

Proudly Serving Communities Throughout the United States!

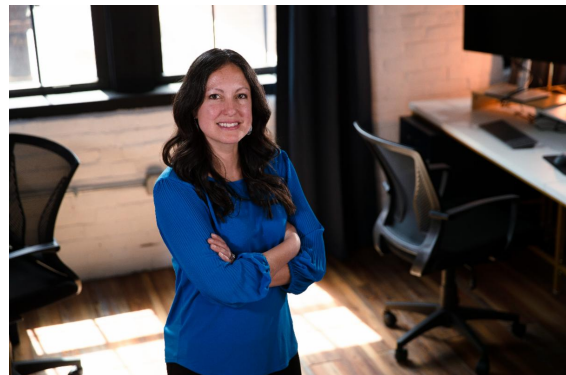


June 2025 Newsletter

Welcome to the June edition of Capital Strategic Solutions' newsletter—where fresh insights and bold ideas blossom into the season's brightest opportunities!

Optimizing Utility Billing in Somerville

Empowering Somerville with accurate, transparent MUNIS billing—driven by CSS's Senior Project Manager, Sarah Pawluczzonek's expert guidance and hands-on staff training.



The City of Somerville is taking decisive steps to modernize its utility billing processes—and Capital Strategic Solutions (CSS) is proud to be at the center of this transformation. With the goal of delivering accurate, timely, and transparent municipal billing services to residents, the City has partnered with CSS to provide specialized consulting in support of its MUNIS Utility Billing operations.

At the helm of this initiative is Sarah Pawluczzonek, Senior Project Manager at CSS, whose extensive background in public works and municipal billing ensures a seamless, well-documented, and forward-thinking approach for the City.

"Sarah has become an indispensable partner—one of the most valuable assets in our municipal-management toolbox. Her weekly training sessions are a standing highlight for the team, eagerly anticipated and never missed. Each session delivers fresh MUNIS technical insights, refined billing best practices, and updates to our customized Utility Billing Instruction Manual. Our staff leave every meeting energized and better equipped to serve the community. We are truly fortunate to have Sarah—"

Read
More

Virtual Coaching

Empowering Organizations and Employees - One Hour at a Time!



CSS offers flexible, virtual coaching designed to support professionals across sectors—public, private, and nonprofit. Whether appointed, hired, or serving in a leadership role, participants can access expert guidance that fits their busy schedules and evolving responsibilities.

Whether you're navigating policy challenges, seeking to enhance leadership skills, or simply need expert guidance in an area outside of your expertise, our seasoned professionals are here to help you build confidence and drive success for yourself, your team and your community. Elevate your organization, enhance leadership and drive impactful change with our hourly coaching sessions. Get in touch today and start shaping your success.

Your Partners in Progress:

- **Michael Gallagher** - Public Administration | Executive Leadership | Municipal Team Building
- **Bill Keegan** - Public Administration | Executive Leadership | Municipal Team Building | Strategic Planning
- **Mary Ellen Kelley** - Strategic Budget Development | Capital Improvement Planning & Long-Term Forecasting | Financial Policy Development | Executive Leadership
- **Kirsten Glavin** - Media Coaching | Public Speaking | Message

Development

- **Liz Kalaijian** - Public Relations and Strategy Development | Media Training
- **Mike Tusino** - Accessible Communications | Graphic Design | Web & Social Media Strategy | ADA & WCAG Compliance

**Book Your Appointment
Today!**

Talent Spotlight

Celebrating the People Behind Our Progress - Showcasing the Skills, Stories, and Achievements of New and Existing Team Members.

Welcome Kirsten Glavin, Senior Project Manager to the CSS Team!

Kirsten brings more than a decade of experience as an EMMY-award-winning journalist and communications professional, with extensive expertise in storytelling, message development, media relations, and community engagement. She holds a bachelor's degree in Broadcast Journalism from Boston University, and throughout her career, she has cultivated trusted relationships with a wide range of stakeholders — from residents to high-profile public officials — while crafting compelling, clear, and effective messaging across multiple platforms.



**Learn More About
Kirsten**

Coffee Talk

Informative Webinars Designed to Empower Municipalities and Organizations with Insightful Dialogue and Practical Solutions.

