



2025 ANNUAL REPORT

Advancing Diversity. Empowering the Industry.

newiee.org



LETTER FROM OUR PRESIDENT

Dear NEWIEE Community,

As we reflect on another year of growth, connection, and progress, we're also celebrating an important milestone in NEWIEE's journey. **Kate Johnson's** leadership as NEWIEE's first executive director marks a new chapter for our community that builds on our impactful history and positions us for even greater impact in the years ahead. Working alongside the Board and all our dedicated volunteers, Kate will help shape the next phase of our organization's continued evolution.

This moment is especially meaningful when we look back at how far we've come. More than fifteen years ago, a group of inspirational women leaders came together to form New England Women+ in Energy and the Environment (NEWIEE). Thanks to their vision and initiative, NEWIEE has grown into a gender-diverse and inclusive community of more than 1,700 individuals and 90+ organizational members. Today, that founding spirit continues to drive our work toward a future where women+ in the energy and environmental sectors lead and contribute at all levels of the industry.

As NEWIEE has grown, so too has our commitment to elevating underrepresented voices and fostering a more diverse, equitable, and inclusive workforce. Our programs and initiatives are designed to create spaces where individuals can connect, share ideas, advance their careers, and shape an industry that reflects the full range of perspectives and experiences needed to solve the challenges of our time.

In 2024, NEWIEE embarked on a strategic planning process with the help of Paper Crane Associates, a New England-based nonprofit consulting firm, to reflect on the organization's progress, take stock of its current internal and external context, and set priorities for the coming years. These discussions highlighted the importance of strengthening not only NEWIEE programs, but also community building and organizational development.

With Kate's leadership and the continued support of our vibrant community, we're poised to bring NEWIEE and our members to the next level in the years ahead.

Thank you all for being part of this incredible community. Your energy, ideas, and support are driving our mission forward.



With gratitude and excitement for all we'll accomplish together in the years ahead,

Catherine Finneran

President, NEWIEE

Vice President of Transmission Project Development, Siting and Project Engagement,
Eversource Energy



LETTER FROM OUR EXECUTIVE DIRECTOR

Dear NEWIEE Community,

When I stepped into the role of NEWIEE's first Executive Director this fall, I brought more than a decade of experience building membership organizations in the energy sector and a deep personal connection to NEWIEE's mission. As a longtime member and former member of the NEWIEE Board of Directors, I've witnessed firsthand the transformative power of this community.

NEWIEE is more than a professional network. We are a catalyst for change in the energy and environmental sectors. Our 1,700+ individual members and 90+ organizational partners drive diversity, equity, inclusion, and belonging across the industry. When women+ advance in leadership roles, entire organizations benefit from fresh perspectives, innovative solutions, and stronger decision-making.

The energy transition and environmental challenges our region faces need all available talent. Yet women+ remain underrepresented in our industry. NEWIEE bridges this gap by providing career development, leadership and networking opportunities, and a supportive community where its members can learn, grow and thrive. Our programming doesn't just advance individual careers—it builds the diverse workforce needed to tackle the challenges our sector faces and brings value to the industry.

Thanks to NEWIEE's current board leadership, founders and the many women who have served on its board and as volunteers, this organization is thriving. Our regional chapters are growing, corporate memberships are expanding, and members are advancing into leadership positions that shape the future of our industries. Organizations in our region continue to recognize that diversity drives performance, innovation, and competitive advantage. By partnering with NEWIEE, companies gain access to skilled professionals while demonstrating commitment to inclusive workplace cultures.

As we implement our strategic plan, I'm excited about opportunities to strengthen our operational foundation, expand programming, and deepen our impact across New England. The transition from volunteer-led to professionally staffed organization marks a pivotal moment in NEWIEE's evolution, allowing our dedicated board to focus on strategic vision while ensuring consistent, high-quality member services.

Thank you to our members, partners, board, and volunteers who do so much for NEWIEE. The future of the energy and environmental industry in New England is diverse, innovative, and inclusive. NEWIEE is proud to lead that transformation, and I am honored to be entrusted to lead NEWIEE in this effort.

Onward,



Kate P. Johnson
Executive Director
NEWIEE



OUR STORY

In 2008, a small group of women working at the intersection of the energy and environmental fields came together to form New England Women in Energy and the Environment (NEWIEE) to elevate the voices of women and drive greater diversity, equity, and inclusion in the energy and environmental sectors. Today, NEWIEE is working toward a future where women+ in the energy and environmental sectors lead and contribute at all levels of the industry, bringing more diverse perspectives to inform decision-making and generate broadly beneficial outcomes.

