

2022 ANNUAL REPORT



EMPOWERING WOMEN. ADVANCING THE INDUSTRY.

newiee.org



FROM OUR OUTGOING PRESIDENT

Dear Colleagues,

Welcome to NEWIEE's 2022 Annual Report! I hope you enjoy taking a look back over a year filled with inspiration, collaboration, and real progress on NEWIEE's mission of elevating the voices of those underrepresented in the fields of energy and environment. As we turn the page on 2022, I want to express my sincere gratitude for the unwavering support of our members, sponsors, volunteers, and partners. With your support, NEWIEE has continued to make great strides on its core priorities, particularly its goal to drive greater diversity, equity, and inclusion in our industry.

Earlier this year, NEWIEE published a strategic plan outlining its goals and implementation ideas for the coming years. At the heart of this plan is cultivating a diverse and welcoming organization that provides opportunities for advancement and recognition to those who have been historically underrepresented in our fields. Since its founding, NEWIEE's mission has been to elevate the voices and advance the careers of women. But, in recent years, we have broadened our focus to create a more inclusive environment and strive for greater participation from all those who find themselves underrepresented in the fields of energy and environment, including people of color and the LGBTQ+ community.

This year, NEWIEE continued its partnership with the Greater Boston Chapter of the American Association of Blacks in Energy (AABE) to sponsor a summer fellowship for a young woman of color with the inimitable Shalanda Baker, Director of the Office of Economic Impact and Diversity at the U.S. Department of Energy, and author of *Revolutionary Power: An Activist's Guide to the Energy Transition*. During Pride Month, NEWIEE partnered with Out in Energy to host a virtual panel discussion through its "Ask Me Anything!" series, shining a spotlight on issues that face the LGBTQ+ community in our industry. These commitments and partnerships represent meaningful steps toward furthering diversity and inclusion in the energy and environmental sectors, and we pledge to do more to create a more equitable industry.

For the first time since 2019 and the spread of the COVID-19 pandemic, NEWIEE returned to in-person programming and activities, including its three supremely inspiring signature events. With strict COVID protocols in place, we came together as a community to celebrate the leadership and achievements of women in energy and environment at our Annual Awards Gala, to learn from experts in the field at our Annual Women Shaping the Agenda event, and to network with friends and colleagues at our Annual Meeting and Fall Fête. These events, coupled with NEWIEE's highly acclaimed Mentorship Program and Rising Professionals activities, have solidified NEWIEE's place in the industry as a recognized source for inspiration, leadership, community, and professional development in New England.

I am honored and humbled to have served as president of this incredible organization for the last two years. I cannot wait to see what's next for NEWIEE in the years ahead. I know that with the support of our members, volunteers, sponsors, and partners, NEWIEE will continue to thrive, continue to inspire, and continue to drive toward a better, more equitable society.

On behalf of NEWIEE's Board of Directors, we thank you all.

With utmost gratitude,

Weezie Nuara
Former President, NEWIEE
State Policy Director – New England, Dominion Energy





FROM OUR INCOMING PRESIDENT

Dear Colleagues:

In 2008, I was asked to join a small and dynamic group of women who were gathering together to start a new organization – New England Women in Energy and the Environment (NEWIEE).

In less than 15 years, NEWIEE has grown exponentially to more than 1,300 individual members and more than 80 organizational members with chapters in five (5) states. Thank you to our members for your continued support and enthusiasm for NEWIEE!

Thank you also to the Board of Directors for their tireless efforts and continued contributions to NEWIEE. I am also thrilled to welcome four (4) new members to the Board of Directors: Shauna Beland; Tamika Jacques; Kate Johnson; and Deanna Sassorossi. Without the support of our Board of Directors, NEWIEE could not deliver on its mission of elevating the voices of underrepresented members of our community and driving greater diversity, equity, and inclusion in the fields of energy and environment.

Thank you to my predecessors – Judy Chang, Elizabeth Barton, Mary Ellen Paravalos, Jacquie Ashmore and Weezie Nuara. I am humbled and honored to have been selected to follow in your footsteps. Each of you has contributed so much to shape NEWIEE into what it is today, and I am excited to build on that great work.

During 2023, NEWIEE will continue its three signature events as well as other programming that highlights the talents and achievements of underrepresented members of our community. In addition, I am pleased to announce that, in 2023, NEWIEE plans to launch peer circles to give women and other underrepresented members at various stages in their careers the opportunity to build new relationships, share their stories, learn from each other, and seek advice.

With the support of our members, volunteers, sponsors and partners, NEWIEE will continue to change the dynamic, shape the conversation, and drive toward a more equitable society. Thank you!

