



**WATER
PROFESSIONALS
INTERNATIONAL**

The Associated Boards
of Certification

ANNUAL REPORT



Alison Mcgee, PO

C2EP CHAIR



Mike Firlotte, PO

2025 BOARD CHAIR



In 2025, WPI launched new standardized exams for 24 programs. The development of these exams is a rigorous process, particularly given the constantly evolving regulatory environment and advancing technology. WPI promotes a robust certification process that evaluates the knowledge and competencies necessary to ensure a skilled workforce of water and wastewater professionals. Under the leadership of WPI and the C2EP scheme committees, the development of these exams involves collaboration among subject matter expert volunteers who work closely with PSI. This collaboration ensures that the exams are psychometrically valid and consistent across the water sector. As my predecessor, John Solvie, consistently emphasized, there is a significant distinction between certificate programs and certification. Certification confirms that an individual meets the minimum competency requirements set by industry standards. WPI and its group of volunteers recognize this distinction and have successfully achieved a solid, legally defensible certification development process.

While the launch of the new exams was a key milestone in 2025, the WPI team was also busy with various other initiatives. They expanded the Spanish-language exams, advanced certificate programs, and completed a Professional Operator (PO) pilot in Kenya, where 29 out of 40 participants received their certification. WPI remained actively engaged with the industry by attending several major water sector conferences to maintain a strong presence. It has been an energetic and productive year.

As we look ahead to 2026, WPI will remain dynamic by focusing on the growth of the Professional Operator (PO) program. This will involve targeted marketing, testimonials from current POs, and outreach efforts tailored to specific jurisdictions. WPI will also strive to create more pathways for operator success by pairing

exams with advanced study tools, such as AI-assisted practice exams and comprehensive guides. Additionally, we plan to explore new credentials in emerging areas of regulatory concern, including PFAS, microplastics, and advanced water reuse, to help operators stay aligned with regulatory developments. Furthermore, WPI will initiate discussions about partnerships and pilot opportunities aimed at preparing operators and identifying future workforce needs. As we enter 2026, WPI is energized and focused on supporting and promoting the water sector workforce. Cheers to 2026, best wishes to all for the year ahead.

Sincerely,

Alison McGee, PO | Chair of C2EP

On behalf of the Water Professionals International Board of Directors, I am honored to offer this message reflecting on a great year of progress, collaboration, and momentum for our organization. Serving as Chair has been a privilege, and I am grateful for the opportunity to support WPI's mission and its members.

This year was marked by several significant achievements across WPI's core programs. The successful launch of the 2025 standardized exams across 24 programs, including Spanish language versions, represented a major milestone in advancing accessibility, quality, and consistency in operator credentialing. Our continued expansion of certificate programs, development of study tools, and execution of major workforce development grants further demonstrated WPI's commitment to innovation and responsiveness to industry needs. WPI also strengthened its global presence, including the successful completion of the Kenya Professional Operator pilot. This has been an essential step toward international scalability. Engagement across North America remained strong, with WPI represented at key conferences, industry events, and partner gatherings throughout the year. Additionally, we continue to hold a positive fiscal position in the face of an uncertain global economy.

Our Annual Board Meeting was a particular highlight. Traveling to Alaska and experiencing the warm hospitality of our hosts was truly

memorable. I extend sincere appreciation to Tammy Helms for inviting WPI to provide training ahead of the board meeting, reinforcing both partnership and purpose as we continue to support operators and advance workforce excellence.

Throughout the year, WPI's internal progress has built a strong foundation for the future. These accomplishments reflect the dedication of a talented staff team and committed volunteer community whose contributions enable WPI to deliver on its mission with impact and integrity.

As I conclude my service as Board Chair, I wish to express my gratitude for the opportunity to support this work. It has been an honor to serve WPI's members and contribute to an organization shaping the future of the water workforce.

Sincerely,

Mike Firlotte, PO | 2025 Board Chair

Morley Foy, P.Eng

2026 BOARD CHAIR



This year has been an incredibly busy and rewarding one for the Water Professionals International (WPI) family. Our shared vision—Public Health and the Environment are Protected through Professional Stewardship of Water Resources—guided every initiative and achievement. At the heart of our success is the belief that healthy relationships build strong teams, and I am deeply grateful for the dedication of the WPI team and volunteers who make this possible.

In 2025, we accomplished significant milestones. The efforts of our volunteers went above and beyond. We built a strong, credentialed internal team and expanded professional development opportunities. We successfully launched standardized exams across 24 programs, on time and across all delivery modes, with early evidence of improved pass rates. Great job Team! Access was expanded through Spanish-language exams and new certificate programs, including Onsite Non-Potable, Municipal Employee, and Trainer. We introduced AI-generated practice exams through a revenue-sharing partnership with PSI, secured major funding and contracts—including the State of Iowa and an EPA grant with The Water Tower—and completed a successful Kenya Professional Operator pilot, certifying 29 of 40 participants. Our industry presence grew through participation in more than a dozen major conferences, including IIC25, and we secured the venue for the 2027 Annual Conference.

A highlight for me was this summer's board meeting in Anchorage, Alaska, which included a memorable visit to the remote village of Kwethluk. WPI and board

member Tammy Helms arranged a tour of the water treatment plant, where we met dedicated operators Evan and Willie. The Remote Maintenance Worker program, led by Mr. Wagner, provided an insightful look at the village's water system. This experience reinforced that, no matter the location, operators share a deep commitment to their work and face similar challenges. Their resilience inspires us to continue fostering collaboration and knowledge-sharing to ensure safe, reliable water for communities everywhere.

