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PRESIDENT'S MESSAGE

EVAN PRATT, PE

Washtenaw County

Water Resources Commissioner



As I write this, it is another beautiful spring day. My back and legs are a bit stiff from all the spring activity in the yard at the Pratt house.

As I write, this is also the busiest time in Washtenaw County since I started in January of 2013. While things are always different across the state, I'm still picturing many of you are also up to your eyeballs and being pulled in many directions. Whatever the case, stay steady! And use your resources.

When we're overwhelmed, the best thing we can do is jot down the 4-5 most important things to get done this week and take pride at wrapping those items up. Maybe some are urgent field issues and maybe one or two are important balls to get in the air now to avoid a scramble in a few months. Nothing like trying to prioritize between a new sinkhole, broken dam gate, and a need to schedule a financing meeting even though bidding is months away!! And how to pursue a leaking EGLE Part 201 site that is discharging PFOS into a County Drain.

While we do have limits on maintenance spending, it is good to know we are only limited by our comfort level with the ability of a district to bear the needed costs to call in expert help—help to assist with those complex issues that need to be tackled before we can perform infrastructure maintenance, repairs, or bigger projects.

Our work is usually bigger than one person can handle, and as I write it seems the unusual workload for the team here also seems to require more help than usual. In addition to more water-related legislation to keep an eye on than we've seen in decades, at least in my office we've received more petitions in the past 12 months than anyone can recall with more to come. Last

year saw a record number of properties assessed in Washtenaw County, by more than 25%.

That all sounds like work – and it is, but it is also an opportunity. Our uptick in petitions (and just about everything else we do!) means we have the opportunity to provide better protection to folks with problems. We also have the opportunity to have a successful experience with the affected communities that maybe makes it just a little easier to get the next petition in each community. If a community or residents are still unsure about working together, we have the opportunity to discuss the pros and cons of working with a Drain/Water Resources Office and the ability to forecast what they can expect if we do not work together vs if we do.

I hope you all have been able to take advantage of the opportunities presented in your world! As we all have seen, our special assessment process is often the last chance to provide relief after residents have spoken with every other official they can think of. So as I look out the window and wish I had a lot less of these 'opportunities,' I realize we are often the last hope for frustrated property owners. Yes, some have made a poor land purchase decision, but all are looking to us for help.

Thank you for all you do to help residents of existing and new drainage districts. Whether you are a Commissioner, Commission staff, or Associate Member, you are a part of helping folks get through a major challenge in their lives.

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EGLE Training

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EGLE Staff will provide a comprehensive full-day training for the first day of conference. Topics covered will include:

- Drain Code 101
- Overview of EGLE's Wetlands, Lakes and Streams Program
- Permit Categories
- Drain Exemptions
- EGLE Permit Application Process
- Best Practices for Communication and Coordination
- Dam Safety Update

Other Conference Sessions

YPC Presentation

Join our Young Professionals Committee for an interactive presentation featuring audience participation and test your MACDC knowledge.

Evaluating Manufactured Treatment Devices (MTDs) to meet MS4 Water Quality Requirements

Donald Carpenter, Drummond Carpenter, PLLC

The revised water quality standards typically state a system must demonstrate either 80% TSS removal or an effluent concentration of 80 mg/L for a specified event-based storm (for example, a 1-inch rain event). One approach for meeting this requirement is to employ proprietary manufactured treatment devices (MTDs). MTDs are commercial products intended to remove non-point source pollutants (such as TSS) from stormwater runoff. This presentation will discuss how MTDs can be used to meet water quality standards, how a community can evaluate manufacturer's performance claims, and what are important design considerations when implementing MTDs.

Legislative Update

Deena Bosworth, Michigan Association of Counties

MACDC lobbyist Deena Bosworth will discuss the bills that have been introduced this legislative session that affect the work of county drain offices.

