



**Board of Directors Meeting Minutes**  
March 15, 2024

**CALL TO ORDER**

The following represents the Board members in attendance at the meeting, which was held in-person and via Teams Meeting:

<u>Board Members:</u>		
President	Jeanne Jensen	Present
President Elect	Alan Forrest	Present
Vice President	Art Nunez	Present
Secretary	Mike Caruso	Present
Treasurer	Patrick Goodfellow	Absent
Past President	Mike Worlton	Present
AWWA Director	Darlene Helm	Present
WEF Delegate	Amy Baker	Present
Director	Craig Caggiano	Absent
Director	Karla Guerra Camou	Present – V
Director	Clayton Freed	Present
Director	Anupa Jain	Present
Director	Jason Joynes	Present
Director	John Kmiec	Absent
Director	Lisa Melton	Present
Director	Nashita Naureen	Present
Director	Lisa Snyders	Present
<u>Staff:</u>		
Executive Director	Suzanne Durkin-Bighorn	Present
Chief Technology Officer	Mike Zduniak	Present
<u>Guests:</u>		
Andrea Odegard-Begay	Present – V	
Amanda Jones		
		V = virtual attendee

**1. Call to Order**

- a. Call to Order / Roll – 10:20am
- b. Roll was called, quorum was present.
- c. Equity Moment by Art Nunez – Pink shirt day to discourage bullying in the workplace.  
Discussion of effort in preparation for unaccustomed house guests ... but how the little things matter and give consideration to those.
  - i. April equity moment by Jeanne Jensen
- d. Consent Agenda
  - i. February Board Minutes and Business.
  - ii. Arizona WaterReuse MOU

*Motion by Alan Forrest, second by Art Nunez to approve the February 2024 AZ Water Board Meeting Consent Agenda and Arizona WaterReuse MOU items as presented. Motion passed by verbal acclamation.*

## 2. AZ Water Upcoming Events / Board Attendance

- a. Review upcoming events March & April (events upcoming b/t now & next board meeting) – if Board knows of other organizations’ events ... push to put it on our calendar. Liaisons ... remind committees to post events to the website
  - i. March 15 – Board meeting
  - ii. March 20<sup>th</sup> CAP Tour – Art Nunez (all day event)
  - iii. March 21<sup>st</sup>
  - iv. March 22 – Research Symposium (recently added to the Event Calendar) – Gateway - Freed.
  - v. April 5 – Leadership Series Luncheon (stress management topic)
  - vi. April 12 – 2024 Resilience and Emergency Management
  - vii. AZ Water Coffee Meet Ups
    - 3/22 – Tempe, AZ
    - Follow ups from coffee meet ups have been happening as well
    - Board members are encouraged to champion a meet up – get on AZ Water calendar at least a few weeks in advance
    - To be scheduled: Scottsdale, Marana, Northern AZ (Prescott/Flagstaff, Payson, Yuma?, SE AZ?); let Jeanne / Mike Z. know if you (Board) want to host one to get them on the calendar.
- b. Report out from past events in February and early March
  - i. February 16<sup>th</sup> – Southern AZ Technical Lunch (AWT)
  - ii. February 20<sup>th</sup> – 2024 Irrigation for Conservation Professionals (Advanced) – well attended
  - iii. February 23<sup>rd</sup> – AZ Water Leadership (2024 Cohort) Session One
  - iv. February 24<sup>th</sup> – Water for People 5K
  - v. March 6<sup>th</sup> & 7<sup>th</sup> – Customer Service Program – sold out, do another in the fall
  - vi. March 7<sup>th</sup> – Biosolids/Wastewater Treatment Symposium – 70+ attendees
  - vii. March 8<sup>th</sup> - YP Board Dinner ... great event to participate & attend; get on calendar early in 2025
- c. Active Discussion groups
  - i. Learning Management Platform (Freed) – in progress
  - ii. AZ Water Philanthropic (Jensen) – 2/19 (initial)
  - iii. Workforce Development (Cassens) – 2/29 (initial) / 3/13 (follow up)
- d. Conference – highlight things Board members should attend (Suzanne to send invites):
  - i. Rio Salado planting Sunday
  - ii. Poster competition / design competition
  - iii. Hailey Keating to make requests of Board Members on where to volunteer as well

## 3. \*\* AZ Water 97<sup>th</sup> Annual Conference Update

- a. 97<sup>th</sup> Annual Conference & Exhibition 4/23-25/2024
- b. Speakers, panels set; new venues for golf and dinner (The Churchill).
- c. Exhibit hall sold out and has a waiting list (40-45 companies).
- d. Trying to get more momentum for walking sessions; trivia in separate room; mother’s room and wellness/quiet room and massage chairs as well
- e. Tuesday hotel rooms sold out; overflow hotels being identified.

\*Items in Executive Session

\*\*Items heard out of order

- f. Program sent to printer; sponsorships are full
- g. Draft program is on the website
- h. Mentorship panel in the YP panel slot in the program

