

2020 ASPE BOARD OF DIRECTORS

ANNUAL REPORT

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Carol Johnson, CPD, LEED AP, CFI, FASPE

Vice President, Technical

Don Strickland, CPD, GPD, FASPE

Vice President, Education

Blair Minyard, PE, CDT, CPD

Vice President, Legislative

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Vice President, Membership

Vincent (Vinny) Falkowski, PE, PMP, CCM

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Thomas P. Sharp

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Region 3 Director

Steve E. Mastley, CPD, FASPE

Region 4 Director

Scott M. Steindler, CPD, LEED AP, ARCSA AP (IS), GPD, GGP

Region 5 Director

Bryan Hutton, CPD

AYP Liaison

Christoph Lohr, PE, CPD, LEED AP BD+C, ASSE 6020

Executive Director/CEO

Billy Smith, FASPE

PRESIDENT'S REPORT

Carol Johnson, CPD, LEED AP, CFI, FASPE



When a person sits down and reflects on a year, so many words come to mind. Honestly, first and foremost I hope all of you are safe. I want to express my sadness that we do not get to see each other at our Convention & Expo in New Orleans. Most of all I offer hope that we will be resilient and be stronger after this unprecedented time. Keep in mind that we are stronger together, that strength is the beauty of we, us, and society.

As I reflect on the past year, the word that comes to mind is *commitment*. I do love our members; I love what we stand for, who we are, and how we are important to society and each other. This report signifies a year in the term of ASPE President. The role of your Board is governance for the Society. Governance is completed by a team—team is bound with commitment to each other. The team is the members, the Board, ASPE leaders, Chapter leaders, and the ASPE Staff. It takes each and every one of us.

Our Board is amazing in many ways. It is with deep pride that I have served with this Board. I thank them all for their commitment.

Vice President, Technical, Don Strickland, CPD, GPD, FASPE, has served on the Board for three terms. He will be leaving the Board to spend more time with his young family. Don has made a mark on credentialing.

Vice President, Education, Blair Minyard, PE, CDT, CPD, has performed amazingly in providing more educational offering than ever before. Blair has opted to lend her talents to the Treasurer position for the next term.

Vice President, Membership, Vinny Falkowski, PE, PMP, CCM, is passionate about our members and has decided to offer his energy to the VPT role.

Treasurer Jim Zebrowski, PE, CPD, FASPE, will be moving into the VP Education role. Jim brings experience and clarity.

Vice President, Legislative, Brianne Hall, PE, CPD, LEED AP BD+C, GGP, has embraced ASPE's new tools and has brought ASPE to a new level in our legislative efforts. Brianne will continue to build ASPE at the VPL role.

Vice President, Affiliate, Tom Sharp, has served his first term with diligence and great judgement, as well as with a wonderful sense of humor and integrity.

I thank AYP Liaison Christoph Lohr, PE, CPD, LEED AP BD+C, ASSE 6020 for his youthful insight.

I remember running for my first term and stating that I wanted to be like Region 1 Director Paulie Silvestre, FASPE. He is a dynamic leader who approached our members with his heart. Thank you, Paulie, for 14 years on this Board.

Region 2 Director, Keith Bush, CPD, CSI, GPD, has served with honor. He has been a great leader within the Board. He keeps us focused, and it has been my personal pleasure to serve with him.

Region 3 Director, Steve Mastley, CPD, FASPE, exudes integrity and fairness. I will miss his word-smithing, diction, and charm. Steve will be working toward retirement and time with his family after six years on the Board.

Region 4 Director, Scott Steindler, CPD, LEED AP, ARCSA AP (IS), GPD, GGP, has served as both Region Director and Vice President, Technical. Scott is always passionate. He will be stepping away from the Board to spend more time with his family.

Region 5 Director, Brian Hutton, CPD, has met the challenges of a Region Director and brought a new level of communication. Bryan has been an innovator during the COVID-19 experience. Brian will continue to serve his Region in the next term.

Again, I thank them for their leadership and commitment to our members. Each of them serves our members, and I deeply appreciate what they have accomplished. We have focused on the members to provide more, period. We stay focused on continuing to grow and innovate our abilities. We increase our voice in this industry and resources for our members. I hope this has been apparent with ASPE Connect, ASPE working groups, ASPE special-interest groups, ASPE Education, and ASPE credentialing. I am most proud of this Board because they challenged each other, they were passionate and outspoken, they were surprising and challenging, and they had great ideas. What is perfect is that they were dedicated to each of you and represented you with commitment.

I also thank the ASPE Staff, the instrument that gets the work done that touches all of our lives. They also are some pretty wonderful individuals. Graphic Designer Nadine Saucedo has style and creativity. Director of Publications & Standards Gretchen Pienta has masterful skills. Director of Education & Credentialing Pam Rosenberg, CAE, has brilliance. Membership Coordinator Racquel Rodriguez Guerrero has heart. IT Director Rich Albrecht is left-brained. Sr. Director of Technical & Regulatory Affairs Ramiro Mata is wonderful. Membership Coordinator Lisa Gonzalez has amiability. Finance & Administration Manager Eitan Gauchman and Accountant Muhammad Ali have patience. Director of Affiliate Relations Brian Henry and Director of Meetings Cliff Reis have assertiveness. Executive Director/CEO Billy Smith, FASPE, and I have tackled all of the challenges and rewards of leading our Society. Billy is a part of my life. Thank you for your dedication to our members. We keep each other on the straight and narrow, focused on the business of ASPE and our members.

Thank you members, because without you, ASPE has no meaning. You are the reason, and you make our profession. Our members are amazing, caring, dedicated, brilliant, professional, passionate, accomplished, and challenging. I have seen such dedication in our members. I have seen so many give of their time and volunteer. You all have made this my deepest honor to represent you and serve as ASPE President. The time has been pretty amazing. Getting to work for our members is our greatest achievement, but I also had the distinct pleasure to further the ASPE name within the industry by speaking to industry partners such as NSF International, students at the Milwaukee School of Engineering (MSOE), ASPE Chapters, and other organizations in our industry. I also have had a rare privilege afforded to ASPE Presidents in chartering multiple new Chapters.

One never knows the true character of a person or, in this case, a group until you are in challenging times. The ASPE Board and ASPE Staff have met the challenges of this pandemic. We have made adjustments financially, we have restructured our activities, we have worked with the Chapters to provide support, and we are keeping ASPE strong. We will continue to monitor and adjust and provide for our members and our industry. Everyone has stepped up with their time, ideas, and dedication, plain and simple. It is not an effort of one; it is an effort of all.

ASPE members are truly a family. I will be running for my second term. I believe I have plenty more to give and still have more to accomplish. I think the ASPE ship should remain in steady, strong leadership—all focused on the members and keeping ASPE viable and strong. We will continue to focus on communication and increasing the volunteer experience. We will work for each of you, moving forward and providing strength during this pandemic.

I thank each and every one of you. You are an amazing ASPE family. Let's continue to work together to build our profession and support each other. ASPE is your Society!

EDUCATION REPORT

Blair Minyard, PE, CDT, CPD



Hi Ya'll! It's me again. I am happy to report that although we have certainly taken our hits, for the most part we have been able to weather the storm. ASPE is focused on the importance of unity. To say we have been challenged this year is an understatement. Many changes are coming to ASPE as a whole, and I am excited to see what you, the membership, make of it. Our membership within ASPE is by far the greatest in any professional organization.

In regards to the Education Committee, we are still busy working on all of the initiatives mentioned in this report.

Education Committee

Name	Chapter	Region	Role
Whitney Blair Minyard, PE, CDT, CPD	Alabama	3	Society VPE
Christopher Adam Phillips, CPD, GPD	Central Texas	5	Chair
Martin Scott Barenbaum, PE, CPD, LEED AP, QCCP	Chicago	5	Member
Mitchell J. Clemente, CPD, FASPE	Cleveland	2	Member
Jose Francisco DeHoyos, CPD	Houston	5	Member
Donald R. Ditter, CPD, GPD	Pittsburgh	2	Member
Jonathan Michael Franzese, P.E., P.Eng, CPD, GPD	Seattle	4	Member
Tony J. Furst, CPD, LEED AP	West Coast Florida	3	Member
Mark Girgenti	New York City	1	Member
Chris Graham, CPD, FASPE	Pittsburgh	2	Member
Mike Alan LeMaster	Seattle	4	Member
David L. Lewis, CPD, FASPE	Charlotte	3	Member
Joseph V. Messina, CPD, FASPE	Atlanta	3	Member
Gwynne M. Morrison, CPD, GPD, LEED AP	Buffalo-Niagara	2	Member
Eric L. Reese, CPD	Pittsburgh	2	Member
Donald L. Strickland, Jr., CPD, GPD, FASPE	Orange County	4	Member/ Society VPT
Daniel Dmitri Sverdlov, CPD	Member at Large	9	Member
Ashley Hayes Turlington, CPD	Dallas/Ft. Worth	5	Member

2020 Convention & Expo

As you are all aware, the ASPE Convention & Expo in New Orleans was unfortunately cancelled on August 4. ASPE had been monitoring the developments regarding the coronavirus pandemic during the months leading up to the Convention and decided to cancel the event due to the current limitations on travel, the recommendations on mass gatherings, and, most importantly, the health and safety of our membership and attendees.

Youth Outreach Efforts

The Outreach Sub-Committee wants to hear from each one of your Chapters. Please head over to ASPE Connect (connect.aspe.org) and share your education outreach events! The committee is looking to grow the offerings of support from the Society. If you are not aware of the current offerings, please head over to the website

CEU Chapter Certificate Generator Program

This program continues to see established and new Chapters list their meetings. I encourage each of your Chapters to utilize this tool when creating certificates for your meetings. This tool will aid each CPD/CPDT holder in the ASPE certification renewal process.

Workshops

Workshops topics are constantly being developed. If you have any suggestions for a workshop near you, please make sure to let the Education Committee know or use ASPE Connect to suggest one.

