



Blackstone Watershed Collaborative Meeting Notes

February 16, 2024, 10am-12pm

Zoom <https://clarku.zoom.us/j/91977706024> Call: 646-876-9923 Meeting ID: 919 7770 6024

Attendees:

Sarah Plutnicki, Vincent Thai, John Marsland, David Tapscott, Marc Granato, Bryce DuBois, Deb Cary, Donna Williams, Skylar Sweeney, Katie Liming, Jamuna Prajapati, Kate McPherson, Peter Coffin, Rebecca Quinones, Ted Beauvais, Stefanie Covino, Rebekah Krieger, Eric Breitreutz, Patti McAlpine, Allison Hamel, John Rogan, Judy Rondeau, Greg Doerschler, Cay DenHerder, Kellie King, Sarah Bertrand, Dan Giza, Erin Arcand, Sherine Hamade, Heather Parry, Monica Driggers, Courtney Schmidt, Caleigh McLaren, Katie DeGoosh-DiMarzio

Recording Available:

<https://clarku.hosted.panopto.com/Panopto/Pages/Viewer.aspx?id=9602a534-df35-4922-8857-b118011821f3>

Presentations:

[John Rogan](#), from the HERO Program at Clark University will speak about the latest findings from their summer research around tree stewardship in Worcester, MA!

- Research on examining urban tree plantings to mitigate UHI and increase resilience
- Research approach: what works and doesn't work with tree plantings
 - Biophysical: GIS, tree inventory, tree health
 - Socio-political/ placemaking: interviews, motivations of residents, which trees residents want
- MA Greening the Gateway Cities Program: DCR plants trees post ALB outbreak
- After the ALB outbreak and tree removal, citizens noticed increased temperatures, higher electricity bills, decreased aesthetics
- Measuring Tree Survivorship:
 - Drop in survivorship in Worcester between the two inventories performed
 - Average survivorship between 70-90%
 - Identified the species with the best survivorship
 - Negative factors: having over 6 trees in a parcel, trees planted in a backyard, if the ownership of the parcel changes, plantings in maintained parks, incompatible species types
 - Positive factors: native species, single family homes, presence of HOAs, front yard plantings, street trees
- Cooling and Energy Savings:
 - 20,000-30,000 trees were planted post ALB in the Burncoat neighborhood, providing significant cooling that has increased overtime as the trees grow
 - 10% canopy / acre yields 1°F decrease
 - Planting 3 or more trees per acre yields the best cooling rate
 - 40% white roof per acre yields 1°F decrease (4x more than trees)
 - Ecosystem services: energy savings increase by 100% every decade
- Resident Perceptions:
 - Benefits of having trees: shade, aesthetics, wildlife, privacy, energy, etc.
 - Drawbacks of having trees: leaves/ cleanup, hazard/damage, wildlife, maintenance etc.
 - Mixed feelings from residents about neighborhood recovery and ALB outbreak tactics

Subgroup Updates:

- Bike/greenway



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- DCR will begin work on a new section of the Bikeway this spring 2024 that connects Uxbridge to the Rhode Island border. View the press release [here](#).
- University work
- Fish passage
 - New and improved Advisory Committee Meetings around Fish passage.
 - Join us at the [Fish Parade on 5/19/24](#)! Help us advocate for migratory fish passage in the Blackstone. View our [website](#) or [eventbrite](#) to learn more. Express your interest in tabling [here](#). Interested in sponsoring the event? Contact Stef or Caleigh!
- Water quality
 - BRC's annual Water Quality Summit is taking place on 4/6/24 from 9:00am to 12:00pm at the Cumberland Public Library.
 - There was an SSO on 1/22/24 at the Hill Street Pump Station in Shrewsbury. View more information about the event [here](#).
 - RI DEM's [Office of Water Resources](#) is rolling out a new electronic submission tool for wastewater operators to improve data and transparency. The new electronic Sanitary Sewer Overflow (SSO) notification process will replace written paper submittals, improve data quality, and increase transparency of SSOs. The electronic submission of SSOs and bypass information will be required for owners and operators of wastewater facilities starting 2/1/24 to comply with the reporting requirements of their respective [Rhode Island Discharge Elimination System \(RIPDES\)](#).
 - Check out the "Dam Busters" webinar series on dam removal. Register for the webinars (the next is 3/6/24 on assessing local impacts) and view past recorded webinars [here](#).
 - Worcester has had additional CSO events (listed in million gallons, or MG):

