Photo by Frank Gorga

Antrim Community Profile
2016

Antrim 2020

Photo by Frank Gorga

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UNH Cooperative Extension brings information and education into the communities of the Granite State to help make New Hampshire's individuals, businesses, and communities more successful and its natural resources healthy and productive. For 100 years, our specialists have been tailoring contemporary, practical education to regional needs, helping create a well-informed citizenry while strengthening key economic sectors.

Our Focus Areas:

Food & Agriculture

Natural Resources

4-H Youth & Families

Community & Economic Development

The Community Profile is a process by which communities take stock of where they are today and develop an action plan for how they want to operate in the future. The process provides a method for citizens to affirm community strengths, find collaborative approaches to meet challenges creatively, and manage change. One of the major outcomes of the Community Profile is increased citizen participation in the community.

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Acknowledgements

Thank you!

Thank you to all who made the Antrim 2020 Community Profile such a huge success.

ANTRIM STEERING COMMITTEE

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LOCAL ORGANIZATIONS AND BUSINESSES

Antrim-Bennington Lions Club
Antrim Elementary School students
Antrim Planning Board
Gareth Gwynne – Carrom Communications
Great Brook School
Melissa Preble and Great Brook School students
Rick and Diane's Restaurant
Saxy Chef
T-Bird Mini Mart
Town of Antrim

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Frank Gorga

Photos By Frank

for photos taken during the Community Profile and used in this report.

Summary

The Antrim 2020 Steering Committee for the Community Profile was formed in January 2016 with the charge of planning the Community Profile event and engaging community members prior to the event. Initial committee volunteers met with UNH Cooperative Extension staff to learn about the Community Profile and discuss ways to attract additional committee volunteers representing a variety of town interests and perspectives, such as youth, seniors, business community, town officials, and others. The Community Profile event date was set for October 21-22, 2016; the Steering Committee met approximately once a month from January through October to plan, prepare and market the event with UNH Cooperative Extension providing support. The Community Profile was funded by the town of Antrim.

The Steering Committee adopted a format using the 10 components of a vibrant community as drawn from the National Civic League and adapted by UNH Cooperative Extension. These components are important to a successful community. Components make a community work well now and sustain the cultural, economic and environmental health and vitality for the long-term future. The 10 components are economic vitality; education and lifelong learning; healthy living and wellness; history and culture; housing, neighborhoods and community spaces; leadership and community engagement; natural resources, climate and energy; recreation; sense of community; utilities, facilities, transportation and broadband internet.

The Antrim 2020 Community Profile was promoted throughout the town with Facebook, a website, a flyer, and word of mouth. The Steering Committee arranged for the location; promoted the event; arranged for childcare, organized the food and beverages; and set up the sessions.

The Steering Committee received a two-hour training led by UNH Cooperative Extension on the basics of facilitation and recording or scribing and on the specific facilitation role for the Community Profile. Community members and volunteers from outside of the community were invited to participate in the training. The Community Profile small group discussions were facilitated by these trained volunteers. The Community Profile process included the following components:

- Mosaic and Vision developed by all participants gathered together
- 10 Components of a successful community were presented
- 5 Key Issues: Small groups facilitated discussion on each of the 10 component areas where the groups brainstormed the strengths, challenges and future. (Friday evening)
- 5 Key Themes: All participants worked to review the 50 keys issues from Friday's discussions and agreed on common themes. (Saturday morning)
- 3 Priority Projects or Opportunities: Participants selected a theme they wanted to discuss in small groups where they defined the problem, identified solutions and selected 3 priority projects or opportunities in each group.
- Voting: All participants were given the opportunity to vote for their priority within each theme.
- Action Groups: Once opportunities and projects were chosen, participants started the process of putting plans into action by defining the project, determining contact process and planning the next meeting date and time.

Outcome

- **82** Antrim community members participated in the Friday or Saturday session, or both sessions

- **42** community members committed to working on six new action groups which will begin to implement the projects or opportunities identified

- **15** Steering Committee members learned new leadership skills and put them into action by organizing the Community Profile

- **16** Community members received training on facilitation skills which can be used in other community settings

The community issues, opportunities, and priorities for Antrim are detailed in this report. Antrim participants demonstrated a strong commitment to their community, creating a vision and working together to address opportunities and fulfill the vision.

Voting Results: Priority Projects and Solutions

The Community Profile process was successful at identifying priority projects in Antrim, based on input and voting of all Profile participants. The following projects are ranked in order of priority:

- Expand library as town resource
- Create economic development study/committee
- Assessment of community gathering spaces
- Downtown Signage
- Incubator space
- Volunteer maintenance of natural areas including appropriate signage
- Antrim TV show for distribution
- Revitalize energy committee
- Picnic tables, benches or shelters in the nature areas
- In depth survey
- Information hub
- Bring Community College locally
- Catalog of learning resources
- Cultivating awareness of spaces and buildings
- Directory of resources
- Create a virtual gathering space

Action Groups

Action Groups made up of Antrim volunteers were identified to work on the above priority projects.

