Planning the future with respect for the past…
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Acknowledgements

The Steering Committee gratefully acknowledges the following people, businesses and organizations for their support of the Hampstead Community Profile.

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New Age Software Services—Bob Nugent—Olbracht Group—RAM Printing
Sunset Lake Association—Thunderline-Z—Village Vinyl

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Hampstead Garden Club—Hampstead Middle School—Hampstead Police Department
Hampstead Public Library-- Priscilla Lindquist—Jacobs Family
Jorge Mesa-Tejada—Emily Rees

And the many volunteers who worked diligently to make
Speak Up, Hampstead! possible

Credits

Graphic Design and photography Jorge Mesa-Tejada
Cover photograph Carolyn Rockwell
Statistics (pages 59 – 62) Nick Pangaro
Overview of Community Profiles

The Community Profile is a process in which participating communities take stock of their current status, define their goals for the future, and develop an action plan for attaining those goals. Whether the issue is a quality school system, an air pollution problem, lack of adequate affordable housing, or solid waste disposal, the process of developing effective solutions 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 allows communities to develop their problem-solving ability through a self-evaluation tool that draws heavily on the collective wisdom of the participants. It is not a test or a comparison between communities, but a method for citizens to affirm community strengths, identify concerns, problems, and challenges and define a vision of the future. The outcome of the effort allows the community to structure collaborative approaches to meet these challenges creatively, set directions for the future, and manage change.

The original Civic 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 change as population growth, plant shutdowns 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 and sustain its social, economic, and environmental health for the future. This model was adopted by the University of New Hampshire Cooperative Extension and provides the “tools” of the community’s self-assessment.

The Community Profile model was developed with the assistance of:

- University of Vermont Cooperative Extension: Bill McMaster and Bob Townsend
- University of New Hampshire Cooperative Extension: Jerry Howe
- Vermont Department of Housing and Community Affairs: Peg Elmer
- Upper Valley Lake Sunapee Regional Planning Commission: Vicki Smith
- Tufts University, Center for Environmental Management, Consortium for Regional Sustainability: Elizabeth Kline
- New Hampshire Charitable Foundation: Tom Deans and Deborah Cowen
- Vermont Community Foundation: Eddie Gale
- Sustainable Seattle: Alan Atkisson
- University of Vermont Center for Rural Studies: Fred Schmidt
- Community Innovations: Jeff Bercuvitz
- The Upper Valley: 2001 & Beyond Steering Committee Members: Don Bourdon, Delia Clark, Ann Crow, Geoff Dates, Harrison Drinkwater, Charlotte Faulkner, Phil McLane-Bradley, Deecie McNelly, Walter Paine, Betty Porter, Bob Rosenblum, Barry Schuster, Mike Smith, and Vicki Smith and with generous donation of time and expertise from: Jackie Clement, Ed Delhagen, Susan Edsall, Maureen Hart, and Anne Peyton
Executive Summary
Creating a Community Profile in Hampstead

The Hampstead Community Profile, known as Speak Up, Hampstead!, is the realization of the vision of one private citizen, Pat Gelinas, to create the opportunity for Hampstead residents and stakeholders to share hopes, dreams and concerns about the town in a friendly, non-political setting, under the motto “Planning the Future with Respect for the Past.” The methodology for the events, facilitated by the UNH Cooperative Extension, was designed to elicit a common vision of the town for the future from the town’s stakeholders and document that vision in a Community Profile.

Pat initiated the process in late spring of 2004 by organizing a Steering Committee. The Committee, consisting of a cross-section of the community, organized along various functional lines for the event, such as publicity, logistics, food, volunteer coordination and fundraising.

Throughout the summer, fall of 2004 and into the spring of 2005, the Committee conducted various outreach efforts, such as:

- Press releases on Committee undertakings;
- Television spots on the local cable channel advertising Speak Up, Hampstead!
- Developing a website for spreading information about the event (www.SpeakUpHampstead.org)
- Presenting information in person to various community groups and governmental groups, such as the Civic Club, Mothers Club, Lions Club, Board of Selectmen and Planning Board.
- Holding open-invitation wine and cheese parties as well as early-morning coffees to reach stakeholders and potential participants.
- Developing and distributing informational literature throughout the town, including distribution through the town’s two public schools.
- Signage announcing the event throughout the town.

The Committee members also embarked in an intensive fund-raising campaign, soliciting donations from town businesses, organizations, and citizens to help defray the expenses of Speak Up, Hampstead!

In the spring of 2005, coordination and logistics for conducting the event became critical issues. Committee members contacted the Hampstead School District, the Police Department and the volunteers handling food, registration, small group discussions, childcare and transportation to assure a smooth running event.

The event was held on the evening of Friday, April 1st, and morning and early afternoon of Saturday, April 2nd, 2005. On Friday evening, the Profile started with a potluck supper. After presentations by the Steering Committee, Dan Reidy, the lead facilitator from UNH Cooperative Extension asked the participants to share their positive or negative feelings about Hampstead now and their vision of Hampstead in the future. All the responses were recorded for inclusion in this final report. The participants were then assigned to eleven small focus groups to brainstorm ideas.

On Saturday morning, Dan Reidy asked the participants to list the key issues they heard the previous night in the small group discussions. These were then classified into six broad themes by consensus of the entire group. Participants
were then invited to choose a theme. These groups defined the problems, opportunities and defined project goals. Potential problems or opportunities were proposed and rated on an impact-feasibility grid. Three projects in each theme area were selected by each working group to bring to the entire group by lunchtime.

Before lunch, all participants were invited to “vote” for the projects they felt were of immediate importance to the town. Projects were chosen from the following six theme areas:

- Business
- Community Involvement
- Community Human and Education Services
- Recreation
- Planning/Zoning, and
- Communications

It is worth noting that “communications” was an underlying theme in most groups and was seen as a prime concern to the town. Action groups were formed to address these goals and a follow-up meeting was scheduled for April 18th at HMS.

The remainder of this document provides details on the proceedings of *Speak Up, Hampstead!* , the action groups and the goals of projects resulting from the sessions.
## Agenda

### Friday, April 1st

<table>
<thead>
<tr>
<th>TIME</th>
<th>TOPIC/EVENT</th>
<th>LOCATION</th>
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<tbody>
<tr>
<td>6:00 – 7:00</td>
<td><strong>Sign-In</strong>&lt;br&gt;<strong>Potluck Supper</strong></td>
<td>Gym&lt;br&gt;Cafeteria</td>
</tr>
<tr>
<td>7:00 – 7:45</td>
<td><strong>Welcome</strong>&lt;br&gt;- Dan Reidy, UNH Cooperative Extension and&lt;br&gt;- Pat Gelinas, Steering Committee Chair&lt;br&gt;  ▪ Overview of Community Profile Process&lt;br&gt;  ▪ Who is here?&lt;br&gt;<strong>Mosaic and Vision</strong>&lt;br&gt;  ▪ What is Hampstead like now?&lt;br&gt;  ▪ What do we want Hampstead to be like in the future?&lt;br&gt;<strong>Historical Overview</strong>&lt;br&gt;- Maury Randall, Hampstead Historical Society &amp; Town Historian&lt;br&gt;  ▪ Where has Hampstead been?</td>
<td>Gym</td>
</tr>
<tr>
<td>7:45 – 8:00</td>
<td><strong>Presentation of Community Profile components</strong>&lt;br&gt;  ▪ Effective Community Leadership&lt;br&gt;  ▪ Informed Citizen Participation&lt;br&gt;  ▪ Sense of Community&lt;br&gt;  ▪ Fostering Healthy Families, Individuals and Youth&lt;br&gt;  ▪ Lifelong Education and Learning&lt;br&gt;  ▪ Community Services, Facilities, and Utilities&lt;br&gt;  ▪ Recreation and Cultural Heritage&lt;br&gt;  ▪ Working Landscape and the Natural Environment&lt;br&gt;  ▪ Economic Vitality&lt;br&gt;  ▪ Growth and Development Transportation</td>
<td>Gym</td>
</tr>
<tr>
<td>8:00 – 8:15</td>
<td>Break/Move into small groups&lt;br&gt;Random assignments to small groups, one component per group</td>
<td>Gym</td>
</tr>
<tr>
<td>8:15 – 9:30</td>
<td><strong>Small group discussions of components</strong>&lt;br&gt;  ▪ Strengths of Hampstead in the component area&lt;br&gt;  ▪ Weaknesses of Hampstead in the component area&lt;br&gt;  ▪ What would you like to see in the future?&lt;br&gt;  ▪ What are the 5 key issues that need to be addressed?</td>
<td>102-111&lt;br&gt;201-204</td>
</tr>
<tr>
<td>9:30</td>
<td><strong>Formal adjournment</strong></td>
<td>Gym</td>
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### Saturday, April 2nd

<table>
<thead>
<tr>
<th>TIME</th>
<th>TOPIC/EVENT</th>
<th>LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>8:30 – 9:00</td>
<td><strong>Coffee and check-in</strong></td>
<td>Cafeteria</td>
</tr>
<tr>
<td>9:00 – 9:45</td>
<td><strong>Small group reports</strong>&lt;br&gt;Each of the eleven small groups reports to the large group, three minutes each.</td>
<td>Gym</td>
</tr>
<tr>
<td>9:45 – 10:15</td>
<td><strong>Selection of key issues</strong>&lt;br&gt;Participants select small group/Issues</td>
<td>Gym</td>
</tr>
<tr>
<td>10:15 – 10:30</td>
<td><strong>BREAK</strong></td>
<td></td>
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</tbody>
</table>
| 10:30 – 12:15 | **Small groups meet for key issue discussion:**<br>  
  - 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 | 102-111 201-204 |
| 12:15 – 12:45 | **Full Group: report back from small groups**                                | Gym      |
| 12:45 – 1:30 | **Lunch and voting**<br>  
  - Which projects do you think we should move forward on?  
  - Which is the most important project for Hampstead right now? | Cafeteria |
| 1:30 – 2:00 | **Individual selection of project development groups**<br>Project development: small groups<br>  
  - Who needs to be involved (agencies/individuals)  
  - Resources needed  
  - Other things needed to be done prior to follow-up meeting | 102-111 201-204 |
| 2:00      | **Formal adjournment**                                                       | Gym      |

**Next steps:**

April 18\(^{th}\), 7:00 PM, Hampstead Middle School to form action groups that will develop solutions from the results of Speak Up, Hampstead!
Community Profile Workshop

Friday Session

The Community Profile was conducted at Hampstead Middle School over two days, Friday evening, April 1, 2005 and all day Saturday, April 2, 2005. About 150 participants attended on Friday with approximately 65 people attending on Saturday. The list of attendees was slightly different each day.