Recent & Upcoming Webinars

- September 24, 2020 – Actuation Basics
- September 22, 2020 – Introduction to Heat Pump Water Heaters Webinar
- August 20, 2020 – Valves 101
- August 12, 2020 – Email Extinguisher
- July 23, 2020 – Investing 101
- July 16, 2020 – Job Search Preparedness

CEU Provider Program

Manufacturers and representative organizations have the opportunity to issue ASPE CEU credits for our plumbing engineers/designers who need continuing education for their CPD or CPDT credential. If you have any questions regarding the program, please visit the website for further information as who our current providers are and instructions on how to become a CEU provider: aspe.org/education-credentialing/aboutceuprovider.

Read, Learn & Earn

Every month ASPE publishes a new 12-question quiz with an accompanying chapter/article from one of our publications. Each quiz is available for 12 months. The quizzes are free for ASPE members and offered at \$35 for nonmembers. Please visit education.aspe.org/RLE.

Also, please make sure to enroll in the notifications so you are aware of when a new quiz is available: education.aspe.org/p/EnrollRLE.

In Closing

Thank you once more for your support! Your contribution to ASPE makes a real difference. If you have any additions, changes, or requests directed toward any of the educational offerings provided by ASP, please do not hesitate to reach out. I am always excited to hear of ideas on how we can improve this amazing Society.

MEMBERSHIP REPORT

Vincent (Vinny) Falkowski, PE, PMP, CCM



It's never a good idea to start off a report with bad news, so I'll turn to words of wisdom from Martin Luther King Jr. He said, "The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy." Times sure are challenging, and in 2020 that is an understatement.

Membership in ASPE for the past year has unfortunately declined by 292, or 4.61 percent, largely due to the sudden stop in the global economy brought on by the COVID-19 pandemic. An additional 305 members have passed their membership anniversary date but remain in ASPE's membership system. This will be explained in the narrative below.

2020 will be a year that many of us will remember for the rest of our lives. Hopefully the year concludes on a positive note. It's the year when the whole world paused, and it has affected everyone and every organization. As this report gets written the pandemic continues to forge on. It would be interesting to fast forward a year from now and look at next year's report. What did we learn? How did we adapt? What will our membership numbers look like?

While most Chapters paused in March, it's important to start engaging with our members once again. New members remain the most vulnerable, as they do not yet have an awareness of the value of ASPE. ASPE's new focus must be on virtual engagement via Zoom, Microsoft Teams, social media, ASPE Connect, and phone calls, and then face-to-face encounters when they become possible.

The Membership Committee continues to search for volunteers who are passionate about membership growth and retention and who can dedicate some time to assist in membership efforts. If you wish to participate in this dynamic committee, please contact the Society VPM. The application to join is available at aspe.org/committees. The committee will be searching for a new Chairperson in the next year—if you are interested, please let the Board know.

Figure 1 is the 2020 3Q values, represented in blue, vs. the 2019 3Q values, represented in yellow. This chart differs from the last annual report as there is a carryover value in this table. For the past three years ASPE has reported actual counts of members who have renewed their membership prior to their membership anniversary. Due to COVID-19, the Society has carried members in the database for an additional 90 days in the hopes that when the economy picks up, they will catch up and

Membership Type	20Q3	Carry*	20Q3A	19Q3	Change Since 19Q3
Full	3760	-142	3618	3867	-249 (-3.93 %)
Affiliate	1612	-86	1526	1764	-238 (-3.76 %)
Associate	573	-49	524	549	-25 (-0.39 %)
Special	150	-8	142	185	-43 (-0.68 %)
Retired	91	-12	79	106	-27 (-0.43 %)
Governmental	54	-3	51	57	-6 (-0.09 %)
Life	43	0	43	42	1 (0.02 %)
Student	38	-5	33	41	-8 (-0.13 %)
Presidential	10	0	10	12	-2 (-0.03 %)
Grand Total	6331	-305	6026	6623	-597 (-9.43 %)

Figure 1 Current Stats vs. the Last Reporting Period Stats (* Carryover are members who have not renewed in the 90-days following their membership renewal date).

renew. This new protocol has been effective, as the additional time has enabled Membership Staff to make calls to these members. This membership is comprised of 6,026 members of various membership types. 305 members have passed their anniversary date without renewal. The variance between this quarterly report and the last is in the right-most column. Red indicates that we have lost or may potentially lose members in those categories, and green indicates that we gained members in those categories.

Some members prefer to see the membership data as a chart, provided below in Figure 2. This pie chart represents the entire dataset (6,026 + 305 carryover, or 6,331 members) as of July 21, 2020.

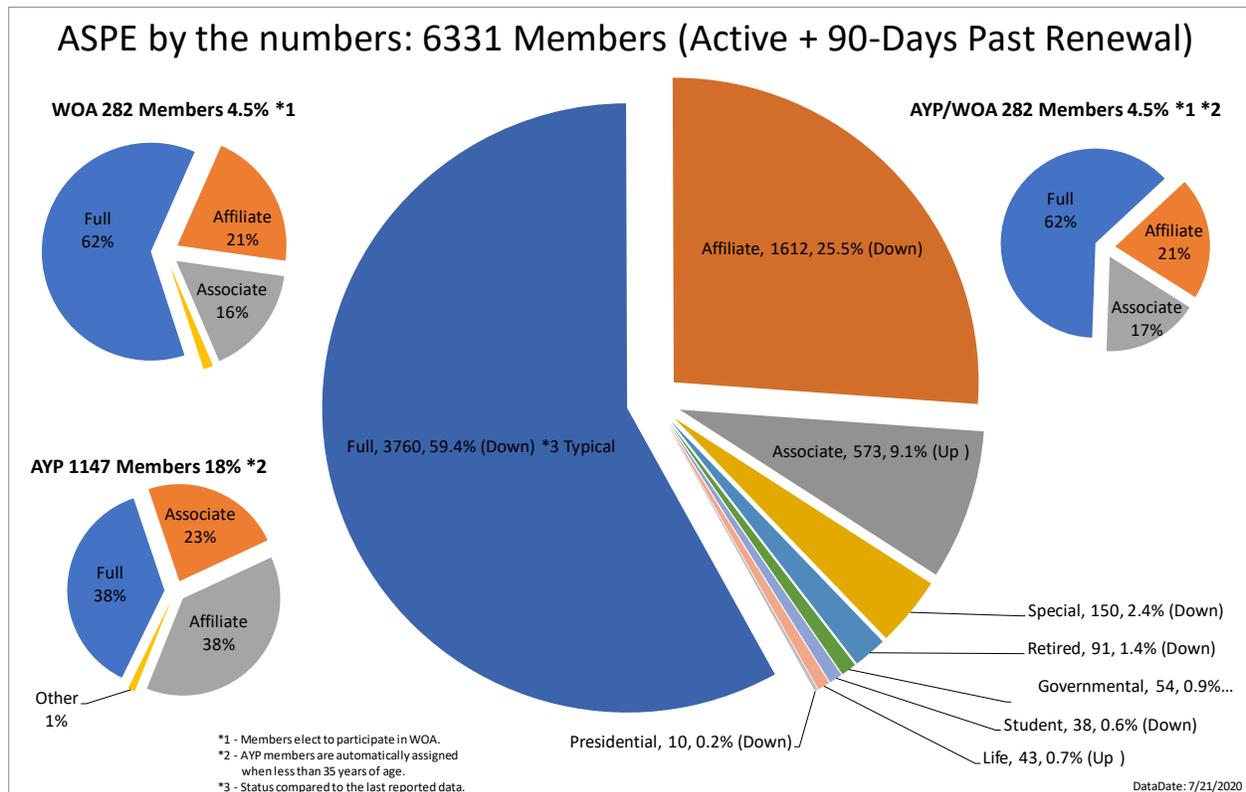


Figure 2 ASPE by the Numbers

In analyzing the 305 members who have not renewed, nearly 75 percent of them have been members for less than 10 years. 50 percent of this category is comprised of first- through third-year members. The Ambassador Program was designed to help retain the first- through third-year members. This program assigns an Ambassador from the Chapter to new members to guide them through the first couple years until they are fully engaged and want to remain as members.

Lessons learned from the data follow:

- Our largest demographic groups remain the Full, Affiliate, and Associate membership groups, with improvement over the last reporting period.
- There are 1,147 AYPs representing 18 percent of the membership, a decrease of 62 (-5.4 percent) from the last reporting period.
- Participation in WOA is assigned by gender with an option to not participate in the WOA program. There are 282 WOAs in the data represented in this report. WOAs represent 4.5 percent of the membership, an increase of 45 (16 percent) over the previous reporting period. Way to go WOA!
- New membership is up by 985 members vs. 1,277 members who have been dropped between reporting periods. The net loss between reporting periods is 292. This value does not include the 305 members who remain in the database for the additional 90 days. If you are reading this report and care about ASPE, please renew before your data is removed from the system.
- The Society VPM will continue to be available to any Chapter or member who needs assistance or guidance. Chapter Officers should call or email the VPM or contact their Region Director.
- We will develop more touchpoints for Chapters to use to engage members and keep them focused on the benefits of participation.