1. Incubator/Co-working Space
2. Library as Town Resource
3. Community Gathering Spaces
4. Economic Development
5. Downtown Signage
6. Trail Maintenance & Signage

Publicity and Marketing

The Steering Committee for the Antrim Community Profile was responsible for the publicity, marketing and outreach for the event. All committee members were responsible for planning the outreach efforts, publicizing the event and promoting it to their neighbors, co-workers, family and friends in Antrim.

The marketing subcommittee of the Steering Committee developed marketing materials, including an Antrim 2020 website, Facebook and Twitter, and promotional flyer. The Profile was also publicized by articles in the Limrik and the Ledger. Steering committee members contacted groups in Antrim to make sure community members were aware of the Profile and encouraged to participate.

Facilitation of the Community Profile

Facilitation is an important component of the Community Profile. Trained facilitators are used in the small group discussions to help the group meet its objectives by guiding it through the Community Profile process. This allows the participants to focus on the issues they came to discuss. The facilitator is trained to provide neutral guidance and help the group arrive at decisions related to the topic discussed.

The Steering Committee and other community volunteers received a two-hour training led by UNH Cooperative Extension on the basics of facilitation and recording or scribing and on the specific facilitation role for the Community Profile.

Steering Committee members, trained community volunteers and volunteers from outside of Antrim facilitated and recorded the small group discussions (Friday evening and Saturday morning). The facilitators established the ground rules for participants; created a collaborative working environment; ensured everyone had the opportunity to participate, and brought closure to each topic so the process could move ahead. Scribes recorded all responses on easel paper for the group to see as the record for the discussion. All responses are documented in the following pages of this report.

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Community Engagement

A subcommittee of the Steering Committee was tasked with planning and implementing engagement activities in order to gather input from community members prior to the Community Profile event. Activities were planned to engage a broad and diverse representation of town residents. The subcommittee chose to engage youth through photography, children through a school art project, and the general public with light bulb posters at various town events and locations during the planning process leading up to the October Profile date. In addition, a quiz about Antrim was included on the Antrim 2020 website, encouraging town residents to test their knowledge of the town.

Student Artwork Project

120 Antrim Elementary School students participated in an art project to share their ideas about Antrim. Students in Kindergarten through Grade 4 were given a question from which to create their art. Kindergartners were asked, "What do you love about your home?" Grade 1 students were asked to reflect on "Our Antrim, Our Community." Children in Grade 2 created art that showed "Reflections of Gregg Lake." Grade 3 responded to "What does Antrim look like today?" by creating a town map. Grade 4 students were asked, "What would you like to see in Antrim?" All art was displayed for community members to see at the Antrim 2020 event.

Photo by Frank Gorga

Antrim 2020 Posters

Steering committee members displayed Antrim 2020 posters around the community and at various events in order to gather input from a variety of different people. Community members were asked to share ideas for what they would like to see in Antrim in the future. The following are comments from the posters arranged by theme.

Town Infrastructure
- Antrim Farmer's Market
- Community garden
- Extend sidewalk on 202 to Mush Cooks Garage
- More street lights
- Fix Pleasant Street
- Pave Route 31
- Dredge the Mill Pond
- Great Brook special use rezoning (where feasible)
- Take care of Gregg Lake residents
- A walkway around the whole pond
- Lights on bridge behind Antrim market
- Fix the lamps on the Peace Bridge
- Fix the elevator in Town Hall
- Better playground for kids to play on
- Increase property values
- Fill empty houses
- A community center (everyone can go)
- Keep Antrim rural
- More open space
- Noise ordinance

Town Police & Fire
- Encourage our Police Department
- Youth fire fighter

Recreation
- More activities for kids
- More events/activities/programs for teens
- Summer festival with arcade games and stuff
- Pool
- Go Kart track
- Arts studio/local artisans gift shop
- Town park
- Dog park
- Plow Mill Pond in the winter for ice skating
- Town ice skating rink on empty lot next to Antrim market with tree stump seating to save money – safe for all kids
- "Field Day" activities at Home and Harvest
- Kayak access to the Contoocook River
- Bike path
- Haunted house
- Annual Halloween and Christmas activities
- New basketball court
- Tennis court

