

INFO SLAMS



NEIWPCC 2025
Annual All Staff Meeting
Nashua, NH

CLEAN WATER POD

Beth Malcolm, Environmental Analyst



WHAT'S THAT SOUND...



...OR HAVEN'T YOU HEARD?



A PODCAST ALL ABOUT CLEAN WATER EFFORTS!

Featuring the voices of environmental professionals across the country to build an understanding of how to meet the goals of the Clean Water Act.

SHARING THE ACCOMPLISHMENTS



- NEIWPCC showcasing success stories
 - Inspires other programs
 - Informs stakeholders and the public
 - Generates support for future work to advance clean water
- EPA-funded grant activities focus on the first 50 years of CWA



OUR PODCAST HOST



JEFF BERCKES



Jeff holds an MS in Environmental Science from Oregon State University and an MBA from the University of Iowa. He brings over 15 years of professional experience leading strategic planning projects at the state, local, and federal levels. He has authored national-level policy papers and statewide program plans in water quality administration and agricultural runoff. Jeff serves on the Alumni Board of Kinship Conservation Fellows, a foundation focused on improving the environment through market-based tools and environmental economics principles. He loves to travel, especially in his quest to run a half marathon in every state.



FUNDAMENTALS OF THE CLEAN WATER ACT

- Clean Water Pod explores building blocks on the path to improve and protect surface water quality

- Water Quality Standards
- Monitoring and Assessment
- Impaired Waters
- High Quality Waters



WATER QUALITY STANDARDS

- Designated Uses
- Water Quality Criteria
- Antidegradation Policy



WATER QUALITY MONITORING AND ASSESSMENT

- Testing for pollutants
- Monitoring chemical, physical and biological characteristics
- Assessing results, gauging progress



PLANNING AND IMPLEMENTATION

- CWA integrates programs around WQS
 - Total Maximum Daily Loads (TMDLs)
 - National Pollutant Discharge Elimination System (NPDES) permits
 - Nonpoint Source
 - Oceans and Wetlands
 - Source Water Protection



IMPAIRED WATERS, 303(D), LIST



- CWA Section 303(d) requires all states, territories, and authorized tribes to identify and list waterbodies not meeting water quality standards and develop TMDLs for them
- Impaired waters list helps define the extent of pollution and prioritize water quality improvement projects



TOTAL MAXIMUM DAILY LOADS (TMDLs)

- Define the maximum amount of a specific pollutant allowed in a waterbody for it to meet water quality standards
- Serve as watershed-level planning tools for restoring water quality
- Address point (NPDES) and Nonpoint Source (NPS) pollution



A WORD FROM OUR GUESTS

“We’re thoughtfully working through a process from understanding a water quality problem, to fixing the problem.”

– Ron Steg, Wyoming Dept. of Environmental Quality



A WORD FROM OUR GUESTS

“We’ve worked to develop strong partnerships that have helped us to leverage funds and efforts. Ultimately, we’re more effective when we’re working together.”

-Michaela Lambert, Kentucky Division of Water



WHAT LISTENERS ARE SAYING

“Hearing from people who’ve spent decades in this work gives me perspective ...



...there’s a lot of work to be done, yet look how far we’ve come!”

-Kelsey Alvarez del Castillo, NEIW PCC

AND SO MUCH MORE...



TUNE IN!

NEIW PCC STRATEGIC PLAN

Maryann Dugan, Program Manager

Beth MacBlane, Information Officer

**Samantha Thompson, Business Operations Division
Director**



NEIWPCP STRATEGIC PLAN 2025 UPDATE



WATER PROGRAM PRIORITIES 2020 UPDATE

CONNECTICUT • MAINE • MASSACHUSETTS • NEW HAMPSHIRE • NEW YORK • RHODE ISLAND • VERMONT



NEIWPCP

OUR WORK

NEIWPCP is a regional commission that helps the states of the Northeast preserve and advance water quality. Our work and impact fall into five interconnected categories:

1

CONNECTIONS

We engage and convene water quality professionals and other stakeholders across the Northeast to collaborate on clean water.

2

PROTECTION

We conduct research into water-related topics, monitor environmental factors, and fund such work by others. We also

3

TRAINING

We develop, coordinate, and conduct training courses that serve water quality professionals regionally and nationwide.

4

EDUCATION

We fund and/or staff programs that engage the public through events, exhibits, web and print publications, and other outreach activities.

