

Monday, October 28, 2024 – 5:30 p.m.

Board of Directors Governance Meeting Agenda

In-person: AlexRenew Environmental Center (1800 Limerick St)
Ed Semonian Boardroom, Room 600

Virtual: [Microsoft Virtual Events Powered by Teams](#)

Public comments will be received at the meeting. If you wish to speak during public comment, please contact Lorna Huff, Board Executive Assistant, at (703) 721-3500 ext. 2260 or lorna.huff@alexrenew.com in advance. Submission of written statements is encouraged and may be emailed to the Board Executive Assistant. If you need an interpreter, translator, materials in alternate formats or other accommodations to access this service, activity or program, contact the Board Executive Assistant at least three business days prior to the meeting.

A recording of the meeting will be posted on alexrenew.com after the meeting.

No.	Time	Item	Presenter	Action
1.	5:30 p.m.	Call to Order	Chair	
2.	5:32 p.m.	Approval of Agenda	Chair	Motion
3.	5:35 p.m.	Public Comment Period	Chair	
4.	5:45 p.m.	Consent Agenda a. Minutes from September 18, 2023 meeting (Tab 1)	Chair	Motion
5.	5:50 p.m.	Unfinished Business a. None	Chair	
6.	5:50 p.m.	Annual Board Assessment (Tab 2)	Chair	Discuss
7.	6:50 p.m.	Board Administration Items a. Board Composition Matrix (Tab 3) b. Board Stakeholder Matrix (Tab 4) c. Board Annual Retreat Themes (Tab 5) d. Paperless Meetings	Chair	Discuss
8.	7:30 p.m.	Adjourn	Chair	Motion

Times shown are approximate start times and serve as guidelines.

Minutes of the AlexRenew Governance Committee Meeting
Monday, September 18, 2023
5:30 p.m.

On Monday, September 18, 2023, at 5:30 p.m., the AlexRenew Board of Directors held a Governance Committee meeting in the Ed Semonian Board Room at 1800 Limerick Street and broadcast via Microsoft Teams with the following present:

Members: Mr. James Beall, Committee Chair (Chair)
Mr. John Hill, Board Chair, Ex Officio
Ms. Rebecca Hammer, Committee Member
Ms. Adriana Caldarelli, Secretary-Treasurer
Mr. Mark Jinks, Board Member

Staff: Mr. Justin Carl, General Manager and CEO
Ms. Caitlin Feehan, Chief Administrative Officer
Ms. Lorna Huff, Executive Assistant to the Board and CEO

Counsel: Ms. Amanda Waters, McGuireWoods, LLP

Consultant: Ms. Sally Magee, Magee Leadership Consulting,

1. Call to Order

The Chair called the meeting to order at 5:32 p.m.

Ms. Waters reported that while the Board Chair in his ex-officio capacity and other members are in attendance, only Committee members - Mr. Beall and Ms. Hammer - can vote to advance items to the full Board. Mr. Beall noted that despite the limitations on voting, he wanted participation from all members in attendance.

2. Approval of Agenda

The Chair requested a motion to approve the Agenda as mailed. Ms. Hammer moved and Mr. Beall seconded. The Committee unanimously approved.

3. Public Comment

There being no members of the public in attendance, the Chair closed the public comment period.

4. Consent Agenda

The Chair directed members to the minutes from the April 18, 2023 meeting and inquired if they had questions or comments. Ms. Hammer was not a member of the Board at that time. The Chair had no comments on the minutes and moved approval of the Consent Agenda. Ms. Hammer seconded. The Committee unanimously approved.

5. Unfinished Business

None

6. New Business

a. Board Self-Assessment Summary

The Chair reviewed the results of the Board Self-Assessment and focused the discussion on areas

where members were not in alignment. Members discussed AlexRenew's role in the community currently and in the future given the near-term completion of RiverRenew, and City issues such as housing affordability, storm water, and flooding. Members debated whether and how such issues affect how the Board sets AlexRenew's vision and strategic outcomes.

Ms. Caldarelli noted over the past few years, the Board had to focus on the RiverRenew project and how to keep rates affordable, which hampered the Board's ability to fully focus on long-term priorities.

Members additionally discussed whether the organization was reaching all citizens in Alexandria equally. Mr. Hill reported that the citizens that he interacts with at Stakeholder Advisory Group (SAG) meetings and other meetings may not be representative of the average citizen in the City of Alexandria and members should explore ways to reach the "average Alexandria resident".

Ms. Hammer discussed the section in the Assessment about the Board's composition. There was agreement among members about mutual respect and trust as well as size, diversity, and succession planning. Ms. Hammer reported that some of the comments and feedback are being addressed in the update to the Board Roles & Responsibilities especially in the area of succession planning.

The final section was on the Board making sound financial policies with which there was strong agreement.

b. Review and Approve Policy Updates

c. Review and Approve New Policies

The Chair recognized Mr. Carl who referenced Items 6b and 6c of the Agenda noting that staff reviewed and updated the Board Roles and Responsibilities, Overview of Board Committees, Financial, and Ethics Policies in addition to introducing two new policies: Environmental Justice and Board Orientation.

Ms. Waters reviewed the major changes to the various policies and requested feedback from members.

Mr. Carl provided an overview of the Financial Policy updates noting annual audit requirements, the annual audit process, and incorporation of the Write-off Policy with minor updates to the write-off requirements. Members discussed changes and clarifying language to the Financial Policy and Ethics Policy. Members requested a definition of 'active' vs. "inactive" accounts in the write-off section of the Financial Policy. Mr. Carl reported that staff will work with the Finance and Audit Chair to finalize the Financial Policy.

Mr. Hill drafted a preamble and requested it be added to the Board Roles and Responsibilities Policy stating the "Why" for the AlexRenew Board: *"The Board is responsible for the success of AlexRenew in achieving its mission of effective and compliant wastewater treatment."* Ms. Caldarelli requested a citation from the Virginia Code be incorporated as well. After adding Board member edits to the Board Roles and Responsibilities and Ethics Policies, the Chair moved approval to present the policies to the full Board for approval. Ms. Hammer seconded. The Committee unanimously approved.

Mr. Carl discussed two additional policies: Board Member Orientation Policy and the Environmental Justice Policy. Mr. Jinks suggested that the new Board Manual be provided in a three-ring binder so policies can be easily inserted when updated.

The Environmental Justice Policy was first drafted in 2021. Staff wanted to update the policy to

ensure that it reflected what the organization does and can do in this area. Ms. Hammer requested a statement of what the affirmative goal is around the Environmental Justice Policy. Mr. Beall requested that the Policy be tabled. There was no additional discussion, the Chair requested a motion to approve the Board Orientation Policy. Ms. Hammer moved and Mr. Beall seconded. The Committee unanimously approved.

The Chair thanked Ms. Hammer for her work on the policies.

Ms. Waters provided a flow chart to explain to members what a public meeting is as defined by the Virginia Freedom of Information Act (VFOIA) and how members may interact via email to avoid VFOIA violations.

7. Introduction of Board Retreat Facilitator, Sally Magee

Mr. Carl provided the schedule for the January Board Retreat including a team building session at Building Momentum.

Mr. Carl introduced Ms. Magee who reviewed AlexRenew's existing 2040 mission, vision, and strategic outcomes. At the retreat work session, members will refresh the existing mission, vision, and strategic to look beyond 2040.

In advance of the Board Retreat, Ms. Magee requested that members complete the CliftonStrengths assessment by October 31, 2023.

There being no additional business, the Chair requested a motion to adjourn. Ms. Hammer moved, Mr. Beall seconded. The Committee unanimously approved.

The meeting adjourned at 7:32 p.m.

APPROVED

Committee Chair



2024 Board Self-Assessment

AlexRenew Board of Directors

October 28, 2024

OVERVIEW

Boards that are best equipped to lead their organizations are self-aware, function in constructive partnership with their chief executive officer, and are committed to continually improving their performance. Board self-assessment enables the organization's leadership to identify gaps between current performance and expected or hoped-for performance, as well as chart a course of improvement, refinement, and/or further progress.

This questionnaire is the first step on the path toward assessing the Board's performance in its most essential leadership responsibilities. It will help you and your fellow Board members examine your current activities, practices, and procedures to identify areas of weakness and strength and chart a path towards building a stronger Board.