Community Engagement

Community Engagement activities are designed to gather input from a wide range of community members. This is done by using a variety of engagement tools to involve the community.
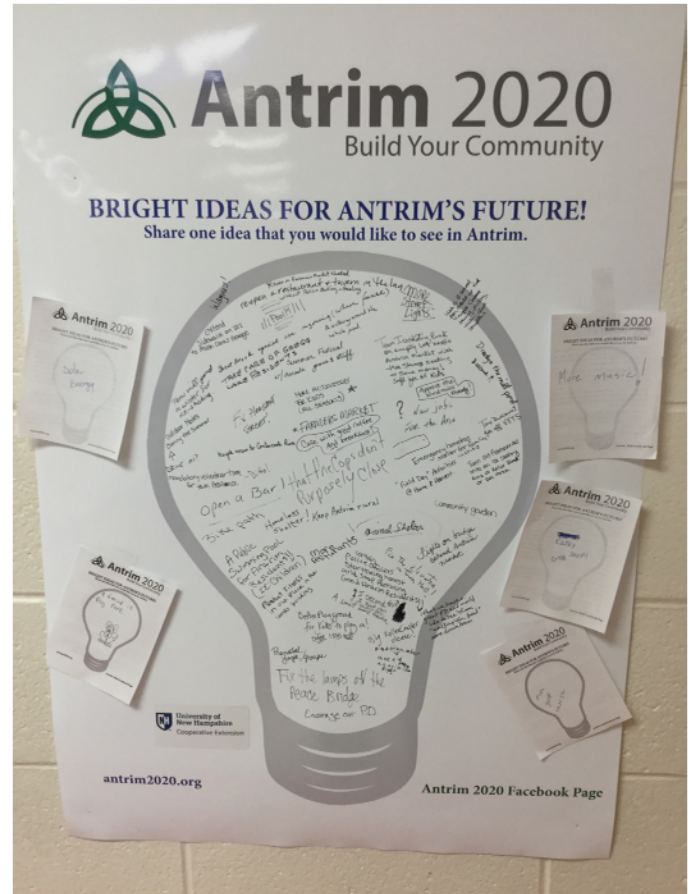
Town Support

- Emergency homeless shelter for families in crisis/ homeless family help
- Donation center – give or take books, food, DVD, etc.

Environmental Issues

- Approve the windmills
- Solar energy/solar power
- Recycle more plastics/recycle no. 3, 4, 5, 6, 7

Restaurants

- A place for Sunday brunch
- Café with good coffee and breakfast
- More restaurants
- Reopen a restaurant and tavern in the Inn
- Food trucks
- Mexican restaurant
- Drive in/outdoor movies in the summer
- Wayne's!

Education

- Use Great Brook School for adult or kid night classes (sewing, writing, knitting, computers)

Pets/Animals

- Neuter trap release for feral cats
- Animal shelter

Miscellaneous

- New jobs for the area
- Mandatory volunteer time for town assistance
- Tax discount for all vets
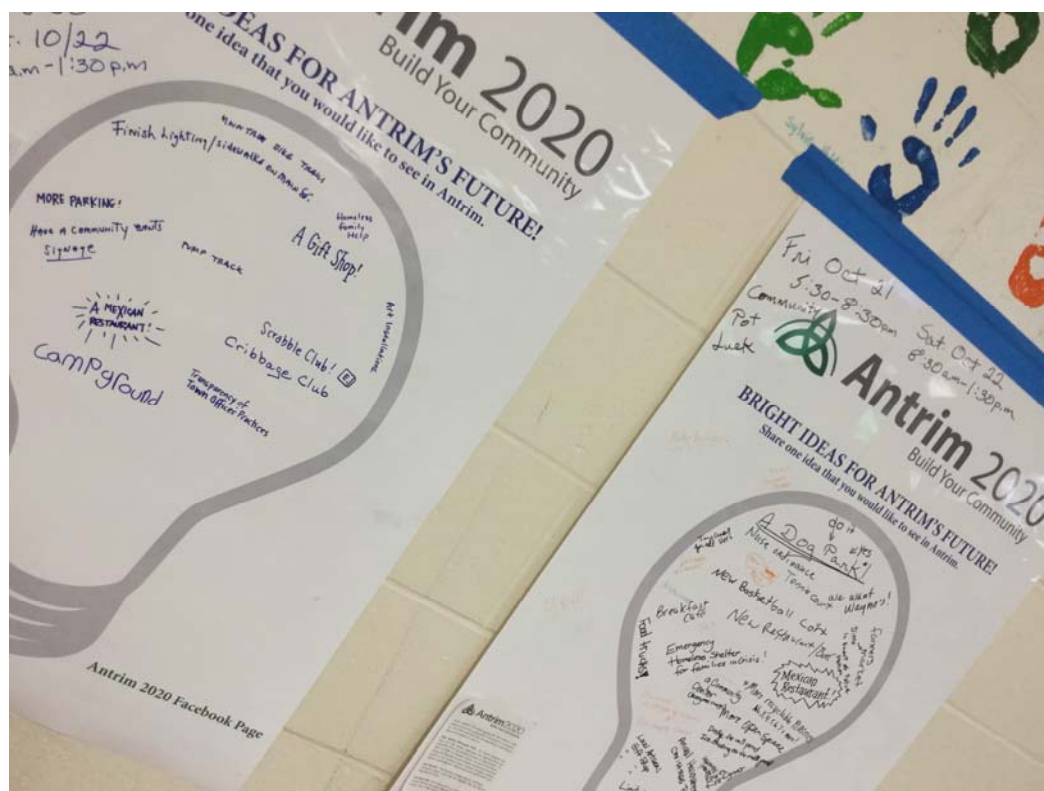
Agenda

Friday, October 21: 5:30 – 8:30 PM

5:30   Doors open; sign in and potluck supper

6:00   Welcome (Cafeteria)
- Overview of Community Profile Process Kristen Vance, Co-Chair, Antrim 2020 Steering Committee & Charlie French, UNH Cooperative Extension
- Mosaic and Vision   Charlie French, UNH Cooperative Extension
- Early Engagement Projects   Carole Storro, Antrim 2020

