

*Proudly Serving Communities Throughout the United States!*



# December 2025 Newsletter

*Welcome to the December edition of Capital Strategic Solutions' newsletter, a season of reflection, momentum, and looking ahead as we prepare to step confidently into the new year.*



## Holiday & New Year Message

### A Season of Reflection and Looking Ahead

As the year comes to a close, we're taking a moment to reflect on a year defined by collaboration, progress, and shared purpose.

To our team, thank you for your dedication, flexibility, and commitment to supporting one another and the communities we serve. Your work is the foundation of everything we do at CSS.

To our clients and partners, we're grateful for your trust and partnership. Working alongside you continues to inspire and challenge us in the best ways.

As we look ahead to the new year, we're energized by the opportunities to build on this momentum and continue delivering thoughtful, impactful solutions.

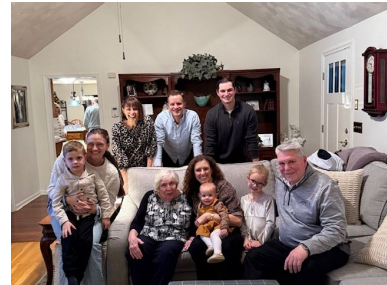
Wishing you a joyful holiday season and a strong start to the year ahead.

***-Nichol Figueiredo & Jennifer Thompson***



## Moments That Matter

*This season, members of the CSS team shared moments with family and loved ones, a reminder that the strength of our work comes from the people behind it.*



## Partner Spotlight

### CaseGuard

*AI Redaction & Privacy for All*

Public agencies are managing more digital records than ever, along with rising FOIA/FOIL demands and growing expectations for transparency. CaseGuard helps meet that challenge with an all-in-one redaction platform that streamlines video, audio, document, and image redaction — all within a secure, on-premise environment.

Using advanced AI, CaseGuard automates time-consuming tasks, improves turnaround times, and strengthens privacy protection. From body-worn camera footage to sensitive documents, the platform supports staff by bringing speed, consistency, and accuracy to records workflows that are often stretched thin.

CaseGuard continues to be a trusted partner for municipalities looking to modernize their approach to public records management while protecting residents' privacy every step of the way.



[Learn More About CaseGuard:](#)



## CSS Talent Spotlight



### **Stephen Price: Expertise That Strengthens Municipal Finance**

CSS is proud to spotlight Senior Project Manager Stephen Price for his impactful work supporting the Town of Hudson. Stepping in to assist the Treasurer/Collector's Office during a period of increased workload, Stephen has provided hands-on technical expertise, ensured accurate and timely financial operations, and supported critical account reconciliations. Drawing on decades of municipal finance experience, he has helped strengthen day-to-day treasury functions while mentoring staff and promoting long-term operational stability.

[Learn More About Stephen Price  
in Hudson, MA](#)



### **Clara Pereira: Strengthening Public Engagement Across Communities**

CSS is proud to spotlight Project Manager Clara Pereira as part of our CORE Team Member Spotlight series. Clara supports municipalities through strategic communications, public outreach, and engagement—helping translate complex initiatives into clear, accessible messaging. Through her work managing digital content, supporting public-facing campaigns, and collaborating across project teams, Clara helps communities build trust, strengthen transparency, and connect more meaningfully with residents, with a strong focus on accessibility.

[Learn More About Clara Pereira,  
Project Manager, CSS](#)



## **Smart Reads, Fresh Takes**



### **FY2026 Commonwealth Sewer Rate Relief Fund Now Open —What Municipalities Need to Know:**

The Massachusetts Division of Local Services (DLS) has released the FY2026 application for the Commonwealth Sewer Rate Relief Fund, an important state program designed to help cities, towns, and districts manage rising sewer costs and reduce the financial burden on ratepayers.

[Read More](#)





## Winter Weather Communication: Supporting Our Municipal Partners Through Every Storm:

Winter weather can shift quickly, and when it does, residents look to their local officials for clear, reliable information. Timely communication helps keep communities safe and prepared as conditions change.

[Read More](#)

**ADA  
Deadlines  
Are  
Coming!**



## What the New ADA Title II Web Rule Means for Local Governments:

Local governments don't just "have a website." You run a digital front door for essential services, public meeting materials, emergency updates, permits, payments, project notices, and everyday information residents rely on.

[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 Now](#)

### 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 Now](#)

### 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 Now](#)

## 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 Now](#)

## 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 Now](#)



# CSS Training Sessions

## 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)



## Find Us - MMA Connect 351

**CSS to Attend MMA Connect 351**

**Boston's Seaport District**

**Booth #203: January 22, 2026 -  
January 24, 2026**



**Attendees From CSS**



**Nichol Figueiredo**  
*Chief Executive Officer*



**Jennifer Thompson**  
*Chief Development Officer*



**Bill Keegan**  
*Senior Project Manager*



**Kevin Dumas**  
*Senior Project Manager*



**Mike McGovern**  
*Senior Project Manager*



**Staci Figueiredo**  
*Administrative Assistant*



## Grant Watch

*Insights, and Support to Drive Community Growth and Innovation.*

### Federal Grants

- [DOI Accepting Applications for National Fish Passage Program](#)
- [DOT Accepting Applications for Federal-State Partnership for Intercity Passenger Rail Grant – Deadline Updated](#)
- [DOT Accepting Applications for Federal-State Partnership for Intercity Passenger Rail Grant Until January 7, 2026](#)
- [HHS Drug-Free Communities Support Program Deadline April 14, 2026](#)

### Connecticut Grants

- [DEEP Accepting Applications for Recreational Trails Grant Until December 18, 2025](#)
- [DEEP Accepting Applications for the Climate Resilience Fund January 15, 2026](#)

### Florida Grants

- [Parks and Open Space Florida Forever Grant Program Applications Open until January 19, 2026](#)

### Maine Grants

### Massachusetts Grants

- [AGH Firewood Bank Assistance Program Accepting Applications on Rolling Basis](#)
- [Maine Coastal Community Planning Grants – Applications Due January 5, 2026](#)

- [MA Land & Water Conservation Fund FY26 Grant Program Due January 8, 2026](#)
- [MA DOER Regional School District Decarbonization Grant – Opportunity to Watch](#)

## New Mexico Grants

- [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 Grants

- [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 Grants

- [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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