Backfilling Your Position

Frank Ervin, Deputy Drain Commissioner, Livingston County
Michelle LaRose, P.E., GEI Consultants
Cheryl Nodarse, ACP, Vlahakis Cole Law Firm

With a significant portion of the workforce at or near retirement age, and with employee turnover rates on the upswing, succession planning is not something limited to corporate CEOs. Rather, every position in every office – be it a drain office, engineering firm, law office, or environmental consultant – can benefit from this planning, which includes an understanding of the documentation, procedures, contacts, and accounts that each person on the team deals with in their unique position. Attention to this planning is critical to continued, positive constituent and customer service by the incoming personnel, as well and preserving a legacy of the outgoing personnel.

124TH Summer Conference

August 21-23, 2024

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This presentation will explore how that was accomplished in one drain office from the perspective of both the outgoing and incoming personnel, and provide takeaways of concrete examples, samples, and checklists to guide the process for your office.

Enhancing Stream Ecosystem Resilience: Integrating Drain Maintenance, Invasive Species Control, and Stream Stability in a Changing Climate

Daniel J. Acciavatti and Jeffrey H. Bednar, P.E., Oakland County Water Resources

Stream ecosystems play a crucial role in maintaining biodiversity, providing clean water, and supporting countless communities worldwide. However, these ecosystems face multiple challenges, including invasive species encroachment, deteriorating infrastructure, and the impacts of climate change. This presentation proposes to address these challenges through an integrated approach that combines drain maintenance, invasive species control, and stream stability measures to enhance ecosystem resilience.

Timing is Everything - The US-31 and Maplewood Intercounty Drain Story

James Davis, P.E., MDOT

Claire E. Schwartz, P.E., Fishbeck

The Maplewood Intercounty Drain storm water master plans have recommended regional detention as a solution to chronic flooding of US-31 in Allegan and Ottawa Counties for decades. But support for a flood mitigation project could never quite be initiated. An amazing series of events came to together at just the right time to make this project work.

SCHEDULE AT A GLANCE

Tuesday, August 20

- 1:30 pm Legislative Meeting
- 3:00 pm Board of Directors Meeting

Wednesday, August 21

- 9:00 am Registration Begins
- 10:00 am EGLE Training
- 12:00 pm Lunch on your own
- 1:00 pm EGLE Training
- 2:30 pm Break
- 2:45 pm EGLE Training
- 4:00 pm Break
- 4:15 pm YPC Presentation
- 6:00 pm Reception
- 7:00 pm Dinner
- 9:00 pm Entertainment (off-site)

Thursday, August 22

- 7:30 am Breakfast
- 9:00 am Evaluating Manufactured Treatment Devices (MTDs) to meet MS4 Water Quality Requirements
- 9:30 am Backfilling Your Position
- 10:00 am Legislative Update
- 10:30 am Break
- 10:45 am Enhancing Stream Ecosystem Resilience
- 11:30 am Timing is Everything
- 12:00 pm Lunch
- 1:00 pm Networking Activities
- 5:00 Associate Member Meeting
- 6:00 pm Reception
- 7:00 pm Dinner

Friday, August 23

- 7:30 am Breakfast
- 9:30 am MACDC District Meetings
- 10:00 am MACDC Business Meeting
- 10:30 am Adjourn



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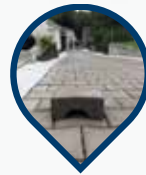
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WHAT GOVERNMENT LEADERS SHOULD KNOW ABOUT PERSONALITY TRAITS

By: John M. Collins MA, SHRM-SCP, Critical Victories

Government is not a place professionals go to make lots of money. In most instances, the drive to be effective in government is fueled by the opportunity to make a positive difference.

How we define “a positive difference,” however, depends heavily on our individual personalities. And as highly regarded as the *Myers-Briggs Type Indicator* continues to be (I’m an ENTP), science has replaced it with something far more useful.

The Five Factor Model, also called *The Big Five Personality Dimensions*, is now considered among clinical and research psychologists to be the most valid and accurate measure of human personality.

