NARRAGANSETT BAY ESTUARY PROGRAM

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FY2025 Annual Workplan

§320 and SNEP Funds

National Estuary Program Funding

Narragansett Bay Estuary Program

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QA/QC Plan Required:	Yes
Project Period:	October 1, 2025 – September 30, 2028
Resources Requested:	This is a new award. Total budget is $2,200,000 (FY2025 funds and required non-federal match). Attachment A provides the FY2025 budget summary and itemized budget for this award.
Federal Cost:	Current request: $1,100,000 (FY2025 funds)
Non-Federal Match:	The attached match documentation includes $1,100,000 received from various partners for FY2025.
Abstract:	This Narragansett Bay Estuary Program (NBEP or program) Narrative Workplan (workplan) includes 4 objectives and 20 tasks that will be

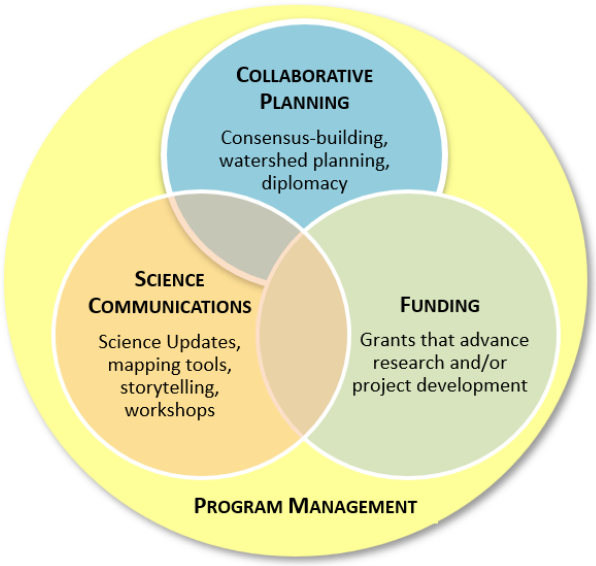
undertaken with this FY2025 allocation of Clean Water Act §320 and Southeast New England Program ("Base" funding) from the U.S. Environmental Protection Agency (EPA) to its host, Roger Williams University (RWU). The agreement has a three-year project period (October 1, 2025 – September 30, 2028). This annual NBEP Base Workplan for FY2025 includes efforts that NBEP has the authority, capability, and funding to complete, have support from the NBEP Steering Committee, and are intended to advance NBEP's Comprehensive Conservation and Management Plan (CCMP) for the program's Study Area of Narragansett Bay, Little Narragansett Bay, and Coastal Ponds, and their watersheds in Rhode Island, Massachusetts, and Connecticut.

OBJECTIVES

This work plan includes four objectives that align with NBEP's mission, CCMP, services, and funding requirements: (1) Program Management, (2) Collaborative Planning; (3) Science Communications; and (4) Partner Funding. The CCMP objectives addressed in this workplan are listed for each core service. Each NBEP objective includes specific tasks with target completion dates and expected outputs and outcomes.

Summary of FY2025 NBEP Base Workplan Objectives and Tasks

Objective	Task
1. Ensure sound **program management** consistent with NBEP's mission, bylaws, and CCMP.	a. Program Leadership.
	b. Host Institution Program Support.
	c. Base Workplan and Budget Development.
	d. Committee Support.
	e. Subaward and Contract Management.
	f. Grant Writing.
2. Provide **collaborative regional planning** to advance more resilient, sustainable, and equitable natural resource management, use, and enjoyment.	a. Science Working Group Convening.
	b. Regional Research, Restoration, Monitoring, Financial, & Outreach Planning.
	c. Southeast New England Program Support.
3. **Communicate science** in ways that are understood by and useful to researchers, managers, other priority audiences.	a. Science Updates.
	b. Annual Science Event.
	c. Targeted Outreach.
	d. NBEP Website Development.
4. **Award funding** to partners to help implement the CCMP.	a. Partner Internships.
	b. Small Education and Outreach Subawards.
	c. NBEP Research Plan Subaward(s).
	d. RIDEM River Connectivity Specialist Subaward.
	e. RIDEM Narragansett Bay Fixed Site Monitoring Network.
	f. Blackstone Watershed Collaborative Lower Blackstone Fish Passage Outreach Subaward.
	g. The Nature Conservancy in Rhode Island Fish Assessments Subaward.



NBEP Core Services.

AWARD SPENDDOWN STATUS

Between August 2023 – August 2024, NBEP operated with only three Full Time Employees (FTEs) out of the budgeted five; thus, NBEP personnel expenses have been lower than expected in the FY2023-FY2024 workplan and budget period. NBEP paid for all costs except subawards on FY2022 funds (00A00967) until September 2024. RWU and NBEP hired a new Watershed Outreach Manager in August 2024 and transitioned all costs (except existing subawards and contracts) to 00A01306 (FY2023 and FY2024 funds) in September 2024. While NBEP is currently spending down salaries on FY2023-FY2024 funds and anticipates hiring a 5th FTE (Staff Ecologist) by September 2025, an overage of about 6 months still exists. To account for underspending on internal costs due to understaffing, NBEP and RWU have budgeted only 8 months of salary for all staff in FY2025, tapping into unspent FY2023-FY2024 balances for the full requirements. NBEP and RWU anticipate that the amount available for personnel in the FY2023 and FY2024 budgets will cover salaries for five FTEs and part-time interns through April 2026, plus provide for the 6-8 months of salary reserve that the NBEP Steering Committee has directed. Following the expiration of FY2023-FY2024 salary funds, NBEP will begin spending down the salaries in this FY2025 request. NBEP anticipates getting "up to speed" with salary spending, while still maintaining a 6 month salary reserve, by the end of FY2025.

CCMP REVISION

NBEP anticipates achieving final approval of the 2025 Comprehensive Conservation and Management Plan (CCMP) for the Narragansett Bay Region by the NBEP Steering Committee in September 2025, followed by EPA concurrence later in fall 2025. Therefore, this FY2025 workplan, submitted to EPA in July 2025, maintains references to the current (2012) CCMP.

OBJECTIVE 1: ENSURE SOUND PROGRAM MANAGEMENT CONSISTENT WITH NBEP'S MISSION, BYLAWS, AND CCMP.

Primary 2012 CCMP Objectives Addressed:

- This objective supports all 24 CCMP objectives.

