MA ENERGY EFFICIENCY ADVISORY COUNCIL

MEETING MINUTES

Wednesday, December 17, 2025
Virtual Meeting via Zoom

Councilors Present:	Greg Abbe, Commissioner Elizabeth Mahony, Brian Beote, Kyle Murray, William Rose, Sharon Weber, Meg Lusardi, Brooks Winner, Martijn Fleuren, Cindy Carroll, Briana Kane for Maggie Downey, Kate Peters, Chris Porter, Kim Dragoo, Jillian Winterkorn, Audrey Hettinger, Paul Johnson, Steven Miller, Alexis Washburn, Tim Costa, Mary Wambui, Tim Costa
Councilors Absent:	Daniel Leary, Robert Rio, Michael Ferrante
Consultants Present:	Adrian Caesar, Gretchen Calcagni, Griff Keating, Margie Lynch
DOER Staff Present:	Ina Dasso, Jo Ann Bodemer, Rachel Evans

1. Call to Order

Bodemer, acting on behalf of the Chair, called the meeting to order at 1:00 PM.

Virtual Meeting Procedure
Bodemer reviewed the virtual EEAC meeting procedure:

1. The Council meeting will be recorded, for administrative purposes only.
2. All attendees except for Councilors and presenters will remain muted for the duration of the meeting.
3. Councilors should hold comments until the end of presentations, but Councilors and other participants should speak instead of using any chat function.
4. Councilors who disconnect from meetings need to announce when they rejoin.
5. All Council votes will be taken by roll call.

2. Public Comment

Weezy Waldstein (Action for Equity)
Waldstein said that the current background check system requires companies to attest that it has no workers with a criminal background at any of its sites in order to access Mass Save resources, excluding people beyond Mass Save sites and negatively impacting a fair chance system.

Waldstein urged the utilities to develop a process to implement the principles as they are established, and she said that she hopes this will be a multi-stakeholder process.

Stephen Cowell (Northeast Energy Efficiency and Electrification Council)
Cowell stated that he had filed written comments and said that energy efficiency is a great way to achieve affordability, an overwhelming issue. Cowell recommended an affordability study for Mass Save participants, noting that it would help reinforce the message that Mass Save reduces costs and improves affordability as part of its plans and goals. Cowell asked the EEAC to distribute this study if one already exists.

Alisha Harrington (Browing the Greenspace)
Harrington said that the Massachusetts Legislature made a deliberate decision to send Mass Save money to MassCEC for clean energy workforce development, including equity initiatives. Harrington noted that this mandate reflects a clear policy goal to ensure that the clean energy transition occurs and benefits everyone, including historically underserved communities. Harrington said that this goal becomes impossible to achieve when the PAs maintain corporate policies that undermine equity initiatives. Harrington said that the PAs have stated that their background check policies do not result in a total ban on people with a CORI, but the lived reality is different. Harrington said that there is widespread confusion among contractors, lead vendors, workforce training providers, and individual job seekers about the guidelines because the policies are risk-averse by design and inconsistently applied. Harrington said that while the intent may be narrow, the impact is broad and exclusionary. Harrington said that the PAs are interested in exploring a pilot, but this will not address the systematic nature of the problem and may function as a distraction from the larger issue. Harrington stated that it has been extensively documented that our criminal-legal system is deeply flawed, systemically racist, and imposes harsher consequences on economically marginalized communities, so criminal records are a poor proxy for risk or character. Harrington emphasized the importance of a fair chance hiring system and asked DOER and the EEAC to support it.

Sonali Anderson (SubjectToClimate)
Anderson announced that SubjectToClimate hosts a youth education initiative in Environmental Justice high schools called the Climate Club, and they are searching for organizations interested in collaborating or mentoring. Anderson noted that the initiative is open to both middle school and high school and focuses on topics such as climate policy, conservation, water resources, and renewable energy. Anderson added that SubjectToClimate also hopes to bring students on field trips within the climate and clean energy space, and she could distribute information via email to any interested parties.

Silvana Bastante (LISC Massachusetts)
Bastante echoed Harrington's comments and provided an update of the thirty-five organizations that have aligned with fair chance hiring, noting that it was a growing list.

Wambui joined the virtual meeting at 1:17.

3. Council Business and Updates

DOER Updates
Bodemer announced that DOER posted the 2026 EEAC meeting dates as meeting materials.

Program Administrator (PA) Updates
Taylor Bennett and Kane, on behalf of the PAs, presented updates on the Mass Save Solutions Center and Cape Light Compact customer testimonials.

Edward Hsieh, on behalf of MassCEC, presented an update on the Contractor Development Pathway.

Equity Working Group (EWG): Councilor Representative

Vote
Bodemer stated that each voting Councilor would verbally cast their vote for the Councilor Representative position on the EWG. Kyle Murray was unanimously re-elected as the Councilor Representative on the EWG.

