

ANNUAL REPORT

2025



www.shea4nh.org

INTRODUCTION

About us

The Seabrook-Hamptons Estuary Alliance (SHEA), a New Hampshire non-profit corporation, formed in 2013 to protect the coastal and aquatic resources and preserve the Hampton-Seabrook estuarine system through education, community outreach, and research.

Our Mission

We are dedicated to preserving, restoring, and championing the Hampton-Seabrook Estuary and its watershed's health and social functions to support a thriving and diverse habitat, enhance water quality, mitigate flood risks, and offer sustainable recreational and commercial opportunities.

Our Vision

The Hampton-Seabrook Estuary thrives as a nursery and haven, hosting diverse ecosystems that support healthy populations of fish, shellfish, birds, plants, and native species. Surrounding communities embrace its aesthetic, recreational, and economic benefits, recognizing the interconnected habitats, litter-free beaches, and clean waters as the foundation of their identity.

With responsible development, we safeguard both natural resources and infrastructure, enabling the estuary and its watershed to naturally adapt to the challenges of climate change, including groundwater and sea level rise, coastal storm surges, and flooding. Our vision is a sustainable coexistence where residents, visitors, and local governments respect and enjoy the enduring vitality of this precious ecosystem.



MEET OUR TEAM



**Jay
Diener**
President



**Steve
Miller**
Vice President



**Shawn
Hanson**
Treasurer



**Grace
McCulloch**
Secretary



**Kaitlin
Van Volkom**
Director



**Jenny
Gibson**
Director



**Matthew
Cranney**
Director



**Deborah
Wrobel**
Director



**Rayann
Dionne**
*Executive
Director*



**Colette
Tweeddale**
*HSEC
Coordinator*



**Sara
Gagnon**
*HSE
Conservation
Liaison*

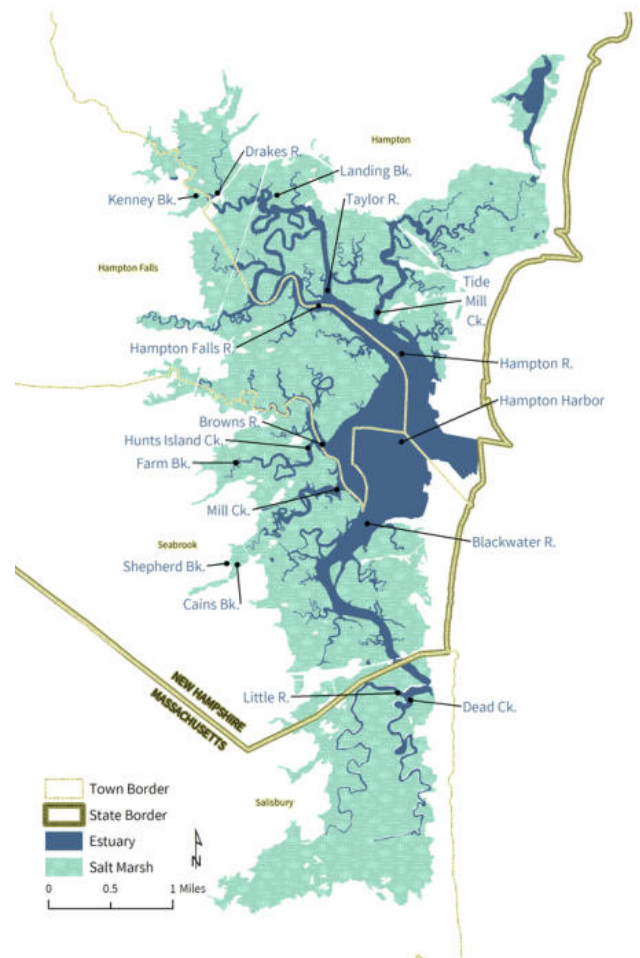
OVERVIEW

In 2025, the clock started for the work that was included in the Congressionally-Directed Spending (CDS) grant that was approved by Congress in 2024. This \$1.4 million grant provides funding for the first baseline assessment of the health of the Hampton-Seabrook Estuary; the creation and implementation of a long-term monitoring plan for the Estuary; creating a small grants program focused on addressing the Goals and Action Items in the Estuary Management Plan; and creating and expanding staff positions to manage this work. In addition, SHEA revamped its website, and continued and expanded its work with surrounding communities, public outreach programs, and its work to increase the breadth and depth of work with and by partner organizations in the estuary.



INCREASING CAPACITY

- SHEA hired, via the CDS grant, a new Hampton-Seabrook Estuary Collaborative Coordinator to oversee and manage the activities of the Collaborative and its steering committee, and to create and manage the Estuary Management Plan Small Grants Program. We thank EF Design's Liz Durfee for her work helping to establish the Collaborative and laying the groundwork for this position.
- Funding through CDS allowed us to convert the part-time Hampton-Seabrook Watershed Liaison position to full-time. The position was moved under the operational umbrella of the Rockingham County Conservation District, still with a focus on supporting and working with conservation commissions in communities bordering the Estuary in NH and MA.