Date	Treated (in millions of gallons)	Untreated (in millions of gallons)
1/26/2024	2.6	0

Partner Updates:

- **RIFMA:** The Rhode Island Flood Mitigation Association has opened the Call for Presenters at our 2024 RIFMA Conference on Thursday, 5/23/24 at URI's Center for Biotechnology and Life Sciences. This year's theme is "The Resilience Paradox: Overcoming Conflicts and Challenges". Please review [these guidelines](#) and submit a completed [form](#) by Monday, 4/1/24. Selected presenters will be notified by 4/15/24.
- **NBEP:**
 - In spring 2024, NBEP will launch a grant program targeted to watershed outreach and education projects that help fulfill NBEP's vision of clean water and habitat to sustain all who live, work, and play in the Narragansett Bay Region. Projects should aim to increase public engagement with and ownership of natural resources in the Narragansett Bay Region, including its rivers, watershed lands, and wildlife. We need your help to gather ideas so that the grant program can be as responsive as possible to regional needs. [Please take 5 minutes to fill out and share the form on our website](#). Form responses are due by Friday, 3/1/24.
 - NBEP is proud to announce the launch of [EJMap](#), an environmental justice mapping tool for the Narragansett Bay Region. EJMap uses indicators of social vulnerability and environmental burden in a data-driven approach to identifying communities in the Narragansett Bay Region that face disproportionate negative environmental impacts or are particularly vulnerable to those impacts.



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- **BRWA:** [A new Field Coordinator was hired](#) for the Mid-reach section of the BRC Water Quality Monitoring Program.
- **City of Worcester:** Worcester's long-range plan, [Now-Next](#), is now available in draft for comment.
- **MassDOT:** This straw proposal of the [Priority Climate Action Plan \(PCAP\)](#) is being shared with the public to inform priorities for the [Climate Pollution Reduction Grant \(CPRG\)](#). They are inviting members of the public, community organizations and municipalities to share their feedback on the PCAP, specifically:
 - Review the draft greenhouse gas reduction measures and associated benefits for low-income and disadvantaged communities in the document below.
 - By Thursday, 2/15/24, share specific feedback for each measure by sending your comments to us by email at climateoffice@mass.gov.
- **Mass Audubon:**
 - [Public comments](#) were submitted by Mass Audubon on the state's [Forests as Climate Solutions](#) initiative. They expressed support and shared recommendations for improvement, such as increasing land conservation goals. Protecting and stewarding Massachusetts' forests is essential to addressing the three crises of biodiversity loss, climate change, and inequitable access to a healthy environment.
 - Youth Climate Leaders Summit 3/16/24 at Worcester senior center. Available for all youth middle-high school students. Register [here](#):
- **The Department of Energy Resources (DOER):** The [Climate Leaders Communities Program](#), a new program offered by the Green Communities Division of the MA DOER, was recently launched to further help municipalities meet their climate and greenhouse gas reduction goals.
- **MassDEP:** [604b and 319 RFP](#) will be released at the end of this month or the beginning of next month. No match required!
- **CMRPC:**
 - Developing Hazard mitigation plans for the towns of Boylston Holden, Paxton, Oxford and Blackstone to assess how flooding affects these communities. If you want to be involved in planning process or review the draft, contact Marc Granato, mgranato@cmrpc.org
 - CMRPC is hiring Community Liaisons for the MVP 2.0 Uxbridge, Sutton, Northbridge, Douglas regional project. Learn more information [here](#).
- **FOB:** There was a dam blow out in Cumberland, RI. It would cost \$3 million to restore the dam, but FOB is hoping for a removal instead. Read more [here](#).
- **BRC:** Join the BRC team of water quality monitoring volunteers! This is a once a month commitment from April – Nov, or you can choose to be a substitute. For more information, contact Heather Parry, Heatherparry.wqm@gmail.com.
- **Worcester Tech:** Environmental Science Teachers at Worcester Technical High School are looking for co-op opportunities for their junior and senior students. Students work for 30 hours a week, every other week. If any environmental organizations are interested, please contact Becky Kruzel, Department Head of Environmental Science and Technology (kruzelb@worcesterschools.net), and Heather Courtney, Co-Operative Education/ Employment Coordinator (courtneyh@worcesterschools.net).
- **DCR:** Join DCR in their Maple Sugaring Weekend coming up on 2/24/24 and 2/25/24! Learn how maple syrup is made. Free tours will be offered at 11:00am, 12:00pm, 1:00pm, and 2:00pm, and last about 90 minutes. Tours include indoor and outdoor elements. Learn more [here](#).

