



**AGENDA**  
**TWCA BOARD OF DIRECTORS MEETING**  
**Thursday, June 16, 2022, 4:30pm**  
**Kalahari Resort, Round Rock, Texas**

1. Call to Order – President Walt Sears
2. Discussion and possible action on approval of minutes of March 10, 2022 Board Meeting
3. Discussion and possible action on financial reports – Mike Booth, Chair, Finance Committee and Stacey Steinbach, General Manager
4. Report on TWCA Risk Management Fund – Jace Houston, President, TWCA RMF
5. TWCA Membership Update – Adeline Fox, Director of Operations & Membership
6. Discussion and possible action on reports of Panel Chairpersons:
  - a. Drainage Districts Panel – Stan Kitzman
  - b. General & Environmental Panel – Carolyn Ahrens
  - c. Groundwater Panel – Drew Satterwhite
  - d. Industrial Panel – Ty Embrey
  - e. Irrigation Panel – Troy Allen
  - f. Municipal Panel – Wayne Owen
  - g. River Authorities Panel – Kevin Ward
  - h. Utilities Districts Panel – Chris Wingert
  - i. Navigation & Flood Control – Dan Buhman
7. Discussion and possible action on reports of Committee Chairs:
  - a. Bylaws Committee – Walt Sears for Emily Rogers
  - b. Water Laws Committee – Howard Slobodin
  - c. Groundwater Committee – Brian Sledge and Hope Wells
  - d. Surface Water Committee – Lyn Clancy and Walt Sears
  - e. Endangered Species Committee – Glenn Clingenpeel
  - f. Water Quality Committee – Randy Palachek
  - g. Federal Affairs Committee – Tom Ray
    - Texas Water Day – Denis Qualls
    - NWC – Tom Ray, President
    - NWRA – Kevin Ward, President
    - NWSA – Dan Buhman, President
  - h. Membership & Services Committee – Connie Curtis
    - DEI Committee – Lauren Kalisek and Hope Wells
  - i. TGWA Management Committee – Walt Sears
  - j. Any other committee reports
8. Other Business
9. Adjournment (Next Board Meeting is scheduled for Thursday, October 6, 2022 at the San Antonio Marriott RiverWalk)



**MINUTES | TWCA Board of Directors Meeting**  
**Thursday, March 10, 2022, 10:00am | Worthington Hotel, Fort Worth, Texas**

**1. Call to order – President Kathy Turner Jones**

President Kathy Turner Jones called the meeting to order at 9:02am with the following board members in attendance: Denis Qualls, Jonathan Stinson, John Hofmann, Larry Patterson, Darrell Grubbs, Kelley Holcomb, John Chisholm, David Montagne, Paulina Williams, Lauren Kalisek, Howard Slobodin, Patrick Brzozowski, Wade Oliver, Alia Vinson, Sonia Lambert, Steve Walthour, Sonny Hinojosa, Liz Fazio Hale, Troy Allen, Kyle Miller, Barney Austin, Tito Nieto, Ty Embrey, Sam Vaughn, Shirley Ross, Tom Gooch, Emily Rogers, Kim Carroll, Stan Kitzman, Carolyn Ahrens, John Grant, Sharon Citino, Dawn Pilcher, Tom Ray, Randy Palachek, Dirk Aaron, Jace Houston, Brian Sledge, Mark Evans, Jun Chang, Mike Turco, Velma Danielson, Tony Smith, Glenn Lord, Don Carona, Hope Wells, Walt Sears, Wayne Owen, and James Beach. Glenn Jarvis, Heather Cook, and Lyn Clancy joined via Zoom.

Attendees included: Jennifer Smith, Christa Lopez-Reynolds, Jose Davila, Jeff Walker, Jim Sims, Kristie Munoz, Stephane Bergeron Perdue, Stacey Reese, Doug Anders, Timm Johnson, Greg Womack, Jennifer White, Kathleen Jackson, Scott Harris, Eddie McCarthy, Meera Victor, Belinda Raindl, Ivan Langford, Brooke McGregor, Brooke McGregor, Heather Ramsey Cook, Melissa Mack, Veronica Osegueda, Sara Thornton, Nathan Vassar, Simone Kiel, Jessie Spears, Joe Cole, Glenn Clingenpeel, Heath Thompson, and Vanessa Escobar.

**2. Discussion and possible action on approval of minutes of December 3, 2021 board meeting**

Carolyn Ahrens moved and Glenn Lord seconded the motion to approve minutes of the December 2, 2021 board meeting, and the motion passed unanimously.

**3. Discussion and possible action on financial reports –Stacey Steinbach, General Manager**

Stacey reported that we have over 380 attendees at the convention. We hit our budget numbers on the event. She highlighted the balance sheet, P&L (noted that annual convention last year was virtual – so a comparison is not apples to apples), streamlined system for membership dues (up \$70K from last year), and the budget v. actuals. In December, the board authorized hiring a sixth employee but due to several factors TWCA will not be hiring someone at this time. TWCA will be contracting with someone to help run TGWA CE classes. The Executive Committee approved that proposal last week.

Carolyn Ahrens moved and Troy Allen seconded the motion to approve the financial reports, and the motion passed unanimously.

**4. Report on TWCA Risk Management Fund program and annual meeting – Sonia Lambert, President, TWCA RMF**

Sonia reported that the Fund had a board meeting yesterday. Annual meeting elections were finalized and Norman Ashton, John Grant, David Montagne, and Jace Houston were re-elected. The Fund is financially stable and strong as of Jan. 2022 with total assets of 34M. The Fund continues hosting seminars on various subjects – 19 different member entities have attended. Cyber risk assessments have been provided to four pilot members. Service will be available to all members once the pilot is completed. Jace Houston was appointed Chair, John Grant was appointed Vice-Chair, and Stacey Steinbach was appointed secretary. The next board meeting will be May 19 in Austin.

**5. Discussion and possible action on Association Code of Conduct – Kevin Ward**

Kevin provided some background on the NWRA code of conduct. Two years ago, NWRA adopted a code of conduct to protect against future risk to the organization. Kevin mentioned that adopting this code of conduct would protect TWCA. Attendees will check a box as part of the conference registration form.

