Wisconsin Wastewater Operators’ Association, Inc.

The Clarifier

WWOA 50th Anniversary Special Edition
Welcome Message

To commemorate our historic WWOA 50th Annual Conference, this special edition Clarifier has been created with the help of a select group of WWOA members. This Clarifier highlights not just the past 25 years since the commemorative Silver Edition Clarifier, but encompasses the full 50 years of the gathering of the members honored to be associated with the wastewater industry. There have been plenty of advancements in the industry, and the organization has grown to adapt the membership to fill the needs of all the roles in protecting the earth's most valuable resource, water.

What can change in just 25 years though? I look to the first electronic communication via email to spread news about the organization! That was about the same era that portable phones came with an auxiliary car battery to strap to your hip, right? Now some may be saying that I’m classifying them as old as they remember these and other previous advances in time, but I much rather think of these people as “seasoned” leaders. For every change people endure so does their knowledge grow to acclimate to the future needs of communities, industries, and even regulatory agencies.

Some words of advice to all the future leaders of this organization; talk to and learn as much as possible from the past leaders. I guarantee they made plenty mistakes in their careers but have learned valuable life lessons through them. Now some words of advice to the past “seasoned” leaders; never under estimate the creativity and power of new perspectives in younger generations. Time and change will not stop as will the new experiences of any and every member of this organization. Think back 25 years, do you know what you were doing in 1991? As you read through the evolution of the organization and the perspectives of the Past Presidents, think about the benefits you can gain as a member in the next 25 years. Maybe you can and will become inclined to take on a leadership position in the organization or even mentor a prospective employee to fill the increasing shortage of employees in the industry. The organization is much more than a training resource. It's its own community of individuals that are willing to share and provide a living database of all areas of the wastewater industry. This is why the organization has and will continue to thrive for its membership.

On behalf of the organization as a whole, I really want to express my sincere appreciation to all those involve in putting together this special Clarifier edition. It is quite an honor for me to say that I was president for the 50th Annual Conference and I can only imagine what the next 50 years may bring to the organization, but also am truly enthused about being involved as long as possible and watching the next 50 unfold.

Yours truly, Lyle Lutz
WWOA President 2015-2016

This special issue of the Clarifier commemorates the 50th Annual Meeting of WWOA. Much has changed since that first annual conference in 1967. The organization has grown to include over 2,000 wastewater professionals throughout the entire State of Wisconsin. Our membership includes superintendents, shift supervisors, mechanics, lab technicians, consultants, manufacturers, manufacturer representatives, and other service professionals. For 50 years, WWOA has served the membership by providing information to and education of wastewater operators.

This special issue of the Clarifier is meant to include much historical information. One of the most important sections includes messages from all 50 past Presidents. Other sections include a historical summary of the Clarifier, a listing of all past presidents, the history of WWOA, and a listing of the sponsors whose contribution made this special issue possible.

Many people contributed to make this issue. A special thanks goes to:
Karen Morris at Sun Printing for her technical support
Doralee Piering for production and editing
Dan Busch for his historical contributions
Karen Harter for providing the historical information
Ken Sedmak for collecting the president’s messages
Jon Butt for pulling all this together.

I hope to you truly enjoy this special issue! Congratulations to WWOA for 50 years!! As we reflect on our last 50 years, let’s embrace the excitement of the next 50!

Wade Peterson
50th Planning Committee Chairman
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The Clarifier is the publication of the Wisconsin Wastewater Operators’ Association and is intended to inform and educate the membership on issues related to the treatment and control of wastewater. The Clarifier is produced five (5) times each year: February, April, June, September, and December. All members are encouraged to contribute to the mission of the Clarifier.

The Wisconsin Wastewater Operators’ Association is a non-profit organization dedicated to educating, informing, and advancing the wastewater profession. WWOA has approximately 2,000 members divided throughout six regions: Southeast, Southern, Lake Michigan, North Central, Northwest, and West Central.
The following pages capture the messages of the first 25 Presidents of WWOA. These pages were prepared from the original paste ups used to produce the Silver Anniversary issue. No attempt was made to change or modify the original messages.
Memories from Past Presidents

1967 to 1968

Clyde Lehman was the President of the Conference of Wisconsin Sewerage Works Operators, when in 1967, the organization began efforts to change the organization’s name to the Wisconsin Wastewater Works Operators’ Conference.

(Editorial Note: Due to conditions of health, Mr. Lehman was unable to directly contribute a report for this commemoration.)

In September of 1967, the Clarifier reported that President Lehman was set to lead the Organization to its first Annual Fall Meeting. By a vote of 85 to 6, the membership approved amendments to the Constitution and By-Laws allowing for the election of Officers at the Fall Meeting.

President Lehman gave the opening address at this meeting. Although 25 years have passed, it is interesting to note the topics approved for the first Annual Fall Meeting. They included: Operator Training, Industrial Waste Treatment, Nutrient Problems & Removal and Alternatives to Storm Water Separation.

President Lehman prioritized issues 25 years ago that the Organization continues to focus on today.

1968 to 1969

Karl Zuehlke

The first years of the re-organization of WWDOC were filled with many changes, Constitution, Bylaws, starting Districts, etc. The Board of Directors and Officers presented changes at every meeting. It was the beginning of continual growth as well as an era of technical explosion, and this will continue. Why, because every operator who has become a part of WWDOC accepts the responsibility of their position and organization.

It has been my privilege and pleasure to serve.

1969 to 1971

Dave Martin

The Conference officers today are addressing issues similar to those we dealt with twenty years ago and, I hope, will be dealt with twenty years from now. The major issue then, as now, was “How can WWDOC's direction be reshaped or redirected to improve today’s services to and support of its members?"

I was president from 1969 through 1971 and presided over meetings at Beloit and Chippewa Falls. Terms of office were for two years then, a holdover from the conference’s earlier history. My tenure on the board of directors included two terms as a board member, and three in the chairs of vice president, president and past president; a total of 10 years from about 1963 thru 1973. Many improvements were implemented or were underway during this time. My “reflections”
cover the ten year period as each president influences conference direction over the total time that person is on the board.

A major issue of the 60’s and early 70’s was “How can the conference be more responsive to the operator’s needs?” Many operators found themselves without adequate knowledge about control of secondary treatment facilities which DNR (then, Board of Health or Committee on Water Pollution) was ordering communities to build. Further, the operator didn’t have anyone to talk to because there weren’t many secondary plants operating at the time, and operators were generally acquainted only with their neighbors. Prior to the early 60’s, the conference meetings were held every two years, between the biannual spring short courses taught by Board of Health engineers for the purpose of passing the voluntary operators certification exam. The operator’s need for more information lead to annual Conference meetings (the first of which was 24 years ago). Operators would now be fully responsible for program planning including content and quality. DNR and its staff strongly supported the operator’s assumption of this responsibility.

While attendance at the annual meetings, which were expanded from two days to three days in length, showed steady growth, many operators of smaller plants were not able to get away long enough to attend, thereby impeding the flow of information to them. This impediment was eliminated when Al Winters, Doug Huntoon and Leo Templeton organized quarterly regional meetings. These quarterly meetings: 1) Served as a means to transfer information, 2) Provided an opportunity for City officials to see how capable the operator was through the operator’s hosting of a successful “no nonsense” meeting, and 3) Provided the training, experience and exposure necessary to develop a large group of excellent people from which future conference officers would be elected. Obviously this program has been very successful!

The annual meeting provides the operator with a similar, more challenging experience.

While thinking about my term as president the clearest memory is of the large number of enthusiastic, dedicated Conference members and spouses, who volunteered to complete the tasks at hand. I also feel indebted to those Conference members before me for having the foresight to form the conference and to those who followed for nurturing the Conference and helping it to become the excellent organization it is today. I am very proud to be a member of WWWOC.

Trying to remember back to the time when I was President of the WWWOC and recalling several issues can be a little difficult. The reason, of course, is these were the formative years of the operators conference and being the first secretary/treasurer and then, a few years later, becoming president, issues tend to run together. Bearing this in mind, I would like to share with you just a couple thoughts that I had about the great organization we now have today.

Gary Coates

1971 to 1972
Memories from Past Presidents (continued)

I can still recall the very first meeting of the Wisconsin Wastewater Works Operators Conference. This meeting was held at the Biggars Hotel near Appleton. The interesting part of this meeting was that nobody had any idea of what the attendance would be. The board made the arrangements with the hotel, and told them we would probably have approximately 100 to 125 people in attendance. When all was said and done, we had an attendance of 250 people. I have never seen more chairs brought into meeting rooms, more expandable walls opened up, more banquet tables expanded, and just a great deal of very fast preparations. Surprising as it may seem, the meeting worked out to everybody’s satisfaction and, after twenty-five years, it is very apparent that the WWWOC started out and continued to be a very successful organization.

During those first few years there were also many, many other issues that had to be resolved. Such things as taking the word “sewage” out of the name, preparing a constitution and bylaws, preparing mailing lists, newsletters, and educational programs. All in all, it was a lot of fun, and all the people involved throughout the years have dedicated a great deal of their time to an organization that, in my opinion, remains one of the best state operator groups in the country.

I, personally, am glad I was part of the growth of this group and I would like to congratulate the WWWOC on their twenty-five years of successful operation.

These are just a few of my thoughts relating to the early days of our group. It sure has been a lot of fun.

During my term as President, we had just completed the expansion and addition of secondary treatment in LaCrosse plus being host to the Conference in the fall. I know a lot of my thoughts were to get the plant in satisfactory operation & train additional personnel which is a job in itself.

After retiring in 1980 & again in '82 (the 2nd time), I have traveled considerably, but sewage treatment has not left me completely.

