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The holidays occupy a large part of the calendar year between WEFTEC and New Year's. However, the Board of Trustees, the House of Delegates, and the WEF staff have been busy working on multiple projects, the largest of which is the development and implementation of WEF's new Strategic Plan, which is scheduled for roll-out in Spring 2012. Mark and I will be providing continual updates and likely a presentation or two on how this new Strategic Plan will effect OWEA and our membership.

During WEFTEC11 in Los Angeles, the House of Delegates (HOD) met and formed separate workgroups to discuss strategies and actions centering on three key areas: WEF and HOD Strategic Plan Implementation, Operator Outreach, and Member Association to Member Association (MA to MA) Relationships. Mark and I are both serving on the Strategic Plan Workgroup and here is an update on the work done to date:

1. WEF's Board of Trustees (BOT) is scheduled to roll-out a revised WEF Strategic Business Plan in mid-January, 2012. The HOD needs to be ready to react to the Strategic Business Plan, embrace it, and develop actions how the HOD will ensure acceptance and implementation by the MAs and members.
2. Approximately 25 HOD members serve on the HOD Strategic Plan (SP) workgroup. Conference calls were conducted in December 2011 and January 2012 to discuss ideas and reach consensus.
3. The HOD SP workgroup is centering its energy to provide substantial avenues of information that should be considered by WEF to inform the MAs and members of the new SP. Basic consensus has been reached on the following:
 - ◆ the message needs to be transmitted face-to-face as much as possible;
 - ◆ use of well-developed electronic media presentations should be considered;
 - ◆ WEF should develop a standardized release format for MA publication use and MA web page use;
 - ◆ SP roll-out should be targeted during WEFMAX meetings, WEF conferences and MA annual meetings; and
 - ◆ HOD members and WEF BOT members attending meetings will be leaders in communicating the new SP.

The new WEF Strategic Business Plan will ultimately require changes in how the Board of Trustees and House of Delegates perform their federation-based tasks. The workgroup will continue to work through the core decisions and HOD members will be available to assist MAs in the SP implementation.

Look for timely emails with information detailing the new SP launch and how you can help in its success.

Representatives from the following groups involved with operators: House of Delegates' Operator Outreach Work Group, Plant Operations and Maintenance Committee, Professional Development Committee, Operations Challenge, and Collection Systems Committee's Utility Group have been actively participating in the Operator Initiative Workgroup since WEFTEC 2011. Our own Dianne Sumego (WEF Delegate at Large) is leading this workgroup for the upcoming year. The main goals of this workgroup are to:

- ◆ Develop a repository of operator training programs developed by MAs that can be housed online and utilized by other,
- ◆ Develop a mechanism through which WEF can enhance MA training materials and make them available to all MAs, and
- ◆ Develop recommendations for how the HOD Operator Initiative Workgroup can work with other important groups (Professional Development Committee, Plant Operations and Maintenance Committee, etc.) to stay up-to-date on what each entity is working on, combine efforts to maximize productivity in operator education, and furthering operations and collections as a profession.

These are just a few of the highlights from the active workgroups and Mark and I will provide continual updates on the progress of the active workgroups throughout the upcoming year.

In addition, Mark and I would like to congratulate the OWEA Biosolids Committee for their recent, very successful workshop in Columbus! It was yet another shining example of why plant and collections system operators should become members of OWEA and WEF. Congrats for a job well done gang! I look forward to another successful year of OWEA workshops with record-breaking attendance!

As always, if you have any questions or comments pertaining to WEF activities, please contact Mark or I and we would be happy to discuss them with you.