

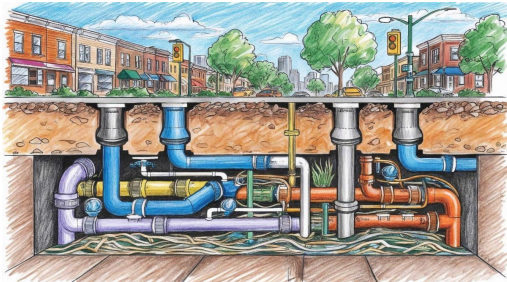
*Proudly Serving Communities Throughout the United States!*



# April 2025 Newsletter

*Spring is in full swing, and so are we! From supporting local departments to spotlighting exciting projects, we've got plenty to share. Grab a coffee and catch up on what we've been up to—we promise to keep it short and sweet!*

## The True Cost of Clean Water and the Power of Effective Communication



Clean, safe water is the result of a complex, multi-layered system that requires careful planning, monitoring, and maintenance. However, aging infrastructure, rising costs, and challenges like climate change make maintaining and upgrading these systems increasingly difficult. Municipalities must also ensure effective communication to keep communities informed and engaged. In this article, we explore the challenges facing water infrastructure, the importance of clear communication, and how organizations like

Capital Strategic Solutions are helping bridge the gap between technical details and public understanding.

[Read More](#)

## Project Spotlight: Town of Manchester-by-the-Sea

When the Town of Manchester-by-the-Sea began planning for a leadership transition, they recognized the opportunity to take a proactive look at how their local government could operate more effectively. With growing service demands and complex capital needs on the horizon, Town officials partnered with

Capital Strategic Solutions (CSS) to conduct a full operational audit—designed to evaluate the Town’s structure, internal systems, and overall readiness for the future.

*“This wasn’t just an audit—it was a blueprint for the future,”* said Bill Keegan, ICMA-CM, LM, Senior Project Manager at CSS. *“Our goal was to provide real, actionable solutions tailored to the Town’s unique structure, challenges, and opportunities.”*



[Read More](#)



## Walking Your Path: How Capital Strategic Solutions Leverages Real-World Expertise

Our team is built around experienced professionals who've spent their careers working in government. From town managers and fire chiefs to public works directors, human resources leaders, and communicators - we've lived the work our clients do every day.

We understand the pressures of balancing budgets, navigating policy decisions, and responding to unexpected challenges. We've welcomed residents' voices at lively meetings, offered reassurance during community emergencies and supported colleagues through major transitions. Our team has travelled down a similar path - and we're here to provide you with the support that you need, when you need it.

[Read More](#)



[Join Us May 28 – 29 at the](#)



[Municipal Partner Job](#)

## Florida City and County Management Association 2025 Annual Conference

Capital Strategic Solutions will be at the FCCMA 2025 Annual Conference hosted by the Florida City County Management Association. From May 28-29, our team will be in Orlando ready to connect with you and share our insights and services. Find our booth at the Shingle Creek Hotel in Orlando, Florida, and ask us about our experience serving municipalities across the US.

[FCCMMA 2025 Conference](#)

## Announcement from the Town of Westford

Westford is a vibrant and well-managed community with a strong commitment to fiscal responsibility and transparent governance. The Town of Westford has exciting opportunities available, including:

- **Finance Director**
- **Assistant Director of Public Works**
- **Public Safety Telecommunicator**
- **Office Manager – Town Clerk's Office**

[Learn More](#)

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## Replay Now Available for CSS's Coffee Talk Webinar: Building Better Staffing Strategies in Fire Services

From recruitment and retention to burnout and budget constraints, the fire industry is facing a workforce crisis that directly impacts both public safety and firefighter well-being. This webinar dives into the root causes, offers innovative solutions, and discusses what the future may hold for those on the frontlines. Featuring:

- Steve Coleman, Fire Chief, Town of Auburn, MA
- Dan Sullivan, Fire Chief, City of Lynn, MA
- Paul Normandin, Senior Project Manager, CSS
- Tom Impey, Senior Project Manager, CSS
- Hosted by Liz Kalajjian, Project Manager, CSS



**CAPITAL STRATEGIC SOLUTIONS**  
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*Coffee Talk*

**Grounds for Change: Building Better Staffing Strategies in Fire Services**

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# GRANT WATCH

>>>>>> Funding Insights, Delivered. 🔍



**Florida Governor Ron DeSantis Announces over \$389M in Funding for Water Quality Protection**

[Learn More](#)

**Massachusetts Community One-Stop for Growth Grant Program Applications are Due on June 4, 2025**

[Learn More](#)

**New Hampshire Land & Community Heritage Investment Matching Grant Program Letters of Intent are Due on April 20, 2025**

[Learn More](#)

**Apply for the Vermont Arts Project Grant by May 20, 2025 to Secure Funding for your Nonprofit, Municipality or School**

[Learn More](#)

Stay up to date on the latest grant opportunities

## In Case You Missed it...



**Addressing Staff Shortages in Municipal Departments: Promoting Your City and Engaging Residents**

[Read More](#)



**Navigating Tax Challenges in Uncertain Times: A Collaborative Approach for Municipal Leaders**

[Read More](#)



**Addressing Dry Conditions: A Call for Community Engagement in Water Conservation and Fire Prevention**

[Read More](#)

### About Capital Strategic Solutions (CSS)

CSS is a certified woman-owned, disadvantaged business enterprise of municipal experts delivering creative, cost-effective solutions that maximize success and minimize risk.

With deep local government expertise, we craft tailored strategies to meet each community's unique needs.



**CAPITAL STRATEGIC SOLUTIONS**

A Women-Owned Business Enterprise

Our capabilities span public administration, municipal finance, human resources, policy development, emergency management, public safety, public works, water operations, interim municipal services, public relations, community engagement, project management, grant writing, and onsite support. We partner with clients to define clear goals, overcome challenges, and implement human-centered plans that drive performance and transform communities.

[Visit our Website](#)



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