Task 1a: Program Leadership

The Executive Director and delegated NBEP staff will work with the Steering Committee, the Executive Committee, and other committees to assure sound governance, performance, and standing of NBEP. This will be accomplished by (1) ensuring work is consistent with grant agreements, NBEP's bylaws, current CCMP, and annual workplans and amendments; (2) assuring an approach that is science-based, collaborative, community-driven, and otherwise consistent with the National Estuary Program (NEP) model; (3) maintaining relationships, pursuing new partnerships, and representing NBEP in appropriate forums to optimize awareness of NBEP's unique role and value; (4) EPA cooperative agreement and re-granting oversight, progress tracking, and reporting; and (5) providing day-to-day management of the NBEP office, including direct supervision of staff and interns, collaborating with the host institution on staff and intern hiring and performance reviews, development of staff and intern work plans, and ongoing mentoring. Note that NBEP plans to hire a Staff Ecologist by September 2025 with §320 funds to broaden our technical expertise to fill gaps in the region by helping to implement Tasks 1d, 1e, 1f, 2a, 2b, 2c, 3a, and 3b. Through these responsibilities, the Executive Director assures delivery of additive, actionable information, tools, and funding that advances water quality, wildlife, and quality of life in the Study Area. Task 1a will be accomplished via personnel time of NBEP staff.

Task 1b: Host Institution Program Support

RWU will support NBEP by providing specific services that enable the program to employ quality staff, meet a high standard of financial management, and otherwise operate consistent with legal requirements, NBEP's bylaws, and annual workplan. This will be accomplished by (1) employing all NBEP staff and RWU student interns; (2) overseeing staff hiring and performance review; (3) serving as the program's fiscal sponsor; (4) formally applying for, accepting, and distributing public and private funding on behalf of the program; (5) developing contracts, subawards, and attendant documentation (including those funded using Infrastructure Investment and Jobs Act (IIJA) funding); (6) establishing and managing NBEP office space agreement as needed; (7) submitting required reports to funders; (8) support joint NBEP/RWU communications and events as appropriate; and (9) coordinating with the Executive Director and EPA as needed. Task 1b will be accomplished through personnel time of RWU staff.

Task 1c: Work Plan and Budget Development and Tracking

The Executive Director will develop workplans and budgets for review by the NBEP Executive Committee and approval by the NBEP Steering Committee in June each year. RWU will complete a final annual grant application for submission to EPA in July each year. The Executive Director and RWU will collaborate to track and report progress toward completion of workplan tasks consistent with funder requirements, and as otherwise requested by the Steering Committee or EPA. Task 1c will be accomplished with personnel time of NBEP and RWU staff.

Task 1d: Committee Support

NBEP is guided by three standing committees: Steering Committee, Executive Committee, and Science Advisory Committee. Presently there are also two subcommittees: Grants and Nominating. The Steering and Executive Committees meet quarterly, and the Science Advisory Committee meets three times a year. The Executive Director, in collaboration with the committee Chairs, leads the Steering and Executive Committees, while the Staff Scientist with the committee Chair(s) lead the Science Advisory Committee. Refinement of the Science Advisory Committees priority roles and framework consistent with NBEP's bylaws and NBEP's Research Plan (2024) will be explored into FY2025 to assure best use of the committee in advancing the CCMP and regional science. NBEP leads schedules meetings, develops agendas, program reports, and recommendations for consideration, recruits speakers, conducts meetings, drafts notes, and posts meeting materials publicly as appropriate. Meetings are designed to

inform members, seek their expertise and approval of staff recommendations per NBEP bylaws, facilitate member coordination and relationships, and engagement with stakeholders as appropriate. NBEP proposes to provide light meals for eight meetings of NBEP committees or working groups held during normal business hours to enable longer meetings, encourage active participation, and acknowledge the considerable commitment people make as a member of these committees (Steering Committee, Science Advisory Committee, and select Subcommittee meetings: approximate cost per person $15; anticipated attendance 20; total cost per meeting: $300; total cost for the equivalent of 8 meetings: $2,400). Task 1d will be accomplished through personnel time of NBEP staff, meals, and community engagement contracts.

Task 1e: Subaward and Contract Management

NBEP expects to manage up to 40 active subawards and contracts during FY2025. These numbers include those funded with IIJA monies, which will be managed with staff time funded under this Base award. Some of these awards are highlighted on the NBEP website. Management of these awards is currently spread across three staff (Executive Director, Staff Scientist, and Watershed Outreach Manager) and includes collaboration with RWU on scope, budget, and agreement development, review and approval of quarterly reports and invoices, processing of amendments, and routine interaction with EPA, RWU, and awardees. Because oversight of these awards now takes considerable time, this work is called out as a separate task in this workplan. Task 1e is completed through personnel time of NBEP staff.

Task 1f: Grant Writing

NBEP staff will develop up to two (2) proposals independently or with partners to augment and diversify program funding each fiscal year. Proposals will be developed, submitted, and any awards administered in compliance with the NBEP's bylaws, EPA's FY2025-FY2028 Clean Water Act §320 National Estuary Program Funding Guidance (Funding Guidance) dated March 17, 2025, and 2 CFR Part 200. NBEP will explore a range of grant opportunities, update the Executive and Steering Committees on prospects, and draft proposals. RWU will submit proposals and administer any awarded funds. The NBEP Finance Plan described in Task 2b will guide whether NBEP pursues grant writing or other fundraising for internal purposes and/or to help implement the CCMP. NBEP staff may also provide letters of support for partner proposals that are consistent with the CCMP. Task 1f will be accomplished via personnel time of NBEP staff.

FY2025 Tasks, Completion Dates, Outputs, and Outcomes for Workplan Objective 1

Task and Staff Leads	Completion Date	Outputs	Outcome
Task 1a: NBEP Program Leadership (Executive Director)	Ongoing	Oversee implementation of NBEP annual and staff workplans and amendments. Maintain relationships with up to 500 existing partners. Develop 30 new partners. Represent NBEP in at least 5 forums. Collaborate with the host institution on hiring staff and interns as needed and completing performance reviews. Compile and submit 1 NBEP annual report and 1 NEPORT report to EPA. Travel for meetings.	Administrative and programmatic performance, reputation, and morale is such that NBEP's mission and CCMP are advanced.

Task 1b: RWU Program Support (RWU Provost or designee, RWU Research and Sponsored Programs, RWU Finance, RWU Office of General Counsel)	Ongoing	Develop and submit EPA Base Cooperative Agreement application and amendments to Base and IIJA agreements as needed. Oversee staff hiring and performance review. Submit up to 2 other proposals. Submit NBEP reports, close-out documents, and other paperwork as required. Accept funding, execute contract and subaward paperwork, and pay invoices.	Program operations are efficient and effective such that the it is consistent with NBEP bylaws and federal rules, advances the CCMP, and staff and partners are afforded high quality support.
Task 1c: Work Plan and Budget Development (Executive Director)	July 2026	FY2026 Base Workplan, budget, and any amendments are drafted and approved by the Steering Committee and provided to RWU.	Work plan is consistent with federal requirements, aligns with the program's core services and funding, and outputs/outcomes are achieved that advance the CCMP.
Task 1d: Committee Support (NBEP staff and interns)	Ongoing	4 Steering Committee meetings, materials, and notes. 4 Executive Committee meetings, materials, and notes. Up to 3 Science Advisory Committee meetings, materials, and notes. Up to 4 NBEP subcommittee meetings and materials. Meals for the equivalent of 8 committee meetings. Staff travel for meetings.	Committee oversight of the program is consistent with the bylaws and meetings are efficient, inclusive, and useful.
Task 1e: Subaward and Contract Management (Executive Director, Staff Scientist, Watershed Outreach Manager, Staff Ecologist)	Ongoing	Up to 40 subawards and contracts awarded under Base and IIJA are managed.	NBEP subawards and contracts are professionally managed to assure adherence to rules and obligations.
Task 1f: Grant Writing (NBEP Staff)	September 2026	Up to 2 grant proposals developed.	NBEP funding is augmented and more diversified.