Please respond to each question in a manner that most accurately assesses the current performance of the Board.

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SELF-ASSESSMENT QUESTIONNAIRE

1. What can AlexRenew do to help support your role and responsibilities as a Board member? The Board exercises responsibility in the following areas:

- a. Establish and oversee the organization's mission and vision through strategic planning.
- b. Provide strategic oversight of the CEO.
- c. Ensure the organization's financial health through the annual budget process and audit.
- d. Practice governance through orientation of new members and conducting regular performance evaluations.
- e. Advocate in the community to develop interest in serving on the Board and succession plan.
- f. Enhance the organization's public standing by effectively articulating the organization's mission, accomplishments, and goals to the community.

- *AlexRenew provides excellent support for Board members in carrying out our responsibilities. The strategic planning process undertaken during the retreat earlier this year provided us the opportunity to clearly set out a mission, vision, and goals. AlexRenew's actions are described to the Board in the context of which strategic goals they support, which is helpful. We should continue to set aside time to ensure activities and operations continue to align with the strategic plan. The materials provided to the Board in advance of meetings are always clear and thorough, and we are always provided with transparent and comprehensive financial information. To support our responsibility for CEO oversight, perhaps periodic performance reports or self-assessments by Mr. Carl would be useful. We might also benefit from more opportunities to interact or hear from members of the public other than Board meetings, which are sparsely attended.*
- *I believe the Board does an excellent job with regard to strategic planning and financial oversight (An A grade for items a, b, c). The orientation of new Board members has improved substantially in recent years (B grade for item b). Regarding AlexRenew's public standing, the full-time staff of AlexRenew does an excellent job in communicating the mission, goals and accomplishments of AlexRenew; the Board supports those efforts with their presence at public events – but could play a bigger and more visible role in those events (B for item f). Succession planning for the Board is perhaps the area of weakest performance (C for item e).*
- *Explain in the decision memos and the Proposed Budget document sent to the Board the rationale for the recommendations being made. Get more meeting Power Point presentations to the Board at least three days before the meeting.*
- *Continue to communicate issues and concerns at Board meetings (and between meetings as required). Identify areas where AlexRenew staff need input from the Board members (particularly if for concerns between meetings).*

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2. Is the Board engaging all stakeholders equitably?

- *Right now there are two main opportunities for stakeholders to engage with members of the Board: our Board meetings, and civic association meetings that Board members attend. Both of these options are more likely to be taken advantage of by community members that have evenings free to attend meetings, e.g. those without family/childcare responsibilities, which makes it hard for some segments of the population to participate. We should discuss how to create other pathways for engagement such as a way for people to contact Board members outside of these two forums if their schedule doesn't permit them to attend.*
- *No. See the combined answer to Questions 2, 2a, and 2b in the answer box for Question 2b.*
- *There are likely stakeholders who we do not engage with. Particularly civic groups in the community beyond the assigned civic associations*
- *To my knowledge, yes. We have not heard any concerns that we don't engage anyone adequately.*

a. How effectively does the Board engage with stakeholders?

- *It's my understanding that there was robust community engagement during the earlier stages of the River Renew project, although I wasn't on the Board at that time. Currently there is very little direct community engagement happening between the Board and stakeholders. We should discuss ways to create new opportunities for the Board to hear from members of the community.*
- *See answer to Question 2b.*
- *Effectively with the stakeholders who we engage with.*
- *We get an A for effort. We use multiple methods to engage stakeholders; we've had good turnout s at public events (particularly for River Renew) but judging by public attendance at Board meetings and rate hearings there is not a lot of concern or interest, and I don't see how we change that.*

b. Are there stakeholders that the Board should engage with more actively?

- *We would benefit from engaging with and hearing more input from low-income ratepayers who might need assistance with bills. I would like to hear their feedback on the LEAP program and payment assistance plans to understand how these options are perceived by the community. We should also start thinking about engagement plans for upcoming construction projects that will affect the community directly (e.g. the Commonwealth interceptor).*
- *The outreach performed by the Board seems to be unequally focused on a small number of existing civic associations and the residents of Old Town living near the River Renew construction sites. I am concerned that the Board does not adequately understand the concerns of the residents in Alexandria's West End. In addition, the concerns of Alexandria's business community are not monitored in an organized and ongoing manner.*
- *City Environmental Policy Commission, groups representing persons of color, renters and the business communities (beyond the Eisenhower Partnership)*
- *We should engage more with stakeholders who could benefit from the LEAP program. I'd also like to get an idea of how our rates affect low-income stakeholders, particularly in comparison to other living costs.*

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3. How diverse, in terms of skills, background and perspective, is the Board?

- *The Board has a fairly diverse skill set - finance, law, environmental policy, nonprofit advocacy, engineering, city manager (which is basically all the skills). It's less diverse in terms of background/demographics.*
- *The Board has the proper mix of skills (finance, environmental science, regulatory requirements, construction, familiarity with Alexandria). However, its demographic diversity needs to be expanded. The members live in the eastern area of the city, they are white, high-income professionals mostly of retirement age, living in detached houses.*
- *Historically not diverse but improving.*
- *In terms of skills, background and perspectives, very diverse. We are not geographically diverse nor does the Board reflect the City's ethnic diversity.*

a. Are there specific skill sets or expertise that the Board currently lacks?

- *As we now have an opening on our Board, it would be good to have a member who can provide expertise in public health issues relevant to wastewater utility operations (CSOs, PFAS, impact of water service disconnections, for example). Expertise in community engagement and stakeholder relations would also be helpful.*
- *The Board has the proper mix of skills and expertise. It's diversity in background that it lacks.*
- *None comes to mind.*
- *Looking at Clifton Strengths we are weak in Influencing and Relationship Building.*

b. Are diverse perspectives integrated into the Board's decision making?

- *The perspectives integrated into the Board's decision-making process are about as diverse as the Board itself, since we currently don't have the opportunity to hear from many other stakeholders.*
- *See Question 3c.*
- *Other than what Board members may raise, not often are there diverse perspectives raised. The public is largely disengaged from AlexRenew's work (other than River Renew).*
- *Yes*

c. Is the Board affected positively (or negatively) by its current composition?

- *The Board gains a lot from the current diversity of its membership composition but there is room for improvement.*
- *I worry that the Board considers rates from the perspective of people like us (i.e. highly paid professionals, deeply concerned about the environment, living in detached houses). I am concerned that we really don't see how a rate increase actually appears to a lower-income household who pays AlexRenew indirectly through their monthly rental fee. I have the same concerns about the impact of Alex Renew fees – especially the connect charges – on small business owners.*
- *This is not an either-or-subject. The current and just added-to composition of the Board improves the knowledge and diversity of the Board. With just five Board members, the membership is nearly always going to fall short of having all the needed KSA's.*
- *I don't see that the Board's current composition affects it negatively. We have had a great deal of change in the Board in the last two to three years while still working cooperatively and effectively, but I believe more team building, whether formal or informal, could be useful.*

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4. How well do you know and trust each other?

- *I'm the newest Board member (for a little while longer anyway), but I feel that I know the other Board members fairly well and we have a trusting working relationship.*
- *I fully trust the other Board members. The selection process for the new GM did much to increase the collegiality and level of trust among board members. I know each of them well enough to understand when they are uncomfortable with an issue and may need a private off-line chat to express their concern or a gentle nudge to express their opinion.*
- *Trust is present, but I would not say that the level of interaction the Board Members have with each other creates indepth knowledge of each other.*
- *We need to do some work in getting to know each other better. See previous response.*

a. To what extent does the Board's decision-making process ensure inclusivity?

- *Since the Board is small, all the decisions I've been part of so far have been made as a group and by consensus, which is a good process for ensuring inclusivity.*
- *The board votes are almost always unanimous.*
- *We can likely do a better job of ensuring that a Board member's silence on a subject does not necessarily mean concurrence with the Board direction / pending decision.*
- *My impression is that as a group we welcome and encourage open discussion, (but it is easy to do so when we rarely have significant policy disagreements.)*

b. Have you ever felt hesitant to voice a differing opinion during Board discussions?

- *No, I've always felt welcome and open to voice my opinion even if it differs from that of other Board members.*
- *Never*
- *No*
- *No*

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5. What topics should the Board be addressing that are currently overlooked?