Dan Buhman moved and Emily Rogers seconded the motion to adopt the code of conduct as presented, and the motion passed unanimously.

6. **Discussion and possible action on 2021 Annual Report – Adeline Fox, Director of Operations & Membership**  
Adeline highlighted the annual report, focusing on a few of the key items including membership, events, and new board members.
7. **Panel caucus reports and ratification of election of board members (newly elected members are shown in bold)**
- Drainage Districts Panel – Stan Kitzman reported the panel had elections and discussed corps of engineers permitting issues.  
Board Seats: Allen Sims and Kim Carroll  
Panel Chair: Stan Kitzman and Panel Vice-Chair: Allen Sims  
Policy Committee: Wes Birdwell and John Genaro
  - General & Environmental Panel – Carolyn Ahrens – standing room only. Lauren talked about the sunset review process for river authorities. Tony updated on TWDB synthesis.  
Board Seats: Laren Kalisek, **Travis Williams**, and Tom Ray  
Panel Chair: Carolyn Ahrens and Panel Vice-Chair: Ed Shackelford  
Policy Committee: Carolyn Ahrens and Howard Slobodin
  - Groundwater Panel – Drew Satterwhite reported that 26 people attended. Brian Sledge provided a primer for the upcoming GW committee meetings. John Dupnik gave a presentation on GAM updates and the Maverick Aquifer.  
Board Seats: Gary Westbrook, **Velma Danielson**, and Drew Satterwhite  
Panel Chair: Drew Satterwhite and Panel Vice-Chair: Mike Turco  
Policy Committee: Dirk Aaron and Bill Dugat
  - Industrial Panel – Glenn Lord reported the panel met with good turnout. The panel discussed desalination and water quality standards, PFAS.  
Board Seats: Ty Embrey and **Heath Thompson**  
Panel Chair: Glenn Lord and Panel Vice-Chair: Ty Embrey  
Policy Committee: Paulina Williams and Scott Harris
  - Irrigation Panel – Troy Allen reported the panel met with 10 people.  
Board Seats: Troy Allen, Kyle Miller, and Tito Nieto  
Panel Chair: Troy Allen and Panel Vice-Chair: Glenn Jarvis  
Policy Committee: Troy Allen and Glenn Jarvis
  - Municipal Panel – Wayne Owen reported that 20 souls met and elections took place.  
Board Seats: Heather Cooke and Jun Chang  
Panel Chair: Wayne Owen and Panel Vice-Chair: Denis Qualls  
Policy Committee: Denis Qualls and Heather Cooke
  - Navigation & Flood Control – Emily Rogers – 7 in attendance. Discussed flood planning and flood planning process. Thanked Tom Gooch for his service.  
Board Seats: Emily Rogers, **Dawn Pilcher, Mike Reedy, and Derek Boese**  
Panel Chair: Emily Rogers and Panel Vice-Chair: Dan Buhman  
Policy Committee: Emily Rogers and Derek Boese
  - River Authorities Panel – Kevin Ward – L’Oreal gave a TCEQ update to the panel.  
Board Seats: Jenna Covington, Scott Hall, and Kevin Ward  
Panel Chair: Kevin Ward and Panel Vice-Chair: Scott Hall  
Policy Committee: David Collinsworth and Kevin Ward

- Utilities Districts Panel – Chris Wingert – 15 people. Mike Thuss had been a panel member since 1996, and we thank him for his service. Discussed inflation, personnel costs, Hidalgo Co. lawsuit, and regional flooding process.  
Board Seats: **Shirley Ross**, Darrell Grubbs, and Kelley Holcomb  
Panel Chair: Chris Wingert and Panel Vice-Chair: Darrell Grubbs  
Policy Committee: Chris Wingert and Bob Lux

Jonathan Stinson moved and Kevin Ward seconded the motion to ratify the panel elections, and the motion passed unanimously.

## 8. Committee reports with discussion and possible action

- Bylaws Committee – Emily Rogers
  - Emily highlighted amendments in the board packet. A couple of items include formalizing the lifetime membership selection process, requiring board member participation, appointing a treasurer to the EC, and working through the delegation authority between the EC, Finance Committee, and staff. Changing name from general manager to executive director. The plan is to present the proposed amendments at the June conference for approval. Staff will send a 10 day notice of bylaws amendments to the full membership.
- TGWA Management Committee – Kathy Turner Jones
  - The board authorized Kathy to appoint a committee to look at the relationship between TWCA and TGWA that will make recommendations to the board on a path forward for the two organizations. That committee met last month and includes Dirk Aaron, Ty Embrey, Jonathan Stinson, and the four presidents – Kathy Turner Jones, Kent Satterwhite, Walt Sears, and Lyn Clancy. During the meeting we discussed the history of the relationship between TWCA and TGWA and some of the recent work that TWCA has done to get TGWA on solid footing, the membership of TGWA, and the conflicts inherent in running both organizations, and the financial aspect. The committee unanimously agreed that separating the two organizations makes the most sense. Kathy has directed Stacey to work with both associations to develop a plan for moving forward with separation and bring a proposal to the board.
- Surface Water Committee – Lyn Clancy and **Walt Sears**
  - Walt provided an overview of the subcommittees, including curtailment of water rights during emergencies (TCEQ SER Issue #2), SB 3 implementation, WAMs updates, and flood planning. December SER #2 paper is ready for approval.

Emily Rogers moved and Glenn Lord seconded the motion to approve the SER #2 position paper for use, as needed, in briefing legislative or agency offices related to the issue of curtailment of senior water rights during emergencies, and the motion passes unanimously.

- Groundwater Committee – **Brian Sledge** and Hope Wells
  - Brian reported that the committee has sent a survey to members soliciting topics. Hope and Brian have met with Sarah and Stacey to review topics. The GW committee is looking to meet in person late April or early May. Joint committee issues – waste issue.

James Beach and Jonathan Stinson seconded the motion to authorize the TWCA President to create a joint task force to discuss “waste” of groundwater and, in consultation with the SWC and GC chairs, appoint 6-8 members from each committee, respectively, and to develop an informational paper identifying the issues, considerations affecting resolution of the issues, and potential approaches that might be used to resolve apparent conflicts, and the motion passed unanimously.