NEWIEE aims to ensure underrepresented populations have opportunities to meet, and share ideas, learn from one another, develop their careers, and advance the industry as part of a diverse workforce that is ready to tackle the biggest challenges in the region, country, and beyond.

OUR MISSION

Our mission is to elevate the voices of underrepresented members of their community and drive greater diversity, equity, inclusion, and belonging in the fields of energy and environment. To accomplish the mission, we focus on three programmatic strategies.



Community Building and Networking

NEWIEE cultivates an inclusive, welcoming, and supportive community where its diverse members are valued and can collaborate to drive progress.



Career Growth, Development and Exploration

NEWIEE is nurturing personal and professional growth through engaging programming that empowers members to advance their careers, acquire new skills, and stay informed about industry trends.



Celebration of Achievement

NEWIEE inspires by highlighting the expertise, contributions, and achievements of individuals traditionally underrepresented in energy and environmental fields.

OUR ROADMAP

2025-2029 STRATEGIC PLAN

In March 2025, the NEWIEE Board of Directors ratified a new organizational Strategic Plan with the following strategic goals that reflect our commitment to empowering women+, strengthening our community, and building a sustainable future for our organization.

1

Empower Women+ in Energy and Environment

We will continue to champion the growth and leadership of women+ in our industries by:

- Hosting signature events that celebrate achievement and inspire.
- Creating inclusive spaces for networking, connections and collaboration.
- Offering programs that support career entry, professional development, and leadership growth.
- Strengthening our Regional Chapters to deliver impactful local programming, connection and community building.
- Exploring new initiatives, such as a fellowship program, to expand workforce development.

2

Deepen Engagement and Community Impact

NEWIEE's strength lies in its vibrant and diverse membership. Over the next five years, we will:

- Refresh our membership structure to better reflect member needs and priorities.
- Enhance member engagement through improved onboarding and stewardship.
- Collaborate with organizational members to integrate NEWIEE benefits into their development programs.
- Strengthen partnerships with peer organizations to expand our reach and impact.

3

Build a Sustainable and Inclusive Organization

To ensure NEWIEE's continued growth and effectiveness, we will:

- Establish a clear and sustainable organizational structure centered around professional staff leadership.
- Evolve volunteer engagement and shift Board Member efforts toward strategic governance and mentorship.
- Continue adopting best practices in nonprofit governance and operations.
- Invest in leadership development to elevate underrepresented voices within our organization.
- Develop a resource and business plan to support long-term financial health.
- Align our sponsorship model with industry standards to foster shared investment.
- Strategically deploy our financial resources to advance these goals.

WHO WE ARE

What started as a handful of conversations among a small group of women in energy and environmental fields has grown into a vibrant community of more than 1,700 individuals, businesses, and organizations united by a shared commitment to advancing diverse ideas and leadership in a rapidly evolving space.

While our members come from many different backgrounds, professions, and sectors, we all share a common belief. Traditionally underrepresented talent in energy and environmental careers deserve an inclusive place to connect, be heard, and thrive.

Along the way, nationally and regionally recognized leaders have joined NEWIEE to create an environment where mentorship, collaboration, and excellence can flourish. Today, we're proud to count utilities, energy developers, educational institutions, environmental and climate nonprofits, public sector organizations, leading firms in engineering, construction, and law among the employers actively supporting our mission. We know that when we all have a seat at the table, we get better results tackling the greatest challenges our industry is facing.

As these challenges and opportunities in the energy and environmental fields continue to grow, NEWIEE stands as a catalyst for innovation and inclusion. This report offers a glimpse into the achievements and initiatives that are not only defining our community, but also shaping the future of the industry itself.

Continuing to Grow, Expanding Our Impact

From 15 women to a community of 1,700+



AS OF SEPTEMBER 1, 2025

245 Individual Members

- Educators and students
- Rising stars
- Career explorers
- Thought leaders



AS OF SEPTEMBER 1, 2025

91 Organizational Members with 1,467 individuals

- Private Sector
- Non-Profit
- State & Federal Government
- Education

Growth of NEWIEE's Individual Members and Organizational Member Participants 2020 - 2025



WHAT NEWIEE MEANS TO OUR MEMBERS

"Receiving the DEI Founders award from NEWIEE has been a game-changer for us. It elevated our visibility, strengthened our credibility, and opened doors to new relationships and opportunities that continue to benefit our growth."

Shonté Davidson & Nicole Voudren
BT2 Energy



"NEWIEE has been an incredible community for connection and growth as I'm building my career at Eversource. It is so inspiring to collaborate with women who are driving diversity, inclusion, and the green energy transition as a collective to help shape a more sustainable and equitable future for the communities we serve."

