

Proudly Serving Communities Throughout the United States!

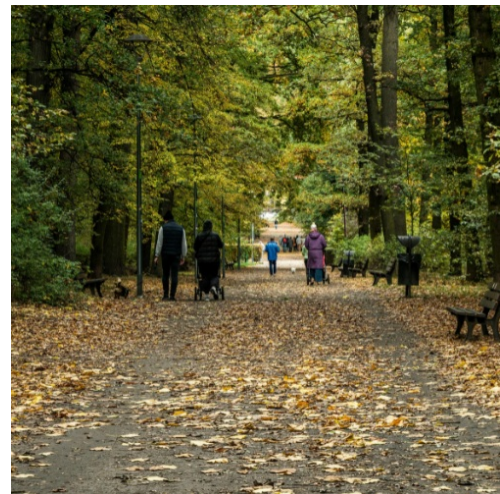


November 2025 Newsletter

Welcome to the November edition of Capital Strategic Solutions' newsletter, a month of gratitude, new ideas, and continued commitment to building stronger, more resilient communities.

CSS Wins City of Brockton & Town of Avon Over \$850k in Climate Resilience Funding

Capital Strategic Solutions is proud to announce that our work has contributed to the award of the MVP Action Grant to the City of Brockton and Avon. CSS Senior Project Manager Heather Lemieux worked closely with town officials to craft a successful grant application. CSS has supported the City of Brockton with Grant services since 2023.



About the MVP Program

The MVP Program is a statewide initiative that helps cities and towns plan and implement locally-driven strategies to deal with the immediate and long-term impacts of climate change. The program goes beyond funding plans – it helps communities turn those plans into action. Since its inception in 2017, MVP has funded over 500 projects ranging from stormwater system upgrades and cooling shelters to updated zoning and emergency response planning.

[Read More](#)





Building Bridges Through the Bridge Fridge

At the heart of The Wellstorm's mission is the Bridge Fridge — a simple, transformative initiative that provides free, nutritious food to anyone who needs it. What began as a small effort to reduce food waste and hunger has become a vital community resource, bridging the gap between abundance and need.

Stocked by local grocers, farmers, and caring neighbors, the Bridge Fridge operates on trust. No forms. No barriers. Just the belief that everyone deserves access to good food — neighbors helping neighbors.

Meeting Growing Community Needs

More families, seniors, and individuals are relying on the Bridge Fridge than ever. Volunteers work tirelessly to restock and organize donations, ensuring no one leaves empty-handed. This rising demand highlights the importance of strong, locally led safety nets that can respond with compassion and speed.

How You Can Help:

The Bridge Fridge thrives because the community stands behind it. Every food donation, volunteer shift, or financial contribution helps ensure no one goes hungry.

You can support by:

- Donating fresh or non-perishable foods
- Volunteering to restock or help with outreach
- Contributing financially to sustain operations

A Beacon of Hope:



A Message of Thankfulness

As we reflect on this past year, we're struck most by one thing: gratitude.

We are deeply thankful for the people who make CSS what it is every day—our dedicated team, our trusted partners, and our supportive community.

To our team, your hard work, creativity, and resilience are the heart of this organization. You've tackled challenges, embraced change, and shown up for one another in ways that truly inspire us. Every project delivered, every problem solved, and every extra effort you've made has moved CSS forward. Thank you for bringing your talent, your passion, and your whole selves to work.

To our partners and clients, thank you for your trust, collaboration, and belief in our shared goals. Working alongside you pushes us to be better, to think bigger, and to deliver at a higher level. We're grateful for the relationships we've built and excited for what we'll continue to achieve together.

As we look ahead, we're optimistic—not just because of our plans and priorities, but because of the people we're fortunate to work with every day. Our success is a reflection of you, and we don't take that for granted.

Thank you for being part of this journey.

With appreciation,

Nichol Figueiredo & Jennifer Thompson

The Bridge Fridge is more than a source of food — it's a symbol of dignity, solidarity, and hope. As food insecurity grows, this grassroots effort shows that when we come together, we can bridge any divide.