Chris Wingert moved and Howard Slobodin seconded the motion to adopt a policy to keep legislative committee votes within the Committee (with the Open Meetings Act being the only exception), and the motion passed unanimously.

- Water Laws Committee – Howard Slobodin
  - Howard reported that we have applied for 8.75 hours and one hour of CLE ethics. Dos Replublicas lawsuit – TWCA filed amicus. Amicus request in the *Bonnin* case, as well.

Emily Rogers moved and Jace Houston seconded the motion to authorize TWCA to file an amicus brief in the *Bonnin* case, and further authorize TWCA to enter into a contract with outside counsel, as available and necessary, to assist with the filing of a brief in the matter using funds from TWCA's Legal Advocacy Fund in an amount not to exceed \$10,000. David Montagne abstained from voting on this item.

- Membership & Services Committee – Connie Curtis and Hope Wells
  - Connie reported the meeting yesterday had 30 people in attendance. Eight committees provided updates. Thanked Vanassa Joseph and TRA for the professional headshot station. She noted the identity and brand survey with open-ended questions about how people perceive the organization and the value it provides to attendees. Speed networking went well. Thanked Mike Turco and Lance for participating. Thanked Alia for the themed reception. Thanked Velma Danielson for hosting the new member meet and greet in advance of the convention. Hope Wells provided an update on efforts of the DEI subcommittee, which has met several times. First step was to develop a draft mission and initial goals, which she outlined. More informational right now, with a goal would be to get approval of the board at the board meeting in June.
- Endangered Species Committee – Glenn Clingenpeel
  - No update, but will be meeting tomorrow morning.
- Federal Affairs Committee – Tom Ray
  - Denis reported that Tom and Amy put together a good agenda. Good line up overall. Covered the Texas Water Day issue papers. Texas Water Day – Denis Qualls discussed a lot of things. May try to do a virtual meeting.
- NWRA – Kevin Ward reported that NWRA has a federal conference coming up in person. Ian is making sure they will have people to talk with at the staff level and agency levels.
- NWC – Tom Ray reported that a legislative summit is coming up on April 12 which can also help determine virtual opportunities for TWD. End of May for a spotlight to recognize/highlight specific regions.
- NWSA – Dan Buhman reported that NWSA is hosting a Western Water seminar April 5-7 event that will cover water supply and corps reservoirs.
- Water Quality Committee – Randy Palachek
  - Randy reported the committee covered four topics. If anyone interested in getting on the distribution list, reach out to TWCA staff.
- Any other committee reports - none

## 9. Other business

Stacey encouraged everyone to attend the awards luncheon, and Brian Sledge reflected that the last meeting before the pandemic was at this same hotel. He and the board thanked the staff for keeping the organization moving forward during tough times.

## 10. Adjournment (next Board Meeting is Thursday, June 16, 2022 at Kalahari Resort, Round Rock)

Mark Evans moved to adjourn and the meeting adjourned at 10am.

# Texas Water Conservation Association

## Balance Sheet As of June 10, 2022

	TOTAL	
	AS OF JUN 10, 2022	AS OF JUN 10, 2021 (PY)
<b>ASSETS</b>		
Current Assets		
Bank Accounts		
1025 Chase - Checking	327,772.15	265,440.46
PayPal Bank	0.00	46,975.85
Savings	21,567.98	
<b>Total Bank Accounts</b>	<b>\$349,340.13</b>	<b>\$312,416.31</b>
Accounts Receivable		
1200 Accounts Receivable	0.00	225.00
<b>Total Accounts Receivable</b>	<b>\$0.00</b>	<b>\$225.00</b>
Other Current Assets		
	<b>\$24,590.07</b>	<b>\$16,047.58</b>
<b>Total Current Assets</b>	<b>\$373,930.20</b>	<b>\$328,688.89</b>
Fixed Assets		
Other Assets	<b>\$2,807.00</b>	<b>\$2,807.00</b>
	<b>\$6,725.28</b>	<b>\$6,725.28</b>
<b>TOTAL ASSETS</b>	<b>\$383,462.48</b>	<b>\$338,221.17</b>
<b>LIABILITIES AND EQUITY</b>		
Liabilities		
Current Liabilities		
Accounts Payable	<b>\$0.00</b>	<b>\$0.00</b>
Other Current Liabilities		
Direct Deposit Payable	0.00	0.00
Legal Advocacy Fund Deposits	21,556.00	41,556.00
Payroll Liabilities	<b>0.00</b>	<b>272.86</b>
<b>Total Other Current Liabilities</b>	<b>\$21,556.00</b>	<b>\$41,828.86</b>
<b>Total Current Liabilities</b>	<b>\$21,556.00</b>	<b>\$41,828.86</b>
<b>Total Liabilities</b>	<b>\$21,556.00</b>	<b>\$41,828.86</b>
Equity		
3010 Fund Balance	5,569.03	5,569.03
3015 Fund Balance - Equipment Replace Fund	7,898.00	7,898.00
Retained Earnings	153,289.57	159,419.93
Net Income	195,149.88	123,505.35
<b>Total Equity</b>	<b>\$361,906.48</b>	<b>\$296,392.31</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$383,462.48</b>	<b>\$338,221.17</b>

