



INTERNATIONAL ASSOCIATION OF EMERGENCY MANAGERS

CRITICAL INFRASTRUCTURE CONSORTIUM CHARTER

November 2025

I. Name

The name of this group shall be the International Association of Emergency Managers (IAEM) - USA Critical Infrastructure Consortium.

II. Background & Purpose

Over the last decade, the emergency management profession in critical infrastructure entities has grown significantly due to constant risk and the need to prepare and protect essential facilities and assets. This rise of critical infrastructure emergency management highlighted the need for IAEM to coordinate beyond the Federal Emergency Management Agency (FEMA) and to work closely with other federal agencies, such as the Cybersecurity and Infrastructure Security Agency (CISA), and advocacy groups to support emergency management development, coordination, and information sharing across all 16 critical infrastructure sectors. To this end, the Critical Infrastructure Consortium (CIC) was approved by the IAEM Board on January 16, 2024.

The consortium concept is new to IAEM and was necessary to continue to expand participation by critical infrastructure entities, as many critical infrastructure professionals do the task of emergency management, but are not emergency managers. This non-Caucus format underscores the purpose of the CIC of building cross-functional collaboration forum across the entire critical infrastructure community for discussion, coordination, and shared learning.

III. Vision

Support emergency management functions in all Critical Infrastructure Sectors by creating a cooperative environment to prepare for, respond to, and recover from emergencies and events which cause disruption or interruption to critical infrastructure organizations, services, or business operations.

IV. Mission

To provide a forum for emergency managers from the Critical Infrastructure industry to collaborate, share best practices, and advance resiliency activities across the Critical Infrastructure spectrum and throughout the sixteen federally recognized sectors.

V. Objectives

The CIC will function as a cross-functional forum / think tank to:

- Support Critical Infrastructure related to IAEM Caucuses in their continued growth, and the development and implementation of new Critical Infrastructure Caucuses.
- Be the coordinating entity to develop, enhance, and maintain relationships between IAEM and Cybersecurity and Infrastructure Security Agency (CISA).

- Support the development of relationships and mutual aid agreements between IAEM and the many Critical Infrastructure advocacy groups that support emergency management within their sector.
- Promote IAEM as the premier coordinating entity for the Critical Infrastructure emergency managers, by coordinating policy development, sharing best practices through IAEM Connect, and promoting the CEM and AEM Certifications.

VI. Membership

The CIC will be open to all emergency management professionals, regardless of IAEM membership status, with an interest or role in critical infrastructure. All leadership positions, including the Leadership team and Sector Liaisons, shall be filled by individuals in good standing with IAEM. Sector representatives and thought leaders from industry, government, academia, and non-profits are encouraged to participate. Identified leaders from each specific sector will communicate, coordinate, and collaborate across sector lines to ensure the CIC continues to thrive.

VII. Leadership Structure

The CIC will operate as a non-hierarchical consortium, expect for one person serving as the lead (e.g., Chair). The Chair will support any decision making needs should the group need a final decision maker. If the Chair is not available, the Vice-Chair shall be designated as the final decision maker. The overall leadership will consist of a Leadership Team (e.g., Champions) and Sector Liaisons who guide strategic direction and support facilitation. The leads will assist with administrative duties, coordination, moderate bi-monthly sessions, and serve as links between IAEM and external associations, organizations, and agencies. Planning and implementation will be led by a core coordination team (see Appendix B).

The roles and responsibilities of the Leadership Team are in Appendix C.

If there is a specific task that is assigned to the CIC via IAEM or another entity, the CIC Leadership Team reserves the right to establish a task-specific working group or subcommittee.

VIII. Leadership Elections

The Chair and Vice-Chair will serve a one year term. Elections will follow the same process IAEM has implemented for the Caucuses.

It is recommended that candidates for the Chair and Vice-Chair roles should ideally have prior experience serving on the Leadership Team or as a Sector Liaison.

IX. Activities & Operations

The CIC will hold Bi-Monthly Sessions that will be one hour in length (see general Session format below). Each Session will have its own agenda that will outline that specific focus, including presentations, panel discussions, open discussion (ex. Lean Coffee-style forums), and webinars on special topics, such as cybersecurity, threat assessments, drones, fuel supply chain, etc.

Sessions invites will be sent out using the IAEM owned Critical Infrastructure Consortium email and teams accounts.