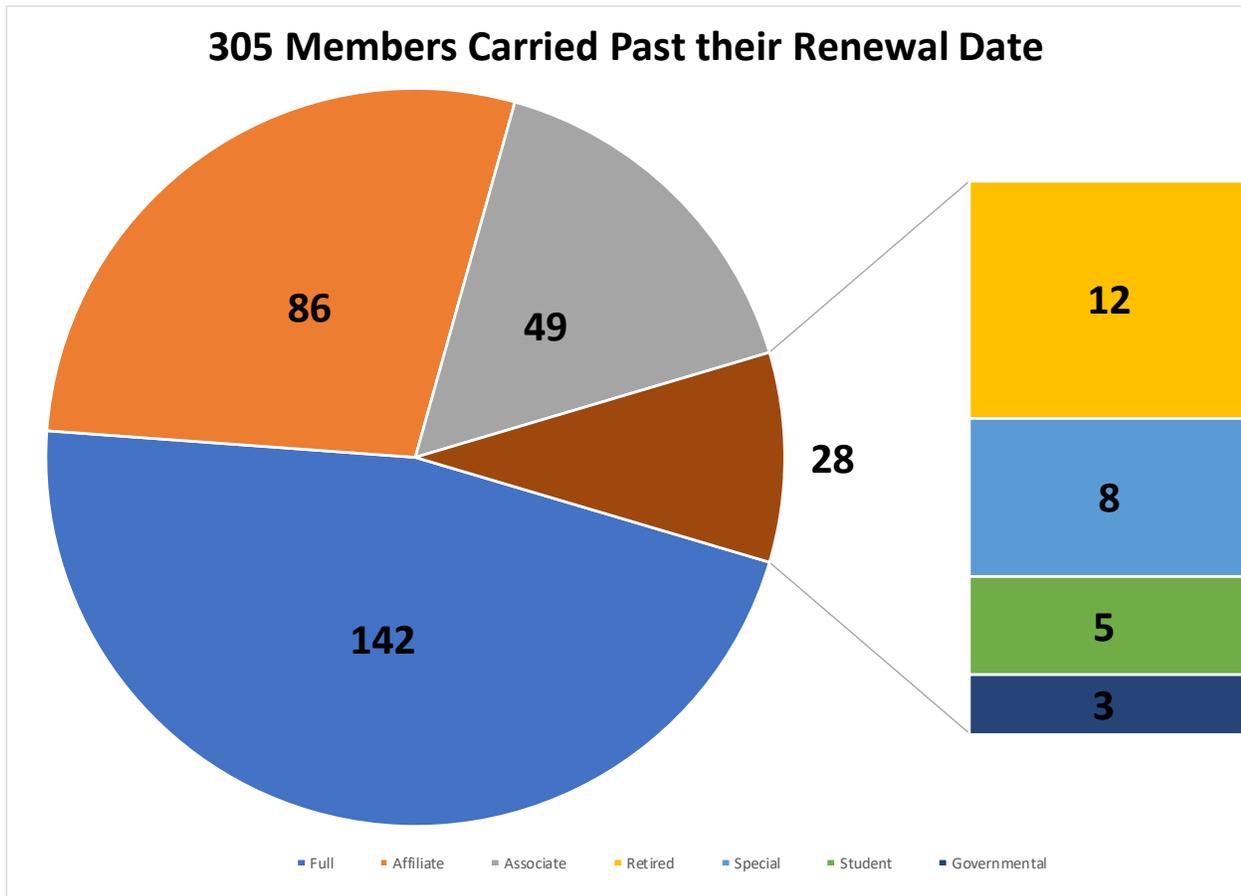


Figure 3, Members Carried Past their Renewal Date

- We are working with all other committees to ensure that membership is represented in all ASPE endeavors.
- ASPE published “Making the Most of Your Membership” on the website in the members-only section. This includes membership benefit tips to help you get the most from your membership in our Society. The list will be updated to reflect new initiatives. Chapters are encouraged to copy and paste these tips into their newsletters to better engage their members and other subscribers.
- The list below includes initiatives made by the current Board to strengthen the value proposition for members. It is not an exhaustive list, but highlights the changes made. Awareness of these initiatives remains important to the success of making a better membership experience for our members.
 - 172 members have taken advantage of the Multi-Year Membership Renewal that enables members to renew for two or three years for a 5 percent discount or 10 percent discount respectively. This initiative is a success, but many members may not know about it.
 - From February 2019 through February 2020, only 13 members took advantage of the Early Renewal Discount for First-Year Members. This program is an incentive for new members to renew before Staff starts sending invoices and reminders to renew. The first-year members continue to be our most vulnerable demographic.
 - 40 members have participated in the Multiple Chapter Affiliation. This membership level is an exciting new way for members to support multiple Chapters. This initiative enables members to support more than one Chapter at a reduced price from purchasing another membership. Rules apply concerning Delegate participation, and we are limited because of our current Bylaws to dues sharing of 20 percent of \$80 (so \$16 is currently rebated to the affiliated Chapters). A Bylaws change has been submitted to increase the share to match that of the regular membership value of 20 percent of \$190 (\$38 to the affiliated Chapters). This will be voted on at the Business Meeting.

Improved touchpoint strategies coupled with ASPE Connect and new membership initiatives translate into more benefits for our members. It remains incumbent upon the Chapters to make their meetings inviting and welcoming for new members when we are able to meet in person again. If new members attend and don't feel welcome or included, they will not participate and, as a result, may not renew their membership when it is set to expire.

If you are a new member and you are reading this report, know that there are many benefits you may not be aware of. The very best thing any member can do is to use ASPE Connect to meet other members, attend Chapter meetings, and volunteer. Through these endeavors, you will learn about us as we learn about you. That process is called member engagement, and it benefits everyone in our Society.

Figure 4 below provides a snapshot for the gains/losses between reporting periods. (The carryover value is not included in Figure 4.) With the warmer weather upon us, new member applications continue to be strong despite the season. Stay focused and engage members to make them feel welcome and a part of the ASPE experience. Host a virtual Chapter event until you can host a barbecue, Monte Carlo night, or a skeet event to get your members together. Have fun engaging each other, and let the Board know of these events. We will share them with other Chapters to make everyone's experience better. Each of the Regions experienced a decline in the last year except for the At-Large Members. ASPE Staff members remain focused on a better membership experience as they are busy planning our virtual Business Meeting.

Membership Net Growth/Contraction between 20Q3 and 19Q3								
Type	R1	R2	R3	R4	R5	R9	Total	% Total*
Full	-57	-12	-26	-14	-14	16	-107	-1.7%
Affiliate	-47	-19	-25	-32	-29		-152	-2.4%
Associate	16	7	-12		4	9	24	0.4%
Special	-14	-2	-6	-6	-2	-5	-35	-0.6%
Retired	-2	-1	-2	-3	-7		-15	-0.2%
Governmental	-1	-1		2	-3		-3	0.0%
Life	1	-1			1		1	0.0%
Student	-1	-3	-1	2	-1	1	-3	0.0%
Presidential				-2			-2	0.0%
Grand Total	-105	-32	-72	-53	-51	21	-292	-4.61%

* Based on total membership of 6331 of the Current Quarter Data, Data date: 7/21/2020

The ranking by Region is provided in Figure 5. Region 1 remains the largest, followed by Region 5 and then Region 4. ASPE Connect continues to provide a unique benefit to members, and it will become even more valuable to new members who thirst for information and material to grow their careers.

As promised, the Board will continue to remain member-centric and member-focused as we strive to build on a superior ASPE experience, from education materials to Chapter meetings and national events.

While this is my last membership report as your Vice President of Membership, I will always remain member-centric and member-focused. I wish my successor great success, and I know the experience will be worthwhile and rewarding for them too. I also thank our amazing Staff. We cannot say enough about those folks; they keep us together.

Stay engaged my friends!

Ranking by Region

Region 1	1,517
Region 5	1,496
Region 4	1,345
Region 2	888
Region 3	821
Region 9	264
Total	6,331

Figure 5 Ranking by Region

LEGISLATIVE REPORT

Brianne N. Hall, PE, CPD, LEED AP BD+C, GGP



Increasing ASPE's involvement in codes and legislation, on both the national and local levels, continued to be a priority in 2019–2020.

The recent development of the Code Change Submittal Form provides members with an opportunity to become involved in the 2024 IPC and/or UPC code cycles. This form allows members to submit a proposed code change to ASPE by October 1, 2020. The Legislative Committee and Society Board of Directors will review the proposals to determine if ASPE will be included as a proponent. The Code Change Submittal Form is located in the members-only section of the ASPE website.

Utilization of the ASPE Legislative Committee and Council Communities on ASPE Connect has continued to prove beneficial. Features available on ASPE Connect, such as balloting, have been used to assist in items reviewed by the Legislative Committee.

Chapter VPLs have been active on the local and state levels and have provided several opportunities for the Legislative Committee to review and provide comments on proposed codes and legislation.

Over the past year, the Legislative Committee has had the opportunity to participate in the comment period for the National Plumbing Code of Canada and continued to monitor legislative and code activities in Chicago and Illinois, among other cities and states.

Ramiro Mata, ASPE's Sr. Director of Technical and Regulatory Affairs, continues to actively participate in committees and working groups. The following list provides an example of some of the activities in which ASPE is involved.

- ASHRAE Epidemic Task Force, Standard 188, Standard 514, and Guideline 12
- ASME A112 Main Committee
- CSA B125, B137, B79, B64, and B1800 Technical Committees, as well as harmonization working groups for a variety of drain standards
- ICC PVT Solar Collector Standard Technical Committee draft development
- IAPMO We-Stand Technical Committee and working group for building re-opening manual
- ISO PC 316 Water-Efficient Ratings, which is being developed to standardize water-efficiency requirements globally. ASPE, represented by Ramiro Mata, participates as member of the U.S. Technical Advisory Group.

If you are interested in additional details or have any suggestions for working groups, committees, or organizations that ASPE should participate in, please contact me.

Moving forward, it is important that ASPE continues to increase involvement and presence in the code development and legislative process as it applies to our industry.

AFFILIATE REPORT

Thomas P. Sharp



2020 has marked one of the most challenging times that we will likely face for many years. With that said, there remains much to be thankful for and excited about in being part of a dynamic and growing organization such as ASPE. The effective leadership and guidance of our Executive Director/CEO, Billy Smith, FASPE, as well as our President, Carol Johnson, CPD, LEED AP, CFI, FASPE, have been inspirational. This year marks the end of my first term on the ASPE Board as VP Affiliate, and it will mark the beginning of my second term as well. I can honestly say that the challenges faced by this Board in the last two years and the decisions made from the many proposals and issues discussed will prove to be worthwhile and productive for this organization for years to come. The mere fact that the Society has been able to maintain its membership despite the obvious recent obstacles is testimony to not only its great Staff and leadership, but also to the resilience of its two bodies of core support: its membership and its Affiliates.

In looking back on the past year, the Society has realized great support in its core endeavors to engage its members and supporters in several mutually beneficial initiatives. The implementation of ASPE Connect has been a momentous achievement in engaging all members, including Affiliates, in online discussions on a seemingly infinite range of plumbing topics. The timing of which and the effectiveness of its promotion and seamless rollout were a culmination of sound decision-making and well-thought planning by all involved. I would like to thank my fellow Board member Vinny Falkowski, PE, PMP, CCM, for his unflinching dedication in promoting ASPE Connect's attributes as well as our great Staff for pulling off its success.