OBJECTIVE 2: PROVIDE COLLABORATIVE REGIONAL PLANNING TO ADVANCE MORE RESILIENT, SUSTAINABLE, AND EQUITABLE NATURAL RESOURCE MANAGEMENT, USE, AND ENJOYMENT.

Primary 2012 CCMP Objectives Addressed:

- Objective 1.1: Reduce pollution from wastewater sources.
- Objective 1.2: Reduce pollution from stormwater sources.
- Objective 1.4: Manage estuaries, rivers, streams, and lakes to protect and restore

beneficial uses.
- Objective 1.5: Improve funding for water projects and monitoring.
- Objective 1.6: Improve information, science, and analysis to restore fresh and salt waters.
- Objective 2.4: Increase and retain recreational opportunities and public access to the shore.
- Objective 2.5: Improve science, information, and communications for land use management.
- Objective 2.6. Increase the role of local organizations and municipalities in watershed management.
- Objective 3.3. Manage habitats to sustain and enhance function.
- Objective 3.4: Monitor, control and prevent terrestrial and aquatic invasive species.
- Objective 3.5: Improve science and communication to guide management of habitats and biodiversity.
- Objective 3.6. Build capacity to implement and cooperate on ecological restoration at state/local levels.
- Objective 4.2. Improve public and private infrastructure to withstand anticipated climate change impacts.
- Objective 4.5: Improve science and information necessary for preparedness and response.
- Objective 4.6: Ensure that coastal habitat restoration and conservation efforts consider climate change.

Task 2a: Science Working Group Convening

In the early 2000s, NBEP helped lead a Rhode Island Habitat Restoration Team. This team served as a multi-interest/disciplinary habitat restoration workgroup to increase collaboration, effectiveness, and government funding for restoration. The formal convening of this team phased out in the 2010s as NBEP focused on development of the 2017 Report. Starting in 2020 at the suggestion of members of the Steering Committee, the program stepped back into this space by forming several science working groups to aid coordination and decision-making on key issues not being addressed by other organizations or venues, including salt marsh and submerged aquatic vegetation restoration, water clarity monitoring, use of fisher's ecological knowledge, and development of social science indicators. These groups have been cross-boundary (e.g., state) and "purpose-driven," in that they only meet when necessary and don't just 'meet to meet.' NBEP staff will continue to host the existing working groups as needed. Aquatic habitat connectivity, estuarine shoreline condition, and regional restoration priorities are topics stakeholders have said could benefit from new NBEP-facilitated forums. Hiring of a new NBEP Ecologist in summer 2025 will expand our capacity to serve these functions. Task 2a will be accomplished through the personnel time of the NBEP staff.

Task 2b: Regional Research, Restoration, Financial, and Engagement Planning.

EPA CCMP and funding guidance call for NEPs to develop several plans to support their operation and CCMP implementation. Monitoring, finance, outreach, and habitat restoration plans are specifically mentioned. NBEP has chosen not to develop these big picture plans to date for a host of reasons: NBEP was not viewed as an expert in these areas, management agencies and other stakeholders in each state were following their own plans, and the program was focused on completing foundational work, like publishing the Status and Trends Report and new bylaws, shifting to a new host, developing a new CCMP, and identifying its niche in regional conservation. However, with recent programmatic stability and expected completion of NBEP's CCMP revision by September 2025, the program finds that development of several cross-boundary (e.g., states, towns, watersheds) regional plans would now be timely and useful for NBEP and its partners in FY2025 and beyond. For example, in March 2024, the NBEP Steering Committee approved a final Research Plan to guide NBEP's Science Advisory Committee and research

funding activities over the life of the CCMP revision. The Research Plan was informed by regional research needs identified in the 2017 Report, interviews with the Science Advisory Committee and subsequent committee meetings, and current literature. NBEP expects to continue pursuing development of the following supplementary plans in FY2025:

- Engagement Plan that describes the target audiences, purpose, tactics, tools, and timing of NBEP's outreach work (anticipated completion in FY2025),
- Finance Plan that identifies the cost, benefits, and sources of funding for implementing the revised CCMP, and
- Habitat Restoration prioritization support that enables the region to acquire and deploy more funding.

With CCMP approval anticipated in fall 2025, NBEP must complete these supplementary plans by fall 2028 to comply with EPA funding guidelines. Task 2b will be accomplished through the personnel time of NBEP staff.

Task 2c: SNEP Support

NBEP has received funding and otherwise offered technical support to the Southeast New England Program (SNEP) since its inception. NBEP staff participate actively on the following SNEP planning committees: SNEP Steering Committee, SNEP Monitoring Subcommittee, and Restore America's Estuaries SNEP Watershed Implementation Grants (SWIG) Review Committee. Staff also help organize or attend SNEP forums, webinars, and other events. Task 2c will be accomplished through personnel time of NBEP staff.

FY2025 Tasks, Completion Dates, Outputs, and Outcomes for Workplan Objective 2

Task and Leads	Completion Date	Outputs	Outcome
Task 2a: Science Working Group Convening (Staff Scientist, Staff Ecologist)	Ongoing	At least 6 working group meetings. Staff travel for meetings.	Greater coordination, information exchange, and collaborative decision-making for priority issues.
Task 2b: Regional Planning (NBEP Staff and Interns)	Engagement Plan by September 2026	At least 3 meetings. SC-approved Engagement Plan. Work to advance Finance Plan and habitat prioritization. Staff travel for meetings.	Regional engagement, research, fundraising, and habitat restoration is more coordinated and effective at implementing the CCMP.
Task 2c: SNEP Support (Executive Director, Staff Scientist, Watershed Outreach Manager, Staff Ecologist)	Ongoing	10 SNEP activities attended. Staff travel for meetings.	Improvement of SNEP and its impact on the Study Area.

OBJECTIVE 3: COMMUNICATE SCIENCE IN WAYS THAT ARE USEFUL TO RESEARCHERS, MANAGERS, OTHER PRIORITY AUDIENCES.