With deepest gratitude,



Joey Lee Miranda
Incoming President, NEWIEE
Partner, Robinson+Cole



ABOUT NEWIEE

NEWIEE is a dynamic group of professional women working in energy and environmental fields, joining together to explore new solutions to today's challenges while helping to cultivate female leadership and advancement through collaboration, inspiration and professional development.

OUR MISSION

Our mission is to elevate the voices of the underrepresented and drive greater diversity, equity, and inclusion in the energy and environmental fields through:



Community

Creating a diverse, inclusive, and welcoming community

- Convening professionals across New England through signature events, affinity groups, and networking programs throughout the year.
- Cultivating a vibrant community of professionals of all backgrounds, levels, and sectors across energy and environmental fields.



Inspiration

Providing inspiration to engage more diverse candidates in our fields

- Providing recognition and visibility for unrepresented people who are driving advancement in our fields.
- Promoting the achievements of our colleagues and asking them to share the secrets to their success with our network.



Leadership

Taking a leadership role to address energy and environmental issues in our region and achieve greater diversity, equity, and inclusion in the field

- Elevating unrepresented voices and perspectives through panel discussions and studying the measures by which companies can effectively support their advancement.



Professional Development

Serving as an engine for personal and professional development

- Cultivating a deeper understanding of energy and environmental industry topics and providing professional advancement through programming, mentorship, and our online jobs board.

OUR MEMBERSHIP

NEWIEE's membership represents a diverse mix of energy and environmental professionals across New England. Our membership continued to grow in 2022, driven by double-digit growth among organizational members, who represent leading employers across the region.



81 Organizational Members with 1,150 individuals

- Private Sector
- Non-Profit
- Government
- Education



151 Individual Members

- Students
- Industry Newcomers
- Mid-Career Professionals
- Industry Experts

Organizational members share our commitment to elevating underrepresented voices and make their commitment public by supporting NEWIEE's mission and initiatives and enabling their employees to access NEWIEE's valuable programming, content, and networking opportunities.

Organizational members enjoy unique benefits, including social media spotlights, the ability to post career opportunities on the NEWIEE jobs board, and participation in an annual roundtable discussion with our Board of Directors, in which they can learn about upcoming initiatives and provide input on organizational priorities and programming for the coming year. This year, 23 new and existing members participated in the roundtable discussion. Participants expressed their appreciation for programs like **NEWIEE's "Ask Me Anything!"** series showcasing our members and their career paths, our increased focus on diversity, equity, and inclusion (DEI), and compelling programs offered in partnership with other organizations, such as **Browning the Green Space, American Association of Blacks in Energy, and Out in Energy.**

Members also shared the value they see in the community and networking opportunities NEWIEE provides and indicated an interest in further strengthening support networks through peer circles and other initiatives. As always, this input will play a key role in planning programs in initiatives for 2023.

The Value of NEWIEE Membership



"I am happy to say that my unsettled feelings [about my career path] subsided when I became a member of NEWIEE and started building the support I needed to succeed."
Caitlin Garvey | LEED Green Associate | EBI Consulting



"NEWIEE has provided me the opportunity to both mentor and build relationships with remarkable women who help me apply different perspectives in how I approach work daily."
Rockie Solomon | Intelligent Automation Manager | Eversource



"Having spent my entire career as one of the only women in the room, NEWIEE is the first networking group where I felt I could relax and be myself. NEWIEE events have introduced me to a whole community of women who share my passions for both energy and environment."
Carrie Gilbert | Managing Consultant | Daymark Energy Advisors



"Ameresco is delighted to support NEWIEE's mission to promote women leadership and provide these kinds of networking and career development opportunities for the talented women in our region."



"ISO New England supports NEWIEE all year long as an organizational member because a diverse, equitable, and inclusive workforce is important to us, and the region."

OUR PROGRAMMING

NEWIEE's programming is the primary means through which we work toward our goal of diversifying the energy and environment sectors. By providing opportunities for professional development and community building, and intentionally highlighting speakers who represent wide-ranging underrepresented voices in energy and environment, we actively support our members' career entry and advancement to achieve that goal.

Happily, 2022 saw a return to in-person programming. We were thrilled to host our first in-person signature events in 3 years, celebrating the achievements of national and regional leaders at our 11th Annual NEWIEE Awards Gala in April and hosting a riveting panel discussion on Environmental, Social, and Governance (ESG) practices at our Women Shaping the Agenda event at St. Joseph University in Connecticut in August.

