

NOWRA 2026 – 2029 Board Elections

Candidate Profiles

All candidates are listed alphabetically by category and then last name.

Candidate: Robert Bair (CO)

Category: Academic

Candidate Statement/Bio:

I currently serve as a Senior Development Engineer at the University of South Florida. My job focuses on the development of advanced onsite treatment systems to replace cesspools in the state of Hawaii. I have conducted research in the onsite and decentralized treatment space for over ten years with a focus on international development. I am on the Colorado Professionals of Onsite Wastewater (CPOW's) board as a committee chair for the Membership and Marketing Committee. I am also the co-founder of NOWRA's Emerging Professionals Committee. As an academic, I am passionate about engaging with students, mentorship, and growing the role of water reuse in this space.

What specific area of interest do you desire to work with the NOWRA Board on industry issues and how you will make a contribution?

I would like to work with the NOWRA board as a representative of the academic community. In this role, I would like to continue to engage universities, colleges, and trade schools to bring more young people into the onsite wastewater treatment space to help refresh an aging industry.

Why are you willing to serve on NOWRA's Board as a leader in the onsite industry?

I want to influence the direction of the onsite wastewater industry by promoting onsite water reuse and better engaging academic institutions and students.

What is your perspective(s) on the directions that NOWRA as an organization should consider in order to increase its leadership role in the industry?

I would like to grow NOWRA's visibility and influence amongst universities, colleges, and trade programs across the US. NOWRA is a great organization, with depth of knowledge and passion for rural communities that should have better visibility on educational campuses.

What are the critical issues that NOWRA's Board should be addressing on behalf of its members?

1. Our workforce is aging with replacement rates falling far behind attrition rates. I would like to establish a stronger pipeline between academic institutions and the onsite wastewater treatment industry.
2. We have clearly identified research needs that are not supported by federal, state, or industry-generated funding. NOWRA has national leverage to lobby for more research funding and to create its own source of funding to better support the research needs of our industry.

Candidate: Amal Bakchan (TX)

Category: Academic

Candidate Statement/Bio:

As a faculty member whose research, teaching, and professional activities focus extensively on onsite and decentralized wastewater systems, I am interested in contributing my academic perspective and experience to support NOWRA's mission and the continued advancement of the decentralized wastewater industry.

I am an Assistant Professor at Texas A&M University with six years of experience in the onsite and decentralized wastewater industry. My research focuses on the long-term sustainability of decentralized wastewater infrastructure, with expertise in responsible management entities and O&M, workforce development, wastewater access, infrastructure planning and financing, and the institutional conditions that shape sustainable service delivery.

I hold a Ph.D. in Civil Engineering from The University of Texas at Austin and completed postdoctoral training in Civil Engineering at the University of South Alabama. My research integrates engineering with the management, institutional, financial, and social dimensions of infrastructure delivery. My scholarly work has addressed responsible management of decentralized wastewater infrastructure, workforce challenges, barriers to wastewater funding and implementation, and national research priorities for the decentralized wastewater sector. I also lead and contribute to externally funded initiatives that advance decentralized wastewater planning, management, workforce development, and long-term service delivery. Through this work, I collaborate with academic, industry, government, and community-based organizations to translate research into practical approaches for improving decentralized wastewater planning, implementation, and long-term performance.

What specific area of interest do you desire to work with the NOWRA Board on industry issues and how you will make a contribution?

My primary area of interest is strengthening the research–practice connection needed to advance the long-term performance and sustainability of onsite and decentralized wastewater systems, specifically, across management and O&M, workforce development, project delivery, and financing. I would contribute my interdisciplinary research expertise to help NOWRA translate emerging knowledge into practical resources for its members, strengthening university-industry partnerships, and ensure that industry priorities inform future research, education, and workforce development.

Why are you willing to serve on NOWRA's Board as a leader in the onsite industry?

I am willing to serve on the NOWRA Board of Directors because I see onsite and decentralized wastewater as an essential component of the nation's water infrastructure. Advancing the industry requires stronger integration of research, practice, policy, workforce development, and responsible long-term system management. I would bring an interdisciplinary academic perspective to the Board while working closely with practitioners and industry leaders. My goal would be to help advance solutions that perform reliably, respond to real-world implementation challenges, and can

be responsibly managed over their service life.

What is your perspective(s) on the directions that NOWRA as an organization should consider in order to increase its leadership role in the industry?