Primary 2012 CCMP Objectives Addressed:

- Objective 1.1: Reduce pollution from wastewater sources.

- Objective 1.2: Reduce pollution from stormwater sources.
- Objective 1.3: Reduce pollution from combined sewer overflows.
- Objective 1.4: Manage estuaries, rivers, streams, and lakes to protect and restore beneficial uses.
- Objective 1.6: Improve information, science, and analysis to restore fresh and salt waters.
- Objective 2.4: Increase and retain recreational opportunities and public access to the shore.
- Objective 2.5: Improve science, information, and communications for land use management.
- Objective 2.6. Increase the role of local organizations and municipalities in watershed management.
- Objective 3.3. Manage habitats to sustain and enhance function.
- Objective 3.5: Improve science and communication to guide management of habitats and biodiversity.
- Objective 3.6. Build capacity to implement and cooperate on ecological restoration at state/local levels.
- Objective 4.5: Improve science and information necessary for preparedness and response.
- Objective 4.6: Ensure that coastal habitat restoration and conservation efforts consider climate change.

Task 3a: Science Updates

NEPs periodically release complete a comprehensive status and trends report for their Study Area. NBEP's last status and trends report published in 2017, titled *State of Narragansett Bay and Its Watershed* (Report), included 24 condition and stressor indicators. NBEP has worked with the Science Working Groups to publish Science Updates on existing indicators (water clarity, seagrass extent), potential new indicators (social science, solar array development in forests), and will continue to periodically publish updates that present new information related to existing/potential new indicators and emerging issues. These materials may take the form of Science Updates, Story Maps, geospatial information system (GIS) tools, data dashboards, white papers, newsletter pieces, data reports, or other means to best convey complex scientific information to specific target audiences, from restoration practitioners, to resource managers, to the general public. Advancing the initial social science indicators, especially public access to nature, are priorities in FY2025. In FY2024, NBEP staff began developing a geodatabase of sites in the Narragansett Bay region with public access to nature as a precursor to creating a State of the Watershed indicator that will assess the status and trends of nature access over time. Development of this geodatabase and associated site ground-truthing activities are exempt from the Paperwork Reduction Act under the general solicitation exemption.

Further, in preparation for beginning full-scale development of the next status and trends report (to be published in calendar year 2027), NBEP in FY2024 drafted and sought Committee input for a "roadmap" for the next full Report. A quality assurance project plan (QAPP) to cover these updates was approved for the duration of Cooperative Agreements CE00A00967 and CE00A00856. NBEP staff will work with the Science Advisory Committee, working groups, and other experts to prioritize topics for updates and the next Report, and will seek to hire consultants to assist with updates as needed. Task 3a will be done via personnel time of NBEP staff and interns alongside consultant contracts budgeted in FY2024.

Task 3b: Annual Science Event

NBEP has been a leader in regional science for many years. Over 100 scientific reports funded by the program and the status and trends report have created a baseline of knowledge. NBEP will collaborate

with the Science Advisory Committee and regional partners to design and host an annual science conference, workshop, or equivalent that addresses a topic that is especially germane to the Study Area and would benefit from deeper discussion. NBEP's 2022 and 2023 symposia, "Macro to Microplastic in the Narragansett Bay Region" and "Wild Things in the Narragansett Bay Region," respectively, successfully brought together nearly 100 attendees apiece and fostered several partnerships and projects that are ongoing today. For the FY2025 event(s), NBEP proposes to provide meals, in this case breakfast/snack and a light lunch, for up to 100 meeting attendees during normal business hours to attract and maintain participants (rough cost per person per meal $20; anticipated attendance 100; total cost: $4,000). Task 3b will be undertaken with personnel time of NBEP and RWU staff alongside contracts for event hosting.

Task 3c: Targeted Outreach

NBEP has been making a concerted effort to authentically connect with more people impacted by natural resource challenges and related actions in the Study Area. A clear lesson from outreach for NBEP's CCMP revision is that storytelling about the region's successes and challenges is absolutely vital to realizing this deeper engagement. The ultimate goal is two-way learning and relationship-building from all engagement. Direct outreach avenues include attendance at NBEP's own convenings, regional meetings and workshops, one-on-one meetings, and an active and growing email contact list of 762 subscribers. Indirect engagement is accomplished through publication of Science Updates, Story Maps, fact sheets, GIS tools, a bimonthly newsletter, press interviews and releases, and website updates. NBEP's outreach to date has generally been project-specific and opportunistic. NBEP plans to become more strategic by developing the Engagement Plan noted under Task 2c. Task 3c will be accomplished through the time of NBEP staff, consultant contracts, and the small outreach subawards noted under Task 4a.

Task 3d: NBEP Website Development

NBEP seeks to improve targeted science communication and knowledge transfer through an update to our website, www.nbep.org. The goal of this project is for the NBEP website to serve as a hub for information related to the Narragansett Bay region and provide easy access to tools and data. NBEP seeks to redesign the current website to improve user experience and accessibility as well as to develop visual tools to track progress of implementation of tasks described in the upcoming 2025 CCMP Revision. This web update positions the organization for greater engagement, increased visibility, and more effective communication, related to Tasks 3a and 3c. In FY25, we seek to release an RFP to select web development and design consultant(s) and begin design and development, with a complete relaunch expected in 2026 or 2027. Task 3d will be accomplished through the time of NBEP staff and consultant contracts.

FY2025 Tasks, Completion Dates, Outputs, and Outcomes for Workplan Objective 3

Task and Leads	Completion Date	Output	Outcome
Task 3a: Status and Trends Updates (Staff Scientist, Geospatial and Design Manager, Staff Ecologist, interns)	Ongoing	Up to 5 science updates created. Up to 3 GIS/web-based tools developed. First draft of updated Status and Trends Report presented to NBEP Committees.	Greater understanding and availability of scientific information on the Study Area.
Task 3b: Annual Science Event (NBEP staff and interns)	October 2026	1 science event completed. 1 set of event materials posted. Up to 7 program participation contracts.	Event advances knowledge of an issue of local importance and NBEP/RWU

FY2025 Tasks, Completion Dates, Outputs, and Outcomes for Workplan Objective 3

Task and Leads	Completion Date	Output	Outcome
		Meals and travel for the event.	as leaders in regional science.
Task 3c: Targeted Outreach (Watershed Outreach Manager, interns)	Ongoing	Up to 10 new/revised outreach publications. 6 bimonthly newsletters. At least 10 presentations offered. 50 meetings/events joined. 1 set of NEP communications materials and associated training(s) from Association of National Estuary Programs (ANEP).	Greater understanding by the interested public of the environmental issues facing in the Study Area and NBEP's and partners work to address them.
Task 3d: NBEP Website Development (Watershed Outreach Manager)	September 2027	1 new website. 1 web-based CCMP tracking system.	Greater accessibility of NBEP reports, tools, and information; improved tracking of CCMP implementation.

