



Weare Community Profile Report

Weare, New Hampshire
May 7 & 8, 2004

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OVERVIEW OF COMMUNITY PROFILES

The Community Profile is a process by which communities take stock of where they are today and develop an action plan for how they want to operate in the future. Whether the issue is a quality school system, an air pollution problem, lack of adequate affordable housing or solid waste disposal, the need for effective problem-solving skills is the same. A community must have strong leaders, from all sectors, who are able to work together with informed involved citizens to reach agreement on issues. The Community Profile assists communities to develop their problem-solving ability. It is a self-evaluation tool that draws heavily on the collective wisdom of the participants and is not a test or a comparison between communities. It provides a method for citizens to affirm community strengths, identify concerns and problems, and then to help a community structure collaborative approaches to meet these challenges creatively, set directions for the future, and manage change.

The original Civil Profile emerged from the Governor's Commission on New Hampshire in the 21st Century as a process and a mechanism that communities could use to strengthen their civic infrastructure. The National Civic League, along with several university studies, identified those qualities that make a community work - that help communities plan for the future and survive such dramatic changes as extreme population growth, plant shut-downs or military base closings.

In 1995, the League of Women Voters in the Upper Valley, working with UNH Cooperative Extension and UVM Cooperative Extension, identified ten key qualities that help a community to work well now and sustain its social, economic, and environmental health for the future. This is the model that was adapted by the University of New Hampshire Cooperative Extension Profile and are the "tools" of the community self-assessment.

Creating a Community Profile in Weare

The major goal of the Community Profile in Weare was to gather our neighbors together and discuss our collective future and the role we might play in transforming our town. Growth and change are happening to us and by embarking on this process we wish to take more control of our destiny as a town, maintain our ties to the past, and promote sustainable environments for our children and theirs. The Profile seemed like the perfect way to get people involved, to get their opinions and arrive at some measureable goals for our citizens to work on together.

UNH Cooperative Extension
Weare Community Profile
May 7 & 8, 2004

Agenda

Friday Evening

6:00 Sign-in & Supper

7:00 Welcome – Deb Maes, UNH Cooperative Extension

- Overview of Community Profile Process
- Who is here?

Mosaic and Vision

- What is Weare like now?
- What do we want Weare to be like in the future?

Historical Overview

- Where has Weare been? Betty Straw, President, Weare Historical Society

7:45 Presentation of Community Profile components

Effective Community Leadership

Informed Citizen Participation

Sense of Community

Fostering Healthy Families, Individuals and Youth

Lifelong Education and Learning

Community Services, Facilities, and Utilities

Recreation and Cultural Heritage

Working Landscape and the Natural Environment

Economic Vitality

Growth and Development

Transportation

8:00 Break/Move into small groups

8:15 Small group discussions of components

Random assignments to small groups, one component per group

- Strengths of Weare in the component area
- Weaknesses of Weare in the component area
- What would you like to see in the future?
- What are the 5 key issues that need to be addressed?

9:30 Formal adjournment

Saturday**8:30 Coffee and check-in****9:00 Small group reports**

- Each of the eleven small groups report to the large group, three minutes each

9:45 Selection of key issues - participants select small group/issues**10:15 Break****10:30 Small groups meet for key issue discussion:**

- Define the problem or opportunity
- Project goals – identify what you want to accomplish
- Identify potential projects/solutions
- Evaluate potential projects using impact-feasibility grid
- Select 3 projects to bring to the full group

12:15 Full group: report back from small groups**12:45 Lunch and voting**

- Which projects do you think we should move forward on?
- Which is the most important project for Weare right now?

1:30 Individual selection of project development groups

Project development: small groups

- Who needs to be involved (agencies/individuals)
- Resources needed
- Other things needed to be done prior to follow-up meeting

2:00 Formal adjournment

Community Profile *Friday Evening*

The Community Profile was conducted at John Stark Regional High School over two days: Friday evening, May 7, 2004 and all day Saturday, May 8, 2004. About 125 participants attended on Friday, with 100 attending on Saturday.

The event began Friday with a spaghetti dinner. Deb Maes, Extension Educator, Family and Consumer Resources, gave us an overview of the profile process and an introduction to the goals for the two days. Its goal is strengthening community involvement; its key idea is sustainability - balancing economic and environmental factors while thinking about the impacts of our actions for the next seven generations.

We spent a few minutes meeting each other, learning how long we had lived in town, where we live in town, where we work, and how many of us had children in the schools. We were then asked to offer descriptions of what our town was like right now and what we would like it to be like in the future. Adjectives and phrases were called out and recorded on large easels labeled "NOW" and "FUTURE" at the front of the room. Here are the results:

THE MOSAIC - What is Weare like today?

- rural
- growing
- child friendly
- safe
- young - population
- isolated
- accessible
- quiet
- bucolic
- equal distance between Concord and Manchester
- changing
- large farms
- under flight path
- decentered
- politically conservative
- forest for wildlife
- susceptible to sprawl
- no sidewalks
- no drug stores
- great teaching staff
- hilly terrain
- lack supermarket/Walmart
- excellent plow crew
- communicating less because of SB2
- no central meeting place
- limited ability to solve conflict
- poor reception for cell phones

- controversial governance
- dwindling volunteer base
- limited employment opportunities
- no central gathering place
- no public transportation
- no bicycle paths
- not pedestrian friendly
- more warrant articles – people involved
- very little retail
- crowded schools
- heavy traffic
- shrinking wildlife corridors
- good monthly newsletter
- courteous transfer station employees
- buggy
- friendly
- wooded
- bedroom community
- connected
- several large farms
- historic
- in transition
- caring
- not wealthy
- great schools
- telephone company with monopoly
- unsafe and unhealthy Middle School
- active faith community

THE VISION - What do we want Weare to be like in the future?

- culturally diverse
- attention to concerns of elderly
- encourage development that preserves rural character
- people enjoying people's company in town
- being seen as less dysfunctional
- low crime rate
- public botanical gardens
- full-time fire and police
- community theater
- better non-school education facilities
- larger library
- better methods of communication to know what's going on
- less reliance on local property taxes for education
- more arts and music
- more opportunities for neighbors to meet each other
- more trust in other less reliance on lawyers to solve town problems
- much conservation land
- adequate education

- education excellence
- historic buildings remain
- rural and bucolic
- sidewalks on 114 so children can walk
- less private homes/less children in school
- healthy mix of housing types and affordable
- opportunity for recreation corridors and facilities
- social/cultural resources for adults
- community park with recreation center
- cooperative community garden
- rebuild RR bed to walking/bike trail
- more retail and services
- thriving town center
- protected wildlife corridors
- sidewalks on 114 in middle of town – kids walk to school
- less private homes – more commercial
- balance land owner rights with public rights
- people by God spirit
- land protected from ATV's
- land bank – affordable housing – elderly
- community center for youth

Historical Presentation

Betty Straw, President of the Weare Historical Society, gave a narrative history of Weare. Please see her directly for more information about her presentation.

COMMUNITY PROFILE ELEVEN COMPONENTS

After we developed a mosaic and vision for Weare, and digested some of the historical information, Deb Maes introduced us to the idea of discussing Weare within the framework of 11 qualities which can be used to profile a community. These topics, drawn from the work of the National Civic League and adapted by UNH Cooperative Extension are important components of any successful community. These components make a community work well now and sustain the cultural, economic and environmental health and vitality for the long-term future.

Civic Infrastructure

Effective Community Leadership
Informed Citizen Participation
Sense of Community

Community Infrastructure

Fostering Healthy Families, Individuals and Youth
Lifelong Education and Learning
Community Services, Facilities and Utilities
Recreation and Cultural Heritage

Environment

Working Landscape and the Natural Environment

Economy

Economic Vitality
Growth and Development
Transportation

Next, 11 small groups of approximately 10 people each were randomly formed, one group for each of the components. The small groups adjourned to various rooms where facilitators lead the groups in their discussions and recorders made notes on more large tablets. Each group considered the definition of their component and examined the statements to be considered for their components to begin the discussion. Participants were asked to list the strengths for Weare as they saw them, and then to list its concerns. Next the groups gave some thought to the problems and issues they thought were important to the town's future. Finally, each group was asked to identify five key issues that need to be addressed by the town. These were brought back to the whole group and highlighted in three-minute summations presented by a member of each small group on Saturday morning.

1. Effective Community Leadership

Facilitator: Jeffrey Shinn

Recorder: not noted

Spokesperson: not noted

Participants: Jerry Shinn, Carine Desmarais, Sue Crain, Barbara Lutz, Nancy Swanson, Carolyn Sheehan, Michael Pelletier, John McCausland, David Erikson, Paul Marsh

Statement of Purpose:

Healthy communities have, and develop, public leaders who work together to enhance the long-term future of the community. Community leadership must be responsive, honest, efficient, enlightened, fair and accountable. It should have the ability to bring the community together to participate in open, neutral dialogue on important issues.

Leaders should be representative of their community and be able to envision an economically secure, environmentally sound and social viable future. Leaders should understand the challenges facing the community and be able to take advantage of opportunities within the community and in cooperation with neighboring ones. Leadership should empower community members to assist in resolving community issues.

Statements a community should consider:

- Our leadership actively recruits, trains and empowers new leaders.
- Leadership represents diverse community interest (age and gender groups, length of time they have resided in the community, culture, etc).
- Community leadership demonstrates knowledge, accountability, professionalism, innovation and is results-oriented.
- Leaders involve local citizens in identifying community goals and resolving community issues.
- Leadership seeks out opportunities to exchange information with citizens about community issues.
- Community leadership is proactive, dealing with critical issues before they become crises.
- Leaders demonstrate long-range (20+ years) thinking. They understand the impacts of their actions on the long term health and vitality of the community.
- Leaders share the responsibilities of the community with its members and empower others to help find solutions.
- Leaders are willing to consider and use creative methods for addressing challenges, and look for regional solutions where appropriate.
- Leaders discuss issues with other leaders in the region.