The event began on Friday evening with a potluck supper. After supper, Dan Reidy, Extension Educator and Main Facilitator, and Pat Gelinas, Steering Committee Chair, provided an overview of the profile process and introduced the goal for the two days. They emphasized that the main goal of the Community Profile is strengthening community involvement. Its key idea is sustainability, predicated on balancing economic and environmental factors while thinking about the impacts of our actions for the next seven generations.

The Mosaic

What is Hampstead like today?

The Mosaic started off the group session with a few minutes dedicated to introducing the participants to one another, learning how long they had lived in town, where they live in town and where they work. Participants were then asked to share their positive or negative feelings about their community now and what they would like the community to be in the future. Adjectives and phrases were called out and recorded on large easels labeled “NOW” and “FUTURE” at the front of the room. These are the feelings on the NOW board, in recorded order:

- High taxes.
- Low crime.
- High housing costs.
- Great churches.
- Reasonable distance to skiing and ocean.
- Proud of town.
- Main Street could be better with sidewalks.
- Everyone here cares so much about the town.
- Well-maintained roads.
- Room for commercial growth.
- Nature trails.
- Very talented people.
- A place you want to call home.
- Great library as a community resource.

- Politically divided.
- Concerned.
- Growing too fast.
- Quiet.
- Neighbors helping neighbors.
- Lack of racial diversity.
- Very creative people.
- English Muffin (a local restaurant) as gathering place.
- Good sense of giving, charity and volunteering.
- Great campground.
- Conservation trails well maintained.
- Bedroom town.
- Small enough.
Centered around children.
Good education system.
Education could be better.
Excellent fire and rescue, police squad.
Good existing community organizations.
Reasonable distance to cultural events.

Good sense of the history of the town.
Beautiful Main Street.
Very safe.
Town has unique character.
Thanks to the Garden Club.
Well-maintained homes.

The Vision

What Do We Want Hampstead To Be Like in the Future?
Dan then asked the participants to think of the future of Hampstead and voice their thoughts. Again, these are the expectations of the participants as recorded on the FUTURE board:

- Maintain its charm
- Town sewer system
- Maintain open land
- Young adults and teens more involved
- Affordable housing
- More interaction between elderly and community as relates to tax issues
- More programs for senior citizens
- Sidewalks
- Increased commercial base
- Fairer taxes
- Bicycle trails
- Use the bandstand for open air theatre
- Transportation for seniors
- Safe, fun place for teenagers approved by parents
- Community center
- Better communication between government and citizens
- Swimming pool
- Keeping Rt. 111 from looking like Rt. 28 in Salem
- Community skateboard park
- Adequate municipal buildings
- Playground at Depot fields
- Better parking for Ordway Park
- Town based newspaper
- Minimal commercial growth

- Less roadside trash
- More facilities at the town beach
- Adequate town boat ramp
- More recreational activities for all ages
- Lights at Depot Road
- Web pages for town classified ads
- Foster grandparent program
- Big brothers/big sisters in the town
- Running track
- No sidewalks
- Non-prohibitive taxes on property
- More summer youth programs
- Emergency plan for seniors/handicapped during power outages
- Standardized commercial façade building codes
- Accessible cable television for classifieds
- Friendlier attitude for Pop Warner football
- Youth community center
- Seasonal residents to be treated equally
- More financial support for fire, rescue and police
- Volunteer program for neighbors helping neighbors
- Senior citizen help program for bad weather
- Town-wide survey on all ideas from this process
- Long-range planning
Community Profile Workshop at Middle School

On March 29th, from 3:00 to 5:30 PM, the Hampstead Middle School student body held a mini-workshop, following an abbreviated agenda modeled along the lines of the Community Profile Workshop held two days later. Maury Randall, Town Historian, gave a brief talk on the history of Hampstead. Then, the students engaged in an enthusiastic and lively discussion about their concerns and vision of Hampstead under the leadership of fellow students, Principal Rick Taft and the staff. Erin Fulmore, student representative, and Mr. Taft presented the following recommendations Friday evening to the participants:

Environment/ Conservation
- Conservation of land around Depot Road, etc, also know as the Green Bridge or Open Space project
- Junior Park Committee
- An animal protection program

Town Government
- Sidewalks
- Better relationships between youth and elderly
- Bike trails

Transportation
- Sidewalks
- Buses
- Late bus for after school activities

Schools
- Make one spring break (longer summer)
- More dances
- Longer lunches
- Entertainment
- Drive in movie theater
- Concerts at the band stand
- Roller rink
- Sad Café

Recreation
- Town Pool
- Volley ball team
- Skating rink (iced over tennis court/parking lot)

Historical Overview

A 15-minute historical talk by Maury Randall, Hampstead Historical Society, Town Historian and lifelong resident of Hampstead, followed the HMS presentation. Maury, picking up on the students’ desire for sidewalks, explained that there were sidewalks in Hampstead at one time but were discontinued when maintenance became a problem.

He spoke about the town’s industries in the early 20th century. There was a Panama hat factory at West Hampstead and a shoe factory at Shop Pond, which later burned down. He called the audience’s attention to the many small huts that can still be seen next to older homes in town. He explained that they were “piece part” shops used to manufacture shoe parts to supplement the income of the family. The way it worked was as follows: Haverhill shoe manufacturers would send a wagon with raw materials to the first home in its route, drop supplies and pick up finished parts, which would in turn be dropped at the next shop. By the end of the trip, the wagon would return to Haverhill with finished shoes.

The allotted time was not enough to do justice to Hampstead’s rich history. However, Maury’s brief remarks were greatly appreciated by the audience.
The Eleven Components of a Community Profile

After the development of the Mosaic and Vision for Hampstead and Maury Randall’s talk, Dan Reidy introduced the participants to the framework that is the essence of the workshop: the 11 qualities that can be used to profile a community. These qualities, drawn from the work of the National Civic League and adapted by UNH Cooperative Extension, are important components of any successful community because they define the structure in which a community will work well now and sustain the cultural, economic and environmental health and vitality for the long-term future.

The components fall into four general categories:

**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
- Transportation

**Environment**
- Working Landscape and the Natural Environment

**Economy**
- Economic Vitality
- Growth and Development

Eleven groups of approximately 8 people each were randomly chosen by the facilitators and assigned to each of the components. The small groups adjourned to various rooms, where trained facilitators lead the discussions and recorders transcribed the results on large tablets.

Each group considered the definition and the Statement of Purpose of its component prior to beginning the discussion. Participants were asked to:
- list the strengths of Hampstead as related to their subject area;
- identify the challenges, problems and issues of these areas; and
- define a vision for the future in each of these areas.

Using these as guidelines, each group was finally asked to identify five key issues that need to be addressed by the town and to designate a spokesperson that would present a summation to the general group on Saturday morning.

At the conclusion of these tasks, the workshop adjourned for the evening. The following pages contain the work of each of the eleven groups.
Component 1 - Effective Community Leadership

Facilitator: Andy Weir  
Recorder: Carolyn Weir  
Spokesperson: Jack Thomas  
Participants: Lisa Lyhte, Al Cipriano, Carol Cipriano, Karen Hanides, David Forbes, Amy Delaney, Cynthia Goodman

Statement of Purpose:

The public, private and non-profit sectors must all develop leaders who can cooperate with each other in enhancing the long-term future of the community. Leadership should be responsive, honest, efficient, enlightened, fair and accountable. Leaders should be representative of their community and should have both a grasp of the community's problems and the ability to envision an economically secure, environmentally sound and socially viable future. Leaders should be attuned to the potential to exploit opportunities and to solve problems of the community by cooperating with other neighboring communities.

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
- Leaders demonstrate long-range (20+ years) thinking. They understand the impacts of their actions on the long term health and vitality of the community
- 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
- Schools, churches, youth and civic groups provide citizen education and promote community service
- Citizens are actively recruited and involved in major projects
- Participation and leadership is proactive instead of reactive, facing community issues before they become crises
- Local committees and boards communicate well with each other, the public and with boards and committees throughout the region
Group Response

Strengths:

- Televising some of the meetings various organizations have
- Not sure how effective television has been
- The town has very community involved citizens
- Know what you are voting for, you know where every penny goes
- Strong sense for children - different clubs - good leadership from community
- Get volunteers for coaching children sports
- Selectmen are accessible when there are concerns
- Volunteers are excellent
- High integrity of elective officials
- Effective leadership on School Board
- Small group of individuals that serve year after year with experience to fall back on
- Pull things from other regions
- Youth want to be involved in the community
- Town has over 250 years of leadership
- Selectmen bring life experiences from work
- Community gets out and votes
- Leadership in library is very strong

Challenges:

- Not sure how effective television has been
- Elected side of leadership is stagnant
- Politics and favoritism goes into too many decisions
- No long-term thinking
- Not enough new people volunteer for elected positions
- Little active recruiting of new volunteers and elected officials
- Little or no community involvement at Planning Board, Zoning Board etc. meetings
- Lack of effective communication of processes in government and community committees
- Citizens not involved in political process
- Much single-issue participation but not involved in other issues
- Meetings don’t accommodate schedules
- Little foresight and decisions tend to be reactive connected with single-issue agendas
- Code of ethics - conflict of interest issues of boards and committees
- Citizens feel ignored by elected officials over some issues
- Managing growth and development issues is lacking
- Updating the Master Plan is a huge issue - needs leadership to make it happen
- Developing means of more effectively engaging the youth
- Lack of foresight in budget process - often comes back to citizens requesting more money later
- 90¢ of $1.00 goes to schools. 10¢ to town needs. Challenge is balancing the needs in both areas. Need to have the conversation here in town first
- Challenge to begin thinking about possibility of new high school in future
Vision for the Future:
- Lower taxes, leadership aligns budget with needs of diverse constituencies
- Process transparency (more clarity) on government activities
- Need implement a code of ethics – enforce the code
- Communication to the public; including seasonal people

Key Issues for Now and the Future:
1. Increase Hampstead citizen involvement and volunteerism with effective office
2. Master Plan align with community character and tax base
3. Enforce code of ethics and reduce conflicts of interest
4. Better communication between community and government
5. Leverage our strengths
Component 2 - Informed Citizen Participation

Facilitator: Marty Feller  
Recorder: Louise Pryor  
Spokesperson: Kimberly Clark

Participants: Patti Grassbaugh, Priscilla Lindquist, Patricia Roy Thomas, Janet Thompson

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. All citizens need to develop knowledge and skills to contribute to community life. All sectors within a community—private, public and nonprofit—must each take responsibility for the community's civic education and generate and share information with the public. Sharing in problem solving and planning for the future as a community increases pride in the community and can result in an ethic of giving and sharing as a way of life.