[Learn More or Donate](#)



Talent Spotlight



Michael McGovern: Delivering Steady, Effective Leadership for Norfolk County

CSS is proud to spotlight Senior Project Manager Michael McGovern for his exceptional leadership in Norfolk County. Stepping in as Interim Human Resources Director, Michael brought stability, continuity, and deep municipal expertise during a critical transition period. With decades of experience as a Town Administrator, HR Director, and Assistant City Manager, he ensured county operations remained steady and effective while guiding staff and processes with clarity and professionalism.

[Learn More About Michael McGovern in Norfolk County](#)



John DeLuca: Leading to Advance Public Works and Water Systems

CSS is excited to feature John DeLuca, whose experience in public works and water operations brings transformative value and insight to our team. From leading municipal streets, stormwater, and water/sewer divisions to overseeing complex, large-scale infrastructure programs, John combines strategic leadership with practical, hands-on solutions that drive meaningful results. He is committed to helping our clients achieve smarter, more resilient, and future-ready public works systems.

[Learn More About John DeLuca
Strengthening Public Works](#)



Smart Reads, Fresh Takes



Building a Sustainable Future, The Importance of Municipal Succession Planning:

In today's dynamic public sector landscape, municipalities face increasing challenges in maintaining operational stability amid workforce transitions.

[Read More](#)



The Importance of Community Engagement Before a Proposition 2½ Override in Massachusetts:

In Massachusetts, Proposition 2½ limits the annual growth of property tax revenue to 2.5% unless voters approve an override.

[Read More](#)



Connecting Local to Regional, Building Connections to Withstand Uncertainty:

Communities everywhere are navigating a time of change – from shifting economic conditions to environmental pressure – yet they continue to show resilience and resourcefulness in meeting local needs.

[Read More](#)



Fall Into Good Habits: Managing Leaves and Stormwater This Season:

Learn how to manage fallen leaves and protect local waterways this fall. CSS shares seasonal stormwater tips and highlights MS4 support for communities.

[Read More](#)



Planning for Digital Storms:

Capital Strategic Solutions and Augment Systems are teaming up to help communities prepare for the next kind of storm, the digital kind. Together, we're sharing simple, practical steps that help every department, from DPW to Police to Town Hall, become more cyber-ready.

[Read More](#)



Modern Governance Starts with the Job Description. The Case for Regular Municipal Updates:

Without regular updates, it's easy for job responsibilities, and organizational flow to slow and stagnate.

[Read More](#)



Video, Stories and Success: Recruiting the Next Generation of First Responders:

Across the country, police, fire, EMS, 911 dispatchers and others in emergency services are facing a critical recruitment challenge.

[Read More](#)



Career Corner

Discover open positions with our municipal partners and find your next opportunity to support strong, well-run local government.

Town of Ware – Director of Public Works:

Salary Range: \$125,000-\$145,000

Lead the Town of Ware's public works operations, including streets, water/sewer, and solid waste, with at least 10 years of experience required.

[Apply: Town of Ware - Director of Public Works](#)

City of Somerville – Director of Water & Sewer:

Salary: Starting at \$130,000 (commensurate with experience)

Guide Somerville's water and sewer enterprise, ensuring regulatory compliance and system reliability for a major Massachusetts city.

Apply: City of Somerville - Director of Water & Sewer

City of Somerville – Director of Inspectional Services:

Salary: Starting at \$130,000 (commensurate with experience)

Manage the city's inspectional services team across building, zoning, plumbing/gas, electrical and code enforcement a strategic leadership role reporting to the Mayor.

Apply: City of Somerville - Director of Inspectional Services

Town of Millbury – Finance Director:

Salary Range: \$120,000-\$126,000

The Town of Millbury is seeking a Finance Director to lead its Finance Department and serve as the municipality's Chief Financial Officer. This senior leadership role oversees Accounting, Treasury, Tax Collection, Assessing, and Information Systems.