- *I'd appreciate the chance to talk more about sustainability initiatives that AlexRenew is or could be pursuing - I believe that's not a topic we've discussed much. Climate change resilience efforts as well.*
- *The answers to Questions 5 and 5a are combined into a single answer to Question 5c.*
- *Climate Change impacts on AlexRenew and what is being done or planned*
- *Board succession; how to better engage the public in the nuts and bolts of what we do.*

a. Is the Board allocating sufficient time to consider strategic direction issues?

- *Overall I'd say yes, but it wouldn't be a bad idea to set aside time periodically to review AlexRenew's progress toward the goals we set out in our five-year strategic plan and discuss additional opportunities to make progress.*
- *The answers to Questions 5 and 5a are combined into a single answer to Question 5c.*
- *Generally, yes for the decisions that the Board is making. For any strategic direction not discussed, I don't think that this is a matter of allocating sufficient time, rather it is likely the absence of consideration by the staff and the Board of topics to place on the Board's agenda.*
- *Yes*

b. Are there tasks the Board spends too much time on and might be addressed more briefly or bimonthly instead of monthly?

- *I don't think there are any monthly discussions that are taking too much time. The monthly outcomes report is usually brief and includes important information.*
- *I like the sequencing, flow, and time allotments, for all agenda items. I wouldn't make any substantial changes. One thing to consider, though, there are times when our review of the monthly report and RR update gets brief treatment simply because it's at the end of a long meeting. We might consider times when it may be moved closer to the top of the agenda. (Not always - only when there is an item in the monthly report or RR update that requires special attention)*
- *No*
- *Short answer is no. There are the usual agenda items (day-to-day operations, monthly financials) which need the Board's monthly attention but typically don't require much time. In the last year or so, we've had one or two different, non-typical items each month (e.g. PFAS), which leads us to consider potential long-term issues; some of these may eventually bubble up (as River Renew did) to become monthly or semimonthly agenda items.*

c. How is the external world changing in ways that are not reflected in Board conversations?

- *The Board could probably do more to stay on top of changing local, state, and federal requirements that affect AlexRenew. As I mentioned above, climate change and how it affects Renew could be centered more in our conversations. I do think that the Board is discussing an important way that our community is changing, which is that the cost of living in Alexandria continues to increase and many households are experiencing heightened financial burdens - and we should continue to do so.*
- *The board does a very good job in focusing on the 5-to10 year horizon facing Alex Renew. That is, the completion of River Renew and upgrading the fundamental processes of the plant where new technology and compliance requirements require a significant investment in re-design and re-engineering.*
- *I am concerned that we may not be spending enough time thinking about the future beyond ten years and the world beyond the walls of the plant. On the longer-term horizon, we need to be prepared for the cross-cutting problems (e.g. tidal rise, biosolid disposal) where a singular AlexRenew-only focus is not broad enough. For these problems, a more regional approach may be required. Because it takes decades to build the political support and alliances required for these types of problems, a longer and broader view needs to be integrated into our planning. "*
- *I think that the impacts of Climate Change and the implications on AlexRenew need more discussion, as well as the Board needs a better understanding of what directions/actions other wastewater agencies (authorities or municipal departments) are considering/taking with some focus on the DC region.*
- *1)We are a much more civil community than the world outside the plant grounds. 2) I'd like to think we have a good grasp on the issues and uncertainties that affect us now and may affect us in the coming months/ years/ decades but the unknowns always jump up and bite you.*

6. What do you see as being discussed but never resolved?

- *I haven't experienced this problem with any issues during my relatively short tenure on the Board.*
- *Coordination with the city government in the areas where stormwater and sanitary sewers intersect will always be a problem. I don't believe there is a simple or all-encompassing solution to this problem. Instead, our approach needs to be very focused and project-specific.*
- *The issue of how to systematically address low-income ratepayer households ability to pay AlexRenew charges either through lower rates or credits has not been resolved as there are legal and political challenges that have to be worked through.*
- *Lately, its been affordability, as well as the nexus between the City's stormwater capacity and its relation to the plant, with occasional thoughts of taking more responsibility for the City's storm infrastructure. About eight years ago we spent a year talking about the CSO but never seemed to resolve it- until we did. Some things need to be discussed at length.*

a. Are action items tracked and completed in a timely manner?

- *I'm always impressed by how quickly action items are completed.*
- *Yes – the GM and the Board Secretary are immediately responsive do a superb job at that.*
- *Yes*
- *Yes*

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7. What would make our Board meetings more rewarding and productive?

- *Our meetings are already very productive - we get a lot done! And while meetings are already rewarding, they can continue to be even more rewarding if we take a bit of time regularly to celebrate any recent successes and accomplishments.*
- *I like all of the changes that the new GM has made to the Board meetings. The increased involvement of AlexRenew staff has been a very positive step. I especially like the "for information only" topics that don't require immediate board action (e.g. the recent discussion of the Wellness Program, and PFAS). These give the Board a broader view into the context and workings of AlexRenew. Keep it up!*
- *No thoughts on this at this time.*
- *I have no complaints. Staff communicates (both inside and outside meetings) in a timely and effective manner with us; we have efficient, productive meetings. I rarely leave a Board meeting feeling I've wasted any of my time.*

a. Is the agenda format consistent from meeting to meeting to ensure continuity of strategic discussions?

- *Yes, the format seems consistent. Topics that aren't resolved in one meeting are carried over into the following meeting to ensure nothing drops off the agenda.*
- *I like the current format where the "action now" items are in the first part of the meeting and the long-term "information only" items are in the second part of the meeting.*
- *Yes*
- *Yes*

b. Are there suggestions to improve the structure or flow of Board meetings?

- *Nothing that I can think of.*
- *Name tags, and when appropriate, introduction for the AlexRenew staff (don't embarrass anyone) who attend Board meetings - even when they are simply observing. Remember board members are on-site only once per month so they may forget an employee's name.*
- *No*
- *I can't think of anything*

c. Are there suggestions to improve the efficiency or impact of Board committees?

- *As a member of the governance committee, I'm glad that we're taking a more structured approach to the committee's responsibilities and meeting schedule moving forward because I think it'll be helpful to have a clearly articulated set of tasks for which the committee is responsible and a timeframe on which those tasks are to be accomplished. (This seems clearer on the finance/audit committee side.)*
- *Once the board policies have been updated, the Governance committee might consider developing a more structured and annually repeatable process for assessing AlexRenew's progress in advancing toward the goals of the strategic plan. That assessment could be vital input for the annual review of the GM's performance.*
- *None come to mind*
- *For Governance, twice yearly meetings will help us focus more on specific issues.*

d. Are Board decisions typically data-driven and evidence-based?

- *Yes, I think they are. I appreciate that any data/information Board members request is always provided promptly to help us make decisions.*
- *Yes – always.*
- *Yes*
- *Evidence based, yes. Data driven, it depends. We've been willing to put decisions off for more thought when we didn't need an immediate decision or need more information.*

END



2024 BOARD SELF-ASSESSMENT SUMMARY

BOARD OF DIRECTORS GOVERNANCE MEETING | OCTOBER 28, 2024

1

What can AlexRenew do to help support your role and responsibilities as a Board member?

Major Themes

- / Board members appreciate AlexRenew staff support
- / Strategic planning and goal alignment is a strong process
- / Staff memos and presentations should contain sufficient detail and articulate context
- / Board could play a bigger role with the community
- / Succession planning is an area of improvement
- / Opportunities to improve CEO oversight responsibility

“We should continue to set aside time to ensure activities and operations continue to align with the strategic plan”

ACTION ITEMS: **(1)** Create opportunities for board members to interact with the public; **(2)** Improve succession planning; **(3)** Continue to improve Board package details; **(4)** Develop process for CEO oversight

2

Is the Board engaging all stakeholders equitably?

- a) How effectively does the Board engage with stakeholders?
- b) Are there stakeholders that the Board should engage with more actively?

Major Themes

- / Board has limited pathways for engaging the community
- / AlexRenew is effective in engaging those we reach
- / Outside of RiverRenew, the community has a low interest in AlexRenew
- / Board civic association presence is not representative of the community
- / How can we better engage low-income customers to support LEAP?

