



ACWA FOUNDATION

A G E N D A

ACWA Foundation, Board of Trustees

Regular Meeting

April 17, 2025, 11:00 a.m. to 1:00 p.m.

<https://us06web.zoom.us/j/84800082134?pwd=FhDbXUb1Spb9RIIMAuNSSia9x3uuAp.1>

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|--|----------------------|
| 1. Call Meeting to order | Chair Varela |
| 2. Call Roll | Secretary Stephenson |
| 3. Approve March 20, 2025, Minutes (Action) | Chair Varela |

DISCUSSION AND REPORTS

- | | |
|---|---------------------------------|
| 4. Chair's Report | Chair Varela and Melinda Guzman |
| a. Follow up on Bylaws modification regarding ratification of board members by ACWA Board | |
| b. Ex Officio Contributions | |
| 5. Financial Report | Executive Director Mealoy |
| a. Approval of incurred expenses (Action) | |
| b. YTD Financials | |
| c. Proposed additional expenses:
Retractable banner for events \$200
2024 990 annual filings \$200 | |
| 6. Review of Updated Mission Statement (Action) | Vice Chair Persike |
| Proposed:
<i>The ACWA Foundation exists to serve Californians by advancing opportunity for all within the water industry through education, research, and workforce development.</i> | |

7. Executive Director Report

Executive Director Mealoy

- a. Fundraising
 - b. Webinars
 - c. Programs for Consideration and Evaluation
 - i. OTS Apprenticeship Partnership
 - ii. Sacramento City College
 - d. 2025 ACWA Spring Conference – Monterey
 - i. Opening Session Presentation
 - ii. Solution Spotlight – Finalize topic
 - iii. Joint Reception with FLOW – Board member sponsorships
 - iv. Region Reports
8. Other Business
9. Next (virtual) meeting, Thursday, May 15, 2025, 11:00 a.m. to 1:00 p.m.
10. Adjourn



ACWA FOUNDATION

MINUTES

ACWA Foundation, Board of Trustees

Regular Meeting

March 20, 2025

1. Call Meeting to order
Vice Chair Jennifer Persike called the meeting to order
2. Trustees in attendance: Vice Chair Persike, Secretary Stephenson, Treasurer Shively, Edgar Dymally, Rosa Castro, Steve Blumenshine, Jennifer Jacobus, Jessi Snyder, Victoria Johnson, Hector Martinez, Ernie Avila, Pam Tobin
Trustees absent: Chair Varela, Cathy Green, Joone Lopez
Staff in attendance: Lisa Mealoy
3. Approve February 20, 2025, Minutes **(Action)**
Treasurer Shively moved to accept the minutes, Secretary Stephenson second, unanimous approval
4. **DISCUSSION AND REPORTS**

1) President's Report

Introduction of new trustees

Vice Chair Persike welcomed new board members: Rosa Castro (Metropolitan Water) and Jennifer Jacobus (Rincon Consultants). Chair Persike noted that Rincon had been a supporter from the beginning of the Foundation and expressed her thanks. She also noted that Met is a key member of the water community and appreciates the recommendation of Rosa for the board.

Vice Chair Persike reminded the board that it is best practice for non-profits to have 100% of board members providing some level of financial support.

Treasurer Shively noted that it is in the Board Guidelines for each trustee to contribute \$1000 each year, through personal or through their organization. Trustee Avila asked to clarify if the organizational contribution counts. Treasurer Shively said it does.

Secretary Stephenson moved to approve new language for Guidelines:

All Trustees on the ACWA FOUNDATION Board of Trustees are expected to:

- Meet annual membership recruitment (or funding) goals.
- Each Voting Trustee will recruit individual and/or organizational memberships/contributions totaling no less than \$1,000 per year.
- Board members are expected to make sincere efforts to recruit their own organization to contribute annually to the ACWA Foundation.
- Upgrades of existing contributions (even for the Board members' own organization) will count if the Board member has been instrumental in the upgrade.

Treasurer Shively seconded; Unanimous approval.

2) Financial Report

Treasurer Shively provided an update: The bank set up is now complete and she and Executive Director Mealoy are getting auto-payments set up for insurance and website. The second half of the scholarships went out. Treasurer Shively will be working on an annual report. Mealoy noted that she will be working on the 2024 990s.

Proposed additional expenses:

Executive Director Mealoy participation in Spring ACWA Conference:

Conference registration \$949.00

Hotel: \$700 (3 nights including tax)

Estimated total: \$1649.00

Trustee Martinez made a motion to approve the approved expenses for March and the proposed additional expenses for Mealoy to attend the ACWA Conference. Secretary Stephenson seconded; Unanimous approval.