Apply: Town of Millbury - Finance Director

Town of Millbury – Director of Planning & Development:

Salary Range: \$92,000-\$97,000

Millbury is hiring a Director of Planning & Development to guide long-range planning, review development proposals, support town boards, and drive economic development initiatives.

Apply: Town of Millbury - Director of Planning & Development

CSS Coaching Sessions

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.

Our Coaches



Bill Keegan

- Public Administration
- Executive Leadership
- Municipal Team Building
- Strategic Planning



Mary Ellen Kelley

- Strategic Budget Development & Oversight
- Capital Improvement Planning
- Long Term Forecasting
- Financial Policy Development
- Executive Leadership



Kirsten Glavin

- Media Coaching
- Public Speaking
- Message Development



Liz Kalaijian

- Public Relations Planning Strategy Development
- Media Training



Mike Tusino

- Accessible Communication
- Graphic Design
- Web & Social Media Strategy
- ADA and WCAG Compliance

[Book Now](#)

CSS Training Services

Upcoming Virtual Trainings



Register for Media Relations:

Module 1 – Introduction to Media Relations training on Wednesday, January 7, 2026 at 9:00 AM EST via Zoom | \$199 per person (purchase orders accepted)



Register for Media Relations:

Module 2: Press Conferences & Interviewing Skills on Tuesday, January 13, 2026 at 9:00 AM EST via Zoom | \$199 per person (purchase orders accepted)

Register for Media Relations:

Module 3: Leading Through Crisis — Mastering the Message on Thursday, January 29, 2026 at 9:00 AM EST via Zoom | \$199 per person (purchase orders accepted)

accepted)



Find Us

Upcoming Event:

CSS to Present at the 2025 Florida Section AWWA Fall Conference

Rosen Shingle Creek, Orlando, FL
November 30, 2025 - December 3rd, 2025



Upcoming Event:

CSS to Attend MMA Connect 351

Boston's Seaport District
Booth #203: January 22, 2026 - January 24, 2026



November Coffee Talk Recap

Creative Grounds: Turning Strategy into Story with MediaBoss



Our November Coffee Talk brought Capital Strategic Solutions and MediaBoss together for an engaging discussion on the power of visual storytelling in municipal outreach. From translating complex topics into community-friendly content to using video and creative design to strengthen public engagement, the session highlighted practical strategies for making local government communications more accessible and impactful. Panelists included Erin Hayes and Ian Barrett of MediaBoss, alongside Nichol Figueiredo and Mike Tusino from CSS.

Partners with CSS



CaseGuard

AI Redaction & Privacy for All

This month, CSS is excited to highlight **CaseGuard**, an all-in-one redaction platform designed to support public agencies facing growing records and compliance demands. Built for high-security, on-premises environments, **CaseGuard** uses AI to streamline time-consuming FOIA/FOIL work across video, audio, documents, and images—helping staff save time, strengthen privacy protections, and ensure consistency in public records workflows.

After meeting with Thomas Peine of **CaseGuard**, CEO Nichol Figueiredo shared how impressed she was with the platform's capabilities. As a former Records Access Officer, Nichol noted that **CaseGuard's** bulk-redaction tools would have been a game-changer for managing large volumes of requests and reducing the pressure on municipal offices.

[Learn More About CaseGuard](#)



PublicCoordinate

At CSS, we're proud to highlight **PublicCoordinate** — a cutting-edge community engagement platform designed for public agencies, planners, and developers who need to connect with stakeholders in meaningful ways. With rich mapping tools, real-time feedback collection, and dashboards built for transparency, **PublicCoordinate** helps turn complex project information into accessible, engaging formats.

Featuring features like customizable interactive maps, embedded surveys, multiple feedback types, automatic language translation, and device-friendly accessibility, the platform empowers municipalities to collect deeper insights and keep the public involved at every phase. Whether you're managing one project or fifty, **PublicCoordinate** brings clarity, accountability, and community voice into the planning process.