2022 also saw the return of local activities sponsored by **NEWIEE's regional chapters** and **Rising Professionals** programs. Four local chapter events were hosted across the region, providing wonderful opportunities for new and long-time members to network and learn about locally relevant topics. NEWIEE also formed new partnerships with **Out in Energy** and **Breaking the Glass** to host two exciting events and expand the reach of our programming.

Even as we resumed in-person programs, we were thrilled to have continued to offer substantive, well-attended virtual events. More than 375 people registered for 10 different virtual events in 2022.

Our programs would not be possible without our incredible volunteers, and this year, we were able to offer opportunities to volunteer at in-person events to our **NEWIEE Rising Professionals**. Volunteers were able to attend certain events for free, providing them insight about and opportunities within both NEWIEE, and the energy and environment fields.



OUR PROGRAMMING



Community

- NEWIEE Annual Meeting / Fall Fête
- Imagining a Gender-Equal World with **Emily Nichols** (NEWIEE New Hampshire Chapter)
- Rising Professionals Mt. Wachusett Hike
- Meet and Greet with **State Representative Joan Meschino** (NEWIEE Boston Chapter)
- Chapter Night at Apponaug Brewing Company (NEWIEE Rhode Island Chapter)
- Chapter Night at Thomas Hooker Brewery with **Tracy Babbidge** (NEWIEE Western New England Chapter)
- Rising Professionals Volunteer Workday / Charles River Clean up
- Meeting CT's New Carbon-Free Power Goals: What's the Role for Peaker Plants? In partnership with Connecticut Power and Energy Society (CPES)
- Partner Events with the American Association of Blacks in Energy (AABE) and Out in Energy
- Upcoming region-wide December Chapter Week!



Inspiration

- 11th Annual NEWIEE Awards Gala featuring:
 - **Elin Swanson Katz**, Director of the Office of Public Participation, Federal Energy Regulatory Commission (Keynote)
 - **Rachel Kyte**, Dean of the Fletcher School (Leadership Awardee)
 - **Meg Lusardi**, Executive Vice-President of PowerOptions, Inc. (Achievement Awardee)
 - **Marissa Paslick Gillett**, Chair of CT Public Utilities Regulatory Authority (Achievement Awardee)
 - **Keirstan Field**, Project Manager at Petersen Engineering (Rising Star Awardee)
 - **Shalanda Baker**, Senior Advisor, Office of the Secretary U.S. Department of Energy (Special NEWIEE Board Recognition)



Leadership

- NEWIEE Reads “Diversifying Power” with **Jennie Stephens**
- Massachusetts Environmental Policy Act (MEPA) Update with **Tori Kim**, MEPA Director
- Women Shaping the Agenda - The Business of ESG: Doing Well by Doing Good
 - Welcome by **Rhona Free**, Ph.D., President, University of Saint Joseph
 - Keynote by **Connecticut Lieutenant Governor Susan Bysiewicz**
 - Moderated by **Leila Dillon**, Senior Vice President, Marketing and Communications, Ameresco
 - **Laney Brown**, Vice President, Sustainability, AVANGRID
 - **Cynthia Curtis**, Senior Vice President, Sustainability, Jones Lang LaSalle
 - **Kerry O'Neill**, CEO, Inclusive Prosperity Capital
 - **Christine Shaw**, Principal Investment Officer, Corporate Governance & Sustainable Investment, Office of the Connecticut Treasurer



Professional Development

- Up-and-Comer Resources including Career Conversations
- Rising Professionals Group and Programming
- Career Panels with UMass Lowell and Keefe Technical High School
- “Ask Me Anything!” Webinars
- Mentoring Program

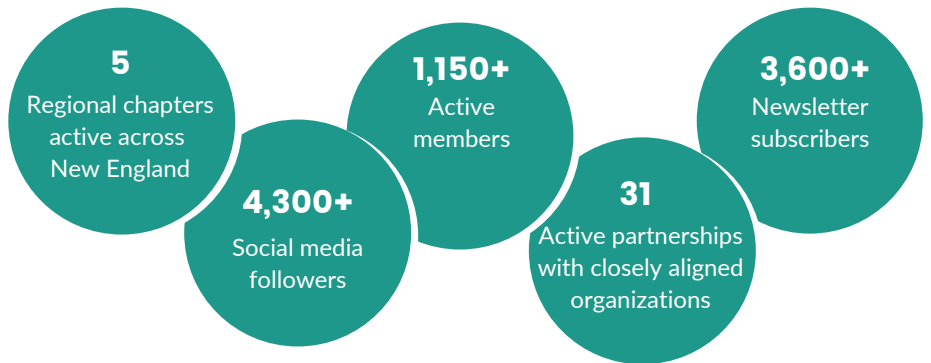
2022 IMPACT

NEWIEE works to achieve our mission of diversifying the energy and environment field through 4 strategic pillars:



Community

NEWIEE cultivates a welcoming community of students, rising and mid-career professionals, and sector-level experts across the energy and environmental fields.