OUTREACH, PRESENTATIONS & WORKSHOPS

In 2025, SHEA hosted estuary-related presentations, events, and workshops that were all well-attended by the local communities.

Estuary Kayak Tour

In partnership with the Seacoast Science Center, SHEA hosted 3 sold-out kayak tours of the estuary, with commentary about the estuary and the wildlife sighted along the way.



Seabrook Middle School 6th grade program

SHEA created, with “Explore The Ocean World”, a unique program that introduced students to live and fossilized aquatic wildlife from the estuary and the Gulf of Maine.



Narional Estuaries Week program

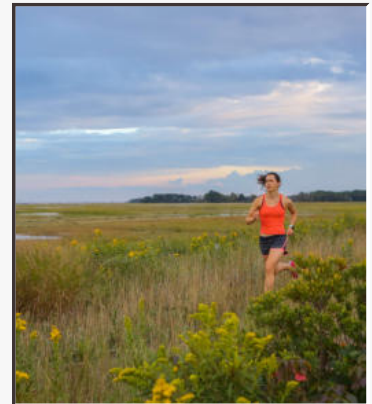
SHEA held its annual National Estuaries Week photo and coloring contests, with awards for the top photos and best drawings. A jigsaw puzzle contest was added, using a puzzle featuring photos of the estuary.



OUTREACH, PRESENTATIONS & WORKSHOPS

Seacoast Greenway Update Webinar

Scott Bogle, Sr. Transportation Planner with the Rockingham Planning Commission provided an update of the progress being made in building the Seacoast Greenway through coastal NH.



Migratory Bird Webinar

SHEA hosted a webinar about the habits of various migratory birds that include the estuary in their annual flyway. The discussion was led by SHEA Board member, Steve Miller.



Seabrook 8th Grade Kayaking Excursion

SHEA, in partnership with the Seacoast Science Center, hosted a school-year end kayak tour of the estuary for the 8th grade students at Seabrook Middle School.



GRANTS



NHDES Technical Assistance Grant

SHEA continued work funded by the \$15,000 Technical Assistance Grant awarded in 2024, to complete a variety of public outreach, educational, and research activities. This specific grant ended June 30, 2025, and a new 12-month Technical Assistance Grant was awarded in 2025. This grant is provided by National Oceanographic and Atmospheric Administration's (NOAA) Office for Coastal Management under the Coastal Zone Management Act, in conjunction with the NHDES Coastal Program. Key activities in 2025 included:

- Attending and participating in the NH Coastal Adaptation Workgroup (CAW) meetings.
- Supporting the Hampton Coastal Hazards Adaptation Team (CHAT) with administrative, technical, and meeting assistance.
- Working with the Rockingham Planning Commission to complete an assessment of Seabrook's sand dune walkways.
- Hosting public outreach events, workshops, and webinars.
- Collaborating with UNH Cooperative Extension and NH SeaGrant on climate and estuary programs for Seabrook Middle School, including a saltmarsh field study for 6th graders in October.
- Supporting updates and progress on the Estuary Management Plan.

Congressionally-Directed Spending Grant

This \$1.4 million grant was approved by Congress in April, 2024, and handed off to NOAA for management and administration. After meeting additional due-diligence requirements, the 3 years of funding started in April, 2025. Work funded included:



GRANTS



Congressionally-Directed Spending Grant

- Developing a baseline assessment of key indicators of the health of the Hampton-Seabrook Estuary.
 - Creating long-term monitoring protocols and a monitoring program for the Estuary.
 - Creating and launching a Small Grants Program to fund projects that address Action Items in the Estuary Management Plan.
 - Hire a Hampton-Seabrook Estuary Collaborative Coordinator to manage the functioning of the Collaborative and its Steering Committee, and to administer the Small Grants Program.
 - Convert the Hampton-Seabrook Watershed Liaison position from part-time to full-time to better serve the capacity needs of the conservation commissions in communities bordering the Estuary and its watershed.
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- FB Environmental was contracted to completed the baseline assessment, and a technical assistance committee was formed to assist in the effort.
 - The Jackson Estuarine Lab at the University of New Hampshire was contracted to develop the monitoring protocols and plan, in partnership with NH SeaGrant who will design a participatory science component for the monitoring plan.
 - The Hampton-Seabrook Estuary Collaborative Coordinator was hired in June.
 - The first round of the Small Grants program was launched in September, with three projects chosen by the selection committee for funding.
 - The Hampton-Seabrook Watershed Liaison was moved to the offices of the Rockingham County Conservation District, where they could better assist with conservation land monitoring, as well as other projects in the communities served.



