

NOMINATION LETTER

DUE December 12, 2025

KATHRYN GIES | CWEA PRESIDENT

California Water Environment Association
7677 Oakport Street, Suite 1030
Oakland, CA 94621
vthornton@cwea.org

Dear Kathryn:

I am a member in good standing with **CWEA** and I hereby nominate Stephanie Prescott who is a member in good standing with **CWEA** for the position of

- o Vice President from the South (will be President in third year of four-year service).

A brief bio and questionnaire of the nominee is attached. I have informed the nominee of this nomination and the requirement to complete the questionnaire and provide a photo by **December 12, 2025**.

Thank you for your consideration of this candidate.

Regards,



John Vogel
CWEA Member/Vice President from the North

CWEA State Board of Directors Nomination Questionnaire – 2026

Candidate: Stephanie Prescott

Candidate Information

Name: Stephanie Prescott

Title: Sales and Integration Manager

Employer: Municipal Maintenance Equipment

Address: 31765 Rocking Horse Rd, Escondido, CA

Email: stephanie.zent@gmail.com

Phone: 442-286-1494

Why are you interested in being nominated for CWEA Board of Directors?

I am interested in serving on the Board of Directors because CWEA truly feels like my community.

I am deeply passionate about CWEA, its mission, and the incredible network of professionals it brings together.

Having had the honor of previously serving on the Board as Treasurer, I am proud of the contributions I was able to make and the relationships I built through that service. CWEA has given me so much in terms of career growth, connection, and purpose, and I want to continue giving back. Volunteering with CWEA is not only meaningful to me, but also a way to support and strengthen the organization and its members.

What do you feel are the most critical duties of this position, and how will you perform them?

The Vice President role is pivotal in preparing for the Presidency and ensuring continuity of CWEA's mission.

I believe the most critical duties include providing strategic leadership to support CWEA's vision, engaging with members and local sections to strengthen connections, and ensuring that the Board upholds its fiduciary and governance responsibilities.

I will perform these duties by drawing on my experience in sales leadership, board service, and association involvement to collaborate effectively with my fellow directors and staff. I will actively participate in Board discussions with a focus on advancing CWEA's strategic initiatives, supporting inclusive and transparent decision-making, and championing programs that create value for our members. Additionally, I will prioritize communication and relationship-building with our sections and committees across the state,

ensuring their voices are heard and represented. Ultimately, my goal is to help guide CWEA forward with integrity, accountability, and passion for our clean water community.

Fulfilling the requirements of the position takes a significant amount of time. Discuss your personal time commitment to this position.

My personal commitment to CWEA is as strong as it has always been. I make it a priority to attend as many events as possible across the entire state.

Because my professional work takes me throughout California, I have the unique opportunity to connect with and support multiple local sections, which I find exciting and rewarding.

Beyond my professional role, CWEA is also my personal passion. I enjoy spending weekends at CWEA events, and since I do not have many other hobbies, I dedicate much of my free time to the Association. Being with CWEA members and contributing to this community is something I truly value, and I am fully committed to devoting the necessary time to fulfill the responsibilities of Vice President.

Do you have the support of your employer to fulfill the economic and time commitments of this position?

Yes, I have the full support of my employer, Municipal Maintenance Equipment. MME is a sustaining sponsor of CWEA and strongly encourages employees to serve and volunteer in organizations that support the wastewater and water community. Unlike in past positions where I had to balance responsibilities without as much internal support, at MME I have the backing of leadership and resources to ensure I can fully commit to CWEA responsibilities.

This alignment makes me confident in my ability to meet both the economic and time commitments of this role.

What do you expect of other board members and staff to ensure your experience on the board is satisfying?

I believe a satisfying experience on the Board comes from working alongside others who are equally dedicated to CWEA's mission.

I expect my fellow Board members to bring a spirit of collaboration, respect, and open communication to our work together.

It is important that each of us actively participates, follows through on commitments, and supports decisions made as a team.

From CWEA staff, I value transparency, timely communication, and access to the resources that allow Board members to make informed decisions and be effective in our roles.

Most importantly, I hope to serve with people who share the same passion for CWEA and for supporting our members as I do.

When we are aligned in purpose and committed to collaboration, we can create the most positive and productive impact for our Association.

If elected to this position, what would you do to assist CWEA's function and purpose?

If elected, I will dedicate myself to strengthening CWEA's role as the leading association for clean water professionals in California.

I would focus on advancing CWEA's strategic plan by supporting initiatives that expand professional development opportunities, increase member engagement, and ensure our programs reflect the evolving needs of the wastewater and water community.

I will also prioritize outreach to students and young professionals to help inspire and grow the next generation of leaders in our industry.

Additionally, I would continue to champion inclusivity, making CWEA a welcoming and supportive community for all members.

Most importantly, I will use my statewide connections to foster collaboration across sections and ensure CWEA remains a strong, united, and future-focused organization.

What areas of the Association can be improved, and what abilities do you bring to assist in these improvements?

One area where I believe CWEA can continue to grow is in strengthening our community platform and communication channels.

I would love to see this evolve into a mobile app or similar tool that gives members direct, real-time access from their phones.

In my work traveling the state and spending time with collection system workers five days a week, I often hear the same concern: "I didn't know."

Members frequently say they didn't know about an event, a local section opportunity, or how to get involved.

Improving communication so members feel connected to their local section and to CWEA as a whole is key.

While CWEA staff has already worked hard to upgrade systems and software, I believe we can take it further by making information more accessible in formats people actually use — such as texts, push notifications, or an easy-to-use mobile app.