OBJECTIVE 4: AWARD FUNDING TO PARTNERS TO HELP IMPLEMENT THE CCMP.

Primary 2012 CCMP Goals Addressed:

- Objective 1.4: Manage estuaries, rivers, streams, and lakes to protect and restore beneficial uses.
- Objective 1.6: Improve information, science, and analysis to restore fresh and salt waters.
- Objective 2.2: Preserve open space and natural systems.
- Objective 2.5: Improve science, information, and communications for land use management.
- Objective 2.6. Increase the role of local organizations and municipalities in watershed management.
- Objective 3.1: Conserve natural landscapes at risk by development and climate change.
- Objective 3.3. Manage habitats to sustain and enhance function.
- Objective 3.4. Monitor, control and prevent terrestrial and aquatic invasive species.
- Objective 3.5: Improve science and communication to guide management of habitats and biodiversity.
- Objective 3.6. Build capacity to implement and cooperate on ecological restoration at state/local levels.
- Objective 4.5: Improve science and information necessary for preparedness and response.
- Objective 4.6: Ensure that coastal habitat restoration and conservation efforts consider climate change.

Task 4a: Partner Internships

For years, NBEP has provided funding for student interns working at partner organizations in order to increase partner capacity to conduct projects that further their own goals and implement the NBEP CCMP. Interns serve in various capacities, from conducting public education to assisting with habitat research. In FY2025, NBEP and RWU intend to transition NBEP's internship program to a subaward model that awards funding to organizations hosting interns, rather than directly paying interns as contractors. The goals of NBEP internships are to (1) create work products that can be used by NBEP and its partners;

(2) provide authentic real-world work experience where students work directly with NBEP and its partners to tackle interesting issues facing the Narragansett Bay region; (3) supply additional capacity to NBEP and its partners to implement the NBEP CCMP; and (4) furnish a variety of mentors from the partnership that span disciplines and interest groups. NBEP expects to provide 5 subawards of $6,325 each to selected partner organizations to hire interns. Task 4a will be accomplished through the time of NBEP and RWU staff under Tasks 1a, 1b, and 1e and subawards totaling $31,625.

Task 4b: Small Education and Outreach Subawards

NBEP is looking to extend its outreach work to new audiences in the Study Area, as described in Tasks 2b and 3c. In FY2023, NBEP launched a pilot Education and Outreach Grants Program to fund programs and events that connect new people to local environmental issues and provide opportunities to celebrate successes and take action to address problems moving forward. The FY2023 and FY2024 calls for proposals program drew considerable interest, demonstrating the need for more region-specific education and outreach funding. In FY2025, NBEP intends to continue the program. A request for proposals (RFP) or direct awards may be used to share funds. Subawards may include costs for light refreshments and meals to support participant engagement during outreach events that are directly related to addressing the environmental issue. The costs for light refreshments and meals must be identified in the subaward budget narrative. NBEP expects to provide up to 7 subawards that range from ~$10K-$15K. Task 4a will be accomplished through the time of NBEP and RWU staff under Tasks 1a, 1b, and 1e and up to 7 subawards totaling $75,000.

Task 4c: NBEP Research Plan Subaward(s).

NBEP's Research Plan (2024-2034) guides NBEP-supported research with emphasis on advancing two initiatives: 1) development of Coastal Urban Watersheds Collaboratives (Providence-Seekonk River, Fall River-Mount Hope Bay, and Westerly-Little Narragansett Bay) and 2) development of quantifiable ecosystem targets that align with the goals and objectives of NBEP's expected 2025 CCMP revision. A request for proposals (RFP) will be issued in FY2025 to focus on addressing the priorities of the Providence-Seekonk River Collaborative, the first of the three planned watershed networks to be organized. RFP priorities will be determined by the Science Advisory Committee. NBEP expects to provide up to 2 subawards that range from $30,000-$79,750. Task 4b will be accomplished through the time of NBEP and RWU staff under Tasks 1a, 1b and 1e and subawards totaling $79,750.

Task 4d: RIDEM River Connectivity Project Coordinator Subaward

The RI Department of Environmental Management (RIDEM) serves as the steward for the State's natural resources, such as marine and anadromous species and terrestrial wildlife. As part of these duties, RIDEM also leads projects to restore habitat connectivity and anadromous fish passage on the State's river systems. To successfully manage these projects, which by their nature are complex and involve many stakeholders, the RIDEM Division of Fish and Wildlife (DFW) requires additional project management capacity. The DFW office of Freshwater and Diadromous Fisheries employs a staff of highly qualified fisheries biologists who monitor freshwater fish populations and assess and maintain diadromous fish passage structures throughout the state. DFW fisheries biologists work with numerous fish passage project teams on new habitat restoration projects to assist with preliminary planning, feasibility, alternate selection, design, permitting, outreach, and construction oversight. In addition, DFW operates and maintains existing fishways and conducts fish surveys monitoring migratory fish at various life stages. However, there is a need for additional staff capacity for developing and managing new river connectivity projects, especially those that are large in scale, require federal funding, and involve broad sets of stakeholders. Developing and moving these projects forward requires specific skillsets such as grant writing, budget development and management, stakeholder engagement, facilitation, grants administration, contract management, and public procurement. There is currently an urgent need for this

capacity for flagship projects such as the Blackstone River Phase I fish passage effort, and other river connectivity projects that are in varying stages of planning, design, and implementation. Adding project management capacity will help to move current projects along this continuum and create opportunities to develop new projects as needs are identified and prioritized.

NBEP will subaward $75,000 to RIDEM to cover three-quarters of the second year of a contract River Connectivity Project Coordinator position through a contracting agency dedicated to providing these services. RIDEM will provide the remaining $25,000 to fund a full FTE. The duties of the River Connectivity Project Coordinator include, but are not limited to:

- Assisting with the development of federal funding proposals for the design and construction of projects within the Blackstone River Phase I Fish Passage effort.
- Coordinating with the Blackstone Fish Passage Advisory Committee, the Blackstone Watershed Collaborative, the Blackstone Watershed Council / Friends of the Blackstone, the National Parks Service, the City of Pawtucket and other key stakeholders to provide updates on project progress, incorporate stakeholder feedback into project design and implementation, and organize public outreach and communication efforts.
- Coordinating with The Nature Conservancy to advance design and permitting of the Main Street / Slater Mill and Elizabeth Webbing dam fishways.
- Assisting with the identification and prioritization of river connectivity projects, and assisting with coordination and stakeholder input on RI's Strategic Plan for the Restoration of Anadromous Fishes to Rhode Island's Coastal Streams which is currently being updated.
- Assisting with the development and management of federal funding proposals for river connectivity projects.
- Building and maintaining partnerships to advance RIDEM’s river connectivity efforts.