Inspiration

NEWIEE strives to inspire others by elevating voices and highlighting the achievements of those underrepresented in the energy and environmental fields.

Featured 30 speakers- all of whom were female, non-binary and/or members of the LGBTQ+ community

Held our first NEWIEE Signature Event in Connecticut: Women Shaping the Agenda in August

Celebrated the first NEWIEE Annual Awards Gala in 3 years

Engaged national leaders, including Director of the Federal Energy Regulatory Commission Office of Public Participation Elin Katz, and Senior Advisor U.S. Department of Energy Shalanda Baker.

Shared perspectives from NEWIEE leaders through our blog series, which included 8 blogs, 6 written by board members.

2022 IMPACT



Leadership

NEWIEE takes an active role helping to increase diversity, equity, and inclusion in our fields.

Launched a new partnership with **Out in Energy** to shine a spotlight on LGBTQ+ issues

Offered 5 sessions addressing energy and environmental equity issues

- Engaged more than 750 participants in robust panels, programs and discussions

Partnered with reputable organizations including the **American Association of Blacks in Energy**, **BoSTEM**, **Breaking the Glass**, and **Out in Energy**.

Awarded our second **Revolutionary Power Fellowship** at the Department of Energy:
Nishaila Porter



Professional Development

NEWIEE helps to engage and elevate women through dedicated programming, career support, and carefully curated job postings.

8

Rising Professionals gatherings

62

Mentoring Participants

140+

Attendees joined "Ask Me Anything!" webinars for career insights & advice

1,700+

Employment opportunities shared via the **NEWIEE Jobs Board** since its launch in January 2019, 34% in 2022 alone!



2022 STRATEGIC PRIORITIES

Every two years, the NEWIEE Board of Directors develops a strategic plan aimed at furthering our mission to build greater diversity, equity, and inclusion (DEI) in our industry. We evaluate our progress on our plan at monthly board meetings and our annual retreat, at which we set priorities for the coming year.

We recognize that in order to achieve long-term impact in DEI, we need to continue to bring new professionals into the field, help them grow, and challenge the industry to support these efforts. Accordingly, our strategic plan provides a framework aimed at building a pipeline of diverse candidates and supporting career exploration, entry, and advancement through outreach, programming, and community building.



Career Exploration, Entry, and Advancement

- Through **NEWIEE on Campus**, we aim to introduce new, diverse candidates to our fields. Over the past year, we have conducted outreach to local high schools, college campuses and the professional community to support the career entry and professional development of candidates across regions, professional levels, ethnicities, races, and gender identities.
- This year, we offered our first ever hybrid career panels about energy and environment professions at UMass Lowell and Keefe Technical High School in Framingham. Panelists included lawyers, engineers, scientists, planners, policy-makers, renewable energy developers, utility workers, and more to showcase the broad array of productive, fulfilling careers in the energy and environment space. To maximize the long-term impact of this initiative, we created ongoing opportunities to virtually connect with students via **BoSTEM**, a United Way of Massachusetts Bay and Merrimack Valley-led initiative in partnership with Boston After School & Beyond and Boston Public Schools, designed to inspire the next generation of STEM professionals in the Greater Boston area.
- In 2022, we built a new partnership with **Breaking the Glass**, a non-profit organization that partners with STEM companies and STEM communities to provide personalized programming on DEI and women's career development topics. Our kick-off event brought together **NEWIEE's Rising Professionals** with Progressive Recruitment consultants, who offered resume tips, live resume reviews, and other guidance to help candidates navigate job opportunities in the power, utilities, and renewable energy markets.