Group Response - Strengths:

- small enough so leadership can be encouraged and developed
- lots of opportunities to serve and lead
- there are experienced, dedicated and devoted leaders
- key people are responding to lack of leadership as well as new people
- key leaders are willing to share knowledge with new people
- there's not a major crisis (not overwhelming)
- we have people with broader connections who can get outside help and resources
- dedicated people who have been here a long time
- a lot of new people in town gives us a professional base to draw on
- people/neighbors do not hold grudges and are willing to work together

- face to face fondness
- Planning Board starting to plan future

Group Response - Challenges:

- people afraid/not willing to volunteer
- to have a police department we can respect
- too much independence and individuality vs. problem solving and cooperation
- to recognize we need/agree to pay for what we want
- lack tax base to make that work well
- leadership is male driven
- SB2 is not helping to build community leadership or consensus
- once a year is too long to go to talk about problems
- there's a lack of mentoring when a person who's had a position for a long term to pass on knowledge
- leaders coming in with an agenda and not willing to evolve
- vindictiveness and harassment by leaders
- less friction between boards
- honor and respect our leaders
- leaders need to be worthy of honor and respect
- no structure or way to resolve issues
- not enough opportunities to participate in community leadership by youth
- hard to get families who are new to town and parents to get involved
- we are a bedroom community
- lack of timely communication
- less of Selectmen fighting each other
- no long term vision
- micromanagement
- lack of a boss
- employees not trusted to do their jobs

Vision for the Future:

- a team collaborative
- departments working towards a common goal
- gender balance in town leadership
- effective professional management of our town
- long range thinking
- shared knowledge and mentoring
- effective communication within departments
- leadership development including youth participation
- town government to actively seek candidates who are qualified to lead
- like to see all organizations to encourage participation
- method of accountability for leaders
- richer social capital
- encourage neighborhood gatherings
- private organizations involved
- town center on Middle School site
- leadership that listens to the way people are voting
- recognize community service!

Key Issues for Now and the Future:

1. Current form of government does not meet the needs of the people due to size and complexity. Issues include: SB2, Board of Selectmen, lack of professionals in town administration and town planning--does not effectively implement town policy.
2. Need for more long range thinking.
3. Need for more effective communication between leaders and the community and within the community beyond the TV channel and the monthly newspaper. Communication should include balanced/factual reporting along with meeting agendas published in advance and minutes available on a timely basis.
4. Getting more diversity in community leadership--encouraging participation among youth, women, and people with relevant expertise.
5. Current environment of harassment, vindictiveness, and friction between leadership, departments and the public needs to become worthy of respect (for example: issues with the police department. We need to show gratitude and encourage and respect good leadership.

2. Informed Citizen Participation

Facilitator: Anna Brunelle Recorder: Robin Norris Spokesperson: not noted
 Participants: Andy Fulton, Art Siciliano, Fred Lutz, Yvette Desmarais, Ruth Jones, Sheila Perry, Carol Galvin, Pat Feeney, Pat Myers, Mark Andrew

Statement of Purpose:

In a healthy community, citizens actively participate through voting in the local elections, serving on local boards, attending public hearings, and being involved in civic organizations and community activities. The increasing complexity of municipal operations is limiting the ability of government to meet community needs, escalating the importance of active citizen involvement and volunteerism.

All sectors within a community – private, public and nonprofit-must each take responsibility for the community's civic education and exchange information with the public. All citizens need to develop knowledge and skills to contribute to community life. Shared problem solving and planning for the future as a community increases local pride and commitment.

Statements a community should consider:

- Citizens know how the system works and it is easy for newcomers to learn how to get involved in the community.
- People find out easily what is going on in the community.
- We have a _____ level of volunteerism and philanthropy in the community.
- Civic education efforts involve the entire community.
- Schools, churches, youth and civic groups provide citizen education and promote community service.
- Citizens are actively recruited and involved in major projects.
- Citizens volunteer to serve on local boards and committees.
- Participation is proactive instead of reactive, facing community issues before they become crises.
- Civic organizations and local businesses actively contribute to community functions.

- Citizens have the information they need to make good decisions.
- There is both adequate and balanced media coverage of local events and issues.
- Local communities and boards communicate well with each other, the public and with boards and committees throughout the region.
- Local citizens are actively involved in civic and business organizations and clubs that involve interaction with residents of neighboring communities.

Group Response – Strengths

- committed volunteers – good to town
- youth sports – high level of volunteers
- stage of life dictates level of volunteerism
- cable channel access
- strong schools, good teachers
- monthly paper
- posting at local businesses
- churches share information
- support from local businesses
- local businesses provide information for happenings (local)
- involvement in candidate (local, national) information sessions
- sample ballot before voting
- town location
- accurate and easy to use voting machines
- friendly atmosphere at polls
- face with name when voting
- committees communicate well with each other, share information
- helpful town employees
- has website
- schools have good communication with parents/community as whole
- longtime residents provide foundation
- telephone directory

Group Response – Challenges:

- outreach for participation on town issues/committees
- personal attacks/bitterness turns people away from volunteering/participating
- website note updated in timely fashion
- website linked to another site – no accountability, causes confusion
- need education in civics/voting workings of government/town
- need more information regarding issues on ballot
- more information for deliberative session (advertisement)
- expand tax base – fixed income difficulties
- volunteer training
- town committees meeting to discuss shared goals (annual meeting)
- alternative for non-cable residents, know what is coming
- more frequent newspaper
- motivate towns people
- educate on how to make change communicate
- lack of time to participate
- access to deliberative session

- people with kids
- individual impact
- education on process
- time when people can attend
- advance notice

Vision for the Future:

- choice of phone company (doesn't offer programs of competitors)
- calendar of events
 - multiple publications
 - multiple locals for pick-up
 - cable access, website
 - all encompassing
- paper published more frequently (weekly, bi-weekly)
- mail paper to residents' homes
- strengthen town center
- build community but respect individual
- the right to complain
- use phonebook for highlighting of important civic events
- better welcoming packages

Key Issues for Now and the Future:

1. importance of deliberative session
2. more frequent and multi-channeled for communication
3. civic education
4. respect for differences in opinions and goals, no personal attacks
5. volunteer outreach and education

3. Sense of Community

Facilitator: Pastor Bill Stockham Recorder: Bill Beaupre Spokesperson: Ellen Dakton
 Participants: Nancy Lawton, Casey Hooper, Adam Allard, Cherry Palmisano, Bob Vaughan, Tom Clow, Susan Weiss Alexant, Ellen Dakton, Heleen Kurk, Lee Mondor

Statement of Purpose:

A sense of community is an intangible yet vital component of a healthy community. It encompasses elements such as image, spirit, character and pride, along with processes such as communication, inter-group relations and networking.

A community is made up of different people with different interests, experiences and backgrounds. These characteristics may divide a community into natural groups but there must be cooperation among them if the community is to work well as a unit. Increased communication and understanding of different perspectives among groups and within the community as a whole is an important factor in establishing a sense of community.

Villages, towns, and cities with a sense of community include those wherein all members: contribute to and hold a common vision for the future; respect and celebrate their heritage,

diversity, and resources; share information, and; develop and sustain an abundance of social networks and relationships.

Statements a community should consider:

- There is adequate communication among diverse groups in the community such as natives/newcomers, summer/year round residents, young parents/retirees, as well as business community, commuters, etc.
- Groups like the above are involved in identifying community goals and in resolving community issues.
- The community's heritage is celebrated regularly.
- There is a common vision for our community among members.
- Community members often put aside their differences to work for the common good of the community.
- All groups know how to become involved in the community.
- Formal and informal forums exist for sharing ideas and resolving public issues.
- Collective decisions which represent broad input are reached and implemented.
- The self image of the community is a positive one.
- Social and cultural diversity are celebrated in the community.
- Local government is inclusive of all groups in its long-term planning and visioning efforts.
- Community members are proud of the community's character.

Group Response – Strengths:

- rural and safe
- four active churches
- people with innovative ideas
- relatively quiet neighborhoods
- good schools
- places to meet
- pristine places
- lots of open space
- rich history
- rich senior resources
- active groups:
 - American Legion
 - Weare Athletic Group
 - Historical Society
 - Lions Club
 - PWA
 - Chamber of Commerce
 - PTO
 - Boy & Girl Scouts
 - ATV Club
 - Weare Winter Workers
 - Happy Wearites
 - Lake Horace Association
- people in Weare are good neighbors

- helping spirit
- potential for vision
- strong volunteer fire/rescue
- safe place for young children
- sense of security
- new safety complex
- care/pride in Weare Center
- library
- support for library
- historic resources for stone building
- preservation/new uses for older buildings
- small stores as meeting places
- cottage industries
- Lake Horace, Mt. William Pond, Ferrin Pond
- town transfer station
- town forests
- Clough State Park
- East Weare
- still room for independence/privacy
- school social events
- town wide yard sale

Group Response – Challenges:

- Middle School facility
- finances driving decision making
- poor voter turnout
- no town center, not defined
- no auditorium at any facilities, specifically High School
- town's five villages make Weare disjointed
- limited cultural opportunities
- difficult conflict resolution
- lack of respect for police department
- weak public relations
- poor communications because lack of town communications vehicle(s)
- lack of communication between town groups and schools
- unplanned residential growth
- pressure on environmental resources from development
- adversarial relationships among town groups
- lack of community outreach
- lack of money
- lack of knowing where tax dollars go
- apathy
- cynicism
- perception of lower status if from Weare
- fear of expressing opinion

Vision for the Future:

- Community Center building

- integrated school/community newsletter
- celebrations (children's theatre group, dances, adult chorus, town bands)
- time and inclination to volunteer
- playground in Weare Center
- senior citizen transportation
- maintain Weare's Center character
- funding protects outside the tax rate
- preserve historic and natural resources
- careful planning for development and Master Plan
- respectful communication and interactions among boards, committees, groups, service providers
- more respectful communications
- making planning and profiling a continuous process
- responsive to change
- lot of open space

Key Issues for Now and the Future:

1. communications
 - develop mutual respect among town agencies
 - change community image
2. environmental issues related to planning
3. develop Town Center – Main Street feel, enhance and beautify town center
4. build on existing resources to accommodate needs of various age groups
5. maintain a sense of safety and security

4. Fostering Healthy Families, Individuals and Youth

Facilitator: Chris Miller

Recorder: Penny Turner

Spokesperson: Chris Miller

Participants: Meg Malette, Julie Ploof, John Lawton, Mike Palmisano, Neal Kurk, Linda Knight, Mike Dutton, Tim Galvin, Heidi Clow, Gary Hopper, Carol Palmisano

Statement of Purpose:

Most communities face a variety of challenging social issues, such as substance abuse, domestic abuse, poverty, and other concerns related to the elderly, youth, and families. Addressing these concerns effectively takes the coordinated efforts of the public, private, and nonprofit sectors.