# Texas Water Conservation Association

## Profit and Loss

January 1 - June 10, 2022

	TOTAL	
	JAN 1 - JUN 10, 2022	JAN 1 - JUN 10, 2021 (PY)
<b>Income</b>		
4000 Membership Dues Income	191,426.00	133,874.00
4110 Legislative News Subscriptions		9,975.00
4200 Annual Convention Income	221,076.00	99,285.00
4220 Summer Conference Income	162,755.00	143,225.00
4240 Other Meeting Income	4,601.00	14,328.00
4250 Fall Conference Income	395.00	
4300 TGWA Management Fee	93,000.00	93,000.00
4500 Risk Management Fund Income	76,500.00	75,000.00
4600 Reimbursable Expense Income	150.24	107.95
Confluence Income	3,999.00	5,500.00
Income	2,157.00	
<b>Total Income</b>	<b>\$756,059.24</b>	<b>\$574,294.95</b>
<b>GROSS PROFIT</b>	<b>\$756,059.24</b>	<b>\$574,294.95</b>
<b>Expenses</b>		
5100 Administrative Expenses	5,977.92	3,497.13
5500 Annual Convention	127,468.26	345.82
5530 Summer Conference	1,933.16	2,186.65
5550 Fall Conference	1,469.64	
5570 Other Meetings	3,090.63	10,945.00
5590 Board Expenses	1,000.00	1,037.87
5650 Travel, Education, and Outreach	5,553.79	7,980.31
5710 NWRA Dues	17,046.50	8,523.25
5800 Office Expenses and Supplies	11,567.97	16,557.65
5820 Office Lease	49,701.80	46,162.91
6000 IT and Website	20,099.33	18,494.87
Bank Service Charges	-1.00	
Contract Labor		37,500.00
Personnel	316,345.60	297,708.22
<b>Total Expenses</b>	<b>\$561,253.60</b>	<b>\$450,939.68</b>
<b>NET OPERATING INCOME</b>	<b>\$194,805.64</b>	<b>\$123,355.27</b>
<b>Other Income</b>		
4100 Interest Earned	344.24	150.08
<b>Total Other Income</b>	<b>\$344.24</b>	<b>\$150.08</b>
<b>NET OTHER INCOME</b>	<b>\$344.24</b>	<b>\$150.08</b>
<b>NET INCOME</b>	<b>\$195,149.88</b>	<b>\$123,505.35</b>

# Texas Water Conservation Association

Budget vs. Actuals: 2022 TWCA Budget - FY22 P&L

January - December 2022

	TOTAL	
	ACTUAL	BUDGET
Income		
4000 Membership Dues Income	191,426.00	407,500.00
4110 Legislative News Subscriptions		34,000.00
4200 Annual Convention Income	221,076.00	225,000.00
4220 Summer Conference Income	162,755.00	165,000.00
4240 Other Meeting Income	4,601.00	32,000.00
4250 Fall Conference Income	395.00	180,000.00
4300 TGWA Management Fee	93,000.00	186,000.00
4500 Risk Management Fund Income	76,500.00	154,500.00
4600 Reimbursable Expense Income	150.24	10,000.00
Confluence Income	3,999.00	12,000.00
Income	2,157.00	
<b>Total Income</b>	<b>\$756,059.24</b>	<b>\$1,406,000.00</b>
<b>GROSS PROFIT</b>	<b>\$756,059.24</b>	<b>\$1,406,000.00</b>
Expenses		
5100 Administrative Expenses	5,977.92	15,000.00
5500 Annual Convention	127,468.26	125,000.00
5530 Summer Conference	1,933.16	82,000.00
5550 Fall Conference	1,469.64	80,000.00
5570 Other Meetings	3,090.63	26,000.00
5590 Board Expenses	1,000.00	19,000.00
5650 Travel, Education, and Outreach	5,553.79	25,000.00
5710 NWRA Dues	17,046.50	35,000.00
5800 Office Expenses and Supplies	11,567.97	35,000.00
5820 Office Lease	49,701.80	99,000.00
6000 IT and Website	20,099.33	35,000.00
Bank Service Charges	-1.00	
Personnel	316,345.60	830,000.00
<b>Total Expenses</b>	<b>\$561,253.60</b>	<b>\$1,406,000.00</b>
<b>NET OPERATING INCOME</b>	<b>\$194,805.64</b>	<b>\$0.00</b>
Other Income		
4100 Interest Earned	344.24	
<b>Total Other Income</b>	<b>\$344.24</b>	<b>\$0.00</b>
<b>NET OTHER INCOME</b>	<b>\$344.24</b>	<b>\$0.00</b>
<b>NET INCOME</b>	<b>\$195,149.88</b>	<b>\$0.00</b>





**Upcoming TWCA Conference Dates and Locations  
As of June 16, 2022**

**Annual Convention**

- March 1-3, 2023: Hyatt Lost Pines, Bastrop
- March 6-8, 2024: Hyatt Lost Pines, Bastrop
- March 2025: TBD

**Summer Conference**

- June 15-17, 2022: Kalahari Round Rock
- June 14-16, 2023: Woodlands Resort
- June 2024: TBD
- June 11-13, 2025: Woodlands Resort

**Fall Conference**

- October 5-7, 2022: Marriott RiverWalk San Antonio
- November 1-3, 2023: Marriott RiverCenter San Antonio
- October 23-25, 2024: Marriott RiverCenter San Antonio
- October 2025: TBD

**Board Holiday Dinner and Meeting**

- December 1-2, 2022: Omni Downtown Austin

## TWCA 2022 Membership Roster

\*Note that categories are for organizational purposes only and do not indicate any legal or other definition