Next meetings



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March 15, 2024: Jamuna Prajapati, the Blackstone Watershed Collaborative Hydropower Intern will present the findings of her research.

April 19, 2024: TBD

May 17, 2024: TBD

Legislative/Policy Updates:

- **The Biden Administration** released the third annual progress report on its America the Beautiful Initiative. Read a blogpost about it [here](#) or read the full report [here](#).
- **The U.S. Department of Transportation** [announced more than \\$110 million](#) in federal funding as part of its new Wildlife Crossings Pilot Program in December.
- **The Healy Driscoll Administration:**
 - Released the Executive Office of Energy and Environmental Affairs (EEA) [inaugural report](#) highlighting key milestones and accomplishments by the agency in Governor Maura Healey's first year. This report showcases the outstanding work done by EEA organizations and partners to ensure that Massachusetts climate goals are achieved. The report describes the EEA officials' visits across the state and actions to identify and address climate-related goals, including but not limited to decarbonization, climate resilience, natural resource stewardship, and environmental and energy justice.
 - Released a [Climate Report Card](#) to evaluate progress on reducing greenhouse gas emissions and protecting communities from the impacts of climate change. The report card offers assessments of the state's environmental justice, transportation, buildings, power, natural and working lands, and climate resilience efforts. Overall, Massachusetts has made significant progress and is well positioned for 2025, but a strong policy response to existing and emerging challenges will be needed to meet the state's ambitious 2030 targets.
 - Announced \$50 Million Investment and Milestones for Forests as Climate Solutions Initiative. The [Climate Forestry Committee's report](#) contains recommendations to the Executive Office of Energy and Environmental Affairs (EEA) regarding enhanced climate-oriented forest management practices for Massachusetts based on the latest climate science. The 12-member Committee of scientific experts emphasized the importance of keeping forests intact by enlarging forest reserves, increasing permanent conservation efforts, and reducing the conversion of forests to other uses. Noting the critical role forests play in mitigating dangerous climate change, the Committee urged the state to sharpen its land management focus on climate change mitigation and adaptation. [EEA is allocating \\$50 million](#) to helping communities conserve forested land, as well as supporting forest-based businesses and local economies. EEA will invest this funding in forest conservation, including new forest reserves, and incentives that encourage municipal and private landowners to adopt climate-oriented management approaches. This funding will help the state reach its climate goals, as set forth in the Clean Energy and Climate Plan, conserving 40 percent of Massachusetts' natural and working lands by 2050.

Tools You Can Use! Tools and Resources

- [Nature-Based Solutions Roadmap](#): U.S. Department of the Interior released a new online tool that pulls together implementation strategies, project planning resources, and successful example projects to support the accelerated implementation of nature-based solutions.



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- [Achieving durable outcomes through community-led conservation](#): Hewlett Foundation Program Officer Andrea Keller Hesel offers reflections on the importance of community-led conservation for achieving durable outcomes in the face of the interwoven biodiversity and climate crises.
- [Designing Nature's Half- The Landscape Conservation Podcast](#): New podcast launches to explore the complexities of landscape conservation
- [Conservation leaders have a role in building equitable communities](#): Reflection piece from Patricia Hernandez of Headwaters Economics explores how conservation can contribute to equitable communities, asking conservation practitioners to better consider how their work supports social issues, including livability and housing affordability.
- [Climate Leadership Across Indian Country: A Summary of Regional Climate Change Dialogues](#): First Nations Development Institute releases new report that elevates the regional issues and solutions on climate change continually being addressed across Indian Country.
- [EPA's Healthy Watersheds Protection](#): New initiative from EPA including useful data, reports, grants, tools and more for watershed protection. Sign up for the webinar series [here](#).
- [Guides for Equitable and Actionable Resilience \(GEAR\)](#): GEAR gives Massachusetts communities access to data and guidance to assess climate change impacts and actions and case studies for building community resilience.
- [Massachusetts Clean Energy and Climate Metrics](#): Public resources that provide key information and performance indicators relevant to Massachusetts' greenhouse gas (GHG) emissions and the Massachusetts Clean Energy and Climate Plans (CECP).