Support services such as adequate child day care, comprehensive after-school, youth, teen, and senior programs, preventative health and substance abuse programs, parenting and family support programs, and effective human service networks help strengthen the social fabric of a community. Aided by effective communication, compassionate leadership, active citizen participation, and inter-group cooperation, a comprehensive package of supportive services will enable a community to nurture healthy community members.

Statements a community should consider:

- There are _____ local and/or regional programs available addressing the social issues of our youth, teens, seniors, parents and families.
- The health and social services are accessible, adequate and provided in an equitable manner.

- The three sectors work together to provide a comprehensive package of programs.
- The majority of programs are of _____ quality.
- Community services are “cradle to grave”, addressing the entire age spectrum of the community.
- Local government provides an array of services for the community’s neediest members.
- There is adequate information about the available services and many community members utilize them.
- Many of the services allow families to participate together.
- Local government is responsive to emerging needs of community members.
- Local government considers and utilizes alternative methods of service delivery.

Group Response - Strengths:

- people spread out; kids not gathering in a place and creating trouble
- great after school in Middle School
- calm quiet community
- there are people who want to participate in the likes of Community Profile
- diverse sports capabilities
- small town feeling; Easter egg hunt etc. helps to build a town
- very conservative; relies on individuals to do for themselves; taxes stay low we don’t do things on list (white description sheet)
- real variety of recreational activities and open land; good balance of utilizing resources for recreation desired
- still rural and bucolic
- large percentage of parents are involved with their kids
- Weare has started its own food pantry
- Ferrin Pond and Poor Farm – trails for hiking, close and beautiful
- commitment, respect, response from staff to me, a parent at elementary and middle schools
- good programs for children
- spiritual diversity
- availability for getting involved in boards, committees, etc.
- a lot of private organizations providing variety of activity (i.e. little league, day care)
- members of community receptive to getting involved, an openness to people, people respond favorably when asked
- cooperation of school staff when parents/foster parents addressing needs/issues of a child
- churches provide for elderly
- park and recreation provides for elderly (services, activities, yoga classes, trips)
- Meals on Wheels
- White Birch Community Center, mental health services, meals – for seniors
- news articles/calendar listing activities for seniors
- most town activities listed on cable tv
- library – story hour; people willing to help kids find books; senior volunteers help kids

Group Response – Challenges:

- people unwilling to spend money to make improvements; fiscally conservative (i.e. Middle School, fees for services, playing ball)
- transportation – lack there of for elderly

- we're not all always "rowing the same boat" (School Board, Selectmen, finance committee, Middle School principal who left – didn't have enough help)
- communication between boards
- communication – re: finding out what's going on in town; services, events and how do I get involved (homeschoolers, no cable, no paper-freebie) need to find better ways
- access to information – lack thereof
- diverse population >lack of consensus (re: government what are we to do about it, contract between champagne taste and beer pocket book in conflict as a community – we want to do more than we're willing to pay for)
- not as willing as we should be to spend money for the kids: Middle School
- getting information out to public
- volunteers using AV equipment need to be better trained
- nothing for the teens to do
- support programs for families (police not on duty after midnight, what happens in event of abuse? AA, high school dropouts)
- lack of community meeting places –park for families and network
- no transportation for pre-school children
- town newspaper neglects most of the news in town
- communication – lack there of
- breakdown of family
- no awareness of how significant this is

Vision for the Future:

- health and social services accessible to meet needs of families
- information/communication
- playground in center of town
- triangle of consistency (law enforcement, parents, education – make the message consistent)
- a gathering place "a Jr/Sr Center" a real structure where people can hang
- town newspaper – extension of what we have now
- TV
- more viable town center – pharmacy without losing our rural feeling – have an ice cream with kids
- tear down middle school –build new one elsewhere
- 20 acres for developer to plan commercial/residential town community
- continue to encourage stronger marriages – support for how to manage conflict

Key Issues for Now and the Future:

1. communication – information and ideas, access to all aspects of town's services and activities; what kinds of issues are boards facing? Willingness to spend money with accountability
2. need for Jr/Sr Community Center
3. education – new Middle School

5. Lifelong Education and Learning

Facilitator: Tiffany Hazelton

Recorder: Bill Johnson

Spokesperson: John Knight

Participants: Brenda Lashway, John Poznanski Gail Hazelton, Joanne Lemire, Michael Ploof, John Knight, Mike O'Donnell, Stephen Najjar, Marjorie Burke

Statement of Purpose:

Education is a lifelong endeavor, much more extensive than just the K-12 school system. It starts at home, continues through childhood and the teen years, and progresses throughout adult life. People of all ages need to develop knowledge and skills in order to improve the quality of their own lives and those of their families, and to contribute more effectively to community life.

Programs of higher education and lifelong learning provide local business with a pool of trained employees. Other formal and informal learning opportunities allow community members to discover hidden talents and develop an array of interests and skills. Lifelong learning allows citizens to manage their lives more effectively in a changing economy and to participate in increasingly complex municipal operations with greater knowledge and skill.

Statements a community should consider:

- Educational opportunities are easily accessible and provided equitably.
- Lifelong educational opportunities, including formal and informal academic, vocational, artistic, and spiritual meet the community's needs.
- School planning is forward thinking and open to regional solutions.
- There is a plentiful pool of skilled labor for local businesses to draw from.
- The level and quality of adult literacy programming in the community is _____.
- The public school facilities adequately meet community members' needs.
- There is a (n) _____ level of quality preschool and daycare opportunities in the community.
- There is good communication and cooperation between the municipal government and the local public school board.
- Local and regional employers actively support and are involved in the local K-12 public schools.
- The community supports and values high quality K-12 public school education.
- There is a support network for community members who home-school their children.

Group Response – Strengths:

- ideally located to higher/cultural events
- lots of churches for spiritual growth
- pre-school at daycare services
- great network for home schoolers
- library services
- open to regional solutions
- a number of higher education campuses close enough to access
- affordable higher education
- schools are available for community use
- natural resource available for environment education

- Pisq watershed access for education programs
- community values high quality education
- many people attended school district meetings
- active involvement by local companies
- program with Concord Vocational
- good volunteer base when asked to do a specific task
- John Stark new facility
- high and elementary schools accessible to community –churches & groups
- Middle School used for a number of activities
- schools are accessible in general
- plenty of skilled labor
- being creative when focused with over crowding
- being creative with minimal amount of money
- churches invite public to participate in classes “40 Days of Purpose”
- Middle School parenting classes
- when Holy Cross building is complete more opportunities for classes and programs

Group Response – Challenges:

- lack of adult literacy
- larger library and selection
- college librarian limited and not close
- finding volunteers for common programs
- more useful adult education programs
- more programs in general
- home grown common education
- effective avenues to get the programs out
- lack of information on available programs
- funding for public education and community programs
- ability to attract and keep vocational education for adults
- master planning for schools
- no long term planning
- cooperation between boards and towns people
- ATV education by the local clubs
- more and better communication between School Board and the citizens
- centralized web accessible information
- better use of Channel 6 & 17 for communication
- televise committees on cable access
- availability of various funding sources
- more affordable child care and educational opportunities
- centralized information on childcare providers and programs
- lack of commerce
- need to work on communication between local school boards and community
- tough to find local community members to come to career fair and share
- external focus due to job locations
- better advertising to find people to come in
- provide service learning in place of having companies in town, no apprenticeships/opportunities
- provide and support the school budgets and programs

- High School students at a disadvantage due to lack of employment opportunities in town

Vision for the Future:

- better library for self education
- more “yes” votes for education
- more commerce in town for job opportunities
- invest more in developing these job opportunities and apprenticeships in Manchester and Concord
- more community facilities for activities – theater/auditorium
- centralized informational directory for who to contact to get things done
- growth management to be more proactive in managing our population and focus on quality of education
- utilize the community access channels more effectively
- increase use of technology in classroom without impacting property taxes
- marketing of outside programs within town as a resource for opportunities
- keep the rural atmosphere

Key Issues for Now and the Future:

1. balancing educational needs and various means of funding
2. recognizing how our demographics impacts lifelong learning and education
3. improve healthy and effective communications
4. plan for facilities that will support quantity and quality programs desired
5. need for growth management and long term planning in reference to school populations

6. Community Services, Facilities and Utilities

Facilitator: Alan Harleabus

Recorder: Chris Hagne

Spokesperson: not noted

Participants: Barbara Fellbaum, Henry Tiffany, Cindy Mahoney, Dot O’Neil, Donald Burke, Margie Poznanski, Jane Johnson

Statement of Purpose:

A community provides many essential facilities and services to its members – public facilities such as municipal buildings, schools, sidewalks, roads, libraries, a recycling center and cemeteries as well as services and utilities such as police, fire, ambulance, highway maintenance, water and sewer. These key functions consume the majority of tax dollars and sharply influence the community’s quality of life.

Statements a community should consider:

- Public facilities and services such as _____ are needed in our community.
- The community’s road system is adequate and well-maintained. The use of traffic controls (signs, lights, speed limits, police, etc) is well planned and coordinated.
- Our public water source is protected.
- Our community does a great job of reducing, recycling, and disposing of its wastes.
- The town has a plan for financing the maintenance, expansion and replacement of its public facilities.
- The community is open to regional solutions for future infrastructural needs.
- Public buildings such as schools and town offices are adequate for our needs.
- Our public buildings are accessible to people with disabilities and are energy efficient.