Category	Organization	Membership level
Agency/University	Charles Porter	Membership Level B
Agency/University	Meadows Center	Membership Level B
Agency/University	Texas Water Resources Institute Texas AgriLife Res	Membership Level B
Agency/University	USDA - NRCS	Membership Level B
Agency/University	USGS	Membership Level B
Association	Associated General Contractors of Texas (AGC)	Membership Level B
Association	Capital Area Suburban Exchange	Membership Level B
Association	Environmental Defense Fund	Membership Level B
Association	Floodplain Alliance for Insurance Reform	Membership Level B
Association	Hill Country Alliance	Membership Level B
Association	Municipal Advisory Council of Texas	Membership Level B
Association	National Wildlife Federation	Membership Level B
Association	Texans for Clean Water	Membership Level B
Association	Texas & Southwestern Cattle Raisers Association	Membership Level B
Association	Texas Citrus Mutual	Membership Level A
Association	Texas Corn Producers	Membership Level B
Association	Texas Farm Bureau	Membership Level B
Association	Texas Independent Producers and Royalty Owners	Membership Level B
Association	Texas Oil and Gas Association	Membership Level B
Association	Texas Water Foundation	Membership Level B
Business/Industry	Arthur J. Gallagher	Membership Level A
Business/Industry	Baker Products, Ltd.	Membership Level B
Business/Industry	Burnett Ranches LLC	Membership Level A
Business/Industry	Elite Bookkeeping LLC	Membership Level A
Business/Industry	Halo Maritime Defense Systems	Membership Level A
Business/Industry	HilltopSecurities	Membership Level E
Business/Industry	HydroPro Solutions	Membership Level D
Business/Industry	John McEachern	Membership Level A
Business/Industry	KS Supplies	Membership Level C
Business/Industry	Moore's Water Well Service	Membership Level B
Business/Industry	Samco Capital Markets	Membership Level A
Business/Industry	Seven Seas	Membership Level C
Business/Industry	The Dow Chemical Company	Membership Level F
Business/Industry	Triple C Services LLC	Membership Level B
Drainage District	Angleton Drainage District	Membership Level C
Drainage District	Brazoria Co. Conservation & Reclamation District # 3	Membership Level B
Drainage District	Brazoria County Drainage District #4	Membership Level C
Drainage District	Brazoria County Drainage District #5	Membership Level C
Drainage District	Brookshire-Katy Drainage District	Membership Level C
Drainage District	Cameron County DD #1	Membership Level D
Drainage District	Cameron County Drainage District #3	Membership Level C
Drainage District	Cameron County Drainage District #5	Membership Level B
Drainage District	DeWitt County Drainage District No. 1	Membership Level B
Drainage District	Galveston County Consolidated Drainage District	Membership Level C
Drainage District	Galveston County D.D. #1	Membership Level C

Category	Organization	Membership level
Drainage District	Jefferson County DD #7	Membership Level E
Drainage District	Jefferson County Drainage District #3	Membership Level B
Drainage District	Montgomery County DD #6	Membership Level B
Drainage District	Orange County Drainage District	Membership Level C
Drainage District	San Patricio County DD	Membership Level D
Drainage District	Velasco Drainage District	Membership Level B
Drainage District	Victoria County DD #3	Membership Level C
Drainage District	West Brazoria Co. DD #11	Membership Level C
Drainage District	Willacy County D.D. #1	Membership Level C
Engineering/Science Consultants	Advanced Groundwater Solutions, LLC	Membership Level C
Engineering/Science Consultants	AECOM	Membership Level F
Engineering/Science Consultants	AEI Engineering - A Baxter Woodman Company	Membership Level D
Engineering/Science Consultants	Anchor-QEA, LLC	Membership Level C
Engineering/Science Consultants	Aqua Strategies Inc.	Membership Level B
Engineering/Science Consultants	ARCADIS U.S., Inc.	Membership Level D
Engineering/Science Consultants	Ardurra	Membership Level A
Engineering/Science Consultants	Arroyo Environmental Consultants	Membership Level A
Engineering/Science Consultants	Black & Veatch	Membership Level C
Engineering/Science Consultants	Blanton & Associates, Inc.	Membership Level E
Engineering/Science Consultants	Brown and Caldwell	Membership Level D
Engineering/Science Consultants	Carollo Engineers, Inc.	Membership Level E
Engineering/Science Consultants	CDM Smith, Inc.	Membership Level D
Engineering/Science Consultants	Daniel B. Stephens & Associates, Inc.	Membership Level D
Engineering/Science Consultants	DEC	Membership Level E
Engineering/Science Consultants	Freese and Nichols, Inc.	Membership Level E
Engineering/Science Consultants	GDS Associates, Inc.	Membership Level C
Engineering/Science Consultants	Ground Water Consultants, LLC	Membership Level C
Engineering/Science Consultants	Halff Associates, Inc.	Membership Level E
Engineering/Science Consultants	HDR Engineering, Inc.	Membership Level E
Engineering/Science Consultants	Hoffpauir Consulting, PLLC	Membership Level C
Engineering/Science Consultants	Hollaway Environmental	Membership Level D
Engineering/Science Consultants	Hyde Regulatory Consulting, L.L.C	Membership Level C
Engineering/Science Consultants	ICF	Membership Level A
Engineering/Science Consultants	INTERA, Inc.	Membership Level D
Engineering/Science Consultants	Ivan Langford Consulting	Membership Level A
Engineering/Science Consultants	Jacobs	Membership Level E
Engineering/Science Consultants	Jones Carter	Membership Level D
Engineering/Science Consultants	Kimley-Horn and Associates, Inc.	Membership Level D
Engineering/Science Consultants	KIT Professionals	Membership Level D
Engineering/Science Consultants	LJA Engineering, Inc.	Membership Level D
Engineering/Science Consultants	LNV, Inc.	Membership Level C
Engineering/Science Consultants	Lockwood, Andrews & Newnam, Inc.	Membership Level E
Engineering/Science Consultants	LRE Water, LLC	Membership Level C
Engineering/Science Consultants	Murfee Engineering Company	Membership Level D
Engineering/Science Consultants	NewGen Strategies & Solutions, LLC	Membership Level C
Engineering/Science Consultants	NorrisLeal, LLC	Membership Level C
Engineering/Science Consultants	Pape-Dawson Engineers, Inc.	Membership Level A
Engineering/Science Consultants	Parsons	Membership Level C