I bring the unique perspective of being on the ground with operators and municipal staff across California every day.

This allows me to serve as a strong liaison between CWEA leadership and our front-line members.

By listening to their feedback and advocating for tools that meet their needs, I believe we can make CWEA even more inclusive, connected, and impactful for all 10,000+ members.

What do you feel the Board has defined to be the future direction of CWEA? Do you have other suggestions for objectives that you would like to see considered?

I believe the CWEA Board has clearly defined the future direction of the Association by aligning with the new strategic plan focused on membership growth, engaging new demographics, and strengthening inclusivity. It is clear the Board is committed to creating space for a more diverse and representative leadership body.

Since leaving the Board in April, I have seen this evolution firsthand. When I first joined, the Board was more heavily weighted toward consultants, and today it is encouraging to see operators and collection system professionals stepping into leadership roles — including our current Vice President and President-Elect. This diversity of background strengthens CWEA's perspective and impact.

I would like to see CWEA continue to broaden diversity, not only by professional background but also by gender and experience level. My candidacy represents a different lens than many past leaders, as I interact with members across the state every day and bring forward the voices of operators, managers, and municipal staff from every region. I also believe CWEA should continue building balance in representation — for example, encouraging a stronger mix of women in leadership so that we sustain growth in both unity and diversity.

Attributes You Bring to the Board

I bring a completely different lens to the CWEA Board. For nearly 20 years, I have worked across California selling and supporting collection system equipment, which has given me a level of exposure to members that few others have. I am in the field several days a week with manholes open, working side-by-side with collection system professionals and seeing firsthand the challenges they face and the dedication they bring to protecting our communities.

What sets me apart is not only this direct experience, but also the relationships I have built across the state. CWEA members know me — whether through volunteering, attending events, or working alongside them in the field. I am frequently approached with CWEA-related questions, and I take pride in being a resource and an ambassador for the Association every single day.

I regularly travel from section to section — one week supporting San Diego, another at Redwood Empire or Bay Section, and another at Northern San Joaquin. This breadth of engagement gives me a statewide perspective and a deep appreciation for the diversity of our members.

Above all, CWEA is my passion and priority. I am committed to representing members at every level, from operators in the field to managers and leaders in agencies,

and ensuring their voices are heard at the Board level. I believe my energy, connections, and dedication make me a uniquely valuable candidate to help CWEA grow and thrive.

Personal History / Involvement with CWEA

I have been deeply involved with CWEA at both the local and state levels for many years.

Within the San Diego Section,

I have proudly served in numerous leadership roles, including Communications Chair, Social Media Chair, Padres Chair, First Director, Second Director, Secretary, Treasurer, and Vice President.

I continue to volunteer as the Padres Chair today.

At the state level, I served three years on the CWEA Board of Directors — two years as Director-at-Large from the South and one year as Treasurer.

During that time, I also served as liaison to the San Diego Section, helping to strengthen communication between the local section and the state association.

Currently, I continue to volunteer actively, serving as Co-Chair for the Expo Hands-On Demonstrations at AC 2026 and preparing to co-chair the Bylaws Rewrite Committee this year.

My longstanding service across both local and state levels reflects my deep commitment to CWEA's mission and my passion for giving back to the clean water community.



SAMPLE NOMINATION LETTER

DUE December 12, 2025

Send by mail or email

KATHRYN GIES | CWEA PRESIDENT

California Water Environment Association
7677 Oakport Street, Suite 1030
Oakland, CA 94621
vthornton@cwea.org

Dear Kathryn:

I am a member in good standing with **CWEA** and I hereby nominate:

Chris Newton who is a member in good standing with **CWEA** and WEF for the position of (check one):

- Vice President from the South (will be President in third year of four-year service).
- Director at-large from the North (three-year term).
- Director at-large from the South (Treasurer in third year of three-year term).
- Water Environment Federation Delegate Director from the South (three-year term, serving April 2026 to October 2029, voting privilege begins October 2026).

A brief bio of the nominee is attached. I have informed the nominee of this nomination and the requirement to complete the questionnaire and provide a photo by **December 12, 2025**.

Thank you for your consideration of this candidate.

Regards,

Lucia Diaz
Lucia Diaz

CWEA Member/CWEA Director 2nd Year

NOMINEE FOR CWEA STATE BOARD OF DIRECTORS

Name **Chris Newton**

Title **Director of Operations**

Employer **South Coast Water District**

Street Address

City, State, Zip

Phone **(949) 239-2457**

Email **cnewton@scwd.org**

Personal Interest

Why are you interested in being nominated for CWEA Board of Directors?
Commitment and Support (Please review the job descriptions in the Board Bylaws)

I am interested in continuing my service to CWEA at the State level to further support our members and the profession. Serving on the Treasurer's track will allow me to dedicate three additional years to advancing the work of the Board and CWEA staff, ensuring our operations remain financially sound and mission-driven. This position will allow me to chair the Operations Committee and collaborate with our COO to maintain a responsible budget, ensuring that staff and committees effectively manage resources to deliver value to our membership. It will also allow me to serve on the Executive Team, contributing to high-level strategic decisions, while remaining engaged in member-facing initiatives such as publications, conferences, and the Technical Certification Program (TCP).

What do you feel are the most critical duties of this position, and how will you perform them?

The most critical duties of this position include ensuring fiscal responsibility, supporting strategic governance, and upholding CWEA's mission to advance the water environment profession. As Treasurer and a member of the Executive Team, I will focus on maintaining transparency, accountability, and efficiency in financial management. I plan to work closely with the COO, Board, and Operations Committee to ensure resources are aligned with CWEA's strategic priorities and deliver maximum value to members. I will also actively contribute to organizational direction, supporting educational programs and certification efforts that enhance professional growth. Through collaboration, clear communication, and sound financial oversight, I will help ensure CWEA's continued success and sustainability.