5. Bylaws amendment **(Action)**

Executive Director Mealoy

As requested at the February Board Meeting, Executive Director Mealoy presented proposed language to amend the bylaws:

- a. Current language:

Section 5.3 Designation of Trustees. The first trustees shall be appointed by the Association of California Water Agencies ("ACWA") President with ratification by the ACWA Board of Directors ("ACWA Board"). Subsequent to the first Board of Trustees, the trustees shall be designated by the Board of Trustees at any regular or special meeting of the Board subject to ratification by the ACWA Board at any regular or special meeting of the ACWA Board.

Proposed language:

Section 5.3 Designation of Trustees. The first trustees shall be appointed by the Association of California Water Agencies ("ACWA") President with ratification by the ACWA Board of Directors ("ACWA Board"). Subsequent to the first Board of Trustees, the trustees shall be designated by the Board of Trustees at any regular or special meeting of the Board. ~~subject to ratification by the ACWA Board at any regular or special meeting of the ACWA Board.~~

Chair Persike noted that attorney Melinda Guzman had advised that if ACWA was to be considered fully separate, then there is a conflict with the ACWA Board approving the ACWA Foundation Board of Trustees. Secretary Stephenson moved to approve the new language as proposed, Treasurer Shively seconded; unanimous approval.

6. FLOW (Fellowship of Latinos in Water) Reception at ACWA Conference **(Action)**
Trustee Martinez presented the opportunity for FLOW and the ACWA Foundation to host a joint reception at the Spring ACWA Conference. Trustee Dymally expressed his support for partnering. Trustee Avila asked about costs and said he thought it was a good idea if the costs were covered by sponsors and it generated additional revenue. Mealoy stated she would be working to bring on sponsors, and recommended a budget of \$3000 for ACWAF's portion. Trustee Dymally moved to approve the collaboration and budget, Trustee Jacobus seconded; unanimous approval.
7. Executive Director Report Executive Director Mealoy
Mealoy presented the new ACWA Foundation website.
Mealoy noted that Vice Chair Persike will be moderating a series of webinars based on discussions from the Solutions Spotlight at the Fall Conference which will focus on four modules:
Big Picture Introduction
Building Collaboration with Your Marketing and HR Teams
Career Mapping
Competencies For Recruitment
Secretary Stephenson asked who the audience would be and Vice Chair Persike said it would be for all of water. Trustee Avila said that there should be a takeaway/deliverable, especially if there would be charge. Persike said the charge was

expected to be \$75. Avila expressed that the small and medium agencies should be the target as they don't have the staff to have in-house programs or consultants.

Mealoy noted that the Foundation has an ACWA Conference Spotlight slot and recommended that it be used to discuss the potential OTS Partnership. She explained that the partnership could be structured where OTS handles all of the programmatic work, employ the apprentices etc, while the Foundation would facilitate the community colleges, private employers and agencies. The program is structured to be a 2 year apprenticeship with certification coursework, rotate through collaborating water orgs, who would also work on the training portion to ensure that it meets their needs. Graduates would have both certification and approved experience. Trustee Avila called the concept "fantastic" and noted it could truly change a person's trajectory. Trustee Dymally noted that Colter Anderson is very well respected in the California Water Industry. Trustees Dymally, Avila and Martinez are interested in assisting.

8. Trustee Blumenshine was asked to move his discussion to the next meeting due to lack of time.
9. Other Business
10. Next (virtual) meeting, Thursday, April 17 2025, 11:00 a.m. to 1:00 p.m.
11. Meeting was adjourned at 1:03 PM.



Financial Report

Period Ending 4/11/2025

2025 Income Statement

2025 OPERATING REVENUES:

Charitable Contributions - Bette Boatmun	\$	2,637.72
Charitable Contributions - Trustee	\$	2,000.00
Charitable Contributions - Other	\$	65,000.00
<i>Total Operating Revenues</i>	\$	<u>69,637.72</u>

2025 OPERATING EXPENSES:

Scholarships Disbursed	\$	(5,000.00)
Conference Expenses	\$	-
Administrative Expenses	\$	(656.83)
Executive Director - Services	\$	(39,000.00)
Executive Director - Expenses	\$	(4,354.08)
Partnerships, Memberships and Fees	\$	-
Legal Expenses	\$	(2,130.00)
Financial and Tax Expenses	\$	145.00
Insurance Expenses	\$	(1,047.25)
<i>Total Operating Expenses</i>	\$	<u>(52,043.16)</u>