Alisha Martin
Eversource Energy

"NEWIEE makes me believe that we can all be a part of a more sustainable world."

Ana Caliri
Burns & McDonnell

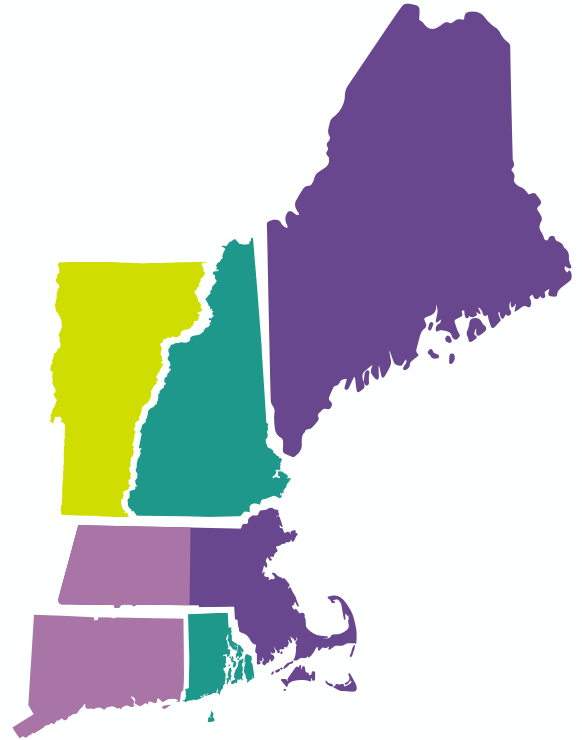


LOCAL CHAPTERS

CHAPTERS:

NEWIEE's chapters bring our mission to life at the local level. From networking nights to panel discussions, they create spaces for our members to meet peers, share ideas and grow their careers right in their own backyard.

- Boston Chapter, Co-Chairs Jennifer Crawford, Smith, Costello & Crawford and Mary Louise "Weezie" Nuara, Massachusetts Executive Office of Energy and Environmental Affairs
- Maine Chapter, Co-Chairs Carrie Gilbert, Maine Public Utilities Commission and Celina Cunningham, Governor's Energy Office, State of Maine
- New Hampshire Chapter, Co-Chairs Laurel Boivin, Flux+Flow Professional Coaching and Ashlynn Callery-Baldwin, Freedom Energy Logistics
- Rhode Island Chapter, Co-Chairs Shauna Beland, Rhode Island Office of Energy Resources and Nicole Verdi, NuGen Capital Management
- Vermont Chapter, Chair Rebecca Foster, VEIC
- Western New England Chapter, Co-Chairs Emily Deans, Robinson & Cole and Latanya Anderson, ISO New England



A YEAR OF CONNECTION

PROGRAMMING THAT BROUGHT OUR PEOPLE TOGETHER

In 2025, NEWIEE delivered a record year of programming that strengthened connections, elevated diverse voices, and expanded our reach across New England. More than 1,400 members and friends joined us for 35 events, featuring over 25 gender-diverse speakers who shared their expertise and sparked meaningful conversations.

Responding to member requests for more networking, we hosted seven dedicated networking events and built in time for connection at many others. From career development workshops to industry meet-ups, every gathering encouraged collaboration and growth—helping members advance their careers while contributing to a stronger, more inclusive energy industry. To ensure accessibility, we continued to offer both in-person and virtual options, making it possible for everyone to participate.

This year also brought exciting milestones: NEWIEE hosted 19 chapter events—our most ever. We marched for the first time in Boston's Pride for the People Parade, and our new Vermont and Maine Chapters gained momentum.



Community

- New Member Virtual Meet-Up
- Annual Meeting & Fall Fête
- Book Club: Braiding Sweetgrass, Silent Spring
- Rhode Island Chapter: Networking at G Pub and Apponaug Brewing Co.
- New Hampshire Chapter: Penacook Upper Falls Hydro Project Tour, Volunteering at Seacoast Science Center, Energy Efficiency Night at NH Fisher Cats, and Networking & Brewery Tour at Throwback Brewery
- Western New England Chapter: Tour of FirstLight's Northfield Mountain and Networking at Gouveia (with the Rising Professionals)
- Maine Chapter: Networking at ME Beer Co.
- Vermont Chapter: Networking at Bar Hill and Wilder Hydro Dam Tour