Events:

- **February 12, 2024** – [Mobility Action Plan Feedback Session 1](#) – During these meetings, Worcester City staff and the consultant team will provide an overview of the [Mobility Action Plan's work to date](#), including existing conditions analysis, vision & goals development, and draft recommended strategies. This is a great opportunity to weigh-in on the proposed strategies and their prioritization for the plan. Located at the Preservation Worcester Park View Room 230 Park Ave, from 5:30pm-7:30pm.
- **February 14, 2024** – [Equity in Climate Change Preparedness](#) – The first webinar of MVP's Winter Webinar Series. It will be from 10:00am-12:00pm.
- **February 15, 2024** – [NCA5 Summary for the Northeast](#) – Hear an overview of the assessment, with a focus on key messages for the Northeast from 12:00pm-1:00pm. The speakers are all NCA5 contributors.
- **February 15, 2024** – [NCA5 Webinar on Adaptation](#) – Hear about the findings of the adaptation chapter from the authors themselves in a virtual one-hour event from 3:00pm-4:00pm.
- **February 15, 2024** – [Basic Bike Education Workshop](#) – CMRPC and MassBike will hosting this workshop at Jacob Edwards Library (236 Main St, Southbridge, MA, 01550) from 6:30-7:30pm.
- **February 15, 2024** – [Mobility Action Plan Feedback Session 2](#) – During these meetings, Worcester City staff and the consultant team will provide an overview of the [Mobility Action Plan's work to date](#), including existing conditions analysis, vision & goals development, and draft recommended strategies. This is a great opportunity to weigh-in on the proposed strategies and their prioritization for the plan. This meeting will be virtual from 5:30pm-7:30pm.
- **February 21, 2024** – [Mobility Action Plan Feedback Session 3](#) – During these meetings, Worcester City staff and the consultant team will provide an overview of the [Mobility Action Plan's work to date](#), including existing conditions analysis, vision & goals development, and draft recommended strategies. This is a great opportunity



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to weigh-in on the proposed strategies and their prioritization for the plan. Located at the Worcester Senior Center from 5:30pm-7:30pm.

- **February 21, 2024** – [Effectively Using ResilientMass Data and Project Tools: Key Tips from the Office of Climate Science](#) – This is the second webinar of MVP’s Winter Webinar Series. It will be from 10:00am-12:00pm.
- **February 27, 2024** – [EPA Healthy Watersheds Protection Webinar](#) – EPA is excited to share its new webinar series: Healthy Watersheds Learning Exchanges. This quarterly call series will highlight watershed protection approaches and facilitate discussions among healthy watersheds practitioners to promote the sharing of experiences, lessons learned, and tools. We invite State, Territory and Tribal water quality programs; other government agencies; non-profit organizations; colleges/universities; and those interested in joining a community of practice focused on healthy watersheds protection to join. Register for the webinar [here](#).
- **February 28, 2024** – [Natural and Working Lands Strategies and Municipal Opportunities](#) – The third webinar of MVP’s Winter Webinar Series. It will be from 10:00am-12:00pm.
- **March 2, 2024** – [MACC Annual Environmental Conference 2024](#) – Save the date for this fabulous spring conference at The College of the Holy Cross in Worcester, MA. They are currently seeking wetland and climate related workshop proposals for this event.
- **March 6, 2024** – [FY25 MVP Action Grant Pre-RFR Webinar 1](#)– The MVP Program team is anticipating the release of its next Request for Response (RFR) for MVP Action Grants in mid-March 2024. To prepare for this release, the MVP team will be hosting this informational session to give an overview of the program, review anticipated changes to this round's application, and answer questions. This webinar will be from 10:00am-11:00am.
- **March 7, 2024** – [FY25 MVP Action Grant Pre-RFR Webinar 2](#) – The MVP Program team is anticipating the release of its next Request for Response (RFR) for MVP Action Grants in mid-March 2024. To prepare for this release, the MVP team will be hosting this informational session to give an overview of the program, review anticipated changes to this round's application, and answer questions. This webinar will be from 10:00am-11:00am.
- **March 9, 2024** – [RI Land and Water Conservation Summit](#) – Join the Rhode Island Land Trust Council as they celebrate the 20th Anniversary of the Rhode Island Land & Water Conservation Summit at the University of Rhode Island Memorial Union on March 9th, 2024! This year, the event’s focus is on critical strategies to conserve our important landscapes and waterways and will be grounding our program in contemporary environmental challenges and opportunities for collaboration.
- **April 6, 2024** – BRC's Annual Water Quality Summit – from 9:00am to 12:00pm at the Cumberland Public Library.
- **May 13-16, 2024** – [River Rally](#) – This event in Grand Rapids, MI combats feelings of isolation, overwhelm, and burnout for network members working at the intersection of water and justice by building knowledge and skills, diversifying perspectives and solutions, recognizing achievements within the network, and strengthening connections.
- **May 14-16, 2024** – [National Adaptation Forum](#) – This event in Saint Paul, MN is a bi-annual convening for adaptation professionals to innovate, network, and focus on established and emerging climate adaptation issues of the day.
- **May 23, 2024** – [The Rhode Island Flood Mitigation Association \(RIFMA\) Conference](#) – This conference will be at URI's Center for Biotechnology and Life Sciences. This year’s theme is "The Resilience Paradox: Overcoming Conflicts and Challenges”.
- **October 6-10, 2024** – [Restore America’s Estuaries Conference](#) – This event in Washington, DC is the premier conference for policy makers, practitioners, and managers in the United States to explore the latest research, policy, and practice in coastal restoration.