4. EEAC Councilor: Subject Matter Expert

Subject Matter Expert Presentation
Steven Miller presented on Lab ReNew, including their mission, their approach to improving life science laboratory efficiency, and their contributions to achieving Massachusetts climate goals.

Council Discussion
Bodemer recommended that Miller connect with DOER, stating that there are opportunities for the C&I sector to capitalize on the lab work.

5. Mass Save Q3 2025 Performance Report

EEAC Consultant Presentation
Calcagni, Keating, Lynch, and Caesar, on behalf of the EEAC Consultants, presented Q3 2025 program results, including an overview of portfolio results, Q3 benefits achievement, cost to achieve, and sector specific performance and takeaways.

PA Presentation
Melanie Coen, Chris McClellan, and Kyle Svendsen, on behalf of the PAs, presented the 2025 Q3 PA Budget Report, including Q3 spending achievement, weatherization and heat pump performance, and program-level highlights within each sector.

Council Discussion
Hettinger joined the virtual meeting at 2:44.

Murray asked about the percentage of the Income Eligible program budget that is spent on replacement gas furnaces. Keating said that he would check and report back later. Beote said that the percentage is small because gas furnaces are only incentivized in end of life or emergency replacement situations.

Fleuren said that the EEAC needs to further explore whether turnkey makes sense for Moderate Income, and he asked if contractors participate in the Residential Management Committee. Fleuren encouraged the PAs to include contractors if not, and he requested that the PAs prioritize underspending within non-incentive budgets to minimize customer impacts.

Rose asked why the gas budgets appear to be running hotter than the electric budgets. Peters said that the PAs were ordered to reduce the electric and gas budgets evenly, which resulted in a larger percentage reduction in the gas budget because it was smaller to begin with. Peters said that this is causing some unevenness in achievement, and there was also a significant backlog of Income Eligible customers from the prior year. Svendson added that there were some C&I projects carried over from the previous year due to a change in electrification policy.

In response to Murray's earlier question, Keating clarified that through Q3, Income Eligible gas programs have spent 64% of their budgets on gas system replacements.

Weber asked why the New Construction program had achieved 0% of its saving goals and if unused program budget could be reallocated to language access. Weber said that the EEAC is very interested in engaging with folks in their own language and asked why the PAs had not yet spent any funds on language access. Coen said that the PAs are still coordinating amongst themselves and with the vendor regarding where to charge language access expenses, so spending achievement is likely to increase via retroactive changes once that is clarified. Caesar said that there is some new construction happening in paths one and three, but there was minimal activity in path two through Q3. Bodemer said that this could be a follow-up in the January PA updates.

Johnson asked about home performance contractor caps per company and if the PAs have considered incentive reductions as opposed to the caps, stating that weatherization is the most cost-effective measure and improves affordability. Peters replied that the PAs are considering incentive reductions, but they must consider customer messaging because the 75% incentive level has been in place for a long time. Peters said that weatherization performance is planned to be flat for the term, and vendor budgets are a mechanism for the PAs to proactively manage productions. Johnson said that production will be flat if no money is available, and he asked for clarification of a statement on slide eleven. Caesar said that the chart showed term goal achievement through Q3 as opposed to annual goal achievement, which indicates that the measures are on pace. Caesar said that custom measures have longer project timelines, so their savings may not show up until later in the year.

Abbe said that the 2022-2024 Term Report showed that the PAs underperformed in C&I goals and asked what was driving increased C&I and Moderate-Income performance. Porter said that C&I budgets were right sized in the current plan, and the PAs' investments in education, contractor enablement, and marketing are resulting in projects in this term. Peters said that weatherization goals are lower due to gas budget reductions, and the establishment of self-attestation for Moderate-Income in the prior term is driving significant growth in Moderate-Income weatherization this year.

Abbe said that there is always a hockey stick in the fourth quarter, but Q3 achievement and year-end projections seem especially far apart. Abbe asked if there were ways to improve paperwork delays if that was the reason behind the hockey stick effect. Peters said that there is a significant billing effort at the end of the year, but projects that start in the spring may not be completed until the fall. Peters said that there is a significant invoicing, review, and quality assurance process that the PAs must complete, and they could review it for inefficiencies, but there are many variables causing the hockey stick effect.

Lippert said that C&I performance improved as a result of education, training, and infrastructure improvements at the end of the last term, noting that the PAs laid lots of groundwork in the previous term that has produced delayed benefits in addition to rightsized goals.

6. 2025 EEAC Councilor Survey

DOER Presentation
Bodemer, on behalf of DOER, presented the results of the 2025 EEAC End-of-Year Councilor Survey including data reporting accessibility, Councilor communications key takeaways, and suggested improvements to data reporting and presentation based on survey results.