In view of the circumstances surrounding this past year, Affiliates have proven to be as important and supportive to the Society's Chapters and members than at any time in my memory. When the plumbing design professional community shifted from office to home office, our ASPE Affiliates did not seem to miss a beat in supporting any possible initiatives that they could. Whether it be creating and perfecting webinar CEU programs through the Society or stepping up as a new Affiliate Sponsor, our Affiliate partners did not let us down for a minute. In this year of all years, our overall number of Affiliate Sponsors has increased to an all-time high. With that, the number of Affiliates approved for providing ASPE CEU programs is also at an all-time high. The number of Affiliate members who have joined the Society is also holding steady.

When I ran for this position in 2018, I stressed the need for Affiliates to not only be involved in ASPE, but also to engage their energies in areas where it was most needed: at the Chapter level. This was repeated at Affiliate Advisory Committee meetings, both face to face as well as conference calls. I have seen firsthand how Affiliates have responded and stepped up in several Regions to help any Chapter that needed it. I would like to personally thank our Region 1 Affiliate Liaison, Lauren Berenato, for really running with the ball this past year and establishing herself as a valuable asset to the Chapters both within her Region and across the U.S. as well. It is one thing to schedule your time at the largest Chapter locations, but it's a true testament to volunteerism to engage with and help smaller or Satellite Chapters. I would like to thank the Chapters that reached out to me this past year to support their goals of forward thinking, changing Board positions, and moving their bar higher. Thank you Miami, Memphis, Charlotte, Hampton Roads, and Central Florida. A special thanks goes to North Florida, which unfortunately had to cancel the Region 3 Meeting at their host location due to the pandemic but was able to complete it virtually without a hitch. As always, thanks as well to our ASPE Region Directors

for reaching out to me with specific needs and allowing me to help with Affiliate engagement and support at needed locations.

I would certainly be remiss if I did not give credit to all of our Affiliate Sponsors for their valuable support and contributions in 2020 to the plumbing design profession through ASPE. The list of ASPE Affiliate Sponsors also grew this past year with the addition of more quality supporting companies. I would like to offer thanks to Jomar Valve, McWane, and RWC for joining ASPE's large family of Affiliate Sponsors. The plumbing profession as well as the businesses that support and supply it are and will continue to be essential industries. I am not alone in thinking that the valuable contributions of ASPE's Affiliate Sponsors and supporters not only help our 6,300+ members, but also make these businesses the brands of choice by the design professionals applying their products on a daily basis. That is what establishes a positive value proposition for Affiliates as well as our plumbing engineering community today and well past 2020 and beyond.

TREASURER'S REPORT

Jim Zebrowski, PE, CPD, FASPE



Hello to all ASPE members. This has been a year that no one will soon forget. My first order of business here is not to update you on the office of Treasurer. Instead, it's to ask everyone, "How are you doing?" My sincere hope is that you and your family are all well and learning how best to navigate events we've never had to face before. ASPE is an extension of family for its members, and the Society is trying to set the best course in uncharted waters.

It is a Convention year, but as you know by now, ASPE has decided to cancel the Convention & Expo in New Orleans. It's an unprecedented decision for ASPE in unprecedented times. It was the only decision that could be made, though. The safety and well-being of our members and exhibitors are paramount. The Business Meeting will take place in accordance with the ASPE Bylaws as a virtual meeting on September 12 and 13. That is nothing new to most of us these days. Everyone has adapted and learned to conduct business virtually. It is a first in ASPE's history, but we'll make it work and keep moving forward.

To ensure that we do move forward, the Finance Committee convened a special session to review our 2020–2021 budget, given the significant impact of cancelling the Convention. The intent was to evaluate worst-case scenarios and gauge their impact on cash flow and reserves. In Convention years, we have historically been able to generate a net gain. On the other hand, Symposium years have resulted in a net loss. The committee determined that the Society can operate on a Symposium budget for this year as well as 2021. The projections indicate that we can get to the income stream of the 2022 Convention year without having to significantly tap our reserves. There will be some continued and additional belt-tightening in the short term. In the long term, ASPE will continue to serve its members.

June marks the end of another year for ASPE, a remarkable year for certain. It's the time of year when Chapter Boards change officers. It's a busy time for the ASPE Staff and the Board of Directors. Staff must review and log incoming officer rosters for each Chapter. Chapter Annual Reports and Treasurer's Reports have also been uploaded to the online reporting system. Each Board of Directors officer must review and approve the Annual Report and Treasurer's Report for each of the 65 Chapters and Satellites. The process is critical to the rechartering of all Chapters, and the Board takes this task to heart. We extend our appreciation to all Chapters for submitting your reports in a timely manner.

The ASPE Staff must approve incoming Chapter rosters, approve each Chapter's Delegate roster, prepare and upload delegate information packets, and compile and upload the proposed Bylaws amendments. All of that needs to be completed on a schedule in advance of the Business Meeting.

As mentioned, this year the Business Meeting will be virtual. The dates are September 12–13, 2020. Check your email and the ASPE website for information on connecting to the virtual session and the specifics of voting. If you are a voting Delegate for your Chapter, you'll be responsible for attending the virtual Business Meeting. We'll be voting to elect a new Society Board and voting on proposed Bylaws amendments. Please be sure to read about the candidates to be able to make the best-informed decision. Take time to evaluate each Bylaws amendment and decide how the proposed changes will affect ASPE's operations. Your vote is a vote to move ASPE into the future.

The 2020–2022 Board of Directors will have a new makeup. Several officers are leaving the Board after serving multiple terms. As always, I want to mention them here and salute them for their meritorious service. First is Don Strickland,

CPD, GPD, FASPE. Don served the last term as ASPE's Vice President, Technical, and prior to that, Don was Region 4 Director for two terms.

There will be turnover for four of the five Region Director positions. Scott Steindler, CPD, LEED AP, ARCSA AP (IS), GPD, GGP, steps away as Region 4 Director this year, also having served as VP Membership and VP Technical previously. Keith Bush, CPD, CSI, GPD, has been the Region 2 Director for three consecutive terms. Region 3 was guided for the last two terms by Steve Mastley, CPD, FASPE. Lastly, and by no means least, Region 1 will see a new Director for 2020–2022. After a record seven consecutive terms at the helm, Paulie Silvestri, FASPE, has decided to turn over the reins.

That is an enormous 36 years of collective experience that the ASPE Board of Directors loses. I'd like to salute each of you and thank you for your service to ASPE and its members. Best wishes to all of you, and thank you for the professional relationships and the lasting friendships.

The new Board will carry on. There is continuity with the returning officers and the experienced leadership of President Carol Johnson, CPD, LEED AP, CFI, FASPE, and Executive Director/CEO Billy Smith, FASPE. It's always good to have new ideas and opinions to keep us moving in new directions. The new Board will gel, and we will move forward. This is a new era for us all. There is strength in numbers. More correctly, there is strength in unity. Let's all work together, be strong, and stay safe. That will carry us through everything.

REGION 1 REPORT

R. Paul Silvestre, FASPE



Hello Delegates and VIPs. As we end fiscal year 2019–2020 for Region 1, it's been a really interesting year. Being hit with COVID-19 was very challenging for all of us and worldwide, but it's just another hurdle to overcome. Making our website more user-friendly and opening better communication among the membership from coast to coast and beyond North America has been a very exciting moment of progress. Many Chapters took advantage of the Society's assistance for virtual technical meetings for their members to stay in the know and earn CEUs. We are not perfect, but we get as close as possible.

The Society Board of Directors, Executive Director/CEO, and especially our great Staff have made it easier for you, the membership, to obtain the tools and communication you need via ASPE Connect. Check it out. It may surprise you. Our goal is making it a membership value!

Remember one thing: WE ARE ASPE—the leaders in the plumbing industry, with worldwide attention. We see more of our fellow plumbing professionals seeking information from all over the world. I am very proud of how and what we have become throughout the world. It's been a great adventure. Thank you all for all of your input and recommendations.

Now let's turn to my 2019–2020 Region 1 Report for all of you. First and utmost, our monthly Region 1 phone conferences have been great. Thank you for taking the time to join us to make Region 1 better than the last month. I really appreciate your thoughts and ideas.

Baltimore Chapter

Chapter President Jeff Edwards, CPD, GPD, continues to make sure his Chapter Officers are doing what they were elected to do. Jeff is very demanding, and his passion spreads to his Chapter Officers. Their programs are receiving more recognition, and they always have a very good turnout. I am forever grateful for their commitment to local schools, making students aware of what ASPE is all about. Joint sessions are getting attention, and other organizations are always interested in joining the Baltimore Chapter to do things together. They didn't stop momentum when the pandemic hit; virtual meetings were embraced by their membership. Legislatively they are very involved. The AYP event attracted some new members, but the WOA event had to be postponed due to COVID-19 for the next fiscal year. Thank you, Jeff, for your passion in making Baltimore one of the elite Chapters in the Society.

Boston Chapter

President Ed Nadeau, CPD, has been working closely with his Chapter Officers to create better meeting topics and has been having better success. Having a Boston Chapter member as a liaison with the Massachusetts Plumbing Board has been a challenge with all of the politics involved, but some strides are being made. Their Membership VP and Committee have been diligently reaching out to retain members and get new members, and it has been a challenging time. They set up an AYP event, but it was cancelled due to COVID-19. Their product show and technical sessions have always been a great success. Their biggest focus is retaining members and obtaining new members, especially the new generation of plumbing engineers and designers. Thank you, Ed, for your continuous support of ASPE. Keep plugging away!

Capital Region NY Chapter

President Illsa Liebler, CPD, is an innovative young lady and, like her small Chapter BOD, has many hats, and they do what needs to be done to reach out to new members and, at the same time, retain members by getting them to come to their events. This has been a challenge for many of the past Chapter Boards, but the best is yet to come for CRNY. Illsa is on a mission, and yes my friends, she can be unstoppable. Thank you, Illsa, for all that you're doing to make sure this Chapter of yours does not fail.