WWWOC & the Clarifier has done a tremendous job in promoting & encouraging it’s operators to become certified. Even though it’s a state law, WWWOC has played a very important part.

I can recall when preparation & certification was first proposed. Many of us paid our own expenses to attend Short Courses at the University in Madison to become qualified for a final exam.

WWWOC & the Clarifier publication have resolved. I am very proud to have been one of you. Keep up the good work.

Grant Haugstad

1972 to 1973

Grant Haugstad
Memories from Past Presidents (continued)

In Memoriam
Tom O’Keefe
1973 - 1974

What an honor to be asked to write for a special edition of the Clarifier. According to my count, I was the 10th President of the revised organization which began holding the 3-day convention and changed the name of the group from “sewage” to “wastewater.”

Glad I wasn’t asked to write about the previous group — I do have a few memories of that group also.

My first memory of being President was that in 1973, at the LaCrosse Convention, Tom O’Keefe was to be installed as President but he had open heart surgery the day the Convention opened so I took over as Vice-president (president elect actually). On the second morning of the Convention, the President, Grant Haugstad, didn’t show up. He had been taken to the hospital during the night. He rallied and we got through the Convention. Early in ’74 Tom also rallied and was able to take over as President. That fall, at the Wausau Convention, I was again put in as President for what we will call my term. I have to note that membership at that time exceeded 460 (aiming for 500) and attendance at Wausau was 232 men and 67 women (bless them). So, I wonder who is really interested in what the 10th President did — probably half of the 300 people are now inactive; so that makes 150 people or, less than 10% of today’s organization. But maybe it is worth looking back — we were building a great organization!

In remembering, I have to admit I cheated. The only things I could remember didn’t dare write about. So, I got copies of the 1975 Clarifiers from historian Leo Templeton.

After reviewing the Clarifier, the man who should be remembered for 1975 should be Ole Dad, Al Winter. Six great issues — a man and a typewriter and a Saturday when his wife had to get out of the house.

Last year, at the Green Bay Convention, I was shocked to see that the historical display listed me as succeeding Al as Editor. If it never gets corrected any other place, it is here that I say Lynda Bentley was asked to take over as Editor but she says she agreed only when I said I would help her. Actually, I didn’t do much except act so dumb that others came to the rescue. Kurt Dally, Bob Thompson, and Carol Townsend pitched in. Kurt got the advertisers, wrote the rules and set the charges. You see, we now needed to pay a publisher. Bob contacted the publisher and organized how to cut and paste so we got it right for the publisher. And Kay Floading became our typist — better looking than Al too! Carol was our favorite artist and photographer. Editor Lynda wrote and blessed everything with no misspelled words or grammatical errors. Hell, 5 or 6 of us could replace Al anytime — but not with the warm feeling and fond memories you get when you read these old Clarifiers.
Memories from Past Presidents (continued)

But Al really had a staff. Members from all over would write or call Al with their problems and give him the local news. Now I realize why — he was the only guy whose address and phone number was regularly published. That is one thing the new Clarifier corrected — now all officers and committee people are exposed and have to answer to all members.

Back to my term. But, I must typify those days by a couple quotes from the Clarifier. “The identity crisis is simply telling the girls from the boys” and “A little honey is good for a man’s health, provided his wife doesn’t find out about it.”

For me personally, it was the early days of my “ill-fated” single life. I am happily aware that those days are over as my two new teenagers keep me awake as they blast me with music and telephones that never stop ringing. As many of you know, I was lucky to get a wife who loves the organization and its people and considers the conventions her vacation.

For all of us, it was a time of planning, applying for grants, designing, building and starting new plants. Green Bay’s “municipal-industrial first” was dedicated and started in ’75. In contrast to industrial endeavors, Shawano Lake, a residential and recreation area, was sewered, ringing the Lake and attached to a new plant in the City of Shawano.

DNR was pushing operator certification. WWWOC was providing books for study. Moraine Park hired Doug Raymond to head up a new 2-year course to train operators. DNR’s “dandy Bud Tandy” began to publish the “Certified Operator.”

Salesmen became “manufacturers reps” but more than that, they became friends and most important of all, they became teachers and explained to us all of the new processes and equipment which became available.

Regional groups were starting to pay off and educational meetings flourished. Thanks to all the regional offices who have moved up to State offices and committee men.

I can say I am proud to have been a small part of the history of this great group. May they continue to amaze us with their accomplishments.

[Signature: Robert W. Deering]

In Memoriam

John Wagner
1975 - 1977

1976 to 1977

John Allen

To remember back to the 10th Annual Meeting, which began my year as President, is quite a challenge. However, as I think back to that year, the first thing I think is the DNR’s proposed revisions to operator certification (NR 114). The proposed rules contained many features which our members did not feel were in the best interest of operators or of the industry. These revisions proposed such things as sub-grades, eliminated a separate industrial certification,
Memories from Past Presidents (continued)

required continuing education, proposed but not implemented minimum education and experience and on-site oral exams which have since been discontinued. I believe this was possibly the first DNR code revision which WWWOC, Inc. was able to have an active role in at the development stage. An active role which started during John Wagner’s term as president and continued through my term and into Stan Budrys term.

A Special Certification Ad Hoc committee of Bob Bues, Leon Gary and A Miner was appointed to work with the Government Affairs Committee. Bill Stubbe, Government Affairs Committee Chairman and Bob Bues as spokesman for the Ad Hoc committee, with input from many of our members, worked hard to make our views known to DNR. This involved a number of meetings with Ralph O’Connor, DNR Operator Instructor, the DNR Certification Board and the Natural Resources Board. Their efforts included preparing position papers with input from many members and the conducting of a survey of all members to get opinions. I also recall that I had correspondence with the DNR Secretary, Anthony Earl to request that he set up and attend a meeting with WWWOC representatives, the DNR Certification Committee and the Natural Resources Board.

My year as President was also my first year with the City of Marshfield and the plant was in the midst of a major expansion. It was so rewarding to see so many of our members give of their time to help our organization and the industry. It made me feel like I wasn’t as busy as I thought and that no matter how busy our members are they willingly give an extra effort to help the organization and other members. WWWOC, Inc. is truly a great organization and I am honored to have had the privilege to serve as President.

When I started in this field many million gallons ago (1953 to be exact), my predecessor the late Tom Hay told me that the group of people that I was going to work with in the future is going to be the best group of people in my upcoming career in the wastewater field.

By meeting the other plant operators in short courses, seminars, regional meeting and in our organization, I was never disappointed. I met many fellows from Albers to Zuehlke that I considered my best friends during these years that were never difficult, sometimes challenging but always full of fun.

I just hope that I can find my name on their lists as a friend also.
Memories from Past Presidents (continued)

1978 to 1979

As President of WWWWOC in the year 1979 is one experience that never will be forgotten. Working with a knowledgeable Board was a privilege and pleasure of mine. Everyone was there to help each other, with one thing in mind — that is to make the 1979 conference a lasting experience for the membership.

In 1979 we were in contact with the Minnesota Conference board to establish means of comparing each others agendas and that brought about being invited to their August conference in Minnesota. I in turn invited their board to our conference in Madison in 1979.

A major issue of the year was working with the DNR to improve the plant licensing program.

I want to thank all the people who in anyway helped to make the year 1979 one of the very best.

Willis Stubbe

1979 to 1980

My memories as an officer and President of WWWWOC are varied and mingled with laughter and smiling faces. Young faces and mature faces; but few that didn’t light-up when a colleague was met with a hardy handshake and a “Hi! How are things with you?”

A problem was discussed here and there but nothing that couldn’t be solved with a “Hot Toddy” in our hand and a “Old Dad” Winter’s joke.

It was a rewarding to be an officer on an excellent Board of Directors. We had the privilege to present, as an organization, many deserving awards. Awards to some operators who had many years with out recognition. They were in on the beginning of Certification and operator’s validation as a member in municipalities management.

We promoted recognition of Districts becoming members of the WWWWOC organization. With personal pride, we watched the WWWWOC organization grow in number and quality.

One of the fun things at the Conventions and District meetings was the introduction of the promotional items for sale. There were words of wisdom found on hats and shirts and then “Some just happens!”

One rewarding memory I have, was shared with Bill Stubbe a past President and friend. We represented the WWWWOC at the Minnesota Operators early conventions. We helped to create better working relations with neighboring states and operators. It was a workable idea; for they invited us to sit in on their Board’s plans for their organizations’s future. The officers reciprocated with a return visit to our next two conventions.
Memories from Past Presidents (continued)

Each year we acquire more knowledge of our jobs, ourselves and our worth. We do a job that is needed and needed to be done well.

Thanks for the memories and future smiles.

Leo Templeton

During my term as President for the years 1980 & 1981, several important issues were acted upon. The first issue was that on November 14, 1980, I received a letter from Ward Holz informing me of his resignation as Secretary-Treasurer of WWWOC. At the Board meeting of December 5, 1980, the Board accepted Ward's resignation with regret and appointed Paul Nehm as the new Secretary-Treasurer.

Ward had done an outstanding job, and it was very rewarding that years later, when Paul stepped down, Ward was once again appointed Secretary. Paul also did an outstanding job and we were very fortunate that he agreed to fill the position.

The other two issues were establishing the ETN program and the Board's recommendation to the general membership at the fall conference to accept the concept of regional affiliation with WWOC.

In closing, I wish to express my sincere appreciation for having served this great organization as an Officer and President and to all members for making my term in office a very rewarding and enjoyable one.

Leo W. Templeton

1981 to 1982

Each year seems to be the most exciting and progressive year yet. If indeed this was not so, then our organization would not have achieved to the level that it exists and functions at today.