“Government agencies...rely on teamwork. Teamwork is only possible when people know themselves, know each other, and accommodate the differences.”

The Big Five—Openness, Conscientiousness, Extraversion, Agreeableness, and Neuroticism—capture the essence of individual personality. Each dimension represents a spectrum where individuals exhibit varying degrees of each trait. Here’s a brief overview of these dimensions:

Openness: Intellectual curiosity, creativity, and preference for novelty and variety.

Conscientiousness: Organization, industriousness, dependability, and attention to detail.

Extraversion: Outgoing, energetic, and susceptible to positive emotions.

Agreeableness: Compassion, cooperation, and preference for harmony.

Neuroticism: Susceptible to negative emotions like anxiety, anger, or depression.

Government agencies, like any other organization, rely on teamwork. Teamwork is only possible when people know themselves, know each other, and accommodate the differences. In this regard, here are some insights *The Big Five* can teach government leaders about using personality traits to get the most out of their people:

Openness: Employees high in openness can drive innovation and are often the source of creative ideas and solutions. Leaders should

encourage these individuals to take on projects that require novel thinking and problem-solving.

Conscientiousness: Highly conscientious employees are reliable and diligent, making them ideal for roles that require precision, effort, and discipline. Leaders can leverage their strengths by assigning them tasks that require a sustained focus and exertion of energy.

Extraversion: Extraverted employees are likely to excel in roles that require an outward orientation where introspection and reflection might be unnecessary distractions. Leaders should position these individuals in roles where their



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PERSONALITIES CONT.

energy and sociability create excitement and galvanize commitment to a team or its mission.

Agreeableness: Those high in agreeableness can be the glue that holds teams together, fostering a cooperative and supportive work environment. Leaders can use their natural tendencies to resolve conflicts and build a cohesive team culture. People low in agreeableness should be used to elevate accountability or to scrutinize the status quo.

Neuroticism: While often seen as a negative trait because it tends to result in personal stress, neuroticism can also mean that individuals are sensitive to potential problems and challenges. Leaders can channel this vigilance into roles that require risk management, threat alertness, and critical evaluation of current ways of doing business.

CULTIVATING TEAMWORK THROUGH PERSONALITY AWARENESS

Even if leaders of public-sector agencies have a strong awareness of their team members' innate personality traits, this knowledge has to be put to good use. It's important to implement strategies that harness these traits to produce the desired results. Here are some approaches:

- 1. Set an example:** If personality traits are important to you, they will be important to your team. Encourage employees to study their own personality traits and those of their colleagues. Workshops and training sessions on personality science (see criticalvictories.com/strongteam) can foster mutual respect and understanding, paving the way for more harmonious teamwork.
- 2. Tailor Communication and Management Styles:** Leaders should adapt their communication and management strategies to suit different personality types. For example, often connect with your conscientious people by discussing goals, plans, and results. But allow for more flexibility and creative thinking among your team members who are high in openness.
- 3. Create Diverse Teams:** Construct teams with a balance of different personality types to leverage a broad range of strengths. Diverse teams are often more innovative and capable of addressing complex challenges from multiple perspectives.



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- 4. Encourage Flexibility and Adaptation:** Recognize that individuals may exhibit different traits in specific situations. Remain flexible and open to adjusting roles and responsibilities to align better with employees' evolving strengths and interests.
- 5. Foster an Inclusive Environment:** The only bad personality profile is the one that remains unknown to its owner. Cultivate a work culture where all personality types are valued and respected. This includes acknowledging the contributions of quieter, more introverted employees who might not seek the spotlight but whose work is nonetheless critical.

THE POWER OF PERSONALITIES

Government leaders have a unique opportunity to harness the power of personality science to build more effective and cohesive teams. *The Big Five* personality dimensions provide a framework in which to accommodate and leverage the diversity of strengths within an organization.

The opportunities and challenges facing government leaders today are complex and nuanced. The good news is that so is human personality, and it can be the key to unlocking whatever future a public-sector agency is trying to create for itself and its stakeholders.