Fulfilling the requirements of the position takes a significant amount of time. Discuss your personal time commitment to this position.

I fully understand and am prepared for the significant time commitment required for this position. Having successfully balanced my professional, personal, and volunteer responsibilities for several years, I am confident in my ability to meet the demands of this role. I am ready to dedicate the necessary time to attend meetings, participate in committees, review materials, and collaborate with fellow Board members and staff. My commitment to CWEA's mission makes this an investment in the continued growth of our association and our profession.

Do you have the support of your employer to fulfill the economic and time commitments of this position?

Yes, I have met with my employer, and they have given their full support and approval for me to participate in all required activities and events associated with this position. South Coast Water District recognizes the value of professional engagement in CWEA and supports my continued leadership at the State level. They understand the time and travel commitments involved and have expressed confidence in my ability to balance these responsibilities with my professional duties. This support ensures I can fully dedicate the time and attention needed to fulfill the obligations of this role.

What do you expect of other board members and staff to ensure your experience on the board is satisfying?

I expect collaboration, open communication, and a shared commitment to CWEA's mission. A satisfying board experience is built on mutual respect, professionalism, and accountability. I value thoughtful dialogue, transparency, and collective decision-making focused on the best interests of our members. By fostering a positive, team-oriented environment, I believe we can continue to deliver meaningful outcomes for the association and the water environment community.

FUTURE OF THE ASSOCIATION

Please review CWEA's Strategic Plan flowforward.cwea.org
Check out our most recent [CWEA Dashboard](#).

If elected to this position, what would you do to assist CWEA's function and purpose?

If elected, I would focus on strengthening CWEA's financial integrity, operational efficiency, and member value. I would work collaboratively with the Board, staff, and committees to ensure sound fiscal management and that resources are used effectively to advance CWEA's strategic goals. I would also help enhance educational programs, member engagement, and professional recognition opportunities. Through responsible governance, transparent communication, and support for innovation, I aim to help CWEA remain a leading voice for water professionals statewide.

What areas of the Association can be improved? What abilities do you bring to assist in these improvements?

Areas that can be improved include continuing to enhance member value. CWEA has made significant progress in this area; however, as membership dues increase, so do member expectations for value and engagement. I believe we can strengthen this connection by focusing on both local and State-level initiatives that directly benefit members and highlight the tangible impact of CWEA involvement. I bring the ability to connect with local leaders and the largest segment of our membership base, helping to bridge the gap between local sections and the State organization to ensure CWEA's programs, services, and communications consistently meet member needs and deliver meaningful value.

What do you feel the Board has defined to be the future direction of CWEA? Do you have other suggestions for objectives that you would like to see considered?

The Board has clearly defined CWEA's future around advancing professional excellence, expanding education and certification opportunities, promoting workforce development, and enhancing diversity, equity, and inclusion across the water profession. I fully support these priorities and believe they are essential to sustaining the strength of our industry. Looking ahead, I would like to see continued focus on developing the next generation of leaders—particularly field-level professionals—through mentorship, hands-on training, and leadership development programs.

ATTRIBUTES YOU BRING TO THE BOARD

CWEA looks for the following attributes in CWEA Board members. Please briefly tell us about experiences you have had that demonstrate the following attributes:

Your ability to think strategically and analytically and to effectively communicate your thoughts and the reasons for them.

Through my experience on the CWEA State Board, SRC, and local section leadership, I have developed a strategic and analytical approach to decision-making that balances long-term organizational goals with member needs. As Director of Operations at South Coast Water District, I manage complex systems, budgets, and teams, requiring data-driven analysis and clear communication of priorities and outcomes. I bring this same disciplined, transparent communication style to CWEA discussions—ensuring decisions are informed, inclusive, and aligned with the Association's mission.

Your possession of earned respect of key stakeholder groups and members.

Over my time volunteering, I've earned the respect of peers, staff, and CWEA members through consistent leadership, collaboration, and follow-through. My service as SARBS President, SRC Chair, and State Board Member has allowed me to build strong relationships with local leaders, committee members, and CWEA staff. These connections are built on mutual trust, professionalism, and a shared commitment to advancing the profession. I value these relationships and continue to represent the interests of field professionals and operators with integrity and respect.

Your ability to work well with others as a member of a collaborative group with group decision-making authority and an understanding of the fiduciary duties of loyalty, care, and obedience.

My time on the CWEA State Board and as a senior manager at SCWD has reinforced the importance of collaboration, accountability, and fiduciary responsibility. I understand the duties of loyalty, care, and obedience that come with Board service and approach them with diligence and respect. I value teamwork and believe that diverse perspectives and open discussion lead to stronger decisions. I strive to create an environment where all voices are heard, and the collective mission of CWEA remains at the forefront of every decision.

Your understanding of the differences between “oversight” and “supervision” as a Board member.

Serving on the CWEA Board has provided me with a clear understanding of the distinction between governance and management. As a Board member, my role is to provide oversight—setting policy, guiding strategy, and ensuring accountability—while entrusting day-to-day operations to CWEA’s capable staff. I recognize that effective governance relies on trust, communication, and respect for professional boundaries, ensuring the Board supports staff success without overstepping into operational control.

Your reputation for emotional maturity, personal integrity, and honesty.

