



# Municipal Energy and Sustainability Managers ACADEMY

## Onboarding Package

**September 2025**



“Be an advocate for efficiency across municipal departments. Energy efficiency crosses every department. energy Lend your voice to regulatory and legislative efforts. Build a coalition of allies across departments and in your community. Support them and let them support you.”

“This job requires a lot of persistence and partnerships. Talk to your colleagues and build relationships with both municipal and external partners. Show leadership and ask for support from community members.”

“Schools are usually the biggest energy users, it’s important to build an ongoing relationship with them. Understand how school districts function and who are the decision makers.”

“Keep track of your achievements to help you communicate the value of your role to your community. Keep a spreadsheet that tracks of projects, grants awarded, and all other key accomplishments.”

“Get to know your facilities manager and what’s on their to-do list. Stay in touch with facilities in a cooperative spirit.”

“Attend “Permanent Buildings” and “Capital Planning” Committee meetings to stay engaged in the planning process and advocate for energy efficient options.”

“Municipal emissions are usually less than 3% of total emissions. Focus on reducing community emissions, too!”

“Take advantage of resources and programs like the BU MetroBridge Program and Tufts UEP Field Projects to support capacity building.”

“Take care of yourself in this work. Set boundaries and delegate tasks when possible.”

“Check in with folks in similar roles in neighboring communities. Learn from peers, help troubleshoot challenges, and collaborate where possible!”

“Figure out the ‘early, easy wins’ to build trust quickly.”

“This is a change-oriented position. You will sometimes have to deal with the loud minority. See things holistically and learn to work with differing ideologies.”

“You will have to say **no** to small, good ideas to make time for the high impact work. Be honest about your limits and accept the reality of what you can feasibly do.”

“Understand where you do and do not have control vs influence to meet energy goals.”

*A word of advice, from your peers*

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## **ABOUT THIS ONBOARDING PACKAGE:**

This document was developed to ease and support the onboarding process for the inaugural cohort of energy managers hired through the 2025 Mass Save Municipal Energy Manager Grants. Extensive feedback was collected from existing municipal staff and community partners to ground and shape this resource and the training curriculum.

This effort is being led by the Metropolitan Area Planning Council (MAPC), in partnership with the Merrimack Valley Planning Commission (MVPC), Mass Save Program Administrators (National Grid and Eversource), and the Massachusetts Department of Energy Resources (DOER). This effort was made possible with generous funding support from the Massachusetts Clean Energy Center (MassCEC) and the Barr Foundation.

Visit the MESM Academy website:  
[mapc.ma/mesmacademy](https://mapc.ma/mesmacademy)



# Municipal Energy & Sustainability Managers (MESM) Academy

## Training & Support Services

The MESM Training Program offers a series of technical training and support services to empower you with essential skills and competencies to excel in your position and make meaningful impact in your community.

This program includes:

- **Technical Training.** Technical training is the core of this program and will equip you with the knowledge, skills, and abilities to effectively lead clean energy and climate initiatives in your community. Energy Managers are expected to attend all training sessions. View the training curriculum and resources here: ([www.mapc.org/resource-library/mesm-curriculum-resources/](http://www.mapc.org/resource-library/mesm-curriculum-resources/))
- **Peer Learning Network.** The Peer Learning Network (PLN) offers a space for the cohort to gather, reflect on the learnings from the training, and build community with each other both during the training and after each cohort ends. Attendance at the peer learning network meetings is strongly encouraged.
- **One-on-One Onboarding Sessions.** In the initial months, as energy managers onboard into their new positions, MAPC staff are available for one-on-one sessions to support onboarding and answer questions. Program admin staff will reach out to book time with you. After the first few months, MAPC will remain available for on-call support.
- **Office Hours.** Monthly office hours are optional opportunities for staff to meet with program administrators to review training topics, discuss challenges, ask questions, and connect with peers. Office hours do not have a formal agenda, instead participants are expected to drive the meetings with questions and discussion topics.

## Training Outline & Calendar of Events

There are 17 trainings organized into 4 units. By the end of the program, participants should be able to:

- Navigate essential municipal and state systems and processes,
- Apply technical skills to plan and implement energy and sustainability projects and programs, and
- Engage diverse stakeholders through inclusive community engagement methods.