- The community is easy to travel around by foot and bicycle.
- Officials address qualitative concerns about facilities and systems and utilize alternative methods of service delivery.
- Our officials are professional in meeting public facility, service, and utility needs.
- Appropriate physical connections exist, such as public transportation between housing and job sites.
- The levels and quality of emergency services – fire, police and ambulance are
_____.

Group Response – Strengths:

- excellent highway and road services
- safety complex
- library
- transfer station recycling program (voluntary) very good compared with other towns
- source of income for town
- elementary school and high school facilities
- Horace Lake
- town hall (character, historic value)
- historical buildings
- Historical Society building (stone building)
- Weare Center Store and buildings in the center of town
- gazebo
- rescue squad fire team
- Clough State Park
- town forests
- Conservation Commission
- church communities
- alternative affordable housing, mobile home parks varying quality
- school bus (special ed, school bus drivers, bus company)
- active senior group
- American Legion Hall (breakfasts popular)
- Weare ball fields and Athletic Club

Group Response – Challenges:

- we need a new middle school!
- recycle existing middle school
- existing town offices not handicap accessible on all levels
- more positive support for police department
- look at Plan NH – plan that was done for town
- increasing traffic as we are growing fast
- impact fees
- traffic problem River Road, trucks, speed
- Rt. 114 center of town kids walking with traffic
- Planning Boards thinking about aquifer as new buildings built
- growth makes water, traffic, schools challenge
- lack of businesses to offset takers (e.g. growth in Hillsborough, Shaw's, Rite Aid)
- business is a challenge
- businesses that keep us a small community

- bad to have 51 warrant articles (un - understandable to general public) government
- get beyond default budget
- how do we maintain historical buildings
- increasing communication in town
- education about how to vote
- Weare is a very sprawling (lots of roads, how do we keep it looking nice--visual quality)

Vision for the Future:

- new Middle School
- take present Middle School to town offices in town center and recreation center
- take down fire station (small cute town facility) – snack bar, bathroom
- adopt Plan NH for Weare
- slow growth controlled shrinkage
- open space instead of sprawl
- better funding so we don't have to have 51 warrant articles
- change from SB2
- more positive community, better Select Board people so they're not working behind the scenes
- more positive feeling about town
- housing – affordable housing for low income, seniors, single people

Key Issues for Now and the Future:

1. Middle School – new Middle School and how to recycle the buildings in center
2. Plan NH – continue Plan NH for town center
3. funding re: maintenance including facilities, ball fields, historic buildings – due to constant default budgets
4. green space – protect, preserve, maintain, expand open space (town's)

7. Recreation and Cultural Heritage

Facilitator: Terry Knowles Recorder: Paul Doscher Spokesperson: Sharon Czarnecki
 Participants: Frank Oehlschaleger, Diane Lamb, Keith Erf, Sharon Czarnecki, Judy Rogers, Ann Ludders, Sarah Bouchard, Judy Lamont, Dave Getzin

Statement of Purpose:

Recreation and cultural activities nurture the body and soul of a community – individual and team sports, outdoor activities, arts, crafts, music, dance, theater, holidays, festivals and celebrations. Recreational opportunities allow community members to experience and appreciate the community's diversity of natural and human resources. Cultural activities reflect and build a community's positive sense of itself and strengthen the fabric of social interactions within the community.

Statements a community should consider:

- Our community celebrates itself in many different ways, including _____.
- There is a wide array of recreational opportunities available to community members.
- There are special cultural centers, events and festivals within the community.

- There is a high level of awareness about and accessibility to available recreational opportunities.
- Our cultural events bring together and celebrate the community's diverse population.
- Many of the recreational opportunities allow community members to experience the community's natural resources.
- The community preserves and enhances what is special and unique about its cultural heritage.
- Children, youth and seniors are encouraged to participate in cultural events.
- Citizens are part of larger regional cultural events.

Group Response – Strengths:

- hiking trails on town lands
- Lake Horace
- patriotic celebration
- school theater program
- W.A.C.
- clubs (e.g. snowmobile etc.)
- Historical Society
- open space
- land donations for recreation
- Weare cable tv
- happy Wearites
- American Legion
- N.E.C. and St. A's
- close to Manchester and Concord
- NH Institute of Politics at St. A's
- public library with Sawyer Room and children's room
- diversity of outdoor recreation opportunities
- scout program
- well educated citizenry
- bingo for Osborne Hall
- skateboard park
- New Boston Bulletin

Group Response – Challenges:

- identifying and utilizing existing resources
- lack of center for cultural activities and recreation facilities
- communicating what's available
- preserving what's available
- lack of town funding
- lack of volunteerism
- using volunteers efficiently
- "we're duds"
- getting people to leave their homes
- distances
- slowing and managing/controlling growth
- geographic challenge – no central focus
- avoiding duplication with other towns

- finding out what people are interested in
- to be unique
- lack of movie theater
- lack of fast food
- lack of strong school music program
- lack of Weare Middle School foreign languages
- lack of resources for cultural activities
- no town center as place to walk
- lack of adult sports/activities
- lack of community education

Vision for the Future:

- town hall theater (like Wilton)
- Community Center for the area
- bring back social events – e.g. lawn party, band concerts
- community theater
- bicycle trails, walking places
- inventory of human and natural resources/programs
- better communication - broader
- e-mail/calls invitations to events
- better web site
- better radio communications
- community events phone number
- Festival of Lights or some other unique draw
- include new community cultural facilities into proposed Middle School
- town riding ring
- volunteer bank (skill bank)
- variety of parks
- big trail system – variety of uses

Key Issues for Now and the Future:

1. create a town Community Center for activities and events
2. better communications, website, email, phone #'s, etc.
3. inventory of our human and natural resources/activities/programs/volunteers
4. volunteer issues (volunteer bank, respect for limited time)
5. preserving open space for appropriate outdoor recreational uses
6. create unique events

8. Working Landscape and the Natural Environment

Facilitator: Suzanne Canali

Recorder: Bob Shannahan

Spokesperson: not noted

Participants: Bob Shannahan, Andy Czarnecki, Pat Gareri, Peter Spragg, Shelby O'Donnell, Shawn Zito, Selma Al-Abbas, William Bull, Tami Pelletier, Paul Hague

Statement of Purpose:

Natural resources and historical assets of a community contribute significantly to the quality of life for residents and play an integral part in defining community character. Streams, rivers, walking trails, working farms, forest, clean air, historic buildings and bridges, wildlife and open land help to determine a community's personality and contribute to the everyday pleasures of

community life. A sustainable community recognizes the importance of these assets and takes appropriate measures to assure their continuance.

Statements a community should consider:

- The community has recently inventoried its natural base.
- There is broad community interest and participation in protecting key natural resource and historical assets.
- Steps have been taken to provide long-term land protection to assure functioning natural resource systems.
- The local economy and population are putting stress on those natural resource systems.
- There are ways to increase the resilience of the local natural resource systems to allow them to respond to diverse or changing conditions, such as _____.
- Current systems, such as waste management, are handled in a way that preserves the integrity of natural systems in the community without damaging the integrity of natural systems elsewhere.
- Existing businesses are environmentally sound.
- Public water sources are protected.
- Some of these natural resource features are unique or in some way important regionally or statewide.
- Natural resource and open space contribute to the economic vitality of the community.
- Critical resources are being negatively impacted by competing land uses.
- Steps have been taken to establish regulatory controls and promote voluntary actions to assure the continued availability of natural resources.
- The community has addressed regional natural resource features and issues with surrounding communities.

Group Response – Strengths:

- have a good quality of life because we are largely rural and undeveloped
- lot of land that is preserved
- Ferrin Pond
- Horace Lake, P. River, Perkins Pond, all the mountains
- opportunities for outdoor recreation
- lots of open, private land (old farms, pleasant views)
- kiosks, markers (historical)
- generosity of private landowners, open to public, year round
- Class VI and logging roads: make people more aware of, for hiking, etc.
- healthy environment vs. big city population
- natural resource biz: ex. mountain biking
- ongoing land bank awareness
- Master Plan – we have, but old and vague
- we have authority to set our own, local, standards, f.i. water
- Piscataguag River – big resource – Atlantic salmon, statewide reach
- big number of lakes, ponds
- “harvesting”
- White Pines in Weare are inspiring. They are special; they rival with giant Sequoia “Tree of Peace, strengths” – Indian tradition
- incentives to preserve natural resources

- hidden jewel

Group Response – Challenges:

- creating an illusion of coherence
- not taking advantage of resources, could be more consistently communicating our natural resources
- make strengths accessible – parking lot/wooden kiosk
- identify where are our unique places to visit
- bring businesses that respect open spaces, i.e. animal farm, golf course, utilize the land but not ruin the land
- it would not take much to make our resources more attractive and accessible i.e. parking access, etc.
- understanding and respecting all of the different roles that outdoor recreations play (i.e. not a good sense of how each one contributes)
- how do we find the balance between outdoor recreation and preserving the environment?
- town regulations need to be in line with the environmental concerns of the community, appropriate regulations – balance between landowner’s rights and business enforcement
- revenue to preserve land
- cluster developments are a threat to water/wetlands
- no Master Plan to protect our water/wetlands. There was a plan, but enforcement has not happened in the past, laws are weak and it is old.
- people cannot enforce because there is no one to fund it
- economic incentives to preserve the land – scope can be modernized, updated
- why can’t we attract businesses to this town? What is the consensus of the community – it is unclear.
- unclear as to what is stated on the Master Plan

Vision for the Future:

- protect environment and open space
- can we resolve that Weare become less of a bedroom community?
- Farmer’s Market (1x week), strolling, Main Street
- G.I.S. system, available to residents
- Master Plan that defines and protects waterways/shed, wild corridor plus view protection
- an economic plan that supports the Master Plan in a low impact industry way (service jobs, brain jobs)
- Middle School – entertainment area, grounds/area (focal point)
- beautification process
- Master Plan also take in growth, industry
- better ways of communicating what we’ve decided, an electronic kiosk
- wireless kiosk

Key Issues for Now and the Future:

1. have a Master Plan that meets community consensus and is effectively communicated, publicized and/or campaigned
2. environmental protection plan to preserve open space, protect watershed (i.e. rivers, streams, lake, wetlands) and identify UNIQUE natural places
3. develop a central meeting place that includes the beautification of our downtown

4. enforcement regarding the environment, zoning, etc. it needs to be consistent
5. funding to support conservation (i.e. developers help fund the conservation process in town)

9. Economic Vitality

Facilitator: Mike Owen

Recorder: Malcolm Wright

Spokesperson: Pat Turner

Participants: Jim Thompson, Paul Kosciuszek, June Desmarais, Irene Bull, Sherry Burdick, Joe Sewell, Kate Doyle, Pat Turner

Statement of Purpose:

The private, public and non-profit sectors are all important in attracting new investment and in developing new businesses that suit the character of the community and meet its needs. The need to sustain successful workplaces is an important factor to the health of a community. The more often money circulates within the community before leaving, the more the community benefits.