7:00   Presentation of Components of a Vibrant Community

7:10   Move into small groups

7:20   Small Groups Convene

8:25   Return to cafeteria

8:30   Adjourn

Saturday October 22, 2016: 8:30 AM – 1:30 PM

8:30   Doors open, check-in and continental breakfast

9:00   Small group reports to large group

10:15   Small groups meet for key issue discussion

11:50   Full Group: report back from small groups

12:10   Lunch and Voting

12:45   Large group: Results of voting and Selection of Action Groups

1:00   Action Groups Initial Meetings

1:30   Adjournment

Photo by Frank Gorga

Mosaic

Antrim 2016 – How we see our community NOW.

- Democracy
- Safe
- Quiet/sleepy
- Country/rural
- Bedroom community
- Peaceful, happy atmosphere
- Working Class
- Not far from NY/Boston (destination potential)
- Heroin problem
- Scenic, beautiful
- Very good school district
- Diminished organizations/social capital (women's groups, chamber, churches)
- Lack of participation
- Diverse
- Preponderance of young, economically struggling families
- Fragmented
- Creative- lots of talent in town
- Main Street needs work- more activity
- Great lakes and natural resources, wildlife, hiking
- People will come out to get work done
- Greatly transformed from 40s and 50s with respect to mill and farm economy
- Empty during the day
- Hometown feel
- Kids are leaving
- Bypass- traffic
- Lack of music and artistic leaders
- Warm and welcoming community, but some barriers to get people out to community events- lack of public transportation?

Photo by Frank Gorga
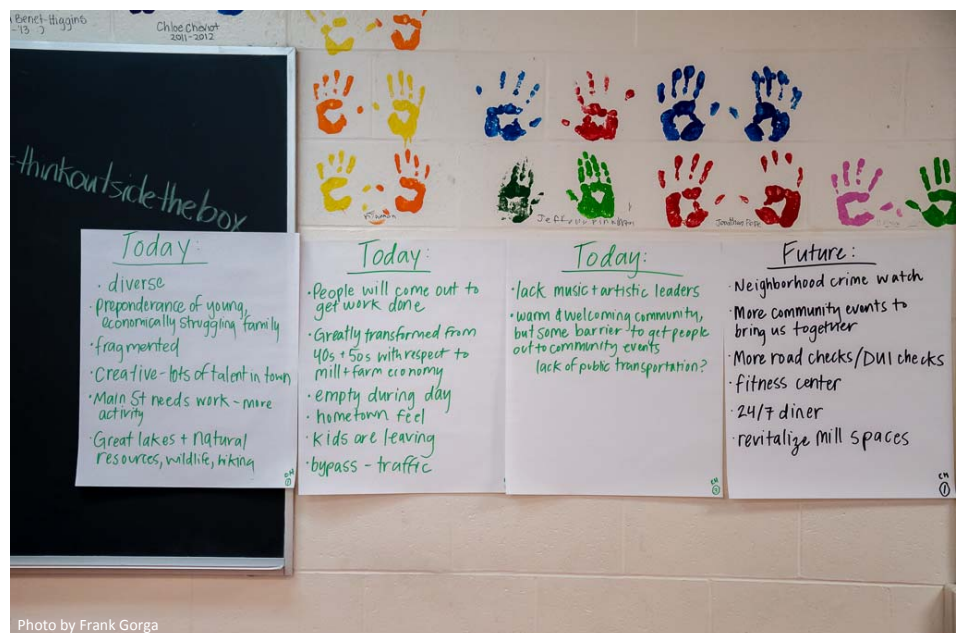
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Mosaic

Antrim 2016 – How we envision our FUTURE.

- Bustling Main Street
- Destination community- more prosperous
- Stay rural, country, quiet
- Revive community organizations
- In home care for aging- services to age in place
- Men/all shed- place to come together and do things
- Central place for people to work/share
- Tourism based economy
- Local agriculture, farmers, businesses
- Young families to live here
- Central calendar of events
- Like Greystone lodge- need hotel/motel
- Public transportation network
- Beer, Chinese food
- Neighborhood crime watch
- More community events to bring us together
- More road checks/DUI checks
- Fitness center
- 24/7 diner
- Revitalize mill spaces
- Retail- Walmart to generate taxes
- Become more energy independent (utilize dams)
- Town emergency preparedness plan
- Become more welcoming to outsiders- welcome wagon
- More regional planning and cooperation- part of a larger community
- Informational sign downtown
- Green industry
- Live music
- Expanded physical and recreational activities
- Dog Park

The Mosaic

We spent a few minutes meeting each other, learning how long we lived in town, some history and current demographics. We were then asked to offer descriptions of what our town was like right now and what we would like it to be like in the future. Adjectives and phrases were called out and recorded on easels at the front of the room labeled **NOW and FUTURE**.