### **UNIT I: Essential Knowledge – The First 90 Days**

1. Introduction to the Role & Goal Setting
2. Green Communities & MassEnergyInsight Essentials
3. Working in a Municipality 101: Core Municipal Operations and Processes
4. Mass Save Municipal Programs & Incentives
5. Grant Writing & Preparing Project Pipeline

### **UNIT II: Foundational Knowledge – Government, Policy, and Programs**

6. State Policies, Processes, and Programs
7. Energy Code, Stretch Code, Specialized Code, Oh My!
8. Clean Energy Contracts and Procurement

### **UNIT III: Practical Knowledge – Project Development and Implementation**

9. Energy Systems & Management 101
10. Using MassEnergyInsight for Energy Management
11. Building Decarbonization Strategies for Municipal Buildings
12. Solar 101

### **UNIT IV: Community Knowledge - Engagement and Action Beyond Municipal Buildings**

13. Principles of Climate Equity & Justice
14. Authentic Community Engagement
15. Climate Action Planning and DOER Climate Leader Communities
16. Building and Interpreting Greenhouse Gas Inventories
17. Mass Save for Residents and Businesses

Visit the MESM Online Hub ([www.mapc.org/resource-library/mesm-academy/](http://www.mapc.org/resource-library/mesm-academy/)) to view the most up-to-date calendar of trainings, peer learning network meetings, office hours, and other key events.

# Summary of the Role

## Job Description

The role of an Energy Manager may vary depending on the municipality (or municipalities) they are based in and which department they sit in (e.g., admin's office vs public works vs planning, etc.). Whether the position is part-time or full-time and/or shared with multiple municipalities will also impact their day-to-day activities.

Generally speaking, an Energy Manager is responsible for assisting the city or town optimize its energy usage and manage energy-related initiatives, in pursuit of Massachusetts' goal of carbon neutrality by 2050 and optimizing municipal energy efficiency. The Energy Manager leads the reduction of greenhouse gas emissions from municipal operations and focuses on energy procurement, data management, and facilities operations. In some cases, the Energy Manager may also be involved in ongoing and future capital projects and vehicle fleet.

Typical responsibilities may include:

- Achieving designation or maintaining compliance with Green Communities,
- Evaluating energy usage of existing municipal buildings through Mass Energy Insight,
- Developing energy management plans and/or municipal decarbonization plans,
- Implementing and overseeing program to reduce energy usage in municipal buildings portfolio,
- Measuring impact of energy conservation measures,
- Acting as liaison across city or town departments, local organizations, local elected officials, sponsors of Mass Save or the MLP, and regional organizations on energy and sustainability issues,
- Applying for energy-related grant opportunities,
- Working with Mass Save partners to complete no-cost energy assessments of school and municipal buildings,
- Assisting with energy supply procurement, among others.

## Key Performance Indicators (KPIs)

Read your memorandum of understanding (MOU) **carefully**. Understand your reporting requirements and expected deliverables.

Energy managers are expected to track key performance indicators (KPIs) on an ongoing basis and use them to complete quarterly progress reports on deliverable progress, updates to the Work Plan and Energy Management Plan, and identification of additional energy-related work beyond Municipal Energy Manager deliverables to be submitted to National Grid or Eversource.

KPIs should include, but are not limited to:

- a. Number of energy efficiency and electrification projects implemented in municipal buildings.
- b. Energy savings resulting from said projects.
- c. Grants applied for, and grant dollars won to support energy saving and GHG reduction activities.

# Template MEI Authorization Form

To receive access to MassEnergyInsight, copy and paste the text below onto your city or town's official letterhead and send the signed letter to your Green Communities Regional Coordinator.

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[Official Letterhead]

[Date]

Joanne Bissetta,  
Director Green Communities Division  
Massachusetts Department of Energy Resources (DOER)  
100 Cambridge Street, 9TH Floor Boston, MA 02114

Re: User Authorization - MassEnergyInsight (MEI)

Dear Ms. Bissetta: I, [Signatory of the Municipality] as the [chief elected/appointed] official for [Municipality Name] hereby confirm the following as it relates to the users' access to [Municipality Name]'s data and features in the Massachusetts Department of Energy Resources MassEnergyInsight (MEI) energy reporting system.

MEI users, authorized herein by the municipality, will have access to the following municipal information and data, which may be available in the current version or future updates to MEI: municipal energy data (including utility bills and delivered fuels), Green Communities grants, energy conservation measures, municipal energy and decarbonization plans, vehicle fleet inventory and usage, permit status for as-of-right zoning, and building energy code information (including new construction HERS scores).

Authorized users will also be able to access historical Green Communities annual reports and submit future Annual Reports.

The following users are authorized to receive **full** access:

Name	Email	Organization	Title

The following users are authorized to receive **read-only** access:

Name	Email	Organization	Title

Access for the following users should be **revoked**:

Name	Email	Organization	Title

Sincerely,

[Signatory of the Municipality]  
[Title]

# Grants Matrix

The Grants Matrix provides energy & sustainability managers with a searchable and filterable list of funding opportunities for climate and energy-related projects. The Excel spreadsheet will be updated biannually. This Matrix is an adaptation of the Building Electrification Funding & Technical Assistance Directory developed by the Building Electrification Accelerator.

## Using the Grants Matrix Spreadsheet

Funding opportunities include grants and technical assistance. The spreadsheet includes opportunities from federal, state, regional, and nonprofit/foundation funding. Due to ongoing changes to federal funding, some federal sources may have been altered, paused, or rescinded.