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
- Schools, churches, youth and civic groups provide citizen education and promote community service
- Citizens are actively recruited and involved in major projects
- Participation and leadership is proactive instead of reactive, facing community issues before they become crises
- Local committees and boards communicate well with each other, the public and with boards and committees throughout the region

Group Response

Strengths:

- Local cable – volunteers, good coverage
- Good coverage of government meetings
- Website – town, school, fire department
- Community calendar on web
- Marquee in front of town hall
- Variety of people participating in various meetings
- Welcoming atmosphere in town hall
- Many volunteers in town and opportunities to join organizations and volunteer

- Neighborliness/neighborhood groups
- School newsletter keep people informed
- People passionate about their civic groups
- Garden Club beautifies town
- Amount of time people give to town
- Private property maintained well–pride in town
- Voter turnout higher than most places
- Dale Childs
Challenges:

- Uninformed and out of the loop about town
- Cable sound not good – hard to hear
- Newcomers – hard to break into town
- Transience of residents
- Not looking ahead to long-term water conservation and water needs of future
- High levels of allergens in area – do we need to address this issue
- Zoning other town regulations – is there a way to inform of these – booklets & notices
- Do people know where information is – how to access the information?
- Only people who feel strongly (pro or con) ever participate, how to get others involved
- Inadequate effective communication – both ways – officials and public
- Hard to understand items on ballots – more communication about issues needed ahead of voting time
- Continuity – keep the action of Speak Up Hampstead going
- No common long-range vision and plan of where going and what are priorities
- Consciousness raising
- Lack of unity in goals
- Need to be aware of Human Services help

Vision for the Future:

- Have yearly survey/ reports/ information exchange
- Long range planning by groups: fire, school, etc. prioritize
- Town newsletter/communication of issues and plans
- Bombard citizenry with information
- Safety complex – better facilities for police
- Link on town website for residents to communicate concerns to officials
- Common vision and common goals - citizens/groups
- Better informed citizenry
- More input from broader range of citizens
- Continue to encourage community involvement
- Citizens knowing how system works/ let newcomers get involved easily
- Easy way to find out what’s going on in community
- Civic education efforts involving whole community (elderly, housebound, people without computers, teens, children)
- More church involvement – ecumenical activities
- Grant money for seniors (poor people) to get cable
- When contract with cable company comes up, make stipulation for free local channel
Key Issues for Now and the Future:

1. Communication (Where are we now? Where are we going?)
2. Common vision/common goals
3. Communication from town/to town, be informed/inform
4. Generate broader interest/involvement
5. Continue the momentum started by Speak Up, Hampstead!
Component 3 - Sense of Community

Facilitator: J. Cameron  
Recorder: Beth Cameron  
Spokesperson: Ginny Clark  
Participants: Judy Graham, Mary Stenson, Kate Thomas

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. Increased communication and understanding of different perspectives, among groups and within the community as a whole, are important factors in establishing a sense of community.

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.
- Community members often put aside their differences to work for the common good of the community
- Formal and informal forums exist for sharing ideas and resolving public issues
- Our community celebrates itself in many different ways, including__________

Group Response

Strengths:

- Community support of education system
- Sense of small town
- Beauty of town (well-maintained)
- Lot of people who volunteer
- Parental support for school system
- Ground work of pride laid by “natives” (“townies”)
- “Good people” (ethics, volunteers, neighborly)
- Town is small enough (safe for families, big enough/close to “fun”)
- Historical Society (especially house tour for 250th and congregational church timeline)
- Community comes together in a crisis to preserve community treasures
- Major meetings televised on cable
- Website
- Town hall billboard
- Speak Up Hampstead event
- Huge sense of community and caring (ex. family and tragedies)
- Huge amount of donations (ecumenical food pantry)
- Longevity of civic club
Mother’s Club
Conservation Committee
Groups in town donate time and resources to town (ex. town recreation and CRA)

Holiday - themed town events (parade, fireworks)
Volunteer fire department and EMTs
Old Memorial Gym encourages people to gather

Challenges:
- Harder to make friends/join groups than in the past
- No physical town center (geographical)
- Town is spread out (both sides of Rt. 111)
- No anchor businesses to collect citizens
- No safe walking, biking on roads
- More than one park
- No shade at playground
- No town sports/recreation complex
- Existing sports/recreation facilities are not centralized
- No easy boat access
- No long-range planning for recreational needs to cover all age groups

Long range planning in general
Lack of opportunities for seniors to socialize
Representation and empowerment for seasonal residents
No single source of town news/events (Cable TV, cable, Eagle- Tribune)
No clear communication of availability and access information for governmental information
Lack of understanding between boards about operating procedures/responsibilities
Too much “us vs. them” mentality
No public transportation

Vision for the Future:
- Town sports/recreation complex
- Education of citizens and other town boards about responsibilities/challenges of each board/agencies
- Sanctioned teen activities
- Community center (for teens, kids, seniors, etc)
- Long-range planning (especially to yield a vision for the town’s future)
- Non-political steering committee
- Five-person Board of Selectmen

More younger representation in town government
Town newsletter (weekly) both paper and web-based, could be generated by school kids as part of curriculum
Youth representation in town government participation
Weekly bus to take seniors/young mothers to local highlights
Buddy system to empower seasonal residents
Continued maintenance of town trails
Key Issues for Now and the Future:

1. Long-range planning
2. Increasing awareness of community events, activities and groups, better communication between town government and citizens
3. Centralized facility for gathering/recreating (community center for all ages)
4. Ensuring safety of all citizens
5. Improved communication (via newsletter)
Component 4 - Fostering Healthy Families, Individuals and Youth

Facilitator: Miriam Acevedo  
Recorder: Stephanie Nugent  
Spokesperson: Jean Routhier

Participants: Dave Defresne, Dennis Graham, Sharon Pangaro, Mary White

Statement of Purpose:

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 (public, private and nonprofit) 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

Group Response

Strengths:

- We have part-time human resource coordinator
- Summer recreation department program for children
- Police officer tasked for intervention with family issues
- Expanded library > new programming including computers, meeting space
- School guidance program with intervention on moral issues (bullying, smoking, etc) actual classroom training
- “Project Respect” - parent/teen education program with Hampstead Hospital
- Newly voted kindergarten
- After school program at Central School
- Lunch program for elderly (regional program)
- Recreation Department holiday meals for seniors
- Transportation services for elderly and handicapped
- “Grandparents-in-the-school” program
- CRA (Community Resource Association) and Civic Club – offers classes, sport activities
- Several private child day care centers in town
- Churches run food and clothing pantries
Challenges:

- Communication with all citizens regarding human resource programs available
- Work force to support local access cable personnel
- Non-cable means of access to community information i.e. newsletter, website
- “Hidden” domestic issues specifically alcohol related, drug related incidents - no funding for parenting training, substance abuse dependency
- Lack of awareness of critical social issues (drugs) illusion of “Safe America” – we need a reality check
- Elderly advocate = political representation

Vision for the Future:

- Community center – all ages recreation, social, information
- Town center – small shops, park benches “old time main street” multiuse
- Expanded (full time) human resource staff member – better coordination of youth community services
- Full program senior high/college community service
- Community newsletter
- Human resource staff – create, coordinate network church, Hampstead Hospital, town professionals for domestic/social issues (suicide survival, substance-abuse, family counseling)

Key Issues for Now and the Future:

1. Communication/information
2. Community center
3. Develop a plan to identify hidden” domestic issues, etc.
4. Senior citizen needs
5. Human resource staff
6. Creative approaches to funding
Component 5 - Lifelong Education and Learning

Facilitator: Fred Atwood-Lyon    Recorder: Bob Nugent    Spokesperson: Gina Mullane

Participants: Diane Fisher, Corrie Mayhew, Alva Pingel, Debbie Hoffman, Ruth Seely, Don Seely, Dan Wells

Statement of Purpose:

Programs of higher education and lifelong learning provide businesses 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
- The level and quality of adult literacy programming in the community is __________.
- The public school facilities adequately meet community members’ needs
- There is a level of quality preschool and daycare opportunities in the community
- There is communication and cooperation between the municipal government and the local public school board
- 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:

- Day school and preschool and now kindergarten
- Scouting program as education strength
- Destination – imagination program
- High achievement program with very high expectations
- Parental support and involvement
- Library
- Computer courses
- TV educational programs
- Regional human services
- Children educated by fire and police
- Special education

Challenges:

- Development of a more robust education program (adults = 58% of households) without kids in school
- Better connection between community and schools
- Intergenerational opportunities
- Equal local access to adult education
- UNH Lifelong Learning brought to Hampstead
- Better communications between school and non school
- More publicity in area news (Carriage Town)
Vision for the Future:
- A system to plug into for adult education needs
- Centralized resource pool of people with real skills providing education opportunities
- Education workshops organized on a Saturday
- More for seniors
- Senior activities listed in a publication also with transportation available
- Return to basic education, read, write and speech

Key Issues for Now and the Future:

1. Adult education opportunities, more robust programs, equal local access and UNH Lifelong Learning brought to Hampstead
2. Improved education communication (news media made more use of centralized resource pool, publication of senior activities, better connection between community and schools)
3. Continuation of support for current successful programs:
   a. Successful programs
   b. Library programs
   c. Scouting
   d. Destination imagination
   e. Community Resource Association (CRA)
Component 6 - Community Service, Facilities and Utilities

Facilitator: Ken Gelinas  
Recorder: Leslie Hagan  
Spokesperson: Barb Pingel

Participants: Sally Theriault, Laura Jones, Kate Brick, Nancy DeLuca

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
- 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