A YEAR OF CONNECTION



Leadership

- Boston Chapter Event: AI & Women's Leadership
- Women Shaping the Agenda: Holding the Line: How States are Driving Energy Innovation and Policy Resilience
 - Keynote address by **Senator Meghan Kallman**, Rhode Island State Senate
 - Moderated by **Sue AnderBois**, Northeast Climate & Energy Director, The Nature Conservancy; and Deputy Majority Whip, Providence City Council
 - Panelists:
 - **Natalie Treat**, Director of Public Policy, ACT | The Alliance for Climate Transition
 - **Sarah Huang**, PhD, Director of Office of Equity and Environmental Justice, CT Department of Energy & Environmental Protection (CT DEEP)
 - **Heather Hunt**, Executive Director, New England States Committee on Electricity (NESCOE)
 - **Celina Cunningham**, Deputy Director, Maine Governor's Energy Office
- Organizational Member Roundtable



Celebrating Achievement

- 14th Annual Awards Gala
 - Featuring: **Cindy Fitzgibbon**, Chief Meteorologist, WCVB Channel 5
 - Honorees:
 - **Reihaneh Irani-Famili**, President & Founder, Viridi Edge
 - **Kelsey Perry**, External Affairs Manager, Ocean Winds
 - **Ruth Georges**, Founder and CEO, We Rise Consulting, LLC
 - **BT2 Energy**, Better Together Brain Trust
- Boston Pride Parade



Professional Development

- Boston Chapter: Transportation Decarbonization
- Vermont Chapter: Visioning & Goal Setting to Grow Careers and Impact
- Joint Event with the Northeast Energy & Commerce Association (NECA): Report from DC: Energy and Environment Edition
- Boston Chapter: Deep Dive with DOER: An Update on State Solar Incentives
- Maine Chapter: Grid Innovation and Decarbonization
- Joint Event with the Connecticut Power and Energy Society (CPES): The Cost of Uncertainty: Changes in Our Energy and Regulatory Landscape
- Breathe & Reset: Supporting Year-End Wellbeing
- Balancing Environmental Land Stewardship and Energy Development on Indigenous Land



2025 IMPACT

- **NEWIEE on Campus** is nurturing career exploration among the next generation of leaders through outreach to high school and college students. This year, NEWIEE met with students at Merrimack College and Bentley University to introduce new, diverse candidates to our fields.
- **NEWIEE Jobs Board** provides curated employment opportunities from and for our members. Since the feature launched in 2019, we've posted more than 3,500 jobs (416 in 2025) from regional industry leaders, representing a variety of job functions and experience levels. This year's top posters were Unitil, Eversource, Resource Innovations, and Rhode Island Energy.
- **Networking** at NEWIEE's engaging events, which featured more than 25 gender diverse speakers representing energy and environment professionals from the public and private sectors at chapter events alone, is making a meaningful difference helping our members to advance in their careers.
- **NEWIEE's Regional Chapters** continue to provide our members a localized resource to help build their knowledge base and networking connections. In 2025, NEWIEE chapters hosted events in all six New England states for both March and October Chapter Weeks.
- **NEWIEE Peer Circles** engaged 90 individuals in nine peer circles with monthly meetings over six months. This opportunity provided these members the chance to learn from, connect with, and support each other through discussions and activities. This was the second year of the program.
- **NEWIEE's Mentoring Program** engaged 80 mentor and mentee pairs and 16 peer mentoring pairs in 2025. The program sends monthly prompt questions to all participants and arranges some informal mentoring meet-ups as well.
- **NEWIEE Rising Professionals** have hosted eight monthly meetups and is planning for twelve, each designed to foster authenticity, confidence, inclusivity, wellness, and professional growth. These meetups consistently drew strong participation, with attendance ranging from ten to twenty-three participants and special events attracting 160 more. A total of 293 participants registered across all events, representing 68 unique companies and organizations from the energy, environmental, academic, consulting, and public sectors. This reflects the committee's success in creating a welcoming and impactful space for rising professionals across New England.



REPRESENTATION MATTERS

HOW NEWIEE IS MAKING A DIFFERENCE

NEWIEE is building a more inclusive, resilient, and innovative energy and environmental workforce—one that reflects the communities we serve and is equipped to meet the challenges of our time. Through mentorship, leadership development, and community-building, we're helping women+ across New England access opportunities, grow their careers, and shape the future of our industries.

DIVERSITY IS OUR STRENGTH

When diverse voices are included in decision-making, outcomes are smarter, more equitable, and more sustainable. NEWIEE empowers women+ to lead in energy and environmental roles—fields that offer high-quality jobs, economic mobility, and the chance to make a meaningful impact. By expanding access and representation, we're strengthening our workforce and helping communities thrive.

ADVANCING CLIMATE AND EQUITY GOALS TOGETHER

As New England states pursue ambitious climate and equity targets, NEWIEE is fostering the collaboration needed to achieve them. Our members are driving change in policy, business, and community spaces—bringing resilience, innovation, and inclusive leadership to the forefront. In a time of societal division, NEWIEE remains a unifying force, committed to progress and possibility.