Meeting Format:

- Bi-Monthly sessions: 1-hour, virtual.
 - 5–10 mins: Admin updates and polling
 - 20–40 mins: Presentations/interactive activities
 - 5–10 mins: Closeout and IAEM/Caucus updates

X. Communication Channels

Outreach for the CIC will be through IAEM newsletters, IAEM Connect, IAEM CIC Website, IAEM Caucuses, LinkedIn, podcasts, presentations, conferences, email, and communication with advocacy groups and federal partners.

XI. Document Retention

The CIC will utilize IAEM's assigned Microsoft Teams account as the main place for document retention. Access will be shared with the Leadership Team's work issued emails. Access will be removed upon removal from the leadership team.

XII. Governance

The CIC shall operate in accordance with IAEM's policies for ad hoc and consortium groups. The Consortium does not serve as a voting body for IAEM decisions but may make recommendations to IAEM leadership. All work products, branding, and communications will align with IAEM standards and be subject to IAEM approval as necessary.

XIII. Review & Reauthorization

The CIC Charter will be reviewed on a biennial basis or sooner if warranted. Reauthorization will follow IAEM's guidance. A record of change of the Charter is in Appendix A.

Appendix A: Record of Change

Date (MM/DD/YYYY)	Brief Description of Review and Changes	Name and Title of Reviewer
11/04/2025	Development of the CIC Charter.	Greg Vernon, Chair Ali Lampson, Vice-Chair Sarah Moore, Leadership Team Josie Ross, Leadership Team

Appendix B: Critical Infrastructure Consortium Leadership Team

Leadership Team (Champions):

- Greg Vernon, District of Columbia Water and Sewer Authority (Chair / Lead)
- Ali Lampson, District of Columbia Homeland Security and Emergency Management Agency (Vice-Chair / Lead)
- Sarah Moore, Arcadis
- Josie Ross, City of Henderson
- Bonnie Skalecke, Milwaukee Mitchell International Airport

Sector Liaison (Must be IAEM members in good standing):

Sector	Liaison Name & Organization	Contact Info
Chemical		
Commercial Facilities		
Communications		
Critical Manufacturing		
Dams		
Defense Industrial Base		
Emergency Services		
Energy	Daniel Osborn, Edison Electric Institute	dosborn@eei.org
Financial Services		
Food & Agriculture		
Government Services & Facilities		
Healthcare & Public Health	Zachary Schwartz, Northern Virginia Emergency Response System	zacharytschwartz1998@gmail.com
Information Technology		
Nuclear Reactors, Materials, & Waste		
Transportation	Bonnie Skalecke, Milwaukee Mitchell International Airport	bskalecke@mitchellairport.com
Water & Wastewater	Katherine McGee, Trinity River Authority	mcgeekj@trinityra.org

Leadership Team as of 11/4/2025

Appendix C: Roles & Responsibilities

The leadership team is committed to supporting all designated roles to ensure the successful completion of assigned tasks. Roles have been thoughtfully allocated among group members to promote continuity and operational efficiency. In alignment with the team's values of inclusivity and collaboration, all participants are expected to actively contribute to key functions including social outreach, promotional efforts, speaker and attendee engagement, and the effective execution of meetings.

Consortium Chair / Lead (Greg)

- Responsible for ensuring that leadership team meets on a regular basis.
- Leads regular communication with the IAEM Board Liaison and IAEM-USA Board, as needed.
- Tracks overall consortium strategy, goals, and objectives.

Administrative Management / Vice-Chair (Ali)

- Maintains bi-monthly calendar invites.
- Works with roster maintenance to ensure invites are up to date and all new members are added.
- Responsible for agenda development and input in coordination with course and curriculum management position.
- Maintains session notes and follow-up emails as needed.

Course & Curriculum Management (Josie)

- Execution of presentation schedule in coordination with leadership team.
- Responsible for scheduling speakers in coordination with lead leadership team members.
- Review presentations and materials ahead of the meeting to ensure they don't violate any caucus rules.
- Maintaining presentation schedule for future and historical data collecting purposes.

Roster Maintenance (Sarah)

- Validation of participants.
- Maintaining participant roster with employing organizations.
- Responsible for updating and maintaining member contact information.

Sector Liaison (Bonnie)

- Responsible for continued coordination with sector liaisons.
- Maintaining list of approved and appointed liaisons.