Throughout my career and volunteer service, I have been known for my professionalism, integrity, and calm leadership. Whether managing critical infrastructure or navigating complex Board discussions, I approach challenges with composure, fairness, and transparency. I value ethical decision-making and strive to model the principles of honesty and accountability that are central to CWEA’s culture and mission.

Your familiarity with the body of knowledge/subject areas for which CWEA is responsible and within which decisions and choices will have to be made.

With more than two decades in the water and wastewater industry, I have a deep understanding of the technical, operational, and regulatory areas CWEA represents. My involvement in the MER and O&M Committees, along with leadership experience in Collections and Operations at SCWD, gives me practical insight into the challenges faced by our members. I bring both field and management perspectives to Board discussions, ensuring decisions are well-informed and grounded in the realities of the profession CWEA serves.

Personal History/Involvement with CWEA

Please attach a resume of CWEA leadership positions/activities along with a digital photo.

Complete and return by **December 12, 2025**, to:

KATHRYN GIES | CWEA PRESIDENT
c/o CWEA
7677 Oakport Street, Suite 1030
Oakland, CA 94621
vthornton@cwea.org

DUTIES of the Board of Directors (Section 11 of the CWEA Constitution)

11.6. Duties of the Board

11.6.1. Shall be the representative of the Association and shall manage its affairs and establish policies subject to the conditions and limitations prescribed in the Constitution.

11.6.2. Shall receive all Committee reports and take appropriate action on recommendations made in these reports where required.

11.6.3. Shall direct investments and care of the funds of the Association.

11.6.4. Shall make funds available for regular operation of the Association and for specific purpose. The Board, individually and collectively, shall not incur any unauthorized liability on behalf of the Association.

Job Descriptions for the Board of Directors

As part of service on the board, each director is a member of a board committee. Details of the assignment of board committee membership and the responsibility of each board position can be found in the Board Bylaws. A copy of the bylaws can be obtained by contacting Victoria Thornton at the CWEA office or online at:

<https://cweawebstorage1.blob.core.windows.net/cwea-website/governance/constitution/Bylaws.pdf>





Jon Liberzon
Candidate WEF Delegate
Director, South

SAMPLE NOMINATION LETTER

DUE December 12, 2025

Send by mail or email

KATHRYN GIES | CWEA PRESIDENT

California Water Environment Association
7677 Oakport Street, Suite 1030
Oakland, CA 94621
vthornton@cwea.org

Dear Kathryn:

I am a member in good standing with **CWEA** and I hereby nominate:

Jon Liberzon who is a member in good standing with **CWEA** and WEF for the position of (check one):

- Vice President from the South (will be President in third year of four-year service).
- Director at-large from the North (three-year term).
- Director at-large from the South (Treasurer in third year of three-year term).
- Water Environment Federation Delegate Director from the South (three-year term, serving April 2026 to October 2029, voting privilege begins October 2026).

A brief bio of the nominee is attached. I have informed the nominee of this nomination and the requirement to complete the questionnaire and provide a photo by **December 12, 2025**.

Thank you for your consideration of this candidate.

Regards,

Lucia Diaz

CWEA Member/Board Member 2nd Year

NOMINEE FOR CWEA STATE BOARD OF DIRECTORS

Name Jon Liberzon
Title Emerging Technologies Process Engineering Lead
Employer Black & Veatch
Street Address 220 Commerce Suite 200
City, State, Zip Irvine, CA 92602
Phone (949) 471-3933 Email LiberzonJ@BV.com

Personal Interest

Why are you interested in being nominated for CWEA Board of Directors?

Commitment and Support (Please review the job descriptions in the Board Bylaws)

I have found my last 2.5 years on the board to be both fulfilling and enjoyable, and I feel that my efforts have made a significant impact on our industry (for example, through supporting the mentorship program and diversity efforts, reinforcing attention on early career professionals and educators, advocating for more data-driven decisions on program budgeting, supporting local section capacity building, etc.) I would like to continue this work.

What do you feel are the most critical duties of this position, and how will you perform them?

The most critical duties of this position are to become familiar with the strategy and operation of CWEA, to provide oversight, and to advise on how CWEA can best serve its membership and achieve its mission and vision. Additional duties involve supporting the organization through recruitment, messaging, and assisting our members and local sections in communicating with CWEA leadership through our roles as liaisons. This WEF delegate role also includes ensuring a smooth and effective communication and cooperation with the national WEF umbrella organization. I will perform these duties by attending and participating in scheduled meetings, attending events, soliciting and passing feedback, modeling organizational values and volunteerism, and leveraging my strategic thinking and leadership skills to help develop and promote the priorities and momentum of the organization, including new programs and initiatives.

Fulfilling the requirements of the position takes a significant amount of time. Discuss your personal time commitment to this position.

I have dedicated significant personal time to my duties over the last 2.5 years on the board, fulfilling my duties and additionally assisting with committees such as the mentorship program committee, attending events, as well as doing significant recruiting of new volunteers. I have discussed the additional time commitment for the WEF delegate board role with my supervisor and have support to invest this additional time by my employer.

Do you have the support of your employer to fulfill the economic and time commitments of this position?

Yes, I have received support from Black & Veatch for the time and travel commitments associated with this role.

What do you expect of other board members and staff to ensure your experience on the board is satisfying?

Respect, engagement, psychological safety and a generosity of opinions. I expect staff to be responsive and professional and to take board concerns seriously.

FUTURE OF THE ASSOCIATION

Please review CWEA's Strategic Plan [flowforward.cwea.org](https://www.cwea.org/flowforward)
Check out our most recent [CWEA Dashboard](#).