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Grants:

- **2/13/2024** – [Climate Ready Workforce Grant](#) – NOAA presents this program as a way of collaborating with coastal and Great Lakes communities to create a climate-resilient workforce to support partnerships fostering skill development and job placement.
- **2/21/2024** – [The Microprojects Program](#) is the Central Massachusetts Metropolitan Planning Organization (CMMPO) funding program for first and last-mile solutions, workforce transportation, and other small, non-traditional transportation projects, like bicycle racks, bicycle storage, and bike sharing capital expenses (not operations), and wayfinding for bicyclists and pedestrians. The CMMPO allocated \$400,000 per year to the Transportation Improvement Program (TIP) for the Microprojects Program and it is funded with federal Congestion Mitigation and Air Quality (CMAQ) funds. For more information contact Yahaira Graxirena, Transportation Project Manager: ygraxirena@cmrpc.org
- **2/28/2024** – [DOT Rebuilding American Infrastructure with Sustainability and Equity \(RAISE\) Grant Program](#) – RAISE grants offer funding for planning or constructing a wide variety of surface transportation infrastructure, such as highway, bridge, rail, and culvert projects. \$1.5 billion in RAISE grant funding was appropriated for FY2024, and units of local government are among the entities eligible to apply for RAISE grants.
- **2/29/2024** – [US Forest Service - Supporting Underserved and Small-Acreage Forest Landowner Participation](#) – This funding supports the participation of underserved or small-acreage forest landowners in emerging private markets for climate mitigation or forest resilience. Applications are accepted on a rolling basis starting 12/1/2023.
- **3/1/2024** – [FY25 Inland Dredging Pilot Round of the Massachusetts Dredging Program](#) – This grant from the Executive Office of Economic Development offers final design and construction grants to Massachusetts municipalities to support dredging of freshwater lakes, ponds, rivers, streams, and drinking water reservoirs, as well as dredging required for the removal of municipal dams.
- **4/3/2024** – [EmPower Massachusetts / MassCEC](#) – This grant offers multiple stages of investment in communities and community-based organizations so that they can explore, develop, and implement program models or projects that provide access to the benefits of clean energy for previously underserved populations. This MassCEC program crowd-sources new and innovative ideas, then helps put them into action.
- **4/18/2024** – [Landscape Partnership Grants](#) – The Division of Conservation Services (DCS) is seeking applications for conservation projects that protect 100-500 acres of land through partnerships between local, state, and federal agencies and nonprofit organizations. Grants up to \$1,250,000 will be available this grant round. Potential applicants are encouraged to attend an information session on 2/26/24 at 1:00 pm at MassWildlife Field Headquarters in Westborough or virtually on Microsoft Teams on 2/28/24 at 2:00 pm. Advanced registration is required for both sessions. Please email Vanessa Farny at vanessa.farny@mass.gov to register.
- **(Anticipated Jan-Feb 2024)** – **604(b) Grant Program: Water Quality Management Planning Grant** – This competitive grant program funds watershed or sub-watershed-based nonpoint source assessment and planning projects. Regional projects are encouraged. To learn more contact Sarah Plutnicki at splutnicki@cmrpc.org
- **Rolling through 4/4/2024** – [MassCEC's EmPower Massachusetts](#) offers multiple stages of investment in communities and community-based organizations so that they can explore, develop, and implement program models or projects that provide access to the benefits of clean energy for previously underserved populations. This MassCEC program crowd-sources new and innovative ideas, then helps put them into action.
- **(Anticipated May 2024)** – [MVP Action Grant Program](#) – Funding to address climate change impacts resulting from extreme weather, sea level rise, inland and coastal flooding and extreme heat, et al. Applicants must have



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completed the Community Resilience Building (CRB) process (or another EEA-certified process) and “MVP Community” designation via the MVP 1.0 planning process. There is a 25% cash or in-kind match requirement.