[Learn More About PublicCoordinate](#)



Grant Watch

Insights, and Support to Drive Community Growth and Innovation.

Federal Grant Opportunities

"There has been a lapse in appropriated federal funds as of October 1, 2025. Grants.gov will still be available, but service may be delayed with reduced Federal support staff presence. For those programs affected by the funding lapse, the Grants.gov system will accept and store applications until such time as the responsible awarding agency has the authority and funding to return to normal business operations."

- [DOI Currently Accepting Applications for Battlefield Interpretation Grant Until November](#)

- [25, 2025](#)
- [EPA Accepting Applications for Solid Waste Infrastructure for Recycling Grants for Tribes and Intertribal Consortia Until December 12, 2025](#)
- [DOT Accepting Applications for Federal-State Partnership for Intercity Passenger Rail Grant Until January 7, 2026](#)
- [DOI Accepting Applications for National Fish Passage Program](#)
- [USDA Accepting Applications for The FY 2026 Patrick Leahy Farm to School Grant](#)
- [HHS Drug-Free Communities Support Program Deadline April 14, 2026](#)

Connecticut Grant Opportunities

- [CT Community Investment Fund Round 8 Open for Applications Until December 5, 2025](#)
- [DEEP Accepting CERCLA 128\(a\) Brownfield Grant Applications Until December 5, 2025](#)
- [DEEP Accepting Applications for the Long Island Sound Ecosystems Grant Program Until December 16, 2025](#)
- [DEEP Accepting Applications for Recreational Trails Grant Until December 18, 2025](#)

Florida Grant Opportunities

- [Applications Open for Land and Water Conservation Fund \(LWCF\) Until December 15, 2025](#)
- [Parks and Open Space Florida Forever Grant Program Applications Open until January 19, 2026](#)

Maine Grant Opportunities

- [AGH Firewood Bank Assistance Program Accepting Applications on Rolling Basis](#)

Massachusetts Grant Opportunities

- [EOEEA Currently Accepting Applications for Drought Resiliency and Water Efficiency Grant Program Until November 21, 2025](#)
- [DOER Accepting Applications for Municipal Decarbonization Roadmap Technical Assistance Until November 28, 2025](#)
- [Applications Open for SFY 2026 Body-Worn Camera Grant Program until December 3, 2025](#)
- [MCC Accepting Applications for Cultural Facilities Fund Until December 11, 2025](#)
- [EEA Accepting Applications for FY26 MVP Planning 2.0 Grants Until December 15, 2025](#)

New Hampshire Grant Opportunities

- [NHDES Pre-Proposals for Section 604\(b\) Water Quality Planning Grant Program due December 5, 2025](#)

New Mexico Grant Opportunities

- [WNP Accepting Applications for James E. Cook Nature's Classroom Grant Until December 31, 2025](#)

- [NMED Accepting Applications for Fourth Round of Volkswagen Settlement Funding Until January 14, 2026](#)

Rhode Island Grant Opportunities

- [RIHOU Accepting Applications for FY26 Municipal Infrastructure Design Initiative Until December 5, 2025](#)
- [DEM Will Be Accepting Applications for Local Agriculture and Seafood Act Grant Until December 5, 2025](#)
- [DEM Accepting Applications for Urban Community Forestry Grant Program Until January 15, 2026](#)
- [DEM Accepting Applications for Tree Equity RI Grant Program Until January 15, 2026](#)

Vermont Grant Opportunities

- [VAAFM Now Accepting Applications for Agricultural Clean Water Initiative Program Through January 9, 2026](#)
- [Vermont FPR Accepting Applications for Communities Caring for Canopy Grants Until January 30, 2026](#)

For help with your application, reach out to Capital Strategic Solutions. We specialize in grant management at every stage—from identifying opportunities and securing awards to ensuring compliance and managing budgets. Our public-sector expertise helps communities deliver sustainable, impactful projects. Partner with us to move forward with confidence.

Contact Us

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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