#### 4. Association Reporting

- a. Treasurer's Report
  - i. Through 2/29, ~\$2.00M in total; ~\$667k for special activities & ~\$1.33M for general purposes.
  - ii. Conference dollars being received.
- b. WEF Delegate Report
  - i. Created new position of Sr. Director of Culture & Belonging – enhance DE&I capability – external staff liaison (will be newsletter update)
  - ii. Fly-in scheduling meetings; confirm legislative session topics.
  - iii. WEFMAX should be registered (Lisa / Nashita – Alexandria, VA – will be speaking; Mike Z/Doug – St. Petersburg; Amy – Park City, UT)
  - iv. Stockholm Jr. Water Prize ... send rep to CO School of Mines
  - v. See report for upcoming events
- c. Tri-State Report
  - i. No updates this month
- d. Executive Director Report
  - i. Q3 Kachina in progress
  - ii. NAU ... sponsorships for 5 to attend research symposium
  - iii. Business Ops Manual ... on-going
  - iv. Ordered name badges for all board members
  - v. Potential assistance for professional advertisement (beyond committees filling out an online form)
  - vi. Philanthropy ... what's problem are we solving, how identify partner, etc. Board not telling WFP to change their model. They would simply be part of a larger community ... good discussion.
  - vii. Discussion for Mike Z getting an AZ Water credit card. Board has consensus to allow CTO to be issued a card; Treasurer to make final decision and bring hesitation back to the board.
- e. CTO Report
  - i. LMS to be completed in April; integrating Freestone (YM) and had meetings and discovery session (branding, timeframe, needs, etc.)
  - ii. Providing quotation for technical for recording software
  - iii. 2024 leadership series created
  - iv. New highlights section on the website to help drive attendance
  - v. Technical seminars for conference in process
  - vi. Purchasing 4 new laptops for conference (budgeted)
  - vii. Lisa / Rey ... move sponsorship information to AZ Water website (not just cvent)
  - viii. 2450 membership with group signups for the conference
  - ix. Updated member recognition for recognition coin on website

## 5. **\*\* AZ Water Centennial (100<sup>th</sup> Conference / 100<sup>th</sup> President)**

- a. Kachina – Henry Shelton authentic and will make return appearance at conference.
- b. AZ Water Presidency is 1 year younger than the conference (Nunez – 100<sup>th</sup> conference + Joynes 100<sup>th</sup> president)
- c. Additional conversations are needed to discuss what is/is not appropriate (generationally, stakeholders, etc.).
- d. Kachina use is appropriation ... don't know how we got it, etc. as an organization we represent all and the kachina may not represent the larger group (doesn't necessarily keep us in the "safe zone"). JEDI and Board should be focused on it.
- e. JEDI ... resource to the board ... take time to have conversations about our imagery, brand, have speakers come in and talk with us, etc. to educate us to allow us to continue. Relook at what we want to be known as going forward.
- f. Should be a standing Board agenda item
- g. Can include honor of work indigenous peoples from thousands of years ago – balance between honoring and appropriation, religious and secular.
- h. Logos and accessibility (discussion from AWWA) ... potential to get external rebranding help. Need document / video that tells story of our history – past, present, and future – and include w/ strategic plan update.
  - i. November 2027 - Settle on final for fonts 6 mo before 100<sup>th</sup> conference
  - ii. April 2027 – tweaking of colors
  - iii. 18 mo – what are we changing? Different iconography, surveys, etc.
  - iv. Immediate 6 mo – educational effort to the board (JEDI committee help guide including member stakeholders); potential to have discussion at retreat

## 6. **AZ Water External Engagement Update**

- a. Philanthropy – not wanting to have the WFP committee change their why. Scholarship committee has been a single person ... potentially revamp that committee to be broader. Need to be supporting and not make sure Board is not telling committees what to do.
  - i. Broader committee of which WFP could be a sub-committee.
  - ii. Need to develop champion for another group (i.e. AWWA's Water Equation, scholarship, etc.)
  - iii. Planning in the future ... envision "this event raising funds for XYZ" ... potential for STEM event a Luke Air Force base
  - iv. Suggest removing "philanthropy" but change to "community engagement" ... don't have a place for members who want to volunteer / serve at various things
  - v. Identify annual calendar events
  - vi. Scholarships ... administrative side (collect / review submissions), can be shared w/ YP, etc.

## 7. **AZ Water Workforce Development Update**

- a. Workforce Development – outside of operators network (not just operators); confirming how want to organize. Gilbert creating operator intern program and "banned the box" (open) position starting FY25 (July 1). Gilbert, Scottsdale, EPCOR, etc. involved.

- b. Identified initial few demographics (previously incarcerated, underserved communities, etc.) and utilize learning exchange on how to connect existing programs and identify gaps to create bridges.
- c. Recognizing our limits of our organization ... what exists that are available that can be utilized and works. Career information page in addition to jobs page.

**8. AZ Water Learning Platform**

- a. Named: Workforce Education & Lifelong Learning (WELL)
- b. Summer 2024 rollout – 12 courses, 90-minute; 2 courses for each of the 4 “disciplines” + water resources / conservation, digital infrastructure, operator math
- c. Not calling this an “exam prep” courses ... not trying to overlap what AWWA / WEF offers
  - i. Seeing various stages of course development
  - ii. 2 groups within ADEQ also inquired about development of courses (they’re involved with the committee as well)
  - iii. Higher level content anticipate to be paid content, but free/reduced cost per PDH
- d. Concurrent discussions for subsequent phases; more introductory, intermediate or advanced classes and expectations for partnering organizations, sponsorships, etc. Potential “certification” to offer high schools and have AZ Water get credit for that offering.
  - i. Acknowledgement that we’re not certifying attendees’ protection of public health to prevent legal implications.
- e. Generally offer “courses” between 60-120 minutes; each course divided into ~15 minute chapters ... including quizzes between each chapter.

**9. Other Discussion**

- a. none

**10. Executive Session (not held)**

**11. Board Meetings**

- a. April Board meeting at the Conference.

*Meeting adjourned at 1:37pm; minutes were recorded by Mike Caruso.*

Action Item Review			
Due Date	Item	Responsible	Status
Deferred	Food and Beverage Policy	Goodfellow	Postponed
Deferred	Updated Travel Policy	Goodfellow	Postponed

\*Items in Executive Session

\*\*Items heard out of order