2022 STRATEGIC PRIORITIES

- The **NEWIEE Jobs Board** continues to be a highly valued resource for our members. Launched in 2019, the jobs board provides curated employment opportunities from and for our members, across a wide variety of regions, professional levels, and specialties. Leading regional employers such as Unitil, Eversource, BlueWave Solar, Nexamp, National Grid, Ceres, MassCEC, and Borrego Solar rely on the NEWIEE Jobs Board to help recruit talent. To date, we've shared over 1,600 employment opportunities, posting 651 opportunities in 2022 alone!
- NEWIEE's programming provides year-round opportunities for professional development by shining a light on careers, job-seeking skills, and concepts of interest such as ESG reporting, regulatory developments, and more. This year's roster featured 28 speakers, representing accomplished energy and environment professionals from the public and private sectors, in all stages of their careers, and from a diverse range of racial, national, and gender identities. In addition to local and regional leaders, NEWIEE programs provided opportunities to learn from and converse with national leaders, including the **Director of the Federal Energy Regulatory Commission Office of Public Participation Elin Katz**, and the **Senior Advisor U.S. Department of Energy Shalanda Baker**.
- In order to ensure our programs are accessible to the greatest number of interested aspiring, rising, and established professionals, we have offered many events with no or low entry fees. Nearly 80% of programs in 2022 were free to members, and 95% cost under \$40. We have also begun offering scholarships for free admission to **NEWIEE's Signature Events**, including the Spring **Awards Gala** and Summer **Women Shaping the Agenda**.
- **NEWIEE's Mentoring Program** is one of our most sought-after initiatives. By pairing established professionals with Up-and-Comers, this initiative provides 1:1 coaching sessions through monthly meetings to help mentees advance their careers. This year's session included 31 mentor/mentee pairs, across a broad range of disciplines including law, policy, communications, engineering, finance, and entrepreneurship.



2022 STRATEGIC PRIORITIES



Community Building

- Collaborative partnerships with like-minded organizations are a vital component through which we expand our reach and value to the NEWIEE community. In 2022, we made an important new alliance with Washington, D.C.-based **Out in Energy**, a national community for openly Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex (LGBTQ+) energy and climate professionals. The Out in Energy network serves as a community development and visibility incubator for LGBTQ+ people working in energy and climate, with the goals of elevating voices, supporting career development, connecting jobseekers with companies and government agencies, and building a cohesive, national community for LGBTQ+ energy and climate professionals. We kicked off our partnership with an **“Ask Me Anything!”** webinar in honor of Pride Month, featuring a panel of leaders, including **Zachary Strauss, Out in Energy founder** and **Atlas Public Policy Analyst**; **Gia Clark, Senior Director at LevelTen Energy**; **Edon Hoppener, Second Secretary, Trade and Economic at the New Zealand Embassy in Washington, D.C.**; and **Nicole Lepre, Policy Analyst at Atlas Public Policy**. One of the most highly attended and positively commented upon virtual events of the year, the event laid the groundwork for a productive partnership with the Out in Energy team to serve our shared goals.
- In 2022, we also launched weekly **NEWIEE Member Spotlights** to highlight the diversity of our membership. These social media features showcasing diverse professionals across industries, career level, gender identity, and sexual orientation have become one of our most popular features across NEWIEE social media platforms.
- NEWIEE takes an intentional approach to developing programming that focuses on issues including environmental justice and diversifying the energy and environment workforce. We invite organizations that share our goals to demonstrate their commitment by offering opportunities for sponsorship and participation in our events.

2022 LEADERSHIP & GOVERNANCE

NEWIEE is a member-driven organization, led by a working board of accomplished professionals and a vibrant community of volunteers, working together to achieve our goals.

OFFICERS



Joey Lee Miranda
President
Partner
Robinson + Cole LLP



Catherine Finneran
Vice President
Vice President - Sustainability
and Environmental Affairs
Eversource Energy



Sarah Adams
Clerk/Secretary
External Affairs Representative
ISO New England



Julie Lieberman
Treasurer
Managing Consultant
Atrium Economics



Dr. Jacqueline Ashmore
EVP of Engineering
New Leaf Energy



Elizabeth Barton
Partner
Day Pitney LLP



Shauna Beland
Administrator, Renewable Energy
Programs
RI Office of Energy Resources



Judy Chang
Undersecretary of Energy and
Climate Solutions for the
Commonwealth of Massachusetts



Cindy Gage
Vice President of Client Strategy
C+C



Tamika Jacques
Director of Workforce
Development and Supply Chain
Avangrid



Kate Plourd Johnson
Director of Engagement
Advanced Energy Economy



Vivian Kimball
Director of Natural Sciences
VHB



Weezie Nuara
State Policy Director-
New England
Dominion Energy



Deanna Sassorossi
Sustainability Analyst
Eversource Energy



Kelly Smith
Onshore Package
Manager
Mayflower Wind



Mary Usovicz
General Manager of
Merrimac Municipal
Light Department



Katy E. Ward
Founder
Travel Honey

To our departing and beloved board members, Carter Wall, Shalaya Morissette, and Gina Gulseth, we sincerely thank you for all your contributions to New England Women in Energy and the Environment (NEWIEE). NEWIEE would not be where it is today without your careful input and invaluable guidance. As we bring new board members into the organization, we build on the great work you have done to make NEWIEE a recognized source for inspiration, community, leadership, and professional development. You will always be a part of the NEWIEE family, and we sincerely appreciate all you have done to make NEWIEE the great treasure that it is.