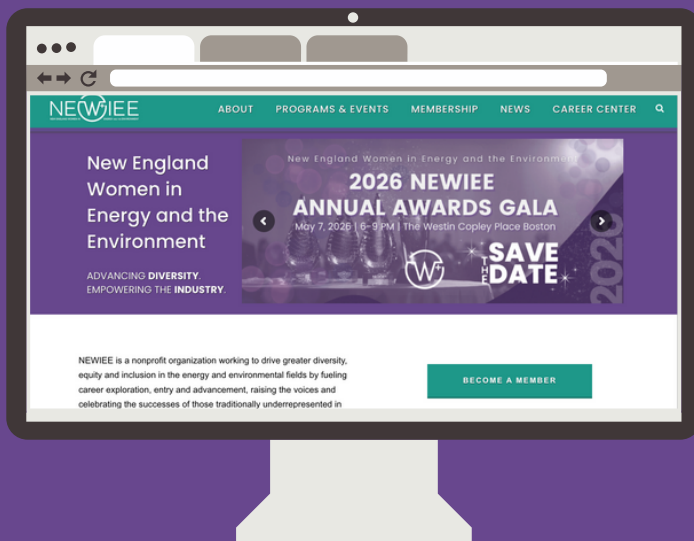


OUR DIGITAL COMMUNITY

NEWIEE ONLINE BY THE NUMBERS

Social Media
Followers:

6,613



Website
Active Users
in last 12 months:

43,000

Newsletter List Size:

5,480



MEET OUR LEADERSHIP

STAFF & BOARD MEMBERS 2025

NEWIEE is powered by our people. As a volunteer-led organization guided by a dedicated board of directors, our strength comes from leaders who bring decades of experience and deep expertise across the energy and environmental industries.

STAFF



Kate Johnson
Executive Director
NEWIEE

OFFICERS



Catherine Finneran
President
VP, Transmission Project Development,
Siting and Project Services
Eversource Energy



Sarah Adams
Vice President
Senior State Policy Advisor
ISO-NE



Kristin Dupre
Treasurer
VP Strategy & Development
Abode Energy Management



Kelly Smith
Clerk
Onshore Senior
Package Manager
SouthCoast Wind



Vivian Kimball
Asst. Treasurer
Director of Natural
Sciences
VHB



Deanna Sassorossi
Asst. Clerk
Principal Sustainability Analyst
EPRI



Dr. Jacqueline Ashmore
EVP of Engineering
New Leaf Energy



Shauna Beland
Director, Energy Programs
and Policy
RI Office of Energy Resources



Laurel Boivin
Coach + Founder
Flux+Flow
Professional Coaching



Cindy Gage
SVP Strategic Communications
C+C



Jen Gorke
Principal
TSK Associates



Janel Granum Ed.D.
Program Director
MassCEC



Tamika Jacques Ed.D.
Manager of Workforce
Development
Avangrid



Joey Lee Miranda
Partner
Robinson + Cole LLP



Shalaya Morissette
Key Account Executive
DNV



Weezie Nuara
Assistant Secretary for Federal
and Regional Energy Affairs
Massachusetts EEA



Nicole Verdi
Managing Director of
Operations,
Finance & Legal
NuGen Capital
Management



Katy E. Ward
Founder
Travel Honey

NEWIEE Advisory Board

Alicia Barton (Vineyard Offshore), Beth Barton (Day Pitney LLP), Sue Coakley (Sue Coakley & Associates), Carrie Cullen Hitt (Vineyard Offshore), Dr. Aisha Francis (Franklin Cummings Tech), Sonia Hamel (Hamel Environmental Consulting), Judith Judson (Fortescue Future Industries), Shubhada Kambli (Institute for Market Transformation), Edna M. Karanian (EMK Energy Advisors), Bobbi Kates-Garnick (The Fletcher School at Tufts University), Rebecca L. Tepper (Massachusetts Executive Office of Energy and Environmental Affairs), Elizabeth Turnbull Henry (Environmental League of Massachusetts)

2024-2025 COMMITTEE CHAIRS

DEVELOPMENT COMMITTEE

Chair: Joey Lee Miranda, Robinson + Cole LLP

Development and implementation of an annual fundraising plan ensuring that financial goals are met and donors are appreciated.

DIVERSITY, EQUITY & INCLUSION COMMITTEE

Co-Chairs: Tamika Jacques, Ed.D., Avangrid and Janel Granum, Ed.D, Massachusetts Clean Energy Center (MassCEC)

Develops strategies to promote and improve diversity through programming, partnership, and investment.