Central New York Chapter

This Chapter is led by Brian Leonard, CPD, who is in his second year as President. He has been learning by trial and error in his efforts in making the BOD do their jobs, and they are responding better than ever before. With a very small logistical area, it is a little tougher to reach out beyond his area. His VPT has done a fabulous job with new topics, venues, and better dinner offerings. His VPL has been active with the local code officials and is proactive on providing code information to their membership. Thank you, Brian.

Connecticut Chapter

President Nicole Parker, CPD, has been the backbone in keeping this Chapter in existence. Two Chapter Board members had to resign, but that didn't stop her in appointing one of her coworkers to take on the VPT position. She still is motivated in keeping her Chapter going and also in giving me support in leading the Region 1 conference calls. Thank you, Nicole, for all that you do for the Region and your Chapter. I am sure that better days are ahead for Connecticut.

Hampton Roads Chapter

This is our newest Chapter in the Region 1 family, led by Shane Miller, CPD, and his right-hand person Lisa Sprague. They kept this Satellite afloat, and finally after many years of hard work they finally became a Chartered Chapter. Even as a Satellite Chapter they were always successful in providing good technical meetings for their members and neighboring Chapters Richmond and Virginia Blue Ridge. This year will be a great learning curve and test for the BOD. They have some good people lined up as their Officers—Marc Bedois, CPD, LEED AP, Ghassan Sultana, Joe Adams, and of course Lisa Sprague—who will be doing some research and getting plans together for website rebuilding, newsletters, joint meetings, and member gatherings. I am sure they will soon have WOA and AYP on board. It will be exciting to see the growing of this new Chapter. Welcome! Be patient and supportive of each other. Thank you to all who made it happen.

Long Island Chapter

I'm excited to say that Long Island will have a new President, Tim Devine, recruited by Paul Freeman, PE, LEED AP, which will be good for the Chapter to have some change. It will be healthy for the Chapter and their members, something of which they can feel proud. It will be a learning year to find a new direction, but the Chapter has character (right, Vinny?). Let's support each other in your new agenda for 2020–2021. Congratulations, Tim, and good luck. We are here for you.

Montreal Chapter

Montreal is one of the elite Chapters in Region 1, and they have always held strong in what they do for their Canadian members. Led by Eric Fournier, they take much pride in making their members and guests very comfortable in their yearly events. When I say events, I mean EVENTS: golf outings, educational sessions for their professionals, and joint opportunities for code issues within their circle of Professional Engineers. Thank you, Montreal, for what you always have done to maintain dignity and strength.

New Jersey Chapter

This Chapter has been through so much and is trying very hard to come back to the Chapter that was one of the elites of Region 1. Being located between New York City and Philadelphia, they indeed have their hands full, but to them, this is not an obstacle, it is a challenge. Also, the President had a family matter that he had to take care of, which left a void in the top spot on the Chapter BOD, but they pulled through with a little togetherness and strength among the Board members. Past President Anthony Curiale, CPD, LEED AP, FASPE, resumed the position and forms the 2020–2021 Board with Dan O'Gorman, CPD, Pedro Rufo, CPD, Andrea Uhl, Robert Curcio, James Farrell, Charles

Copeland, and a Past President who came out of retirement, David Scofield. Now the new mission starts. Thank you again for your support and love for this Chapter. I am very proud of what they accomplish. Please look out for what they will be doing to bring it up a notch or more. Thank you!

New York City Chapter

This Chapter is led by Joe Tagliaferro, PE, and his leadership has always continued a tradition of exceeding excellence within the newly elected BOD. The events they provide get better and better. Their product show and seminars have always been a great success and very well attended. Their support of the community has been excellent. Having a member on the NY City Code Council gives our plumbing engineering members a voice in any changes that may occur within the review periods. Their joint events, fishing trips, family boat rides, etc., have always been great. Thank you, NYC, for continuing your tradition of excellence.

Philadelphia Chapter

This is my home Chapter, and as the years have gone by since my tenure as VPM and President, I have never seen a more consistent Chapter in making every year better than before with their meetings, technical topics, always sold-out golf outing, newsletter advertisements, WOA events, and now AYP. We were interrupted by the pandemic, but some things can't be controlled. Their success has been in recruiting new members to be part of committees that are formed. One program we are so proud of is the Plumbing 1 & 2 Courses that really attract interest from engineers and contractors who want to be future experienced plumbing professionals. I couldn't be prouder. Philadelphia has always been so versatile in providing leaders. We had a first with Dawn Bishop being the first woman Philadelphia Chapter President, and now we are introducing as our leader a manufacturer with Full member credentials, Ken Clark. We are very excited to see what the outcome will be with his agenda. Congratulations Philly!

Quebec City Chapter

This Chapter has so much character, with Dave Morin, P.Eng, leading for eight consecutive years. With Eric Couture and Luc Lemieux, CET, making a good name for themselves, who knows what they may bring us next year? Let's wait and see. This Chapter is small but carries a nice punch with great topics that have their members interested in coming to meetings. Their technical meetings and golf outings are very well attended for a small Chapter. They communicate with a nice newsletter that is posted on their website. They keep important information on their website for their membership to review. Yes, it's in French Canadian. If it works for them, it works for me. Thank you for keeping the Chapter going.

Richmond Chapter

President Joshua Landis, CPD, has led this Chapter for multiple years, and he is grooming a successor for the next term of office in 2021–2022. He makes sure his agenda is heard by the BOD and his membership and has created a large voice in his area. His VPM reaches out to the members, new and seasoned, and of course nonmembers. They have joint meetings with Virginia reviewers, inspectors, and code officials to have an open relationship and provide direct access to the officials. Thank you for all of your efforts and success.

Virginia Blue Ridge Chapter

After 10 years of leadership, Seth Talmadge, CPD, has passed the presidency on to one of his recruited members. This Chapter has more recycled Board members than any I have ever dealt with, and it was those members who kept it together. Now the newly elected President, Tom Denton, PE, is dedicated in going to another level for this Chapter with his cast of characters who are no strangers to this BOD. Let's see what his Board brings to the Virginia Blue Ridge Chapter. Let's stay positive and supportive of each other. I will always be here to support you.

Washington, D.C. Chapter

This Chapter is led for the second year by Joe Niedzielski, CPD, GPD, a contractor by trade who became a plumbing engineer. With his "don't tell me you can't do this" attitude, he is on his way to bringing the Washington, D.C. Chapter to where it needs to be as a mega power in Region 1. It's not always easy, but with the guidance of some seasoned BOD members, it will happen. With the help of ASPE's Graphic Designer, Nadine Saucedo, the Chapter revamped their website and is still working to make it more comprehensive for their membership. Their educational sessions have been well received, and they had planned a seven-day event in May, but it was postponed until next year due to COVID-19. The Chapter has new advertisers for their newsletter and a planned golf outing. Their CPD expert keeps

everyone abreast of the legislative code changes at the Washington Suburban Sanitary Commission. They are coming out of their shell, and better days are ahead. Momentum came to a slight halt due to COVID-19 like most Chapters, but they will prevail.

Personal Note

Region 1 Chapter Presidents really appreciated Nadine Saucedo reaching out regarding their websites and how they should look and relay important information to members and nonmembers. Another great thing was Staff bringing themselves closer to the Region leaders during the Region 1 Meeting. It was great to see/hear Nadine, Racquel Rodriguez Guerrero, Cliff Reis, Brian Henry, and Billy Smith, FASPE. Thank you for joining us. I know the attendees were very thrilled to interact with Staff.

You must know by now that I will not be seeking another term as your Region 1 Director. It's time to pass the torch to a fresh mind. I have to say that my tenure as Region 1 Director was absolutely a pleasure in serving you all in my Region and as well as abroad. It was up and down. One thing that will never be taken away is the hundreds of people I met who in some way became part of my life. I thank you all for what you have done since my heart valve replacement and being diagnosed with cancer. It was you who gave me the will to live and continue. For that, I thank you. I will have all of you in my heart until my grave. As you can read, I am not an emotional man, but in this case I was blessed with all of you.

Thank you for everything you did for me and my wife Maria (aka Mize). If you are curious what the nickname means, her name is Maria Jose, so you take "M" for Maria and the "ize" for Jose and you get Mize. Now you know.

God bless you all! Wishing you love, happiness, and health. Be safe in these challenging times.

REGION 2 REPORT

Keith Bush, CPD, GPD, CSI



This will be my last annual report for Region 2 after three terms in this office. I would like to let all members of Region 2 and the Chapter Officers, both past and present, that it has been my honor and my privilege to be part of each of the Chapter's meetings, events, and, most of all, the friendship and camaraderie I have enjoyed being your representative to the Society. It was one of my professional highlights throughout my 44 years in this industry. All I can truly say is thanks for the memories and thanks for your friendship. Region 2 is by far the most professional and hardworking and has always shown the best of what ASPE has to offer. Thank you.

Now for some Region 2 stats over these past years. WOW, this has been quite a year and a legacy in the past six years. A fantastic Technical Symposium was held by the Johnstown and Pittsburgh Chapters, two 45-year Chapter anniversaries occurred within Region 2, one new Chapter was formed in Greater Toronto, and three Society Board members came from Region 2 (one who was the President of ASPE). In addition to this, Region 2 maintained its membership and promoted growth during each of the past three terms. We helped form the monthly conference call program. We were the first to offer Society-wide access to a Chapter's monthly technical sessions. We led the way with others to move the PE Working Group to the forefront of ASPE's goals for our profession. Region 2 also was in the forefront in the legislative movement in Michigan. Look at the Chapters' outreach programs with the UA, Boy Scouts of America, multiple educational facilities, monuments to fallen heroes, local STEM programs, and scholarship programs for students wanting to become plumbing engineers—and that is just the beginning. How about those product shows and holiday extravaganzas? Not to mention the golf outings, fundraising, educational programming, CPD training classes, technical programs, regional AYP programs, and just look at the number of members Region 2 has in WOA—Region 2 is truly remarkable.

During my tenure I can say that I have been to all 12 Chapters and to some of the best events Region 2 had to offer: the Region Meeting in Evansville that I was not able to get away from for more than three days, trips in river boats, Indy car races, Detroit Motor Speedway outings, Slippery Noodle meals, golf outings, product shows, and some of the best technical programs of which I have been part. I met the founding Chapter members of six of the 12 Chapters and oversaw the possible formation of new Satellite Chapters in Kentucky and Fort Wayne, Indiana.