2025 OPERATING INCOME \$ 17,594.56

2025 Balance Sheet

ASSETS:

Cash - Bette Boatmun Fund	2,637.72
Cash - Other	\$ 386,888.10
Other assets	\$ -
<i>Total Assets</i>	<u>\$ 389,525.82</u>

LIABILITIES:

Costs accrued but not paid ¹	\$ 13,000.00
Loans or guarantees	\$ -
<i>Total Liabilities</i>	<u>\$ 13,000.00</u>

2025 NET POSITION \$ 402,525.82

Notes:

1. Costs accrued but not yet paid:

Strategic Resource Advisors: Inv 1029	13,000.00
0	-
	<u>13,000.00</u>

2. Income promised but not yet received/deposited:

Conf Sponsorship: Stantec	1,000.00
Conf Sponsorship: CBC	1,000.00
Conf Sponsorship: Avilla	1,000.00
Conf Sponsorship: Westlands WD	1,000.00
	<u>4,000.00</u>

Executive Director's Report

April 17, 2025

Prepared by: Lisa Mealoy

HIGH LEVEL PRIORITIES

The ACWA Foundation has three key priorities currently: Fundraising, Program Development and Outreach, which are all intrinsically intertwined. Over the past several months, exacerbated by the current political environment, new potential sponsorship conversations come down to an interest in sponsorship of specific programs. All three priorities need to move forward concurrently.

FUNDRAISING

Current Status:

	Amount
ACWA	\$40,000.00
Alameda	\$25,000.00
Sue Stephenson (annual)	\$1,000.00
Edgar Dymally (Reception)	\$1,000.00
Ernie Avila (reception)	\$1,000.00
Stantec (reception)	\$1,000.00
Westlands Water (reception)	\$1,000.00
Western Canal	\$1,000.00
Dymally (Boatmun)	\$1,000.00
Avila (Boatmun)	\$1,000.00
Sue Stephenson (Boatmun)	\$500.00
Greg Zlotnik (Boatmun)	\$137.72
TOTAL	\$73,637.72

Ongoing Fundraising Efforts

ACWA Foundation/FLOW Reception

\$5,000 in sponsorships committed (\$2,000 received to date)

QR Code available at reception – direct link to website to allow for credit card donations

Fundraising Outreach in March/April

Board: HDR, Rincon, Met

Agency: Western Canal, Padre Dam, Zone 7, MODOC, Sweetwater, State Water Contractors

Meeting with Foundation for California Community Colleges (California Community Colleges Chancellor's Office) to discuss potential ACWA Foundation sponsorship and funding opportunities. Workforce Development team is interested in a pilot program which could be funded. Follow up scheduled week of 4/14. (See Programs to Be Considered)

HIGH LEVEL PRIORITY: PROGRAMS

WEBINAR (Core Strategy: Industry Engagement and Workforce Training) - IMMEDIATE

Webinar Plan

Dates: Week of June 16

Emerging Strategies to Build Your Water Workforce

Objective: To provide water agency leaders with the latest data and actionable strategies to recruit, retain, and train a skilled workforce that meets the needs of the industry.

Target Audience: Senior Leaders, Executives, hiring managers, HR professionals, PR and other managers in California's water industry.

Duration: 90 minutes (including Q&A)

Agenda:

1. **Welcome & Introduction (Jennifer Persike)** **10 minutes**
 - o Overview of webinar series
 - o Ongoing challenges facing the water workforce in California
 - o Importance of strategic workforce planning
 - o As inclusion has been integrated, a pivot is happening, in how best to capture the needs of the ever-evolving workforce
 - o How to look at volumes associated with Federal changes
2. **Understanding Workforce Trends & Future Needs (Wendi/Jennifer)** **15 minutes**
 - o Aging workforce and knowledge transfer strategies
 - o Emerging job roles and skill gaps
 - o Insights from industry data and projections
 - o Agency projections for workforce growth and sustainability
3. **Effective Workforce Development & Retention Strategies (Wendi)** **15 minutes**

