



**THE UNITED STATES VIRGIN ISLANDS
OFFICE OF THE GOVERNOR
GOVERNMENT HOUSE
Charlotte Amalie, V.I. 00802
340-774-0001**

August 1, 2025

VIA HAND-DELIVERY

Honorable Milton E. Potter
Senate President
Thirty-Sixth Legislature of the Virgin Islands
Capitol Building
St. Thomas, Virgin Islands 00802

Re: Nomination of Ms. Joan P. Foy– Virgin Islands Water and Power Authority

Dear Mr. President:

In accordance with the provisions of Title 30, Chapter 5 § 103 of the Virgin Islands Code, I hereby nominate Ms. Joan P. Foy to serve as a WAPA Governing Board member and representative of the District of St. Thomas-St. John. In her capacities as Director of Pricing, Rates, and Strategic Planning, Interim Chief Financial Officer, Special Assistant to the Executive Director and Chief Financial Officer, and Financial Analysis Manager under the Virgin Islands Water and Power Authority (WAPA), Ms. Foy has firsthand knowledge of WAPA's strengths and challenges. Additionally, she has over 30 years of experience in finance and operations under WAPA.

Accordingly, it is my pleasure to ask for the advice and consent of the Thirty-Sixth Legislature of the Virgin Islands on the nomination of Ms. Joan P. Foy. When Ms. Foy is confirmed by the Legislature, she will replace Ms. Juanita Young and serve as Ms. Young's successor. Her resume and questionnaire are enclosed for your review. I respectfully urge the Legislature to take timely action to advance this nomination to prevent any delays in the official functions of the Virgin Islands Water and Power Authority.

Your prompt and favorable confirmation will enhance the Virgin Islands Water and Power Authority to meet its demanding operations and the continued work to serve the people of the United States Virgin Islands.

Sincerely,

A handwritten signature in blue ink, appearing to read "Albert Bryan Jr.", is written over a blue circular stamp.

Albert Bryan Jr.
Governor
Enclosure

Cc: Senator Carla J. Joseph
Chair, Committee on Rules and Judiciary

JOAN P FOY

EDUCATION

Master of Business Administration July 1990

Katz Graduate School of Business
University of Pittsburgh

Concentration: Finance and Management Information Systems (3.4/4.0 GPA)

Master of Science in Social Administration May 1983

Mandel School of Applied Social Sciences

Case Western Reserve University, Cleveland, OH

Specialization: Administration, Planning, Development & Organization (3.6/4.0 GPA)

Concentration: Health & The Family and the Child (Advance courses in Electronic Data Analysis)

Accounting Courses 1984-1995

University of the Virgin Islands

Earned 27 credits in Accounting (3.7/4.0 GPA)

Bachelor of Arts May 1981

Clark-Atlanta University

Major: Social Welfare/Sociology (3.5/4.0 GPA)

Recipient of federal grant to observe and analyze the Social Welfare Departments at five Universities, HUD, and HEW.

EXPERIENCE

Interim Chief Administrative Officer

March 2021 – Jan 2022

Virgin Islands Water and Power Authority

- Perform high level administrative, technical and professional work in directing the day-to-day operation of the Office of the Chief Administrative Officer division (Purchasing Department, Office & Facilities Management, Insurance and the Security and Safety departments).
- Determine specific needs of programs and provides for plans and statements of policy for the Office of the Chief Administrative Officer division.
- Direct all purchasing activities to ensure compliance with applicable rules and regulations and purchase of the best available services, supplies and equipment.
- Monitor and assess all office and facilities management activities to ensure that the workplace meets the needs of the employees and complies with all OSHA rules and regulations pertaining to office spaces.
- Evaluate overall production of the Office of the Chief Administrative Officer division and revise procedures to improve efficiency of the division.
- Prepare and recommend long-range plans for the division and develops specific proposals for action on current and future division needs.
- Secure and administer the Authority's liability insurance policy and its insurance covering all the Authority's equipment and property.
- Manage the development and administration of the annual budget for the Office of the Chief Administrative Officer: revenue and expenditure forecasts of funds needed for staffing, equipment, materials and supplies; direct and approve expenditures; and direct the preparation and implementation of budgetary adjustments as necessary.

- Establish plans and procedures to promote an orderly flow of work between the various departments to maintain efficiency of operations and ensure that an effective and inclusive system for internal communication exists between the Office of the Chief Administrative Officer division and other divisions and departments of the Authority.
- Review the work performance of the managers and other personnel of the various activities assigned to the Office of the Chief Administrative Officer division.
- Responsible for hiring, directing, developing and disciplining employees.