See the “Read/Me” Tab for further instructions on how to use this spreadsheet.

Access the Grants Matrix here: [www.mapc.org/resource-library/mesm-additional-support/](http://www.mapc.org/resource-library/mesm-additional-support/)

Municipality Funding										
Funding Title and Link	Level	Quarter	Deadline	Funding Source	Frequency/Recurring	Award Amount	Eligibility	Description	Tags	
<a href="#">Technical Support Grant</a>	State	All	Rolling	DOER: Department of Energy & Resources		\$150,000	Communities must be certified as Climate Leader Community, which then unlocks access to grant funding. Additional funding will be available for projects that are sited in Environmental Justice Communities or Low-Income and Disadvantaged Communities.	The Climate Leader Community Technical Support Grant opportunity available only to Designated Climate Leader Communities can be found here: COMMBUYS - Bid Solicitation – Technical Support		
<a href="#">Community Facilities Direct Loan and Grant Program</a>	Federal	All	Rolling	USDA: US Department of Agriculture	Rolling	Varies	Rural areas with no more than 20,000 residents	This program provides affordable funding to develop essential community facilities in rural areas. An essential community facility is defined as a facility that provides an essential service to the local community for the orderly development of the community in a primarily rural area, and does not include private, commercial or business undertakings. Both loans and grants are available, they may combine the two	Rural	
<a href="#">Mass Save Resources</a>	State	All	Rolling	Mass Save	Recurring	See Description	See Description	Mass Save offers numerous programs beyond the community programs listed separately here - including programs for school buildings, multifamily housing, and many rebates and incentives for individual households and businesses.	Retrofits, K-12 Education, Low-income	
<a href="#">MassDEP Commercial Refrigeration Grant</a>	State	All	Rolling	DEP	One time	\$50,000 - \$200,000	Program funding is available to new or existing retail food locations, food banks, and nonprofit institutions in Massachusetts that are installing refrigeration systems containing ultra-low-GWP (<10) refrigerants.	Funding for for voluntary adoption of more climate-friendly, low global warming potential (GWP) refrigerants in commercial refrigeration equipment across the state.	Retrofits	
<a href="#">PACE Massachusetts</a>	State	All	Rolling	MassDevelopment	Rolling	See description	PACE allows commercial and industrial property owners in Massachusetts to finance energy improvements - multifamily properties (5+ units) are eligible for PACE financing. Municipalities must opt into PACE programs.	Property Assessment Clean Energy (PACE) Massachusetts is an innovative program to help commercial and industrial property owners in Massachusetts finance energy improvements. The program lets owners agree to a betterment assessment and lien on their property, sufficient to repay the financing extended by a private capital provider. If the property is sold before the financing has been repaid, the assessment stays and is transferred to subsequent property owners	Retrofits	

# Contact List (*Action Required*)

This role requires consistent communication and collaboration with external and internal stakeholders.

**Complete the worksheet below to create a handy contact sheet with information on key partners & collaborators.** For help completing State and Regional partners section, see the Contacts Spreadsheet here: [www.mapc.org/resource-library/mesm-additional-support/](http://www.mapc.org/resource-library/mesm-additional-support/)

## State & Regional Partners:

➤ **Green Communities Regional Coordinator:**

Contact your Green Communities Regional Coordinator for questions on MassEnergyInsight, obtaining or maintaining Green Communities or Climate Leaders designation, and managing DOER grants.

Name: \_\_\_\_\_

Email: \_\_\_\_\_

➤ **Municipal Energy Efficiency Representative**

Contact your representative with questions about utility incentives and grant opportunities, technical studies, no-cost assessments of energy saving opportunities, and other building improvement projects. Those in National Grid and Eversource territories can check the Contacts Spreadsheet (linked above) for contact information; those in Municipal Light Plant (MLP) territories will need to reach out directly to their MLPs.

Name: \_\_\_\_\_

Email: \_\_\_\_\_

➤ **Clean Cities Coordinator:**

The Massachusetts Clean Cities Coalition (MACCC) is part of a nationwide partnership sponsored by the U.S. Department of Energy (DOE) Clean Cities Program (<https://www.mass.gov/massachusetts-clean-cities-alternative-transportation>). MACCC works with vehicle fleets, fuel providers, community leaders, and other stakeholders to identify community-driven choices that save energy and promote the use of alternative fuels and advanced vehicle technologies in transportation.

Name: Zachary Jenkins \_\_\_\_\_

Email: Zachary.Jenkins@mass.gov \_\_\_\_\_

➤ **Regional Planning Agency Contact:**

Regional planning agencies (RPA) typically provide support to communities pursuing or maintaining Green Communities designation and in coordinating regional-scale energy planning efforts.

Name: \_\_\_\_\_

Email: \_\_\_\_\_

## Municipal Partners:

These are some of the folks you'll be working most closely with within your municipality. It's valuable to get to know how your role intersects with other key departments and begin building relationships when you start. Reach out to schedule a meet-and-greet to introduce yourself and learn about their priorities.