*John M. Collins is an Authoritative Leadership and Expertise Coach at Critical Victories in Brighton, Michigan. He will be facilitating the Strength-Based Leadership and Teamwork workshops in Grayling and Lansing in 2024. Please visit criticalvictories.com/strongteam for more information. John's book, *The New Superior - A Better Way to Be the One in Charge* is also available in hardcover and audio.*



COMMUNICATING WELL LEADS TO BETTER PROJECT OUTCOMES

By: Kristen McCue, GCSI Association Services

Let's say you find yourself in the middle of an environmental emergency. Or, in better news, you've just opened a new complex.

So, what do you say? How do you say it? To whom do you say it? What's next?

Good or bad, for the best possible outcome, communication is key, and will make answering the above questions much easier.

That's because effective communication is the cornerstone upon which all successful projects are built. It fosters understanding, promotes collaboration, and ensures that everyone involved is on the same page.

Before communicating, the Trapanis recommend developing three key messages. When doing so, make sure to be clear and succinct while reiterating the facts. To control those messages, flags and bridges can help.

Flags – Call attention to your messages

Examples:

- The most important thing...
- The best part about...

Bridges – Help you move from the question to your message

Examples:

- What's important to remember, however, ...
- What I really want to talk about is...

“If you can't state it simply, you don't know your message well enough.”

~Taylor Trapani

“Planning forces you to consider all your target audiences and the best way to reach them,” said Taylor Trapani, of Trapani Communications, who along with Stacey Trapani presented at the 2024 MACDC Winter Conference. “And once on paper, you have something to follow. Planning also helps you see the project from start to finish and gives you the opportunity to vet strategy with others to get advice and feedback.”

So where do you start?

Ask yourself, or your team, the following: What are we trying to accomplish; who needs to hear our message; how will we deliver the message?

And here's a tip: If you can't state it simply, you don't know your message well enough.

BEST PRACTICES FOR ANSWERING QUESTIONS

- When answering a question, deliver a message
- Ask yourself: How can I use questions to drive home my message?
- Use facts, figures, and data to make your point
- Never lie or deceive
- Repeat the question in your answer

So, going back to that environmental situation. What do you do when the media shows up?

Here are some tips from Trapani Communications:

- Answer in short soundbites. Remember: Keep your message simple and know it well.
- Remain calm and open.
- Be professional and polite to the reporter.
- Help the reporter craft the story by sharing the details you'd like to see appear in the final piece.
- There is no such thing as "off the record."
- Many reporters tape their interviews to make writing stories easier. While it benefits both you and the reporter, you can refuse to be recorded.
- You won't be able to review the story before it runs.
- Reporters will cut and splice words and sentences.
- Build trust by being credible, responsive, and helpful.

CRISIS COMMUNICATIONS

While crisis communications can seem unnerving, having a crisis communications plan as part of emergency planning can be a calming force. Amid a crisis, key messages may not be top of mind – which is why having a plan comes in handy.

In fact, Trapani Communications suggests having a toolkit. Such a toolkit can contain templates for press releases, statements and social posts; a decision tree and roles and responsibilities for the crisis team.



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BUILDING CHURCHILL DOWNS

By: Megan Kluczynski, P.E., Spicer Group, Inc.

The devastating storm that struck the Lansdowne/Churchill Downs area in Ann Arbor on March 15th, 2012, left a permanent mark on the community. Between I-94 and Scio Church Road, residents found themselves grappling with extreme flooding and overland flow, prompting urgent action from local authorities to address the pressing need for effective stormwater management measures.

In the aftermath of this catastrophic event, the City of Ann Arbor turned to the Washtenaw County Water Resources Commissioner (WCWRC) for assistance. Recognizing the significance of the situation, the Water Resources Commissioner's office embarked on a collaborative effort to identify and implement a solution to mitigate the impacts of future storms.