Director Pricing, Rates and Strategic Planning

Aug 2018 – Nov 2022

Virgin Islands Water and Power Authority

- Create, maintain, administer and refine short- and long-range financial forecasting models.
- Develop appropriate rate structures and rate policies
- Monitor Public Service Commission (PSC) rulings
- Monitor competing utilities rate filings, publish an annual comparison to other utilities,
- Develop the corporate budget; administer the budget preparation process and develop annual projected rates and charges for the Authority
- Developing programs that lead to the reduction of energy usage and peak demand.
- Guide the organizational planning, decision making and budgeting processes
- Analyze and interpret data about an organization, prepare economic and strategic assessments, identify corporate issues requiring attention and provide information pertaining to executive deliberations.
- Function in a consultative manner and propose options and courses of action to improve organizational efficiency

Interim Chief Financial Officer

Aug 2016- June 2017

Virgin Islands Water and Power Authority

- Responsible for the management and supervision of the Finance Department, including Budget and Cash, Pricing and Rates, Accounting, Meter Reading, Purchasing, and Customer Services
- Manage the cash and budgetary process
- Approving of payments for all expenditures and forecast cash collections and payments
- Presented financial statements to the Governing Board
- Manage customer relationship and revenue collection
- Manage contracts for hedging, OPEB, and fuel payments

Special Assistant to the Executive Director and Chief Financial Officer

2003 – Aug 2018

Virgin Islands Water and Power Authority

- Responsible for Rate Design and Cost of Service Study
- Responsible for annual Capital Expansion analysis
- Responsible for Corporate Strategic Planning and the identification and measurement of goals and objectives
- Coordinated and manage the delivery of the Management Audit
- Responsible for the analysis and documentation of fuel cost
- Assist in the development of strategies for bond financing and market analysis

Manager, Budget & Cash Management

1999-2003

Virgin Islands Water and Power Authority

- Prepared financial planning documents; forecast revenue and cash

- Established procedures governing the receipt and recording of cash
- Established schedule payments to facilitate payment on accounts payable
- Determined the best type of investments that would provide the best return on the Authority's funds, while maintaining adequate cash flow
- Analyzed trustee investments to determine what investment are made
- Prepared cash flow information for the CFO and Executive Director on a weekly basis
- Audited all vouchers prior to authorizing payments; authorized all disbursements of funds
- Developed budgetary procedures; compiled all budgetary information for submission to Governing Board
- Reviewed and approved monthly variance reports, prepared quarterly analysis of financial statements for submission to the Governing Board and financial institutions

Financial Analysis Manager

1991 – 1999

Virgin Islands Water & Power Authority

- Responsible for Financial Planning
- Determine financial feasibility and provide approval of capital expenditure requests prior to Governing Board's approval, and provide Project Management on Capital Projects
- Evaluate various alternative financing methods, assist with bonds financing and presentation to rating agencies
- Prepare monthly analysis of financial statements, and recommend cost savings on routine expenditures
- Assist with the development of Cost of Service Study and Rate Design
- Review for fiscal and financial implications proposals submitted to the Authority

PART-TIME INSTRUCTOR

2000-2003

University of the Virgin Islands

Course in Management Information Systems (MBA Program)

Introduction to Finance (3rd Year Undergraduate Program)

CONSULTING

Staff Consultant

• 1990-1991

Broadway & Seymour, Inc. Systems Consulting Group, Charlotte, NC

- Performed marketing activities and participated in the development of Enterprise Modeling and Strategic Planning proposals
- Developed business model, data models, process modeling and entity diagrams using the System Development Life Cycle, and performed information engineering in the planning and analysis of system applications

Marketing Consultant

• 1987-1992

Stafford Klapper & Associates, San Juan, Puerto Rico

- Developed demographic and geographic data and determined sampling size for Focus Group Management and Action Group Survey
- Assigned individuals to various projects and provided Project Management
- Conducted marketing research in the areas of product testing and awareness

HEALTH CARE ADMINISTRATION

Assistant Director of the Division of Maternal and Child Health

• 1984-1989

Virgin Islands Department of Health

- Coordinated the proper management of the Division of MCH & CC Services
- Prepared \$3.5 million budgets; wrote grant applications, proposals, and prepared annual reports
- Supervised 45 employees, including Physicians, Nurses, Therapist, and Paraprofessionals
- Developed a health care survey and analyzed results using SPSS and FoxBASE, in coordination with the Center for Disease Control, for identifying service population and service needs