Roger Sherman

During my term as President, which was the service year 1981-1982, we, as those before us, laid in place the tools for progress for the future. Our social development was very much intact but our professional awareness was just starting to be realized. Many concepts now in place were the results of the Board addressing the growing needs of the organization.

Regional affiliation through the coordinating efforts of Joe Gehin resulted in the first Board-Regional Officer's Joint meeting held on October 20, 1982. Obviously this was an effort that was to develop beyond our expectations.

Likewise, the conference site selection process for annual meetings was the result of the efforts of Bob and Barb Thompson, this concept of site selections is still utilized today and has proven itself over the years.

We jumped into the fire with the equipment demonstration idea as a part of our annual conference. Again foresight was provided that saw interest in this portion of our annual gathering become a key cornerstone of our operation.
Memories from Past Presidents (continued)

You may recall as I do that Dale Stiller was asked to become involved in the new safety requirements that were starting to become an issue. I believe we all recognize the tremendous effort on Dale’s part. We presently are enjoying the fruits of his labor. Through education we all have developed a greater awareness of our work environment. A great deal is owed Dale.

As a result of the lab certification criteria proposed by the DNR, our organization was quick to react. With our reaction came what was to be known as DNR Advisory Committees. Many of the current NR Codes were developed through participation by WWWOC members. These Advisory Boards were the direct result of our organization becoming more visible as a professional group with opinions and input that would have an effect on future legislation for years to come.

Seeing the need, the WWWOC became active in operator training first as a sponsor of the old ETN programming seminars. That quickly lead to the development of the three tier training concept. Those tiers being: 1. basic training; 2. advance training; and 3. workshops. These same principals are still practical today regarding operator training and have provided a fine foundation for its members.

Perhaps the most enjoyable task for me personally was serving as the WWWOC Library Committee Chairman. Many thousands of dollars and books were provided through this WWWOC operation. Never once did a personal check for material ordered ever bounce.

We can proudly look back and reflect on our efforts in operator upgrading. Part of this upgrading was the result of the Board’s decision to work with the then new Wisconsin Section of Central States. As a liaison with no official requested power during these early days, to our present professional relationship, a great deal of growth again has followed allowing even more professional awareness. The low point of my year was the loss of June and Al Winters’ son on August 18. Likewise the high point was the expected birth of our third child.

By far the most remarkable occurrences were the trips to the Board meetings. Driving with Frank Munsey and Nancy Mann proved to be quite an experience. We would laugh and exchange ideas. Those trips have resulted in what WWWOC is really all about, lasting memories and true friendships.

But perhaps the most humorous happening was watching Al Winter drag those coffee mugs around with him that nobody wanted. From coffee mugs to sweatshirts we truly have grown and learned our marketing lesson well.

Without a doubt the largest contributor was Paul Nehm. As you know, Paul took over (the first time) for Ward. A major reason for our success was Paul’s ability to organize. Without Paul my year would have been a disaster and WWWOC would have developed at a much slower pace than what it did. Paul was what was needed and good for us during that period. Thanks Paul.

I apologize if I have overlooked any individuals that did contribute during my term on the Board and especially as its President.

You should know how immensely proud I am of this organization. Lead on WWWOC.

Roger W. Sherman
All my years run together with the year as President. While the President was an important figure, an active Board made sure the varied interests were heard. Over the period, I remember a gradual maturing as WWWOC kept reaching for its 1000th member, resolved DNR certification battles, and worked to develop recognition of the operator as a professional. Several controversies for the WWWOC during my period were lack of regional representation on the Board, DNR certification rules, and Central States’ role in training and operator representation.

Some situations I remember:

- A viewpoint that Central States was a hostile, competing organization for reasons I could not fathom.

- Getting the first membership directory developed.

Some individual people and events on the Board I remember:

- The eagerness and “can-do” attitude of Ron Perkovich in developing an active Northwest Operator’s group.

- Bob Thompson’s travels and searches for the perfect bed at the perfect hotel for the next 10 years of conferences.

- Roger Sherman’s efforts to affect governance and laws even if it meant seeing the governor and sitting on legislative committees.

- Pete Alber’s strong leadership showing and demanding small plant operator excellence and respect.

- Al Winter’s readiness with a joke or funny anecdote.

- A lot of long rides to many meetings made shorter by the company of Roger Sherman and Nancy Mann.

- Stan Budry’s humorous and respectful award presentations.

I had to cut hundreds of fond memories for this brief synopsis. I know full well that while the volunteers give up a lot of time, the friendships and enjoyment were returned many times over by the WWWOC members.

Frank Munsey
Memories from Past Presidents (continued)

1983 to 1984

I was elected to be President of WWWOC at LaCrosse, WI in October, 1983. I served as President until October 1984. During the time I was in office, we were working on the following items. Trying to reach a membership of 1,000. We had approximately 900 some members. Also, we were working with our Regional Groups. Mainly trying to get the groups’ officers into more and better regional meetings. And we were winning. Also the Board of Directors voted to set up funds for the President and Board Members to attend regional meetings. Central States Water Pollution Association was trying to set up another operator’s group in their Association. There were quite a few pro’s and con’s on this subject.

As usual when you are busy, the year slipped by. And it was October 1984. We all gathered in Appleton, WI. At the Paper Valley Hotel. And on Thursday, October 18, 1984, I handed over the gavel of the President to Mrs. Nancy Mann. I was the first Past President who gave a Kiss to the incoming President. And I felt that it had been a good year and the future of our organization was in good hands for another year. So 8 years later its bigger and better than ever. And with the talent that our members have, I am sure it will get better.

1984 to 1985

On top of jobs that are more than full time, the dedication and hard work shown by the Board of Directors was impressive. The membership, some in blue jeans, some in three piece suits, getting together at the conference for the exchange of ideas with one goal in mind — better wastewater treatment!

This organization is the most vital of any organization I have belonged to, all because of its membership.

Nancy Mann

1985 to 1986

I attended my first convention in 1979 at the Madison Sheraton Inn. I had no idea what to expect. The only person I knew was John Leonhard (at that time of Zimpro). We grew up together in Bayfield County.

I was so impressed with the quality of the program, the vendor display and how professional and neat all the people were dressed. I remember thinking “How can I learn all of this?” My head was hurting trying to absorb all of the knowledge that was there.

That day, I made up my mind to be part of WWWOC and someday be the President. It was an “awesome” feeling to know that you are surrounded by the people that are “winners,” and you want to be with them.
Memories from Past Presidents (continued)

On the day I was to become President (Racine Convention), I had lunch with Nancy Mann — then President. Nancy said to me “Ron, one year from now, you will realize how little you know about being President of WWWOC. She was so right. I didn’t realize how much effort it takes and how much knowledge you will gain once you become President.

At the end of my term (Eau Claire convention), I realized the things I learned, and wished I could be President one more year, so I could share my knowledge more fully.

My greatest memory and satisfaction is that I got to represent the “Great Northwest.” My goal was always to put the Northwest operators ahead of myself and make the “Great Northwest” a vital and active part of WWWOC. I still believe today, it was more important to make the “Great Northwest” a leader in WWWOC than to make Ron Perkovich a leader. I believe the “Great Northwest” is still a leader.

Hello friends, God bless, Love to all!

As I dusted off The Clarifier issues during my presidency, I felt a deep sense of nostalgia. This feeling was of mixed emotions, the most predominant was a realization that I am a part of a growing heritage. I am very grateful to have had the opportunity to have contributed in a small way to our heritage.

However, my message to you as we celebrate our 25th Anniversary is not one of reflection but one of vision. Yes, we will cherish this moment but we must look to the future and plan our destiny to have the opportunity to celebrate our next 25 years! I hereby charge you with the mission to challenge the future, and be receptive to new ideas and changes. Complacency must be avoided as we press for new horizons.

WWWOC and its members represent the best in the ‘clean water business’. I am proud of this fact as we celebrate this special event. I look forward to celebrating the next 25 years as we provide leadership in the ‘clean water business’. God bless our efforts as we strive for a better tomorrow.

I am especially privileged to once again attend the WWWOC annual conference. The 1991 meeting is in recognition of 25 years of service to its members. WWWOC is a shining light in the water pollution control field.

I am thankful for the association I have had with many dedicated professionals over the years. My involvement on the Board of Directors and as President in 1988 was a highlight of my career. Board members are a dedicated lot who spend untold hours on behalf of the organization. They deserve your continued support.

The key to the growth of the dynamic organization known as WWOC is its blend of membership. The annual meeting is a forum for the dissemination of knowledge and
Memories from Past Presidents (continued)

understanding between operations, personnel, regulators, academicians, consulting engineers and manufacturers representatives.

Changes in regulations will continue to be the major driving force in the wastewater treatment field. Local POTW personnel have become regulators of industrial dischargers. Many of us will take on additional duties in the monitoring and control of stormwater discharges in the future.

If you enjoy accomplishment while having a good time, get involved in your regional and State WWWOC organizations. As a first year board member in 1984 I was assigned to be chairman of the promotions committee. I remember having a good time coming up with the designs for “Randy Rotifer” and the WWWOC logo used on our promotional shirts. “My daughter gets much of the credit.” The greatest memories are those of people involvement.

To all, thanks for the memories!

Anyone who has been President of this Organization can relate to leading a group such as ours. Over the past nineteen years, I’ve seen this organization grow from 150 - 200 members to over the thousand mark. This indicates to me the important role our organization plays in the abatement of water pollution. One of our past presidents made a quote, “take pride,” and I believe we have, as our growing numbers indicate.