If elected to this position, what would you do to assist CWEA's function and purpose?

I would show up, listen, think deeply, contribute my opinions, make myself available to membership, participate, volunteer, advocate, ask questions, talk up the organization, recruit members and volunteers, protect the interests of CWEA, and drive the board to take well-considered and independent decisions.

What areas of the Association can be improved? What abilities do you bring to assist in these improvements?

The association can improve its engagement and volunteerism, especially with CWEA's membership in Collections. The organization may need to be more data-driven and analytical in measuring the value and cost/benefit of certain programs, such as the community platform, OWEN, and certain events. CWEA also needs to find new ways of marketing itself to early career professionals. I would like to assist in these efforts, and have already suggested the importance of these growth areas in my role on the board.

What do you feel the Board has defined to be the future direction of CWEA? Do you have other suggestions for objectives that you would like to see considered?

The board seeks to grow our membership by targeting underrepresented agencies and educators, to increase training opportunities (largely through expanding online training and new events-based hands-on sessions run by vendors) and to build capacity at local sections. Also, the board has reaffirmed its commitment to rigorously developing the existing certifications (CSM, E&IT, LA) and trainings, as well as newer certs like AWT, mechanical technologist and environmental compliance inspector. I think we need to also assist with better training opportunities for state-operated certifications with poor pass rates (WTO 3+), we need to prioritize better engagement and support for our collections systems membership, and continue to innovate on our in-person events (AC, safety days, etc.) in order to stay ahead of the curve on member value. The move to online that began during covid may also require some reassessing as our membership looks for in-person engagement.

ATTRIBUTES YOU BRING TO THE BOARD

CWEA looks for the following attributes in CWEA Board members. Please briefly tell us about experiences you have had that demonstrate the following attributes:

Your ability to think strategically and analytically and to effectively communicate your thoughts and the reasons for them.

As a consulting engineer and a former technical sales professional, I am regularly asked to analyze and translate complicated, data-rich information for project stakeholders. I have successfully supported, managed and completed many large-scale, high-budget projects in the field of municipal and industrial wastewater treatment, requiring both technical and interpersonal strategy and innovation. I regularly speak at industry conferences, and support organizational strategy at my workplace as well as on the board of Global Water Stewardship, an NGO that supports sanitation development in Latin America.

Your possession of earned respect of key stakeholder groups and members.

Through my volunteering on the CWEA board, DEI task force, mentorship program committee, as a local section liaison, and other CWEA activities, I have earned the support of our members and leaders. In addition, I have earned respect and support from partner and collaborating organizations like WEF (through participation in the Circular Water Economy task force, SYP Summit planning committee, Emerging Contaminants Community of Practice, interactions with the regulatory affairs group through leadership of GWS' regulatory, governance and finance committee), CASA (assisting on the PFI planning committee and as invited speaker at the CASA annual conference and two Innovative technology seminars), WRF (active on several funded projects), and potential future partners such as Engineers Without Borders. I speak regularly at conferences including WEFTEC, and have developed a reputation among clients and collaborators in our industry both in California and beyond.

Your ability to work well with others as a member of a collaborative group with group decision-making authority and an understanding of the fiduciary duties of loyalty, care, and obedience.

My whole career has been based in matrix organizations with team-based work and collaborative decision making. I also have experience on this and other nonprofit boards (GWS). My training at the CWEA board helped me better understand my duties of loyalty, care and obedience.

Your understanding of the differences between “oversight” and “supervision” as a Board member.

Oversight refers to the board's responsibility to monitor, guide, and ensure accountability for the organization's overall direction, performance, and compliance, while supervision implies a more direct, hands-on role in managing people or processes, which is the remit of the Executive Director and COO.

Your reputation for emotional maturity, personal integrity, and honesty. Integrity and honesty are critical in this small industry for maintaining business relationships and the trust of clients and partners. My longstanding success, first as a Vice President of a growing technology developer and provider, and now as a senior engineer and process advisor at a large (\$4.7B annual revenue) engineering firm, attest to my reputation within the industry. Similarly, emotional maturity was a prerequisite for me to move into my executive and supervisory roles. Ultimately, reputation lies in the eyes of others, and I invite you to inquire with clients, coworkers and members of the CWEA community.

Your familiarity with the body of knowledge/subject areas for which CWEA is responsible and within which decisions and choices will have to be made.

I am considered an expert in wastewater treatment plant design, operation and optimization. I am always learning more, and specifically have been learning more about collections, certification processes and best practices for professional education and training.

Personal History/Involvement with CWEA

Please attach a resume of CWEA leadership positions/activities along with a digital photo.

Complete and return by **December 12, 2025**, to:

KATHRYN GIES | CWEA PRESIDENT
c/o CWEA
7677 Oakport Street, Suite 1030
Oakland, CA 94621
vthornton@cwea.org

DUTIES of the Board of Directors (Section 11 of the CWEA Constitution)

11.6. Duties of the Board

11.6.1. Shall be the representative of the Association and shall manage its affairs and establish policies subject to the conditions and limitations prescribed in the Constitution.

11.6.2. Shall receive all Committee reports and take appropriate action on recommendations made in these reports where required.

11.6.3. Shall direct investments and care of the funds of the Association.

11.6.4. Shall make funds available for regular operation of the Association and for specific purpose. The Board, individually and collectively, shall not incur any unauthorized liability on behalf of the Association.