Group Response

Strengths:

- Library offers a lot
- Schools support community, provide excellent education, give children sense of community and sense of pride
- Police, fire and rescue are excellent
- Fire department educates students and very visible
- Police department is very visible
- Town hall aesthetically pleasing
- Volunteer fire department very responsive, helpful, made citizen feel part of community
- Church is very community centered
- Christmas parade is wonderful
- Bandstand is a great asset
• Town fields well maintained and well used
• Wonderful organizations: fishing derby
• Road overall in good shape
• Glad that there is a light at East Road and 111
• Memorial Gym is a great asset
• Gym has a lot of community events
• Ordway Park and Shop Pond tremendous assets
• Have conservation land and glad it’s been purchased in the past
• Town beach is nice to have
• Teachers are very dedicated

• Enjoy historic graveyards
• Selectmen are hard working and dedicated
• Historical groups presence, talks, very prideful, strong point in town
• Cable committee does fabulous job, all volunteers, care about what goes on in community
• Solid waste making an effort to recycle
• Town dump very accessible
• Trash pick up
• Hazardous waste disposal big plus
• Nice to have access to town water

Challenges:

• Non-polluting outdoor recreation - we do not have a municipal sewer system
• Planning Board needs to better inform us about what we’re voting on
• Not aware of all activities in Hampstead
• Need more open hours at dump
• Dump is very restrictive
• Balance of the needs of the fire department with increase of taxes

• School facilities over used; gym overused, water pressure not there sometimes, and there is a septic odor
• Hampstead Central School needs (new) additional multi-purpose room
• Need community center
• Need sidewalks

Vision for the Future:

• Municipal sewer
• Keep Hampstead rural
• Walking paths, gravel
• Use bandstand for outdoor theatre
• Before election, written transaction of warrant articles

• Schools should use cable more
• Elderly services provided, activities, teen activities, elderly transportation
• Take care of our elderly
• Swimming pool
Hampstead Community Profile Report

Key Issues for Now and the Future:

1. Hampstead level of services is satisfactory
2. Need outdoor recreation
3. Need activities for youth and elderly
4. Better communicating between community leaders and organizations
5. Need to manage growth so as to not take away from Hampstead’s character

Barb Pingel
Component 7 - Recreation and Cultural Heritage

Facilitator: Bob Dobson  
Recorder: Judy Dobson  
Spokesperson: Nancy Fulmore

Participants: Maria Green, Charles Backman, Joe Guthrie, Steve Mills, Dick Young

Statement of Purpose:

Recreational 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:

- Excellent youth sports program – civic sports
- Pop Warner Football – youth football (regional games only) Hampstead teams
- Youth football builds strength of character
- Ordway Park beautiful
- Lakes and ponds
- Churches bring much culture/programs into town
- Bandstand and green available
- Town gym used a lot by all ages
- Open space and trails
- Have gifted people in arts (writers, art, dance)

- Programs at library really taking off
- Town website
- Town cable station
- Historical Society
- Playgrounds/sledding hills
- Town public and private groups – Mothers Group, Friends of Ordway Park, Garden Club, PTA
- Fresh air, room to breathe - relatively dark skies at night. (List continued next page)
- Adopt a road program
- Summer recreation program
The Old Meeting House  
The Historical Museum  
Many old homes – open houses  

Reading club in town  
Junior park committee  
Conservation area and trails  

Challenges:  

- Have fields available for youth football – need more  
- Prevent rapid growth from “eating up” open spaces and trails  
- Upgrade gym  
- Have a community center for all ages  
- Fund a community center with corporate sponsors – on land where gym now stands  
- Senior center  

- Town swimming pool – indoor – for all ages, teach swimming  
- Public boat ramps  
- Too many ducks on lakes – bad for swimming  
- Getting more people involved in Ordway Park  
- Improved communication - town newsletter  
- Maintaining Main Street character – preserving old homes  
- Sell advertising on cable TV station to increase revenue  

Vision for the Future:  

- Fields better developed – Depot Road, Jack Woods and others  
- Community center (house recreation department, senior citizens, pool, teen area, stage area)  

- More performing arts in towns (in schools, bandstand)  
- Open spaces more connected – trails connecting  
- More events/involvement in Ordway Park  
- Groups working together more  

Key Issues for Now and the Future:  

1. Community center  
2. Making lakes and ponds more environmentally sound and usable  
3. Historical preservation  
4. Develop more sports fields including football and lacrosse field, tracks and walking venue  
5. Community pool  
6. Expanding parks and walking trails
Component 8 - Working Landscape and the Natural Environment

Facilitator: Rick Little  
Recorder: Carol Atwood-Lyon  
Spokesperson: David Treat

Participants: Jorge Mesa-Tejada, Julia Forbes, Alan Luscombe, Susan L. Regan, John Regan, Walter Buchwald

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 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:

- Low population density
- Open land
- Trails
- Protected open space by Conservation Commission
- Lot size controlled by soil type not just acreage
- Diversity of topography
- Nice lakes
- Protected water sources and aquifers
- Zoning based on applicability of land to use
- Wetlands greater than state requires
- Proactive acquisitions of open spaces
- Nice center of town (downtown!)
- Nice historical buildings
- Still some agriculture in town
- Nice layout of town
- Variety of wildlife
- Youth educated re: environment by schools

Challenges:

- Getting Conservation Commission more visible to community
- Keeping aquifers pure
- Control run off water and balance development with water
- Some designated conservation land should be legally protected
- Educating Zoning Board on impact of their decisions on the environment
- Potential of overdevelopment of Rt. 111
- Concerned for attractiveness of Rt. 111
- Improve zoning requirements regarding runoff
- Planning Board and Zoning Board need to meet together to discuss common goals
- Keep off road vehicles off conservation land
- Public water and sewerage needed
- Need fund or policy for maintenance of historic buildings - budgeted line item
- Find balance of where hunting is/is not allowed on town land
- Protect right to farm
- Public access to water (recreational)
- Keep lakes clean, prevent eutrophication
- Better enforcement of existing zoning, buildings and environmental regulations
- Update of buildings inventory (1981-at Planning Board) in town
- Drainage on Rt. 111 (West of 121)
- Assess impact of taxes on “historic’ homes
- Define what is historic

Vision of the Future:

- Better use of cable TV to make all issues more visible for conservation/historic issues
- Need updated Master Plan (all stakeholders participating) regularly (every 5 years)
- Balance of all interests considered when building
- Zoning code should be on town website
- Protect additional land and existing land
- Reevaluate zoning of town with community involvement
- Need dispassionate discussion regarding public water and sewage vs. septic and wells as they affect quality of life in town
- More people use (help) maintain conservation land
- Communicate need for more involvement
- Provide more use of open space for aging population and handicap use
- Update a “town center” – can we expand the center of town
- Municipal complex
- Make nicer town beach/develop 2-3 acres off Wash Pond Road

- Greenway connecting Depot Road fields/Ordway/town land and trails

Key Issues for Now and the Future:

1. Protecting existing and new conservation land
2. Make Master Plan binding with involvement of all stakeholders and develop a growth plan for Hampstead within the Master Plan
3. Need dispassionate discussion regarding public water/sewage vs. septic and wells as they affect quality of life
4. Proactive plan for municipal complex and town center
5. Remediate existing environmental problems (ex. runoff)
6. Educate people on environmental impact of personal choices/desires
Component 9 - Economic Vitality

Facilitator: Nick Pangaro  
Recorder: John Skidmore  
Spokesperson: Tammy Luscombe

Participants: Ellen Edwards, Carolyn Bergkuist, Tammy Luscombe, Rick Hartung, Carol Ann Valcourt

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. 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.

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 _______
- There are business services lacking in the community, such as _______
- There are locally available educational opportunities to provide residents with skills that match the needs of local businesses
- 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 works well with the local businesses to enhance the economic vitality of the community
- Residents have money to spend on new in town business
- Well located for people passing through town
- Can draw more people via Rt. 111 bypass
- Magnets—location
- Good mix of retail business in town addressing wide range of needs
- Undeveloped land

Group Response

Strengths:
- Highly skilled people
- Very smart people
- A lot of cultural talents
- Small and/or hidden home business
- People with business experience
- Resources ($$$) to open small business
- Highly motivated work force – successful
- Lot of business opportunities
Challenges:

- Resistance to uncontrolled change - insufficient business zoning laws
- Lack of available land in the right locations
- Hard to develop businesses which can integrate with town appearance
- Do not have right people for some of the small business (i.e. ice cream stand)
- Lack of ability to communicate business needs for work force (i.e. advertise jobs wanted/needed)
- Government insensitivity
- Lack of guidance/process to assist new business trying to enter town
- Lack of infrastructure to support new business

Vision for the Future:

- Facilitator to assist new business
- Sensitivity training
- Continued state expenditures for town infrastructure (traffic)
- High end, economical business (i.e. Barnes/Noble)
- Means to promote service related business
- Expand town web/cable for classified ads, newsletter
- Transportation for elderly to get to in town business (i.e. shuttle van, taxi)

Key Issues for Now and the Future:

1. Maintain and improve outlook on good economic vitality
2. Finding acceptable locations for new businesses while maintaining character of town
3. New business needs to know and meet community expectations
4. Right businesses to support in town skills/workforce
5. Streamline government process to assist new business development while maintaining protection (zoning)
6. New business actually meets needs of town
Component 10 - Growth and Development

Facilitator: Minta Notini   Recorder: Natalie Gallo   Spokesperson: Colleen King
Participants: Eleanor McLaughlin, Kim Rees, Doug Hauck, Nancy Richardson, Kitty Cole

Statement of Purpose:
A healthy community includes access to a variety of environmentally sound and successful 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. 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, young families and/or single-parent families
- Land use regulations and land protection efforts are preserving an adequate amount of open space in the community and areas of natural beauty and historic importance are well protected

Group Response

Strengths:
- More elderly and commercial developments
- School system
- Rt. 111 for commercial zoning, distinct commercial zones and several commercial zones the lake(s)
- Conservation land trails
- Police, fire, rescue departments – “half decent” infrastructure
- Challenges and opportunities for growth