Of the many memorable experiences, the one that comes to mind the most is having associated with the professionalism of the people who chose to be part of this organization. I also feel the hiring of a training consultant for the organization was one of the most important decisions we have made and I’m proud to have been part of that.

In all, being president is not as easy as it looks, but something a lot more should try.

As every Officer of the WWWOC Board will tell you, serving the Organization is indeed a privilege. Aside from the many long Board meetings and extensive committee work, a lot of treasured memories are formed.

Everyone with whom I served during my six years on the Board gave very unselfishly of themselves to better our profession and help the operators.

As an Officer, I recall the pleasure of supporting Joe Gehin’s work to complete the Regional Affiliation. I also appreciated the opportunity to effect changes in the format and design of the Clarifier.

As President, I had the opportunity to meet many of you and represent your interests in leading the activities of the Board. I felt gratified to have completed the activities that brought Dave Flowers on-board as the first Training Consultant. During my term as
Memories from Past Presidents

President, the Board also initiated formal pursuit of Federal training grant funds.

I also recall many humorous moments. Such an example is the time that the Majik Man (Green Bay’s Quarterback) bought Ward Holz a “Secretary’s Day” drink. That happened following a brief “tribute” and “floral presentation” to Ward at a Board dinner. This of course took place during national secretaries week.

The WWWOC has grown beyond everyone’s expectations. It is without question the strongest State organization of its kind. That is so because of the involvement and interest of you, it’s members. In it’s leadership, only the faces of the people change. The enthusiasm, dedication and objectives remain consistent.

On the occasion of your 25th Anniversary, congratulations to you, the WWWOC!

In memory of my past year as President of WWWOC, the first thing that comes to mind is how great the members are. As I have traveled around the state, for both WWWOC and Don Lythjohan when on vacation, it was great to be in any town and have an operator or a member of WWWOC come up and say “Hi!” People talk about the bond that they have by being members of other organizations, well I feel there is no greater bond than being a member of WWWOC. If you think about it, the men and women that work in the wastewater field are “the unsung heros of the environment.”

The other thing that comes to mind is the honor that was given me by you in electing me President. The work was hard but the rewards were the greatest. I would like to thank everyone for all their work and help in making my year as President one that will be with me forever. You are the greatest group of people I have ever worked and served with.

Bill De Sante

Don Lythjohan

1990 to 1991

A distinguished group of past presidents. Can you name them all?
The following pages contain messages from the next 25 Presidents of WWOA. All but one are alive and contributed to make this section of this issue special. Dan Busch prepared a thoughtful message for Jim Krueger, who served as the 26th President of WWOA and who passed away.
Jim worked at the Wastewater Treatment Plant for the village of Denmark for 30 years. Upon retiring from Denmark, he moved to Post Lake and served as the Wastewater Utility Manager at the Antigo WWTP retiring in 2011. Jim passed away April 29, 2012.

Jim Krueger 91 – 92

My time as President of the WWOC was a time of change for the organization. As I remember, the older generation was starting to retire and leave the organization and the younger wastewater operators were stepping up to replace them and getting involved.

As regional coordinator I traveled to all the regions in the state telling the new and older operators to “GET INVOLVED” in the WWOC. While running for president I used the slogan “GET INVOLVED” and as president I saw the younger generation of operators getting involved both at the regional and state level.

As I said, my time as president was a time of change for the organization and in more ways than one. The one big change for the organization during my presidency came during the business meeting at the state convention. A vote was taken on changing the name of the organization from the WWOC to the WWOA. The change was approved and therefore changed the name that the group was known as for the previous fifty years.

As president, I made a lot of friends and maybe some enemies. I learned a lot and had a great time doing it. I highly recommend the organization to anyone interested in wastewater treatment and I highly recommend that they GET INVOLVED.

The organization was a training ground for me, with the legacy of my Father and his cohort’s involvement in the beginnings of this Group of Wastewater Treatment Professionals, I acquired quite a few adopted uncles and mentors.

I believe that my tenure on the Board experienced many positive changes that are maybe not realized today, different Committee commitments and the expansion of the Board responsibilities such as the annual conference on-site duties bestowed on the Board members instead of the Host City employees was a push forward. The change to an employee based Executive Secretary and the Organizational Name Change from a Conference (WWOC) to a regional supported membership Association (WWOA). We began the Operators Competition and instituted the Conference Meet and Greets. With all the added Administrative duties we still found time to have some light hearted Fun and never tried to take ourselves too serious.

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I was elected to the Board of Directors in 1993 in Oconomowoc. I was elected Vice President in 1995 in Middleton. My presidency ran from 1996 to 1997. Our annual meeting was in LaCrosse that year and we had almost 900 people in attendance. Our meeting went off without a hitch or at least it passed the scrutiny of the members and no one noticed any glaring errors.

I was only the second woman and the first manufacturer or, using the more common term, vendor to be elected to the Board of Directors.

I served with a wonderful group of people during my term on the Board and have very fond memories of all the friends I made in the organization. It is the combination of plant operators, consulting engineers and vendors working together that makes the organization as great as it is. One advantage I had during my tenure was that I was one of very few women that attended the meetings. I sure had a lot of fun with my “guys” in the organization. Needless to say, we did get a lot of work done between the fun times.

I would highly recommend that everyone get involved with this fine group. Not only will you learn a lot through networking with your fellow operators, it will be a fun experience that will change your life and an experience that you will never forget.

I am very proud to be part of the history of the WWOA.

I became a member in 1984 but my participation with the group started in 1986 when I became a member of the Exhibit committee. I also served on the Permanent Arrangements Committee during that time. I still serve as Co-Chair of the Exhibit Committee along with Tom Mulcahy.
Officers 1991-Present

I was later elected to the Board of Directors and served for 9 years. As a board member and later President I was a part of a knowledgeable team where everyone worked together and helped each other to make WWOA and the annual conference a valuable experience for our members.

We promoted the recognition of our members in each of the regions with Operator of the year awards, and the creation of the Koby Crabtree award. We also watched WWOA grow in both memberships and the quality of the training we offered.

I am honored to have had the privilege to serve WWOA as President and proud to have been a part of the history of this great group. I treasure all of the friends and acquaintances I have made over the past 39 years.

The most significant was the necessary yet unpleasant decision to raise WWOA membership dues. Dues had not been increased for decades and it needed to be done. We (Board of Directors) spent a lot of time looking at increased operating costs and what we wanted to do to serve the membership. In the end the only way to grow and stay current was to increase membership dues. I remember taking the cautious approach and recommending an increase from $20.00/2 years to $30.00. My good friend Joe Gehin stood up and amended it to $40.00 and it was motioned, seconded and passed before I knew it. It turned out to be a very positive move for the organization.

The second initiative was to promote WWOA membership with the goal of reaching 2000 members by the year 2000. Not a real good long term strategy to double membership dues and then advocate raising membership enrollment, but it was not as counter-productive as I thought it might be. WWOA was somewhere in the 1700 member range at the time and by 2001 we were flirting with the 2000 member goal.

My last fond memory was having the 1999 Annual Conference in Stevens Point at the old Holiday Inn. So what was special about that you say? I graduated from UW–Stevens Point and was very proud of being a Pointer! In addition it allowed me to carry out one of my personal initiatives of getting wastewater students from UWSP to attend our Annual Conference. It was the start of a long time tradition to have students involved in WWOA.

WWOA still has a special place in my life and I hope to continue participating for years to come.

Dan Busch 98–99

I didn’t realize what a challenge this was going to be until I finally took time to sit down and start. It’s a challenge to recall what you remember from 17 years ago!! After some soul searching and digging, three thoughts from my year as WWOA President came to mind.

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WWOA still has a special place in my life and I hope to continue participating for years to come.

Dan Busch 98–99

During my presidency the biggest event facing not just me but the entire country was the Y2K thing. It turned out to the biggest “nonevent” in history. But during that time one of the biggest events in my life was taking the gavel and becoming the president of the greatest wastewater organization in the State of Wisconsin. It was such a big deal that the Northwest contingent had T-shirts printed up for the occasion during the gavel pass, not to mention the chant that followed.

The WWOA has been a big part of my professional career and the friends I have made are life-long. I retired December of 2015, I have over a year under the belt and not a day goes by that I don’t think about the career path I followed and how it shaped me into being a better person. When I was elected to be on the WWOA board I was nervous, thinking I might not measure up to the professionalism that this organization portrays and it

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I have many fond memories of the time I was involved as a Director and Officer. The wonderful friendships that developed and continue to this day; the fun we had while doing the business of the organization; the opportunities it opened up for me personally.

The strongest memories from my term as President are of the 2001 conference. It was held in Milwaukee. As I recall, it was the only annual conference held in Milwaukee during my 30+ years of membership in the organization. The mood of the conference was quite out of the ordinary that year, partially due to the location, but mostly due to the timing.

The conference was early that year, the first week of October. It convened three weeks after the 9-11 terrorist attacks. People were still trying to come to terms with that horrendous attack. The feeling surrounding the conference was surreal.

The conference went off without a hitch, as usual. We saw the same old faces and did the same old things. Yet, there was this feeling that nothing was the same, nor would be the same for some time.

Another strong memory I have is leaving the conference when my term as past president ended. It was over. All those interesting, frustrating, enjoyable, wonderful times, and great camaraderie were over. After being involved for so many years I had a sense of loss. I am proud of my involvement with the WWOA and look back on it fondly.

The biggest memory for me was not a pleasant one. It was about 21 days before the opening of the 35th Annual WWOA Conference at the Four Points Sheraton Hotel Airport, in Milwaukee, that our country endured its most heinous act of terrorism in our nation’s history. Over 2000 men and women lost their lives on 9/11/2001 and we as a people and country have been changed forever. Our conference seemed somewhat insignificant and cancellation was considered. It was my year to put together the Technical Program for the conference as I was Vice President in 2001. The conference did take place that year and I believe the WWOA is stronger today more than ever.