- **(Anticipated May 2024)** – [MVP 2.0 Grant Program](#) – Additional support to build resilience to climate change. Builds on MVP 1.0 to support communities with new processes, tools, and resources. The planning process will revisit MVP 1.0 priorities with enhanced involvement of the wider community to carry out equitable climate resilience work. It includes guaranteed funding to implement a seed project. No match requirement, joint municipal applications encouraged.
- **(Anticipated May – June 2024)** – [EEA Planning Assistance Grants](#) – Support efforts to plan, zone, develop, and conserve land in ways consistent with the Massachusetts Sustainable Development Principles. Priorities include zoning for sustainable housing production, mitigation of climate change through zoning and other regulations, and zoning that advances permanent land conservation. A minimum non-state match of 25% is required.
- **(Anticipated July 2024)** – [Local Acquisitions for Natural Diversity \(LAND\) Grant Program](#) – Reimburses municipalities for the purchase of land to be used for conservation and recreation purposes. Municipalities with up-to-date Open Space and Recreation Plans can apply. The maximum award is \$500,000 with a reimbursement rate of 52-70%.
- **(Anticipated July 2024)** – [Parkland Acquisitions and Renovations for Communities \(PARC\) Grant Program](#) – Reimburses municipalities for purchasing, developing, and renovating parkland and outdoor recreation lands. Municipalities must have up-to-date Open Space and Recreation Plans. The maximum award is \$500,000 with a reimbursement rate of 52-70%.
- **Rolling As Available** – [AMC Waters and Rivers Protection Fund](#) – Receive up to \$10,000 to fund a project that supports the protection and understanding of our region’s water resources, including but not limited to the development of recreational opportunities, research on, and protection of riparian environments, and advocacy to protect clean water and recreational access. Contact markrallio@gmail.com for more information.
- **Rolling As Available** – [MA Department of Fish and Game’s In-Lieu Fee Program](#) – This program funds land conservation or aquatic resource restoration projects (all of Blackstone in MA is eligible). Municipalities, nongovernmental organizations, and state agencies are eligible to apply. Contact Aisling O’Shea at aisling.oshea@mass.gov for more info or to apply. Materials are also available on COMMBUYS under BD-231046-COM-COM4-77929.

Job Opportunities:

- American Society for Adaptation Professionals – [Program Coordinator](#)
- Woods Hole Group Inc. – [Senior Environmental Scientist](#)
- Charles River Watershed Association –
 - [Project Manager](#)
 - [Development Associate](#)
 - [Advocacy Director](#)
- VHB – [Water Resources Project Manager](#)
- Ipswich River Watershed Association – [Executive Director](#)
- MA Department of Conservation and Recreation – [Regional Planner IV - Senior Trails and Greenways Planner](#)
- MA Department of Energy Resources – [Environmental Justice Liaison](#)
- Woonasquatucket River Watershed Council –
 - [Communications and Outreach Manager](#)
 - [Community Programs Director](#)



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- [Environmental Educator](#)
- [Greenway Volunteer and Event Coordinator](#)
- [River Ranger](#)
- National Park Service – [Hydropower Fellowship](#)
- Mass Division of Ecological Restoration
 - [Ecological Restoration Planner](#)
 - [Ecological Restoration Engineer](#)
 - [Ecological Restoration Specialist- Dam Removal](#)
 - [Ecological Restoration Grants Manager](#)
- Narragansett Bay Estuary Program – [Executive Director](#)
- Greenbelt – [Seasonal Stewardship Technician](#)
- Environment Council of Rhode Island – [Administrator](#)
- Housatonic Valley Association – [HVA Communications and Engagement Manager](#)
- Mass Office of Energy and Environmental Affairs –
 - [Land Use Planning Manager, Regional Planner IV](#)
 - [Office of Environmental Justice and Equity Director](#)
- Groundwork Lawrence –
 - [Development and Communications Director 2023](#)
 - [Pa'Lante Resident Task Force \(Contractor Position\)](#)
 - [Green Team Youth Leader](#)
 - [Summer 2024 Green Team](#)
- Kim Ludgren Associates Inc. – [Director of Climate Solutions](#)
- City of Worcester – [Upper Blackstone Clean Water Wastewater Operator](#)