10 Components of a Vibrant Community

After we developed a mosaic for Antrim, Charlie French of UNH Cooperative Extension introduced us to the idea of discussing Antrim within the framework of 10 qualities which can be used to profile a community. These topics, drawn from the work of the National Civic League and adapted by UNH Cooperative Extension, are important components of any successful community. These components make a community work well now and sustain the cultural, economic and environmental health and vitality for the long-term future.

1 Economic Vitality

2 Education & Lifelong Learning

3 Healthy Living & Wellness

4 History & Culture

5 Housing Neighborhoods & Community Spaces

6 Leadership & Community Engagement

7 Natural Resources, Climate & Energy

8 Recreation

9 Sense of Community

10 Utilities, Facilities, Transportation & Broadband Internet

Participants were assigned to one of the 10 component groups and had a facilitated discussion on the strengths, challenges and future of each topic as related to Antrim. Transcribed notes for each group follow.

Economic Vitality

Small Group Facilitator:
Sharon Cowen
Scribe:
Steve Ullman
Group spokesperson:

Friday Night Brainstorming

A vibrant community includes access to a variety of environmentally friendly 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.

Friday Night Brainstorming

Statements a community should consider:

- We have a diverse economic base. A variety of businesses, industries, and institutions make up the economic base of the community and the region. No one sector or one employer dominates.
- Local government works well with the local businesses to enhance the economic vitality of the community.

- Main Street, downtown business and commercial areas are known and supported. Community members patronize businesses on a regular basis and value the local businesses.

- There are locally available educational opportunities to provide residents with skills that match the needs of local businesses.

- There are many types of jobs available to residents in terms of security, wage levels, skill levels, and benefits.

- Wages allow the majority of the population to enjoy a reasonable lifestyle.
- 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 are opportunities and support for beginning entrepreneurs, such as a business incubator space or program at a local community college.

- Built environment and structures exist to support economic development such as commercial space, industrial parks, food hubs and locations for production, distribution and warehousing.

Strengths

- Main Street businesses valued
- Main Street heavily traveled
- Open space for development
- Skilled work force
- Zoning board regularly updates ordinances
- Affordable housing close to regional jobs
- Teen center
- Goodell Company enterprises
- Locally available medical care and related jobs
- Attractiveness of community to workers and entrepreneurs
- Grapevine preschool
- Over 60 existing businesses
- Southwest Regional Planning Commission
- Broad knowledge about individual sole proprietors
- Summer people- heavy taxes
- Effective police
- Nearby and visible golf- cheap
- High speed internet
- Nearby schools: K-4, 5-8, 9-12
- Crotched Mountain Ski- stay and play

Challenges

- Vacant businesses
- Sparse population
- No more Chamber of Commerce
- Cost of tax incentives to ordinary tax payers
- Citizens lack relevant training
- Bedroom community- many commuters
- Expensive post-secondary education
- Lack of local post-secondary educational programs
- Transient residents
- Not enough quality affordable housing
- Low wages in retail
- The necessity of commuting to city jobs
- More promotion of Internet-based jobs
- Affordability of internet
- Lack of promotion- why would businesses and tourists come to Antrim?
- Businesses charity expectations
- Loss of high school graduates

Vision for the Future

- Rose's stay and play
- Community events calendar
- Downtown electric announcement sign
- More businesses and decent wages
- Maplehurst revived
- More open recreation facilities
- More kid-friendly stores- toy store, Chuck-E-Cheese
- Nighttime family recreation business
- Options for retaining younger families
- Place for business networking
- Better promotion of Antrim as a business hub
- Restaurants
- Rynborn return
- Musical businesses attractions
- Overnight accommodations
- Stone Church- weddings
- Wedding destination
- Creative art center- Grange, Stone Church
- Arts weekend
- Promotion of Uplands Inn
- Internet café
- Promoting hiking- nature appreciation
- Research into how a town like Antrim can develop economically?
- Shops supporting tourism, ski and golf
- Airbnb
- Maintain small town milieu
- Job shadowing program through the schools
- High school student internships

Photo by Frank Gorga

Education & Lifelong Learning

Small Group Facilitator:
Aron Dibacco
Scribe:
Joan Gorga
Group spokesperson:

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

Lifelong learning allows citizens to respond to a changing economy and participate in increasingly complex community issues with greater knowledge and skill.

Friday Night Brainstorming

Statements a community should consider:

- Educational and training opportunities are high quality, easily accessible, affordable and provided equitably.
- Education and training opportunities, including formal and informal academic, vocational, artistic, and spiritual, meet the community's needs.
- School planning is evidence based and open to local and regional solutions; school planning engages the community and includes input from community members.
- There is a plentiful pool of skilled labor for local employers to draw from.
- The level and quality of adult literacy programming in the community reflect the needs of community members.
- The public school facilities adequately meet the needs of students and community members.
- Early childhood education and daycare options in the community are high quality, affordable and meet the needs of all families and their children.
- There is good communication and cooperation between the municipal government, the local public school board, local employers, and the larger community.
- 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.
- The community is connected to a local community college, college or university.
- Schools and other education and training opportunities accommodate the needs of a diverse citizenry in terms of race, culture, ethnic group, disability, age, gender, and sexual orientation.