Job Descriptions for the Board of Directors

As part of service on the board, each director is a member of a board committee. Details of the assignment of board committee membership and the responsibility of each board position can be found in the Board Bylaws. A copy of the bylaws can be obtained by contacting Victoria Thornton at the CWEA office or online at:

<https://cweawebstorage1.blob.core.windows.net/cwea-website/governance/constitution/Bylaws.pdf>



KATHRYN GIES | CWEA PRESIDENT

California Water Environment Association
7677 Oakport Street, Suite 1030
Oakland, CA 94621
vthornton@cwea.org

Dear Kathryn:

I am a member in good standing with **CWEA** and I hereby nominate:

_____ Nick Steiner _____ who is a member in good standing with **CWEA** and WEF for the position of (check one):

- Vice President from the South (will be President in third year of four-year service).
- Director at-large from the North (three-year term).
- Director at-large from the South (Treasurer in third year of three-year term).
- Water Environment Federation Delegate Director from the South (three-year term, serving April 2026 to October 2029, voting privilege begins October 2026).

A brief bio of the nominee is attached. I have informed the nominee of this nomination and the requirement to complete the questionnaire and provide a photo by **December 12, 2025**.

Thank you for your consideration of this candidate.

Regards,



Kathryn Gies

CWEA President, 2025-2026

NOMINEE FOR CWEA STATE BOARD OF DIRECTORS

Name **Nick Steiner**

Title **Operations Supervisor**

Employer **Delta Diablo**

Street Address **2500 Pittsburg-Antioch Highway**

City, State, Zip **Antioch CA, 94509**

Phone **(925) 756-1986**

Email **nicks@deltadiablo.org**

Personal Interest

Why are you interested in being nominated for CWEA Board of Directors?
Commitment and Support (Please review the job descriptions in the Board Bylaws)

I am interested in being nominated so that I can continue to serve within my industry. Networking and training are essential to the growth of our industry and continual improvement, I want to help this by serving to help improve CWEA to meet the needs of our members, the industry, and CWEA's vision.

What do you feel are the most critical duties of this position, and how will you perform them?

As Director at-large from the North, I feel this position is to be a voice within CWEA as one of its board members and for the committee I am appointed to serve on. The most critical role would be to be present, up to date on CWEA and trends within the organization, and ready to help mold the direction of CWEA to best benefit our members. Additionally, to support whichever CWEA committee I am appointed to, providing guidance on best practices, resources, and be a voice to the Board of Directors for the committee.

Fulfilling the requirements of the position takes a significant amount of time. Discuss your personal time commitment to this position.

I have a longstanding history of serving CWEA both at the state level through the Super Group and the local section of SFBS. During my time in those roles I have made time available during and after work to help grow the industry. This position appears to require less personal time with the commitment of serving on one board committee, which meets monthly and attending four board meetings a year (2 requiring travel to sothern California). Additionally it requires attending all conferences sponsored by CWEA.



Do you have the support of your employer to fulfill the economic and time commitments of this position?

Yes, everyone from my Department Manager all the way up to my General Manager support my commitment in this role. My agency is supportive of the travel which comes with this role and will cover the costs associated with said travel. Additionally, they are fully supportive of all my roles within CWEA and the timecommitment that come with them. Delta Diablo has been a long supporter of CWEA with multiple employees in volunteer roles at the local section and state level.

What do you expect of other board members and staff to ensure your experience on the board is satisfying?

To be open minded, collaborative, and looking for ways to best serve our members through unity and teamwork. For seasoned board members to help me get up to speed and communicate what has transpired over the last couple of years, the direction we are headed in alignment with CWEA's vision and mission.

FUTURE OF THE ASSOCIATION

Please review CWEA's Strategic Plan flowforward.cwea.org
Check out our most recent [CWEA Dashboard](#).

If elected to this position, what would you do to assist CWEA's function and purpose?

Based on CWEA's mission statement of "empowering, educating, and connecting water professionals to protect public health and the environment. I would look for opportunities to bring new ideas and content (training material) to CWEA based on the desires of the members. Grow the organizations membership, like I have helped do for the SFBS, and look for opportunities to bring more networking and collaboration to members.

What areas of the Association can be improved? What abilities do you bring to assist in these improvements?

I believe the organization as a whole is on an upwards trend. There is a lot of positive growth occurring but there is always room for improvement. I see opportunity to improve and bring more beneficial training to line staff (i.e., wastewater operator training classes and math, collections certification classes, mechanical maintenance classes and material for test prep, etc.). I also see more need for leadership training within the organization and growth within this section of the annual conference and offering. I believe we can improve our connection and support to the local sections. I believe we have made a lot of progress on this front but still can see more work to help build the connection and make them aware of the tools available to them.

What do you feel the Board has defined to be the future direction of CWEA? Do you have other suggestions for objectives that you would like to see considered?

Based on the last leadership retreat I attended, I believe CWEA is looking to grow the organization, expand the amount of members, and look for new innovative ways to reach the members. I believe this is goal 1 of the current strategical plan. Additionally, training and professional development is at the core of CWEA and the second goal. We want to enhance professional growth and improve satisfaction of the members by tailoring the training and resources available to them.

ATTRIBUTES YOU BRING TO THE BOARD

CWEA looks for the following attributes in CWEA Board members. Please briefly tell us about experiences you have had that demonstrate the following attributes:

Your ability to think strategically and analytically and to effectively communicate your thoughts and the reasons for them.

Strategic and analytical thinking are at the core of my job as the Operations Supervisor at Delta Diablo. Overseeing 15 operators and a wastewater budget of 9 million and RW budget of 4. I am constantly being methodical in the adjustment to my department, approach to issues that arise, and path forward to improving the agency. Additionally, I have shown this in my role on the Super Group or Leadership Development Committee through growing that group, increasing members, and looking for strategic ways to better meet the needs of the members through leadership training.