Our Region 2 Affiliate Liaison, Dann Holmes of NSF International and a member of the Eastern Michigan Chapter, has been a true comrade and friend. His Region 2 Affiliate articles say it all. His note-taking has been one for the records. Thanks, Dann, for all of your help during these past six years. Great job, and I hope you continue to be my friend.

Following are takeaways from presentations by Region 2 Chapter Presidents during the 2020 Region Meeting as only Dann Holmes can record. (Region 2 likes to have a roundtable type of meeting to outline some of their highlights.) In addition to myself, the following people were in attendance:

- Billy Smith, FASPE, Society Executive Director/CEO
- Carol Johnson, CPD, LEED AP, CFI, FASPE, Society President
- Brianne Hall, PE, CPD, LEED AP BD+C, GGP, Society VP Legislative/Eastern Michigan
- Gretchen Pienta, Society Director of Publications and Standards
- Nadine Saucedo, Society Graphic Designer
- Pam Rosenberg, CAE, Society Director of Education and Certification

- Dann Holmes, Region 2 Affiliate Liaison/Eastern Michigan
- Gerald May, PE, CPD, LEED AP, Buffalo-Niagara
- Gwynne Morrison, CPD, GPD, LEED AP, Buffalo-Niagara
- David Townsend, CPD, Central Indiana
- Frank Bruggner, Central Indiana
- Bill Deardurff, CPD, Central Ohio
- John Varga, PE, Cleveland
- Kathy Kirschnick, Cleveland
- Theresa Card, PE, CPD, GPD, LEED AP, Eastern Michigan
- Pamela Hartsell, CPD, Eastern Michigan
- Brian Lowe, Evansville
- Brian Young, P.Eng, Greater Toronto
- Owen Dwyer, Greater Toronto
- Rolf Fischer, Greater Toronto
- Kevin Wong, Greater Toronto
- Sally Remedios, P.Eng, Greater Toronto
- Steve Kormanik, CPD, GPD, Johnstown
- James Spinelli, CPD, Johnstown
- Mike Spinelli, CPD, Johnstown
- Mariah Hillegas, Johnstown
- Eric Reese, CPD, GPD, Pittsburgh
- Corey Bierer, Pittsburgh
- Jennifer Wengender, PE, CPD, Rochester
- Dave Myers, Rochester
- Brian Fraley, CPD, Southwestern Ohio
- Andrew Hemmelgarn, CPD, EIT, Southwestern Ohio
- Justin Hobing, CPD, Southwestern Ohio
- Thomas Kingshott, CPD, GPD, Western Michigan
- Luciana Kayo, CPD, Western Michigan

Region 2 Affiliate Introduction

Dann Holmes presented on “Where Have We Been, Where Are We, Where Are We Going?”

Society Reports

Gretchen Pienta explained Society initiatives regarding publications, marketing, ASPE Pipeline, and social media.

Nadine Saucedo told Chapter Officers that they can reach out for help with flyers or websites.

Pam Rosenberg said Chapter Officers can contact her for help in hosting virtual educational meetings.

Cleveland Chapter

John Varga says that with such a great Chapter, it is easy to be President. No change in the Board. They are doing well financially and with tabletops. Virtual meetings are going well. They are looking to present a check to the Society, which normally is done during our face-to-face meetings. The golf outing and clam bake are always successful. A mini product show in February was a success prior to COVID-19. Membership is down recently. Even the Treasurer’s membership had lapsed without his knowledge, even after 20 years. He had to re-establish his membership as new, but the Society is looking into this. The 2020 golf outing is on! Pam Rosenberg has done a great job on their virtual meetings, and Nadine Saucedo has been a huge help with their graphics.

Western Michigan Chapter

Tom Kingshott says Western Michigan has been stable, and finances are good. They had to cancel their golf outing, as Michigan is still in a heavy lockdown. Is online fatigue setting in? Western Michigan is looking at this issue.

Eastern Michigan Chapter

Theresa Card says they had eight in-person meetings before the pandemic. Their first virtual meeting went okay but not at

the level they had hoped. They might look at them again for mid-winter sessions when travel is difficult. The yearly fire protection meeting went very well, and the joint ASHRAE meeting brought in 95 people—a really good response. Scott Hamilton with ASSE spoke on scald awareness and Series 12000 accreditation. Vendors are given five minutes during meetings to present their product. The joint ASPE/SMSHE Hunter's curve meeting and one at LTU had to be postponed or cancelled due to the pandemic. The Chapter held a sip/paint event, with a sponsor to host the venue and help pay for the instructor. A sold-out event of 30 engineers was held at the Detroit Opera House. Membership has seen a drop, and they are looking to figure out why. (I interjected that some renewal notices/emails are stuck in corporate offices and not getting to people working from their home offices.) They also had a Top Golf membership drive. A new Board member was brought in, and finances are very strong (thank you Pam Hartsell). Theresa gave examples of generous bonuses the Chapter Board was able to donate to research and education. Brianne brought in key speakers. The Chapter will be celebrating its 45-year anniversary. The incoming President, Pam Hartsell, is the daughter of the first Chapter President.

Central Indiana Chapter

The Chapter started off the fiscal year very good. A membership drive went through the end of August, and they gained about 20 members, some new, some renewed. Membership has dropped off since COVID-19. They celebrated 45 years in the fall, with original members attending and a framed copy of the original charter. They held eight local meetings, but the March meeting was cancelled. In total they held 12 meetings this year, with a few combined meetings with Fort Wayne. The AYP axe-throwing and indoor go-cart events did okay but did not hit attendance goals due to the virus. The Chapter appreciation event at the Indianapolis Motor Speedway was cancelled.

Evansville Chapter

Brian Lowe said he would love to be meeting face-to-face because he is a people person. The Chapter was able to get in their joint ASPE/UA apprentice tradeshow a week before the lockdown began. It's getting a little harder for the plumbing vendors to set up each year and sign the cards. They are looking to streamline the process, and ASHRAE may join. The Chapter held an event at a local hockey rink with about 30 attendees and hopes to do more. Membership hovers around 20, but got up to 27. They are maintaining a small Chapter, but it is getting harder to do. Some members/vendors were added to the Education Committee for future meetings. One Board member went to the contracting side and then came back to engineering. The Chapter is financially strong. For one meeting, an engineering firm brought in a drone to explain how they have been using the technology at their jobsites.

Greater Toronto Chapter

The Chapter had the largest group of Toronto members to join in a meeting. Kudos! It has been a good year. They went from treading water to having an actual Board. Owen Dwyer, VP Technical, has been putting together some nice meetings. Kevin Wong is very active in codes and standards in Canada and the U.S. Sally Remedios is the Treasurer. For the in-person meetings, eight to 10 people would attend, but they had larger attendance when they held virtual meetings. (Owen and Kevin did a survey on virtual meetings, and the feedback was good.) Their golf outing was cancelled due to COVID-19, and there is still a border travel restriction between Canada and the U.S. They did have a product show at the local UA hall. Kevin spoke on the NPC—what the old code said and what the updated code says—and offered to give a presentation on this, possibly a panel discussion with multiple topics.

Johnstown Chapter

Jim Spinelli says they are in their 20th year as a Chapter. Membership remains the same, and three new members joined the Board. A joint ASHRAE meeting went very well. (Good weather helped with attendance.) The treasury is in good shape. Johnstown worked very well with the Pittsburgh Chapter to host one of the largest Tech Symposiums in ASPE's history. They were able to bring in some of the younger members to get involved—fortunate and happy to see this happen. They had people posted in the hospitality suite throughout the event, saw good presentations, and increased attendance, especially with the younger engineers. Jim is now going to step back with new members on the Board.

Pittsburgh Chapter

Eric Reese started out saying how disappointed they were that we were not able to meet in Pittsburgh face to face, as the Chapter had some great events planned. He congratulated Steve Kormanik and the Johnstown Chapter for their contributions to the Tech Symposium. Membership is down this year. They tried to alternate meetings from the east and west sides of the city because of traffic but can't say attendance increased; it was about the same, just different people at each meeting. It resulted in better outreach to overall members, but actual attendee numbers did not change. January and February meetings were well

attended because of nicer weather, and they only had to cancel one meeting. The Chapter is financially sound, with a record balance, and the biggest fundraiser is the printed calendar. If you would like one, send Eric a note. Prior to the pandemic, they held a Boy Scouts merit badge two-day event on the fundamental of plumbing. They do not currently have a WOA Liaison, as the two previous members left the plumbing industry. The previous AYP Liaison had to step down due to age, so Corey Bierer will be stepping into a dual role. Check out the Pittsburgh Christmas extravaganza!

Rochester Chapter

Membership is down slightly. Some people have left the industry or have let their membership lapse but still attend meetings. When the pandemic hit, the Board was forced to cancel a meeting due to state stay-at-home restrictions. They went to virtual meetings, which worked out. Vendors helped plenty. AYP and WOA don't have much activity and are really struggling. Newsletters are included in a separate magazine. This is Jennifer Wengender's second, four-year term as President, and a discussion on term limits did occur. A new Affiliate Liaison who came in excitedly stepped down within six months, but another new member is stepping in.

Southwestern Ohio Chapter

Southwestern Ohio is at 99 members, an increase of three over last year. They are financially stable. The March meeting was cancelled, but virtual meetings in April and May achieved 35 to 40 attendees per session. Justin Hobing spoke on AYP events, many of which they were forced to cancel. They did successfully tour a large sewage project in the city and a brewery, with an average of 10 to 15 people per tour. They do not limit those who can attend age-wise. Andrew added that they were also trying to work with other Chapters like Eastern Michigan and Cleveland to find ways to take networking to the next level. Brian Fraley explained the problems with the Kentucky Satellite Chapter due to the virus, but they are going to restart efforts with joint meetings. Kudos to Ron Bartley, PE, CPD, CPI/CPE, FASPE, and Dave Dexter, FNSPE, FASPE, CPD, CPI, LEED BD+C, PE, for their efforts to elevate the CPD. Dave also has joined the Legionella Working Group.