Strengths

- Great Brook School- fought hard to save school
- School system set up is phenomenal vs 6 different places
- Kids love the schools here: programs, class sizes, active in everything
- Special attention with IEP
- Good communication: nothing to be afraid of, speak openly, support
- Early education- Grapevine to be commended, without match
- Staff and class size
- In other schools teachers juggle multiple programs
- Staff at Antrim Elementary School and Great Brook School unmatched vs other Contocook Valley schools
- Antrim Elementary School- our kids are #1, mean it when we say it
- Lifelong learning
- Kids who go to Contoocook Valley High School don't like coming home because there's nothing for them to do- no jobs. Love the school, though
- At Contocook Valley High School- freshman classes are largest, strength in extracurricular and AP Honors
- Virtual Learning Academy Charter School is amazing- avoid classroom or get ahead. Go to school on bus, but work in computer lab, flexibility
- Building up Main Street to make more jobs
- Kids from Francestown went to Contocook Valley High School but got afterschool job in Peterborough. Antrim kids have to go to Peterborough or Hillsboro
- Avenue A- after school support. Branch out and do things in the community- community service hours
- Community service forces kids out into the community
- Lifelong learning comes from community itself: community suppers, exchange of ideas, growth, passions shared with those around them, not detached like the internet, wealth of knowledge
- Haven't seen a whole lot about lifelong learning- looking for ways to press education

Challenges

- Library hours too short- odd days, lack of funds, budget, not available when kids need it
- Library expansion over last 20 years
- Internet limited in certain areas
- Not enough opportunities to share wealth of knowledge, eg. senior center
- Some other forum for presentation to the community- advertised for interest and have a gathering if it happens maybe more would come
- Need teachers, especially substitutes
- Structure- volunteers can't be there alone
- Contocook Valley High School has task time- if kids are failing get assigned to a teacher
- Can students use computer labs monitored by volunteer?
- Contocook Valley High School and South Meadow School - 9 towns, talk of withdrawal, afraid some schools may pull out. Loss of Peterborough may cause instability.
- Long times on buses- especially going to Contocook Valley High School
- Changing school hours?
- Need more buses- not full, but takes too long
- Top-down initiatives, coming from School Administrative Unit: fractures what teachers try to do in the classroom, so much testing takes away from project-based learning

- Need other extracurricular activities (Girl Scouts)
- Hard to find out what groups exist
- New people can't find out what is there
- Strong support for younger kids- not so strong with older kids
- Not as much for the older kids to gather, work

Vision for the Future

- Initiatives- family nights: childcare, potluck, really for parents and greater community. Do workshops, help with taxes, and help with math
- Information Center: library, don't know to go to Town Hall, police station, welcome packet when registering kids at school
- T-Bird Mini Mart
- Reference to Town website at library
- Skills not taught in school anymore- taught at Avenue A
- Gymnastics at Antrim Elementary School
- Connection to community colleges
- Classes taught here
- UNH Extension

Photo by Frank Gorga

Healthy Living & Wellness

Small Group Facilitator:
Gordon Allen
Scribe:
Carolyn Sweet
Group spokesperson:

The overall wellness of a community is a reflection of the physical, social and emotional health of its citizens. Individuals, families and communities must have the knowledge that enables them to make good decisions with regard to their health and well-being. Health and well-being encompasses access to health care, as well as preventative measures such as healthy eating and active living.

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

Statements a community should consider:

- Generally speaking, the community is a healthy place to grow up and raise children.
- There is adequate access to healthy food options, including fresh fruits and vegetables for all within a reasonable distance.
- There are recreational opportunities available to encourage active living for residents of all ages.
- There are community efforts to address the issues of our youth, teens, seniors, parents, and families.
- There is access for all community members to a range of health services. Access includes consideration of both geographic and financial barriers.
- There is adequate information about the available services and many community members utilize them.
- Community services are "cradle to grave", addressing the entire age spectrum of the community.
- The community is safe for community members to walk/bike.
- Local government and community organizations are responsive to the emerging needs of community members.

Friday Night Brainstorming

Strengths

- Affordable housing village (as base)
- Health-wise better than Manchester
- Eating- isolated or making own food
- Town Forest- can walk to it in town
- Store, restaurant, hardware store
- Doctor- get there and increase health
- Whole town great to walk in (Highland/Jameson)
- Hiking club nearby and Hospital club (outside town)
- Walking trails
- School supports biking and hiking in McCabe Forest
- Lion's Club- book of activities
- Lots of opportunities to be active, if you know about it
- School system is using more healthy foods these days
- Pickle Ball- 7 times a week, great for seniors
- Yoga class
- Other local sources for getting healthy
- Volleyball
- Roller skating night