FINANCE & AUDIT COMMITTEE

Chair: Kristin Dupre, Abode Energy Management

Manages NEWIEE's financial responsibilities, including tax and accounting matters.

GOVERNANCE COMMITTEE

Chair: Kelly Smith, Ocean Winds

Manages NEWIEE's internal administrative and governance-related tasks and requirements, including state registrations, board development, and other matters.

MARKETING COMMITTEE

Co-Chairs: Kaitlyn Woods, Eversource Energy and Sara Gorton, C+C

Manages NEWIEE's marketing strategy and is responsible for developing content and visuals for our newsletter, website, and social media presence.

MEMBERSHIP COMMITTEE

Chair: Laurel Boivin, Flux+Flow Professional Coaching

Collaborates with other committees and the Board of Directors to develop strategy and conduct outreach to grow the NEWIEE membership base and ensure value to existing members.

MENTORSHIP COMMITTEE

Co-Chairs: Jacquie Ashmore, New Leaf Energy and Mary Louise "Weezy" Nuara, MA Executive Office of Energy and Environmental Affairs

Coordinates one-on-one mentor to mentee matchups through NEWIEE's Mentorship Program, and facilitates the Peer Circles programs.

PROGRAMMING COMMITTEE

Co-Chairs: Vivian Kimball, VHB and Megan Aconfora, Burns & McDonnell
Gala Co-Chairs: Vivian Kimball, VHB and Jen Gorke, TSK Associates
WSTA Co-Chairs: Cindy Gage, C+C and Kelly Smith, Ocean Winds
AM/FF Co-Chairs: Katy Ward, Travel Honey and Sarah Adams, ISO New England

Creates and coordinates NEWIEE's programming strategy for its signature events, chapter activities, and other initiatives ensuring a diversity of content, geography, and options. Planning subcommittees are formed for the Awards Gala, Women Shaping the Agenda (WSTA) Event, and Annual Members Meeting & Fall Fête (AMM/FF).

RISING PROFESSIONALS COMMITTEE

Co-Chairs: Grace Fletcher, MA Dept of Energy Resources and Tiffany Hawco, Eversource Energy

Offers opportunities for personal and professional development of energy and environmental professionals with fewer than 10 years in the industry through leadership, education, and access to a network of accomplished peers. This committee also manages NEWIEE On Campus, which coordinates outreach and panel discussions by NEWIEE members to high school and college students throughout New England.

WEBSITE COMMITTEE

Co-Chairs: Lily Sylvester, Avangrid
Chrissy Maddalo, Daymark Energy Advisors

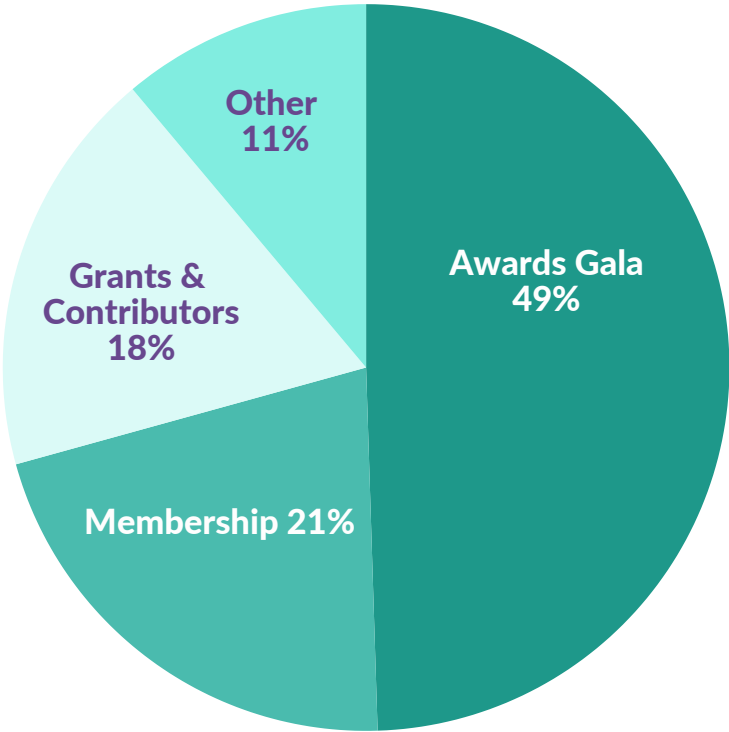
The Website Committee updates NEWIEE's website to ensure that it includes all of the latest information.