A healthy community includes access to a variety of environmentally sound businesses, industries, and institutions that provide reasonable wages and benefits to workers, engage in family-friendly policies, provide workers with opportunities to develop marketable skills, and contribute to the overall well-being of the community.

Statements a community should consider:

- A variety of businesses, industries and institutions make up the economic base of the community and the region, such as _____.
- We have a diverse economic base. No one sector or one employer dominates; there is a wide variety of sectors and employers.
- Existing businesses are environmentally sound.
- There are locally available educational opportunities to provide residents with skills that match the needs of local businesses.
- Local government works well with the local businesses to enhance the economic vitality of the community.
- There are business services lacking in the community, such as _____.
- There are many types of jobs available to residents in terms of security, wage levels, skill levels, and benefits, examples _____.
- Community members patronize downtown businesses on a regular basis and value the local businesses.
- Wages allow the majority of the population to enjoy a reasonable lifestyle.
- Local government supports and promotes local businesses.

Group Response – Strengths:

- large population base
- a lot of small businesses
- DSL capabilities in every home
- high speed Internet
- other business accessibilities (trucking, airport)
- a lot of opportunities for growth in retail
- a lot of opportunities for larger businesses to locate in town, open area, tax incentives, schools
- rural community

- diverse economic base
- large working farms
- quaint enough to attract small businesses, mom & pops, large farms, or because of population that attracts larger businesses
- big box retail close but not here
- educational system in town
- a number of “in home” industries or businesses
- four good size roads that come thru
- easily accessible to Concord and Manchester
- we have four larger churches that attract people to town; that gives us a sense of closer community
- favorable tax rate
- a lot of open space
- natural resources, for recreation
- opportunity to serve recreational lists
- golf course coming in
- close proximity to other towns with recreational opportunities i.e. Pat’s Peak, museums, cultural opportunities
- lots of commuter traffic

Group Response – Challenges:

- no public transportation of any kind
- no senior housing
- lack of retail
- no good location for regional based business
- no large employer
- lack of infrastructure and public utilities
- not many restaurants
- limited thru traffic
- people in the habit of patronizing businesses out of town
- lower prices elsewhere
- lack of affordable retail space
- no downtown, no town center
- business not located in town center (no commercial land)
- no signature community events to draw tourists
- chicken-egg lack of a starter base of businesses to generate more
- not a lot of people working in town
- lack of full time police and fire departments or special services
- keeping open spaces to draw people into town
- maintaining rural character

Vision for the Future:

- maintain New England charm
- diversified community based working farms
- Agway
- craft based industries
- craft festival, Farmer’s Market, flea market, fishing derbies
- larger style retail segregated from other older areas

- more tourist attractions
- preserve open space
- no economic development

Key Issues for Now and the Future:

1. preserving the rustic nature
2. do we develop or not develop
3. having a plan that keeps things for what we want, for economical vitality
4. supporting existing businesses

10. Growth and Development

Facilitator: Jim Spadaro

Recorder: Karen Broemme

Spokesperson: Alice Morris

Participants: Shirley James, Chuck Bolton, Anna Ruef, Alice Morris, Sandy Boyko, Sylvia Beaupre, Craig Knowles

Statement of Purpose:

A community can more effectively manage its growth through the prudent use of local zoning ordinances and planning regulations that guide how land is divided, used, and developed. These tools allow the community to regulate the development of residential areas, commercial districts, and the town center. These are key considerations in managing growth while maintaining community character.

Another important factor in the development of a healthy community is the diversity of housing. This encompasses availability, affordability, and location, all of which affect the lives of community members, especially the elderly, disabled and low-income families.

Statements a community should consider:

- The community's zoning and planning regulations are updated regularly and reflect a broad spectrum of residents' vision of the community in 5, 10 and 20 years.
- There is adequate affordable and rental housing for the elderly and disabled.
- There is adequate rental housing in the community.
- Land use regulations and land protection efforts are preserving an adequate amount of open space in the community.
- Current zoning regulations favor protecting the character of key sections of the community over new commercial development.
- There is adequate housing for young families and/or single-parent families.
- Our zoning regulations are designed to counteract sprawl.
- Municipal government works well with landowners to promote land protection and sustainable development while respecting private property rights.
- Residential housing is planned so that negative effects on traffic, public schools, sewer and water systems, and wildlife habitats are minimized.
- Areas of natural beauty and historic importance are well protected by zoning regulations and land protection efforts.
- Our community commits financial resources toward protecting valuable natural resources.

Group Response – Strengths:

- we have a Planning and Zoning Board
- good zoning regulations
- Master Plan
- still relatively small population and spread out
- established good cluster housing regulations
- provide open space
- PWA existence
- Conservation Commission
- Lake Horace and Chase Park
- economic development committee
- Chamber of Commerce (other organizations, Plan N.H.)
- history of land use ethic
- people value open spaces, historical buildings and farms
- started acceptance of historic overlay zoning to protect villages
- churches in community
- interest in youth activities i.e. athletics
- scenic overlay protection related to zoning
- established safety complex
- about 200-350 small businesses and cottage industries
- fairly new elementary and high school
- sports and outdoor recreation possibilities

Group Response – Challenges:

- not a good place for youth to congregate or anybody!
- lack of a sense of community
- difficulty attracting businesses
- high rate of growth
- stretching/stressing resources - police, fire, schools, roads
- lack of resources money
- road access (Rte 114) and traffic
- noise pollution from increased traffic due to traffic on roads, etc.
- water resources--clean wells
- protection of aquifers/water resources
- availability of affordable housing: starter homes, elderly (fixed income residents)
- housing being built is not covering tax impact i.e. services needed, etc.
- no public transportation
- rural road travel safety i.e. speed, bumpy terrain, pedestrian, bikes
- lack of sidewalks between post office and schools
- lack of services – drugstore, doctor
- no walkable services – need to be in car
- incongruent land use – businesses and homes too close
- spot zoning creates problems
- very little community activities
- need to get people involved in community wide events/activities
- educating students we have
- rural location

- attractive
- vulnerable
- close to Manchester and Concord
- relatively inexpensive land – money
- Middle School NEEDS
- space at Elementary School
- some structural (building) eyesores
- more trash on roadways
- not to overdevelop
- lack of cultural activities/events

Vision for the Future:

- supporting arts and music
- adequate education and facilities for it
- town center with sidewalks and businesses
- cluster housing with plans for connecting open corridors
- historic buildings not only preserved but useable
- substantial open space for multiple use
- Clough Street Parkway improvements
- more access and trails for walking around Lake Horace
- Historic Commission
- walking trails by Piscataquag River
- major food store
- full time police coverage
- Industrial Park
- improvements to Chase Park
- Welcome Wagon
- emphasize and highlight historical attributes by markers for houses, etc.
- market our history
- ironclad growth ordinance
- attract businesses to help pay for schools
- architectural consistency in town with regards to existing buildings
- maintain our rural character
- expand public library days open

Key Issues for Now and the Future:

1. high rate of growth
2. town center(s)/"village character"
3. our history
4. protection of natural resources
5. youth and elderly services and opportunities

11. Transportation

Facilitator: George Malette

Recorder: Margaret Hagen

Spokesperson: Don Wellman

Participants: Matt Lawton, Paul Naves, Catherine Naves, Linda Amsden, Gail Hersey, Kath Rhodenizer, Mike Boyko, Donald Wellman, Yvonne Siciliano, Betty Straw

Statement of Purpose:

A community's strategic location and economic importance bring many people to live, work, and shop here. Roads get most of us where we need and want to go, and most people drive their own cars for convenience. However, more vehicles sharing the roads results in increased highway maintenance, air pollution and traffic congestion. Alternatives to automobile travel include pedestrians and bicycle travel and bus and rail transportation.

Statements a community should consider:

- Our current road system is adequate and meets the needs of the residents and visitors.
- The use of traffic controls (signs, lights, speed limits, police, etc) is adequate throughout residential and commercial areas.
- It is easy to get around on foot and by bicycle in our community.
- The community encourages car pooling, and helps make it work for people by providing information and accessible parking areas.
- Parking is adequate in the commercial areas.
- Tradeoffs, such as maintenance, pollution, and congestion are considered when widening main roads or building new roads.
- Public transportation would ease some of the traffic problems.
- Residents and visitors would use public transportation if it was available.