In 2013, the WCWRC hired Spicer Group to conduct a comprehensive study of the affected area, with a particular focus on the Upper Mallets Creek watershed.

"This study aimed to evaluate potential opportunities for improvements and identify viable solutions to address the recurring flooding issues that many residents had experienced, resulting in damage to their homes and properties," Project Engineer Megan Kluczynski, P.E., said.

The findings of Spicer Group's study laid the groundwork for several key recommendations and options for the WCWRC and the City of Ann Arbor to consider. Over 15 potential solutions were identified and publicly vetted as part of an extensive evaluation process.

Community input was valued as a key component in identifying the best solution. Efforts were made to involve the community through various channels, including the development of a mobile app and dedicated website. These digital platforms served as crucial sources for updates, project details, and essential resources, providing residents with convenient access to information and a means to contribute to the project.

Additionally, landowners were encouraged to actively participate by submitting photographs and other pertinent information regarding flooding in their area. This data played a crucial role in ensuring the accuracy of the floodplain model developed by Spicer Group's engineers and helped build trust within the community through evidence-based decision-making.

Public meetings were held regularly throughout the project's development to facilitate community input and enhance public understanding of the flooding issues and proposed solutions. While not mandatory, these meetings played a vital role in keeping the public informed and engaged.

CHURCHILL DOWNS CONT.

Additionally, a site walk-through was conducted with the public before the start of construction, allowing residents to gain a better understanding of the project's construction impact.

Ultimately, a phased approach was selected to address the stormwater management challenges, with the creation of flood storage in three key locations identified as a priority. Among these locations, Churchill Downs Park on the east side of I-94 emerged as the initial focus due to its suitability for accommodating the proposed flood storage area.

A cost-benefit analysis was conducted on the three proposed stormwater storage areas, with the flood storage in Churchill Downs Park identified as the most cost-effective option. As the park was owned by the City of Ann Arbor, land acquisition would not be a factor impacting the project's design and implementation process.

In 2017, Spicer Group officially began the project design, laying the groundwork for construction of a new 11-foot-deep floodplain area boasting 10.8 acre-feet of storage volume.

A remarkable feature of the Churchill Downs Natural Floodplain Area Project was the unconventional design of the outlet control structure.

"Typically, detention basins or floodplain areas are designed to detain the initial flows and then gradually release water after the peak of the storm has passed," Kluczynski said.

In this project, a control structure was designed to allow for the selective passage of water, prioritizing low-flow drainage and temporarily detaining high-flows from large storm events in the natural floodplain, rather than detaining all the initial flows.

This alternative method allows typical storm events to pass through the system and provides protection downstream during large storm events. Extensive modeling was completed to evaluate and design the control structure and ensure it would reduce downstream flooding without having negative impacts for upstream landowners.



Removal of existing 66" storm sewer for the installation of the outlet control structure.



Setting the 10' x 12' box culvert sections of the outlet control structure.



Restored park entrance where the outlet control structure is located.

The design team also had to reroute the Malletts Creek Drain for this project. This was a meticulous process that required understanding of hydrology, urban planning, and ecological conservation. The design incorporated planting vegetation along the drain which will help improve water quality and enhance the ecosystem. Additionally, sediment management measures were implemented to prevent sediment from reaching downstream water bodies, further safeguarding water quality and environmental integrity.

Along with the Malletts Creek Drain, the project area was also traversed by a 20-inch water main serving southwest Ann Arbor. Any impact on this water main would have resulted in widespread service disruption. Therefore, the project team had to design the project to ensure their operations did not damage the water main. Due to the size of the water main and number of residents it served, it could not be taken offline for more than 24 hours. Line stops were installed and construction of the enclosure under the water main was completed quickly to ensure water service to residents was not impacted.



Storm sewer installation on the site north of the floodplain area.

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CHURCHILL DOWNS CONT.

