



2022-2027 Strategic Plan

of the Northeast Sustainable Energy Association (NESEA)
approved by NESEA's Board of Directors on May 10, 2022



NESEA

NORTHEAST SUSTAINABLE ENERGY ASSOCIATION

2022-2027 Strategic Plan

Mission

NESEA advances sustainability practices in the built environment by cultivating a cross-disciplinary community where practitioners are encouraged to share, collaborate and learn.

Vision

We envision a vibrant and resilient built environment that supports climate justice and equity.

Core Values

- We care about each other and our community
- We challenge ourselves and each other to grow
- We share our mistakes so that we can learn from them
- We innovate
- We respect all people and perspectives
- We commit to root out all forms of oppression from our community
- We prioritize real world performance
- We have fun together

Operating Principles

- Cross Disciplinary Collaboration
 - Peer-to-Peer Learning
 - Intellectual Rigor and Humility
 - Inclusiveness
 - Transparency
 - Whole Systems Thinking
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Implementation

Operational Plan

Each year NESEA's Executive Director will present an annual operational plan to the board for approval along with the annual budget. The operational plan will outline clear objectives and tactics that further NESEA's strategic priorities, as well as metrics for defining and tracking success. The Board of Directors will discuss and vote on this operational plan as part of the budget approval process. In addition, at the close of each fiscal year, the Executive Director will report on performance and outcomes relative to the objectives, tactics and metrics outlined in the operational plan.

Strategic Priorities

Embrace the work of anti-racism and become more just and equitable.

Our ability to fulfill our mission and our continued relevance and vitality as an organization require that we stand against racism and other forms of oppression, and stand for justice and equity. With this strategic priority we commit to actively engage individuals who identify with groups who have historically been marginalized because of their identities and/or abilities; to highlight the linkages between anti-oppression, equity, justice and sustainability in our programming; and to evaluate everything we do through the lens of equity and justice.

Build on and expand emerging professional programming.

Students and emerging professionals are our future. With this strategic priority, we commit to provide additional entry points into our community for students and less experienced practitioners; to expand access to existing emerging professional programs; and to develop new emerging professional programs, including mentorships, that help less experienced practitioners connect with each other and with more experienced practitioners.

Expand opportunities for peer-to-peer connections, especially online.

The primary way that we nurture our community is through events. However, NESEA also has a role to play in strengthening community between and around events. With this new strategic priority, we commit to develop a robust online platform for our community members to deepen current connections, forge new connections, and learn from each other all year round.

Develop a strategy for sustainable program growth.

NESEA is emerging from the pandemic financially stable and operationally sound. Programming and community engagement are as strong as ever. We are poised to grow by expanding access to existing programs and developing new programs in support of our vision. With this strategic priority, we commit to develop new revenue streams, including but not limited to grants, contracts and an endowment, that will support sustainable programming growth and financial stability over time.

Deliver programming that is directly relevant to the full spectrum of NESEA practitioners.

NESEA strives to engage a broad spectrum of practitioners advancing sustainability in the built environment. In order to succeed at this, our programming must respond to the needs of all of the practitioners we serve. With this strategic priority, we commit to deliver content that is directly relevant to the day-to-day work of practitioners across NESEA's ecosystem.