5

ENGAGEMENT

We actively represent the interests of member states at meetings with federal and state officials and in regional and national water and wastewater associations.



Hudson River at Nonie Point Environmental Center

October 2020

CRITICAL OBJECTIVES AND STRATEGIC GOALS

The Critical Objectives and Strategic Goals outlined below were developed by our commissioners and staff. They reflect our current regional and national activities and guide our efforts into the future.

FUNDING

OBJECTIVE
Build a sustainable funding model that allows us to continue to deliver on our mission while expanding the regional and national impact of our work.

GOALS

- Collaborate with member states to fund additional initiatives
- Build and strengthen partnerships to address the funding requirements associated with creating new/maintaining aging infrastructure
- Collaborate with state and federal partners to make efficient and effective use of available resources

WORKFORCE DEVELOPMENT

OBJECTIVE
Deliver programs and services that attract and retain a diverse, talented group of water quality professionals to our staff, as well as to the field as a whole.

GOALS

- Build a more diverse and inclusive water quality workforce
- Draw upon our organizational values to strengthen culture and create a sense of community for staff
- Recruit young professionals to the staff and to the field
- Offer online continuing education courses to support the needs of rural member states and to expand national reach
- Standardize external training programs across the Northeast around shared best practices
- Develop youth education programs that support workforce development and awareness objectives

ENGAGEMENT

OBJECTIVE
Use our data, resources, and network to encourage the public, policymakers, and other influencers to support our vision of clean water managed sustainably throughout the Northeast.

GOALS

- Establish initiatives and partnerships that anticipate or react quickly to rising environmental issues
- Translate scientific research into environmental applications

water in the Northeast through
and service to, our member states.

VALUES

Leadership • Collaboration
Education • Service • Science



NEIW PCC Strategic Plan

2020

- Simultaneous rebrand and development of brand guidelines
- Update to all NEIW PCC materials
- In-person workshops, survey, and industry comparison
- Separate WPP update
- Critical Objectives → Strategic Goals

2025

- Same deviously attractive look
- Material refresh
- Survey and industry comparison only
- Merge with WPP
- Strategic Priority → Goals → Tactics



STEERING COMMITTEE

CONSULTANT

Michele Levy

LEADS

Maryann Dugan

Beth MacBlane

Samantha Thompson

NEIWPCC STAFF

Ian Dulin

Richard Friesner

Amy Magin

COMMISSIONERS

Mike Bisi (CT)

Patricia Cerro-Reehil (NY)

Fred McNeill (NH)

Jane Stahl (CT)

Richard Lyons (NY)

PROJECT OVERVIEW

SUMMER 2024

Project prep
Initial committee
meeting

FALL/WINTER 2025

Staff survey
First draft updated
plan

SPRING 2025

Final two-page plan

COMMISSIONER CHECK-INS:

- September 2024
- January 2025
- May 2025

PROCESS

- ↓ Steering Committee kickoff meeting
- ↓ Senior Staff input
- ↓ Steering Committee review
- ↓ Staff survey
- ↓ Draft plan
- ↓ Steering Committee review
- ↓ Senior Staff review
- ↓ Final plan

SURVEY PARTICIPANTS

TOTAL = 111

73.5%
STAFF

24.5%
COMMISSIONER

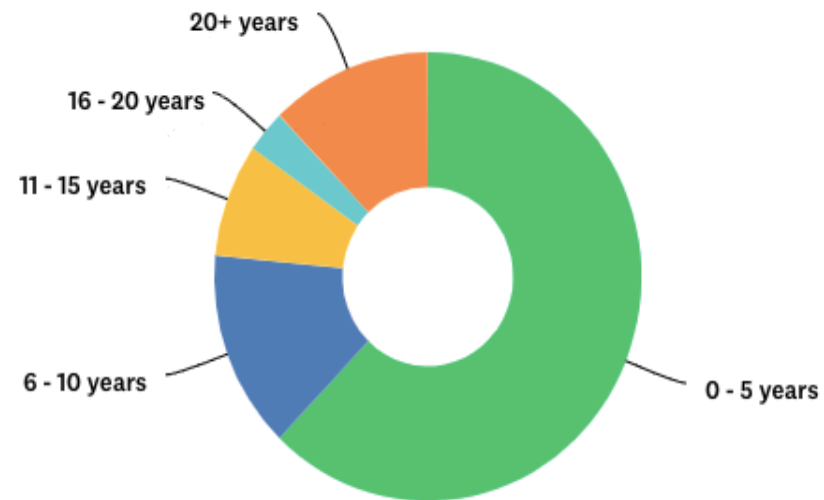
2%
OTHER

**68% response
rate!**

HOME OFFICE

NYSDEC: 24%
LOWELL/HQ: 23%
LCBP: 14%
OTHER: 9%
ME (various): 8%
NYSDOH: 6%
RI (various): 5%
MA (various): 3%
LISS: 3%
NH (various): 3%
CT (various): 2%