NBEP will manage the RIDEM subaward, including the agreement with the contracting agency, that will define the tasks to be completed by the new hire, but will not be involved in the hiring process. Task 4d will be accomplished through NBEP and RWU staff under Tasks 1a, 1b, and 1e and subaward to RIDEM.

Task 4e: Narragansett Bay Fixed Site Monitoring Network Equipment

To assess water quality in Narragansett Bay, several agencies worked together to establish a network of fixed-site monitoring stations. The network continues to be an essential component of Rhode Island's monitoring strategy for the Bay. The stations were located strategically to transect the length of Narragansett Bay and serve as sentinels of changing conditions. Currently, there are 14 active stations nine of which are maintained under an agreement between RIDEM and the URI-Graduate School of Oceanography. Monitoring stations in the network are fitted with instruments that collect water quality data on a continuous basis (usually every fifteen minutes). Off-shore stations are on buoys, and near-shore stations are attached to structures, such as docks that are accessible from land. Some stations operate year-round, but most are seasonal (spring to fall), with their instruments removed and stored for the winter. Each station measures water properties (temperature, salinity, chlorophyll, dissolved oxygen, and pH) at particular depths, usually from the bottom and surface of the Bay.

Portions of the network need to be upgraded due to aged equipment that is over 20 years old, is no longer easily repaired or supported by the manufacturer. These components have reached the end of their useful life and need replacing. These components can include various sensors that measure water quality parameters (usually with a 10–15 year useful life), the central data processor unit, communications technology to support near-real time transmission of data, the solar array that provides power and in some cases the buoy structures including anchoring gear. Great effort in recent years has allowed DEM and its partners to secure funding to fully or partially upgrade 11 of the 14 stations within the network

with contributions from EPA- SNEP, NERACOOS and DEM along with investments by NBC and NBNERR for stations they operate. This request is to support purchase of equipment and instrumentation for continued priority upgrades targeting components needed at 2 key stations in the NBFSMN: Mount Hope Bay and Sally Rock, in Greenwich Bay.

The network is an especially important part of Rhode Island's monitoring strategy for Narragansett Bay during the summer months. RIDEM, with assistance from URI-GSO, uses the data from selected critical stations to track water quality conditions in portions of the Bay known to be vulnerable to hypoxia. RI DEM also uses the data from all stations in periodic assessments of overall Bay water quality required by the federal Clean Water Act. In trying to understand the ecological health of the Bay, scientists review data from the monitoring stations along with other important information such as rainfall, tides and flow patterns, wind conditions, and documented loading rates for pollutants. All of these factors influence the Bay ecosystem in complex ways. Predicting when and where water quality will "crash" and cause catastrophic events, such as fish kills, is challenging because the Bay ecosystem is so dynamic. Researchers find the four variables that the stations measure - temperature, salinity chlorophyll, and dissolved oxygen -- critical to the process.

NBEP will subaward $80,000 to RIDEM to replace aged Fixed Site Network equipment, including components no longer supported by the manufacturer. Task 4e will be accomplished through NBEP and RWU staff under Tasks 1a, 1b, and 1e and subaward to RIDEM.

Task 4f: Blackstone Watershed Collaborative Lower Blackstone Fish Passage Outreach Subaward

The Blackstone River, which is the second-largest source of freshwater to Narragansett Bay, historically was a tidal river. Prior to European colonization, the Blackstone River had abundant populations of migratory fish including shad, herring, and salmon that lived and migrated between fresh and saltwater habitats. The construction of 39 dams on the mainstem of the Blackstone River prevented migrating fish from reaching historic breeding habitat and led to a significant decline in the fish populations.

In 2023, RIDEM created a Community Advisory Committee (CAC), aimed at increasing transparency public input into the state’s work to create fish passage over the lower four dams on the Blackstone River in Pawtucket and Central Falls, Rhode Island. The CAC, which meets monthly, is facilitated by the Blackstone Watershed Collaborative and includes representatives from agencies, dam owners, tribes, and nongovernmental organizations. With the help of the Blackstone Watershed Collaborative and the CAC, RIDEM submitted an application to the NOAA Restoring Fish Passage through Barrier Removal Grants in 2023 for $20M to construct fish passage over the lowest two dams. This project was not funded, but in 2025, RIDEM applied for two additional NOAA grants and the Narragansett Indian Tribe applied to a third, totaling $19.5 M- that decision is still pending. Continued professional coordination and facilitation of the CAC by the Blackstone Watershed Collaborative, alongside continued funding for the RIDEM River Connectivity Coordinator (Task 4d in this workplan, also funded in FY2024), will aid ongoing communication and stakeholder input for this crucial fish passage project.

The Blackstone Watershed Collaborative often represents the project in speaking opportunities at conferences, mentors students in relevant research projects, and coordinates events to invite public participation and engagement, including the annual Fish Migration Parade. This work occurs alongside the original and ongoing stewards of the river - the Narragansett Indian Tribe, Hassanamisco Nipmuc Band, Mashpee Wampanoag Tribe, and the Wampanoag Tribe of Gay Head (Aquinnah) - and seeks to highlight the importance of indigenous perspectives within the broader restoration of the Great Tidal River, also known as Kittacuck or Mishkittakooksepe to the Nipmuc and Narragansett, respectively.

NBEP will subaward $35,000 to the Blackstone Watershed Collaborative to continue monthly CAC convenings and outreach and leadership activities for the Lower Blackstone Fish Passage Project. Task

4f will be accomplished by NBEP and RWU staff under Tasks 1a, 1b, and 1e and subaward to Blackstone Watershed Collaborative.

Task 4g: The Nature Conservancy in Rhode Island Fish Assessments.

Approximately 1,000 acres of salt marsh are contained in the Barrington River and Palmer River estuaries, on the east side of Narragansett Bay. The Nature Conservancy in Rhode Island has identified this complex of marshlands and tidal waters as one of the most important coastal strongholds for nature in the northeastern and mid-Atlantic states. While these twin estuaries are believed to support migratory river herring and serve as a nursery area for important sportfish, such as winter flounder and black sea bass, the fish populations have not been documented by state biologists or local NGOs.

The surrounding communities take great pride in their natural resources and are pursuing several wastewater and stormwater improvement projects. One community is even considering a "managed retreat," planning to move homes and commercial properties out of low-lying areas along the Palmer River to new developments outside the flood zone. Taken together, these initiatives are very likely to improve habitat and water quality significantly. The Nature Conservancy proposes to fill in the data gaps by documenting current fish populations so that scientists can track any changes over time.

The Nature Conservancy's scientists will conduct monthly sampling (May through October 2026) at up to five sites in each estuary, using survey methods already employed by TNC in upper Narragansett Bay, including beach seines and fish traps. They also will collect temperature and salinity information. At the end of the year, TNC will share this baseline report with the Rhode Island Department of Environmental Management and local partners that are leading habitat and water quality restoration projects, repeating the survey every three to five years.