Category	Organization	Membership level
Engineering/Science Consultants	Plummer Associates, Inc.	Membership Level E
Engineering/Science Consultants	Robert J. Brandes Consulting	Membership Level C
Engineering/Science Consultants	RSAH2O, LLC	Membership Level C
Engineering/Science Consultants	Rubicon Water	Membership Level C
Engineering/Science Consultants	Stantec Consulting Services, Inc.	Membership Level D
Engineering/Science Consultants	Steven Walden Consulting	Membership Level C
Engineering/Science Consultants	Susan Roth Consulting, LLC	Membership Level A
Engineering/Science Consultants	SWCA Environmental Consultants	Membership Level E
Engineering/Science Consultants	Texan Engineering and Consulting, LLC	Membership Level B
Engineering/Science Consultants	Wade Trim	Membership Level C
Engineering/Science Consultants	WEST Consultants, Inc.	Membership Level A
Engineering/Science Consultants	Whitman Requardt & Associates	Membership Level C
Groundwater Conservation District	Bandera County RAGD	Membership Level C
Groundwater Conservation District	Barton Springs/Edwards Aquifer CD	Membership Level C
Groundwater Conservation District	Bluebonnet GCD	Membership Level B
Groundwater Conservation District	Brazoria County GCD	Membership Level B
Groundwater Conservation District	Brazos Valley GCD	Membership Level B
Groundwater Conservation District	Brush Country GCD	Membership Level B
Groundwater Conservation District	Central Texas GCD	Membership Level B
Groundwater Conservation District	Clearwater UWCD	Membership Level C
Groundwater Conservation District	Coastal Bend GCD	Membership Level B
Groundwater Conservation District	Coastal Plains Groundwater Conservation District	Membership Level B
Groundwater Conservation District	Culberson County GCD	Membership Level B
Groundwater Conservation District	Edwards Aquifer Authority	Membership Level E
Groundwater Conservation District	Evergreen UWCD	Membership Level B
Groundwater Conservation District	Fort Bend Subsidence District	Membership Level D
Groundwater Conservation District	Glasscock GCD	Membership Level B
Groundwater Conservation District	Gonzales County UWCD	Membership Level B
Groundwater Conservation District	Guadalupe County GCD	Membership Level B
Groundwater Conservation District	Harris-Galveston Subsidence District	Membership Level D
Groundwater Conservation District	Hemphill County UWCD	Membership Level B
Groundwater Conservation District	High Plains Water District	Membership Level D
Groundwater Conservation District	Jeff Davis County UWCD	Membership Level B
Groundwater Conservation District	Kenedy County GCD/Attorney At Law	Membership Level B
Groundwater Conservation District	Llano Estacado UWCD	Membership Level B
Groundwater Conservation District	Lone Star GCD	Membership Level C
Groundwater Conservation District	Lost Pines GCD	Membership Level B
Groundwater Conservation District	Lower Trinity GCD	Membership Level B
Groundwater Conservation District	Medina County Groundwater Conservation District	Membership Level B
Groundwater Conservation District	Menard County UWD	Membership Level B
Groundwater Conservation District	Mesa UWCD	Membership Level B
Groundwater Conservation District	Middle Trinity GCD	Membership Level B
Groundwater Conservation District	Mid-East Texas GCD	Membership Level B
Groundwater Conservation District	North Plains GCD	Membership Level C
Groundwater Conservation District	North Texas GCD	Membership Level B
Groundwater Conservation District	Northern Trinity GCD	Membership Level B
Groundwater Conservation District	Panhandle GCD	Membership Level C
Groundwater Conservation District	Panola County Groundwater Conservation District	Membership Level B

Category	Organization	Membership level
Groundwater Conservation District	Permian Basin UWCD	Membership Level B
Groundwater Conservation District	Pineywoods GCD	Membership Level B
Groundwater Conservation District	Plum Creek CD	Membership Level B
Groundwater Conservation District	Post Oak Savannah GCD	Membership Level B
Groundwater Conservation District	Prairielands GCD	Membership Level C
Groundwater Conservation District	Real-Edwards CRC	Membership Level B
Groundwater Conservation District	Red River GCD	Membership Level B
Groundwater Conservation District	Rolling Plains Groundwater Conservation District	Membership Level B
Groundwater Conservation District	Sandy Land UWCD	Membership Level B
Groundwater Conservation District	Southeast Texas Groundwater Conservation District	Membership Level B
Groundwater Conservation District	Upper Trinity GCD	Membership Level C
Groundwater Conservation District	Uvalde County UWCD	Membership Level B
Groundwater Conservation District	Victoria County GCD	Membership Level B
Irrigation District	Bastrop County WC & ID #2	Membership Level C
Irrigation District	Bayview Irrigation District #11	Membership Level B
Irrigation District	Brownsville Irrigation District	Membership Level C
Irrigation District	Cameron County Irrigation District #2	Membership Level D
Irrigation District	Cameron County Irrigation District #6	Membership Level C
Irrigation District	Delta Lake Irrigation District	Membership Level D
Irrigation District	Donna Irrigation District, Hidalgo County # 1	Membership Level C
Irrigation District	Engelman Irrigation District	Membership Level C
Irrigation District	Harlingen Irrigation District Cameron County #1	Membership Level E
Irrigation District	Hidalgo & Cameron Counties Irrigation District No. 9	Membership Level D
Irrigation District	Hidalgo Co Irrigation District #16	Membership Level B
Irrigation District	Hidalgo County Irrigation District #1	Membership Level D
Irrigation District	Hidalgo County Irrigation District #2	Membership Level D
Irrigation District	Hidalgo County Irrigation District #5	Membership Level C
Irrigation District	Hidalgo County Irrigation District #6	Membership Level C
Irrigation District	La Feria I.D. Cameron County #3	Membership Level B
Irrigation District	Santa Cruz Irrigation District #15	Membership Level C
Irrigation District	United Irrigation District	Membership Level C
Irrigation District	Valley Acres Irrigation District	Membership Level C
Irrigation District	Ward County Irrigation District #1	Membership Level C
Irrigation District	Wichita County W.I.D. #2	Membership Level C
Legal/Policy Consultants	Allen Boone Humphries Robinson, LLP	Membership Level E
Legal/Policy Consultants	Aqua Water Supply Corporation	Membership Level A
Legal/Policy Consultants	Ambrust & Brown PLLC	Membership Level C
Legal/Policy Consultants	Baker Botts LLP	Membership Level F
Legal/Policy Consultants	Barton Benson Jones PLLC	Membership Level C
Legal/Policy Consultants	Bickerstaff Heath Delgado Acosta LLP	Membership Level D
Legal/Policy Consultants	Booth / Ahrens	Membership Level D
Legal/Policy Consultants	Eichelbaum Wardell Hansen Powell & Muñoz, P.C.	Membership Level B
Legal/Policy Consultants	Fancher Legal, PLLC	Membership Level C
Legal/Policy Consultants	Germer Gertz, L.L.P.	Membership Level C
Legal/Policy Consultants	Gilbert Wilburn PLLC	Membership Level C
Legal/Policy Consultants	GM Ellis Law Firm, P. C.	Membership Level B
Legal/Policy Consultants	Heather Harward Consulting, LLC	Membership Level A
Legal/Policy Consultants	HillCo Partners	Membership Level C