Different municipalities have different ways of organizing core municipal functions; your community may have a different name or organizational structure for the departments listed here.

➤ **Facilities Manager or Director:**

Contact your Facilities Manager to better understand the planning, operations, and maintenance of municipal and school buildings and to identify opportunities to collaborate on energy efficiency and electrification projects.

Name: \_\_\_\_\_

Email: \_\_\_\_\_

Phone Number: \_\_\_\_\_

➤ **Department of Public Works:**

Contact DPW for questions on City infrastructure including public buildings, lights and electrical lines, streets, and city vehicles. You may work with DPW on energy procurement, management of energy contractors, and coordination with other capital planning projects.

Name: \_\_\_\_\_

Email: \_\_\_\_\_

Phone Number: \_\_\_\_\_

➤ **Engineering Department:**

Contact your City/Town Engineer for questions related to improving and modernizing municipal infrastructure and capital investment projects.

Name: \_\_\_\_\_

Email: \_\_\_\_\_

Phone Number: \_\_\_\_\_

➤ **Planning Department or Equivalent (also referred to as "Community Development"):**

Contact the planning department for questions related to new developments, building renovations, and short- and long-term sustainability planning.

Name: \_\_\_\_\_

Email: \_\_\_\_\_

Phone Number: \_\_\_\_\_

➤ **Building Commissioner/Inspectional Services:**

Contact your Building Commissioner for questions related to the State Building Code, local zoning and permitting bylaws, and building safety.

Name: \_\_\_\_\_

Email: \_\_\_\_\_

Phone Number: \_\_\_\_\_

➤ **Purchase Department or Equivalent (also referred to as “Procurement” or “Contracting Services”):**

Contact the Purchase Department for questions on contracts, procurement, requests for proposals for large proposals, and soliciting quotes for smaller purchases. The Purchase Department can support planning and managing the procurement of services, equipment, and supplies.

Name: \_\_\_\_\_

Email: \_\_\_\_\_

Phone Number: \_\_\_\_\_

➤ **Schools / School District:**

Contact school leadership (which can include the Superintendent, Facilities Manager, Parent Teacher Organization) on matters related to school buildings and operations. Schools are typically large consumers of energy and can be good partners for energy efficiency, electrification, and renewable energy projects. Consider also if there are any STEM programs or environmental/social justice clubs that can partner with community outreach.

Name: \_\_\_\_\_

Email: \_\_\_\_\_

Phone Number: \_\_\_\_\_

## Local Community Partners:

You can also leverage local community leaders and organizations who are working towards the same goals. Get to know the players in this space and start building relationships.

Strong partners may include:

- **Local volunteer committees**
- **Community-based organizations and non-profits**



# Summary of Massachusetts Climate & Energy Goals & Policies

This section highlights the Commonwealth’s climate and energy goals, including greenhouse gas emission reduction targets and relevant policies and programs.

## Climate & Clean Energy Goals

In 2020, the Baker-Polito Administration established a statewide goal of achieving **net zero greenhouse gas emissions by 2050**. To achieve this goal, the Commonwealth developed the [2025/2030 Clean Energy and Climate Plan](#), which outlines the goals to achieve net zero emissions by 2050. The Table below defines each sector and its main goals.

Sector	Definition	Main Goals
<b>Building</b>	Emissions from all combustion of fuels in resident, commercial, and industrial buildings. Emissions from all on-site combustion of fuels for water heating, cooking, and needs are included in this sector.	Achieving 29% reduction in 2025 and 49% in 2030 for residential heating/cooling  Achieving 35% reduction in 2025 and 49% in 2030 for commercial & industrial heating /cooling
<b>Electric Power</b>	Emissions from the combustion of fuels in power plants in Massachusetts and electricity generated in or imported into the ISO-New England system.	Achieving 53% reduction in 2025 and 70% in 2030
<b>Transportation</b>	Emissions from the combustion of fuels from all highway and off-road vehicles.	Achieving 18% reduction by 2025 and 34% reduction by 2030

## Key Programs & Policies

Program	Description
<a href="#">Green Communities</a>	Green Communities is a division of the MA Department of Energy Resources (DOER) that provides grants and technical assistance to designated municipalities for energy efficiency and renewable energy projects. Regional Coordinators help municipalities reduce energy use and costs by implementing clean energy projects in municipal buildings, facilities, and schools.
<a href="#">Mass Save</a>	Mass Save is an energy efficiency program for residents, businesses, and municipalities in Massachusetts, offering energy audits, rebates, and incentives for clean energy upgrades. Mass Save offers energy saving opportunities for municipalities upgrades, retrocommissioning, and no-cost energy audits.
<a href="#">Solar Massachusetts Renewable Target</a>	Solar Massachusetts Renewable Target (SMART) is a long-term sustainable solar incentive program that offers incentives for residential and commercial solar projects and promotes cost-effective solar development.
<a href="#">Green Schools</a>	The Massachusetts School Building Authority (MSBA) has several green schools’ programs to reduce energy consumption and improve air quality in schools, including updating standards for new and major renovations.
<a href="#">Massachusetts Clean Energy Center</a>	The Massachusetts Clean Energy Center (MassCEC) has several rolling and ongoing programs available to support clean energy deployment and decarbonization, such as Mass Fleet Advisor, EmPower, Green School Works, and many more.
<a href="#">Large Building Energy Reporting Policy</a>	Massachusetts requires buildings over 20,000 square feet to publicly disclose their energy usage.