NOWRA can build on its national leadership by continuing to advance onsite and decentralized wastewater as an integral component of the nation's water infrastructure. An important direction is expanding the conversation from system installation and compliance to long-term service delivery, including responsible management, sustained system performance, and the financial and institutional structures needed to support it. NOWRA can also continue strengthening the evidence and national voice needed to ensure decentralized solutions are fully considered in infrastructure policy, planning, and investment decisions.

What are the critical issues that NOWRA's Board should be addressing on behalf of its members?

A critical next challenge for the industry is determining what makes responsible management viable in practice, particularly as decentralized systems become more complex and serve communities beyond individual properties. NOWRA can help advance evidence-based guidance on responsible management structures, sustainable rate and cost-recovery models, and long-term O&M. Such guidance can help ensure that systems are planned with a clear path for who will manage them, how management will be financially sustained, and how reliable service will be maintained throughout their service life.

Candidate: Michael Broussard (NM) - *incumbent*

Category: Regulator

Candidate Statement/Bio:

I am seeking your support to represent the regulatory community on the NOWRA Board of Directors. I am fully committed to active board service—including monthly teleconferences, in-person meetings, committee leadership, and affiliate liaison duties. My goal is to leverage my regulatory and technical background to help NOWRA remain a vibrant, energetic force leading the onsite wastewater industry.

He currently serves as the Liquid Waste Program Manager for the New Mexico Environment Department (NMED) Environmental Health Bureau, where he has dedicated 18 years to providing technical assistance and training for environmental health professionals, homeowners, realtors, and installers.

Michael brings extensive leadership and industry experience, currently serving as Treasurer for the State Onsite Regulators Alliance (SORA) Board, as a member of NOWRA affiliate POWRANM, and as a technical committee member for both IAPMO and ASTM. He previously served as President and Board Member of the New Mexico Environmental Health Association for three years.

He holds a B.S. in Chemistry with a minor in Biochemistry from Lamar University and served 10 years in the U.S. Army as a Nuclear, Biological, and Chemical (NBC) and Quartermaster Officer. Michael's career includes 25 years in private-sector quality assurance with major corporations—including ExxonMobil,

General Mills, Georgia-Pacific, Cardinal Health, and Johnson & Johnson—as well as 16 years running an indoor air quality business.

What specific area of interest do you desire to work with the NOWRA Board on industry issues and how you will make a contribution?

My primary focus is workforce education and training methodology. Drawing on my military background, I strongly advocate for practical, hands-on training models. Standardized, high-quality training is the single most effective tool we have to continuously elevate the performance of both industry practitioners and regulators.

Why are you willing to serve on NOWRA's Board as a leader in the onsite industry?

Leadership is about stewardship. I am eager to invest my years of cross-sector experience and institutional knowledge to support the next generation of practitioners, ensuring they inherit a better trained, highly dedicated, and respected industry.

What is your perspective(s) on the directions that NOWRA as an organization should consider in order to increase its leadership role in the industry?

To expand its leadership role, NOWRA must continually evaluate and deliver the practical resources, toolkits, and educational services that members directly rely on to enhance their day-to-day operational success and regulatory effectiveness.

What are the critical issues that NOWRA's Board should be addressing on behalf of its members?

Accessible, targeted continuing education is our most critical priority. By expanding training opportunities that directly target real-world performance gaps, NOWRA can elevate industry standards, enhance public trust, and better safeguard public health and water resources.

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Candidate: Ashley Donnelly (CT) - *incumbent*

Category: Supplier/Manufacturer

Candidate Statement/Bio:

My desire to continue to serve on Board serving in the Supplier/Manufacturer role is due to my passion for the industry and the many positive experiences I have had at various NOWRA conferences serving on the Board and committees. Having spent over 23 years in the onsite wastewater industry I know the importance of the role NOWRA plays within the industry uniting industry professionals from state and national conferences to taking on issues that matter to its members. I am prepared to continue to fulfill NOWRA's expectations and understand the responsibilities of serving on the Board.

Ashley has a passion for building relationships within the onsite wastewater treatment industry through training and technical education. Ashley entered the industry over 23 years ago and works to preserve the environment through sound wastewater treatment solutions. In her position at Infiltrator Water

Technologies (IWT), she manages the Inside Sales Team and is responsible for maintaining and building customer relationships. This involves assisting engineers, contractors and regulators with technical and design information, training, installation, and operation & maintenance. She serves on the NOWRA Board of Directors as well as committees within the industry NOWRA Emerging Professionals and Corporate Membership and NEWEA Small Communities Committee. Ashley holds a Bachelor of Arts in communications from Central Connecticut State University. Ashley resides in Connecticut with her husband and their three children. In her free time, she enjoys spending time with family, the outdoors, and volunteering.