NEWIEE FINANCIALS

STATEMENT OF ACTIVITIES FOR THE YEAR ENDING 12/31/2024

Gross Profit Before Expenses:		\$376,16
Expenses:	Programs:	\$146,409
	Management and General:	\$15,3078
	Membership Development	\$18,396
	Fundraising:	\$7,767
Total Expenses:		\$325,649
Assets:		
	Net Assets Beginning of Year:	\$215,975
	Net Assets End of Year:	\$274,363
	Change in Net Assets:	\$ 58,388

Net Operating
Revenue Breakdown



Expense Breakdown



NEWIEE 2008–2025



2008–2012 NEWIEE PLANTS ROOTS

- First NEWIEE meeting: 8 women with the goal of creating a place to gather and support each other
- First Annual Awards Gala held to inspire and recognize women leaders in the energy and environmental fields
- New Hampshire Chapter founded



2013–2016 COMMUNITY GROWS

- First Marketing Consultant Contracted
- Regular newsletter to 1,300 recipients begins
- Women Shaping the Agenda (WSTA) starts at MIT as a panel discussion among leaders in the industry, featuring engaging dialog and debate on industry and policy topics in New England
- Western New England Chapter founded
- Rising Star category added to Annual Awards Gala
- First Association Management Group Contracted



2017–2019 EXPONENTIAL GROWTH

- NEWIEE on Campus launched to help introduce students to energy and environmental fields
- Mentoring Program begins
- New Membership structure adds Organizational Members
- Annual Programming Roundtable launched
- Boston, Rhode Island, and Maine chapters launched
- Jobs Board added to the website
- Diversity, Equity, and Inclusion initiative launched
- Rising Professionals group launched
- First WSTA in Rhode Island



2020–2025 DEEP ROOTS ANCHOR NEWIEE

- “Ask Me Anything!” monthly webinar series created
- Revolutionary Power Fellowships launched
- NEWIEE Up-and-Comers launched
- 3,000th opportunity posted on NEWIEE Jobs Board
- First Women Shaping the Agenda events in Connecticut, New Hampshire, and Rhode Island
- First Association Manager Contracted
- Inaugural DEI Awards Presented (Individual/Company)
- Vermont Chapter launched
- 14th Annual Awards Gala held
- Received MassCEC grant and started to explore designing a Fellowship program
- 1,700 members exceeded
- Kate P. Johnson is hired as our First Executive Director

OUR MEMBERS

as of September 1, 2025

Organizational members of NEWIEE are true partners in our mission. They share our commitment to employment equity, to advancing women+ and other underrepresented voices, and to driving innovation across the energy and environmental sectors. Their support strengthens our community, creates opportunities for our members, and amplifies the impact of our work. We're proud to stand alongside these organizations, and the many companies employing our individual members, as we shape a more inclusive and forward-looking industry.

Ambassador Members



Premier Members



OUR MEMBERS

as of September 1, 2025

Classic Members

Acadia Center
Advanced Energy United
All In Energy
BCM Environmental & Land Law, PLLC
BW Research Partnership
C+C
Ceres
CET
CLEAResult
Con Edison Transmission, Inc
Connecticut Public Utilities Regulatory
Authority
Conservation Law Foundation
CT Green Bank
CTDEEP-Air
Deloitte
DHInfrastructure
Dominion Energy
E4TheFuture
ECA SOLAR
Elephant Energy
Encore Renewable Energy

Energy and Environmental Economics, Inc.
Environmental League of MA
EPRI
Epsilon Associates
First Light Power
Foley Hoag LLP
Freedom Energy Logistics
Global Partners
Great River Hydro, LLC
Green Energy Consumers
Greenberg Traurig LLP
Heavy Weight Inc.
Highland Electric Fleets
ICF Jones & Stokes, Inc
La Comunidad Inc
Liberty Utilities
Lightstar Renewables
LineVision
Maine Public Utilities Commission
Massachusetts Municipal Wholesale
Electric Company

New Ecology, Inc
New Hampshire Community Loan Fund
New Leaf Energy
NuGen Capital
Office of Consumer Counsel
Rath, Young and Pignatelli, P.C.
RENEW Northeast
Resonant Energy
Resource Innovations
ReVision Energy
RI Office of Energy Resources (OER)
Sprague Operating Resources LLC
Stantec
Sustainable Energy Advantage, LLC
Synapse Energy Economics
The Alliance for Climate Transition (ACT)
The Engine
Unitil
Utilidata
VEIC
West Monroe