## Equity & Environmental Justice in MA

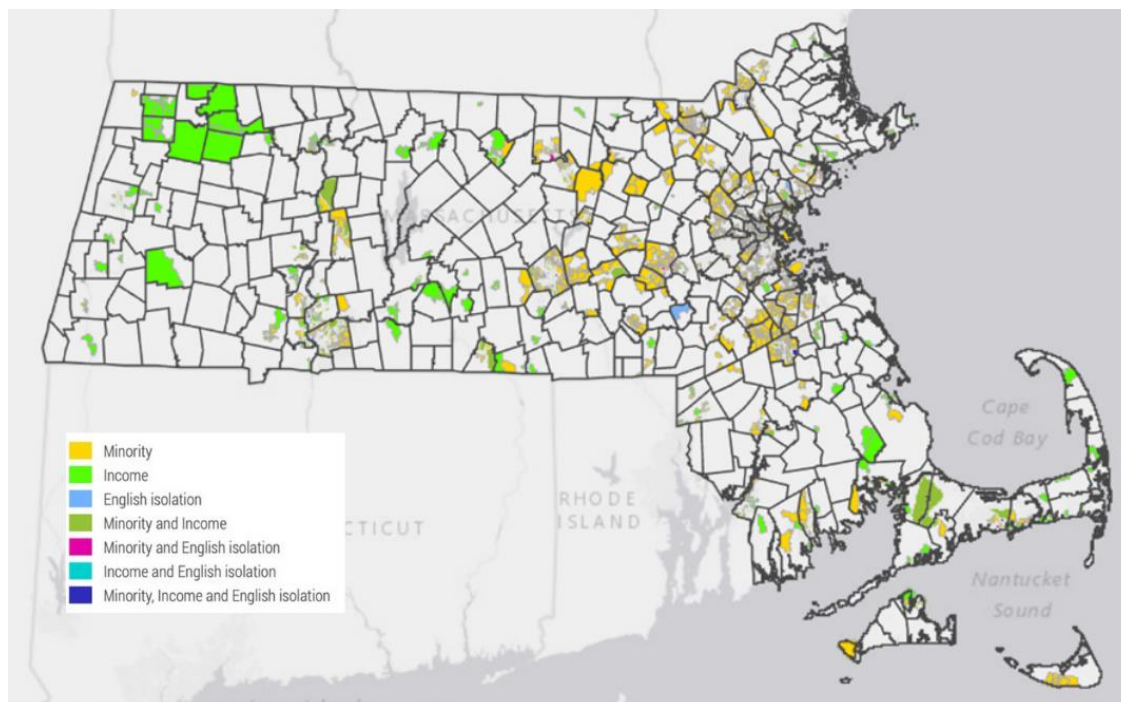
In 2014, the Massachusetts Executive Office of Energy and Environmental Affairs (EEA) established an Environmental Justice Policy to help address the disproportionate share of environmental burdens experienced by lower-income people and communities of color who, at the same time, often lack environmental assets in their neighborhoods. Adopting an equity and environmental justice lens, as an energy manager, is critical to achieving net-zero emissions by 2050.

**Environmental Justice** is defined as the equal protection and meaningful involvement of all people and communities with respect to the development, implementation, and enforcement of energy, climate change, and environmental laws, regulations, and policies and the equitable distribution of energy and environmental benefits and burdens.

According to the [2021 Climate Act](#), **Environmental Justice (EJ) Populations**, are deemed at: (1) high vulnerability to climate impacts and environmental hazards, (2) high risk of being unaware of or unable to participate in environmental decision-making, (3) unable to gain access to state environmental resources. The [Massachusetts EEA](#) defines EJ populations as a neighborhood that meets one or more of the following criteria:

1. Annual median household income is 65% or less of the statewide annual median household income
2. Minorities make up 40% or more of the population
3. 25% or more of households identify as speaking English less than “very well”
4. Minorities make up 25% or more of the population and the annual median household income of the municipality in which the neighborhood is located does not exceed 150% of the statewide annual median household income

The map below shows the municipalities with neighborhoods designated as EJ communities, as defined by the EEA. **Does your municipality have any EJ communities?** Explore the interactive [environmental justice map](#) to learn more.