What specific area of interest do you desire to work with the NOWRA Board on industry issues and how you will make a contribution?

As a member of the Board my focus will continue to be on industry awareness, education, and training with a specific focus on growing membership, corporate members and emerging professionals as emerging professionals will ensure the longevity of the association.

Why are you willing to serve on NOWRA's Board as a leader in the onsite industry?

I am passionate about bringing awareness of the benefits of decentralized wastewater systems in protecting public health and the environment. The importance of the NOWRA mission has never been more relevant.

What is your perspective(s) on the directions that NOWRA as an organization should consider in order to increase its leadership role in the industry?

Through outreach engage a boarder audience such as increasing the number of state affiliates to bring awareness of the benefits and opportunities within the onsite wastewater industry.

What are the critical issues that NOWRA's Board should be addressing on behalf of its members?

Ensure that NOWRA members have a voice in the evolving landscape of the onsite wastewater industry through continuing education, outreach, dialogue, and funding from government agencies.

Candidate: Jonathan Maass (TX)

Category: Designer/Engineer

Candidate Statement/Bio:

This year is my 24th year in the OSSF industry. I started out in 2003 selling parts for all OSSF systems. Then became a Registered Sanitarian in 2007. I am also a Licensed Site Evaluator. My bachelor's degree was earned at Stephen F. Austin in Agricultural Business. I own two businesses: one supplies OSSF parts and the other is a design and consulting team. I am also a current board member of TxOWA.

I would like to ask for your consideration for the Designer position on the board. I believe I would be a beneficial addition to the board. Not only do I have years of experience in design, but I also am very familiar with the supply side as well.

What specific area of interest do you desire to work with the NOWRA Board on industry issues and how you will make a contribution?

With my experience and the help, I have received over my career, a goal would be to help develop a more educated workforce serving the OSSF industry.

Why are you willing to serve on NOWRA's Board as a leader in the onsite industry?

I would bring my experience and my experience with improvements that I have had with Texas, TOWA and TCEQ to a national level for the Onsite Sewage Community.

What is your perspective(s) on the directions that NOWRA as an organization should consider in order to increase its leadership role in the industry?

Beginning at the state level, increase participation through outreach to states and local jurisdictions that are willing to accept the opportunity.

What are the critical issues that NOWRA's Board should be addressing on behalf of its members?

Not knowing the resources available to other states but using Texas as an example; Texas has an OSSF research/training center with different technologies which are donated by manufacturers. These facilities are used for training and education with classrooms where people seeking OSSF licenses are taught. This would be a good example to offer to members and potential states that may not have a facility specific to this use.

Candidate: Robin Mack (SC)

Category: Regulator

Candidate Statement/Bio:

I am writing to express my desire to be considered for a position within the Regulator category on the NOWRA Board of Directors. I fully understand and embrace the commitment required of Board members, including the expectations, responsibilities, and leadership role necessary to advance the onsite wastewater (OSWW) industry and support NOWRA's mission. I am prepared to contribute my time, expertise, and collaborative abilities to fulfill these duties.

I am currently employed as an Assistant Bureau Chief with the South Carolina Department of Environmental Services, where I oversee the state's OSWW and Environmental Emergency Response programs. I have been responsible for our state's OSWW program for over ten years, during which time I

have gained experience in development, implementation, and enforcement of the state's OSWW regulations as well as working knowledge of the program's permitting, field operations, training, and program administration. I also played a key role in developing a partnership with Clemson University to develop programs aimed at providing and improving training for our new OSWW inspectors as well as educating stakeholders on the importance of proper installation, operation, and maintenance of septic systems. Additionally, I am proud to have played a part in the creation of the South Carolina OSWW Association and continue to actively support the association. Overall, I have been a public servant for more than thirty years. During that time, I have gained invaluable experience promoting and protecting human health and the environment through the implementation and enforcement of various state and federal regulations. My professional background aligns strongly with the needs and expectations of the Regulator role.

What specific area of interest do you desire to work with the NOWRA Board on industry issues and how you will make a contribution?

I am particularly interested in working with the Board on training and certification, stakeholder education and outreach, professional development, and sector specific recruitment and retention initiatives. I believe I can contribute by bringing program leadership, regulatory knowledge, stakeholder coordination as well as program planning and development to support informed decision-making and forward-looking initiatives.

Why are you willing to serve on NOWRA's Board as a leader in the onsite industry?

