



News Release

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Succession Plan in Place for LOTT's Next Executive Director

The LOTT Clean Water Alliance Board of Directors took action last week to appoint the next LOTT Executive Director, Matt Kennelly, P.E., effective when the current Director retires later this year. Passage of Resolution 22-001 marks the culmination of an extensive succession planning effort that took place over the last several years to prepare the organization for the pending retirement of Michael Strub, P.E., who has held the position since 2002.

Knowledge management and succession planning have been a focus of organizational development efforts at LOTT beginning with the 2013-2018 Performance Plan. The more recent 2019-2024 Strategic Plan re-emphasizes the importance of these efforts due to a current wave of retirements from critical positions. LOTT has made great progress, particularly within its Operations work group, to memorialize institutional knowledge, offer strategic training and development programs, and cultivate future leaders. LOTT has had previous success developing internal candidates for key leadership roles, including the recent succession of Terri Prather to the position of Operations & Facilities Director. That model was applied as an option for Executive Director succession as well.

In 2019, Mr. Kennelly was identified as a well-qualified internal candidate with strong leadership skills and a background in engineering and the wastewater industry tailored to the potential future role. He has undergone a rigorous career development plan over the last two years to further develop the skills and knowledge required. Mr. Kennelly was appointed the Assistant Executive Director in January 2021. Since then, he has progressively taken on a larger leadership role at LOTT and in the community as a whole, demonstrating the skills and abilities required of an Executive Director to effectively lead LOTT into the future. With passage of Resolution 22-001, the Board of Directors has paved the way for a smooth transition, with continued coaching and overlap between the current and future Executive Directors. This gradual transition will provide the continuity and stability in organizational leadership that is critical to ensuring LOTT's ability to meet its mission.

Mr. Strub joined LOTT at a critical time in the organization's development, as the utility was transitioning to a stand-alone non-profit corporation. Following approval of the 2000 Interlocal Agreement between the four partner governments – Lacey, Olympia, Tumwater, and Thurston County, infrastructure assets and administration transferred from the City of Olympia to the new organization. LOTT became a full stand-alone entity for the first time in its 25-year history. Mr. Strub oversaw that

transition and subsequent organizational development to establish LOTT as a model of effective utility management and outstanding wastewater treatment performance.

LOTT is governed by a Board of Directors that consists of four elected officials — one from each of the partner governments. The Board provides oversight for planning, construction, and financing of LOTT programs and joint facilities, and employs an Executive Director to manage the organization, its programs, and capital projects.

The full Resolution 22-001 can be viewed as part of the March 9, 2022 meeting agenda packet, available on the Board Meetings page on LOTT's website: lottcleanwater.org.

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