Health Plan Developer, State Health Planning & Development Agency

• 1983-1984

Virgin Islands Department of Health

- Assisted in the development of the Territory's Health Plan
- Analyzed and assessed health needs and problems, and interpreted federal policies and guidelines
- Prepared and submitted Health Manpower Shortage Applications to the Federal Government; received salaried-paid physicians for two health centers (East End Health Center and Frederiksted Health Center)

MANAGEMENT INFORMATION SYSTEMS

Special Assistant /Program Development & Analysis (Special Assignment)

1988-1989

Virgin Islands Department of Health

- Developed a comprehensive database for each division in the Dept. of Health
- Data base resulted in accurate and timely data provided to federal governments and legislators, and aided in preparation of Block Grants and annual reports

SELECTED COURSES

- Project Management Institute Courses
- Federal Emergency Management Agency (FEMA)- Emergency Management Institute courses
- Attended American Public Power Association courses in Rate Case Design, Special Topics in Accounting, and Accounting, Finance, Rates and Information System workshops
- Attended annual Association for Financial Professional (AFP) Conferences
- Attended Project Management Certification seminar
- Attended Broadway & Seymour, Inc. courses in Project Management, Consulting Skills, AS/400 concepts and facilities, and AS/400 Migrations
- Attended annual Directors of Maternal & Child Health's and Children with Special Health Needs Conferences,

ENTREPRENEUR SERVICES

Provide accounting, tax consulting, business plans preparation, cost-benefit analysis, and other professional services to small businesses

COMPUTER KNOWLEDGE

Software: Microsoft Office, Excel, Word, Q&A, dBase III Plus, Microsoft Project and PowerPoint, SPSS, SCSS, Knowledgeware (Information Engineering Workbench) Forecasting Programs • Hardware: IBM AS/400, PC's

HONORS/PROFESSIONAL ASSOCIATIONS

- St. Thomas-St. John Federal Credit Union – Board Secretary – (2020-2022)
- Board Member, Institution Review Board (IRB) University of the Virgin Islands
- Alpha Kappa Alpha Sorority, Inc. - Member
- Alpha Kappa Delta Sociology Honor Society, 1981
- Outstanding Leadership Award (given by ABSSW at Case Western Reserve University), 1981
- Alpha Kappa Mu National Scholastic Honor Society, 1980
- Who's Who Among Students in American Colleges and University, 1980

REFERENCES

Professional and personal references available upon request.



Office of the Governor
United States Virgin Islands

**QUESTIONNAIRE
FOR
GOVERNOR'S NOMINEE FOR
DEPARTMENTS, AGENCIES, BOARDS & COMMISSIONS**

PLEASE READ THE FOLLOWING INSTRUCTIONS CAREFULLY BEFORE YOU COMPLETE THIS QUESTIONNAIRE.

- 1) **ALL** questions must be fully and correctly answered and returned to the Office of Legal Counsel **within seven (7) business days of your receipt of the Questionnaire.**
- 2) Do not submit a resume instead of this Questionnaire.
- 3) If more than the allotted space on this form is required for a complete and full answer, please attach as many additional 8½ x 11 sheets as may be needed. At the top of each additional sheet put your name, "Office of the Governor, Office of Legal Counsel", and then reference the question number before each answer.
- 4) **The Questionnaire is in PDF Format. Please complete all responses clearly in black font color. Responses are NOT to be handwritten.**
- 5) Please do not hesitate to call the Office of Legal Counsel at Government House at (340) 774-0001 if you have any questions concerning this Questionnaire.

SECTION I: BIOGRAPHICAL DATA

[illegible]

NOMINEE’S NAME:

10. **EMPLOYMENT RECORD:** Please list, in chronological order, your complete employment record for the past ten (10) years, beginning with the present or most recent position.
[Attach additional sheet(s), if necessary, and reference this question number]