**"Mic Check, Please: Mastering
Media Moments Brewing
Confidence for Your Next
Interview" a Capital Strategic
Solutions Live Coffee Talk Webinar
June 24**

Join Capital Strategic Solutions on **Tuesday, June 24, at 9 a.m. EDT** for a live Coffee Talk Webinar exploring what it takes to succeed in high-stakes media moments—and how to avoid common communication pitfalls. This episode will feature an honest, behind-the-scenes conversation with municipal leaders and a veteran journalist as they spill the beans on real-world media encounters: the good, the awkward, and the lessons learned.



Whether it's updating the public during an active emergency, promoting a community initiative, or responding to a tough question in a live interview—how you deliver your message matters. In today's fast-paced media landscape, municipal leaders must be ready to communicate with confidence, clarity, and purpose.

Our featured panelists includes:

- Troy B.G. Clarkson, Chief Financial Officer, City of Brockton
- Christina Metcalf, Communications Officer, Town of Brookline
- Kirsten Glavin, EMMY Award-Winning Television News Reporter, Senior Project Manager, Capital Strategic Solutions
- Nichol Figueiredo, Chief Executive Officer, Capital Strategic Solutions
- Webinar Host: Liz Kalaijian, Project Manager, Capital Strategic Solutions




Participants will have the chance to engage with the panel, ask questions, and walk away with real-world tips to improve their media presence.

**Register
Today!**

Partnering for Progress

Sharing Strategies, Success Stories, and Resources that Empower Communities to Thrive!

What Happens When a Town Hits the Prop 2½ Cap?
Understanding the Impact & Exploring Your Options

 Levy Frozen No further tax increases without a vote.	 Service Cuts Possible service reductions or budget cuts.	 Override ...or debt exclusion vote needed to raise funds.
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Navigating Tax Challenges in Massachusetts



Guiding Plainville DPW Through Transition: Interim Leadership

The Impact of Proposition 2 1/2 and the Role of Overrides

Economic fluctuations create significant challenges for Massachusetts municipalities, where property taxes are the primary source of revenue. Proposition 2½, which caps annual property tax revenue increases at 2.5% plus new growth, offers predictability for taxpayers but limits a municipality's ability to respond to rising costs or declining revenues. During economic downturns, this constraint can force tough decisions about how to fund essential services like education, public safety, and infrastructure.

About the Author:
Mary Ellen Kelley
Senior Project Manager

Mary Ellen Kelley brings a wealth of knowledge and passion for governance to Capital Strategic Solutions. As the former Chief Financial Officer for the City of Framingham, she played a key role in managing its transition from a town to a city, overseeing a \$450 million budget and securing grants. She has also held key roles in state government, including with the Registry of Motor Vehicles and the Senate Ways and Means Committee, enhancing her expertise in governmental financial strategies. Mary Ellen holds an MBA, several certificates in government finance, and is an active member of prominent financial associations.

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Ensures Continuity and Progress

Capital Strategic Solutions Senior Project Manager Ken Calder has been hard at work in Plainville, Massachusetts, serving as the Interim Director and Operations Manager of Public Works. Ken was able to jump into the department and provide essential oversight and direction during this time of transition.

As more and more career public servants retire, experience and expertise become even more essential. Having served in Public Work's departments for years, Ken was able to ensure the continuity of services, tackle ongoing and emergent projects, and improve departmental workflows and processes.

"Capital Strategic Solutions gave Plainville the steady hand and proven expertise we needed during a pivotal leadership transition Ken Calder stepped in seamlessly—filling key vacancies, modernizing our snow and ice operations, and guiding multiple infrastructure projects to completion, from town-wide line striping to an MS4 drainage upgrade that now doubles as our first pollinator garden. His collaborative approach strengthened our team and positioned the department for long-term success. Plainville is grateful for CSS's partnership and for Ken's dedication to serving our residents."

Brian Noble, Town Administrator
Town of Plainville

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CSS's John DeLuca Keeps Holbrook's DPW Moving Forward—Delivering Seamless Leadership and Critical Infrastructure Wins During a Time of Transition.



"When our Department of Public Works found itself without a superintendent, continuity of service was non-negotiable. John DeLuca stepped in on day one with the experience, steady leadership, and collaborative spirit we needed. Under his guidance we kept critical projects—our new 250,000-gallon water tank, the MWRA I&I study, and the Lead Service Line Inventory—on track and fully compliant with state and federal regulations. Just as important, John strengthened day-to-day operations, from snow-and-ice response to budgeting and collective bargaining, while helping us identify the right permanent hire. Capital Strategic Solutions proved to be an invaluable partner, delivering both the institutional know-how and

the hands-on support that allowed Holbrook to navigate a challenging transition without missing a beat."