Challenges:
- Too much growth and development, too much residential growth
- To keep taxes affordable to allow a diversity of people to live in Hampstead
- To keep open spaces
- To keep lakes clean and free of pollution
- To come up with a Master Plan for the town
- To provide affordable and accessible housing for older citizens
- Keep mini-mansions from being built on the lake(s)
- An approachable process for improvements to lakeside property
- Clearer understanding of zoning ordinances
Better understanding of past/changes in ordinances and “why”/the change
Maintaining police and fire services for a growing community
How to have enough money for schools and community growth - how to balance both needs
Fair and equitable taxes throughout the town
To prevent others from changing your zoning from residential to business or commercial or vice versa
To provide full time recreational director for out-of-town activities

Boys/Girls Club or “Y”
Keep Hampstead rural (do not become a socialist community)
Communication (i.e. Trading Post for town) (web and cable)
IT coordinator to keep web site and cable information up to date
Up-date town map so accessing will be more equal
Get involved in community without being intimidated

Vision for the Future:
Equality for all in what one can do with ones own property
For everyone to feel that they are equally represented
More understanding of the “opposite sides’ needs”
Better education on town’s issues
Town meeting – return to
Adjust personnel in schools to reflect declining enrollment

If a person puts forth a warrant article it should not be challenged at the deliberative session
More community activities for elderly and children

Continue emphasizing open spaces and conservation
Zoning Board candidates should be interviewed by all Selectmen, not just appointed

Key Issues for Now and the Future:
1. Clearer presentation and education concerning town government issues
2. Protecting natural resources in town
3. Maintaining stable taxes while providing for town’s growth
4. Balancing commercial and residential growth
5. A vehicle for citizens to communicate on web and cable, a communication tool via cable and web for citizens to interact with one another
Component 11 - Transportation

Facilitator: Al Felenchak    Recorder: Emily Reschberger    Spokesperson: Eric Jacobs
Participants: Joseph A. Beaudoin, Lester Kuhl, Tom Hart

Statement of Purpose

Roads get most of us where we need and want to go; 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:

- 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 ________.
- The community encourages carpooling, and helps make it work for people by providing information and accessible parking areas.
- Tradeoffs, such as maintenance, pollution and congestion are considered when widening main roads or building new roads.

Group Response

Strengths:

- Money - warrant articles that pass have money, lots of money attached to them
- Willing to spend money to improve infrastructure
- Main roads are accessible and well maintained
- Roads plowed well
- Board of Selectmen will work with citizens in regards to complaints/road hazards
- Good network of roads
- Commuter parking lot
- Two state roads East/West access North/South
- Hampstead is “removed” from main highways - “small town” charm
- Close enough to 495/93
- Close enough to Manchester and Haverhill - cities of Manchester and Haverhill and Boston
- International airport is accessible through Boston/Logan
- Close to two shopping malls and shopping opportunities
- Accessible to Amtrak/Haverhill
- “Downeaster” from Exeter
- Police visible
- “Right amount”, simplicity of traffic signals
- Adequate signage
- ATV trail “off” main roads

Challenges:

- Roads need to have larger shoulders to handle joggers and bicycles
- Trail or path system for pedestrians - for example to town beach
- No reliable para transit for seniors, no system or vehicles
- No public transportation system
- No access to existing public transportation networks
- Rt. 111 will get too busy when it is connected to Rt. 93
- Increased traffic flow
- Strain on police/fire/rescue
- Commercial development increased
- Loss of “small town” Hampstead
- Overdevelopment
- Not a “walkable” town
- People drive too fast on Main Street (dangerous situation entering from parking lot)
- Parking lots poorly designed
- Design of center lot
- Colby Corner lot
- Town office parking

**Vision for the Future:**

- Alternative methods of transportation needed within the town – bike paths
- Strategy to meet different needs of townspeople in town, and to connect to regionally

- Depot road fields
- Sidewalks and street lights on 121 (no ability to walk to school)
- Lack of monitoring at access to trails
- Rt. 121A and Brown Hill Road will face major challenges as “conduit” roads to other towns
- Need for a regional transportation plan
- We will face issues with Rt. 121
- Coordination of transportation needs
- Youth transportation
- Para transit for seniors
- Access to after-school programs, for example
- Pinkerton transportation – distance, time factor

**Key Issues for Now and the Future:**

1. Come up with a plan to deal with transient traffic (current, growth) Rt. 111, Rt. 121, Rt. 121A thru traffic, Brown Hill Road, 93 connection
2. Intra-town transportation, people within town to town services (youth, seniors, handicapped)
3. Access to other transportation networks (park, ride bus, coastal connections)
4. Sidewalks in center of town, re-gravel shoulders of other roads, get people “off” roads, and deal with challenge of the light
5. Address traffic flow and parking at commercial businesses, parking lot design
Saturday Session

Everyone reassembled bright and early Saturday morning at Hampstead Middle School, where they were greeted by hot coffee, tea and delicious baked goods. There were a few folks who had not been present Friday evening but 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.

Dan Reidy welcomed the participants and announced that the first task of the day was to listen to short presentations from a member of each of Friday night’s groups. The 11 easels from the small group sessions were arranged across the front of the room, each listing the five key issues for that topic area.

At the conclusion of the presentations, the entire group worked together to evaluate and refine these lists. Following some discussion, 6 key issues emerged as important to study for the future of Hampstead.

Key Issues:

- Business
- Community Involvement
- Community Human and Education Services
- Recreation
- Planning/Zoning
- Communication
Project Identification and Evaluation

After a short mid-morning break, participants chose one of the 6 key issues they individually wanted 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. They did that by thinking out loud for half an hour or so about “problems” and “goals.” Then, suggested solutions were proposed—ranging from practical to fanciful to idealistic—which were written on sticky notes. The next step was to evaluate the feasibility and impact of each possible solution/project using the IMPACT/FEASIBILITY matrix.

Once the group reached consensus regarding the feasibility and impact of each potential solution, the sticky note was placed in the appropriate box on the matrix.

Finally, each group chose the three most likely solutions for presentation as proposals to the large group. These choices were not constrained by the solution’s position on the grid: any solution was fair game.

- 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 group sessions are presented in the following pages.
Key Issue #1 - Business

Facilitator: Miriam Acevedo  
Recorder: Judy Dobson  
Spokesperson: Roger Wells

Participants: Stephanie Nugent, Carol Cipriano, Al Cipriano, Patty Grassbaugh, Mark Grassbaugh, David Forbes

Clarification of the Problem/Issue to be Addressed:

- Dread Rt. 111 turn into a Rt. 28, need a citizens' help to make a list of preferred businesses
- Encourage “new businesses” be “user friendly”, be some “code” to coincide with architectural and character
- Control what businesses come into town
- Do we want more business (or do we?) maintaining character of town has a “cost”
- New business must be “environmentally friendly”
- Aesthetics/new business is a “balancing act”
- Lack of parallel access to roads to local businesses
- We have limited access to main business areas in surrounding communities
- Monitor Ad Hoc development
- Rt. 111 big issue – one of only two means of going East/West, make sure our portion of Rt. 111 remains basically residential or approved small businesses
- Pro-active in developing plan for incoming businesses “We’re looking for....” development authority
- New Rt. 93 access will impact growth

Possible Solutions:

- Create “Hampstead Business Development Authority”
- Could approach land owners, encourage how parcels of land are used -
- Compatible with town character, etc
- Linear (Main Street) center of town (established many years ago)
- Do we need a moratorium on building?
- A warrant article about it
- Do a survey
- Development of an “architectural code”
- Find what parcels of land are available
- What is already “in place” - what do we want and need? Provide incentives for new businesses that would be welcomed
- Create ways to attract businesses we would like to have
- Inventory of current businesses and how they impact community
- Explore other towns and how they have dealt with problem/advantage of new business
- Take better care of existing businesses
Project Evaluation:

**KEY ISSUE #1 - BUSINESS**

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- **Exploring “best practices” found in other towns**
- **Take better care of existing businesses**
- **Create ways to attract businesses we would like to have**
- **Provide incentives for new business that would be welcomed**
- **Create Hampstead Business Development Commission**
- **Become “business friendly” for friendly businesses**

- **Development of architectural code**
- **Find out what parcels of land are available**
- **Inventory of current businesses and how they impact community**
Key Issue #2 - Community Involvement

Facilitator: JC Cameron  
Recorder: Beth Cameron  
Spokesperson: Debbie Hoffman

Participants:  Nancy Richardson, Jen Khambatta, Laura Jones, Rick Hartung, Alan Luscombe, Tammy Luscombe

Clarification of the Problem/Issue to Be Addressed:

- Educate community about community
- Posting activities (online) menus, businesses
- Advertise events in multiple ways (online, town hall sign, newspapers)
- More consistent timely publicizing activities
- Calendar of events (in TN)
- Define existing common vision (to recognize how we are all more alike than different)
- Help more people become involved, invite
- Make volunteers feel more welcome and at ease
- Provide transportation
- Provide incentives (food, money, etc) to encourage involvement/communication between government and citizens
- Community newsletter to educate all citizens about relevant activities/news
- Communication/publicity committee to disseminate information
- Annual survey/listing distributed on election day
- Centralized (free) news source
- Communication between groups to avoid recreating the wheels and/or increase efficiency of efforts
- Word-of-mouth to continue momentum
- Actively solicit participants for April 18th meeting
- Summarize results of Speak Up Hampstead weekend
- Hold moderated quarterly/bi-annual town session for constructive, non-political discussion focus on specific town groups/issues
- Send “student ambassadors” to seniors, other groups (utilize school based volunteerism program)
- Educate/communicate what tax dollars are achieving in schools
- Increase communication between school board and town boards to achieve a common vision
- Advertise the specifics of available/open volunteer positions in government
- Hold meetings/classes with adjoining towns to educate citizens about volunteering in government
- Include organizational chart with election ballot materials (or annual report) visually describe elected officials roles/responsibilities
- Study successful programs from other towns to encourage new faces in government
- Make process of advertising/ selecting/appointing volunteers to government more public
### Project Evaluation:

#### KEY ISSUE # 2 - COMMUNITY INVOLVEMENT

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### IMPACT:
- Communication between group to avoid recreating the wheel and/or increase efficiency of efforts
- Increase communication between School Board and town boards to achieve a common vision
- Educate/communicate what tax dollars are achieving in schools especially