Over the course of construction, 60,000 cubic yards of spoils had to be hauled away to two separate disposal locations. The logistics of this massive operation involving excavation, transportation, and disposal stretched over a period of 29 days. Furthermore, it is worth noting that this is the first of three regional detention basins that were proposed as part of the broader flood control solution. The scale and complexity of the project was just a first step in the larger initiative, showing the depth of what is required to mitigate the flooding issues. The project was substantially completed toward the end of fall 2023.

Despite the challenges and complexities inherent in a project of this magnitude, the Churchill Downs Natural Floodplain Area project emerged as a comprehensive and cost-effective solution to the pressing need for effective stormwater management in the Lansdowne/Churchill Downs area. Through collaboration, innovation, and a commitment to environmental stewardship, the project set a precedent for sustainable urban planning and engineering excellence, safeguarding the community for generations to come.

The project was awarded the 2024 MACDC Innovation and Excellence Award at the MACDC Winter Drain Conference held in Kalamazoo, Michigan.



Rough grading of the low flow channel in the bottom of the floodplain area.



Looking south in the floodplain area in April 2023 following seeding and planting.



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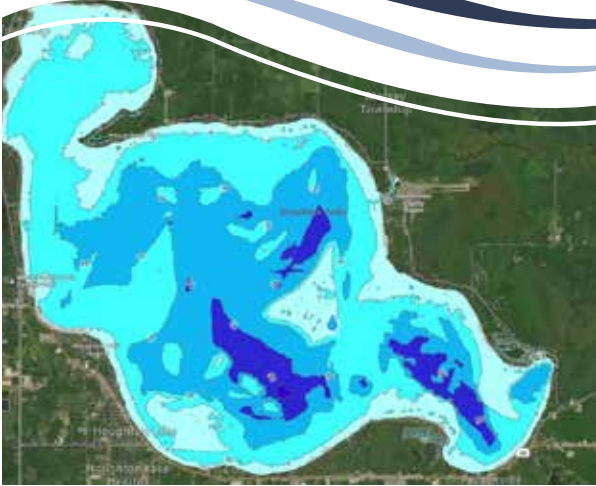
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UNDERSTANDING EMERGENCY RESPONSE FOR DRAIN COMMISSIONERS

Drain commissioners and drainage boards play a vital role in emergency preparedness and response within their districts. Familiarizing themselves with the various emergency classifications and their corresponding protocols ensures efficient and effective action during critical situations.

EMERGENCY CONDITIONS UNDER THE DRAIN CODE

Michigan law (MCL 280.196(8)) defines emergency conditions under the Drain Code as sudden or unforeseen events within a drainage district that endanger public health, crops, or property and necessitate immediate corrective action. During such emergencies, the drain commissioner or drainage board has the authority to declare an emergency and allocate funds for maintenance and repair activities to alleviate the situation.

COORDINATING WITH EMERGENCY RESPONSE TEAMS

Effective emergency response hinges on collaboration with other relevant agencies. Familiarity with hazard mitigation plans, which outline the roles and responsibilities of various organizations during emergencies, is crucial for drain commissioners.

STATE AND FEDERAL EMERGENCY DECLARATIONS

In Michigan, local emergency declarations can be issued by the chief executive of a county or municipality when there is a threat of widespread damage, injury, or loss of life or property. These declarations remain in effect for up to seven days without governing body approval. Local emergencies allow access to aid and assistance as outlined in the published emergency management plan and facilitate mutual aid agreements with other local entities.

FIVE STAGES OF AN EMERGENCY

- 1 MITIGATION**
Taking measures to limit the damaging effects that occur as a result of an emergency or disaster.
- 2 PREVENTION**
Deter or stop an incident from occurring to protect Michigan lives and property.
- 3 PREPAREDNESS**
Promoting activities prior to an incident that increase a community's ability to respond if an emergency or disaster occurs.
- 4 RESPONSE**
Actions that efficiently coordinate resources to save lives and reduce economic losses during an emergency or disaster.
- 5 RECOVERY**
Planning and actions taken to develop procedures and mechanisms to help a community return to normal conditions by aiding and repairing physical, social and economic damages.