As we look ahead to 2026, our goals include updating our facility classification system, expanding certification programs and multilingual access, advancing global partnerships and operator training initiatives, and leveraging technology to enhance learning and testing experiences. Together, we will continue to protect public health and the environment through professional stewardship of water resources.

Sincerely,

Morley Foy, P.Eng | 2026 Board Chair

Paul D. Bishop, CAE

WPI PRESIDENT & CEO

2025 YEAR IN REVIEW



Looking back on 2025, what stands out isn't just what we accomplished, it's how we accomplished it together. This year, WPI deployed our 2025 standardized exams, now adopted by over 35 certifying bodies with measurably improved outcomes. We embraced artificial intelligence not as a buzzword but as a practical tool to help our small team of nine incredible professionals serve our members more effectively and efficiently. We forged new partnerships with RCAP and the Blue-Ribbon Commission while strengthening existing relationships with PSI/ETS, EOCP, and the member associations and clients who trust us with their certification program needs. And we broke new ground by developing AI-enhanced practice exams—the first of their kind in the water industry—which will launch in February 2026 to help operators prepare with adaptive, personalized learning.

But the moment that will stay with me longest happened far from our Des Moines headquarters. In September, our Board traveled to Alaska's Native villages. We had the opportunity to spend time with these remote communities, where resilience isn't a conference theme but a daily practice. Watching how they have thrived for millennia in some of the harshest conditions on earth, adapting to change while preserving their identity, reminded me what this work is about. It was grounding.

It was humbling. And sharing that experience with my daughter, Abby, and our WPI family made it unforgettable.

As we look to 2026, we do so with a clear eye on the challenges ahead. The world feels uncertain. The political climate is noisy. The water industry faces a workforce crisis that won't solve itself. But we also look ahead with gratitude, humor, and grace because that's what resilience actually looks like. This year, we will launch our trainers' initiative with The Water Tower, sending our first cohort through this spring. We'll convene for strategic planning to chart the next chapter. We'll release new certificates that meet emerging industry needs. And we will do it all with Board and Commission leadership that is as strong and steady as ever.

It takes a team to do what WPI accomplishes, from our staff who make the work happen, to our Board who guides the vision, to our incredible volunteer network who carry the mission into communities across North America. In 2025, we have been incredibly blessed. And 2026 promises to be even better.

Sincerely,

Paul D. Bishop, CAE | WPI President & CEO

**WATER PROFESSIONALS INTERNATIONAL
STATEMENTS OF FINANCIAL POSITION**
September 30, 2025 and 2024

	2025	2024
ASSETS		
CURRENT ASSETS		
Cash and Cash Equivalents	\$448,561	\$614,434
Investments Securities	2,626,753	2,349,636
Accounts Receivable	338,584	426,030
Prepaid Expenses	41,716	6,285
Total Current Assets	3,455,614	3,396,385
NONCURRENT ASSETS		
Investments - Deferred Compensation Plan	162,235	\$108,744
RIGHT OF USE ASSETS		
Operating Right of Use Assets	288,761	335,020
Financing Right of Use Assets	4,500	4,500
Less: Accumulated Amortization	(1,575)	(675)
Total Right of Use Assets	291,686	338,845
PROPERTY AND EQUIPMENT		
Furniture & Equipment	208,469	208,469
Leasehold Improvements	362,820	362,820
Less: Accumulated Amortization	(178,387)	(142,105)
Less: Accumulated Depreciation	(164,762)	(138,730)
Net Property and Equipment	228,140	290,454
Total Assets	\$4,137,675	\$4,134,428
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES		
Accounts Payable and Accrued Expenses	\$280,083	\$426,655
Deferred Revenue	34,907	42,355
Lease Liabilities - Short-Term	69,521	66,070
Total Current Liabilities	384,511	535,080
LONG-TERM LIABILITIES		
Deferred Compensation	162,235	108,744
Lease Liabilities - Long-Term	223,034	273,211
Total Long-Term Liabilities	385,269	381,955
NET ASSETS		
Without Donor Imposed Restrictions	3,367,895	3,217,393
Total Liabilities and Net Assets	\$4,137,675	\$4,134,428

**WATER PROFESSIONALS INTERNATIONAL
STATEMENTS OF ACTIVITIES**
For the Years Ended September 30, 2025 and 2024

	2025	2024
OPERATING ACTIVITIES		
REVENUE AND SUPPORT		
Membership Dues	\$130,127	\$123,125
Certification Fees	152,815	55,869
Testing Fees	2,834,345	2,756,848
Conferences	113,289	122,220
Royalties	9,720	8,542
Interest and Dividends	69,534	64,000
Currency Exchange Gains	76,187	33,476
Programs & Miscellaneous Revenues	22,862	26,982
Total Revenue and Support	3,408,879	3,191,062
EXPENSES		
PROGRAM SERVICES:		
Certifications	1,256,611	1,392,088
Conferences	409,265	720,961
Total Program Services	1,665,876	2,113,049
General and Administrative	1,823,947	1,029,427
Total Expenses	3,489,823	3,142,476
Change in Net Assets from Operations	(80,944)	48,586
NONOPERATING ACTIVITIES:		
Investment Return, Net	231,446	443,572
Change in Net Assets Without Donor Restrictions	150,502	492,158
Net Assets Without Donor Restrictions, Beginning of Year	3,217,393	2,725,235
Net Assets Without Donor Restrictions, End of Year	\$3,367,895	\$3,217,393



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