TENURE WITH NEIWPCC



Water Program Priorities (2020)

- **Clean Water Act Reauthorization**
- **Contaminants of Emerging Concern/PFAS**
- **Infrastructure and State Revolving Fund**
- **Training and Certification**
- **Watershed Planning and Waterbody Protection**

Strategic Plan (2020)

- **Funding:** Build a sustainable funding model that allows us to continue to deliver on our mission while expanding the regional and national impact of our work.
- **Workforce Development:** Deliver program and services that attract and retain a diverse, talented group of water quality professionals to our staff, as well as to the field as a whole.
- **Engagement:** Use our data, resources, and network to encourage the public, policymakers, and other influences to support our vision of clean water managed sustainably throughout the Northeast.

Strategic Priorities (2025)

- Advance scientific monitoring and data collection to drive effective strategies for responding to water quality conditions.
- Inspire and inform collective action for clean, sustainable water.
- Ensure that we and our partners have sufficient, sustained financial resources to advance our collective work.
- Strengthen the clean water workforce.


STAFF-DRIVEN STRATEGY: DEVELOPING TACTICS TOGETHER

- **Goal: Capture your work**
 - We engaged Division Directors, Project Managers, and staff to ensure the tactics reflect the key focuses of your job duties.
 - Staff had opportunities to comment and clarify priorities through a survey.
 - Input was carefully reviewed to shape the final tactics.



NEIWPCC “CHEAT SHEET”

CONNECTICUT • MAINE • MASSACHUSETTS • NEW HAMPSHIRE • NEW YORK • RHODE ISLAND • VERMONT



OUR WORK

NEIWPCC is a regional commission that helps the states of the Northeast preserve and advance water quality. Our work and impact fall into five interconnected categories:

1

CONNECTIONS

We engage and convene water quality professionals and other stakeholders across the Northeast to collaborate on clean water and environmental science challenges across shared regions, ecosystems, and areas of expertise.

2

PROTECTION

We conduct research into water-related topics, monitor environmental factors, and fund such work by others. We also implement and fund environmental restoration and other on-the-ground projects.

3

TRAINING

We develop, coordinate, and conduct training courses that serve water quality professionals regionally and nationwide.

4

EDUCATION

We fund and/or staff programs that engage the public through events, exhibits, web and print publications, and other outreach activities.

5

ENGAGEMENT

We actively represent the interests of member states at meetings with federal and state officials and in regional and national water and wastewater associations.

MISSION


To advance clean water in the Northeast through collaboration with, and service to, our member states.

VISION

Clean and sustainable water throughout the Northeast.

VALUES

Leadership • Collaboration
Education • Service • Science



- Reorganize layout/design
- Highlight NEIWPCC action
- Condense buckets
- Reorganize values
- “The name NEIWPCC”
- We have a website



Mission

Advance clean water in the Northeast through collaboration with, and service to, our member states.

NEIWPCC is a regional commission that helps the states of the Northeast preserve and advance water quality. We respond to emerging challenges by deploying resources across three interconnected areas that protect and enhance ecological and public health throughout the region.

CONNECTION + ENGAGEMENT We convene water quality professionals and stakeholders to address clean water and environmental science and ecosystem challenges. We represent the interests of our member states at the state, regional, and national level.	RESEARCH + ACTION We conduct research into water-related topics, monitor environmental factors, and fund such work by others. We implement and fund environmental restoration and other on-the-ground projects that protect and improve water quality and public health.	TRAINING + OUTREACH We develop, coordinate, and conduct training courses that serve water quality professionals regionally and nationwide. We fund and staff programs that engage the public through educational events, exhibits, publications, and other activities.
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Vision

Clean and sustainable water throughout the Northeast.

Values

Leadership

Science

Education

Collaboration

Service

The New England Interstate Water Pollution Control Commission was formed by an Act of Congress in 1947. We rebranded in 2020, embracing our acronym – NEIWPCC, pronounced [NŪ-Ē-PĪK] – as our formal name.

www.NEIWPCC.org

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STRATEGIC PLAN

Coming soon
to an inbox near you.

