



AGENDA
ACWA Foundation, Board of Trustees
Regular Meeting
July 17, 2025, 11 am – 1 pm

<https://us06web.zoom.us/j/86548694431?pwd=GyQxa8Tj5z5zzyVNf5aHjeR0QWTywX.1>

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| 1. Call the Meeting to Order | Chair Varela |
| 2. Approve June 19, 2025 Minutes (Action) | Chair Varela |

Discussion and Reports

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|--|---------------------------|
| 1. Chair's Report | Chair Varela |
| 2. Financial Report (Action) | Treasurer Shively |
| 3. Nominating Committee (Action) | Vice Chair Persike |
| 4. FLOW/ACWA Foundation Reception (Action) | Trustee Martinez |
| 5. Executive Director's Report | Executive Director Mealoy |
| 6. Other Business | |
| 7. Adjourn | |



ACWA FOUNDATION

Minutes

ACWA Foundation, Board of Trustees

Regular Meeting

June 19, 2025

Attendees: John Varela, Chair; Kari Shively, Treasurer; Sue Stephenson, Secretary, Jessi Snyder, Victoria Johnson; Alison Febbo; Steve Blumenshine; Hector Martinez

Ex Officio: Ernie Avila; Cathy Green, Pam Tobin

Staff: Lisa Mealoy

1. Call Meeting to order Chair Varela
The meeting was called to order at 11:02
2. Approve May 22, 2025, Minutes **(Action)** Chair Varela
Motion to approve: Trustee Stephenson, Second Trustee Blumenshine
Unanimous approval

DISCUSSION AND REPORTS

3. Chair's Report Chair Varela
Chair Varela noted that he is hearing more interesting in participating in the Foundation.
4. Financial Report **(Action)**
Executive Director Mealoy reported that the banking transition is complete, and the accounts are set up to include an interest bearing money market account. While not reported on the financials presented, the Foundation has received the split of costs associated with the co-produced reception with FLOW. The reception came in comfortably under budget. Mealoy noted that the Strategic Resource Advisors invoice includes some of the reception expenses and ACWA Conference expenses, all within the approved budget. Trustee Martinez noted that FLOW was happy with working with Mealoy on the reception and looks forward to future partnerships.

Trustee Avila asked if there are other prospects for revenue streams; Mealoy noted that she will be including that in her report.

5. Executive Director Report

Executive Director Mealoy

In addition to the written report, Mealoy noted that first webinar training was complete and the Foundation will receive about \$1000 in revenue. It had some challenges as it had costs associated with attending and Vice Chair Persike would like to see more marketing efforts. That will be a part of the next webinar to try to drive more participation and revenue. Chair Varela and Trustee Snyder requested that the board receive a calendar invite for future webinars. Trustee Green noted that the webinar conflicted with the ACWA Legislative meeting and it would be good to check the ACWA calendar for conflicts.

Mealoy also presented on a partnership with Ventura (Community) College which involves research to determine messaging on water careers for those in the 19-24 age range as well as those returning to the workforce. Ventura College is looking to sponsor the research, but the ACWA Foundation will be looking at sponsors to support the staff time.

Materials can be used at job fairs and more traditional avenues, but there is also an opportunity at field trips when a potential future workforce is onsite at facilities. Trustee Blumenshine suggested that some student peers assist in designing the questions.

Mealoy also noted that in conversations with Career Technical Education Program managers as well as Community Colleges, administrators have consistently expressed concerns for meeting the need for educators. Ideally these will be second career – people who have actually worked in the industry. This is a potential niche for the ACWAF.

Trustee Avila expressed concern for the ongoing sustainability of the foundation and its need for ongoing revenue streams. He also expressed support for internship programs and the success of Valley Water's internships. He also brought up that there can be a problem of losing students who have completed an internship and a job not being immediately available. Mealoy noted that she is talking to Cresenta WD about their innovative programs and that could be a future webinar. Avila reiterated his concern about revenue streams for the Foundation.

Trustee Febbo suggested a mentor program to help with the issue of agencies who are not able to bring on recent graduates, but consulting firms are better able to incubate and train.

Mealoy noted that ongoing revenue streams are an important part of the financial plan. She also mentioned that Trustee Rosa Castro is working with her to see if there are grants that the ACWA Foundation could participate in, especially those that are pilots which could then continue and be scaled.

6. Nominating Committee

Mealoy noted that we are halfway through the year and there are several board terms which are coming up to their end. There are three or four people who have expressed interest in joining the board. The nominating committee needs to convene to take a look at bringing a

proposal to the board which may include designating seats for particular industries (ie university, community colleges, high school CTE). This would also include revision to the bylaws to address ACWA's interest in moving the ex officio positions to voting members etc. Recommendations will be brought to next board meeting.