“We should discuss ways to create new opportunities for the Board to hear from members of the community”

ACTION ITEMS: **(1)** Update civic association representation; **(2)** Engage groups like EPC and business associations **(3)** Identify ways to engage low-income customers; **(4)** Find ways to connect with non-customers (renters)

3

How diverse (skills, background and perspective) is the Board?

- a) Are there specific skill sets or expertise that the Board currently lacks?
- b) Are diverse perspectives integrated into the Board's decision making?
- c) Is the Board affected positively (or negatively) by its current composition?

Major Themes

- / The Board has an appropriately diverse skill set
- / The Board is geographically or demographically diverse
- / Public health, community engagement, influencing, and relationship building skills would be beneficial
- / The perspectives integrated into the Board's decision-making process are about as diverse as the Board itself
- / Challenging to fill all knowledge, skill, and ability areas with a 5-member Board

“We are not geographically diverse, nor does the Board reflect the City's ethnic diversity.”

ACTION ITEMS: (1) Develop Board composition matrix; (2) Develop Board recruitment policy

4

How well do you know and trust each other?

- a) To what extent does the Board's decision-making process ensure inclusivity?
- b) Have you ever felt hesitant to voice a differing opinion during Board discussions?

Major Themes

- / The Board has a trusting working relationship
- / The Board could do more to get to know each other better
- / Typically, the Board has consensus on its decisions
- / Board members feel welcome and open to express their opinions

“We can likely do a better job of ensuring that a Board member's silence on a subject does not necessarily mean concurrence with the Board direction.”

ACTION ITEMS: (1) Create opportunities to engage with fellow Board members outside of meetings (dinner, teambuilding, etc.)

5

What topics should the Board address that are overlooked?

- a) Is the Board allocating sufficient time to consider strategic direction issues?
- b) Are there tasks the Board spends too much time on?
- c) How is the external world changing in ways that are not reflected in Board conversations?

Major Themes

- / The Board generally allocates enough time to consider strategic direction issues
- / Monthly discussions are taking an appropriate amount of time
- / Succession planning should be addressed for Board members
- / The Board appreciates being apprised of long-term issues (e.g. PFAS)

“I think that the impacts of climate change and the implications on AlexRenew need more discussion”

ACTION ITEMS: **(1)** Improve succession planning; **(2)** Present updates on sustainability and climate change; **(3)** Periodically review progress toward strategic goals; **(4)** Spend sufficient time on Monthly Report at meetings

6

What do you see as being discussed but never resolved?

a) Are action items tracked and completed in a timely manner?

Major Themes

- / AlexRenew's role in supporting the City with their stormwater program
- / The issue of how to systematically address low-income ratepayer households
- / Action items are tracked and completed quickly

“Coordination with the city government in the areas where stormwater and sanitary sewers intersect will always be a problem”

ACTION ITEMS: (1) Board to gain alignment on direction for AlexRenew's payment assistance program

7

What would make our Board meetings more productive?

- a) Is the agenda consistent from meeting to meeting to ensure continuity of strategic discussions?
- b) Are there suggestions to improve the structure or flow of Board meetings?
- c) Are there suggestions to improve the efficiency or impact of Board committees?
- d) Are Board decisions typically data-driven and evidence-based?

Major Themes

- / Board meetings are very productive and efficient
- / The agenda and flow of the board meetings are consistent and well received
- / Structured approach to Governance Committee is a positive change
- / Board members believe decisions are evidence based

“The increased involvement of AlexRenew staff has been a very positive step. I especially like the information only topics that don't require immediate board action”

ACTION ITEMS: **(1)** Celebrate wins and successes; **(2)** Introduce AlexRenew staff and provide name tags at meetings; **(3)** Follow-through on Governance commitments





2024 Board Composition Matrix

AlexRenew Board of Directors

October 28, 2024

Overview

AlexRenew's Board of Directors strives to strategically maintain diverse attributes, backgrounds, experiences, perspectives, and skills to conduct its governing functions. By completing this self-assessment matrix, each Board member will help identify opportunities for continued Board growth.

The matrix is organized into two main parts: Areas of Expertise and CliftonStrengths. Board members should rank their top five (5) most proficient areas in Areas of Expertise, with #1 being the most proficient area. The top 5 CliftonStrengths for each Board member are included in the matrix based on results from the 2024 Board Retreat. Figures 1 and 2 further summarize the Board's CliftonStrengths results.

Definitions

Areas of Expertise

Strategic Planning	Ability to meaningfully contribute to the development and implementation of a long-term strategic vision that guides an organization towards achieving its goals and objectives.
Governance	Understands governance principles, legal requirements, and ethical standards.
Financial Oversight	Expertise managing or overseeing the management of municipal financial resources, including budgeting, independent audit oversight, public financing, and rate setting.
Investment Management	Experience overseeing a public organization's investment strategies and portfolios.
Public Procurement	Understands public procurement rules and regulations and types of public procurement methods, including design-build.
Engineering	Has a background in environmental, civil, mechanical engineering or field related to wastewater treatment.
Wastewater Operations	Knowledge and/or experience with wastewater facility operations and maintenance, including the overall functions of AlexRenew's assets.
Technology/IT	Understands the technologies related to the automation of wastewater treatment, cybersecurity, and/or advancements in artificial intelligence.
Regulatory Compliance	Understands the history, drivers, and regulations associated with the Clean Water Act, National Pollution Discharge Elimination System, and other pertinent state and federal water quality regulations.

Local Government	Experience with municipal government operations.
State Government	Experience or strong network with Virginia state government operations including the General Assembly. Ability to influence decisionmakers.
Sector Knowledge	Understands the public wastewater industry in which AlexRenew operates.
Community Involvement	Experience working with, and listening to, communities within Alexandria to build long-term relationships and develop meaningful solutions to complex issues.
Non-Profit/Religious	Experience with local non-profit organizations with missions that align with AlexRenew's vision and mission.

Clifton Strengths Domains

Strategic Thinking	People with dominant Strategic Thinking themes absorb and analyze information that informs better decisions. These themes help people know the facts about what has happened, what is happening, and what is the best way forward.
Influencing	People with dominant Influencing themes take charge, speak up, and make sure others are heard. These themes help people take the What and provide the Why, giving motivation and energy to move forward.
Relationship Building	People with dominant Relationship Building themes build stronger relationships that hold a team together and make it greater than the sum of its parts. These themes help people understand who to involve and who is best for each task.
Executing	People with dominant Executing themes make things happen. These themes help people understand the details and know exactly how it should be done, then they see it through to completion.