Map of 2020 Environmental Justice designated neighborhoods, based on Massachusetts Executive Office of Energy and Environmental Affairs criteria

# Newsletters

Want to stay up to date on local and state policy updates, research findings, and events? Sign up for the newsletters below!

## Recommended Newsletters

Newsletter & Sign-up Link	Topic	Description
<a href="#">DOER Green Communities</a>	Clean Energy	The Green Communities Division (GCD) provides grants, technical assistance, and local support from Regional Coordinators to help municipalities reduce energy use and costs by implementing clean energy projects in municipal buildings, facilities, and schools.
<a href="#">MassCEC</a>	Clean Energy	MassCEC is the state economic development agency dedicated to accelerating the growth of the clean energy sector across the Commonwealth to spur job creation, deliver statewide environmental benefits and to secure long-term economic growth for the people of Massachusetts.
<a href="#">MAPC Climate Newsletter</a>	Clean Energy	Monthly newsletter from the Metropolitan Area Planning Council (MAPC)'s Clean Energy Department highlighting ongoing climate and energy-related projects and policies, events/webinars, and grant opportunities.
<a href="#">BEA Newsletter</a>	Building Electrification	Weekly newsletter sharing current information on Massachusetts building electrification news, events, and resources.
<a href="#">MA Office of Environmental Justice and Equity Affairs</a>	Environmental Justice	Newsletter for information about proposed projects in your neighborhood and environmental justice updates and notices.

## For Deeper Learning

Newsletter & Sign-up Link	Topic	Description
<b>Massachusetts-Based Newsletters</b>		
<a href="#">MassECAN</a>	Climate Adaptation	The Massachusetts Ecosystem Climate Adaptation Network (MassECAN) is a free community of practice for climate adaptation practitioners and researchers who are working in Massachusetts and interested in ecosystems and nature.
<a href="#">MassPlanners</a>	Urban Planning	A network to share information related to Massachusetts planning amongst professional planners. Also, a statewide educational resource for student planners and citizen planners serving on planning boards and zoning boards of appeal.
<a href="#">MassInc Matters</a>	Policy/Law	MassINC offers a range of free newsletters to keep readers updated on the latest research, civic journalism, commentary, events, and more.
<b>National &amp; International Newsletters</b>		
<a href="#">ACEEE</a>	Energy Efficiency	American Council for an Energy-Efficient Economy (ACEE) is a nonprofit research organization that works on developing policies to reduce energy waste and combat climate change.

<a href="#">Urbanism Now</a>	Urban Planning	Weekly newsletter curated with brief and insightful urban ideas from around the world to inspire action where you (c)are.
<a href="#">Next City</a>	Urban Planning	Next City offers daily newsletters, providing updates about leaders, policies, and innovations driving solutions in cities. Recommended: Energy & Environment
<a href="#">Green 2.0</a>	Environmental Justice	Green 2.0 is an accountability partner championing the environmental sector's commitment to an effective and equitable movement. They focus on actionable research and resources focused on environmental issues.
<a href="#">America Adapts</a>	Climate Adaptation	Monthly newsletter sharing news from the American Adapts podcast. America Adapts is a podcast dedicated to finding and elevating the voices of pioneers in adaptation.
<a href="#">Salata Institute for Climate and Sustainability at Harvard</a>	Climate & Sustainability	The Salata Institute for Climate and Sustainability is focused on developing and advancing durable, effective, and equitable solutions to the climate change challenges confront humanity.
<a href="#">Inside Climate News</a>	Climate	Inside Climate News is the oldest and largest dedicated climate newsroom in the nation. Recommended: ICN Weekly, Inside Clean Energy, and Today's Climate, Justice & Health
<a href="#">World Resources Institute Digest</a>	Climate Research	Weekly newsletter sharing insights, research, and events. Their work focuses on topics including: cities, climate, energy, food, forests, freshwater, and ocean.
<a href="#">Clean Energy Group</a>	Clean Energy	Clean Energy Group is a national nonprofit organization working to enable a just energy transition to address the urgency of the climate crisis.
<a href="#">Clean Energy States Alliance</a>	Clean Energy	Clean Energy States Alliance (CESA) is a leading bipartisan US coalition of state energy agencies working together to advance the rapid expansion of clean energy technologies and bring the benefits of clean energy to all.
<a href="#">Regulatory Assistance Project</a>	Clean Energy	Regulatory Assistance Project (RAP) is an independent, global NGO working toward a clean, reliable, equitable and cost-efficient energy future.
<a href="#">Center on Global Energy Policy</a>	Policy/Law	Columbia's Center on Global Energy Policy conducts independent and nonpartisan research on energy and climate policy.
<a href="#">Sabin Center for Climate Change Law</a>	Policy/Law	Monthly newsletter with updates for the Sabin Center. The Sabin Center examines how legal techniques can combat the climate crisis and advance climate justice. Recommended: Legal Pathways to Deep Decarbonization Monthly Newsletter.