Individual Members

3Degrees Inc
A. Lucey Strategies
Action Inc.
American Petroleum Institute (API)
AMS
Anderson & Kreiger LLP
ANDERSON KREIGER
Apex Analytics LLC
Arah Schuur Energy Strategies
Banking on Green, LLC
Bernstein Shur
Boston University
Brown University
Cadmus
Calico Energy
Cambrian Innovation
Capital For Change, Inc
Center For Energy Workforce Development
Chapman Construction Group Inc.
City Of Boston
City of New Bedford
City of Providence
Clean Air Task Force
Clean Energy Group
Clean Energy NH
ClearlyEnergy
Climate Disclosure Project (CDP)
Commonwealth Counsel
Compelling Communications
Competitive Energy Services
Connecticut Public Utilities Regulatory
Authority
CPS Energy Consulting, LLC
Dandelion Energy
Department of Energy
Downs Rachlin Martin PLLC
E2SOL LLC
Efficiency Vermont
Energize Framingham
Energy Foundation
Energy Management Authority
Energy Tariff Experts
EnergyHub
Environmental Business Council Of New
England
Environmental Engineer
Executive Office Of Energy and
Environmental Affairs
Exponent
Fairmount Indigo CDC Collaborative
Fermata Energy

Figured Eight Consulting LLC
Flux+Flow Professional Coaching LLC
Form Energy
Fraunhofer USA
FTI Consulting
GEI Consultants
GeoSpatial Innovations, Inc.
Global Resilience Institute
Globele Energy
Good Energy L.P.
gopower Inc
Greentown Labs
Guidehouse
Haley & Aldrich, Inc.
Harvard Undergraduate Clean Energy
Group
HDR Engineering, Inc.
Heather Robb Communications
Hinckley Allen & Snyder, LLP
Hofstra Law
Hull Municipal Lighting Plant
Hult International Business School
IGS Solar
Industrial Economics, Incorporated
Invenergy LLC
INxin Solutions LLC
Kahn Litwin Renza
KB Science, LLC
Levitan & Associates, Inc.
MA EEA
MA House Of Representatives - TUE
Committee
Mapping Insight
Marblehead Municipal Light Commission
Massachusetts Attorney General's Office
Massachusetts Department of Energy
Resources
Massachusetts Department Of Public
Utilities
Massachusetts Executive Office Of Energy
and Environmental Affairs
McMahon Communications
Metropolitan Area Planning Council
MIT Energy Initiative
Mott MacDonald
Nashua School District
National Renewable Energy Laboratory
National Wildlife Federation
Nexamp
Normandeau Associates, Inc.
North Street Group
Northeast Energy Efficiency Partnerships
Northeast Public Power Association

NRG Energy
Opinion Dynamics
Pierce Atwood LLP
PMA Consultants
Rasky Partners
Rethinking Power Management
Rhode Island Department Of Environmental
Management
Roux Institute
Sage Energy Consulting, LLC
Sagewell, Inc.
Shell TechWorks
Siemens Energy
Sisu Community Ventures
Smart Electric Power Alliance
SOCOTEC
Solariant Capital
State Of Maine - Governor's Energy Office
Studio for High-Performance Design and
Construction
Sullivan & Worcester
Sunnova Energy Corporation
Sunrun
Sunwatt Solar
Sustainability Roundtable Inc
SWCA Environmental Consultants
The Castle Group
The Engine
The Nature Conservancy
Tiny Town Environmental
Travel Honey
TRC
U.S. Grid Deployment Office
UMass Lowell
UMass Medical School
University Of Rhode Island
University of Vermont
US Department Of Energy
US EPA
USDA
USDA Rural Development
USDOT Volpe Center
Verdantas LLC
Vermont Public Utilities Commission
Viridi Edge
Ware River Power
We Free Trees
We Rise Consulting, LLC.

POWERED BY YOUR SUPPORT

Thank You to Our Donors

As 2025 comes to a close, we extend our deepest gratitude to all of NEWIEE's donors. Your unwavering support fuels our mission to elevate underrepresented voices and advance diversity, equity, and inclusion in the energy and environmental sectors.

In a year of both challenges and progress, your generosity ensured that NEWIEE could continue building a stronger, more **inclusive industry**. **You are not only part of our community—you are helping to shape its future.**

Metrics That Matter

- An anonymous donor once again magnified our collective impact, generously matching contributions to bring in a total of \$15,000.
- 1% for the Planet selected NEWIEE as an Environmental Partner. Special thanks to Abode Energy Management for sponsoring our participation and to our very first 1% supporter, Swagger.
- We welcomed our first recurring monthly donor, a milestone that ensures consistent, sustainable support.
- NEWIEE also proudly participated in the Dollars for Doers Corporate Giving Program, connecting member engagement with corporate philanthropy.

Together, these milestones highlight the generosity and commitment of those who believe in NEWIEE's mission. There's still time—make your mark today!

From our Board of Directors and all of us at NEWIEE, thank you for making a real and lasting difference.