NBEP will subaward $48,000 to The Nature Conservancy in Rhode Island to conduct sampling. Task 4g will be accomplished by NBEP and RWU staff under Tasks 1a, 1b, and 1e and subaward to The Nature Conservancy in Rhode Island.

FY2025 Tasks, Completion Dates, Outputs, and Outcomes for Workplan Objective 4

Task	Completion Date	Outputs	Outcome
Task 4a: Partner Internship Subawards (Staff Scientist, Watershed Outreach Manager)	September 30, 2028	Scopes of work, budgets, and agreements with five subawardees. 5 interns hired.	Partner organizations have more capacity to pursue projects that implement the CCMP. Area students are supported to develop skills relevant to jobs in watershed restoration.
Task 4b: Small Education and Outreach Subawards (Watershed Outreach Manager)	September 30, 2028	One RFP and related solicitation documents Scopes of work, budget, and agreements with subawardees Up to 7 outreach efforts funded. Final reports.	People are more knowledgeable about the environmental challenges facing the area and how they can help.
Task 4c: NBEP Research Plan Subaward(s) (Staff Scientist)	September 30, 2028	One RFP and related solicitation documents (if used). Scopes of work, budgets, and agreements with subawardees. Up to 2 research efforts funded. Quarterly and final reports.	Environmental management in target geographies is better-informed and more data-driven.

FY2025 Tasks, Completion Dates, Outputs, and Outcomes for Workplan Objective 4

Task	Completion Date	Outputs	Outcome
Task 4d: RIDEM River Connectivity Project Coordinator Subaward (Staff Ecologist)	September 30, 2028	1 scope of work, budget, and agreement. 1 River Connectivity Project Coordinator hired by RIDEM. Quarterly and final reports.	RIDEM has greater capacity to develop and manage new and ongoing river connectivity projects, particularly the Blackstone River Fish Passage project.
Task 4e: Narragansett Bay Fixed Site Monitoring Network Equipment Subaward (Executive Director)	September 30, 2028	1 scope of work, budget, and agreement. Quarterly and final reports. 2 Fixed Site Network stations upgraded with new equipment and instrumentation.	Continued operation of 2 stations in the Narragansett Bay Fixed Site Monitoring Network.
Task 4f: Blackstone Watershed Collaborative Lower Blackstone Fish Passage Outreach Subaward (Watershed Outreach Manager)	September 30, 2028	1 scope of work, budget, and agreement. Quarterly and final reports. Monthly Community Advisory Committee meetings. 2026 Fish Migration Parade event completed.	Lower Blackstone Fish Passage Project stakeholders are regularly and appropriately engaged, and the public is aware of opportunities to learn about the project.
Task 4g: The Nature Conservancy in Rhode Island Fish Assessments Subaward (Staff Ecologist)	September 30, 2028	1 scope of work, budget, and agreement. Quarterly and final reports. Monthly fish population sampling (May to October 2026) at up to ten sites.	Improved understanding of fish populations in the Barrington and Palmer River estuaries.

NON-FEDERAL MATCH

NBEP's Steering Committee includes many partners that are implementing projects that directly implement the actions consistent with the NBEP CCMP. A summary of each entity providing 1:1: non-federal match for this FY2025 cooperative agreement is included below and match documentation is provided for each source of funds:

- Narragansett Bay Commission: Staff time, fringe benefits, and supplies for Bay monitoring-- $100,000
- RI Department of Environmental Management: Water quality and shellfish monitoring projects, Bay and Watershed Restoration Fund projects -- $697,520
- The Nature Conservancy in Rhode Island: Staff time, fringe benefits, and aquatic connectivity projects -- $285,970
- Blackstone Watershed Collaborative: Staff time, fringe benefits, and travel - $16,510

APPENDICES

- Appendix A: New Subawards and Contracts Using FY2025 Funding
- Appendix B: Grant Performance Report
- Appendix C: Travel Report

APPENDIX A: NEW SUBAWARDS AND CONTRACTS USING FY2025 FUNDING

Task(s)	Project	Amount	Major Outputs	Procurement	Funding Close
Task 3c	Targeted Outreach	$9,500	1 set of NEP communications materials and associated training(s).	Contract	9/30/28
Task 3d	NBEP Website Development	$60,000	1 new website. 1 web-based CCMP tracking system.	RFP(s)	9/30/28
Task 4a	Partner Internships	$31,625	5 interns hired by partner organizations to support projects that implement the CCMP.	Subawards	9/30/28
Task 4b	Small Education and Outreach Subawards	$75,0000	Up to 10 outreach or education efforts funded.	RFP, Subawards	9/30/28
Task 4c	NBEP Research Plan Subaward(s)	$79,750	Up to two research efforts funded.	RFP, Subaward(s)	9/30/28
Task 4d	RIDEM River Connectivity Project Coordinator Subaward	$75,000	1 contract for RIDEM River Connectivity Project Coordinator extended.	Subaward	9/30/28
Task 4e	Narragansett Bay Fixed Site Monitoring Network Equipment Subaward	$80,000	At least 1 Fixed Site Monitoring Network station upgraded with new equipment.	Subaward	9/30/28
Task 4f	Blackstone Watershed Collaborative Lower Blackstone Fish Passage Outreach Subaward	$35,000	Monthly Community Advisory Committee meetings and materials. 2026 Fish Migration Parade event completed.	Subaward	9/30/28
Task 4g	The Nature Conservancy in Rhode Island Fish Assessments Subaward	$48,000	Monthly fish population sampling (May to October 2026) at up to ten sites. Final report on fish populations to NBEP.	Subaward	9/30/28

APPENDIX B: GRANT PERFORMANCE REPORT

The NBEP Steering Committee presentations provided after the travel report (Appendix C) include quarterly reports that satisfy the obligation to report on Accomplishments (important environmental and programmatic accomplishments and noteworthy lessons learned). Separate annual performance reports as required under the terms and conditions of NBEP's active Cooperative Agreements (CE00A00967, and CE00A01306, CE00A00846, ad CE00A01336) will be submitted to NBEP's EPA Project Officer separately by September 30, 2025.