# Peer Learning & Working Groups

Peer Learning Networks, Working Groups, and Affinity Groups are great ways to dive deeper into particular topic areas and connect with peers.

## Peer Learning Networks

Organization	Description
<b>MESM Peer Learning Network</b>	<p>The MESM Training program offers a space for the cohort of municipal energy and sustainability managers to gather to connect, reflect on the learnings from the training, and build community with one other both during the training and after each cohort ends.</p> <p>For more information, visit: <a href="http://www.mapc.org/resource-library/mesm-peer-learning/">www.mapc.org/resource-library/mesm-peer-learning/</a></p>
<b>Informal Peer Group</b>	<p>Existing municipal energy and sustainability staff across Massachusetts have an informal group that meets virtually every month at lunch. This group offers staff a casual space to get input from peers, troubleshoot challenges, and share ideas and resources.</p>

## Working Groups

Organization	Name	Description
<b>Municipal Working Groups</b>		
Building Electrification Accelerator	Municipal Staff Working Group	<p>BEA has a dedicated working group for municipal staff that meets bi-monthly to discuss local building electrification and decarbonization efforts.</p> <p>For more information, visit: <a href="https://electrifybuildings.org/category/events/">https://electrifybuildings.org/category/events/</a></p>
University of New Hampshire	New England Municipal Sustainability Network	<p>New England Municipal Sustainability Network (NEMS) is a consortium of New England cities and towns that collaborate to build more sustainable communities. The Network serves as a hub for municipalities to share strategies, align resources, and develop joint solutions to pressing climate and sustainability challenges.</p> <p>For more information, visit: <a href="https://sites.usnh.edu/nems/">https://sites.usnh.edu/nems/</a></p>
<b>Topic-Specific Working Groups</b>		
Local Initiatives Support Corporation (LISC), New Ecology, and Massachusetts Association of Community Development Corporations (MACDC)	Energy Cohort	<p><b>Decarbonizing Affordable Housing.</b> The Energy Cohort is a peer learning group for affordable housing professionals interested in energy efficiency, renewable energy, climate resiliency, and resident health to network, learn, and share information. The group virtually meets on a bimonthly basis.</p> <p>For more information, visit: <a href="https://www.lisc.org/massachusetts/our-work/green-homes/energy-cohort/">https://www.lisc.org/massachusetts/our-work/green-homes/energy-cohort/</a></p>
MAPC	Electric Vehicle Working Group	<p><b>Electric Vehicles.</b> For those in the region, MAPC hosts a regional EV strategy calls to provide a space for creative solutions to the opportunities and challenges posed by increasing adoption of EVs</p>

		<p>across the Greater Boston region. For each call, MAPC focuses on sharing short and informative presentations from participating communities and inviting guest speakers from other states to share their expertise depending on the topic area. Topics include: on-street neighborhood charging, school bus electrification, state and local planning for community-based charging infrastructure, charging at multi-unit dwellings, and electrified personal mobility (e.g., e-bikes, e-scooters, mopeds).</p> <p>This working group meets bi-monthly. Sign up and see past meeting notes, here: <a href="https://www.mapc.org/our-work/expertise/clean-energy/clean-vehicle-projects/">https://www.mapc.org/our-work/expertise/clean-energy/clean-vehicle-projects/</a></p>
Building Electrification Accelerator	Retrofits Working Group	<p><b>Building Retrofits.</b> BEA hosts monthly calls on the first Thursday of each month from 11 am-12 pm, to discuss the following: working with renters and landlords, supporting home performance contractors, and tracking the pace of heat pump adoption.</p> <p>For more information, visit: <a href="https://electrifybuildings.org/news-events/">https://electrifybuildings.org/news-events/</a></p>
Heat Smart Alliance	Heat Smart Alliance Working Group	<p><b>Clean Heating &amp; Cooling in Homes.</b> The Alliance is a volunteer group that promotes clean heating and cooling solutions for homes in Massachusetts. Members are encouraged to participate in one or more working groups. The groups typically meet once a month on Zoom. Working groups also collaborate via group email addresses, shared documents on Google Drive, and Slack.</p> <p>For more information, visit: <a href="https://heatsmartalliance.org/volunteers/working-groups/">https://heatsmartalliance.org/volunteers/working-groups/</a></p>
<b>National, Membership-Based Working Groups</b>		
Urban Sustainability Directors Network	USDN Regional Meetings	<p>Urban Sustainability Directors Network (USDN) brings local government sustainability practitioners together to learn, collaborate, and accelerate the work of local sustainability.</p> <p>For more information, visit: <a href="https://www.usdn.org/join.html">https://www.usdn.org/join.html</a></p>
Local Governments for Sustainability	ICLEI Membership	<p>ICLEI is the largest and longest established network of local governments committed to sustainability and climate action. Joining as a member gives access to learn &amp; do cohorts and global collaboration.</p> <p>For more information, visit: <a href="https://icleiusa.org/join-iclei/">https://icleiusa.org/join-iclei/</a></p>

