report, one for an in person Annual Conference, and one for virtual. Mr. McBurnie moves to approve this Action Item. The vote is passed by unanimous consent.
- F. Action Item – 2021 Slate of Officers – Jim Barsanti, Nominating Committee Chair – Mr. Barsanti reads off the 2021 Officer Nominations, he amends the Action Item to add Vonnie Reis and Marianne Langridge as Council Directors. Mr. Richardson moves to approve as amended. The vote is passed by unanimous consent.



VIII. Schedule of Events - See Calendar of Events on the NEWEA Website
<https://www.newea.org/events/calendar/>

IX. Adjournment – Mr. McNeill moves to adjourn, seconded by Mr. McBurnie. Ms. Kelly Lachmayr calls for adjournment at 12:54PM.

DRAFT