Throughout my 36 years of being a part of this great organization I have seen the individual achievements people...
My year as President of the WWOA certainly had its’ milestones. Immediately following the 2003 annual conference we were faced with the decision to move forward with our contract with the Holiday Inn, Stevens Point (which hadn’t made the improvements that were promised) or to find another venue for 2004. The Kalahari offered us a multi-year contract that seemed more promising than what we would require the membership to endure by returning to Stevens Point. We signed a contract that went forward to 2012; something the organization hadn’t done previously at this point. By moving the 2004 conference to the Kalahari in WI Dells, we saw a record year in attendance of 992 registered attendees (2003 attendance at the Kalahari was the previous record holder) as well as 130 exhibitors. We honored 32 Lifetime Members in 2004 also.

The most memorable thing about my year as president though, was the willingness of the membership to step forward in assisting me with the continued seamless operation of the WWOA. New members as well as old, past Board members and as well as people that had never been on the Board all came together to make the WWOA conference a success. We endured Board members that for one reason or the other found it necessary to resign their Board duties. Newer Board members stepped forward without a second consideration, to selflessly cut their own term on the WWOA Board short in order for the WWOA to continue with leadership that had no voids. This in and of itself is the true dedication that members of the WWOA have toward this organization.

Here is to the "Next 50" for the WWOA. May it continue with pride and distinction that all of the members put forward in the first 50 years.

My time as WWOA President and serving on both the State and Regional boards has been a highlight of my 35+ years in the wastewater industry. One of my proudest accomplishments during my presidency was being able to attend a meeting in each of the WWOAs six regions. It was truly enjoyable getting out to the regions and meeting the membership. It was very interesting to see how each region operated and was uniquely different from the other regions.

I remember attending the annual Minnesota Wastewater Operators Conference that year which was a tradition of sorts for the WWOA President. I enjoyed the company of former WWOA Secretary Richard McKee and his wife Carol, along with Pete Albers and all the great folks from the MWOA who provided exceptional hospitality.

The WWOA website grew by leaps and bounds over this same time and I will never forget all the phone calls and emails I exchanged at all times of the day and night with our former web master Scott Thompson.

Another highlight I had during this time was presenting my mentor and long-time WWOA member Pete Albers with the WWOAs prestigious Honorary Member Award. It was incredibly rewarding for me personally to be able to present this award to Pete for all his years of crafting this great organization.

Lastly, I remember how proud I was to have my wife and children in attendance on the night of the awards banquet when I received the gavel and my time as President was about to begin. Serving on the Board in the various roles required a tremendous amount of time and effort. Through it all, my wife and three children were there behind the scenes understanding the time commitment and supporting those efforts.
My time as President of this wonderful organization was accented by the people I was fortunate to have met during my time on the Board of Directors. People like McKee, Bowden, Theolen, Neis, Herwig, Nennig, Curtin, Thalke, Bond, Carlson, and Thater are people I admire and enjoyed working with. To this day, so many of these fine people continue to support this organization with their time and effort. Proof that this organization is worth it, and that it continues to bring out the best in its members. I urge all our members to support and be involved with this great organization. Any time I served as a Regional Officer or on the Board of Directors will be memorable. Besides, it will look great in your obituary!

In 2000, I was elected to the Board of Directors of WWOA, and the adventure began! Without a doubt, those were some of the best years of my professional life. My years on the Board, traveling along through the ranks to President, lasted through 2008. To be honest, I didn’t want it to end. Although it was sometimes hard work, the Board and Committee members always made it fun.

There were some dark times, such as the loss of Carol Mckee, a good friend and our Assistant Secretary/Treasurer. Also, during those years, we had our first of many conferences at the Kalahari in Wisconsin Dells, which was interesting but challenging, as it always is with a new location. However, the good memories far out-shadow the challenges. The friendships that I made during that time will last a lifetime, and the mentors that took me under their wings are appreciated more than they ever could know. WWOA is an organization that I’ll always be proud to be involved with.

Although I’m now working out of the state of Wisconsin, I miss my friends from WWOA terribly. I would encourage anyone in the wastewater profession to become involved in WWOA, and serve on the Board of Directors.

Thank you all for the memories!

Golden Anniversary of WWOA, I am honored to take part in the celebration. The first conference I attended was in 1977. The event was hosted by Green Bay Metro. At that time our membership was about 700. I was so impressed with the knowledge learned and friends made from the three day event I had hoped I could attend the annual event every year. I was fortunate to be present at all the annual meetings since 1977 and watch the organization grow to over 2000 members with new training and fun ideas incorporated in the organization every year.

Being a board member and later President, I am proud of the accomplishments we achieved. Two new awards were introduced for the Organization “Region of the Year” which recognizes outstanding performance by one of the Regions of WWOA.

Kay Curtin, (fellow board member), introduced that same year, “Newcomer of the year” award, which recognizes an individual that has just started in our career field. On a lighter side, I was happy to organize “The Sporting Clays event” which adds to our Tuesday Conference line up of “Pre- Conference Sessions”, “Golf Outing” and “Bicycle Outing.”

I am looking forward to the upcoming 50th convention this year. The BUZZ is that it will be a good one.

See ya there Friend.
My year as WWOA President was a memorable and rewarding experience. Previous Past Presidents told me prior to my time as President that the year will go by quickly. They were absolutely correct – the year did fly by. It was an honor to serve as President.

I was fortunate to begin my term as President the same year the conference was in Green Bay. It meant a lot to me to begin my term in my adopted home town of Green Bay. One thing I learned quickly as President is that there are a lot of members that truly care about the success of the organization. I received emails and phone calls from members that had some good ideas on how to make the organization better. The active membership is what makes this organization so unique and successful.

The fondest memory I have is the friendships that I developed with the members of the organization and in particular the board members. Without the support of the organization a President would have a tough time. I am thankful for the support that I received during my term from all members, previous Presidents, and especially from the board members. Friendships were developed that will last a long time.

It was great to get out to the regional meetings other than my home region of Lake Michigan. I came across a lot of people who are dedicated, knowledgeable, and enthusiastic about their profession and the important work we all do in protecting our waterways.

Congratulations to the WWOA on its 50th year! I am glad that I was able to serve as President for one of those 50 years and have a little part in its history. There is truly a wonderful group of people that make up the WWOA. I would encourage anyone to get involved in any way. You won’t regret it.

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I have many fond memories of the WWOA. I was first introduced to the WWOA by Lawrence “Red” Carlson who was a former Public Works Director for the City of Sheboygan. I am originally from the U.P. of Michigan, and at a family get together Red told me all about the organization and how important it was for me to attend the meetings and get to know fellow operators. Red sent me his copy of the Clarifier on several occasions and at that time it was about 4 to 5 sheets of paper stapled together and put together by “Old Dad”, Al Winter. This was back in the late 1970’s. I enjoyed reading the Clarifier.

In about 1979 while working at DePere, I joined the WWOA and attended my first Lake Michigan District meeting hosted by Heart of the Valley. HOV was ending their plant upgrade. I will never forget Ken Sedmak’s presentation on dealing with plant operations and problems during a plant upgrade. This charged my career as an operator and in a discussion with Ken afterwards, gave me insight into someday working for a consultant engineering firm as an Operations Specialist.

In about 1983 I was recognized as Operator of the Year for Lake Michigan District. What a great feeling to be chosen for this honor. The following year I was voted Chairman of LMD. Lots of great times setting up meetings and calling vendors and engineers to give presentations.

During the late 1980’s and throughout the 1990s I was employed by Donohue/Rust and Crane Engineering Sales. I will always remember booth duty and the discussions with operators on equipment and operations. Then there were the fun times working the hospitality suites making drinks and sharing stories until 2 am. Great memories….

While employed with Crane, I will always remember my involvement with Gorman Rupp Pump presentations at many Regional meetings. Mike Fears, of Gorman Rupp did a great job.

At the 2003 WWOA Annual Meeting I ran for an open WWOA Director position and won. Another great memory!

I have to thank John Leonhard, who was my boss at Fond du Lac. John convinced me to run.

There were many fond memories of my 8 years on the Board. All the Board meetings, the budget discussions, the committee assignments and working with many great fellow directors who had passion for the WWOA. And of course all the efforts throughout the year went into providing an even better conference year after year.

In 2009 I was Vice President. I will never forget all the work I did on organizing for the conference that year. Putting together the technical program committee to review and select the presentations was a rewarding task. I must thank Mary Kunde of Fond du Lac for her help and computer skills in developing the WWOA registration packet which was mailed to all of our members. The 2009 conference turned out great thanks to all!

When I was President I will always remember making my goal of attending a meeting with each Region, to update the news in the WWOA. All the Regions were very friendly and provided a good program for its operators.

At the 2010 Annual business meeting I have a memory I would just as soon forget. During nominations, I called out the wrong person who won as director. I misread the ballot summary and then quickly made the correction. As it turned out both people have become directors and are still on the WWOA Board today.

All those who consider wastewater treatment a career, will consider the WWOA invaluable. The efforts you make to this organization will come back to you ten fold in new friendships, knowledge, experiences, and memories and enhance your personnel self and career.

I will never forget all my friends in this great organization. They make my memories so great!!

Happy 50th Anniversary WWOA !!

And again Thanks for the Memories……..