Employer	Dates of Employment	Position	Address/Phone #	Supervisor
VI Water and Power Authority	8/2018-11/2022	Director of Rates and Strategic Planning	9720 Estate Thomas St. Thomas, VI 00802	Mr. Lawrence Kupfer
VI Water and Power Authority	3/2021-1/2022	Interium Chief Administrative Officer	9720 Estate Thomas St. Thomas, VI 00802	Mr. Lawrence Kupfer
VI Water and Power Authority	8/2016-6/2017	Acting Chief Financial Officer/ Interim Chief Financial Officer	9720 Estate Thomas St. Thomas, VI 00802	Mr. Julio Rhymer
VI Water and Power Authority	2003-8/2018	Special Asst. to CEO and CFO	9720 Estate Thomas St. Thomas, VI 00802	Mr. Alberto Bruno-Vega Hugo Hodge and Julio Rhymer

11. **GOVERNMENT EXPERIENCE:**

- A. List all federal, state, territorial or local government services, giving dates and type of service such as employee, boards, commissions, executive, legislative or judicial branches, consultant, voluntary service, part-time or honorary. [Attach additional sheet(s), if necessary, and reference this question number]
- B. List and attach a copy of all service contracts you have held independently or been a party to with the Government of the Virgin Islands.

Virgin Islands Water and Power Authority 7/15/1991 - 11/30/2022	- Employee
Department of Health - 9/1983 - 7/1989	- Employee
Department of Social Service - 6/1981- 8/1981	- Employee
Legislature of the Virgin Islands - Summer 1979- 1983	Employee

NOMINEE’S NAME:

12. BUSINESSES AND FINANCIAL INTEREST: List all businesses (for profit or not for profit), real estate and trusts in which you have at least a 10% interest or control of assets or serve as an officer or member of a board with voting rights. [Attach additional sheet(s), if necessary, and reference this question number]

LASOROC CONSULTING, INC.

13. QUALIFICATIONS: What in your opinion qualifies you to serve the People of the Virgin Islands in the position which the Governor has nominated you?

My education and vast career experience provide the impetus to offer my advisory service to various Boards. My sorority's motto - "Service Before Mankind" has always been the framework
of my existence. I have the time and the financial knowledge to provide need fiduciary responsibilities to the WAPA Governing Board. I have served as the Board Secretary for the St. Thomas - St. John
Federal Credit Union. I have completed all required NATIONAL CREDIT UNION ADMINISTRATION (NCUA) educational certification. I have experience through my roles as Manager of Budget and Cash,
CFO and CAO for the Virgin Islands Water and Power Authority.

SECTION II: HONORS AND ACCOMPLISHMENTS

14. MEMBERSHIPS: List all memberships and offices held in professional, fraternal, scholarly, civic, charitable, and other organizations.

15. BOARDS, COMMISSIONS, TRUSTS, ETC.: List all government or private sector boards, trusts, or fiduciary responsible positions on which you have served or are now serving.

I have served as the Board Secretary for the St. Thomas - St. John Federal Credit Union.
I have served on the University of the Virgin Islands Institutional Review Board.

16. HONORS AND AWARDS: List all scholarships, fellowships, honorary degrees, honor society memberships, and any other special recognition for outstanding service or achievement.

NOMINEE'S NAME:

Joan Foy

Alpha Kappa Alpha Sorority, Inc.

17. PUBLISHED WRITINGS: List all titles, publishers and dates of books, articles, reports, or other published materials you have written.

SECTION III: CHARACTER

- 18.** Have you ever been the subject of a grand jury, police, and department of justice or any legally constituted government authority, investigation anywhere or at anytime?
☐ YES ☒ NO

If your answer is yes, please explain with details including date and location. [Attach additional sheet(s), if necessary, and reference this question number]

- 19.** Have you ever been arrested in any geographical location for any offense, including traffic violations? ☐ YES ☒ NO

If yes, please explain with details including offense, date of location and disposition. [Attach additional sheet(s), if necessary, and reference this question number]

NOMINEE’S NAME:

20. Have you ever been convicted of a felony or a misdemeanor? ☐ YES ☒ NO
If yes, please explain with details including offense, date, location, and current status. [Attach additional sheet(s), if necessary, and reference this question number]

21. Is there now or has there ever been a judgment entered against you? ☐ YES ☒ NO
If the answer is yes, please explain with details on date, location and disposition or current status. [Attach additional sheet(s), if necessary, and reference this question number]

22. Have you ever been a respondent in any labor dispute or discrimination proceeding?
☐ YES ☒ NO

If the answer is yes, please explain with details on date, location and disposition or current status. [Attach additional sheet(s), if necessary, and reference this question number]

23. Have you ever been named as a party in any hearing, administrative, civil, and criminal, including Equal Employment Opportunity or sexual harassment? ☐ YES ☒ NO