### IMPACT:
- Posting activities, menus, businesses
- Send “student ambassadors” to seniors and other groups (utilizing school community service program)
- Communication/publicity committee to disseminate information
- Summarize results of Speak Up Hampstead weekend
- Actively solicit participants for April 18th meeting
- Calendar of events in Carriage Town News
- Hold moderated quarterly/biannual information session for constructive, non-political discussion focusing on specific groups/issues
- Hold meetings/classes with adjoining towns to educate citizens about volunteering in government

### IMPACT:
- Advertise the specifics of available/open volunteer positions in local government
- Define existing common vision (recognize our common goal not focus on differences)
- Centralized free news source (newsletter)
- Study successful programs from other towns to encourage new faces to get involved in government

### IMPACT:
- Annual survey listing distributed on election day
- Provide transportation to meeting

### IMPACT:
- Include organizational chart with election ballot materials (annual report) to visually describe elected officials roles/responsibilities
- Make process of advertising/selecting/appointing volunteers to government more public

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Key Issue #3 - Community, Human and Education Services

Facilitator: Marty Feller  Recorder: Natalie Gallo  Spokesperson: Angeline Gorham
Participants: Emily Reschberger, Nancy Lathrop, Jean Routhier, Eleanor McLaughlin, Don Wells, Carol Atwood-Lyon, Rick Little, Sharon Pangaro

Clarification of the Problem/Issue to be Addressed:

- Centralize communication
- Refurbish gym downstairs rooms for activities, meetings, etc.
- Inventory existing resources and their capacity
- Research alternative sources for funding

- Grant - “swap board” could solicit help - financial and work force, time, in-kind donations, as alternative sources of funding
- Coordination of transportation: ride-sharing for in town and out of town connections
- Publicize park and ride in Hampstead

Possible Solutions:

- Staffing - current staff is only part time - need full time
- Inventory and assess usability of current facilities and programs and resources in town
- Community group to coordinate area organizations and activities
- Social services need: to make people aware of resources for resolving hidden domestic issues for ALL ages (including seniors)

- Include explanation of issues in sample ballots and other media distribution
- Expansion of adult education opportunities through awareness and coordination
- Get bulk mail permit
- Generate town newspaper of events (calendar) letters and resources and issues
- Community center: to build or establish from existing structure(s)
### KEY ISSUE #3 - COMMUNITY, HUMAN AND EDUCATION SERVICES

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<th>IMPACT</th>
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- **High Impact/Moderate Feasibility, Moderate Impact/Moderate Feasibility, Moderate Impact/Low Feasibility**
  - Build Community Center or establish from existing structures
  - Staffing – HR, recreation, etc. need more hours full time (also noted as High Impact/Moderate Feasibility, Moderate Impact/Moderate Feasibility, Moderate Impact/Low Feasibility)
  - Provide additional explanation of ballot items along with sample ballot (multiple distribution)
  - Town newsletter and calendar of events and resources, issues
  - Inventory buildings and resources (programs)
  - Are they usable?
  - Assessment
  - Get bulk mailing permit
- **Moderate Impact/Low Feasibility**
  - Expansion of adult education opportunities through awareness and coordination (also noted in Moderate Impact/Low Feasibility)
  - Accessing social services – make people aware of resources – all ages
  - Community group to coordinate area organization and activities
  - Expansion of adult education opportunities through awareness and coordination (also noted in Moderate Impact/Low Feasibility)
- **None**
  - None
  - None
  - None
Key Issue #4 - Recreation

Facilitator: Ken Gelinas
Recorder: Leslie O'Hagen
Spokesperson: David Treat
Participants: Priscilla Lindquist, Kendra Stanley, Doug Hauck, Gina Mullane, Emily Rees, Nancy Fulmore, Kim Rees, Al Felenchak, Richard Young, Alva Pingel, Robert Dobson

Clarification of the Problem/Issue to be Addressed:

- Keeping people off the street
- When people come to Hampstead, there is really nothing to do
- Getting more conservation trails
- Location of recreation facilities
- Funding the recreation facilities
- Define the dangers associated with open access to the lake

Possible Solutions:

- More conservation trails to keep people off the street
- Widen streets to allow bike and walk paths
- Bike to the sea
- Running track
- Connecting Ordway Park with trails
- Divide railroad beds into pedestrian/motorized trails
- Repair railroad beds
- Swimming pool to be regional in West Hampstead
- Use the bandstand for open air theatre - self-supporting
- Use the bandstand for movie theatre
- Use school band for performances
- Create new fields, maintained by users, funded by users
- Create a warrant article to channel money from impact fees for recreation facilities
- Seek community oriented businesses to invest in recreation
- Restrict boat access to Sunset Lake
- Improve town beach facilities
- Expand town beach
- Designate an area for a bike route
- Finish Ordway Park, use more as central part of community
- Upgrade some conservation trails for bicycles/handicapped
- Reintroduce skate park on Depot Road maintained and created by users
- Create large playground
### Project Evaluation:

#### KEY ISSUE #4 - RECREATION

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#### FEASIBILITY

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<tr>
<th>PROJECT</th>
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<tbody>
<tr>
<td>Community pool serving regional towns in West Hampstead</td>
<td>High</td>
<td>High Impact/Moderate Feasibility</td>
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<tr>
<td>Repair railroad beds</td>
<td>High</td>
<td>High Impact/Moderate Feasibility</td>
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<tr>
<td>Expand town beach</td>
<td>High</td>
<td>High Impact/Moderate Feasibility</td>
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<tr>
<td>Divide railroad beds into pedestrian motorized trails</td>
<td>High</td>
<td>High Impact/Moderate Feasibility</td>
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<tr>
<td>Re-introduce skate park on Depot Road, maintained and created by users (also noted as High Impact/Moderate Feasibility)</td>
<td>High</td>
<td>High Impact/Moderate Feasibility</td>
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<td>Create new fields, maintained and funded by users (also noted as High Impact/Moderate Feasibility)</td>
<td>High</td>
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<td>Widen streets to allow bike and walking paths</td>
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<tr>
<td>Designate an area for a bike route, bike to sea</td>
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<tr>
<td>Create large playground</td>
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<tr>
<td>Improve town beach facilities</td>
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<td>More conservation trails to keep people off street</td>
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<tr>
<td>Create a warrant article to channel money from impact fees for recreation purposes</td>
<td>High</td>
<td>High Impact/Moderate Feasibility</td>
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<td>Use bandstand as movie theatre</td>
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<td>Use bandstand for open air theatre self-supporting</td>
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<tr>
<td>Upgrade some conservation trails for bikes/handicapped</td>
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<td>Finish Ordway Park; use more as central part of community</td>
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<td>Restrict boat access to Sunset Lake</td>
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<tr>
<td>Connect Ordway Park to trails</td>
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<tr>
<td>Seek community oriented businesses to invest in recreation</td>
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<td>Running track</td>
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<tr>
<td>Use school band for performances</td>
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- Widen streets to allow bike and walking paths
- Designate an area for a bike route, bike to sea
- Create large playground
- Improve town beach facilities
- More conservation trails to keep people off street
- Create a warrant article to channel money from impact fees for recreation purposes
- Use bandstand as movie theatre
- Use bandstand for open air theatre self-supporting
- Upgrade some conservation trails for bikes/handicapped
- Finish Ordway Park; use more as central part of community
- Restrict boat access to Sunset Lake
Key Issue #5 - Planning and Zoning

Facilitator: Andy Weir  
Recorder: Carolyn Weir  
Spokesperson: Jack Thomas

Participants: Colleen King, Eric Jacobs, John Panetta, Linda Panetta, Ginny Clark, Julia Forbes, Carolyn Bergkuist, Bob Nugent, Barb Pingel, Pat Thomas, John Kelley

Clarification of the Problem/Issue to be Addressed:

- Planning is over-riding theme
- Historic preservation
- Master Plan reflects the demographics
- Don’t have assessments of assets and where we are projecting to go with growth of population
- Consolidation of land and how it will be used
- Consolidation of information regarding land and people
- Decisions made by local developers
- Regional development issues may effect future
- Need to work with other towns on 111 development
- Affordable housing
- People are being reactive instead of proactive
- Housing costs/assessments shift demographics
  - Does Hampstead see self as a suburb?
  - Is Hampstead a self sustaining economy
  - Is Hampstead growth going to be determined by external force
  - Communities need to buy land for conservation
- The dollars for open space defined
- Enforcement of land plans

Possible Solutions:

- Need a plan coordinated with all internal constituencies
- Hampstead wants to control growth
- Vision - (demographics, where we want to be, character, resource potential)
- Control (land use, economic influences, tax rate/elderly impact, residential/commercial balance)
- External influence (regional development, coordinating with neighboring towns)
- Consequences and risk of growth
### Project Evaluation:

#### KEY ISSUE #5 - PLANNING AND ZONING

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- Community planning project including mapping of Hampstead (geographic information system) that creates assessments and identifies potentialities
- Create and implement Hampstead Master Plan (must be enforceable and updated at regular intervals)
- Communication project that addresses internal constituencies and creates external interfaces

**FEASIBILITY**
Key Issue #6 - Communication

Facilitator: Nick Pangaro  
Recorder: John Skidmore  
Spokesperson: Kate Thomas

Participants: Kitty Cole, Jay Thomas, Fred Atwood-Lyon, Ellen Edwards, Jorge Mesa-Tejada, Mary K. Stenson, Carol Ann Valcourt

Clarification of The Problem/Issue to be Addressed:

- Communications clearing house
- Neighborhood groups/reps
- Town newspaper

Possible Solutions:

- Develop town newspaper
- Boards need to interact between each other
- Communication leader/trainer
- Link on web-site – classified ads, bulletin board (controlled forum)
- More complete coverage of town events/meetings
- News/information clearing house, central point of contact
- Print on demand publications
- Fact sheets for public information not paid via public funds
- Small neighborhood groups
- to educate citizens on issues
- neighborhood reps
- Neighborhood reps bring issues forward
- Suggestion boxes
- Let people know what resources exist
- Follow-up survey after UNH report
**Project Evaluation:**

### KEY ISSUE #6 - COMMUNICATION

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<td>- Fact sheets for public information not produced with public funds (also noted as Moderate Impact/Low Feasibility)</td>
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<td>- News/information clearing house (central point of contact)</td>
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<td><strong>MECHANISMS ALREADY IN PLACE</strong></td>
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<td>- More complete coverage of town events/meetings</td>
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<td><strong>DEVELOP TOWN NEWSPAPER</strong></td>
<td>- Develop town newspaper (also noted as High Impact/High Feasibility)</td>
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<td>- Link on website, classified ads, bulletin board (controlled forum)</td>
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<td><strong>BOARDS NEED TO INTERACT BETWEEN EACH OTHER</strong></td>
<td>- Boards need to interact between each other</td>
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<td>- Small neighborhood groups to educate citizens on issues (also noted as Low Impact/Low Feasibility)</td>
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<td>- Neighborhood reps to bring issues forward</td>
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<td>- Follow-up survey to residents after UNH report</td>
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<td>- Suggestion boxes placed around town</td>
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<td><strong>NEIGHBORHOOD REPS TO BRING ISSUES FORWARD</strong></td>
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<td><strong>SUGGESTION BOXES PLACED AROUND TOWN</strong></td>
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Final Project Selection

After the group discussions, the large group (all participants) reconvened to hear proposals on projects as presented by a member of each of the small group. Every participant received six adhesive dots to use to “vote” on the project in each theme, with instructions to vote for those they felt were important for Hampstead to implement in the short term. Each voter placed a dot as they wished on one project within each topic to identify a priority project for each group. The projects receiving the most votes were then discussed in small groups in the afternoon. The list of project ideas follows.