Group Response – Strengths:

- well maintained roads (especially in winter)
- uncongested
- great commuting town
- no traffic jams
- few stop signs, traffic lights
- close to Manchester airport
- easy access to Manchester, Concord and Nashua
- two-lane roads a benefit
- Concord Hospital close (25 minutes)
- good back roads
- dirt roads nice
- taxi?
- customized school bus drop offs, at authorized stops

Group Response – Challenges:

- small roads, some heavily traveled
- fast speeds
- stop signs, speed signs not well placed
- tailgating

- few intersections designed for heavy traffic load
- a lot of intersections not marked
- dirt roads used too much, too fast by commuters (huge amount of wear)
- negative impact from widening of 93 corridor
- no pathways for pedestrians and bicycles
- no public transportation (especially a problem for youth)
- no crossing guards
- no common courtesy to pedestrians
- no caution in school zones (middle school the worst) free for all
- inadequate school bus pick up and drop off
- dangerous access off major roads to small parking lots
- poor highway planning and misinformation
- erratic planning

Vision for the Future:

- motorbikes for community use
- taxi system
- pedestrian and bike walkways, sidewalks
- better enforcement at crosswalks
- better enforcement of traffic laws
- increase the number of turn lanes
- plan ahead for increased growth (to avoid creating congestion)
- plan road development ahead of growth
- community bus service
- move maintenance of Class IV roads for recreational use (using some town funds)
- residents volunteering rights of way to help develop continuous pathways (public, private coop)
- inter-town bus service along 114
- plan for transportation regionally
- plan to develop a system for carpooling, ride sharing (database, etc.)
- plan to shift some dirt roads to paved as growth increases (with citizen input)
- plan to preserve identified dirt roads
- community input on road improvement
- seek input from road residents on potential improvements
- identify all scenic and dirt roads for preservation

Key Issues for Now and the Future:

1. develop a bicycle and pedestrian path from the high school to Duck Pond. Widen shoulders on strategic roads connecting to bike path (ex. Center Road, 77, River Road), this would be a start to a comprehensive network
2. inclusion in regional public transportation
3. designate and preserve scenic historic thoroughfares
4. design and plan transportation ahead of growth. Anticipate bike, pedestrian, and car traffic in all planning.
5. design new and redesign old intersections and turnings for safety, especially near school

Saturday Morning

Everyone reassembled bright and early Saturday morning at John Stark Regional High School, where we were greeted by hot coffee and tea and delicious baked goods. There were a few folks there who had not been present Friday evening and they soon felt the enthusiasm of the rest of the group. Similarly, a few members of the Friday night small groups were missing. However, most of the people were stalwarts who had signed on for both days.

The 11 easels from the small groups of the night before were arrayed across the front of the rooms, each bearing a list of the five key issues for that topic area. Our working day began with short presentations from a member of each of the groups, explaining their group's list. The entire group worked together to evaluate and refine this list. After some discussion, 7 key issues emerged as important to study for the future of Weare. This list is presented below.

Key Issues

1. Volunteerism and Leadership
2. Land Use and Open Space
3. Schools
4. Town Center/Community Center
5. Town Government
6. Communication
7. Growth/Master Plan

PROJECT IDENTIFICATION AND EVALUATION

After a short mid-morning break, participants each chose which of the 7 key issues they would like to discuss further and broke into small groups accordingly. Each topic attracted enough people to form a small working group.

The task of each group was to think about problems that existed in each area and then to brainstorm possible solutions/answers to the issue identified. We did that by thinking out aloud for half an hour or so about “problems” and “goals”. Then we suggested solutions, from practical to fanciful to idealistic. The next step was to evaluate the reality of each possible solution/project using the following impact/feasibility grid.

IMPACT:
How much will it matter?

High

Moderate

Low

High

Moderate

Low

FEASIBILITY: How possible is it in our community?

Using the grid above, we copied each of our proposed solutions onto sticky notes. For each solution, the group decided together what the feasibility and impact of the solution would be. Then we placed the sticky note in the appropriate box.

Based on the grid, each group chose three solutions and wrote them up as proposals on their easel to be presented to the large group. Some groups chose only proposals with high impact/feasibility ratings, while others chose projects from a variety of ratings. Small projects, which were highly feasible, but of low impact, were favored by those who wanted to start small and accomplish something quickly. Long term, difficult projects had advocates who were willing to commit to longer struggles with high rewards. Many of the groups proposed a combination of proposals. Verbatim notes from each of the groups were presented below.

Key Issue # 1 Volunteerism and Leadership

Facilitator: Jerry Shinn

Recorder: John Hazelton

Spokesperson: not noted

Participants: Jerry Shinn, Sharon Czarniecki, Ann Ladders, Pat Myers, Dot O'Neil, Cindy Mahoney, Linda Knight

Clarification of the problem/issue to be addressed:

- getting more volunteers
- no sense of community
- lack of understanding how town government works
- lack of communication of the needs of volunteers
- how to tap our volunteer resources
- appreciation of volunteer efforts
- no viable town website
- youth educated on town government
- youth don't get engaged with town government protests
- town has a reputation for being childish
- no forum to meet leaders
- bedroom community

Possible Solutions:

- hold regular coffee talks to talk about plan for year
- annual mixer
- need a public website able to be updated by all town groups
- quarterly outing/current/recruitment with booths
- volunteer database
- phone tree
- volunteer coordinator is needed
- funding coordinator
- volunteer coordination team
- volunteer credit hours
- donate thank you gifts for volunteers
- need a town administrator (paid) who is respective of volunteers
- volunteer recognition
- volunteer marketing and advertising
- community theater center
- park with an Inn
- East Weare light display to fund volunteerism
- interactive course (schools) on town government
- dynamic ideas for volunteerism

Project Evaluations:

High Impact/High Feasibility

- donate thank you gifts
- quarterly outing for current volunteers and recruitment with booths
- volunteer recognition
- volunteer coordinator team of 3

- funding coordinating team
- volunteer marketing plan

High Impact/Moderate Feasibility

- need a public website updated by all groups with a bulletin board
- dynamic ideas
- state of town meeting to talk about planning with awards for last year
- volunteer database
- phone tree
- annual mixer of leaders and volunteers with planning one month before town meeting and two months after

High Impact/Low Feasibility

not noted

Moderate Impact/High Feasibility

not noted

Moderate Impact/Moderate Feasibility

- interactive courses in school on team leadership

Moderate Impact/Low Feasibility

- coffee talk with town and volunteer leaders
- volunteer credit hours

Low Impact/High Feasibility

not noted

Low Impact/Moderate Feasibility

not noted

Low Impact/Low Feasibility

- East Weare lighting for funding volunteerism
- Inn with a park

Key Issue #2 Open Space

Facilitator: Suzanne Canal Recorder: Bob Shannahan Spokesperson: not noted
 Participants: Jonathan Dowst, Carolyn Sheehan, Alice Morris, Stephen Najja, John Flanders, Bette Hughes, Selma Al-Abbas, Paul Kosciuszek, Jane Johnson, Gail Hazelton, Jude Desmarais, Yvette Desmarais, Martha Peterson, Jean Heinemann, Sandy Boyko, Mike Boyko, Patricia Turner, Verna Martin, Craig Knowles, Bob Shannahan

Clarification of the problem/issue to be addressed:

- set up funds to purchase land (land trust or conservation reserve)
- monitoring – needs to be an organization, have inventory, manage it...possibly through Conservation Commission
- conservation easements – next owner keep the “contract”
- Master Plan: inventory of land

- preserve farms – “Farms of Distinction” working farms with economic viability that contributes to the community via Farmer’s Market
- a yearly warrant article for specific or general land conservation projects
- town character

Possible Solutions:

- legislation that would relieve tax burden on elderly so they can afford to keep old houses and land. Because they are getting a tax relief, after passing, the land reverts back to town and/or conservation
- designate scenic and historic thoroughfare through: duck pond, Flanders & Tiffany, Shady Hills Quaker
- using the Ferrin Pond model (grants and easements) private donation to protect foundation grant – raising money
- use bonds – need a top 10 places to protect and then use
- land acquired through tax lien land reverted to town, town could be placed into conservation status and/or generate money
- better communication for tax incentives to sell land over to conservation purposes
- communication for the economic case for preservation
- having volunteer activities to get people into these places and teaching/educating
- we have a model to work with – a starting point, to get support in preserving
- audit those powers-that-be to make sure that ordinances are being enforced
- web site – agendas, trails, GIS maps
- open space: natural and/or cultural?

Project Evaluations:

High Impact/High Feasibility

- preserving/expanding – set up funds to purchase land from private owners (land trust or conservation reserve)
- legislation that would relieve tax burden on elderly so they can afford to keep old houses and land when they pass away, land reverts back to town or trust

High Impact/Moderate Feasibility

- preserve existing farms, land with agricultural potential, and fields which have been historically open vistas
- having volunteer activities to get people into these spaces and teaching/educating
- conservation easement where next owner keeps the “contract”

High Impact/Low Feasibility

- land acquired through tax lien – town would put in conservation land or generate money selling land not appropriate for conservation use
- immediate posting of meetings to be sure enforcement of ordinances
- website – agendas, planning board meetings, GIS maps

Moderate Impact/High Feasibility

not noted

Moderate Impact/Moderate Feasibility
not noted

Moderate Impact/Low Feasibility

- designate scenic route – Shady Hill, Tiffany Hill, Duck Pond, Flanders scenic & historic

Low Impact/High Feasibility

- monitoring – needs to be organization, have inventory, manage it ...possibly through conservation commission

Low Impact/Moderate Feasibility
not noted

Low Impact/Low Feasibility

- color coded sign system for recreational activities (skiing, hiking, ATV) to differentiate use

Key Issue # 3 Schools

Facilitator: Anna Brunell

Recorder: Chris Hague

Spokesperson: not noted

Participants: Margie Poznanski, Maureen Gilbert-Thibault, Meg Malette, Barbara Fellbaum, Helen Dutton, Joanna Lemire, Sue Crain, Mark Brown

Clarification of the problem/issue to be addressed:

- balance quality and cost communication – statistics population/needs didn't completely understand issue before vote can be remedied
- with new Middle School opposition to tie in cultural factors etc that may be needed
- money exchanged with sale of existing school land could revive Middle School building for new use
- town official support? Town support school because town will benefit from it
- example? Middletown, Ohio combined town/school government for committees to plan
- what is quality education? How do we all define an adequate education? (test scores, diverse community experience for students)
- buildings – quality of environment- air quality condition of rooms; water in basement mold health wise, get building then discuss quality of education

Possible Solutions:

- balancing education needs and means of funding
- multiple uses of building
- combine generational groups (seniors, students)
- understand what is going on
- community use of facility on school grounds
- public relations
- tax dollars spent on multiple use of school
- vote>more information>communication key issues of facility, pictures of place “what’s in it for me?”
- address personal circumstances when vote comes for school money

- use opportunity of timing (now)
- convince population of need/benefit for them
- vision for provision to expand long term
- talk to other community groups

Project Evaluations:

High Impact/High Feasibility

- new Middle School
- buildings
- community multi-purpose facility
- quality education
- financial timing – time is now
- combine generational groups
- convince population need/benefit talk to other groups
- exchange sale (ex. school without new school)

High Impact/Moderate Feasibility

- look to other towns for models
- long-range K-8 plannings
- communication
- presentation “what is in it for me?” public relations

High Impact/Low Feasibility

not noted

Moderate Impact/High Feasibility

not noted

Moderate Impact/Moderate Feasibility

not noted

Moderate Impact/Low Feasibility

not noted

Low Impact/High Feasibility

not noted

Low Impact/Moderate Feasibility

not noted

Low Impact/Low Feasibility

not noted

Key Issue #4 Town Center/Community Center

Facilitator: Pastor Bill Stockhaus Recorder: David Erikson Spokesperson: Nancy Lawton
 Participants: Adam Allard, Debbie Daniels, Neal Kurk, Bill Beaupre, Pete Spragg, John Houle, Al. J. Deuriendt, Caralyn Deuriendt, Gail Hersey, Susan WeissAlexant, Thomas Clow, Eric Rinehimer, Malcolm Wright, Nancy Lawton, Dave Getziw, Mike Ploof, Julie Ploof, Brenda Lashway, Diane Lamb, Ruth Jones, Paul Marsh

Problem Clarification/Possible Solutions:

- 15+ acre tract in Weare Center = developer plans builds on present Middle School site and adjoining New England flavor (jr-sr center, green, small businesses, elderly housing, town office, schools)
- theatre stage dance
- meeting space
- amphitheater on green
- don't what to totally change – enhance what we have
- 5 villages – is the nature of Weare
- find use for present fire station, middle school or remove
- cultural center
- rural feel not incompatible with town center development
- large area – we need place to gather and neighborhood center
- satellite center suitable for some activities
- integrate existing buildings
- cycles of growth/death opportunity
- Clinton Grove and Grange – small group
- is Middle School site the center?
- Plan NH – re-look at that plan
- auditorium with two new Middle Schools on new site
- old Middle School site is more central
- combined use efficient for auditorium (school/community)
- alternative funding
- walking-bike paths needed in and to center in any plan (safety complex to P.O.)
- consistent with character of town (not plastic)
- activities for youth and elderly multiuse
- new library
- what happens to ball fields and skate park? Displaced or integrated? Playground for young children (in villages)
- funding vs. volunteerism
- gymnasium needed by community for ball games
- skate park would follow Middle School
- skate park draws people from outside – needs visibility
- summer programs day camps (employ high schoolers)
- skate park not centerpiece but important
- retail is a “reason” to go to a center
- S.O. Weare retail plaza has been under used (strip mall style)
- eyesore potential of existing buildings
- long term – holistic plan needed for center
- pedestrian friendly
- accessibility
- slowed traffic in center green space

- many small unique businesses – Internet café/consignment
- senior programs (White Birch for example)
- transportation provided
- movies
- crafts
- funding
- arts center self supporting
- programs which bring in money
- membership fees
- federal and state program tie-in can help fund a center
- trusts available
- plan for seniors whether self sufficient or not
- grant writer could pay her/his way
- concrete buildings vs. sense of centeredness
- minor improvements may make worthwhile differences in center(s)
- chicken/egg aspect to our center planning
- in front of any plan we must get all on board – 150 out of 8000 not representative
- Plan NH compared to ball fields – universal appeal
- phasing or multi-step may not make a plan fly so scale down, private money needed
- do we want to build a community center building at some available location?
- not much retail business in town during the day
- solution: pull some businesses into town
- elderly shop locally
- we are probably a bedroom community

Project Evaluations:

High Impact/High Feasibility

- satellites and enhance what we have

High Impact/Moderate Feasibility

- center of town – town center
- village green new construction
- community center in the center of Weare

High Impact/Low Feasibility

- multi-use center and library
- Middle School and auditorium

Moderate Impact/High Feasibility

not noted

Moderate Impact/Moderate Feasibility

not noted

Moderate Impact/Low Feasibility

- Plan NH
- Community Center different site (also noted as Low Impact/Low Feasibility)

Low Impact/High Feasibility
not noted

Low Impact/Moderate Feasibility
not noted

Low Impact/Low Feasibility
not noted

Key Issue #5 Town Government

Facilitator: Chris Miller Recorder: Mike Owen Spokesperson: Paul Doscher
Participants: Heleen Kurk, Ellen Dokton, Andy Fulton, Bob Vaughan, Shirley Wilson, Nancy Swanson, John McCausland, Mike O'Donnell, Tim Galvin, Bill Johnson, Paul Doscher

Clarification of the problem/issue to be addressed:

- professional leadership/competency
- form of government
 - alternative to SB2 (town council for example, representative town meeting)
- professional town manager/administrator, professional planners, Select Boards to focus on big picture, not micromanaging
- We are larger, different culture, different economy than we used to have – town has outgrown government
- individual responsibility of recipients of communication to access what want to know
- proactive communication
 - shaped so people understand the issues
- changing perspectives/mindset
- not relying on technology to build relationships or as a substitute for relationships
- improving existing means of communication/outreach
- lack of trust in elected officials
- lack of willingness to serve in town government
 - not perceived as being on “winning team”
 - lack of respect for elected leaders among citizens
- informing citizens about who our elected leaders are, what they stand for, what they “are about”
- intentional, “push” type outreach/communication
- lack of civility/perception of lack of civility and courtesy – Respect
- lack of public relation
- getting out the message about good things going on

Possible Solutions:

- consider alternative forms of town government via charter commission
- face to face meetings with diverse town boards/committees
- “triangle of consistency” – agreeing on priorities
- single point of communication on behalf of town government, schools (e.g. website) a “hub”
- hire a professional town manager and/or town planner, freeing select board to consider broader policy issues

- “executive” leadership training for government officials/leaders – required at town expense
- re-think statewide funding of government (tax policy)
- appreciation and recognition (structured?) of volunteers and elected leaders
- training people on how to recruit and retain qualified volunteers
- leadership retreats/other opportunities

Project Evaluations:

High Impact/High Feasibility

- appreciate/recognize volunteers and elected leaders
- consider alternative forms of town government via charter commission
- “triangle of consistency” – government, community, education
- face to face meetings among diverse boards/committees

High Impact/Moderate Feasibility

- hire a professional town manager and town planner, freeing Select Board to focus on policy, not minutiae
- face to face meetings among diverse boards/committees (also noted as High Impact/High Feasibility)
- “triangle of consistency – government, community, education (also noted as High Impact/High Feasibility)

High Impact/Low Feasibility

- re-think statewide funding of government (tax policy)

Moderate Impact/High Feasibility

- training leaders on how to recruit and retain qualified volunteers

Moderate Impact/Moderate Feasibility

- executive leadership training officials/leaders required at town expense
- leadership retreats

Moderate Impact/Low Feasibility

not noted

Low Impact/High Feasibility

not noted

Low Impact/Moderate Feasibility

not noted

Low Impact/Low Feasibility

not noted

Key Issue # 6 Communications

Facilitator: Terry Knowles Recorder: Karen Broenime Spokesperson: Andy Czarnecki
 Participants: Marjorie Burke, Pat Gareri, Andy Czarnecki, Joe Sewell, Heidi Clon

Clarification of the problem/issue to be addressed:

- website “communication officer” ensure good use of broadband; newsletter; unified = people, schools, town government
- radio
- televised information (voting results immediately, better use of channels-cover issues of current concerns, volunteers, town facilities, town events)
- dedicated phone line providing current town wide information
- printed and electronic newsletter
- signage in town
- centralized bulletin board
- town and school communication and collaboration

Possible Solutions:

- public recognition of volunteers
- improve quality of broadcasts (TV) – enhancing visuals, neutral party summarizing meetings
- improved information from town deliberative sessions and point – counter point, better use of power point presentations
- involve town organizations in getting word out
- centralized bulletin board (town built>volunteer maintained) electronic – drive by and/or stationary
- dedicated phone line
- website re: development
- communication officer (possibly two towns splitting costs/SAU/Henniker) central intake, interagency and public, 2-way communication
- stakeholders meeting
- cable channel
- short summary of events at same given time
- town and school communication and collaboration
- “Town Office Day” informational time for getting to know boards and commissions
- do not “reinvent the wheel” – look at what other communities have done

Project Evaluations:

High Impact/High Feasibility

- stakeholder meeting
 - Selectmen
 - finance
 - planning
 - schools
 - fire, police, highway
 - library

- improve quality of broadcasts – TV (enhancing visuals)
- website development
- involve town organizations in getting word out

High Impact/Moderate Feasibility

- dedicated phone lines
- centralized information board town build, volunteer maintain, electronic drive-by and/or stationery
- improved information form the town on deliberative session and warrant articles
- point counter point presentations
- pro-con points on warrant articles on mailing of sample ballots to voters

High Impact/Low Feasibility

- communication officer (regional, share costs with Henniker SAU) central intake, inter-agency and public two way communication (also noted as High Impact/Moderate Feasibility)

Moderate Impact/High Feasibility

- public recognition of volunteers

Moderate Impact/Moderate Feasibility

not noted

Moderate Impact/Low Feasibility

not noted

Low Impact/High Feasibility

not noted

Low Impact/Moderate Feasibility

not noted

Low Impact/Low Feasibility

not noted

Key Issue #7 Growth/Master Plan/Transportation

Facilitator: George Malette Recorder: Steve Flanders Spokesperson: not noted
 Participants: Sylvia Beaupre, Kate Rhodeniger, Chuck Bolton, John Lawton, Anna Ruef, Frank Oehlschlaeger, Susan Oehlschlaeger, John Knight, Donald Burke, Florence Weiss, Pat Feeney, Mike Poisson, Linda Amsden, Henry Tiffany, Donald Wellman, Yvan Lamatle, Elizabeth Straw

Possible Solutions:

Master Plan

- affordable housing (elderly housing)
- revise senior property discount
- planning for future demographics
- alternative to 114