Challenges

- Need welcome package (hike, breakfast, rides to doctor, the region/area in general)
- Education in schools- body, food and nutrition, shopping, planning meals, cooking, disease prevention. Needs to happen at a younger age.
- Drug challenges
- Beer cans in McCabe Forest- enforcement needed (unknown to police). Need to be proactive.
- Questionable activity with young kids in later hours
- Alcohol and drug problem- state not responding
- Not a lot of activity for seniors
- Mental health- not enough beds (services)
- Need more meetings to get educated on the problem
- Culture change- parents could support children
- Bedroom community and transplants possibly at risk
- Welcome packet- where are resources?
- Rides to the doctor
- Needs to be approached regionally
- Public meetings- we need to talk about the problem
- Domestic violence- biggest call to police as reported to selectman as largest problem
- How to prevent? (cultural, awareness)
- More things to do- communication
- Division of North and South Antrim: great distance to center, village is on the south end of the overall town. Makes inclusion difficult (Main Street is not central)
- Lack of opportunities to get to know neighbors
- Something to keep you in town: cafes (some say rent is too high), more Main Street ability for this
- Not a good awareness of danger and domestic violence

- Aging in community- taxes have doubled in 12 years, cost of water, high cost on mortgage- how to pay to stay?
- Lack of a fitness center- far to go to the regional
- No longer in Center Dance Circuit
- Limited opportunities for fitness
- Town sign- what to do, people miss funerals, what is going on? (Lions trying to get electric sign)
- Lack of a disaster plan/emergency plan- where are seniors, person inventory (voluntary), outages lasted as long as 14 days, where are people who need help- could not call, oxygen, refrigerated medications
- Patient education (town hall did some of this, greater to feed, etc.)
- Emergency director

Photo by Frank Gorga

History & Culture

Small Group Facilitator:
Patrick Cogan
Scribe:
Dan McCormick
Group spokesperson:
Nancy Blair

Arts, historical, and cultural activities are the soul of a community – arts, history, music, dance, theater, holidays, festivals and celebrations. These formal and informal community activities and events create community vibrancy. Cultural activities reflect and build a community's positive sense of itself and strengthen the fabric of social interactions within the community.

Friday Night Brainstorming

Statements a community should consider:

- Our community celebrates itself in many different ways.

- There are special cultural centers, events and festivals within the community. These events are well known within and outside the community.
- Our cultural events bring together and celebrate the community's diverse population.

- 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.

- There is an active Arts Council that promotes, cultivates and sustains art in the community.

- Our community houses a museum, historical site(s), theatre, etc, that serves local community members and draws visitors and tourists.

- The historic areas of our community are taken care of and well known and respected.

- Youth and new community members are encouraged to learn about community history, historic areas and properties.

- Public art is encouraged, respected and maintained.

Strengths

- Long history for entertainment for blues music but no longer
- Passion for Hawthorne Campus
- Antrim players- performances- status in "mothballs"
- Open mic event pretty popular- music performances, status: latent
- Local agriculture history, crafts, wool arts tour
- Possible history with Underground Railroad
- Antrim Home and Harvest
- Natural organizations with trails: Audubon, Nature Conservancy
- Mills, Historical Society, history books, founded 1777
- Limerick- quarterly journal
- Grapevine with kid's events
- Historical knowledge of longtime residents

Challenges

- Getting Hawthorne Campus going again
- Central location for music, arts, entertainment, a broad draw, maybe with pub
- Challenge of getting new people involved, connected, and passing the torch"
- Having holiday events
- No central communication of what's happening in town- may need to be a job for someone
- Need for cultural leadership
- Transportation- those without access to rides
- Impact/challenge of busy life
- Public access communication- might be a learning resource, think NH Chronicle
- Finding activities that are intergenerational- mentoring
- Recording/preserving history
- Being in an isolated community

Vision for the Future

- Place for kids to go- art and music summer camp
- Public Access programming- bring history back, passing down craft, along with community space- makerspace
- Low impact attractions, destination
- Bring entertainment back: town hall stage, tons of talent theatre, music, craft
- 2-part craft/makerspace along with entertainment- possible space on Hawthorne campus; develop cultural committee- volunteers with organization
- Grange has a cultural committee (partner), structure

Housing, Neighborhoods & Community Spaces

Small Group Facilitator:
Marcia Ullman
Scribe:
John Robertson
Group spokesperson:

The quality and availability of housing, neighborhoods, and community spaces is an important factor in a vibrant community. Housing encompasses the availability, affordability, and location of homes for sale and for rent. This directly affects the lives of community members, especially the elderly, disabled, and low-income families. In a vibrant community, neighborhoods are welcoming and safe, and there are a variety of public spaces available for the community to gather.

Friday Night Brainstorming

Statements a community should consider:

- There is adequate and affordable housing for the elderly, disabled, local workforce, young families and/or single-parent families.

- There is adequate rental housing in the community.

- Neighborhood character is respected and neighborhoods are welcoming and safe.

- Current zoning regulations consider protecting the character of key sections of the community when considering new commercial development.

- Zoning regulations are designed to counteract sprawl.

- Municipal government works well with landowners to consider the importance of natural resources and land features while respecting private property rights.

- Residential housing is planned so that negative effects on traffic, public schools, sewer and water systems, and wildlife habitats are minimized.