Your possession of earned respect of key stakeholder groups and members.

I have the respect of my colleagues, employees, and leadership as a knowledgeable person, a go to for information and data, and the person who provides valuable input to the organization and projects. I am known as someone with good customer support, both externally and internally, and always looking to collaborate to find the best path forward and a solution that helps us all and the agency/organization.

Your ability to work well with others as a member of a collaborative group with group decision-making authority and an understanding of the fiduciary duties of loyalty, care, and obedience.

I already covered this to some extent but I focus us being one common team aligning to a common goal. Good customer service, both external and internal, is critical. I always have a positive attitude and look to get people to speak up to make sure their voice is heard and we get different opinions, which helps us collaborate and make sure we get the best product for the organization, rate payers, and the public.

Your understanding of the differences between “oversight” and “supervision” as a Board member.

Supervision is being responsible for someone's actions, setting the direction and expectation, and making sure they follow through and complete their job as assigned.

Oversight is more watchful care to monitor someone or an organization's actions to ensure we are meeting our goals, aligning with our strategic plan, and following the rules we have put in place. The direction has been already set but you are making sure our actions are in line with that direction.

Your reputation for emotional maturity, personal integrity, and honesty.

As a supervisor you must have maturity, personal integrity, and honesty. My staff see this in my every day in my ability to not get upset, not take things personally, and to keep a level head. As someone responsible for an NPDES permit you must be honest and have integrity. My employer has seen this in me and promoted me to this position based on my ability and personal integrity.

Your familiarity with the body of knowledge/subject areas for which CWEA is responsible and within which decisions and choices will have to be made.

As Operations Supervisor I have a operations experience, maintenance experience, engineering experience. I was also the recycled water coordinator and have a lot of experience with RW regulations, facility operation, different technologies, etc.

Personal History/Involvement with CWEA

Please attach a resume of CWEA leadership positions/activities along with a digital photo.

Complete and return by **December 12, 2025**, to:

KATHRYN GIES | CWEA PRESIDENT

c/o CWEA

7677 Oakport Street, Suite 1030

Oakland, CA 94621

vthornton@cwea.org

DUTIES of the Board of Directors (Section 11 of the CWEA Constitution)

11.6. Duties of the Board

11.6.1. Shall be the representative of the Association and shall manage its affairs and establish policies subject to the conditions and limitations prescribed in the Constitution.

11.6.2. Shall receive all Committee reports and take appropriate action on recommendations made in these reports where required.

11.6.3. Shall direct investments and care of the funds of the Association.

11.6.4. Shall make funds available for regular operation of the Association and for specific purpose. The Board, individually and collectively, shall not incur any unauthorized liability on behalf of the Association.

Job Descriptions for the Board of Directors

As part of service on the board, each director is a member of a board committee. Details of the assignment of board committee membership and the responsibility of each board position can be found in the Board Bylaws. A copy of the bylaws can be obtained by contacting Victoria Thornton at the CWEA office or online at:

<https://cweawebstorage1.blob.core.windows.net/cwea-website/governance/constitution/Bylaws.pdf>



Nick Steiner Bio

Nick Steiner is the Operations Supervisor for Delta Diablo, where he oversees Delta Diablo's wastewater and recycled water treatment Facilities. Nick has his Bachelor of Science in Business Management and is a certified Grade V operator with over 20 years of experience operating wastewater, recycled water and biosolids facilities. Nick has been with Delta Diablo for 16 years, 14 of which in a leadership role. During his time at Delta Diablo he has been an integral member in helping Delta Diablo achieve its resource recovery efforts.



NOMINEE FOR CWEA STATE BOARD OF DIRECTORS

Name: Helen N. Hu

Title: Operations and Maintenance Manager II

Employer: Sacramento Area Sewer District

Street Address: 8521 Laguna Station Road

City, State, Zip: Elk Grove, CA 95758

Phone: 916-876-6098

Email: HuH@SacSewer.com

Personal Interest

Why are you interested in being nominated for CWEA Board of Directors?

Commitment and Support (Please review the job descriptions in the Board Bylaws)

I am interested in serving on the Board as part of the NRC/SRC Chair Directors because I want to promote coordination between the two committees and ensure we provide support and collaboration to the 17 local sections. Over the last year, officers in both SRC and NRC have made changes to improve collaboration and identified steps to support local sections to overcome challenges (pain points). As the incoming NRC Director, I want to continue our vision of collaboration and support to the 17 local sections while aligning our efforts with CWEA's vision and Strategic Plan efforts.

What do you feel are the most critical duties of this position, and how will you perform them?

As the NRC Chair Director, I think the most critical role is collaborating with the SRC/NRC officers, CWEA staff, and Board Members to ensure our goals are aligned and connecting CWEA (at the state level) with local sections to implement action plans to meet our goals.

Fulfilling the requirements of the position takes a significant amount of time. Discuss your personal time commitment to this position.

I have been a part of NRC over the last 5+ years and have been able to balance my time between work, supporting CWEA activities, and family. Moving forward, I will continue to dedicate the appropriate amount of time to support CWEA activities while balancing my time between work and family needs.

Do you have the support of your employer to fulfill the economic and time commitments of this position?

I have the support of my Director and SacSewer to participate in CWEA activities over the last several years, including allowing time to conduct CWEA business and financial support with my CWEA membership and travel to CWEA meetings. I will continue to have the support from my Director and SacSewer for my new role as the NRC Chair Director over the next 3 years for my time commitment to CWEA activities and provide financial support to attend CWEA meetings and other events where my attendance is required.