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First of all let me say what an honor and privilege it was to serve on the WWOA Board of Directors and as your President. I sit here today scratching my head and trying to remember who first suggested that I run for the BOD. Thanks to whomever you were! It was a great and very rewarding eight years!!

I was fortunate to serve with outstanding people that serve our industry and our organization with the utmost professionalism and dedication. Throughout my time on the BOD, I met so many wonderful people.

As with life, there is one thing that always remains constant, that’s change! We had many, many discussions and decisions on ways to keep with tradition and also trying new things to keep the organization growing and dedicated to our members. As I look back now, it’s rewarding to see how most of those decisions have really moved our organization forward.

One of my fondest memories was as Local Arrangements & Guest Program chair. The Guest program had two tours for the La Crosse Brewery. I saw the bus leave with 15-20 people, but then the bus come back to drop off the first group and pick up the second group, there were only three people on the retour bus (my wife and two kids)!! I asked my wife where the rest of the group was. She said that they decided to stay at the brewery and would catch the second bus back.

I can’t wait to see you all in La Crosse for the 50th Anniversary!!
In the 15 years I have been a member of WWOA, I have seen much growth within the organization. We have faced many challenges and have become a better serving organization. We went from strictly paper registration to include on-line registration, not only for the conference but for our Regional meetings as well. We updated the WWOA website to reflect the growing need to serve our members in a more efficient manner. And we will continue to make changes to better serve WWOA and all of its members.

I became a member of WWOA in 2000 and joined the Board of Directors in 2008. My term as President was from October 2014 to October 2015. During my time on the Board of Directors, I gained much knowledge and experience and over time, my self-confidence grew immensely.

I was the Regional Coordinator for many of the years I served on the Board. That was an excellent way for me to get out and meet others within our industry and organization. I met absolutely wonderful people, many whom I now consider friends.

The members I served on the Board with were absolutely outstanding! No matter what the situation, we could always pull through anything and come out stronger. This organization along with the members mean a lot to me. I would definitely do it all over again and I will continue to volunteer help. I’m confident that this organization will continue to grow, improve and offer even more training opportunities and knowledge to the members.

50 years ago there was vision (was that in black and white too?) of creating an organization and assembling select leaders to promote and train the specialized industry of Wastewater Treatment and associated careers. My ties to the organization only go back 16 of those years, so the changes I’ve seen in the organization are only a fraction of the whole picture and it will be just shy of another decade until I can see 50 years of my own!

The organizational and industry changes during my membership span alone have been amazing. In year 2000, the Internet was still developing so the website was just getting rolling and email was breaking into the industry. It was not long until email was the preferred means of communication between some of the members. And I’m sure many of you remember filling out the DMR with a pen and mailing the completed forms to the DNR.

Shortly after I entered the industry and started working for the Village of Amherst, I joined WWOA. After attending regional meetings and the annual conference for several

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years, I took an interest in helping lead the organization and became a Regional Officer. A few years of kidding around with Ken Bloom from Marathon about taking the jump to the state level, changing jobs to the Village of Plover, and then talking to a few past presidents, I was approached to put my name on the ballot for Director in 2009. (It must have been a tough year as I was the only one they could muster to run!)

Serving on the WWOA Board of Directors and growing along the way to become the current President, has been an experience like no other! As other past presidents will surely testify, the years they served on the Board are some of their best years with the best friends they could ever have and with whom they built lifelong relationships. I like to use Kevin Freber as an example.

Until I came onto the WWOA Board of Directors, I never knew him and well, he probably would have preferred that I didn’t get to know him! Through our tenures, we have grown to know each other as if we were family. The support and involvement of all the past presidents really shows the strength of the WWOA organization. I look forward to continuing the tradition of support on to the current and future membership with the hope that I can experience and talk about the next 50 years!
# Past Conference Locations

<table>
<thead>
<tr>
<th>Year</th>
<th>Date</th>
<th>Site</th>
<th>Host</th>
<th>Attendance</th>
<th>Spouses</th>
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<tr>
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<td></td>
<td><strong>Short Course</strong></td>
<td>University of Wisconsin Madison Department of Hydraulic and Sanitary Engineering</td>
<td>Believed to be the first year of the Short Course</td>
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<td>1933</td>
<td>Jan. 9-14</td>
<td>Short Course</td>
<td></td>
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<td>Jan. 7-11</td>
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<td>April 27-30</td>
<td>Short Course</td>
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**Conference of Wisconsin Sewerage Works Operators**

(Short Course Continues)

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<th>Year</th>
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<td>May 6</td>
<td>40 Charter members meet at the Beefeaters Room at the UW Memorial Union</td>
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<tr>
<td>&quot;  &quot;</td>
<td>May 6-8</td>
<td>Short Course</td>
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<tr>
<td>1938</td>
<td>April 20</td>
<td>Madison</td>
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<td>1939</td>
<td>March 21-22</td>
<td>Hotel Rogers - Beaver Dam</td>
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<td>1940</td>
<td>April 15-18</td>
<td>Short Course</td>
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<td>May 5-7</td>
<td>Grand Hotel - Sheboygan</td>
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<td>1942</td>
<td>May 5-6</td>
<td>Hotel Wausau - Wausau</td>
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<td>1943</td>
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<td>WW II – No Conference, courses at various locations in the State</td>
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<td>1944</td>
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<td>1946</td>
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<tr>
<td>1947</td>
<td>April 10-12</td>
<td>Short Course</td>
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<td>1948</td>
<td>June 17</td>
<td>South Port Park Beach House - Kenosha</td>
<td></td>
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<tr>
<td>1949</td>
<td>April 18-21</td>
<td>Short Course</td>
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<td>1950</td>
<td>Sept. 16</td>
<td>Stoffard Hotel - La Crosse</td>
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<td>1951</td>
<td>April 16-19</td>
<td>Short Course</td>
<td></td>
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<td>1952</td>
<td>Sept. 20</td>
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<td>April 20-23</td>
<td>Short Course</td>
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<td>1954</td>
<td>May 15</td>
<td>Oshkosh</td>
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<td>1955</td>
<td></td>
<td>Short Course</td>
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<td>&quot;  &quot;</td>
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<td>Eau Claire</td>
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<tr>
<td>1956</td>
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<td></td>
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<td>May 16-17</td>
<td>Olsons Restaurant – Mt. Horeb</td>
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<td>&quot;  &quot;</td>
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<td>1959</td>
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<td></td>
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<td>Short Course</td>
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<td>Oct. 11</td>
<td>Joint Meeting with WPCF</td>
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<td>May 11-12</td>
<td>Wausau</td>
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<td>&quot;  &quot;</td>
<td>Oct. 26-27</td>
<td>Pewaukee</td>
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<td>1963</td>
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<td>Short Course</td>
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continued on page 30
## Past Conference Locations

**Wisconsin Wastewater Works Operator's Conference**  
(Short Course Canceled)

<table>
<thead>
<tr>
<th>Year</th>
<th>Date</th>
<th>Location</th>
<th>City</th>
<th>Room</th>
<th>Special Note</th>
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<tr>
<td>1967</td>
<td>Oct. 25-27</td>
<td>Biggers Motel</td>
<td>Appleton</td>
<td>225</td>
<td>?</td>
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<tr>
<td>1968</td>
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<td>Hutson House</td>
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<td>1969</td>
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<td>Northland Hotel</td>
<td>Green Bay</td>
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<td>Oct. 28-30</td>
<td>Holiday Inn</td>
<td>Beloit</td>
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<td>1971</td>
<td>Oct. 13-15</td>
<td>Northern Hotel</td>
<td>Chippewa Falls</td>
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**Wisconsin Wastewater Works Operator's Conference, Inc.**  
(Incorporation September 12, 1973)

<table>
<thead>
<tr>
<th>Year</th>
<th>Date</th>
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<th>City</th>
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<tr>
<td>1973</td>
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<td>Midway Motor Lodge</td>
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<td>1978</td>
<td>Oct 18-20</td>
<td>Red Carpet Inn</td>
<td>Milwaukee</td>
<td>326</td>
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<td>Holiday Inn</td>
<td>La Crosse</td>
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<td>Paper Valley Hotel</td>
<td>Appleton</td>
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<td>Sheraton</td>
<td>Racine</td>
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<td>1986</td>
<td>Oct. 22-24</td>
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<td>Eau Claire / Rice Lake</td>
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<td>1987</td>
<td>Oct. 21-23</td>
<td>Holiday Inn S. E.</td>
<td>Madison</td>
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<td>Westwood Conference Center</td>
<td>Wausau / Rib Mountain</td>
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<td>Oct. 4-6</td>
<td>Holiday Inn Holidome</td>
<td>Stevens Point / Marshfield</td>
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<td>114</td>
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<td>1990</td>
<td>Oct 17-19</td>
<td>Regency Conference Center</td>
<td>Green Bay</td>
<td>721</td>
<td>121</td>
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<tr>
<td>1992</td>
<td>Oct. 21-23</td>
<td>Radisson Hotel</td>
<td>La Crosse</td>
<td>501</td>
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<tr>
<td>1993</td>
<td>Oct. 19-23</td>
<td>Olympia Village</td>
<td>Oconomowoc</td>
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**Wisconsin Wastewater Operator's Association, Inc.**

<table>
<thead>
<tr>
<th>Year</th>
<th>Date</th>
<th>Location</th>
<th>City</th>
<th>Room</th>
<th>Special Note</th>
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<td>Regency Suites</td>
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<td>Oct. 17-20</td>
<td>Holiday Inn West</td>
<td>Middleton</td>
<td>695</td>
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<td>Oct. 7-10</td>
<td>Radisson Hotel</td>
<td>La Crosse</td>
<td>877</td>
<td>75</td>
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<td>Oct. 26-29</td>
<td>Holiday Inn</td>
<td>Stevens Point</td>
<td>738</td>
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<td>Oct. 3-6</td>
<td>Regency Suites</td>
<td>Green Bay</td>
<td>796</td>
<td>67</td>
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<td>Oct. 2-5</td>
<td>Four Point Sheraton</td>
<td>Milwaukee</td>
<td>625</td>
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<td>Oct. 8-11</td>
<td>La Crosse Civic Center</td>
<td>La Crosse</td>
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<td>2003</td>
<td>Oct. 21-24</td>
<td>Kalahari Resort</td>
<td>WI Dells / Lake Delton</td>
<td>913</td>
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Our organization as a progressive, passionate group of members is no stranger to change; change is inevitable in order to survive in today’s business and professional culture. This article covers just the tip of the iceberg when it comes to all that has gone on in the wastewater industry since 1991. Some remember when these changes happened, some will read this for the first time and wonder how they managed back then. Join us as we look back on those changes and challenges that have led us to where we are today.