Council Discussion
Washburn said that there are great talking points during the PA updates that are not captured in the slides and requested that the PAs document that context so the Council can access it after the meetings. Bodemer agreed and said that this aligns with the recommendation to include summaries of presentations with key takeaways in the meeting materials.

Washburn left the virtual meeting at 3:30.

Winner thanked the PAs for the zip-code level heat pump and weatherization data and said that he has been using it to set up meetings with state representatives and senators to discuss the Energy Affordability Bill. Winner said that he used the data to provide clear, tangible examples of how Mass Save contributes to affordability in their districts, emphasizing the Council's messaging about the program's benefits.

Murray agreed with Winner's comments and said that personalized legislator data may be useful so that the Council can show how Mass Save specifically benefits their communities. Bodemer said that she has been asking for this from the PAs as well. Murray said that it would also be helpful to calculate individual bill savings from energy efficiency to show customers tangible program benefits.

7. EEAC 2026 Draft Priorities

Council Discussion
Bodemer said that the Council will have time to discuss and vote on the draft priorities again in January.

Weber said that she likes the first page of the Priorities document, which describes the benefits of Mass Save. Weber highlighted the bullet that calls out additional reporting on underperforming programs. Bodemer said that this bullet was directly informed by Weber's feedback, and the 20% threshold comes from the performance variance limits that trigger PA reporting requirements to the DPU.

Rose asked if the sentence describing how heat pumps increase affordability needs additional context, questioning if this was true for all fuel types. Bodemer said that DOER will adjust the language.

Fleuren said that he appreciated the strategic planning priority for the 2028-2030 Term because past plans were developed under the assumption that overspending should be avoided but could be accommodated with Mid-Term Modifications, but that is no longer a possibility. Fleuren said that strategic planning will be critical to avoid exceeding budgets in the current and future terms.

Peters said that there are a few priorities around pipelines, especially in the Income Eligible sector. Peters said that the PAs appreciate the Council wanting to understand this, but the PAs need to ensure that they do not commit to things that their data teams are not capable of producing, so they will likely provide some suggestions. Bodemer said that the Council understands that this will be a collaborative effort.

Winner said that currently, Income-Eligible gas customers can only access heat pumps when their gas heating system breaks or is end of life. Winner said that he understands this given the budget constraints, but the outcome of this policy is that market rate customers will disproportionately install heat pumps while Income Eligible customers cannot. Winner said that this creates inequity because Income Eligible customers are stranded on an increasingly expensive gas system, and this is a concerning dynamic that must be considered in the planning process for the next term.

Rose said that the PAs have been testing new budget controls to avoid exceeding the budgets, and it would be helpful to discuss these budget controls during planning for the next term. Rose said that later in 2026 would be an appropriate time to discuss this because the Council will have roughly half of the term data available. Bodemer suggested a workshop on affordability and program design to discuss budget management recommendations.

Wambui seconded Winner's comments regarding Income Eligible heat pump conversions and requested data to support that there are less opportunities for Income Eligible customers to convert from gas systems to heat pumps.

Commissioner Mahony highlighted the first priority for reporting annually on customer bill savings from measures installed through the programs and said that it is also important to communicate how all customers are benefiting and saving through Mass Save regardless of participation. Bodemer said that she would revise the language to emphasize this point in addition to participant savings.

Wambui said that she agreed with Commissioner Mahony but maintained that it is valuable to show individual customer bill impacts as a result of measure implementation. Wambui said that many people are talking about inclusive utility investments, and she does not agree that all investments are beneficial to Income Eligible customers.

Bodemer said that DOER will revise the draft priorities based on the Council's discussion and distribute the revised version in advance of the January meeting for the Council's review.

Commissioner Mahony and Bodemer wished happy holidays to the EEAC. Commissioner Mahony said that the EEAC has faced great successes and challenges throughout 2025, and she appreciates the nimbleness of the Council, the PAs, the EEAC Consultants, and the DOER staff. Commissioner Mahony said that she hopes the start of 2026 will be a bright and happy time for all.

8. Adjournment

Bodemer, on behalf of the Chair, adjourned the meeting at 4:02 PM.

Meeting Materials:

- Official Meeting Notice
- Meeting Link
- Agenda
- DRAFT 2026 EEAC Meeting Dates
- Update on Contractor Development Pathway
- December PA Updates
- Kyle Murray EWG Statement
- EEAC 2026 Draft Priorities
- 2025 EEAC Priorities Status (downloadable spreadsheet)
- PA Quarterly Report and Associated Spreadsheets can be found here: https://ma-eeac.org/results-reporting/quarterly-reports/.
- 2025 Q3 PA Budget Report-Slides
- C-Team Presentation on Q3 2025 Results