What do you expect of other board members and staff to ensure your experience on the board is satisfying?

I hope that other Board members will allow me the opportunity to learn from them and support each other to ensure we will be successful in our endeavors while working together to support CWEA strategic plan efforts.

FUTURE OF THE ASSOCIATION
Please review CWEA's Strategic Plan flowforward.cwea.org
Check out our most recent [CWEA Dashboard](#).

If elected to this position, what would you do to assist CWEA's function and purpose?

As the incoming NRC Chair Director, I want to continue our vision of improving coordination with SRC and provide support and collaborate with local sections that align with CWEA's vision and Strategic Plan efforts. I envision we will be working collaboratively with local sections leaders, Board members, and CWEA staff to implement action plans that will support local section goals and strategic plan efforts.

What areas of the Association can be improved? What abilities do you bring to assist in these improvements?

The NRC/SRC officers have identified several key areas to improve communication and collaboration across all local sections. We will be working with local section leaders and CWEA staff toward prioritizing these areas and developing action plans to address these issues. I believe my ability to bring people together will help bring the group of leaders together to work collaboratively to implement our action plans.

What do you feel the Board has defined to be the future direction of CWEA? Do you have other suggestions for objectives that you would like to see considered?

I don't have any suggestions at this time. If in the future, when I become more familiar with the Board, I would welcome the opportunity to be part of the process to establish future direction of CWEA.

ATTRIBUTES YOU BRING TO THE BOARD

CWEA looks for the following attributes in CWEA Board members. Please briefly tell us about experiences you have had that demonstrate the following attributes:

Your ability to think strategically and analytically and to effectively communicate your thoughts and the reasons for them.

My ability to think strategically and bring people together to achieve our goals has helped me throughout my career. As I advance into higher management positions where these attributes are most important, I believe I can utilize my strength to help our organization bring collaboration and support to those I lead.

Over the last 18 months, as the O&M Manager II leading a section of approximately 200 employees, my abilities to bring my supervisors and managers together and work toward common goals of teamwork, collaboration, trust, and support have shown improvement, albeit in small amounts, our employee engagement survey results have demonstrated improvement in several areas. I attribute these successes to my supervisors and managers and their ability to support our goals while influencing the staff by their actions.

Your possession of earned respect of key stakeholder groups and members.

I believe I have earned the respect and support of key stakeholders over the last five years of my involvement with CWEA based on the following increase level of involvement:

- Support CWEA certification, identify and recommend SMEs to support this effort whether it is within my organization or with other agencies
- Support CWEA annual conference planning, starting with Track Facilitator to Technical Tour Chair, and now serving as Conference Co-Chairs
- Promote CWEA activities, such as award nominations, within my organization and providing CWEA with facilities/conference room support
- Improve collaboration within NRC and SRC officers, in addition to CWEA staff and several Board members

Your ability to work well with others as a member of a collaborative group with group decision-making authority and an understanding of the fiduciary duties of loyalty, care, and obedience.

I am willing to learn and adapt to my new responsibilities while leveraging relationships I have built to foster a collaborative environment so that we can achieve our goals while supporting each other. I treat everyone with respect and if there are any differences, I work toward resolving them to minimize conflicts.

Your understanding of the differences between “oversight” and “supervision” as a Board member.

This is an important distinction; it is especially important in my current role as the O&M Manager II. The O&M Manager II is a second-level management position, reporting directly to the Director. In this role, my direct reports are first level managers and often they have more experience in their area of expertise than I do. I need to trust them and only provide oversight and not supervision. By providing oversight, this allows me to empower them the flexibility to use what is effective for them to lead their group of employees while maintaining the boundary we agreed upon. More importantly, this helps build trust and support with my managers while promoting accountability with the people we lead.

Your reputation for emotional maturity, personal integrity, and honesty.

I believe I have established these attributes based on my career advancements and with those I worked with.

Your familiarity with the body of knowledge/subject areas for which CWEA is responsible and within which decisions and choices will have to be made.

My 22+ years of experience in the water industry and knowledge gained while working with CWEA staff and others in the last 5+ years have prepared me and will aid in my role as the NRC Chair Director. My ability to bring people together to collaborate will allow me to build on already established relationships and new relationships to support each other so that we can come to common decisions that will support CWEA's mission.

Personal History/Involvement with CWEA

Please attach a resume of CWEA leadership positions/activities along with a digital photo.

Complete and return by **December 12, 2025**, to:

KATHRYN GIES | CWEA PRESIDENT

c/o CWEA

7677 Oakport Street, Suite 1030

Oakland, CA 94621

vthornton@cwea.org

DUTIES of the Board of Directors (Section 11 of the CWEA Constitution)

11.6. Duties of the Board

11.6.1. Shall be the representative of the Association and shall manage its affairs and establish policies subject to the conditions and limitations prescribed in the Constitution.

11.6.2. Shall receive all Committee reports and take appropriate action on recommendations made in these reports where required.

11.6.3. Shall direct investments and care of the funds of the Association.

11.6.4. Shall make funds available for regular operation of the Association and for specific purpose. The Board, individually and collectively, shall not incur any unauthorized liability on behalf of the Association.

Job Descriptions for the Board of Directors

As part of service on the board, each director is a member of a board committee. Details of the assignment of board committee membership and the responsibility of each board position can be found in the Board Bylaws. A copy of the bylaws can be obtained by contacting Victoria Thornton at the CWEA office or online at:

<https://cweawebstorage1.blob.core.windows.net/cwea-website/governance/constitution/Bylaws.pdf>