Michael McGovern, Town Administrator, Town of Holbrook

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Connecting Talent with Purpose

*Explore Career Opportunities
with Our Trusted Partners*

- Town of Harvard,
Department of Public Works,
Part-Time DPW
Administrative Assistant
(\$26.10/HR)
- Town of Harvard, Beach
Director (\$15k/Seasonal)
- Town of Harvard, Full-Time
Police Officers (\$60,632 -



Smart Reads, Fresh Takes

*From Quirky Finds to Deep Dives
- These Reads are Worthy of
Your Scroll*

- Communicating Clearly:
Serving People with
Disabilities and Limited-
English Proficient Residents
- Social Media as a Lifeline:
Real-Time Tools for Public
Safety
- Preparedness is Power:

\$77,812 Base Salary)

- Town of Harvard, Full-Time DPW CDL Driver/Laborer (\$24.40 - \$31.84/HR)
- Town of Westford, Public Safety Telecommunicator (\$24.86 - \$32.48/HR)

Building a Resilient

Emergency Communications Plan

- We've Been in Your Shoes - Now Let Us Help You Shine
- Unlock The Fun for Everyone: How to Host an Unforgettable, Accessible Community Event

Grant Watch

Insights, and Support to Drive Community Growth and Innovation.



Federal Grant Opportunities

Safe Streets and Roads for All Grant Program Final Submissions Due June 26

Strengthening Communities through the Regional Food System Partnership (RFSP) Grant Due June 27

FEMA Now Accepting Applications for the FY24 SAFER and FP&S Grants: Applications Due July 3

Local Law Enforcement Grants for Enforcement of Cybercrimes Program Due on Grants.gov August 7 & JustGrants August 12

Training and Services to End Abuse in Later Life Program Due on Grants.gov July 8 & JustGrants July 10

Enhancing Investigation and Prosecution of Domestic Violence, Dating Violence, Sexual Assault, and Stalking (EIP) Initiative Due on Grants.gov July 8 & JustGrants July 10

Support Public Safety! COPS Now Accepting Applications for Multiple Federal Grants Applications are Due End of June and Early July!



CONNECTICUT



FLORIDA



MAINE

Connecticut Grant Opportunities

Connecticut Sustainable Materials Management Grant Due Friday, June 27

DEEP Accepting Applications for Trees for Communities Grant until August 31

Florida Grant Opportunities

The Beach Management Funding Assistance Program FY26-27 Now Open: Deadline July 31

Resilient Florida Application Opens for Submissions July 1

Maine Grant Opportunities

Maine Trails Program Offering In-Person Guidance and Grant Application Workshops through June 3

Massachusetts Grant Opportunities



The Massachusetts Environmental Trust accepting proposals to FY 25/26 Grant Program until June 30

Local Acquisitions for Natural Diversity (LAND) Grant Accepting Applications until July 8

Massachusetts Parkland Acquisition & Renovations for Communities Grant Program Applications Now Being Accepted: Deadline July 8

MassDEP Proposals for 2026 Salt Marsh Restoration Grant due July 11

DOER Accepting Applications for Climate Leader Communities Decarbonization Accelerator Program: Deadline August 1



New Hampshire Grant Opportunities

Drinking Water and Groundwater Trust Fund Source Water Protection Grant is Open: Due June 25



New Mexico Grant Opportunities

Opening New Pathways: The Outdoor Equity Fund is Transforming Access to Nature for New Mexico Youth

- Round 1



Rhode Island Grant Opportunities

Rhode Island Community Development Block Grant Closes July 1

Rhode Island Division of Forest Environment

- Applications Open
June 1 - July 31
- Round 2
Applications Open
January 1 - January
31, 2026

Accepting Applications for
Urban and Community
Forestry Program:
Deadline August 30

For assistance with your application, reach out to Capital Strategic Solutions. We are experts in Grant Management, expertly handling every stage of the grant lifecycle—from identifying lucrative funding opportunities and securing awards to ensuring compliance and managing project budgets. Our deep understanding of the public sector enables us to effectively support clients in delivering sustainable and impactful community projects. Partner with us to achieve your goals with certainty and success. Call us at (508) 690-0046 or email info@capital-strategic-solutions.com to get started.

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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