7. Other Business

Trustee Avila brought forward the potential for the Foundation to promote people running for seats on water boards. He will connect Mealoy with a program in the East Bay that has been very effective.

General Meeting adjourned at 11:52

8. Closed Session

Foundation Trustees

9. Adjourn



Financial Report

Period Ending 7/11/2025

2025 Income Statement

2025 OPERATING REVENUES:

Charitable Contributions - Bette Boatmun	\$	2,637.72	
Charitable Contributions - Trustee	\$	2,000.00	
Charitable Contributions - Other	\$	76,250.00	
Foundation Program/Services Income	\$	1,008.98	New!
Interest	\$	340.00	New!
<i>Total Operating Revenues</i>	\$	<u>80,887.72</u>	

2025 OPERATING EXPENSES:

Scholarships Disbursed	\$	(5,000.00)
Conference Expenses	\$	(1,874.72)
Administrative Expenses	\$	(1,610.83)
Executive Director - Services	\$	(78,000.00)
Executive Director - Expenses	\$	(5,940.28)
Partnerships, Memberships and Fees	\$	-
Legal Expenses	\$	(2,130.00)
Financial and Tax Expenses	\$	115.10
Insurance Expenses	\$	(804.24)
<i>Total Operating Expenses</i>	\$	<u>(95,244.97)</u>

2025 OPERATING INCOME \$ (14,357.25)

2025 Balance Sheet

ASSETS:

Cash - Bette Boatmun Fund	\$	2,637.72
Cash - Other	\$	356,285.27
Other assets	\$	-
<i>Total Assets</i>	\$	<u>358,922.99</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 \$ 371,922.99

Notes:

1. Costs accrued but not yet paid:

Strategic Resource Advisors: Services	13,000.00
	-
	-
	<u>13,000.00</u>

2. Income promised but not yet received/deposited:

-
-
<u>-</u>

Nominating Committee Recommendations

The Nominating Committee met and addressed five items:

1) Proposed revision to Bylaws:

The below proposed revision recommends that ACWA hold three voting seats for current board members as well as one seat the Executive Director or his/her designee. Note that this could be revised in the future should ACWA's support for the Foundation Change.

2) ACWA/Foundation Benefits

- Recommend memorializing the benefits to be provided by ACWA to the ACWA Foundation in the form of a separate MOU:
- The \$40,000 from ACWA would serve to meet the minimum "get" from board members (the member could conceptually produce more)
- Listing of ACWA as a sponsor on website, emails etc.

Foundation Benefits ACWA would continue to provide:

- \$40,000 annually (with the caveat that they are only willing to commit to through 2026 at this time)
- Main stage comments at both conferences
- Solution spotlights at both conferences
- Facilitation of updates at region meetings
- Appropriate inclusion of ACWA Foundation updates in e-news
- Updates to ACWA Board at board meetings
- Affiliate benefits for ACWAF Executive Director

3) Recommend change to board meetings being held every two months

Board members have noted that monthly board meetings is a difficult scheduling request and may deter future board members from participation. Additionally, the volume of work for staff to produce board packets and subsequent reporting has limited benefit.

4) Recommend addition of Advisory Council

An Advisory Council can serve as an opportunity to expand the reach of the Foundation by providing ways to get involved without the full time, financial and fiduciary commitment.

5) Recommend reduction of the give/get portion of the annual board expectations to \$500.

Concern has been expressed that the contribution of \$1000 (via give or get) may limit participation.

Proposed Revision to Bylaws

Current Language:

Section 5.3 Designation of Trustees. The first trustees shall be appointed by the Association of California Water Agency ("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.

Section 5.4 Ex Officio Nonvoting Representatives on the Board. The Executive Director of ACWA, or their designee, shall be an ex officio nonvoting representative of ACWA on the Board, and the AWA Board may designate such other ex officio nonvoting representatives to the Board as deemed appropriate.

Proposed Language:

Section 5.3 Designation of Trustees. The first trustees shall be appointed by the Association of California Water Agency ies ("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.~~

Section 5.4 ~~Ex Officio Nonvoting Representatives on the Board.~~ ACWA Representation on the Board. The Executive Director of ACWA, or their designee, shall be an ex officio nonvoting representative of ACWA on the Board, and the ACWA Board may designate such other ex officio nonvoting representatives to the Board as deemed appropriate. Three (3) voting seats shall be held for current members of the ACWA Board, with the selection of specific members at the discretion of the Foundation. One (1) additional seat shall be for the ACWA Executive Director or his/her designee.