Transportation

- alternative to 114 (bike route)
- elderly
- safety – example intersections
- future bike citizen safe use zones
- general use transportation inclusion in regional plans
- rails to trails
- increase use of school buses for schools
- preserve of scenic and historic preservation
- bikeway in Rt. 114 corridor

Growth

- pertinent growth management ordinance
- maintain open space
- over age 55 development
- discourage corridor over development
- encourage cluster development
- preserve green and historic areas along corridor
- link growth to property tax affordability
- identify economic possibilities niche consistent with town's resources and character
- establish criteria for commercial development

Project Evaluations:

High Impact/High Feasibility

- transportation – examples safety intersections, future bike citizen use zones
- transportation – alternative to 114 (bike route)
- transportation - rails to trails
- transportation - bikeway in 114 corridor
- growth – commercial cluster instead of corridor development
- growth – green and preserve historic areas along corridors
- growth – maintain open space
- growth – establish criteria for commercial development
- growth – identify niche economic possibilities consistent with towns resources and character
- growth – permanent growth management ordinance
- Master Plan – plan for current and future demographics
- Master Plan – preservation of scenic and historic thoroughfares and villages

High Impact/Moderate Feasibility

- link growth to property tax affordability
- general use transportation inclusion in regional plans

High Impact/Low Feasibility

not noted

Moderate Impact/High Feasibility

- Master Plan - revise senior tax – property discount

- Master Plan - affordable housing for elderly
- Growth – age 55+ development

Moderate Impact/Moderate Feasibility

- elderly transportation

Moderate Impact/Low Feasibility

not noted

Low Impact/High Feasibility

not noted

Low Impact/Moderate Feasibility

not noted

Low Impact/Low Feasibility

- increased use of school buses

PROJECT SELECTION

We returned to the large group after lunch break. A member of each small group presented the projects that the group had come up with. Deb Maes led a short discussion about whether some projects overlapped and could be combined with other closely related ones.

Every participant received five adhesive dots to use to “vote” on the project in each theme they thought were important for Weare to work on right away. Each voter placed a dot as they wished on the top 5 projects they thought the town should work on first. The projects receiving the most votes were then discussed in small groups. The list of project ideas follows.

#1 Volunteerism and Leadership

1. Volunteer coordinating team to address funding and marketing, recruitment, and outreach to schools. **(5 votes)**
2. Volunteer database (phone tree, include existing organizations) **(4 votes)**
3. “State of the Town” annual meeting (recognition of volunteers, planning for the next year, and booths for volunteer recruitment) Happens after town meeting and non-political. **(21 votes)**

#2 Land Use and Open Space

1. Identify top “10” (?) lands and scenic routes for preservation. Establish annual funding mechanisms to include warrant articles and other public/private resources. **(55 votes)**
2. Education and pursuing funding – establish a method to communicate a) the economic benefits of preservation and b) various funding mechanisms. **(12 votes)**
3. Identify lands acquired through tax lien that are appropriate for preservation, create warrant articles to accomplish. (retain other lands for re-sale or other community use) **(11 votes)**

#3 Schools

1. Immediate need to create new Middle School with community multi-purpose facilities with long-term planning in mind, due to: not meeting state standards, health & safety concerns, inadequate space, code issues, take advantage of current optimal financial opportunity. **(67 votes)**
2. Long range K-8 planning: look to other towns for models, be aware of and prepare for obligations and needs. **(4 votes)**
3. Improve and increase consistent communication to support quality education –buildings and programs. **(0 votes)**

#4 Town Center/Community Center

1. Develop satellite centers and enhance what we have. **(9 votes)**
2. Develop a New England village green with a community center building surrounded by retail shops. **(61 votes)**
3. Develop just a community center in the center of Weare. **(16 votes)**

#5 Town Government

1. Face to face meetings among diverse boards and committees to establish common priorities. **(combined with 6-2)**
2. Establish a charter commission to evaluate the structure of town government and explore alternative forms of town government. **(55 votes)**
3. Hire a professional Town manager, freeing the select board to focus on policy, not initiate. **(25 votes)**

#6 Communication

1. Effective use of media (improved quality of broadcasts on cable network channels, website development, and dedicated phone line for information). **(35 votes)**
2. Stakeholder communications (collaboration and communication between town and school board). **(9 votes)**
3. Public communication (centralized information board, involve town organizations in getting the word out, public recognition of volunteers, and public information officer – shared cost with Henniker). **(7 votes)**

#7 Growth/Master Plan

1. Preservation of green and historic spaces/districts (identify scenic roads and historic districts, create bikeways, footpaths, sidewalks and rezone state corridors). **(31 votes)**
2. Managed growth (ordinance (perm), public transportation, demographics, criteria for commercial development, property tax and economic niche possibilities). **(63 votes)**
3. Senior issues (affordable housing, property discount and transportation). **(10 votes)**

ACTION GROUPS

After the voting, the groups decided to focus in on the projects with the top votes. These are listed below with their convener information and members.

Charter Commission to Examine Town Government Structure: Paul Marsh, Andy Czarnecki, David Erikson, Bob Vaughan, Terry Knowles, Cindy Mahoney, Heleen Kurk, Tim Galvin, Jerry Shinn, Mike Owen. **The convener: Bill Johnson 529-7803.**

Open Space and Land Conservation: Craig Knowles, Paul Kosciuszek, Andy Fulton, Martha Peterson, Stephen Najjar, Jude Desmarais, Yvette Desmarasis, Jane Johnson, Gail Hazelton, Frank Oehlschlaeger, Mike Boyko, Sandy Boyko, John Flanders, Pat Myers. **The convener: Jean Heinemann 529-2086.**

New Middle School: Marge Burke, Selma Al-Abbas, Sue Crain, Gail Hersey, Sarah Bauchard, Barbara Fellbaum, Maureen Gilbert Thibault, Monte Braun, Meg Malette, Robin Norris. **The convener: Anna Brunelle 529-8477.**

New England Village Concept with Retail: Sylvia Beaupre, Bill Beaupre, Betty Straw, Malcolm Wright, Carolyn Deuriendt, Al Deuriendt, Robin Norris, Tom Clow, John Lawton, Nancy Lawton, John Knight, Linda Knight, Neal Kurk, Kate Doyle, Diane Lamb, Ruth Jones, Shirley James, Dot O'Neil, Jerry Shinn, Mike Ploof, Julie Ploof, Adam Allard. **The convener: not noted**

Managed Growth: Nancy Swanson, Pat Feeney, Michael Poisson, Henry Tiffany, Kate Rhodenign, Frank Bolton, George Malette, Bob Shannahan, Susan Oehlschlaeger. **The convener: George Malette 529-5429.**

CONCLUSION

All the action groups will meet as a large group again on May 18 at 7 p.m. at John Stark Regional High School to begin to establish goals and objectives to accomplish the individual projects.

The meeting was adjourned at 2:00 p.m.

APPENDIX

Community Profile Facilitators and Recorders

Jeremy Shinn
 Robin Norris
 Chris Miller
 Bill Johnson
 Terry Knowles
 Bob Shannahan
 Jim Spadaro
 Stephen Flanders

John Hazelton
 Pastor Bill Stockhaus,
 Carolynne Shinn
 Allan Harkabus
 Paul Doscher
 Mike Owen
 Karen Broemme

Anna Brunelle
 Bill Beaupre
 Tiffany Hazelton
 Chris Hague
 Suzanne Canali
 Malcolm Wright
 George Malette

Community Profile Steering Committee

Bill Beaupre
 Stephen Flanders
 Terry Knowles
 Robin Norris
 Malcolm Wright

Karen Broemme
 Chris Hague
 Paul Kosciuszek
 Myles Rigney

Paul Doscher
 Bill Johnson
 Meg Malette
 Bob Shannahan

**Weare Follow-up Meeting
May 18, 2004
John Stark High School**

Nearly 50 citizens took part in initial planning for the action groups developed as a result of the Community Profile on May 7-8, 2004. The action groups met individually and determined their action planning steps, resource needs, how to involve other potential collaborators as well as their next meeting date, location and time. Following is a brief description of each groups' report out.

Open Space

Tom Carr with the Weare Conservation Commission outlined the current parcels which are already protected, so the goal of the group is to identify which parcels they would like to target for conservation. They plan to partner with the town's existing Open Space Committee and Planning Board and begin to outline the qualities of the land they want to see conserved.

Convener: Jean Heinemann 529-2086 or mattjeanH@aol.com
Next Meeting: June 9, 2004 at 7pm at the Town Office Building

Charter Commission to Examine Town Government Structure

Bill Johnson reported the group will ask the Secretary of the State what other towns have done to examine their town structure as well as contact directly Goffstown who has had an existing charter commission looking at their town government structure. The group talked about finding out the time frame for conducting such a study/process as well as the project cost for future needs.

Convener: Bill Johnson 529-7803 or bjohnson@haleyaldrich.com
Next Meeting: June 10, 2004 at 7pm in the Sawyer Room of the library

New Middle School

A few citizens were there who mentioned this group had already met the previous week when the School Board met to discuss what had come up at the Profile, as a group had already existed to examine this issue.

Conveners: Anna Brunelle 529-8477 or anna294ever@msn.com
Marge Burke 529-7792
Next Meeting: June 3, 2004 time and location to be announced

New England Village Concept with Retail

This group had a presentation of what other towns have done around this concept by the developer who was invited. The next meeting will entail every member outlining what they would like to see this town center look like as well as what they don't want it to look like. They will also discuss ways to find out what others in the community would like to see or not see.

Convener: Robin Norris 529-0720 or 4norris@gsinet.net
Next Meeting: June 8, 2004 at 7pm at the John Stark High School

Managed Growth

Group members agreed to examine what other towns similar demographically to Weare have done for managed growth through looking at their existing plans. They will be working with Southern NH Regional Planning Commission as well as the Weare Planning Board once they've had a chance to examine those other towns' plans.

Conveners: George Malette 529-5429
Henry Tiffany 529-2811 or htiffany@gsinet.net
Next Meeting: May 25, 2004 at 7:30 at the Sawyer Room of the library

Next Meeting for all of the action groups to come together to report out and celebrate successes is on July 21, 2004 at 7pm at the Weare Town Hall.