Group 1 - Business

1. Create a business development commission (59 votes)
2. Development of code for architectural style compatible with town “character” (6 votes)
3. Exploration of best practices of our town and other towns (3 votes)

Group 2 - Community Involvement

1. Increase communication by better publicizing events and soliciting input from citizens (i.e. newsletter, web calendar, CTN, info sessions, and Speak Up Hampstead follow-up (45 votes)
2. Educate citizens about government roles to encourage involvement; classes about roles, more public process, original chart of town roles (13 votes)
3. Bridge the gap and build a common vision - group to group communication, student ambassadors, better school/town board communication (10 votes)

Group 3 - Community Human and Education Services

1. Community Center – to build or establish from existing structure (34 votes)
2. Inventory and assess use ability of current facilities, programs and resources in town (23 votes)
3. Groups/individuals to coordinate and publicize our organizations, programs and resources (12 votes)
**Group 4 - Recreation**

1. Upgrade specific recreational facilities: town beach, Ordway Park, conservation trails *(43 votes)*
2. Widen streets *(17 votes)*
3. Expand Depot Road: playground, running track, skate park, multi-purpose fields *(8 votes)*

**Group 5 - Planning/Zoning**

1. Create and implement Hampstead Master Plan (must be enforceable and updated at regular intervals) *(58 votes)*
2. Community planning project including mapping of Hampstead (geographic information on system) that creates assessment and identifies potentialities *(7 votes)*
3. Communication Project that addresses internal constituencies and creates external interfaces *(0 votes)*

**Group 6 - Communication**

1. Newspaper is a “business” – newsletter is run by the town... issues vs. information stories... Town newspaper *(37 votes)*
2. Communications clearing house *(28 votes)*
3. Neighborhood groups/reps *(0 votes)*
Action Groups

After the voting, the groups decided to focus in on the top project from each group. These were the choices:

- Create a business development commission
- Increase communication by better publicizing events and soliciting input from citizens (i.e. newsletter, web calendar, Cable Television News, info sessions, and Speak Up Hampstead)
- Community center – to build or establish from existing structure
- Upgrade specific recreational facilities: town beach, Ordway Park, conservation trails
- Create and implement Hampstead Master Plan
- Town newspaper

Conclusion

Each small group reported back its plans to the entire group. All action groups agreed to recruit additional members to work with their committees. It was agreed that all action groups would reconvene as a large group again at 7:00 PM, April 18, 2005 at the Hampstead Middle School to begin to establish goals and objectives to accomplish the individual projects.

The Community Profile was adjourned at 2:00 p.m.
## Appendix A - Community Profile Participants

<table>
<thead>
<tr>
<th>Charles Backman</th>
<th>Rick Hartung</th>
<th>Kim Rees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carolyn Bergkuist</td>
<td>Doug Hauck</td>
<td>John Regan</td>
</tr>
<tr>
<td>Kate Brick</td>
<td>Debbie Hoffman</td>
<td>Susan Regan</td>
</tr>
<tr>
<td>Walter Buchwald</td>
<td>Eric Jacobs</td>
<td>Nancy Richardson</td>
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<tr>
<td>Al Cipriano</td>
<td>Laura Jones</td>
<td>Cay Robbins</td>
</tr>
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<td>Carol Cipriano</td>
<td>John Kelley</td>
<td>Jean Routhier</td>
</tr>
<tr>
<td>Ginny Clark</td>
<td>Jen Khambatta</td>
<td>Don Seely</td>
</tr>
<tr>
<td>Kim Clark</td>
<td>Colleen King</td>
<td>Ruth Seely</td>
</tr>
<tr>
<td>Kitty Cole</td>
<td>Gary Knox</td>
<td>Julie Sheehan</td>
</tr>
<tr>
<td>Amy Delaney</td>
<td>Lester Kuh</td>
<td>Kendra Stanley</td>
</tr>
<tr>
<td>Dave Dufresne</td>
<td>Nancy Lathrop</td>
<td>Howie Steadman</td>
</tr>
<tr>
<td>Debra Dufresne</td>
<td>Priscilla Lindquist</td>
<td>Ralph Steere</td>
</tr>
<tr>
<td>Ellen Edwards</td>
<td>Alan Luscombe</td>
<td>Sandra Steere</td>
</tr>
<tr>
<td>Al Felenchak</td>
<td>Tammy Luscombe</td>
<td>Mary Stenson</td>
</tr>
<tr>
<td>David Forbes</td>
<td>Lisa Lyhte</td>
<td>Rick Taft</td>
</tr>
<tr>
<td>Julia Forbes</td>
<td>Cordelia Mayhew</td>
<td>Sally Theriault</td>
</tr>
<tr>
<td>Erin Fulmore</td>
<td>Eleanor McLaughlin</td>
<td>Jack Thomas</td>
</tr>
<tr>
<td>Nancy Fulmore</td>
<td>Jorge Mesa-Tejada</td>
<td>Pat Thomas</td>
</tr>
<tr>
<td>Ken Gelinas</td>
<td>Linda Mills</td>
<td>Janet Thompson</td>
</tr>
<tr>
<td>Pat Gelinas</td>
<td>Steve Mills</td>
<td>Gail Tomsend</td>
</tr>
<tr>
<td>Arthur Goodman</td>
<td>Robert Morris</td>
<td>David Treat</td>
</tr>
<tr>
<td>Angie Gorham</td>
<td>Gina Mullan</td>
<td>Carol Valcourt</td>
</tr>
<tr>
<td>Dennis Graham</td>
<td>Gina Murphy</td>
<td>Florence Walsh</td>
</tr>
<tr>
<td>Judy Graham</td>
<td>John Panetta</td>
<td>Robert Walsh</td>
</tr>
<tr>
<td>Mark Grassbaugh</td>
<td>Linda Panetta</td>
<td>Dan Wells</td>
</tr>
<tr>
<td>Maria Green</td>
<td>Sharon Pangaro</td>
<td>Olga L. Wells</td>
</tr>
<tr>
<td>Joe Guthrie</td>
<td>Julia Pienat</td>
<td>Roger Wells</td>
</tr>
<tr>
<td>Karen Hanides</td>
<td>Barb Pingel</td>
<td>Mary White</td>
</tr>
<tr>
<td>George Hart</td>
<td>Christopher Pond</td>
<td>Amelia Winchell</td>
</tr>
<tr>
<td>Jess Hart</td>
<td>Martha Pond</td>
<td>Ken Winchell</td>
</tr>
<tr>
<td>Shelly Hart</td>
<td>Cori Rees</td>
<td>Richard Young</td>
</tr>
<tr>
<td>Tom Hart</td>
<td>Emily Rees</td>
<td></td>
</tr>
</tbody>
</table>
Appendix B - Community Profile Facilitators & Recorders

Miriam Acevedo  
Carol Atwood-Lyon  
Fred Atwood-Lyon  
Beth Cameron  
J C Cameron  
Bob Dobson  
Judy Dobson

Al Felenchak  
Marty Feller  
Natalie Gallo  
Ken Gelines  
Rick Little  
Minta Notini  
Bob Nugent  
Carolyn Weir

Stephanie Nugent  
Leslie O'Hagen  
Nick Pangaro  
Louise Pryor  
Emily Reschberger  
John Skidmore  
Andy Weir

Appendix C - Community Profile Steering Committee

Pat Gelinas, Chairperson  
Carol Atwood-Lyon  
J C Cameron  
Kathi Costa  
Judi Crowley  
Jaye Dimando

Marty Feller  
Natalie Gallo  
Patricia Grassbaugh  
Sue Hasting  
Jorge Mesa Tejada  
Bob Nugent

Stephanie Nugent  
Nick Pangaro  
Alva Pingel  
Donna Renaud  
Emily Reschberger  
John Skidmore

Appendix D - UNH Cooperative Extension Staff

Nancy Franz  
Michele Gagne  
Charlie French  
Phil Auger  
Dan Reidy  
Claudia Boozer-Blasco  
Thom Linehan  
Olivia Saunders  
Thane Harrison

Associate Director  
Program Coordinator, Strengthening NH Communities  
Community and Economic Development Specialist  
Land and Water Conservation Educator, Rockingham County  
COA and Community Development Educator, Hillsborough County.  
Family & Consumer Resources Educator, Rockingham County  
Family & Consumer Resources Educator, Merrimack County  
Undergraduate Student - Natural Resources  
Graduate Student - Resource Administration and Management
Appendix E - Some Interesting Facts about Hampstead
(Sources: US Census (2000)\(^1\) and NH Employment Security\(^2\))

- The New Hampshire Department of Employment Security (NHES) estimates there are 8,524 of us as of 2003. The population of Hampstead in the year of the first census (1790) was 724.

- Hampstead’s growth rate between 1970 and 2000 almost doubled that of Rockingham County (346% for Hampstead versus 200% for all of Rockingham County).

- 14% of Hampstead workers work in Hampstead.

- Our average travel time to work is 32.9 minutes. 88.6% of us travel to work alone, while 6.2% of us carpool. 3.8% of us work at home.