ACWA Foundation Advisory Council

Proposal: To create an Advisory Council to support the ACWA Foundation. Appointees would include former Foundation board members, high level representatives of academia, corporations and specific industries that can provide important guidance and expertise to the Foundation.

The Advisory Council would include experts, professionals, or community members who provide specialized knowledge, strategic advice, and insights to an organization's board of directors or leadership team. Unlike board members, an advisory council does not have

formal governance authority, decision-making power, or fiduciary responsibilities. Their primary function is consultative, serving as a sounding board and offering guidance on specific issues, projects, or areas where the organization seeks additional expertise or perspective. They are typically higher-profile individuals who also can benefit the Foundation through their connections.

Key Characteristics

- **Non-binding Role:** Advisory councils offer recommendations and advice, but their input is not binding and they do not have voting rights or executive authority.
- **Expertise and Diversity:** Members are typically chosen for their specialized knowledge, experience, or community representation, helping to fill gaps in the organization's internal expertise.
- **Support for Leadership:** They assist boards and executives in navigating complex challenges, making strategic decisions, and managing risk, but do not assume formal leadership or operational roles.
- **Flexible Structure:** Advisory councils can be permanent or temporary, and their composition and purpose are usually defined by the organization's needs and documented in a charter or terms of reference.

Common Roles and Responsibilities:

- Providing expertise in areas such as technology, finance, policy, or marketing.
- Serving as a sounding board for new ideas or ethical dilemmas.
- Spearheading or supporting specific projects and initiatives.
- Assisting with fundraising, advocacy, or community, industry engagement.



Executive Director's Report

July 17, 2025

Nominating Committee

The Nominating Committee met (see report)

Fundraising

Grant with Met

First, huge thank you to Rosa and her team! They connected me with a grant opportunity for workforce development which we submitted last Friday. We used the plan to do student focused research (initially presented as a partnership with Ventura (Community) College to determine how we can better present the water industry to recent high school graduate students who are unsure of their career path, as well as those returning to education to re-skill, including veterans. The concept is to find messaging that resonates and inspires. This is was layered into a larger grant proposal with Palo Verde College in Blythe, in conjunction with Met and Palo Verde Irrigation District. The request was for \$17,500 (with in kind match of staff time).

Student Study (Ventura College)

We are looking for sponsors for the student study with Ventura College, which will happen with or without the Met grant. The populations are very different between the two colleges. Palo Verde is facing a significant need to assist with re-skilling, while Ventura College has a more traditional student population mix. Sponsors who participate will be able to bring their materials to the table to work with students, and will be able to help to facilitate discussions about the specific work that they hire for and the opportunities currently and those projected in the future.

Reception with FLOW

FLOW is interested in hosting another reception at the upcoming ACWA Conference.

Upcoming Webinars

Career Mapping – CUWA is coming out with a Career Ladders output – that could be something to present (and ask them to sponsor).

Long Term Employees – Crescenta Valley Water District and Jarupa Community Services District – create ways to solve for pathways from internships to full time positions.

Interesting Meetings

Joaquin Esquivel, Annalisa Kihara (State Water Resources Control Board)

Discussed potential opportunities to collaborate

Mark Orcutt (East Bay Leadership Council)

Discuss ways to include opportunities to serve on boards as a part of participating in water. Also looked at shared resources with community colleges.

Santa Rosa Water/Santa Rosa Junior College

Running a test case for how internships get to community college students. Also looking at how an apprenticeship program could potentially integrate into existing curriculum. Further discussion onsite at Santa Rosa Water and Santa Rosa Junior College on July 22.

Glendale College

Met with Student Services and Workforce Development Teams

Learned about how information flows through each department and the bottlenecks associated with getting job and internship information to students. Discussed the value of bringing similar departments onsite to facilities so that college staff can understand the jobs, requirements and prospects for students.

CUWA

Presented to CUWA on the work of the Foundation and projects at Ventura/Palo Verde. They are working on a Career Ladders program which would be used to promote jobs within their member agencies, although they are interested in shared resources and efforts going forward. They expressed interest in working together more.

Waterwise

At the request of Chris Berch at Jarupa Community Services District, I met with Steve Hernandez about the training program he has been growing. Will need to have further conversation to understand how it could integrate with other operator training programs and how we may potentially support.

Business Roundtable

Met with Brooke Armour who leads the workforce development component of BR to discuss how they are looking at the need for workforce associated with the Delta Conveyance, as well as water system requirements associated with buildout of data centers.