- Where traditional workforce strategies fall short
 - Apprenticeship models and on-the-job training programs
 - The role of technology for recruitment and training – AI for recruiting
 - Flexible work models, benefit programs, and career progression strategies
 - Innovative approaches underway and in development
 - Onboarding and the impact it has on retention
4. **Expanding Talent Pipelines Through Partnerships (Jennifer)Valley Water Case Study**
15 minutes
 - Collaborating with schools, colleges, and training programs (ACWA Foundation)
 - Building pathways for veterans, career changers, and those reentering the workforce
 - Building industry connections through internship and mentorship programs
 - Engaging with communities
 5. **Case Studies & Success Stories (Shelisa Jackson, Liji Thomas) 15 minutes**
 - Shelisa – internal academy to build and grow workforce from within – put people in a position to be promoted
 - Examples of effective workforce initiatives from California agencies
 - Lessons learned and best practices
 - How agencies are measuring success and adjusting strategies for future needs
 6. **Q&A and Discussion (All) 15 minutes**
 - Open forum for participant questions and insights
 7. **Wrap up**

Speakers:

- Industry leaders from California water agencies: **Jennifer Persike, Brenda Martinez**
- Workforce development experts, **Wendi Brown**
- Representatives from educational institutions and training programs (maybe? not?)

Format:

- Virtual webinar with live panel discussions and audience engagement
- Interactive polls and chat-based Q&A
- Add some polls

Expected Outcomes:

- Increased understanding of workforce challenges and solutions
- Actionable strategies for expanding talent pipelines

- Strengthened industry partnerships to support workforce growth

Follow-Up:

- Provide a webinar recording and summary document
- Share key takeaways and resources
- Offer connections to workforce development programs

HIGH LEVEL PRIORITY: PROGRAMS (To be considered)

LONG TERM

APPRENTICESHIP PARTNERSHIP (Core Strategy Entry-Level & Apprenticeship Programs)

The Centers of Excellence for Labor Market Research identified eight mission critical occupations which “are essential to water and wastewater operations, difficult to fill and typically require at least a high school diploma” along with technical training. This report also noted that “survey respondents have the most difficulty finding job candidates with relevant prior work experience, adequate technical skills, and required licenses or certifications”.

Proposal:

We have identified an opportunity which is already in process, however needs additional support; a role that the ACWA Foundation could fill. Occupational Training Services (OTS), led by Colter Anderson and Rhonda Harris, both very well respected in the field (referenced checks from Levi Johnson, Sue Stephenson and Edgar Dymally) is building a two-year water operator apprenticeship program which includes onsite training and certification coursework.

The ACWA Foundation would serve as a convenor/lead coordinator for identifying regional consortiums. We would identify areas of need and outreach to agencies to participate. Additionally, we would identify private companies (HDR, Stantec, Jacobs, Rincon) doing work in area to integrate into training. We would be the lead coordinator with education. Finally, we would identify and coordinate with campuses to hub coursework which will be in consortia area.

OTS would operate the program including all training coordination, all coursework design, all work with apprentices and trainers/teachers, all technical coordination with water partners, all compliance, employment and payment for apprentices, trainers etc. OTS would be responsible for all financial management of their operations.

Note: this arrangement would need clear guardrails on roles and responsibilities to mitigate any potential exposure. Legal would need to be engaged for any contracting or agreements.

SPONSORSHIP OPPORTUNITIES: Participating agencies, private employers, workforce development agencies, economic development agencies, other area specific

HIGH LEVEL PRIORITY: PROGRAMS

PILOT PROGRAM IN PARTNERSHIP WITH CCC CHANCELLOR'S OFFICE/FOUNDATION FOR CALIFORNIA COMMUNITY COLLEGES – Sacramento City College

Potential Program to be mentioned (very early)

Sacramento City College has been in early discussions with DWR on the need for Hydroelectric Plant Operators associated with the State Water Project and potentially other positions. This is a new program and SCC recognizes that there may be opportunities to build their program in a way that will serve others in addition to DWR, they just don't know who those others would be, nor do they have the contacts.

The CCCCCO/Foundation are looking for potential pilot programs in the climate workforce space and are interested in talking about the ACWA Foundation serving as the convenor of other potential participants in the program (not doing the curriculum development itself) including outreach to area agencies and private employers who need these workers. The CCCCCO is also interested in some standardization of curriculum that can be replicated at various campuses. There could be a need to look at how agencies can potentially standardize job requirements and descriptions.

FUNDING POTENTIAL: We would look for pilot program funding, however longer-term funding could be general foundation sponsorships, potential private or public participants, local workforce development funding

HIGH LEVEL PRIORITY: OUTREACH

Messaging via ACWA

Announcement of new website

Article in ACWA Monthly Newsletter asking for support

Update at ACWA Board meetings

Marketing –Social Media

More than doubled our LinkedIn following

Marketing – Website

Positive response to new website and messaging

ACWA Conference

ACWA/FLOW Reception cross marketing

Main stage update

Solution Spotlight