Category	Organization	Membership level
Legal/Policy Consultants	Jackson Walker LLP	Membership Level D
Legal/Policy Consultants	Kelly Hart & Hallman LLP	Membership Level C
Legal/Policy Consultants	KEMP SMITH, LLP	Membership Level C
Legal/Policy Consultants	Ken Kramer	Membership Level A
Legal/Policy Consultants	Law Office of Louis T. Rosenberg, P.C.	Membership Level B
Legal/Policy Consultants	Law Office of Myron Hess PLLC	Membership Level C
Legal/Policy Consultants	Law Offices of Glenn Jarvis	Membership Level C
Legal/Policy Consultants	Lloyd Gosselink Rochelle & Townsend, PC	Membership Level D
Legal/Policy Consultants	Mary K. Sahs,, P.C.	Membership Level B
Legal/Policy Consultants	Mathews & Freeland, LLP	Membership Level B
Legal/Policy Consultants	McCain Waterworks Marketing	Membership Level B
Legal/Policy Consultants	McCall, Parkhurst & Horton LLP	Membership Level D
Legal/Policy Consultants	McCarthy & McCarthy LLP	Membership Level C
Legal/Policy Consultants	McGinnis Lochridge & Kilgore, LLP	Membership Level D
Legal/Policy Consultants	Offices of Marc A. Rodriguez	Membership Level A
Legal/Policy Consultants	Pope, Hardwicke, Christie, Schell, Kelly & Ray, LL	Membership Level C
Legal/Policy Consultants	Radcliffe Bobbitt Adams Polley PLLC	Membership Level D
Legal/Policy Consultants	RESPEC	Membership Level A
Legal/Policy Consultants	Ron Lewis & Associates	Membership Level B
Legal/Policy Consultants	Schaumburg & Polk, Inc.	Membership Level D
Legal/Policy Consultants	Skelton, Slusher Barnhill, Watkins, and Wells	Membership Level C
Legal/Policy Consultants	SledgeLaw Group, PLLC	Membership Level C
Legal/Policy Consultants	Stacey Reese Law, PLLC	Membership Level C
Legal/Policy Consultants	Terrill & Waldrop	Membership Level B
Legal/Policy Consultants	The Carlton Law Firm, P.L.L.C.	Membership Level B
Legal/Policy Consultants	Van Ness Feldman, LLP	Membership Level B
Municipal	Brownsville Public Utilities Board	Membership Level F
Municipal	City of Abilene	Membership Level D
Municipal	City of Amarillo	Membership Level E
Municipal	City of Arlington c/o Tarrant RWD	Membership Level E
Municipal	City of Austin-Water Utility	Membership Level F
Municipal	City of College Station	Membership Level D
Municipal	City of Garland Water	Membership Level D
Municipal	City of Georgetown Georgetown Utilities	Membership Level C
Municipal	City of Houston, Public Works & Engineering	Membership Level F
Municipal	City of Midland	Membership Level D
Municipal	City of Plainview	Membership Level B
Municipal	City of Tyler	Membership Level D
Municipal	City of Victoria Public Works Department	Membership Level D
Municipal	City of Wichita Falls	Membership Level D
Municipal	Dallas Water Utilities-City of Dallas	Membership Level F
Municipal	El Paso Water Utilities	Membership Level E
Municipal	Liberty Renewables	Membership Level B
Municipal	New Braunfels Utilities	Membership Level B
Municipal	San Antonio Water System	Membership Level F
Navigation District/Port Authority	Chambers-Liberty Counties Navigation District	Membership Level C
Navigation District/Port Authority	Orange County Navigation & Port District	Membership Level C
Navigation District/Port Authority	Port of Corpus Christi	Membership Level D



Category	Organization	Membership level
Navigation District/Port Authority	Sabine Pass Port Authority	Membership Level B
Navigation District/Port Authority	Victoria County Navigation District-Port of Victor	Membership Level B
Navigation District/Port Authority	West Side Calhoun County Navigation District	Membership Level B
Water Districts & Authorities	Acton Municipal Utility District	Membership Level D
Water Districts & Authorities	Alliance Regional Water Authority	Membership Level D
Water Districts & Authorities	Angelina & Nacogdoches Co WCID #1	Membership Level B
Water Districts & Authorities	Angelina & Neches River Authority - Accounting	Membership Level C
Water Districts & Authorities	Aqua Water Supply Corporation	Membership Level D
Water Districts & Authorities	Brazos River Authority	Membership Level F
Water Districts & Authorities	Brookshire Municipal Water District	Membership Level C
Water Districts & Authorities	Brown County Water Improvement District #1	Membership Level D
Water Districts & Authorities	Brushy Creek Regional Utility Authority	Membership Level B
Water Districts & Authorities	Cameron County WID #10	Membership Level B
Water Districts & Authorities	Canadian River Municipal Water Authority	Membership Level E
Water Districts & Authorities	Canyon Lake Water Service Company	Membership Level D
Water Districts & Authorities	Canyon Regional Water Authority	Membership Level C
Water Districts & Authorities	Cibolo Creek Municipal Authority	Membership Level C
Water Districts & Authorities	Coastal Water Authority	Membership Level E
Water Districts & Authorities	Colorado River Municipal Water District	Membership Level E
Water Districts & Authorities	Corix Utilities Texas	Membership Level B
Water Districts & Authorities	Cottonwood Creek MUD No. 1	Membership Level B
Water Districts & Authorities	Dallas County Park Cities Municipal Utility District	Membership Level D
Water Districts & Authorities	Dallas County Utility and Reclamation District	Membership Level D
Water Districts & Authorities	Fort Bend County LID #2	Membership Level B
Water Districts & Authorities	Franklin County Water District	Membership Level C
Water Districts & Authorities	Greater Texoma Utility Authority	Membership Level C
Water Districts & Authorities	Green Valley Special Utility District	Membership Level D
Water Districts & Authorities	Guadalupe-Blanco River Authority	Membership Level F
Water Districts & Authorities	Gulf Coast Authority	Membership Level F
Water Districts & Authorities	Gulf Coast Water Authority	Membership Level D
Water Districts & Authorities	Harris County Fresh W.S.D. #47	Membership Level C
Water Districts & Authorities	Hays County MUD No. 5	Membership Level B
Water Districts & Authorities	Hidalgo County WCID #19	Membership Level C
Water Districts & Authorities	Hidalgo County WID #3	Membership Level C
Water Districts & Authorities	Jefferson County WCID #10	Membership Level C
Water Districts & Authorities	Lavaca-Navidad River Authority	Membership Level E
Water Districts & Authorities	Lower Colorado River Authority	Membership Level F
Water Districts & Authorities	Lower Neches Valley Authority	Membership Level E
Water Districts & Authorities	Marilee Special Utility District	Membership Level B
Water Districts & Authorities	Maverick Co. Water Control & Improvement District #1	Membership Level D
Water Districts & Authorities	Metropolitan Water Company	Membership Level B
Water Districts & Authorities	Mustang Special Utility District	Membership Level B
Water Districts & Authorities	New Caney Municipal Utility District	Membership Level C
Water Districts & Authorities	North Austin MUD No. 1	Membership Level B
Water Districts & Authorities	North Fort Bend Water Authority	Membership Level B
Water Districts & Authorities	North Harris County Regional Water Authority	Membership Level C
Water Districts & Authorities	North Texas Municipal Water District	Membership Level F
Water Districts & Authorities	Northeast Texas MWD	Membership Level D