Source: *Elected Official's Guide to Emergency Management, MSP-EMHSD*

Declaring an emergency under Drain Code

The order declaring the emergency:

- Is signed by drainage board chair
- Declares and describes emergency
- Includes photo documentation (recommended)

Work should NOT take place before the order is entered (if possible)

Alleviating the Emergency Condition:

- Limited to maintenance and repairs sufficient to alleviate condition
- Expenditure limit does not apply
- Section 201 notice does not apply
- Section 221 bids/preferred contractor requirements do apply

Local governments can request state emergency or disaster declarations through the Michigan State Police – Emergency Management and Homeland Security Division (MSP-EMHSD). Based on the recommendation of MSP-EMHSD, the Governor has the authority to declare a state of emergency or disaster. A state of disaster unlocks funding and recovery assistance, while a state of emergency empowers the Governor to enact necessary regulations to safeguard life and property.

The Governor can also request federal declarations of emergency or disaster under the Stafford Act through FEMA Region 5. Federal declarations, subject to cost-sharing requirements and damage assessments, authorize the President to provide federal assistance in response to emergencies.

THE IMPORTANCE OF EMERGENCY PREPAREDNESS

Being prepared for emergencies is paramount for everyone, including drain commissioners and drainage boards. Developing a comprehensive emergency plan that includes contact information, property inspection and maintenance protocols, and information on available grants and funding opportunities is crucial for effective response within drainage districts.



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Emergencies versus Disasters

Emergency - “any occasion or instance in which the governor determines state assistance is needed to supplement local efforts and capabilities to save lives, protect property and the public health and safety, or to lessen or avert the threat of a catastrophe in any part of the state.”

Disaster - “an occurrence or threat of widespread or severe damage, injury or loss of life or property resulting from a natural or human-made cause, including, but not limited to, fire, flood, snowstorm, ice, tornado, windstorm, wave action, oil spill, water contamination and other causes.”

Source: Emergency Management Act of Michigan

RESOURCES AND CONTACT INFORMATION

Michigan State Police – Emergency Management and Homeland Security Division (MSP/EMHSD)

Matt Schnepf, Hazard Mitigation Unit Manager
517-256-1512
SchnepfM1@michigan.gov

Michigan Department of Agriculture and Rural Development

Brad Deacon, Emergency Management and Administrative Law Coordinator
517-284-5729
DeaconB9@Michigan.gov

MSP/EMHSD WEBSITE



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OLYMPIC DREAMS

Daughter of drain engineer may be headed to the Olympics

By: Kristen McCue, GCSI Association Services

The Olympics will take place this summer, and if all goes well, the world could be watching 16-year-old gymnast Lilia Cosman compete with the Romanian gymnastics team.

Lilia is the daughter of Angie Cosman, who is a drain engineer for Ingham County. Angie, who is from Romania, takes great pride in watching her daughter represent her home country.

Angie came to the United States in 2001, and worked as an engineer in Romania.

“To make a sacrifice, to go into a country where your parents are not there, learning how to budget your time, get homework done and talking to your family when there’s a seven-hour difference...her sacrifices are beyond anything I can imagine,” Angie said. “I don’t know how many students could do it. I don’t know if I could do it, even after I lived there.”

Lilia lives in Romania with her teammates and coaches, where she’s homeschooled. Her days consist of academics and athletics, without much free time.

Romania hasn’t qualified for the Olympics since 2012, Angie said. And the competition for this year’s Olympics is tough, as only five girls will make the team.

“Her sacrifices are beyond anything I can imagine.”

Angie Cosman, drain engineer for Ingham County



Lilia performing



Lilia mid flip

Angie said. “Well, she got close, so I told her all bets are off.”

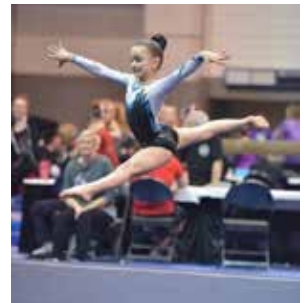
It’s the same way with piano and chess – two activities Lilia and her sister also mastered at a young age.