I am willing to serve on NOWRA's Board, because I value the organization's leadership role in strengthening the onsite wastewater profession and see this as a meaningful way to apply my passion and contribute on a larger scale, support industry advancement, and help shape practical, effective solutions for the future.

What is your perspective(s) on the directions that NOWRA as an organization should consider in order to increase its leadership role in the industry?

I believe NOWRA should continue expanding its leadership through enhanced professional education and development, strengthened state-level collaboration, and public outreach to ensure the industry remains adaptable and well-supported.

What are the critical issues that NOWRA's Board should be addressing on behalf of its members?

Critical issues for NOWRA include workforce development and retention, technology approval processes, public awareness, and funding challenges related to OSWW system repairs and maintenance faced by resource-limited communities. Addressing these issues will help the industry meet growing environmental and community needs.

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Candidate: Cynthia Morton-Rolleston (ME)

Category: Supplier/Manufacturer

Candidate Statement/Bio:

I am writing to ask that you consider me as a candidate for the Supplier/Manufacturer seat on the NOWRA Board of Directors for the 2026–2029 term. I have reviewed the expectations of

Board service and I am prepared to commit the time and energy the role requires.

I am the Operations Manager of FujiClean USA, the U.S. distributor and manufacturer of FujiClean advanced onsite wastewater treatment systems, based in Brunswick, Maine. I have been with FujiClean USA since October 2018 — nearly eight years in the onsite/decentralized wastewater industry — and in that time I have helped guide the company through roughly tenfold growth, overseeing manufacturing, logistics, finance, accounting, and environmental compliance, including our expansion to a second facility in Thomson, Georgia. I am currently completing a Bachelor of Science in Civil Engineering (expected May 2027) to complement my business operations background, along with a Lean Six Sigma Green Belt certification. I have attended several of the past 8 NOWRA Mega-conferences and have participated actively in SORA.

What specific area of interest do you desire to work with the NOWRA Board on industry issues and how you will make a contribution?

As someone who manages the business side of a national supplier/manufacturer, I would like to work with the Board on supplier/manufacturer engagement, workforce development, education and training, and system performance data. I can contribute hands-on experience in operations, multi-state compliance, and the practical realities suppliers face bringing treatment technology to market across different regulatory environments.

Why are you willing to serve on NOWRA's Board as a leader in the onsite industry?

The onsite industry has been the center of my professional life for nearly a decade, and I have seen decentralized treatment from the manufacturing floor to the installed system. Serving on the Board is a way to give back to the industry and to make sure the supplier/manufacturer perspective is well represented as NOWRA sets its priorities.

What is your perspective(s) on the directions that NOWRA as an organization should consider in order to increase its leadership role in the industry?

I believe NOWRA can strengthen its leadership role by positioning decentralized systems as essential water infrastructure — not a fallback — in funding and policy conversations, and by deepening its support of state affiliates. In many states, strict regulations for nutrient contaminants such as Nitrogen, Phosphorus, and even PFAS exist for municipal sewers, but the onsite regulations lag. Technology exists to meet these regulations, and the onsite industry can rise to meet the challenge.

What are the critical issues that NOWRA's Board should be addressing on behalf of its members?

Workforce shortages across installers, designers, and service providers; inconsistent state-by-state regulation that slows the adoption of proven treatment technologies; and securing funding parity for decentralized solutions as communities confront aging infrastructure and water quality challenges.

Candidate: Dawn Rohrs (OK)

Category: Designer/Engineer

Candidate Statement/Bio:

I am the owner of Cyclone Septic & Plumbing, based in Guthrie, Oklahoma. I have a BSc in Chemical Engineering, as well as being an Oklahoma DEQ-certified septic installer, certified soil tester/designer and certified pumper as well as a state-licensed sanitarian and environmental specialist. I have worked in the onsite wastewater industry for over a decade, spanning system design, installation, pumping, operations, and industry education.

I also operate publicly as "That Septic Girl," where I build content and community around septic education for homeowners and industry professionals alike, with nearly 30,000 followers across social platforms. I have also presented at WWETT and the Mega-Conference. My work uniquely sits at the intersection of technical expertise, regulatory knowledge, and practical field operations.

What specific area of interest do you desire to work with the NOWRA Board on industry issues and how you will make a contribution?

My primary areas of interest are in homeowner education, raising the professional standards for service professionals, and addressing the national disposal crisis. I'm uniquely positioned at the intersection of field experience, engineering background and leveraging social media to communicate with consumers to contribute to how NOWRA develops guidance documents, supports state regulators, advocates for regulatory standards and, develops educational materials.