GRANTS



Piscataqua Region Estuaries Partnership

- Funding supported the work of the HSE Collaborative Coordinator, as well as efforts by SHEA's Project Lead to advance various goals identified in the Estuary Management Plan. Examples of EMP advancement work included:
 - Goal #4 (Education, outreach, and volunteer activities link the community with the estuary. The community is well-informed and active in protecting the estuary and its watershed)
 - Updating and adding project summaries and resources to the SHEA website, ensuring that it's a central hub for information about the Estuary (Action Item #4.4-1).
 - Developing new National Estuaries Week programming and exploring the opportunity to bring Delaware's I-ADAPT planning tool to NH (#4.3-3).
 - Goal #5 (Planning and management efforts utilize sound science and are coordinated and implemented to protect vital ecosystem services, adapt to the effects of climate change, and ultimately ensure the health, safety, and well-being of the people who live in and visit the watershed)
 - Continuing to participate in the Hampton Master Plan Implementation Committee monthly meeting and subgroup exercises to identify opportunities to advance complementary action items that support coastal resilience and enhance protection of the estuarine system (#5.1-16).
 - Continuing to organize and facilitate quarterly meetings with local and regional planners in NH and MA to increase cross-border coordination and cooperation on issues related to building resiliency in the communities adjacent to the estuary (#5.5-5).
 - Participating in local and regional meeting, such as the Salt Marsh Task Force, NH SeaGrant Program Advisory Committee, and others to stay informed and share information about relevant SHEA initiatives (#5.5-8).
- PREP's funding also supported the creation of SHEA's Strategic Plan. SHEA

GRANTS

engaged Paper Crane to facilitate this process, guiding the Board and staff through a series of planning exercises and a half-day retreat to identify key goals and objectives for sustaining and growing the organization. The development of the strategic plan continued into 2026.



US Fish & Wildlife Service

- Funding helped to offset the costs of SHEA's public guided kayak tours of the estuary, and supported the creation and installation of educational signage around the estuary.
 - SHEA, in partnership with the Seacoast Science Center (SSC), hosted three 1.5 hour kayak tours of the estuary in 2025.
 - Each tour sold out within weeks of reservations being opened.
 - Each tour included introductions to SHEA and the SSC Mammal Rescue Program, as well as discussions about the unique features of, and wildlife in the estuary.
 - SHEA created educational signs for a kiosk at the edge of the estuary on Depot Road in Hampton Falls, and for the Welcome Center on Rt. 1A in Seabrook.
 - Each colorful sign introduces people to the estuary and its surroundings, and features some of the wildlife most often associated with estuaries.



PROJECT SPOTLIGHT

Estuary Management Plan Small Grants program

SHEA's Estuary Management Plan includes over 150 Action Items, and was created with the intent that local municipalities and partner organizations would focus some of their work on addressing some of those Action Items. The Small Grants Program, offering up to \$25,000 each to fund project focused on those Action Items, helps to jump start the process. Total funding for up to three rounds of proposals is \$93,000.

- The program is encouraging local and regional organizations to become familiar with the Goals and Action Items of the EMP.
- Three unique and important projects were selected for funding from the first round of proposals, submitted in the Fall of 2025.
- Each of the selected projects addresses multiple Action Items from the EMP.
- A new call for proposals will be issued early in 2026.

Hampton-Seabrook Estuary (HSE) Conservation Liaison

Funding from the Congressionally Directed Spending program enabled SHEA to expand the HSE Conservation Liaison position from part-time to full-time. The Liaison works closely with the conservation commissions in communities adjacent to the estuary, significantly expanding their capacity to initiate and complete projects that will positively impact the estuary. Important projects worked on in 2025, included:

- The continued development of a first-of-its-kind formal Land Conservation Strategies plan and document for the Hampton Conservation Commission.
- Significant progress was made on the grant-funded Natural Resources Inventory with the Hampton Falls Conservation Commission
- Multiple conservation land parcels were monitored and reported on, with guidance and support from the Rockingham County Conservation District.
- The Liaison attended many local conservation commission meetings, offering ideas and support for many projects under discussion.



Financial Information 2025

SHEA received \$298,772.63 in grants and donations in 2025. Operating expenses, including employee wages, contractual obligations, contest prizes, speaker fees, supplies, and administrative charges, totaled \$280,431.52.

Seabrook-Hamptons Estuary Alliance Financial Summary January - December 2025

Revenue	Total
Non-Profit Revenue	
Grant Revenue	
2023-2025 Project of Special Merit	45,614.01
2023-2027 UNH/PREP BIL	26,794.51
2024-2025 Technical Assistance Grant	9,930.87
2024-2025 Rockingham Planning Commission - CRG	3,783.51
2025-2028 NOAA/CDS - HSE Coastal Resilience & Community Capacity	171,209.69
4200 Indirect Grant Revenue	25,198.04
Total Grant Revenue	\$ 282,530.63
Fundraising	
Gaming Proceeds	14,562.88
SHEA Merchandise Sales	473.12
Contributions/Donations - Unrestricted	1,206.00
Total Non-Profit Revenue	\$ 298,772.63
Total Revenue	\$ 298,772.63
Gross Profit	\$ 298,772.63
Expenditures	
Employee Wages	89,893.75
Payroll Taxes	7,794.81
Insurance	1,991.00
Professional Fees	6,063.00
Contractors	163,341.94
Office Supplies & Software	2,087.99
Other Business Expenses	9,224.46
Total Expenditures	\$ 280,396.95
Net Operating Revenue	\$ 18,375.68
Net Revenue	\$ 18,375.68