COMMITTEES & LOCAL CHAPTERS

Diversity, Equity & Inclusion Committee:

Co-Chairs: Deanna Sassorossi and Tamika Jacques

The NEWIEE Diversity, Equity, and Inclusion (DEI) Committee develops strategies to promote and improve diversity through programming, partnership, and investment. The goal of the DEI Committee is the betterment of NEWIEE and the removal of barriers that limit the growth of our field and the people who work in it.

Finance & Audit Committee:

Chair: Julie Lieberman

The NEWIEE Finance & Audit Committee manages NEWIEE's financial responsibilities, including tax and accounting matters.

Governance Committee:

Chair: Sarah Adams

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

Marketing Committee:

Co-Chairs: Cindy Gage and Laurel Gerdine

The NEWIEE Marketing Committee manages NEWIEE's marketing strategy and is responsible for developing content and visuals for the NEWIEE newsletter, the NEWIEE website, and NEWIEE's social media presence.

Membership Committee:

Co-Chairs: Catherine Finneran and Mary Usovicz

The NEWIEE Membership Committee 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 and Weezie Nuara

The NEWIEE Mentorship Committee manages the Mentorship Program, currently in its fourth round of mentor-mentee matchups.

Programming Committee:

Co-Chairs: Sarah Adams and Vivian Kimball

The NEWIEE Programming Committee creates and coordinates NEWIEE's programming strategy for its signature events, chapter activities, and other initiatives. Planning subcommittees are formed for the Awards Gala, Women Shaping the Agenda (WSTA) Event, and Annual Membership Meeting & Fall Fête (AMM/FF).

- Gala co-chairs: Vivian Kimball and Kate Johnson
- WSTA co-chairs: Cindy Gage and Kelly Smith
- AM/FF co-chairs: Katy Ward and Sarah Adams

Rising Professionals Committee:

Co-Chairs: Gretchen Fletcher and Tiffany Hawco

The NEWIEE Rising Professionals Committee offers opportunities for personal and professional development of new energy and environmental professionals 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: Kelly Smith and Christina Cho

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

Chapters:

NEWIEE's chapters host local events that give our members the opportunity to meet other energy and environment professionals in their area. They include:

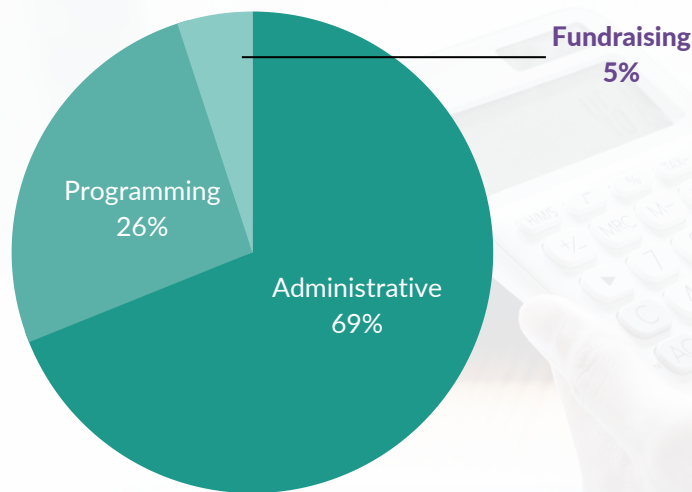
- **Boston Chapter**, led by **Jennifer Crawford and Weezie Nuara**
- **Maine Chapter**, led by **Carrie Gilbert and Celina Cunningham**
- **New Hampshire Chapter**, led by **Maureen Callahan**
- **Rhode Island Chapter**, led by **Shauna Beland and Nicole Verdi**
- **Western New England Chapter**, led by **Sarah Adams and Lynn Fountain**

NEWIEE FINANCIALS

STATEMENT OF ACTIVITIES FOR THE YEAR ENDING DECEMBER 31, 2021

Net Revenue:		\$58,835
Expenses:	Administrative:	\$95,679
	Programming:	\$36,152
	Fundraising:	\$7,008
Total Expenses:		\$138,840
Assets:	Net Assets Beginning of Year:	\$105,385
	Net Assets End of Year:	\$164,220
	Change in Net Assets:	\$58,835