If yes, please explain in detail, giving date, venue, agency, and the names of the other parties and the disposition. [Attach additional sheet(s), if necessary, and reference this question number]

NOMINEE'S NAME: JOAN FOY

24. Have you now or have you ever been a member of an organization or an associate of an individual advocating terrorism, overthrow of a government by force or the advocacy or subordination of any ethnic group or individuals? ☐ YES ☒ NO

If the answer is yes, please give details of dates, names of organizations, names of individuals and all pertinent circumstances. [Attach additional sheet(s), if necessary, and reference this question number]

25. Do you know of any individual, organization or group, which can be expected to oppose your nomination? ☐ YES ☒ NO

If the answer is yes, please list the individuals, organizations or groups by name and give the details of your belief for their opposition. [Attach additional sheet(s), if necessary, and reference this question number]

26. Do you have any outstanding and delinquent monetary obligations to the Government of the Virgin Islands or any other public or private entity, including but not limited to, personal income taxes, business taxes, real property taxes (commercial or residential), business license renewals, trade name renewals, annual reporting fees, professional organization dues, child support, judgments, debt

NOMINEE'S NAME:

Government of the Virgin Islands, includes but is not limited to the following departments, agencies and instrumentalities: the Bureau of Internal Revenue, Tax Assessor, Department of Justice Division of Paternity and Child Support, Board of Education, Economic Development Authority, U. S. Small Business Administration, Small Business Development Center, Police Department, Department of Licensing and Consumer Affairs, the Water and Power Authority, the Waste Management Authority, Department of Health, Department of Human Services

____ YES X ____ NO

If the answer is yes, please attach a detailed explanation of what outstanding and delinquent monetary obligations are owed, the reason for the delinquency, and the intended plan to bring the matter current.

SECTION IV: CONFLICT OF INTEREST

27. Please explain your understanding of "Conflict of Interest" as it applies to the position to which you have been nominated to serve the People of the Virgin Islands.

My understanding of "Conflict of Interest" as it applies to any position is that one cannot have any personal interest
in any agency that are regulated. One cannot have any quick pro-quo in any decision made.

28. Do you own a business or real estate, or are you a partner or shareholder or affiliated in any way to sell or provide goods or services to the Virgin Islands Government?
 ____ YES X ____ NO

If the answer is yes, please explain and give the name and location of these interest(s) and how you promise to remove yourself from any possible conflict. [Attach additional sheet(s), if necessary, and reference this question number]

NOMINEE’S NAME:

29. Does any close relative or spouse have a business or real estate interest(s) as described in question 25? ___YES XNO

If the answer is yes, please explain and give the name and location of these interest(s) and how you propose to remove yourself from any possible conflict. (Attach additional sheet(s), if necessary.)

SECTION V: JOB PERFORMANCE

30. In no more than 150 words, please outline in priority order your four (4) specific short-term and four (4) specific long-term goals and objectives you would employ to achieve the entity’s purpose and improve its service delivery system if your nomination is confirmed for this position.

Streamline the Authority personnel staff to keep pace with declining kwh sales revenues
Assist with determining the most efficient use of the limited production equipment available
Require a Cost Benefit Analysis be done on all projects cost over \$1,000,000
Reduce cost cover run on project by requiring monthly project updates on projects approved by the Board
Board members should be very knowledgeable of production and utilit
Reduce the rental property expense associated with having multiply service locations
Obtain property to begin construction of Authority’s own Administration building
Make it mandatory to have board members physically present for at least 75% of meetings

31. Is there any additional information that you believe would assist the Committee on Rules and the Judiciary in processing your nomination expeditiously?

NOMINEE'S NAME:

JOAN FOY

CERTIFICATION:

This is to certify and affirm that all the statements contained herein and in any supporting documents or schedules or other such supporting documents or schedules executed at a later date as a part or addendum to this document are true and correct to the best of my knowledge and are made in good faith.

Signed this 3rd day of August 2023

Joan Foy
Nominee's Name [Print Clearly]

Joan Foy
Signature of Nominee

Sworn and subscribed before me this 3rd day of August, 2023

Nicole M. Aubain
Notary Public of the U.S. Virgin Islands

[seal]

My commission expires: At the Pleasure of the Lt. Gov.

Nicole M. Aubain
NOTARY PUBLIC
St Thomas, U S Virgin Islands
GNP-16-21-
My Commission Expires
At the Pleasure of the Lt. Governor