Central Ohio Chapter

Bill Deardurff explained that their golf outing was cancelled and he didn't see any chance of rescheduling it this year, which will give them less cushion financially. They also have been hosting a clay-shooting event. Some meetings have run short of the timeframe, and they are struggling to get virtual meetings going. They have a joint meeting in October with ASHRAE and the contractors association. Bill also mentioned that they offer CPD review courses in January through March after their regular meetings.

Buffalo-Niagara Chapter

Gerry May said they had held three virtual meetings. Before the pandemic the Chapter held a joint meeting with fire engineers and was seeing a nice increase in attendance. Gwynne Morrison organized a Basic Plumbing Design class. The Governor has kept a tight reign on the state, but they are hoping to get back to somewhat normal soon.

2020 Region 2 Director's Awards

The Cleveland Chapter received a Region 2 Director's Award for their technical outreach and work with multiple groups and Chapters. The Eastern Michigan Chapter was also awarded a 2020 Region 2 Director's Award for their educational outreach.

All of the Chapters within Region 2 have been outstanding during the COVID-19 outbreak, and you all deserve praise for the work you have done during this past year.

REGION 3 REPORT

Steve E. Mastley, CPD, FASPE



Greetings Region 3 Chapter members. What a difference a year makes. One would certainly agree that we are embarking on a new way of doing business as plumbing engineers and design professionals, from how we interact with clients, manufacturers, and contractors to how our daily routines have had to change due to the coronavirus pandemic. Most of us have warmed up to the fact that virtual meetings, online educational webinars, and working from the comfort of our own homes is now the “new normal.” As such, the face-to-face interactions with our manufacturers’ representatives and fellow ASPE members in building relationships that we have enjoyed for many years now seem to be slipping away.

The strength of our ASPE family has always been built around the dedication and support of our members and the leadership of our Chapters under the guidance of a proactive Board of Directors and a Staff that has no equal. The Society Staff has embraced this new normal and has taken an aggressive approach and a position of “members first” as they have worked to develop and implement many educational programs to meet the credentialing needs of members in a virtual world. The CPD, CPDT, and GPD programs continue to move forward to provide well-educated plumbing design professionals working in an ever-changing world.

The Region Meeting in June was hosted by the North Florida Chapter in a first-time-ever virtual format, with all 14 Chapters represented. This allowed the participation of several Board Officers and Staff on the Zoom meeting platform. Chapters also were able to have multiple meeting attendees with no additional cost to the Chapter. Membership growth, engagement, and retention continue to be topics at the top of the list that always generate spirited discussion within the group. Membership recruitment and retention should be the goal of each Board Officer and not only the chapter Vice President of Membership.

Current membership numbers for our Region’s Chapters are as follows (as of the July 6, 2020 membership report): Alabama – 65, Atlanta – 174, Central Florida – 86, Charlotte – 90, Columbia – 22, East Tennessee – 17, Greenville – 22, Memphis – 20, Miami – 56, Nashville – 53, New Orleans – 44, North Florida – 53, Raleigh – 62, and West Coast Florida – 49. Since my last report at the end of 2019, our membership has decreased from 830 members to 813 members. I believe that the coronavirus pandemic has had a lot to do with the decrease in membership.

Our new ASPE Connect platform is growing and has been a valuable tool and member benefit. It allows members to interact on a wide variety of questions and topics relevant to design and engineering practices on any type of project you can imagine. The ASPE Book of the Month promotion offers a variety of design manuals and publications for a substantial discount each month with a different publication highlighted. The number and quality of webinars being offered to members continue to grow with each passing month, giving members the opportunity to earn credits toward their certifications and licenses.

Our first-ever virtual Business Meeting on September 12–13, 2020 is where our Chapter Delegates will vote in a new Board of Directors and vote on Bylaws changes that will move our Society forward to face the challenges of an ever-changing world. I wish each of you continued success and offer my thanks to all of our Chapters for their leadership, volunteerism, and commitment to the betterment of our Society. May you uphold the principles and mission of our Society, and may you reach out to fellow Chapter members to make a positive impact on them in their professional careers through education and engage them to share your passion.

REGION 4 REPORT

Scott M. Steindler, CPD, LEED AP, ARCSA AP (IS), GPD, GGP



By the time you read this, the cat will be out of the bag. It is extremely disappointing that we are unable to hold our Convention & Expo face to face as we have done in previous years. I can assure you that the entire Board was tormented by the possibility that we would not be able to hold our Convention during the pandemic. There are very few perks involved in volunteer service, and it is a shame that we cannot see each other to enjoy the camaraderie and catch up with each other. No online meeting platform can replace the human-to-human contact we all miss so much.

This has been one of the most difficult years for me thus far in ASPE. I was at my local Los Angeles Chapter meeting and had the startling realization that I am no longer once the young man I was. There are many new faces, and some of the old faces are no longer with us. In recent months we have mourned the passing of several members who were very near and dear to me: Ed Saltzberg, PE, CPD, FPE, FASPE, FNAFE, John Mitsumori, PE, FASPE, Haig Demergian, PE, CPD-Retired, FASPE, Ira Schumer, and Jerry Rodriguez, just to name a few. I walked in these doors before my 30th birthday, and I have just celebrated my 50th. Where did the time go? From the time I attended my second meeting I stepped up to be of service and have not stopped since then. I have worked on local boards and committees, Society committees and working groups, and the Society Board—20 years of contiguous effort to try and make ASPE a better place. Sometimes I have been successful, other times not so much, but the desire to improve the Society and industry and serve to help my friends remains undiminished. I ride off into the sunset to serve the Los Angeles Chapter as the new Vice President, Membership. I encourage all who are in the Society to just step up and be a part in whatever capacity you feel fits you.

One thing that I would like to drive home is that this Society is only as good as you make it. I encourage members to try to attend their local Board meetings and, if they can, attend a Society Board meeting. You may not be able to speak and participate, but you will certainly get to know what it takes to run things and it may foster a desire in you to serve.

As far as Region 4 goes, I really could not have asked for a better, more dedicated group of individuals. The Chapters have really taken the initiative and remained active during COVID-19, offering technical and social activities even though we cannot meet in person. We experienced a moderate uptick in membership numbers for the Region during my tenure, but unfortunately the arrival of the virus brought our year-over-year numbers down slightly.

At our 2020 Region Meeting, we recognized the efforts of two outstanding members of Region 4:

- Kurt Bramstedt was recognized after he changed Chapter affiliation to become the VP Technical for the Northern California Chapter. Kurt has turned that Chapter around and drastically increased attendance through his efforts to provide pertinent and desirable content for the Chapter.
- John Gregory, NITC 6020, of the Phoenix Chapter was recognized for his decades of service to the plumbing design industry, specifically through his work on the NFPA 99 Technical Committee and the Arizona PIPE Medical Gas Committee.

Many positive changes have occurred during my tenure on the Board. We have streamlined the annual reporting system, offered an incredible array of technical content, and updated the ASPE website including the addition of ASPE Connect and ASPE Education. The Legislative Committee has been more active than ever before, and our membership has

held up very well in the face of COVID-19. There is a lot to be proud of, even if not everything I intended to do was accomplished. You will be served soon by new faces with new voices and visions. I have faith that they will serve the Society with diligence.

I would like to take a moment to thank my employer as well. Watts Water Technologies has supported my efforts through both encouragement and financially. I believe the membership should be aware that other than Society-provided rooms and group dinners, Watts fully financed my participation on the Board. It is a special thing for a company to not only encourage but also support their employees in such a manner. Thank you, Watts.

As I prepare to step down from the Board to make room for my replacement, I want to sincerely thank you all for once again allowing me the honor to serve you in this capacity. Who knows? We may meet again in the future.

Monthly Chapter Speaker Evaluations 2020

Region 4													
Chapter	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Annual
British Columbia	YES	YES	DARK	YES	YES	YES	NO						
Denver	YES	YES	NO	NO	NO	NO	NO						
Intermountain	YES	YES	NO	NO	NO	NO	NO						
Southern Nevada	NO												
Los Angeles	YES	YES	YES	NO	YES	NO	NO						
Northern California	NO												
Orange County	YES	YES	NO	NO	NO	NO	NO						
Phoenix	YES	YES	DARK	YES	YES	NO	NO						
Portland	YES	YES	YES	NO	NO	NO	NO						
San Diego	YES	YES	DARK	DARK	YES	YES	DARK						
San Francisco	YES	YES	YES	YES	NO	NO	NO						
Seattle	NO	YES	NO	NO	NO	NO	NO						

Monthly Treasurer’s Reports and Regional Membership Growth

Region 4													
Chapter	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Annual
British Columbia	yes	yes	yes	yes	no	yes	yes						
Denver	yes	yes	yes	no	no	yes	yes	no	yes	no	no	no	yes
Intermountain	yes	yes	yes	no	no	no	yes	yes	yes	yes	yes	no	yes
Las Vegas	yes	yes	yes	no	no	no	yes	yes	yes	yes	yes	yes	Need prior president, treasurer signatures
Los Angeles	yes	yes	yes	yes	yes	no	yes						
Northern California	no	no	no	yes									
Orange County	yes	yes	no	no	no	yes	no	no	no	no	no	no	yes
Phoenix	yes	yes	yes	yes	no	yes	no	yes	yes	yes	yes	no	yes
Portland	yes	no	no	no	no	no	Report is not signed						
San Diego	yes	yes	no	no	no	yes	yes	yes	yes	yes	yes	no	yes
San Francisco	yes	no	yes										
Seattle	yes												

Term-to-Date (October 2018 - July 2020)	
Chapter	Growth
British Columbia	-4.00%
Denver	-12.82%
Intermountain	11.54%
Los Angeles	-2.80%
Northern California	5.26%
Orange County	6.54%
Phoenix	1.28%
Portland	14.29%
San Diego	-9.80%
San Francisco	5.29%
Seattle	14.89%
Southern Nevada	-18.75%
Region 4	0.23%

As R4 Director (September 2018 - Current)	
Chapter	Growth
British Columbia	-4.95%
Denver	-9.93%
Intermountain	11.54%
Los Angeles	-2.35%
Northern California	7.14%
Orange County	5.56%
Phoenix	4.64%
Portland	14.29%
San Diego	-9.80%
San Francisco	9.82%
Seattle	14.89%
Southern Nevada	-20.41%
Region 4	1.44%

Year-Over-Year (July 2019 - July 2020)	
Chapter	Growth
British Columbia	-2.04%
Denver	-11.11%
Intermountain	3.57%
Los Angeles	-11.49%
Northern California	7.14%
Orange County	-6.56%
Phoenix	-2.47%
Portland	6.02%
San Diego	-9.80%
San Francisco	2.29%
Seattle	3.85%
Southern Nevada	-20.41%
Region 4	-4.23%

REGION 5 REPORT

Bryan Hutton, CPD



I have been working on this note to the membership for some time now. Does anyone read these Annual Reports that the Board of Directors puts out each year? Are we paying attention to the mindset and overall goals of each participant we have elected to represent us in the ASPE organization? I would love to hear from you directly. Feedback and interaction are two areas of communication that provide clarity. As I have gained more experience, I have been balancing my life experiences with more books on leadership, behaviors, culture, and history. One of my favorite books is *The Oz Principle* by Roger Connors. What I find enduring in the book is the philosophy of not wasting time justifying what you do, or should I say covering your rump, but focusing your energies toward activities that move you forward toward your goals. The book talks about changing your viewpoint from victimization to accountability. It is a foundation book about building an accountable culture. Culture change is not a fast process, but it is a process that, over time, creates a bedrock from which great things can arise. I say this because I believe that our ASPE culture continues to evolve.