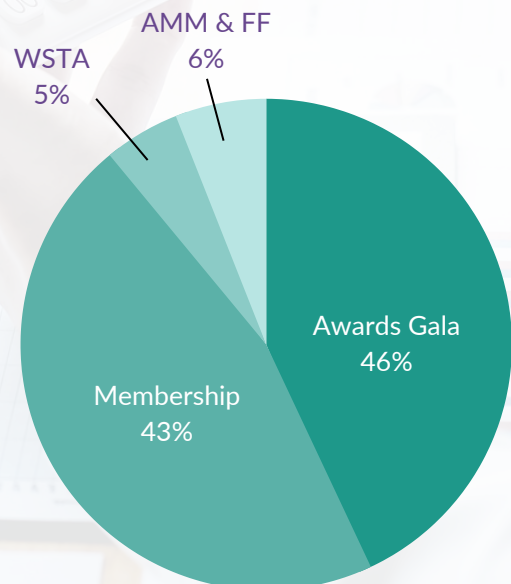
2021 Expense Breakdown



Administrative Cost Breakdown

- 47% Marketing and Advertising
- 29% Executive Administration
- 7% Software and Website Costs
- 6% Accounting Fees
- 6% Bank Charges and Merchant Fees
- 2% Depreciation
- 1% Business Registration and Fees
- 1% Insurance
- 1% Other

2021 Net Operating Revenue Breakdown



NEWIEE 2008-2022



● **2008**

NEWIEE PLANTS ROOTS

- First NEWIEE meeting: 8 women with the goal of creating a place to gather and support each other
- Judy Chang founds organization and becomes President

● **2010**
COMMUNITY GROWS

- First Annual Awards Gala held to inspire and recognize women leaders in the energy and environment fields
- New Hampshire Chapter founded



● **2015**

OUTREACH BEGINS

- Regular newsletter to 1,300 recipients begins
- Launched social media platforms
- Beth Barton becomes president
- 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

● **2016**
GROWTH EXPANDS

- Western New England chapter founded
- Rising Star category added to Annual Awards Gala



● **2017**

NEW GENERATION

- Mary Ellen Paravalos becomes President
- NEWIEE on Campus launched to help introduce students to energy and environmental fields
- Annual Awards Gala attendance exceeds 500



NEWIEE 2008–2022



2018

EXPONENTIAL GROWTH

- Mentoring program begins
- Jacquie Ashmore becomes President
- New branding and website launched
- New Membership structure adds Organizational Members
- Annual Programming Roundtable launched

2019

NEW BRANCHES EMERGE

- Boston, Rhode Island, and Maine chapters launched
- Jobs Board added to the website
- Diversity, equity, and inclusion focus launched
- Rising Professionals group launched
- Online store opened
- Fall Fête attendance exceeds 260



2020

DEEP ROOTS ANCHOR NEWIEE

- NEWIEE shifts to virtual programming to sustain member services throughout COVID-19 pandemic
- “Ask Me Anything!” monthly webinar series created
- Newsletter exceeds 3,100 subscribers
- Mary Louise “Weezie” Nuara becomes President



2021

MEMBERSHIP FLOURISHES

- 1,000 members exceeded
- Revolutionary Power Fellowships launched
- NEWIEE Up-and-Comers launched
- Non-profit status in all 6 New England States achieved
- 10th Annual Awards Gala held, our first in a virtual format
- 1,000th opportunity posted on NEWIEE Jobs Board



2022

DEVELOPMENT CONTINUES

- First Women Shaping the Agenda event in Connecticut
- Most job postings in one year (651)
- Launched partnerships with Out in Energy and Breaking the Glass
- Joey Lee Miranda becomes President
- 25 new organizational members



OUR CURRENT MEMBERS

NEWIEE's Organizational Members share our commitment to employment equity, the advancement of women and other underrepresented voices, and innovation in the energy and environmental fields. We are proud of our association with the Organizational Members (**bolded**) and companies employing individual members, listed below:

Ambassador Members

Ameresco
BlueWave Solar
Eversource Energy
Form Energy

Greentown Labs
GZA GeoEnvironmental, Inc.
ISO New England
Massachusetts Clean Energy Center

National Grid
RWE
Vanguard Renewables

Premier Members

Avangrid
Commonwealth Fusion Systems
Dartmouth College
Day Pitney LLP
Daymark Energy Advisors

Energy New England
MA Dept of Energy Resources
Mayflower Wind
Nexamp
Northeastern University School of Public Policy & Urban Affairs

Office of Consumer Counsel
Solect Energy Development
Synapse Energy Economics
VHB
Vineyard Offshore