Name Change, WWOC to WWOA
In 1994 WWOC became WWOA; essentially the word “Conference” was replaced by “Association”. The name was changed to recognize the transition from a “training conference” to an “organization or association” of members. Keep in mind the very first annual meeting was put together to provide training opportunities that disappeared when the UW Madison Short Courses were discontinued in 1966. As the Annual Meeting grew to meet the needs of the membership, it became an organizational event that involved more than just training plant operators. While the WWOA has been in existence in one form or another before 1967, starting in 1967 the Annual Conference had become the event of the year for the WWOA. The first Annual “Conference” was in 1967. We are now celebrating our 50th Annual Conference. That is quite a feat in itself.

General Membership
WWOA Membership has remained stable over the last 25 years. Many Operators who began their career in the 1970’s with the advent of the Clean Water Act are now retiring. The general age of the membership is aging, the organization has put an emphasis on recruiting new, young members into the organization. Current WWOA Board of Directors have been active in the development and implementation and promotion of the State wastewater operator apprenticeship program. In 1991 there were 36 total listed lifetime members, in the last five years we have annually recognized more than that total. Today we have over 200 Lifetime Members along with approximately 2000 Active Members. There are 6 active regions within the WWOA that holds regional meetings up to four times a year. WWOA is very active in promoting the wastewater industry within the regional areas and within the State organization.

Leadership Change
Richard McKee became the Executive Secretary after the 25th Anniversary meeting in 1991. He replaced the retiring long time Executive Secretary Ward Holtz. Richard served from 1992 until 2012 and was a stabilizing influence for the Board of Directors over the span of his career. Karen Harter, our current Executive Secretary began her service in 2013 and has implemented many administrative improvements to keep WWOA viable and current.

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Conference Activities

In 1992 the Board of Directors authorized the Tuesday night Meet & Greet to be held before every Annual Meeting from 1992 forward. The first Meet & Greet was held in 1991 as part of the celebration for the 25th anniversary. Conference attendance has been a roller coaster over the last 25 years. In 1991 there were 690 present at the Abbey in Lake Geneva/Fontana, in 2003 there were 913 at the Kalahari in Wisconsin Dells, and in 2015 there were 748 at the Kalahari. It should be noted that WEFTEC was in Chicago the week before; therefore many members were not able to attend both events. On average there have been between 800 and 900 members in attendance each year over the last five years.

The Operators Competition, which had begun in 1990, was suspended in 1991 because of the 25th anniversary activities. The competition resumed in 1992, and within the last few years the number of teams participating has grown from three to five or six teams at the annual conference. In 1992 the Keynote address was moved to Wednesday morning of the annual conference with technical sessions to follow. This was done in conjunction with the Meet & Greet on Tuesday night to allow the annual meeting to officially begin on Wednesday morning. Previously the Keynote address was after lunch on Wednesday.

The Annual Conference offers a wide selection of technical sessions as well as a full Exhibitor Expo. The technical sessions are chosen through a technical paper submission process early in the year. A committee of up to twenty-five people review all of the papers and then chose the ones that are most relevant to the topics of the day. With more than 65 to 70 papers that are submitted each year, it is quite the process.

The Exhibitor Expo has been a main stay of the Annual Conference over the years. It has grown with time and now has over 140 exhibitors showing their products and capabilities for the wastewater industry. Everything culminates on Thursday evening with the Awards Banquet. Here all of that year’s awards are handed out and the winners recognized for their hard work promoting the industry and the association. And what would an Awards Banquet be without some fun. The after Banquet social event has been memorable over the years. From dancing and music to poker playing and prize winning, there has been something for everyone.

Recognition – Koby Crabtree Award

Dr. Koby Crabtree was a professor of microbiology at the UW Extension campus in Wausau. Dr. Crabtree specialized in wastewater biology and did many entertaining presentations at the Annual Conferences. He was always there to help plant operators and consultants with wastewater microbiology problems. Koby was the first Honorary Member of WWOC/WWOA in 1986 and was presented with the Bernauer Award in 1993. Dr. Crabtree passed away in 1994. The Board authorized the development of the Koby Crabtree Award in 1995 and the first recipient of the award was Ken Sedmak. Along with the Koby Crabtree Award, there are many award winners recognized each year at the Annual Conference. Amongst the awards are the George F. Bernauer award (first given in 1960), The Service Award (first given in 1975), the Newcomer of the Year award (started in 2008), Region of the Year (started in 2008), and the Operator of the Year for each Region (started in 1975).

WWOA Web Site

WWOA is an organization driven to meet the needs of its members and meeting the challenges brought forth by a rapidly changing society. The development of the World Wide Web as a rapid communication and educational tool was a change and challenge met head on by several key individuals in WWOA.

A driving force at the time was that the web could offer even the smallest treatment plants a chance to share ideas and information. Not all plants had a large training budget or could afford to send operators to the annual conference. Ron Altmann ran with this concept and created the original, “Tips and Ideas for Treatment Plant Operators” webpage which was hosted on his own website. Tips and Ideas provided a categorized list of clever ideas posted by operators, for operators.

Bob Scherr also stepped forward early on. Bob was another self-taught web builder who created a website for his treatment plant in Lake Mills. We do believe that Lake Mills was the first wastewater treatment facility in the State to have a web presence.

Ron Altmann and Scott Thompson were the driving force to bring the power of the web to WWOA. In 1996 Scott Thompson came before the Board of Directors asking for permission and support to get WWOA presence known on the Internet. In 1997 the first Website committee was
The Clarifier's founding principle is simply “a newsletter by the members for the membership.” It was meant to be informational and educational, a means to transfer experiences and information between the members of the then Wisconsin Wastewater Works Operator Conference Inc. It still serves this purpose today and is now a professional level magazine which is still put together by members for the membership and it remains a true grass roots member based publication. It is probably still the most significant membership benefit the organization has to offer. We hope it remains that way well into the future, but that will only be possible with continued support and contributions from its members.

### Historical Perspective

The majority of time the Clarifier was published on a five issue per year schedule so simple math would dictate that it should have reached Volume 200 after 40 years or sometime in 2007. However in the very early years, the Clarifier was published on a bi-monthly basis. Because of time constraints and lack of contributing material this schedule was not always met.

Somewhere along the line the publication did get back on schedule and Volume 100 was printed in December of 1992. That would say that Volume 200 should have been published in December of 2012. Some research discovered that there were two duplicate issues in the last 20 years. This will be a good trivia question for the Annual Meeting so pay attention! The two duplicate issues are Volume 147 published in April and June of 2002 and Volume 152 published in June and September of 2003. It is interesting that they occurred within a year of each other and are five issues apart. The 50th conference issue in September will be Volume 217.

### Editorial Staff

The solid foundation of the Clarifier lies in the Editors and editorial staff that have contributed countless hours as volunteers over the years to put together information from the membership. In the early days it was a one man show, and with time evolved into a team effort as the publication grew and required more time and talent. In 1980, Al “Old Dad” Winter stepped aside and a team of editors under the direction of an ad hoc committee chaired by Al began the process of transforming the Clarifier from a newsletter to a magazine. This was a significant transitional period. A very important part of this transition was the involvement of Lynda Bentley as the first female editor.

The following editorial by Al Winter appeared on the front cover of the January 1980 issue.

The following is a chronological listing of Clarifier Editors and editorial staff.

<table>
<thead>
<tr>
<th>Year</th>
<th>Editor(s)</th>
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<tbody>
<tr>
<td>1967 – 1973</td>
<td>John Wallendal, Waupun</td>
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<td>1973 – 1980</td>
<td>Al (Old Dad) Winter, Kaukauna</td>
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<td>1980 – 1984</td>
<td>Lynda Bentley, Bob Deering, Bob Thompson and Kurt Dally, Green Bay MSD</td>
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<td>1984 – 1987</td>
<td>Lynda Bentley, Carol Townsend, Green Bay MSD</td>
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<td>1987 – 1991</td>
<td>Lynda Bentley, Carol Townsend, Dan Busch, Green Bay MSD</td>
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<tr>
<td>1991 – 1994</td>
<td>Bill De Bauche, Dan Busch, Lynda Bentley, Carol Townsend, Kay Floading Green Bay MSD</td>
</tr>
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<td>1994 – 1996</td>
<td>Dan Busch, Lynda Bentley, Scott Thompson (GBMSD), Jeff Haack (WDNR)</td>
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<td>1996 – 2001</td>
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</tr>
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<td>2001 – 2007</td>
<td>Dan Busch, Jean Van Sistine (GBMSD), Jeff Haack (WDNR)</td>
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The following editorial by Al Winter appeared on the front cover of the January 1980 issue.