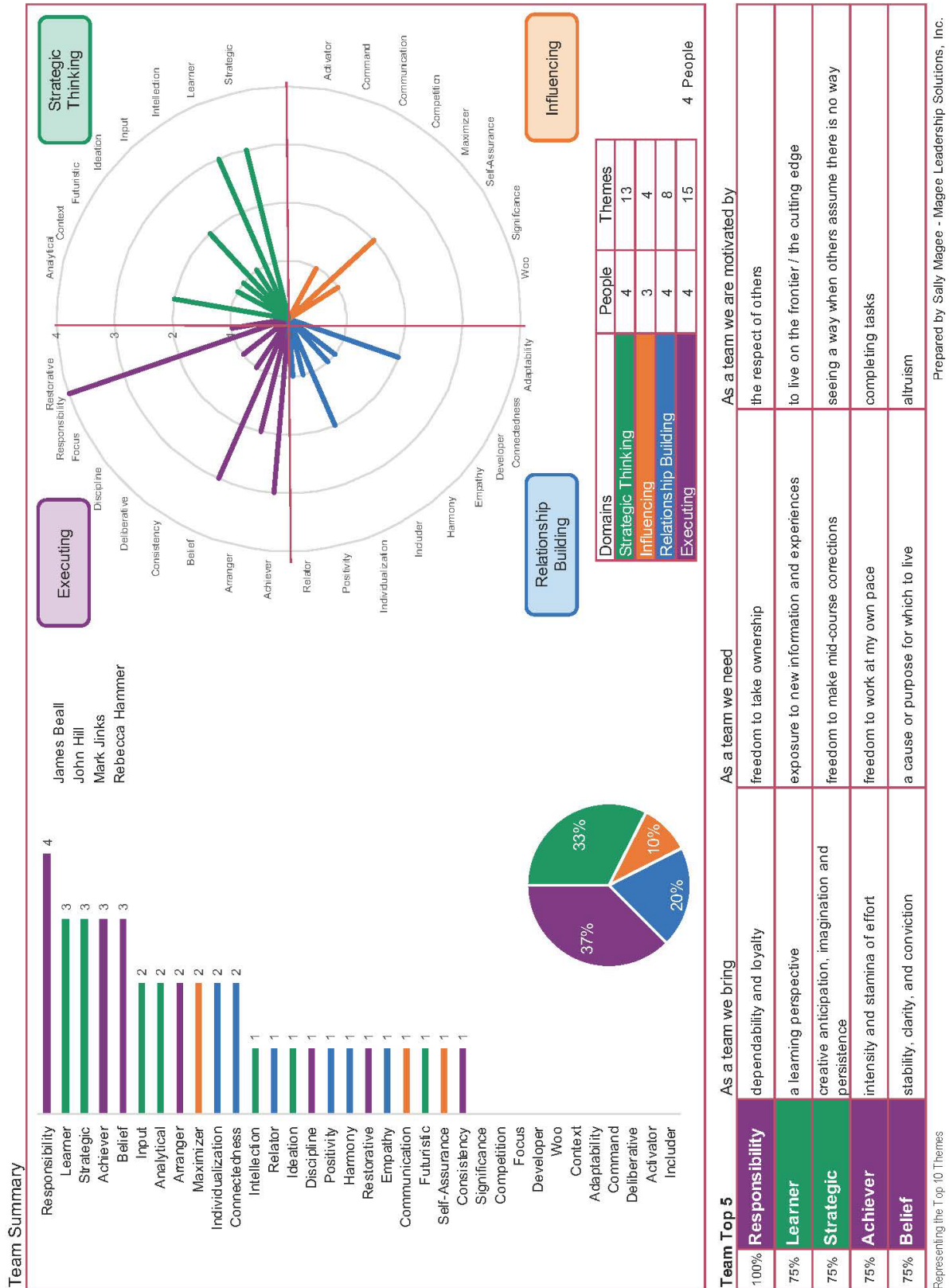


Figure 1. AlexRenew Board CliftonStrengths Team Summary

Team Strengths Grid										Prepared by Sally Magee – Magee Leadership Solutions, Inc.																													
Strategic Thinking					Influencing					Relationship Building					Executing																								
32% 4 People					10% 3 People					20% 4 People					37% 4 People					15																			
People with dominant Strategic Thinking themes absorb and analyze information that informs better decisions.					People with dominant Influencing themes take charge, speak up, and make sure others are heard.					People with dominant Relationship Building themes build strong relationships that hold a team together and make it greater than the sum of its parts.					People with dominant Executing themes make things happen.																								
These themes help people know the facts about What has happened, What is happening and What is the best way forward.					These themes help people take the What and provide the Why, giving motivation and energy to move forward.					These themes help people understand about the team members, Who to involve and Who is best for each task.					These themes help people understand the details and know exactly How it should be done, then they see it through to completion.																								
Analytical					Context					Futurestic					Ideaation					Input					Intellection					Learner					Strategic				
2					0					1					1					2					1					3					3				
6										9					2															7					9				
Name					James Beall					John Hill					Mark Jinks					Rebecca Hammer																			



4

AlexRenew Board of Directors Composition Matrix
October 2024

	JOHN HILL	JAMES BEALL	MARK JINKS	BECKY HAMMER	MOUSSA WONE
# Years on Board	13	9	2	1	0
Original Appointment	1/24/12	3/8/16	9/13/22	6/14/23	10/8/24
Re-elected	1/10/23	1/12/21	N/A	N/A	N/A
Term Expiration	1/31/27	1/31/25	9/30/26	6/30/27	10/31/28
Officer	Chair	Vice Chair	Member	Sec'y Treas	Member
Committee	Ex-officio	Governance (C)	Finance (C)	Governance	Finance
Neighborhood	Rosemont	Del Ray	Taylor Run	Del Ray	West End
Gender Identity	Male	Male	Male	Female	Male
Age					
18-27					
28-43				×	
44-59					
60-69	×	×			×
70-78			×		
79-96					
Race/Ethnicity	White	White	White	White	Black
Areas of Expertise (Top 5)					
Strategic Planning	1		5	4	
Governance	3	3	2		
Financial Oversight	2		1		5
Investment Management			4		
Public Procurement		2			2
Engineering		1			1
Wastewater Operations				5	
Technology/IT					
Regulatory Compliance				1	3
Local Government	5	5	3		
State Government					
Sector Knowledge				2	4
Community Involvement	4			3	
Non-profit/Religious		4			
Clifton Top 5 Strengths					
1	Strategic	Responsibility	Learner	Input	
2	Learner	Input	Analytical	Intellection	
3	Relator	Achiever	Ideation	Discipline	
4	Positivity	Arranger	Belief	Harmony	
5	Achiever	Maximizer	Restorative	Maximizer	

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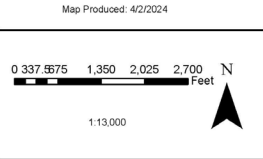


BOARD COMMUNITY MATRIX UPDATE

BOARD OF DIRECTORS GOVERNANCE MEETING | OCTOBER 28, 2024

ALEXANDRIA ASSOCIATIONS

CURRENT BOARD REPRESENTATION



Mapping Standards:
Coordinate System: NAD83 State Plane Virginia North
Projection: Lambert Conformal Conic
Map Units: Feet

This map was produced by the GIS Division of the
Planning and Zoning Department, City of Alexandria, VA.

The maps provided hereunder are provided "as is" and the City expressly disclaims
all warranties, WCC and otherwise, express or implied, including warranties as to
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performance of the maps.

Produced by:
Project #



Legend

Current areas of Board representation

- Association Type
- Condo
 - HOA
- Civic Associations in *Italics*

- Number Association Name
- 1101 KING STREET CONDOMINIUM
 - 1113 S WEST STREET CONDOMINIUM
 - 1500 KING STREET CONDOMINIUM
 - 1600 PRINCE STREET CONDOMINIUM
 - 1705 COMMONWEALTH AVENUE CONDO
 - 1729 CONDOMINIUM
 - 1771 CONDOMINIUM
 - 8261 KING STREET LLC
 - ABINGDON ROW LLC
 - ALEXANDRIA GATEWAY CONDOMINIUM
 - 11 ALEXANDRIA HOUSE CONDOMINIUM
 - 12 ALEXANDRIA KNOXES WEST CONDOMINIUM
 - 13 ALEXANDRIA LAND CONDOMINIUM
 - 14 ALEXANDRIA OVERLOOK CONDOMINIUM
 - 15 ALEXANDRIA REDEVELOPMENT AND
 - 16 ALEXANDRIA SQUARE CONDOMINIUM
 - 17 ALEXANDRIA TOWERS MASTER CONDOMINIUM
 - 18 ANCHORAGE HOUSE CONDOMINIUM
 - 19 ARCH HALL CONDOMINIUM
 - 20 ARLANDRIA CHILLAGUA HOUSING CORPORATION
 - 21 AUBURN VILLAGE CONDOMINIUM
 - 22 BACKYARD BOATS OWNERS ASSOCIATION INC
 - 23 BATTERY FLORE PLAZA LLC
 - 24 BATTERY HEIGHTS HOMEOWNERS ASSOC
 - 25 BEARINGS NORTH CONDOMINIUM

- 26 BEARINGS SOUTH CONDOMINIUM
- 27 BEAUREGARD HEIGHTS CONDOMINIUM/ASSOC
- 28 BEAUREGARD MINOR HOMEOWNERS ASSOC INC
- 29 BEVERLY CREST HOMEOWNERS ASSOC INC
- 30 BEVERLY HILLS MINOR COMMUNITY ASSOC INC
- 31 BLOCK I OWNERS ASSN
- 32 BOLLING BROOK CONDOMINIUM
- 33 BOLLING BROOK TOWERS CONDOMINIUM
- 34 BRADDOCK COVE HOMEOWNERS
- 35 BRADDOCK PLACE CONDOMINIUM
- 36 BRADDOCK PLACE TOWNHOUSES
- 37 BRIGADOON CONDOMINIUM
- 38 BRIGHTON SQUARE HOMEOWNERS ASSOC
- 39 BROCKETS CROSSING CONDOMINIUM
- 40 BROOKFIELD GLEBE ROAD LLC
- 41 BULFINCH SQUARE OWNERS ASSN INC
- 42 CAMERON KNOX OWNERS ASSOC
- 43 CAMERON MEWS
- 44 CAMERON STATION COMMUNITY ASSN INC
- 45 CAMERON STATION CONDOMINIUM
- 46 CANAL PLACE CONDOMINIUM
- 47 CANAL WAY HOMEOWNERS ASSOC
- 48 CANTERBURY SQUARE CONDOMINIUM
- 49 CAPTAINS LANDING INC
- 50 CARLTON PLACE CONDOMINIUM