## Affinity Groups

Organization	Description
<b>New England Women in Energy and the Environment</b>	<p>The New England Women in Energy and the Environment (NEWIEE) is a nonprofit organization working to drive greater diversity, equity and inclusion in the energy and environmental fields by fueling career exploration, entry and advancement, raising the voices and celebrating the successes of those traditionally underrepresented in our fields. They are a historically women's organization that is gender diverse and supports all underrepresented voices.</p> <p>For more information, visit: <a href="https://newiee.org/">https://newiee.org/</a></p>
<b>Professionals of Color in the Environment</b>	<p>Professionals of Color in the Environment (POCIE) is a community for Black, Indigenous, and People of Color (BIPOC) professionals from all environmental fields in Massachusetts. POCIE focuses on community building via social and</p>

	<p>professional networking and pathways for professional development opportunities. For more information, visit: <a href="https://www.pocie.org/">https://www.pocie.org/</a></p>
<p><b>American Association of Blacks in Energy</b> (Greater Boston Chapter)</p>	<p>The American Association of Blacks in Energy's (AABE) mission is to provide direct input into the deliberations and developments of energy policies, regulations, emerging technologies, and environmental issues. The Greater Boston chapter helps to build the pipeline of Blacks and other underrepresented minorities to enter the energy industry. For more information, visit: <a href="https://www.aabeboston.org/">https://www.aabeboston.org/</a></p>
<p><b>Asian Americans in Energy, the Environment, and Commerce</b> (MA Chapter)</p>	<p>The Asian Americans in Energy, the Environment, and Commerce's (AE2C) mission is to connect Asian Americans and like-minded professionals in the energy, environment, and commerce sectors. AE2C aims to increase Asian American diversity and inclusion in the areas of energy and environment; provide national and international information exchange panels on energy and environment focused on the United States and Asia; and offer networking opportunities and mentorship to Asian American students and professionals. For more information, visit: <a href="https://www.ae2c.org/massachusetts">https://www.ae2c.org/massachusetts</a></p>
<p><b>Young Professionals in Energy</b> (Greater Boston Chapter)</p>	<p>Young Professionals in Energy (YPE) aims to facilitate the advancement of young professionals in the energy industry around the world through social, educational and civic service-oriented events. The desired outcome of YPE is to foster an environment where members can learn from each other's experiences, share industry knowledge and discuss career matters. For more information, visit: <a href="https://www.ypeboston.com/">https://www.ypeboston.com/</a></p>

## Want to Dive Deeper?

Consider the following professional development opportunities to deepen skill sets in different areas.

- [Certified Energy Managers](#): Offered by the Association of Energy Engineers, energy managers can receive more technical training on energy management in order to become officially certified.
- [Building Operator Certification](#): Credentialed professional certification for facilities operations and maintenance staff. Eversource and National Grid customers are able to take this course at no-cost by completing the reimbursement form, found here: <https://www.mapc.org/resource-library/mesm-additional-support/>. Mass Save partners also offer Passive House training and Heat pump Coach training.
- [Mass Save Energy Code Trainings](#): No-cost training for MA code officials and building professionals.
- [Built Environment Plus Trainings](#): Catalogue of coursework with accreditation in many green rating systems, and fundamentals on healthy materials, buildings and carbon, and designing a net zero building.
- [Massachusetts Energy Efficiency Partnership](#): No-cost educational opportunities on energy efficiency and decarbonization.
- [Clean Energy Leadership Institute](#): Annual educational fellowship opportunity for early to mid-career professionals.

“Attend ‘Permanent Buildings’ and ‘Capital Planning’ Committee meetings to stay engaged in the planning process and advocate for energy efficient options.”

“Understand what is in your control vs where you have influence, and what are things not in your control.”

“Leverage the sustainability/climate section of your municipality’s Master Plan or Comprehensive Plan to advance conversations with selectboard/stakeholders about climate and sustainability goals.”

“Spend time learning about the current work and needs of other departments before proposing new projects. You must often work with a lot of the other departments to advance your projects. Get to know the people on the planning board, select board, and other relevant committees to know what their priorities are.”

“Connect with local non-profits and volunteers who do advocacy related to your projects. Non-profit allies (ex. MAPC, Building Electrification Accelerator, Mothers Out Front, etc.) can provide helpful resources and support, reach out and connect!”

“For National Grid communities, take advantage of municipal offerings, such as comprehensive building assessments, portfolio prioritization studies, decarbonization roadmap studies, and other focused/technical assistance studies.”

“Get to know the people on the planning board, select board, and other relevant committees to know what their priorities are.”

“Attend local university events to meet students, researchers, and faculty who can be potential project partners.”

*A word of advice, from your peers*