The following editorial by Al Winter appeared on the front cover of the January 1980 issue.

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Clarifier Content
The early Clarifiers were newsletter based, very informal and pounded out by Al Winter "Old Dad" on a Saturday afternoon using a manual typewriter. Somewhere in one of the early issues Old Dad speaks of finding the typewriter at a second hand shop and he was excited to tell Ward Holz he saved the membership some money because of the good deal he got on it. His only disappointment was that it did not have “spell check”, good thing it didn’t, that would have taken all the personality out of Old Dad’s writing! Al’s writing was colorful and interesting, he told it like it was; we’d never be able to publish some of the jokes he printed back then.

It would be a great endeavor to scan and print the early newsletters; it sure speaks a lot about where this organization got its roots from and where we’ve grown to. Speaking of growth, the following graph illustrates the slow but steady growth from a newsletter to a magazine. The timeline starts in 1980 when Old Dad turned over the reins to the Green Bay folks. The graph is based on average number of pages per the five issues in the year.

The first Presidents message appeared on the front cover of the Clarifier in the September 1980 issue. It was penned by Pete Albers from Kewaskum, who was the WWOC President at the time. In May 1984, the President’s messages were moved to inside the front cover, and WWTP photos took their place. The Appleton WWTP was the first plant featured. June of 1986 saw the President’s message complete with picture from none other than Ron "Take Pride" Perkovich from Rice Lake.

Advertising
The addition of advertising was one of the many changes that came out of the 1980 Clarifier ad hoc committee. The first issue with ads was February 1984. This 12 page issue contained two ads, L.W. Allen (Madison) and Tech Line Instruments (Fond du Lac). This issue also saw the inclusion of the first advertising contract. The May 1984 issue saw three more advertisers join in; Davy Laboratories (La Crosse); Donohue Engineers and Architects (Sheboygan) and Chem-Bio Corporation (Oak Creek). The goal from the beginning was to use the ad revenue to help offset the costs to produce and print the Clarifier. As the Clarifier expanded more ads more included. Today, each issue of the Clarifier averages about 30 ads with almost an equal number of full page, ½ page, and ¼ page ads.

Paste-Up / Publishing Changes
The early Clarifier was a true “cut and paste’ operation. The articles were typed up on a typewriter, first of course was Old Dad’s manual typewriter, later to be replaced by an electric typewriter in 1980. The text was set in 3.5 inch columns and cut apart and pasted unto a full sheet. These paste-up sheets which also included the space for ads were numbered, bundled together and sent to the printer where the printer typeset it for printing and publication. Somewhere in the mid 80’s the move from typewriter to computers took place. Sometime in the mid 90’s is when articles and ads began to come in on floppy disks, diskettes and ultimately by CD. The June 1999 issue was the last “cut and paste” issue.

In September of 1999 the first desktop publishing issue using Quark Express was submitted to Sun Printing by copying the entire issue from the computer hard drive to a CD and mailing a single CD to the printer. Jean Van Sistine from Green Bay was instrumental in getting this first issue together. Jean worked many long hours to learn the software and slow but sure we got to where we could capitalize on all the software advantages to set the Clarifier up for printing on the computer and customize the articles and advertising. Ten years later, Quark Express was
replaced by Adobe InDesign. With Adobe InDesign it was possible to send the entire issue via a shared FTP web site at Sun Printing, where it was finalized and fine-tuned. Any changes could now be made right through the web site without having to send a hard copy proof back for review and approval. In the beginning, it took a couple of weeks for the production process to be completed.

Today, we are able to complete an issue in less than a week. And the draft issue that is sent to the printer only requires minor adjustments before it is ready to be printed. But just like in the beginning, a final proof of each issue is checked before going to print.

Doralee Piering (Energenecs) has been doing the Clarifier desktop layout since 2010. InDesign software is still in use and Doralee has done a very fine job of continuing to produce a first class magazine for the WWOA membership.

**Featured Writers**

As the Clarifier grew so did the need for more professional articles. Jeff Haack, WDNR probably did the most in this area. He was the behind the scenes guy who always made sure we had front page photos and plant stories. He was a great liaison between WWOA and the DNR and was always there encouraging DNR staff to communicate their changes and concerns through the Clarifier. Jeff was the quiet advocate who gently introduced Jack Saltes, WDNR to the eager and enthusiastic readers of the Clarifier. Jack's technical, yet easy to understand articles have been a godsend for the WWOA membership.

Other feature writers have included Ray Grosh with articles on controls, Kay Curtin with a series of articles on management, Bill Martin with helpful insights to removing phosphorus, and numerous vendors that have provided basic introductions to their equipment and products.

**Front Cover**

The front cover has gone through numerous changes over the years. May of 1984 saw the first black and white front cover photo with the Appleton WWTP. The front covers have predominately been WWTPs since then with the exception of the following issues.

- 1993 June  Dr. Koby Crabtree – First WWOC Honorary Member (1986) Memoriam
- 1998 June  Al Winter (Old Dad) – Clarifier Editor, Memoriam
- 2004 June  Vern Handrick – WWOA Director, Minocqua, Memoriam
- 2005 June  Leo Templeton - WWOA Honorary Member
- 2006 June  Pete Albers – WWOA Honorary Member
- 2008 December  Dan Busch – WWOA Honorary Member
- 2009 December  Front cover was a collage of Annual Meeting photos

There have been several changes in the formatting of the front and back covers over the years. In December 1994 (Volume 110) the front cover was changed to recognize the name change from the Wisconsin Wastewater Works Operator's Conference (WWOC) to the Wisconsin Wastewater Operators' Association (WWOA). In 1999 there were four issues where the back cover was a full page color ad (USA Bluebook). With the exception of these four issues, the back cover always contained the Director's directory. In April of 2001, the first color photo (Dane-Iowa Wastewater Treatment Plant) was used on the front cover, prior to this only the Clarifier title and organization logo were in blue.

February of 2009 saw the change to the current front cover and back cover format. A very modern look and a change from the predominantly white background to a blue border with full page photo color. In 2012, advertising returned to the back cover. This was done because the electronic equipment at the Post Office would occasional pick up an address for one of the director's instead of the mailing label. After several years of receiving multiple issues, the Board of Director's asked that the back cover be changed and the list of BOD members was relocated to the inside front cover. The reformatted inside front cover also includes the table of contents for each issue, names of the Clarifier staff, and a mission statement for the Clarifier. This statement is as follows:

The Clarifier is the publication of the Wisconsin Wastewater Operators Association and is intended to inform and educate the membership on issues related to the treatment and control of wastewater. The Clarifier is produced five (5) times each year: February, April, June, September, and...
December. All members are encouraged to contribute to the mission of the Clarifier. The goal for every issue is to feature one of the member wastewater treatment plants. Jeff Haack lead this effort for many years, followed by Jon Butt for a couple of years, then Kay Curtin. Today, this tasked is filled by Ron Dickrell. Let Ron know if your plant has recently received an award or if you have completed a plant upgrade.

Printing and Publishing
Sun Printing of Wausau has been our printer for 34 of the last 36 years. Many of the improvements in putting the Clarifier together have been the result of Karla Kieffer and her excellent staff. Karla led us down the desktop publishing trail; she was there to help train Jean early in the switchover to Quark Express. Sun Printing helped Jean with the transition to InDesign, helped with the change from Jean to Doralee, and partnered with WWOA in converting to an all electronic web based file transfer procedure.

Sun Printing hosted the share FTP web site to speed the upload and editing of each issue. Sun Printing continues to assist WWOA with formatting and design services such as the unique design of the 50th Anniversary cover. While all of the Editors, editorial staff and writers have been a big part of the Clarifier’s success and growth, we wouldn’t be where we are today without having Sun Printing as our partner.

Closing
As Old Dad would say “It’s time to bring this one to a close” We hope you have enjoyed walking down memory lane in this 50th anniversary issue. For the “Old Guard” we hope it provided some fond memories and quiet smiles. For the newer members, we hope there were some “Oh I never knew that” moments. As WWOA members you should be proud of how the organization has grown and changed over the last 50 years. Remember what was said in the beginning; the Clarifier is “by the members for the membership.” You can help by taking time to write about what your plant has done, improvements you have made or problems you’ve solved. It may be old hat to you, but a time and life saver to someone else reading the Clarifier.

Editor’s Note: A special thank you to Jean Van Sistine for all her help over the years we worked together on the Clarifier and for all her help in gathering information related to the publishing and printing of the Clarifier over the years.

In memoriam, Lynda Bentley should be remembered for her early leadership and determination to get the Clarifier started in the magazine format. Her excellent organizational skills were needed in the old “cut & paste” days. She took a back seat when desktop publishing became the norm, but was always there with helpful advice and to share her experience. Lynda passed away September 18, 2015.

Dan Busch, Retired Clarifier Editor
Jon Butt, Current Clarifier Editor

The Next 25 Years
How much change and evolution will the organization see in the next 25 years? How well will WWOA meet the challenges brought about by change? We only need to revisit the “Visions of Tomorrow” written by Bill DeBauche which appeared in the 25th Anniversary Commemorative edition to get the answers. It has been modified to recognize the name change in 1994.

The equation for WWOA’s success is found in the Purpose of its Constitution.

The achievements of the last 50 years are testimony to the inspiration, creativity and ambition of the membership.

To meet the challenges of tomorrow, we must continue in our personal quest for knowledge and continuous improvement.

Enthusiastically, WWOA’s leadership will continue to promote the very fundamentals of WWOA’s purpose.

Continuing in a tradition of excellence, WWOA members will promote and exemplify qualities of professional pride.

By Dan Busch, with contributions from many others