ASPE was incorporated in September of 1964 with a vision to be the uniting force around the plumbing engineering profession. The founders of our Society believed in honesty, integrity, and commitment. Our membership has shown us through the past three Conventions through Bylaws amendments, discussions, and officer elections that they desire a Society that is diverse, inclusive, and respectful to everyone. President Carol Johnson, CPD, LEED AP, CFI, FASPE, has done a great job of continuing to evolve our Society through her leadership and direction. I look to continue that work through our actions in Region 5 and through the Society working groups that we utilize to accomplish multiple tasks to strengthen our Society, such as the creation of the Annual Report Working Group. Many of the Chapter Presidents find the Annual Report tedious to complete, so we updated the description streamlining the required inputs, separating the yearly report from the incoming Chapter Officers and the Award of Merit, to create a platform where all members of the Chapter Board had access to input and participate in the process. The idea is to give more people voices in our organization, to create mechanisms that allow individuals to grow, and to create a support system for all of our members within our Society. We must continue to evolve our culture to account for the shifts in our membership demographics. We have several more working groups at work to increase our efficiency and productivity. More will come regarding advancements in Region 5 and the Society, I promise.

In June 2020, Region 5 leadership came together to conduct our Region Meeting or, as I like to call it, the Region 5 Leadership & Development Summit. This year we all came together virtually. The ASPE fiscal year ended on June 30, 2020, and I have to say that we have been experiencing many changes together that are making us stronger and propelling us into the future.

The Summit was a resounding success! We had our Chapter leadership from Arkansas, Central Illinois, Central Texas, Dallas/Ft. Worth, Chicago, Houston, Kansas City, Minnesota, Oklahoma, Omaha, St. Louis, and Wisconsin, as well as Region 5 AYP Liaison Nicholas Hipp, CPD, of Lubbock High Plains, and Region 5 Affiliate Liaison, Daniel Leos of Houston. We were blessed to have our excellent Staff and other Board of Directors members join our call, including Sr. Director of Technical & Regulatory Affairs Ramiro Mata, Society Membership Coordinators Racquel Rodriguez and Lisa Gonzalez, Director of Information Technology Richard Albrecht, Society Executive Director/CEO Billy Smith, FASPE, and our President, Carol Johnson. This year's meeting was hosted virtually using Zoom software, where we in-

corporated surveys, had active feedback on conversations, and were able to complete the Region’s business in just over four hours. I am very proud of all of our Chapters!

We typically take a picture of all of the participants. The image usually looks something like you see to the right.



However, dealing with the pandemic, respecting social distancing, and not wanting to put our membership in harm’s way, we had to change over to virtual activities. During our Region Meeting, Stephanie Radel, CPD, GPD, provided an excellent talk on how the Minnesota Chapter was able to pivot from in-person chapter activities to virtual events without missing a beat. Virtual meetings are not quite the same as in person, but they can be very productive. This year, our group photo changed from what you see above to what you see below.



We had 37 participants, and several that were able to join for a short period. There are several announcements to share with the Society.

We recognized three of our Chapter leaders for their exceptional work during the past 2019–2020 ASPE year:

- 2020 Director’s Award to Chuck Robison, President of the Omaha Chapter
- 2020 Director’s Award to Stephanie Radel, President of the Minnesota Chapter
- 2020 Director’s Award to Chris Sbarbaro, PE, CPD, GPD, President of the Chicago Chapter

We also were able to create some new opportunities for Region 5:

- Formation of the College of Ambassadors, with Daniel Leos to be the first Dean of the College
- New Region 5 Affiliate Liaison, Greg Swafford of Georg Fischer

Region 5 continues to be a trendsetter in searching out new ways to connect with members, foster lifelong relationships, and build leaders for the future. I am very proud of our Chapters’ continued growth in membership as well as growth as leaders. Five of our 11 Chapters are bringing in new Presidents for the 2020–2021 ASPE year. This is a testament to the planning and succession plans of our Chapters. Expectations are that the majority of our Chapters will achieve the Award of Merit despite the adverse effects of the pandemic on our Chapter operations.

Looking into the future, we will be working on new touchpoints this year in Region 5. We will continue to have monthly communication calls with Chapter leadership. Also, we are adding a biweekly “Learning Hour” session for all of our Regions to join in for some discussions on conducting Chapter business as we have a social hour with each other.



Learning Hour is an extension of our mentoring program for our Chapter leaders. During each session we will be looking at Chapter Officer responsibilities, discussing Chapter issues, or discussing whatever topic our leaders want to tackle in a socially relaxed environment of supportive individuals. The idea is to have a break from the norm to talk about issues you

think are interesting. So far, the sessions have been going very well, with excellent participation. Hopefully, you will find time to join us on this journey.

I continue to believe in all our Chapters and their leaders. We are moving in a very positive manner that is going to propel us forward through this tough pandemic period in our life. As I have said many times, change starts with you. Excellence is obtained when we work together to pool all our talents to accomplish our goals. I want to take a moment to remind everyone of our regional workshops, where we identified some characteristics on membership, participation, leadership, and growth:

- Chapter leadership, energy, engagement, and attentiveness are critical components of success. Success starts with the Chapter President and VP Technical.
- Chapters can be more engaged with the members and participants. Utilization of the Ambassador Program and Mentoring Program can be rewarding.

Thank you to all of our Region 5 Chapters for allowing me the honor of representing you on the Society Board of Directors.

AYP REPORT

Christoph Lohr, PE, CPD, LEED AP BD+C, ASSE 6020



Staff Liaison Pam Rosenberg, CAE, launched the AYP Committee community on ASPE Connect the week of July 13 to continue discussions online. This is open to members 35 years old and younger.

Chapter AYP Liaisons

Currently 36 Chapters have an appointed AYP Liaison to their Chapter Board. Please make sure to appoint an AYP Liaison—this is a great way to start your Chapter's succession planning. Also, keep in mind that Affiliate members can serve in this role; the Phoenix Chapter, among others, has done this.

Student Membership

Student memberships, despite COVID-19, did increase from Q2 to Q3. With the current crisis, this is a great opportunity for Chapters to outreach to student members as they should be hungry for networking opportunities. Make sure to reach out to your local universities and colleges and help set up a pipeline of talent for your Chapter and your companies!

2019 Leadership Development Workshop and Webinars

Staff deployed the three-part leadership series on ASPE Education. This is free for ASPE members. To date, 32 individuals have registered for the series.

2020 Professional Development Webinars

The AYP Committee wanted to continue bringing professional development webinars to the membership (all members) and plumbing design community. They've been well attended.

- Leading Through Chaos on June 2: 130 registered
- Job Search Preparedness on July 16: 32 registered as of writing
- Investing 101 on July 23: 57 registered as of writing
- Email Productivity on August 12: Two registered as of writing

Leadership Workshop, Milwaukee, TBD

AYP has plans for a one-day workshop for ASPE members 35 years old and younger to be held at the Zurn headquarters. This event has been postponed, and we will review it later this year.

The day will be led by Christina Rowe of The Collaborative LLC with a tour of the Zurn facility and a one-hour presentation by a speaker of Zurn's selection.

AYP Participation

	2020 Q3	2020 Q2	2020 Q1	2019 Q3	2019 Q2	2019 Q1	2018 Q4	2018 Q2
Members	1,351	1,347 (21.6%)	1,356 (21.3%)	1,408 (21.5%)	1,376 (20.8%)	1,359 (20.9%)	1,337 (20.7%)	1,303 (20.5%)
AYP Liaisons	36	44	42	42	36	44	43	41
AYPs holding Chapter Officer roles outside AYPL	99 (17.9%)	94 (18.4%)	103 (18.8%)	103 (18.8%)	88 (18.3%)	96 (19.6%)	101 (19.1%)	91 (19.5%)
Student Members	38 (0.6%)	35 (0.5%)	39 (0.6%)	41 (0.6%)	37 (0.5%)	35 (0.5%)		

Regional AYP Liaisons

- Region 1: Nikita Patel, EIT
- Region 2: Andrew Hemmelgarn, CPD, EIT
- Region 3: Julia Hadfield, CPD
- Region 4: Travis Lewis, PE, GPD
- Region 5: Nicholas Hipp, CPD

AYP Committee

- Sunghoon Chung, EIT
- Mohamed Faizal
- Brittney Leigh Heath
- Nicholas Hipp, CPD
- Carol L. Johnson, CPD, LEED AP, CFI, FASPE
- Travis Lewis, PE, GPD
- Christoph Lohr, PE, CPD, LEED AP BD+C, ASSE 6020
- Nikita Patel, EIT
- Chelsea Catherine Quigley
- Ming T. Wong
- Pam Rosenberg, CAE
- William M. Smith, FASPE