- 51 CARLYLE CITY RESIDENCES
- 52 CARLYLE OVERLOOK CONDOMINIUM
- 53 CARLYLE SQUARE CONDOMINIUM
- 54 CARLYLE TOWERS CONDOMINIUM
- 55 CARRIDGE WORKS HOMEOWNERS ASSOC
- 56 CARSON PLACE HOMEOWNERS INC
- 57 CATALPA COURT CONDOMINIUM
- 58 CENTENNIAL ROW HOMEOWNERS ASSN INC
- 59 CHAPEL HILL HOMEOWNERS ASSOCIATION
- 60 CLIFF GARDEN TOWNHOUSES
- 61 COBBLESTONE GOVERNANCE INC
- 62 COLECROFT CONDOMINIUM
- 63 COLECROFT OWNERS ASSOC INC
- 64 COLECROFT STATION CONDOMINIUM
- 65 COLUMBIA HEIGHTS HOMEOWNERS ASSOC
- 66 COMMONWEALTH AVENUE CLUSTER
- 67 CONDOMINIUMS AT CAMERON BOULEVARD
- 68 COURTLAND MINOR CONDOMINIUM
- 69 COURTS CONDOMINIUM
- 70 CROMLEY LOFTS CONDOMINIUM
- 71 DARTMOUTH PLACE HOMEOWNERS
- 72 DP PHASE I HOMEOWNERS ASSOCIATION
- 73 DOWNEY CONDOMINIUM
- 74 DUNE CONDOMINIUM/DEVELOPMENT LLC
- 75 DUKE STREET SQUARE COMMUNITY

- 76 DUKE STREET SQUARE COMMUNITY
- 77 EASELY STREET VILLAGE PROPERTY
- 78 EDGALL BLUFF CONDOMINIUM
- 79 EDGALL TERRACE CONDOMINIUM
- 80 EISENHOWER SQUARE HOMEOWNERS ASSOCIATION
- 81 EIGHT TWENTY ONE CONDOMINIUM
- 82 ELDONHURST AT VAN DORN CONDOMINIUM
- 83 FARFAX ROW PROP OWNERS ASSN INC
- 84 FAIRLINGTON CENTER CONDOMINIUM
- 85 FAIRLINGTON CONDOMINIUM
- 86 FAIRLINGTON TOWNE CONDOMINIUM
- 87 FAYETTE COURT CONDOMINIUM
- 88 FORD LANDING
- 89 FORT ELLSWORTH CONDOMINIUM
- 90 FORTY SIX HARBOR CONDOMINIUM
- 91 FOUNDATIONS CONDOMINIUM
- 92 FOURTEEN HOMEOWNERS ASSOCIATION
- 93 FOX WARREN O ASSN INC
- 94 GADSDENS CT HOMEOWNERS ASSN INC
- 95 GARRETS HILL HOMEOWNERS ASSOC
- 96 GENERAL WASHINGTON CLUB CONDOMINIUM/LLC
- 97 GP CONDO LLC
- 98 GREENHOUSE CONDOMINIUM
- 99 GREENS STEAM FURNITURE WORKS
- 100 ST BUILDERS LLC

- 101 HALLMARK CONDOMINIUM
- 102 HAMPTONS AT STONEGATE OWNERS ASSN INC
- 103 HARBOR TERRACE CONDOMINIUM
- 104 HARBORSIDE CONDOMINIUM
- 105 HERBERT ST STATION HOME OWNERS ASSN INC
- 106 HIGHLAND TOWNE AT BROOKVILLE
- 107 HILL CONDO V LLC
- 108 HILL CONDO V LLC
- 109 HILL CONDO V LLC
- 110 HILL CONDO V LLC
- 111 KING HENRY COURT CONDOMINIUM
- 112 KING STREET EXCHANGE CONDOMINIUM
- 113 KING STREET STATION CONDOMINIUM
- 114 KING S CLOISTER COMMUNITY ASSN INC
- 115 KINGSGATE CONDOMINIUM
- 116 LANDMARK GATEWAY LAND CONDOMINIUM
- 117 LANDMARK NEIGHBORHOODS LLC
- 118 LEE MEWS CONDOMINIUM
- 119 LENOX PLACE AT SUNNYSIDE
- 120 LIBERTY ROW CONDOMINIUM
- 121 LLOYDS ROW CONDOMINIUM
- 122 LOFTS CONDOMINIUM
- 123 LOFTS HOMEOWNERS ASSOCIATION INC
- 124 LUNA STREET CONDOMINIUM
- 125 MANCHESTER CONDOMINIUM

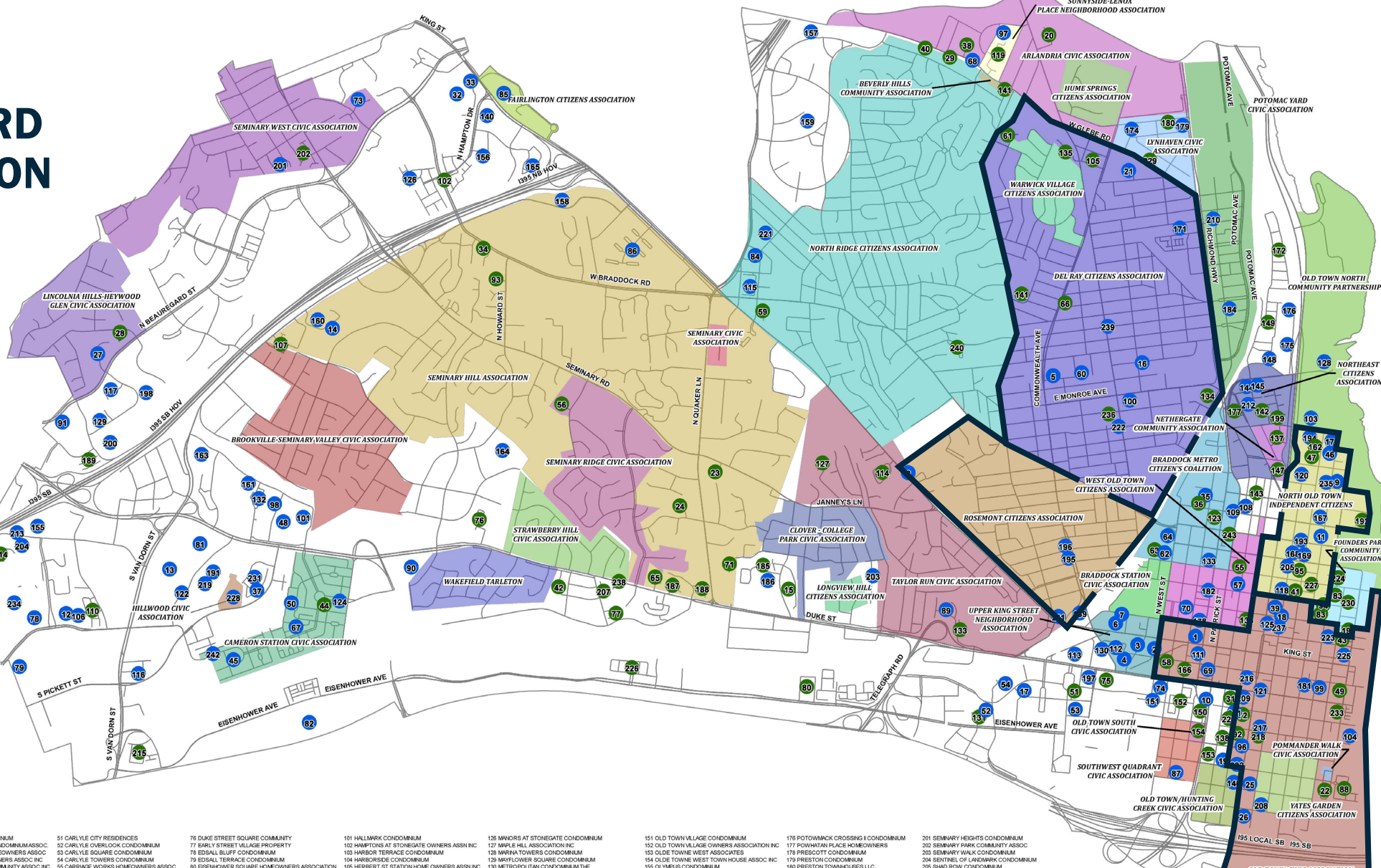
- 126 MINORS AT STONEGATE CONDOMINIUM
- 127 MIRE-HILL ASSOCIATION INC
- 128 MIRRA TOWERS CONDOMINIUM
- 129 MIRRORFLOW SQUARE CONDOMINIUM
- 130 METROPOLITAN CONDOMINIUM THE
- 131 MILL RACE PROPERTY OWNERS ASSOCIATION
- 132 MILLSTREAM TOWNHOUSE CONDOMINIUM
- 133 MONARCH CONDOMINIUM
- 134 MONROE SQUARE PARTNERS LLC
- 135 MT VERNON CT COMMUNITY ASSN INC
- 136 MUIRS COURT HOMEOWNERS ASSOCIATION
- 137 NETHERGATE COMMUNITY SERVICES ASSOC INC
- 138 NINE HOMEOWNERS ASSOCIATION
- 139 NINETEEN SUNSET CONDOMINIUM
- 140 NORTHAMPTON PLACE CONDOMINIUM
- 141 OAK CLUSTER COMMUNITY COUNCIL INC
- 142 OLD NORTH PORT COMMUNITY ASSOC
- 143 OLD TOWN COMMONS MASTER ASSOCIATION INC
- 144 OLD TOWN COURT CONDOMINIUM
- 145 OLD TOWN CRESCENT CONDOMINIUM
- 146 OLD TOWN GREENS CONDOMINIUM
- 147 OLD TOWN GATEWAY OWNERS ASSN INC
- 148 OLD TOWN GREENS CONDOMINIUM
- 149 OLD TOWN GREENS TOWNHOME OWNERS ASSOC INC
- 150 OLD TOWN STATION OWNERS ASSOCIATION