May: 2-Page Handout (Priorities & Goals)

September: Full Strategic Plan (to include tactics)

NEW YORK STATE DEPARTMENT OF ENVIRONMENTAL CONSERVATION

WATER WHEEL

Amanda Post, Environmental Analyst



NYSDEC DIVISION OF WATER (DOW): AS THE WHEEL TURNS

1. Monitoring: Waders in the water!
 - Bureau of Water Assessment & Management (BWAM)
2. Assessment: How does the collected data look?
 - Bureau of Water Assessment & Management (BWAM)
3. Planning & Management- Are TMDLs or other special protections/considerations needed?
 - Bureau of Water Resource Management (BWRM)
4. Implementation & Permitting: Put determinations in black & white down on paper.
 - Bureau of Water Permits (BWP)
5. Compliance & Enforcement: Work with municipalities and industries on maintaining compliance and holding feet to the fire if necessary.
 - Bureau of Water Compliance (BWC)



ALL-STAFF JOIN THE FUN

Ian Dulin, Madeline Silecchia, and Colleen Bradley,
Environmental Analysts



ALL STAFF - JOIN THE FUN

- Your opinions matter!
- Get creative!
- Make new friends!



ALL STAFF - JOIN THE FUN

If you are interested, please contact
Christina Stringer - cstringer@neiwpc.org

Keep an eye out for more information!



NEIWPCC EMPLOYEE RESOURCE GROUPS

Mae Kate Campbell, Environmental Analyst,
and the ERG Liaisons



WHAT'S AN EMPLOYEE RESOURCE GROUP?

- Employee resource groups (ERGs) are informal communities of NEIWPC staff from across the region. Anyone is welcome to participate in any group, though most groups are tailored to specific identities. ERGs may also hold events targeted at broader audiences.

EMPLOYEE RESOURCE GROUPS CAN BE...

- A place to build community across NEIWPCCC staff
- A place to share resources and get support
- A social space
- A place to share ideas on how to make NEIWPCCC a more open and welcoming environment
- A decompressive space to allow for recharging and refocusing

CURRENT EMPLOYEE RESOURCE GROUPS

1. Allyship Book Group
2. LGBTQIA+ (including those who are questioning)
3. Neurodiversity and Mental Health
4. Parents (including guardians and caregivers)
5. Women
6. Young Professionals



ALLYSHIP BOOK GROUP

Staff Contact: Christina Stringer
(cstringer@neiwppcc.org)

Upcoming Meeting Date: TBD



LGBTQIA+ GROUP

Staff Contact: Mae Kate Campbell
(mkcampbell@lcbp.org)

Upcoming Meeting Date: April 21



NEURODIVERSITY AND MENTAL HEALTH GROUP

Staff Contact: Anya Grondalski
(agrondalski@longislandsoundstudy.net)

Upcoming Meeting Date: TBD



PARENTS + CAREGIVERS GROUP

Staff Contact: Alex Atkinson
(aatkinson@neiwpcc.org)

Upcoming Meeting Date: TBD



WOMEN'S GROUP

Staff Contact: Mae Kate Campbell
(mkcampbell@lcbp.org)

Upcoming Meeting Date: May 12



YOUNG PROFESSIONALS GROUP

Staff Contact: Devon Case
(dcase@neiwpcc.org)

Upcoming Meeting Date: 4/16/25

HOW TO GET INVOLVED

- Reach out to the staff contact for the employee resource group(s) you are interested in to be added to the email list
 - There is no obligation to attend affinity group meetings, you can sign up just to receive updates
- Participate in affinity group-sponsored events
- Come talk to ERG Liaisons at the Not Another Poster Session
- Reach out to Mae Kate with any general questions

HOW TO START A NEW EMPLOYEE RESOURCE GROUP

- We always welcome ideas for employee resource groups for identities/topics not currently represented
 - The Task Force will support individuals interested in starting a new employee resource group
- Reach out Mae Kate or another member of the Task Force



Thank you!

Any questions?



MILESTONES

2025 All Staff Meeting



5 YEARS

Alex Atkinson



5 YEARS

Mae Kate Campbell



5 YEARS

Emma Clements



5 YEARS

Maryann Dugan



5 YEARS

Sue Hagar



5 YEARS

Lee-Ann Lowe