Category	Organization	Membership level
Water Districts & Authorities	Northtown Municipal Utility District	Membership Level C
Water Districts & Authorities	Northwest Harris County MUD # 15	Membership Level B
Water Districts & Authorities	Nueces River Authority	Membership Level C
Water Districts & Authorities	Paloma Lake MUD No. 1	Membership Level B
Water Districts & Authorities	Paloma Lake MUD No. 2	Membership Level B
Water Districts & Authorities	Red Bluff Water Power Control District	Membership Level C
Water Districts & Authorities	Red River Authority of Texas	Membership Level D
Water Districts & Authorities	Riverbend Water Resources District	Membership Level B
Water Districts & Authorities	Roman Forest Consolidated M.U.D	Membership Level B
Water Districts & Authorities	Sabine River Authority of Texas	Membership Level F
Water Districts & Authorities	Salt Fork Water Quality Corporation	Membership Level B
Water Districts & Authorities	San Antonio River Authority	Membership Level F
Water Districts & Authorities	San Jacinto River Authority	Membership Level F
Water Districts & Authorities	Schertz/Seguin Local Government Corporation	Membership Level D
Water Districts & Authorities	Siena MUD #1	Membership Level B
Water Districts & Authorities	Siena MUD #2	Membership Level B
Water Districts & Authorities	Sonterra MUD	Membership Level B
Water Districts & Authorities	South Texas Water Authority	Membership Level C
Water Districts & Authorities	Stonewall Water Control & Improvement District	Membership Level B
Water Districts & Authorities	Sulphur River Basin Authority	Membership Level B
Water Districts & Authorities	Tarrant Regional Water District	Membership Level F
Water Districts & Authorities	The Colony MUD No. 1A	Membership Level B
Water Districts & Authorities	The Woodlands Water Agency	Membership Level D
Water Districts & Authorities	Titus County Fresh Water Supply District #1	Membership Level C
Water Districts & Authorities	Tom Green County Fresh Water Supply District #2	Membership Level B
Water Districts & Authorities	Tom Green County Water Control & Improvement Distr	Membership Level B
Water Districts & Authorities	Travis County MUD No. 14	Membership Level B
Water Districts & Authorities	Travis County MUD No. 2	Membership Level B
Water Districts & Authorities	Travis County WCID #17	Membership Level C
Water Districts & Authorities	Travis County WCID 10	Membership Level A
Water Districts & Authorities	Trinity Bay Conservation District	Membership Level C
Water Districts & Authorities	Trinity River Authority of Texas	Membership Level F
Water Districts & Authorities	Upper Colorado River Authority	Membership Level B
Water Districts & Authorities	Upper Guadalupe River Authority	Membership Level C
Water Districts & Authorities	Upper Neches River Municipal Water Authority	Membership Level C
Water Districts & Authorities	Upper Trinity Regional Water District	Membership Level E
Water Districts & Authorities	Vista Oak MUD	Membership Level B
Water Districts & Authorities	Wells Branch MUD	Membership Level B
Water Districts & Authorities	West Central Texas Municipal Water District	Membership Level D
Water Districts & Authorities	West Harris County Regional Water Authority	Membership Level B
Water Districts & Authorities	West Travis County Public Utility Agency	Membership Level B
Water Districts & Authorities	Wilbarger Creek MUD No. 1	Membership Level B
Water Districts & Authorities	Wilbarger Creek MUD No. 2	Membership Level B
Water Districts & Authorities	Williamson County MUD No. 22	Membership Level B
Water Districts & Authorities	Williamson County WSIDD No. 3	Membership Level B
Water Districts & Authorities	Zavala-Dimmit Counties WID #1	Membership Level B



**TWCA Membership and Services Committee  
Diversity Equity and Inclusion Subcommittee**

**Mission and Goals--Updated**

**February 22, 2022**

**Mission:**

To promote a greater understanding and commitment toward diversity, equity, and inclusion throughout TWCA membership, and to ensure that the representation of the organization reflects the diversity of the members and stakeholders we serve.

**Initial Goals:**

Develop programming relating to diversity, equity and inclusion, both through separate webinar events and at TWCA conferences.

Develop a page on the TWCA website that provides tools and resources to assist the membership in diversity efforts within their own organizations, including potential speakers and training opportunities.

Identify outreach efforts and opportunities to partner with other organizations on programming and recruitment practices designed to promote diverse participation in the water industry.

Discuss and identify additional long term goals and initiatives with metrics to measure success. These goals and metrics will be offered to the TWCA Board for its consideration and inclusion in the next TWCA Strategic Plan update.