After graduating high school Lilia will attend Michigan State University, where she will be a Spartan gymnast. She’s not sure what she wants to do post-college, but whatever she does, Angie is confident her daughter will find success.

“I thought she’d want to come back from Romania, but she’s been there over a year,” Angie said. “She clearly knows what she wants to do.”

But Angie says Lilia is determined. In fact, since starting as a gymnast at 3 years old, Lilia has strived for perfection.

“At her first competition, she asked me to get her a horse if she scored a 10,”



A young Lilia performing



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ASSOCIATE MEMBER NEWS

LAND AND RESOURCE ENGINEERING (LRE) ANNOUNCES NEW MEMBERS OF ITS OWNERSHIP TEAM

We're thrilled to announce Nate Johnivan and Kyle Patrick have joined LRE's ownership team! Both have been vital to our growth and will be integral to our continued success in the future.



Johnivan

Nearly 20 years ago, Nate was LRE's first hire. He continues to serve in a variety of roles including CAD manager, IT coordinator, in-house artist/Photoshop extraordinaire, and of course, LRE Olympic committee chairman. Nate will continue to fulfill these roles and find innovative ways to make our work environment more enjoyable.

Kyle has more than 22 years of municipal and transportation engineering experience. He joined LRE to accomplish one specific goal — establish a municipal and transportation division. These markets diversified our services and enhanced how we serve the communities where we live and work.



Patrick

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AUGUST 21-23, 2024

MACDC Annual Summer Conference
Bellaire, MI

JANUARY 9-10, 2025

New Drain Commissioners School
Mt. Pleasant, MI

FEBRUARY 12-14, 2025

MACDC Annual Winter Conference
Kalamazoo, MI

To place your event on this calendar, contact us at admin@macdc.us or 517.484.9761. For the most up to date details visit, macdc.us/calendar/.




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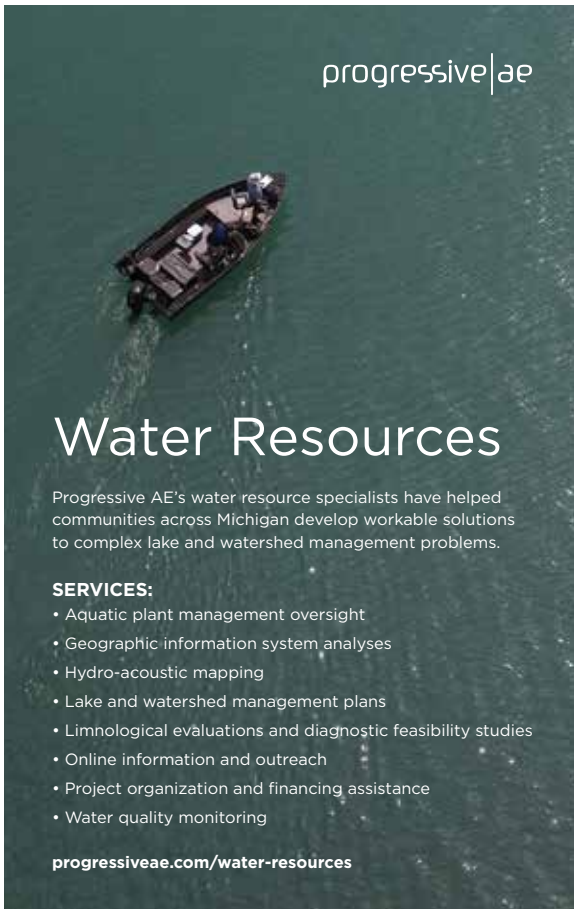
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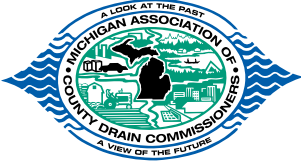


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