Why are you willing to serve on NOWRA's Board as a leader in the onsite industry?

NOWRA has done a commendable job at growing their membership but there is still room to appeal to the people doing the work. The pipeline for qualified pumpers, installers and designers is thin, and the industry is aging. If we are not actively recruiting and training the next generation, we are going to have a real workforce problem within a decade. I would push hard for NOWRA to prioritize accessible education, mentorship infrastructure, and outreach to elevate the onsite industry as a trade equivalent to plumbing, electrical or HVAC to students looking for careers.

What is your perspective(s) on the directions that NOWRA as an organization should consider in order to increase its leadership role in the industry?

NOWRA's consumer presence has room to grow. Most homeowners have no idea who NOWRA is. That is a missed opportunity. A stronger public education effort would raise awareness of the industry, build trust in certified professionals, and ultimately help members grow their businesses.

What are the critical issues that NOWRA's Board should be addressing on behalf of its members?

The three issues I think the Board cannot afford to ignore right now:

1. Workforce and succession. The industry does not have enough trained professionals to meet current demand, let alone growth.
2. Regulatory fragmentation. Every state operates under a different framework, which creates enormous inefficiencies and quality inconsistencies. NOWRA is uniquely positioned to push for greater harmonization, at minimum in core design and performance standards. That work requires board members who understand regulatory environments from the inside.

3. Technology integration. Monitoring, remote diagnostics, and data-driven maintenance are already changing how we operate systems. NOWRA needs to be ahead of this by developing standards frameworks and member education that keep certified professionals relevant as the technology evolves.

Candidate: Mike Vernon (TX)

Category: Supplier/Manufacturer

Candidate Statement/Bio:

I am writing to express my desire to be considered for a position on the NOWRA Board of Directors in the Supplier/Manufacturer category. I believe my experience in the onsite wastewater industry, technical leadership, and involvement with NOWRA and TOWA provide a strong foundation to continue contributing to the growth and advancement of NOWRA.

My primary goal as a board member would be to help advance industry standards, technical practices, and member education. Through my work as a Technical Manager and my involvement with technical committees, task forces, and industry organizations, I have developed a strong understanding of the challenges facing manufacturers, suppliers, regulators, designers, and installers. I would bring that perspective to the Board while working to advance the interests of the onsite wastewater industry as a whole.

I am committed to contributing the time, experience, and industry perspective necessary to be an effective board member. I would welcome the opportunity to serve NOWRA and work with the Board, staff, affiliates, and members to strengthen our industry and advance the quality of onsite wastewater practices through education, technical standards, and collaboration.

Mike Vernon serves as Technical Manager for Pro Flo Aerobic Systems and Gatco Treatment Systems where he works closely with installers, regulators, and industry partners on technical support, emerging technologies, and industry education and training. He is a general board member with TOWA and Co-Chair of the NOWRA Technical Practices Committee, and he contributes to multiple NSF Joint Committee task force groups. Before joining the wastewater industry, Mike worked in robotics and deepwater subsea construction in the international oil and gas sector.

What specific area of interest do you desire to work with the NOWRA Board on industry issues and how you will make a contribution?

I would focus on advancing technical standards, best practices, and education across the onsite wastewater industry with particular attention to creating practical guidance that can be applied by our membership. My experience in technical management, product development, and certification allows me to bring a unique manufacturers perspective while working to develop solutions that benefit the entire industry.

Why are you willing to serve on NOWRA's Board as a leader in the onsite industry?

I am willing to serve because I believe NOWRA has an important role in bringing together the many perspectives within the onsite wastewater industry and providing leadership on issues that affect all of us. I want to contribute my time, technical experience, and industry knowledge to help strengthen NOWRA and advance the professionalism and quality of our industry.

What is your perspective(s) on the directions that NOWRA as an organization should consider in order to increase its leadership role in the industry?

NOWRA should continue strengthening its role as a trusted technical resource by developing clear industry guidance, promoting consistent best practices, and expanding access to education for installers and regulators. I also believe NOWRA should foster greater collaboration among manufacturers, engineers, regulators, installers, academia, and state affiliates so the organization can help lead the industry rather than simply respond to emerging issues.

What are the critical issues that NOWRA's Board should be addressing on behalf of its members?

Critical issues include developing and maintaining sound technical standards, improving education and training, addressing regulatory consistency, and supporting the responsible adoption of emerging technologies. NOWRA should also continue addressing professional and business development and the need for practical solutions that recognize the different challenges faced by onsite professionals.