- Our average salaries increased by 34% between 1993 and 2002, with our average weekly pay going from $449 per week in 1993 to $602 per week in 2002. During that same period our unemployment rate fell from 9.9% to 6.5%

- 93% of us who are over 25 have at least a high school education. 36.3% of us are college graduates (or higher).

- Our median age is 38.1 years.

- The population density of Hampstead (using 2003 data) is 629.5 people per square mile of land area, third only to Derry and Plaistow in our immediate area (see table on page 10)

- Hampstead contains 13.4 square miles of land area and 0.7 square miles of inland water area.

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\(^1\) Source: U.S. Census Bureau, Summary File 1 (SF 1) and Summary File 3 (SF 3)
\(^2\) Copyright 2004 Economic & Labor Market Information Bureau, NH Employment Security. All Rights Reserved. Updated 06/23/04
Demographics
(Who Are We?)
(Source: US Census, 2000)

How Old Are We?

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Number</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>4,116</td>
<td>49.6</td>
</tr>
<tr>
<td>Female</td>
<td>4,181</td>
<td>50.4</td>
</tr>
<tr>
<td>Under 5 years</td>
<td>495</td>
<td>6</td>
</tr>
<tr>
<td>5 to 9 years</td>
<td>689</td>
<td>8.3</td>
</tr>
<tr>
<td>10 to 14 years</td>
<td>801</td>
<td>9.7</td>
</tr>
<tr>
<td>15 to 19 years</td>
<td>564</td>
<td>6.8</td>
</tr>
<tr>
<td>20 to 24 years</td>
<td>272</td>
<td>3.3</td>
</tr>
<tr>
<td>25 to 34 years</td>
<td>848</td>
<td>10.2</td>
</tr>
<tr>
<td>35 to 44 years</td>
<td>1,725</td>
<td>20.8</td>
</tr>
<tr>
<td>45 to 54 years</td>
<td>1,361</td>
<td>16.4</td>
</tr>
<tr>
<td>55 to 59 years</td>
<td>451</td>
<td>5.4</td>
</tr>
<tr>
<td>60 to 64 years</td>
<td>316</td>
<td>3.8</td>
</tr>
<tr>
<td>65 to 74 years</td>
<td>473</td>
<td>5.7</td>
</tr>
<tr>
<td>75 to 84 years</td>
<td>248</td>
<td>3</td>
</tr>
<tr>
<td>&gt; 85 years</td>
<td>54</td>
<td>0.7</td>
</tr>
</tbody>
</table>

What Do We Do?

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Number</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Construction, extraction, and maintenance</td>
<td>325</td>
<td>7.4</td>
</tr>
<tr>
<td>Production, transportation, and material moving</td>
<td>365</td>
<td>8.3</td>
</tr>
<tr>
<td>Service occupations</td>
<td>390</td>
<td>8.8</td>
</tr>
<tr>
<td>Sales and office occupations</td>
<td>1,218</td>
<td>27.6</td>
</tr>
<tr>
<td>Management, professional, and related occupations</td>
<td>2,117</td>
<td>48</td>
</tr>
</tbody>
</table>

1 Source: U.S. Census Bureau, Summary File 1 (SF 1) and Summary File 3 (SF 3)
How Much Do We Make?  

<table>
<thead>
<tr>
<th>1999 Household Income</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Households -- 3,045</td>
</tr>
<tr>
<td>Number</td>
</tr>
<tr>
<td>&lt;$10k</td>
</tr>
<tr>
<td>$10k to $15k</td>
</tr>
<tr>
<td>$15k to $25k</td>
</tr>
<tr>
<td>$25k to $35k</td>
</tr>
<tr>
<td>$35k to $50k</td>
</tr>
<tr>
<td>$50k to $75k</td>
</tr>
<tr>
<td>$75k to $100k</td>
</tr>
<tr>
<td>$100k to $150k</td>
</tr>
<tr>
<td>$150k to $200</td>
</tr>
<tr>
<td>&gt; $200k</td>
</tr>
</tbody>
</table>

Per capita income $29,195  
Median 4-person family income $79,114  
Median household income $68,533

Growth (How has Hampstead grown?) in people

<table>
<thead>
<tr>
<th>Year</th>
<th>Hampstead</th>
<th>Rockingham County</th>
</tr>
</thead>
<tbody>
<tr>
<td>2003</td>
<td>8,524</td>
<td>290,102</td>
</tr>
<tr>
<td>2000</td>
<td>8,297</td>
<td>277,359</td>
</tr>
<tr>
<td>1990</td>
<td>6,732</td>
<td>245,845</td>
</tr>
<tr>
<td>1980</td>
<td>3,785</td>
<td>190,345</td>
</tr>
<tr>
<td>1970</td>
<td>2,401</td>
<td>138,951</td>
</tr>
</tbody>
</table>

School Projections (How will school enrollments grow or shrink?)

<table>
<thead>
<tr>
<th>Grades -&gt;</th>
<th>Readiness - Grade 8</th>
<th>Grades 9-12</th>
</tr>
</thead>
<tbody>
<tr>
<td>2004-05</td>
<td>1045</td>
<td>598</td>
</tr>
<tr>
<td>2006-07</td>
<td>987</td>
<td>603</td>
</tr>
<tr>
<td>2008-09</td>
<td>955</td>
<td>573</td>
</tr>
<tr>
<td>2010-11</td>
<td>922</td>
<td>548</td>
</tr>
<tr>
<td>2012-13</td>
<td>918</td>
<td>511</td>
</tr>
<tr>
<td>2014-15</td>
<td>919</td>
<td>477</td>
</tr>
</tbody>
</table>

Some years omitted for space.

---

4 Source: U.S. Census Bureau, Summary File 1 (SF 1) and Summary File 3 (SF 3)  
5 Copyright 2004 Economic & Labor Market Information Bureau, NH Employment Security. All Rights Reserved. Updated 06/23/04  
6 New England School Development Council, October 2004
Comparing Hampstead to Other Area Towns

(Numbers in parentheses are Hampstead’s ranking versus the other 15 towns)

<table>
<thead>
<tr>
<th></th>
<th></th>
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</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Residential</td>
</tr>
<tr>
<td>Atkinson</td>
<td>6,626</td>
<td>270%</td>
<td>571.3</td>
<td>40.9</td>
<td>$69,729</td>
<td>30.7</td>
<td>$13.24</td>
<td>95.4%</td>
</tr>
<tr>
<td>Auburn</td>
<td>4,946</td>
<td>230%</td>
<td>189.3</td>
<td>36.8</td>
<td>$70,774</td>
<td>26.7</td>
<td>$12.75</td>
<td>93.0%</td>
</tr>
<tr>
<td>Chester</td>
<td>4,491</td>
<td>274%</td>
<td>157.2</td>
<td>35.7</td>
<td>$68,571</td>
<td>32.2</td>
<td>$17.75</td>
<td>95.1%</td>
</tr>
<tr>
<td>Danville</td>
<td>4,316</td>
<td>435%</td>
<td>353.3</td>
<td>35.4</td>
<td>$57,287</td>
<td>36.5</td>
<td>$17.25</td>
<td>97.1%</td>
</tr>
<tr>
<td>Derry</td>
<td>34,471</td>
<td>290%</td>
<td>971.9</td>
<td>33.6</td>
<td>$54,634</td>
<td>31.1</td>
<td>$21.12</td>
<td>74.4%</td>
</tr>
<tr>
<td>E. Kingston</td>
<td>1,967</td>
<td>213%</td>
<td>184.2</td>
<td>38.2</td>
<td>$65,197</td>
<td>31.6</td>
<td>$16.97</td>
<td>90.3%</td>
</tr>
<tr>
<td>Fremont</td>
<td>3,170</td>
<td>353%</td>
<td>213.2</td>
<td>35.5</td>
<td>$62,171</td>
<td>33.8</td>
<td>$17.53</td>
<td>92.1%</td>
</tr>
<tr>
<td>Hampstead</td>
<td>8,524 (6)</td>
<td>346%</td>
<td>629.5</td>
<td>38.1 (2)</td>
<td>$68,533 (6)</td>
<td>32.9 (5)</td>
<td>$16.75 (10)</td>
<td>89.4% (9)</td>
</tr>
<tr>
<td>Kingston</td>
<td>6,039</td>
<td>203%</td>
<td>307.4</td>
<td>38.0</td>
<td>$61,522</td>
<td>32.7</td>
<td>$16.59</td>
<td>88.8%</td>
</tr>
<tr>
<td>Londonderry</td>
<td>24,201</td>
<td>435%</td>
<td>566.2</td>
<td>35.0</td>
<td>$70,501</td>
<td>29.7</td>
<td>$17.05</td>
<td>68.0%</td>
</tr>
<tr>
<td>Newton</td>
<td>4,473</td>
<td>223%</td>
<td>453.3</td>
<td>35.3</td>
<td>$60,972</td>
<td>31.6</td>
<td>$17.41</td>
<td>88.2%</td>
</tr>
<tr>
<td>Plaistow</td>
<td>7,855</td>
<td>164%</td>
<td>736.3</td>
<td>37.4</td>
<td>$61,717</td>
<td>29.0</td>
<td>$16.13</td>
<td>73.7%</td>
</tr>
<tr>
<td>Raymond</td>
<td>9,900</td>
<td>322%</td>
<td>344.9</td>
<td>34.4</td>
<td>$48,829</td>
<td>31.6</td>
<td>$18.37</td>
<td>79.7%</td>
</tr>
<tr>
<td>Salem</td>
<td>29,115</td>
<td>140%</td>
<td>1157.1</td>
<td>38.1</td>
<td>$58,090</td>
<td>26.4</td>
<td>$12.72</td>
<td>66.8%</td>
</tr>
<tr>
<td>Sandown</td>
<td>5,548</td>
<td>694%</td>
<td>373.1</td>
<td>34.8</td>
<td>$67,581</td>
<td>34.4</td>
<td>$18.37</td>
<td>97.2%</td>
</tr>
<tr>
<td>Windham</td>
<td>12,205</td>
<td>356%</td>
<td>430.0</td>
<td>37.8</td>
<td>$94,794</td>
<td>37.8</td>
<td>$14.91</td>
<td>93.3%</td>
</tr>
</tbody>
</table>

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Friday Evening, April 1, 2005