- 151 OLD TOWN VILLAGE CONDOMINIUM
- 152 OLD TOWN VILLAGE OWNERS ASSOCIATION INC
- 153 OLDE TOWNE WEST ASSOCIATES
- 154 OLDE TOWNE WEST TOWN HOUSE ASSOC INC
- 155 OLIVER CONDOMINIUM
- 156 PALAZZO AT PARK CENTER CONDOMINIUM
- 157 PARK EAST CONDOMINIUM
- 158 PARK PLACE CONDOMINIUM
- 159 PARKFARFAX CONDOMINIUM
- 160 PARADES AT ALEXANDRIA
- 161 PAULSON ON THE PARK CONDOMINIUM
- 162 PITT ST STATION HOMEOWNERS ASSN INC
- 163 PLACE ONE CONDOMINIUM
- 164 PLAZA CONDOMINIUM
- 165 PORTER AT PARK CENTER CONDOMINIUM
- 166 PORT CITY HOMEOWNERS ASSOC
- 167 PORT ROYAL CONDOMINIUM
- 168 PORTNERS LANDING PH 1
- 169 PORTNERS LANDING PH 2
- 170 PORTO VECCHIO CONDOMINIUM
- 171 POTOMAC FLATS CONDOMINIUM
- 172 POTOMAC GREEN HOMEOWNERS
- 173 POTOMAC SHORES CONDOMINIUM
- 174 POTOMAC WEST TERRACE LLC
- 175 POTOMAC CROSSING CONDOMINIUM

- 176 POTOMAC CROSSING I CONDOMINIUM
- 177 POTOMAC PLACE HOMEOWNERS
- 178 PRESCOTT CONDOMINIUM
- 179 PRESTON CONDOMINIUM
- 180 PRESTON TOWNHOUSES LLC
- 181 PRINCE STREET CLUB CONDOMINIUM
- 182 PRINCESS STREET CONDOMINIUM
- 183 PRINCESS STREET TOWNHOUSES
- 184 PLUTE HOME CORPORATION
- 185 QUAKER HILL COMMUNITY ASSN INC
- 186 QUAKER HILL CONDOMINIUM
- 187 QUAKER RIDGE HOMEOWNERS ASSOCIATION
- 188 QUAKER VILLAGE HOMEOWNERS ASSN
- 189 QUANTRELL MEWS OWNERS ASSN INC
- 190 QUEENS ROW OWNERS ASSN INC
- 191 REYNOLDS PROSPECT CONDOMINIUM
- 192 RIVERGATE OWNERS ASSN INC
- 193 RIVERPORT CONDOMINIUM
- 194 RIVINGTON CONDOMINIUM
- 195 ROSEBENT CONDOMINIUM
- 196 ROSEBENT STATION CONDOMINIUM
- 197 ROYALTON CONDOMINIUM
- 198 SAVOY HOUSE CONDOMINIUM
- 199 SEASIDE COMMONS HOME OWNERS ASSOC
- 200 SEASIDE CONDOMINIUM THE

- 201 SEMINARY HEIGHTS CONDOMINIUM
- 202 SEMINARY PARK COMMUNITY ASSOC
- 203 SEMINARY WALK CONDOMINIUM
- 204 SETTING OF LANDMARK CONDOMINIUM
- 205 SHAD ROW CONDOMINIUM
- 206 SHAKERS HLL OWNERS ASSN
- 207 SOCIETY HILL HOMEOWNERS ASSOCIATION
- 208 ST ASAPH SQUARE CONDOMINIUM
- 209 ST JOHNS SQUARE CONDOMINIUM
- 210 STATION AT POTOMAC YARD CONDOMINIUM
- 211 STATION PLACE CONDOMINIUM
- 212 STATION SQUARE CONDOMINIUM
- 213 STEVENSON COURT CONDOMINIUM
- 214 STEVENSON SQUARE CITIZENS ASSOC
- 215 SUMMERS GROVE HOMEOWNERS ASSOC
- 216 SWANN DAMPERFIELD CONDOMINIUM
- 217 TAUNTER HOUSE CONDOMINIUM
- 218 TANNERY YARD HOMEOWNERS ASSOCIATION
- 219 TEMPLETON CONDOMINIUM
- 220 TEN HOMEOWNERS ASSOCIATION
- 221 TERRACE TOWNHOUSES OF BEVERLY HILLS
- 222 THOMAS BROTHERS ENTERPRISES LLC
- 223 THOMPSON HOUSE CONDOMINIUM
- 224 THOBACCO KEY OWNERS ASSOCIATION
- 225 TORPEDO FACTORY CONDOMINIUM



- 226 TOWNS AT CAMERON PARKS
- 227 TOWNS AT CHATHAM SQUARE HOMEOWNERS
- 228 TOWNS OF HILLWOOD CONDOMINIUM
- 229 Towns of Potomac Yard
- 230 UNION ST TOWNHOUSES LP
- 231 WARELEIGH CONDOMINIUM
- 232 WASHINGTON SQUARE CONDOMINIUM
- 233 WATERFORD PLACE HOMEOWNERS ASSOC
- 234 WATERGATE AT LANDMARK CONDOMINIUM
- 235 WATERGATE OF ALEXANDRIA CONDOMINIUM
- 236 WEST POTOMAC MEWS HOMEOWNERS ASSOC
- 237 WHALES TAIL CONDOMINIUM
- 238 WHEATON GROVE HOMEOWNERS ASSOCIATION
- 239 WINDSOR CONDOMINIUM
- 240 WINDSOR OAKS HOME OWNERS ASSOC
- 241 WOLFE ALLEY CONDOMINIUM
- 242 WOODLAND HALL AT CAMERON STATION
- 243 WYTHE STREET TOWNHOUSES HOMEOWNERS