APPENDIX C: TRAVEL REPORT

NBEP Trips Taken June 14, 2024 to June 4, 2025

Date	Purpose	Destination	Staff	Cost
9/27/2024	School outreach program	Quinsigamond Elementary School, Worcester MA	Danielle Moore	$50.78
10/3/2024	Meeting with Blackstone Watershed Council	Sycamore Landing, Manville, RI	Danielle Moore	$17.56
11/12/2024	Association of National Estuary Programs Tech Transfer Meeting	Stony Brook, NY	Danielle Moore, Courtney Schmidt, Mariel Sorlien	$3,592.26
11/21/2024	Bristol Agricultural School Meeting	Dighton, NA	Courtney Schmidt	$26.80
3/12/2025	Massachusetts Environmental Education Society Conference	Worcester, MA	Danielle Moore	$54.32
3/20/2025	NBEP Steering Committee	Providence, RI	Courtney Schmidt	$6.02
3/21/2025	Partner meeting	Newport, RI	Courtney Schmidt	$44.31
3/24/25	EPA-Association of National Estuary Programs Annual Meeting	Washington, DC	Darcy Young	$2043.39
4/11/2025	Partner meeting at University of Rhode Island	Kingston, RI	Courtney Schmidt	$42.56
4/16/2025	Partner meeting at University of Rhode Island	Kingston, RI	Courtney Schmidt	$31.08
4/24/2025	New England Estuarine Research Society Conference	Provincetown, MA	Courtney Schmidt	$937.45
5/1/2025	Mass ECAN Conference	Worcester, MA	Danielle Moore, Mariel Sorlien	$112.84
			Total:	$6,959.37

NBEP Trips Anticipated June 5, 2025 to September 30, 2025

Date	Purpose	Destination	Number of Staff	Est. Cost
6/12/25	NBEP Steering Committee Meeting	Old Slater Mill National Historic Landmark, Pawtucket, RI	4	$50.00
8/22/2025	Public Access site visits	Charlestown, RI	5	$100.00
9/18/25	NBEP Steering Committee Meeting	Hope Valley, RI	5	$100.00
9/25/25	Prepare for NBEP Science Event (event scheduled for October 10 2025)	Bristol, RI	3	$90.00
			Total:	**$240.00**

Narragansett Bay Estuary Program
FY2025 Funding and Expenditures

FY2025 GRANT FUNDING				
Description		**320**	**SNEP**	**Fed Total**
FY2025 U.S. Environmental Protection Agency Cooperative Agreement		$850,000	$250,000	$1,100,000
Total Grant Funding		**$850,000**	**$250,000**	**$1,100,000**

FY2025 EXPENSES				
Category	**Notes**	**320**	**SNEP**	**Fed Total**
Personnel (10/1/25-9/30/26)	5 FTE (3% FY2025 escalation) and interns at RWU	**$311,805**	**$0**	**$311,805**
Full-time staff	5 FTE (3% FY2025 escalation) @ 80%	$295,305	$0	$295,305
Interns	Part- time Interns Hired at RWU	$16,500	$0	$16,500
Narragansett Bay Commission Salary Match				
Blackstone Watershed Collaborative Salary Match				
The Nature Conservancy - RI Salary Match				
Fringe	**Notes**	**$117,829**	**$0**	**$117,829**
Full Time Staff	FT Staff: 39.42%	$116,410	$0	$116,410
Part Time Staff	PT Interns 8.60%	$1,419	$0	$1,419
NBC Fringe Match				
Blackstone Watershed Collaborative Fringe Match				
The Nature Conservancy - RI Fringe Match				
Travel	**Notes**	**$14,000**	**$0**	**$14,000**
Travel	Local (25@$50); Regional (5@$150); National (6@$2000)	$14,000	$0	$14,000
Blackstone Watershed Collaborative Travel Match				
Office Supplies	**Notes**	**$9,962**	**$0**	**$9,962**
Supplies	Traditional office supplies, furnishings, computer hardware, computer software, internet, postage, subscriptions	$9,962	$0	$9,962
Narragansett Bay Commission Supplies Match				
Contracts	**Notes**	**$69,500**	**$0**	**$69,500**
Association of National Estuary Programs	NBEP communications support	$9,500	$0	$9,500
TBD	Web development contract(s) for CCMP / Status and Trends	$60,000	$0	$60,000
Subawards	**Notes**	**$194,625**	**$229,750**	**$424,375**
TBD	Partner Internships (5 @ $6325)	$31,625	$0	$31,625
TBD	Outreach and Education Grants (5-7 awards)	$0	$75,000	$75,000
TBD	Research Plan Grants (1-2 awards)	$0	$79,750	$79,750
RIDEM	River Connectivity Specialist	$0	$75,000	$75,000
RIDEM	Fixed Site Monitoring Network	$80,000	$0	$80,000
Blackstone Watershed Collaborative	Lower Blackstone Fish Passage outreach	$35,000	$0	$35,000
TNC-RI	Fish population assessments in Barrington and Palmer Rivers	$48,000	$0	$48,000
TNC-RI Projects Match				
RIDEM Projects Match				
Meals	**Notes**	**$6,400**	**$0**	**$6,400**
Event meals	1 meeting x 100 people x 2 meals x $20	$4,000	$0	$4,000
Committee meeting meals	8 meetings x 20 people x $15	$2,400	$0	$2,400
Event Hosting	**Notes**	**$1,500**	**$0**	**$1,500**
Annual Science Event	Event expenses except participant support costs & meals	$1,500	-	$1,500
Professional Development	**Notes**	**$1,500**	**$0**	**$1,500**
Professional Development	Classes, webinars, workshops, etc. for NBEP staff	$1,500	-	$1,500
Telephone	**Notes**	**$5,220**	**$0**	**$5,220**
Office	$17 x 12 months x 5 staff	$1,020	-	$1,020
Mobile	$70 x 12 months x 5 staff	$4,200	-	$4,200
Printing	**Notes**	**$1,950**	**$0**	**$1,950**
NBEP Printing	NBEP publications, copier	$1,950	-	$1,950
Advertising	**Notes**	**$0**	**$0**	**$0**
Advertising	Unspent funds in FY23-24 budget sufficient	$0	-	$0
Other	**Notes**	**$10,200**	**$0**	**$10,200**
Event Registration Fees	Fees for conferences, meetings, and workshops	$5,000	-	$5,000
Audit	Federal single audit	$5,200	$0	$5,200
Total Direct Costs		**$744,491**	**$229,750**	**$974,241**
Indirect Costs	16.2% on salaries, fringe, travel, supplies, consultants, and first $25K on subawards. Does not include participant support costs or audit.	**$105,509**	**$20,250**	**$125,759**
Blackstone Watershed Collaborative Indirect Match				
Total Expenses		**$850,000**	**$250,000**	**$1,100,000**
Match (100%)				
Total Project	Total Expenses + Match			**$2,200,000**

	Federal	Match
Personnel	$295,305	$83,355
Fringe Benefits	$117,829	$29,389
Travel	$14,000	$512
Equipment	$0	
Supplies	$9,962	$20,192
Contractual	$69,500	
Construction	$0	
Other	$451,145	$964,076
Total Direct	$957,741	$1,097,524
Indirect	$125,759	$2,476
Total	$1,083,500	$1,100,000