Classic Members

Abode Energy Management
Activate Global Inc.
Advanced Energy Economy
Anbaric
BCM Environmental & Land Law, PLLC
Burns & McDonnell
C+C
Cadmus
Ceres
CLEARresult
Connecticut Public Utilities Regulatory Authority
Connecticut Water Company
Connecticut Green Bank
CTDEEP-Air
DHInfrastructure
E4TheFuture
ECA SOLAR

Enbridge
Energy and Environmental Economics, Inc.
Environmental League of MA
Epsilon Associates
Equinor
FirstLight Power
Flatiron Energy
Foley Hoag LLP
Freedom Energy Logistics
Great River Hydro, LLC
Green Energy Consumers
Heavy Weight Inc.
Highland Electric Fleets
Liberty Utilities
Lightstar Renewables
Merrimac Light Department
NECEC
New Ecology, Inc.
New Leaf Energy

Operation Fuel, Inc.
Opinion Dynamics
Petersen Engineering, Inc.
PowerOptions
PPL
Resonant Energy
ReVision Energy
RI Office of Energy Resources
Robinson & Cole LLP
Seamans Holdings
Sunwealth Power, Inc.
Sustainable Energy Advantage, LLC
SWCA Environmental Consultants
The Brattle Group
The DesignLights Consortium® (DLC)
Tighe & Bond
UMass Lowell
Unitil
Utilidata

Individual Members

40 Yawgoo Consulting
3Degrees Inc
A. Lucey Strategies
Alliance Bernstein
Alliance For Business Leadership
Anderson & Kreiger LLP
Banking on Green, LLC
Barletta Engineering Corporation
Bernstein Shur
Borrego Solar Systems Inc.
Boston Climate Action Network
Boston University
Boston University Law School
British Consulate-General Boston
Brookfield Renewable
Brown and Caldwell
Brown University
Central MA Regional Planning Commission
Citizen Science Consulting
City Of Cambridge
Clarendon Hill Consulting
Cold Regions Research and Engineering Laboratory (CRREL) U.S. Army Engineer R&D Center (ERDC)
Commonwealth Electrical Technologies
Concentric Energy Advisors, Inc.
CT Department Of Energy and Environmental Protection
Conservation Law Foundation
CPV
Dandelion Energy
Davey Resource Group
Department of Energy/ORISE
Dominion Energy
Dominion Energy Millstone Nuclear Plant
Downs Rachlin Martin PLLC
EBI Consulting
Enel X North America, Inc.
Energy Efficiency Investments
Energy Foundation
Environmental Business Council Of New England

ESAI Power
FERC
FireFlower Alternative Energy
Flux+Flow Professional Coaching LLC
Fraunhofer USA
Golder Associates Inc.
Green Path Strategies
Guidehouse
Harvard Kennedy School
Harvard Law School Environmental & Energy Law Program
Hinckley Allen & Snyder, LLP
Hofstra Law
HVC Engineering
Inclusive Prosperity Capital
Institute for Sustainable Energy, Boston University
IntWork
Iroquois Pipeline Operating Company
Jacobs
Johns Hopkins University
Kahn, Litwin, Renza
Kleinfelder
Kleinschmidt Associates
Leviton & Associates, Inc.
Leyton
Linevision Inc
London Economics International LLC
MA Exec. Office Of Energy & Env. Affairs
Massachusetts Department Of Public Utilities
Massachusetts Science & Engineering Fair
MassEnergie, Inc.
Mavel Americas, Inc.
McMahon Communications
Metropolitan Area Planning Council
Mintz, Levin, Cohn, Ferris, Glovsky and Popeo, P.C.
MIT Energy Initiative
MMWEC
Mott MacDonald
NECPUC

NEECO LLC
NEEP
NESCAUM
New Ecology, Inc.
New Energy Capital Partners
Normandeau Associates, Inc.
Novartis
NuSTREAM
NYS PSC
Perch Energy
Pierce Atwood LLP
Power Advisory LLC
Ramboll
Rath, Young and Pignatelli PC
Recharge America
Rhode Island Public Utilities Commission
Rhode Island Senate
Sage Energy Consulting, LLC
Spiegel & McDiarmid LLP
State Of Maine - Governor's Energy Office
Sue Coakley & Associates
Sunwatt Solar
SVB
Swift Current Energy
Taitem Engineering
Tesla
The Fletcher School of Law and Diplomacy At Tufts
Travaglini Scorzoni Kiley, LLC
TRC
United Illuminating
University Of Michigan
US EPA
USPRO
Verdantes LLC
Vermont Law School
Vermont Public Utility Commission
Ware River Power
Wood Mackenzie
Xodus Group