ALEXANDRIA ASSOCIATIONS

PROPOSED BOARD REPRESENTATION

Legend

-  Proposed areas of Board representation
-  Proposed associations for Board representation (2025)

Area 1

- Arlandria Civic Association
- Hume Springs Civic Association
- North Ridge Citizens Association
- Sunnyside-Lenox Place Neighborhood Association

Area 2

- Del Ray Citizens Association
- Lynhaven Civic Association
- Potomac Yard Civic Association

Area 3

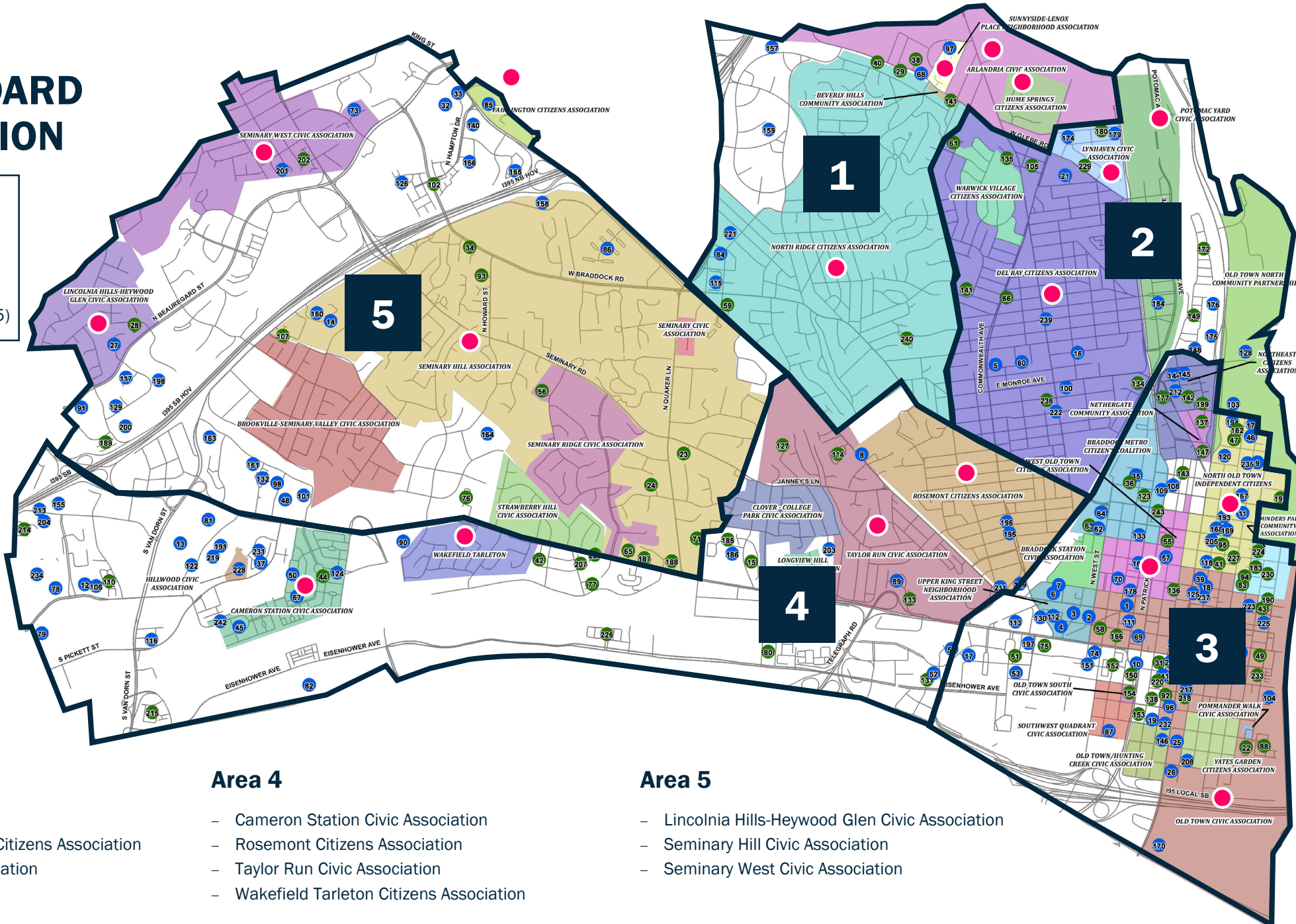
- Old Town Civic Association
- North Old Town Independent Citizens Association
- West Old Town Citizens Association

Area 4

- Cameron Station Civic Association
- Rosemont Citizens Association
- Taylor Run Civic Association
- Wakefield Tarleton Citizens Association

Area 5

- Lincolnia Hills-Heywood Glen Civic Association
- Seminary Hill Civic Association
- Seminary West Civic Association



Civic Association Matrix

Areas 1-3 | Board Assignments and Meeting Information

Area	Association	Contact	Meeting Information	Board Contact
1	Arlandria Civic Association	Name info@arlandria.org	Last Wednesday, monthly 7:00 p.m.	
	Hume Springs Civic Association	Colleen S. hsca.president@gmail.com	Quarterly 6:30 p.m. Armstrong Rec Center	
	North Ridge Citizens Association	Tack Richardson info@northridgecitizens.org	2nd Monday, monthly 7:30 p.m.	
	Sunnyside-Lenox Place Neighborhood Association	Virginia Crump vcrump@capitolcorp.com	4th Monday, monthly 7:00 p.m.	
2	Del Ray Citizens Association	Tim Laderach president@delraycitizen.net	2nd Wednesday, monthly 7:00 p.m.	
	Lynhaven Civic Association	Jerry and Susan Glles info@lynhaven.org	3rd Thursday, monthly 7:00 p.m.	
	Potomac Yard Civic Association	Adrian Lopez Contact	XXX Day, XXX Time	
3	Old Town Civic Association	Steve Milone president@theoldtowncivicassociation.org	2nd Wednesday, monthly 7:00 p.m.	
	North Old Town Independent Citizens Association	Mary Harris notice.communications@gmail.com	Meets 3 times per year	
	West Old Town Citizens Association	Dino Drudi WOTCAalexandria@gmail.com	2nd Thursday, every other month Time	

AlexRenew Board of Directors

Civic Association Matrix

Areas 4-5 | Board Assignments and Meeting Information

Area	Association	Contact	Meeting Information	Board Contact
4	Cameron Station Civic Association	Arthur Impastato cameronstacivic@gmail.com	3rd Tuesday, monthly 7:00 p.m.	
	Rosemont Citizens Association	Jol Silversmith info@rosemontcitizensassoc.org	3rd Wednesday, every other month 7:00 p.m.	
	Taylor Run Civic Association	Eve Anderson TaylorRunCA@gmail.com	3rd Tuesday, monthly 7:30 p.m.	
	Wakefield Tarleton Citizens Association	Erin Winograd erin@winograd.us	3rd Wednesday, monthly 6:30 p.m.	
5	Lincolnia Hills-Heywood Glen Civic Association	Name Contact	XXX Day, XXX Time	
	Seminary Hill Civic Association	Bill Rossello president@seminaryhillassn.org	2nd Thursday, monthly 7:00 p.m.	
	Seminary West Civic Association	Owen Curtis seminarywestcivicassociation@gmail.com	XXX Day, XXX Time	

Other Associations | Board Assignments and Meeting Information

Association	Contact	Meeting Information	Board Contact
Alexandria Federation of Civic Associations	Carter Fleming carterflemming@gmail.com	Last Wednesday, monthly 7:00 p.m.	



BOARD RETREAT THEMES

Regulatory Compliance and Environmental Standards

Permit compliance, legislative priorities, and proactive measures to exceed regulatory requirements

Community Coalition Building

Building a coalition to help advance our mission

Community Engagement

Strengthening relationships with our communities through education and outreach

Circular Water Economy

Contributing to local/regional circular water economy through resource recovery initiatives such as energy generation and water reclamation

Resiliency Strengthening

Improving our climate, economic, cyber, and disaster recovery capability through strategies like supply chain sustainability, climate adaptability, emergency preparedness, contingency planning, and risk management

Team Building Exercise Ideas

- / Boat tour & in-stream water quality sampling
- / Stream Cleanup
- / Governance Games