- There are indoor and outdoor spaces for the community to gather to connect, play, share, communicate, be creative and simply enjoy.

- Public spaces in schools, libraries and local government buildings are readily made available to community residents as welcoming spaces to meet.

- Neighborhood identity is supported and celebrated.

Strengths

- Housing- Antrim Village, Housing Trust
- Neighborhoods- planning board, business zones, good vacant places for development
- Public Spaces- churches, Grapevine, library, town hall, schools, teen center, Shae field, Gregg Lake, Memorial Park, hiking trails, town gym

Challenges

- Community pride
- Accessible, affordable housing
- Time to participate in community
- Resistance to change
- Main Street traffic, parking
- Society has changed- cyber world

Vision for the Future

- Inexpensive breakfast, lunch, gathering place
- Sandwich place
- Affordable housing- all ages abilities
- For community spaces- signage
- Movie Theater
- Renovate Mill buildings

Photo by Frank Gorga

Leadership & Community Engagement

Small Group Facilitator:
Neal Pattison
Scribe:
Casey Hancock
Group spokesperson:
Jonas Taub

Healthy communities have and develop public leaders who work together to enhance the long-term future of the community. Community leadership must be responsive, honest, efficient, enlightened, fair and accountable. It should have the ability to bring the community together to participate in open, neutral dialogue on important issues. In a vibrant community, citizens actively participate through voting in local elections, serving on local boards, attending public hearings, and being involved in civic organizations and community activities.

Friday Night Brainstorming

Statements a community should consider:

- Leadership represents diverse community interests (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.
- Our leadership actively recruits, trains, and empowers new leaders. Citizens volunteer to serve on local boards and committees.
- Leaders involve local citizens in identifying community goals and resolving community issues.
- Leadership seeks out opportunities to exchange information with citizens about community issues.
- Community leadership and citizen participation is proactive, dealing with community issues before they become crises.
- Leaders demonstrate long range (20+ years) thinking. They understand the impacts of their actions on the long term health and vitality of the community.
- Leaders are willing to consider and use creative methods for addressing challenges, and look for regional solutions where appropriate.
- Citizens know how the system works and it is easy for newcomers to learn how to get involved in the community.
- Citizens have the information they need to make good decisions.
- Local committees and boards communicate well with each other, the public, and with boards and committees throughout the region.
- Local citizens are actively involved in civic and business organizations and clubs that involve interaction with residents of neighboring communities.

Strengths

- Town committees and boards are populated
- Strong parent involvement in schools
- People have been serving on boards in leadership role for a long time
- Functioning volunteer fire department
- Trusted police force
- Grapevine- family resource center is great example
- Core group of experienced leaders
- Elementary and middle school involvement is great
- Home and Harvest- running for 12 years, very strong leadership
- The Grange
- Other communities are jealous of Antrim- ability to quickly rally
- Recreation programs- summer concert series
- Unusually large Boy Scout troop
- Trends of Fashion- does a lot for community
- Rick and Diane's- does a lot for community
- Community gets strong response from local businesses
- Town is welcoming if you are willing to get involved in community
- Great town website- lots of info for a newcomer
- Community e-mail that goes out regularly
- Good high speed internet
- Food bank, firewood- important for community
- Clothing revival shop
- Community suppers
- Senior center
- Community bus
- Working together of faith and community based organizations- everyone pitches in
- Town does a really good job of rallying around an issue

Challenges

- Need more involvement from town officials, police officers, etc. used to be more involvement years ago
- Might be a communication issue- police does do a lot-father/daughter dance etc.
- Town officials need to step up and lead
- If community members are not directly involved, may not know about events
- Police quick to respond to drug issues
- Police department needs to have more of a community presence (not patrolling, but engaging with community). Perception that there is not enough involvement
- Volunteer fire department needs more volunteers- challenging because many people work outside of Antrim
- How does information from boards get out to public? Needs to be better communicated to everyone
- Boards not representative of community
- Volunteering on boards is a huge time commitment
- Lack of communication- need to get information out to all
- Retaining renter and young families
- Need a co-working space

- Being a part of a declining region- school enrollment in other nearby towns is going down, Antrim elementary enrollment going up
- Being recruited for a board- depends on who you know
- How to develop new leadership and build value for leadership
- Lack of value for leadership, people don't understand how much work it is to serve on a board
- Boards need to rethink how to do their job- need bigger boards?
- Need new blood and young people- but hard for new people to get involved- small town politics
- People often get involved about a specific issue, others might tune out
- Communication about crisis plan
- Loss of Antrim plays- community theater, lack of community support
- Youth leaving- loss of multiple generations

Vision for the Future

- Engaging renters- they make up half the town
- Better communication and outreach, how to reach those who don't come into town/use transfer station (renters)
- Communication to schools, town hall
- Use social media- all avenues and town websites
- Consider all niches to reach all
- Public communication campaign: what do we need to communicate? who do we need to communicate to?
- Value renters- keep them in town and get them involved in community
- Welcoming committee
- Event for people to meet police, fire department, etc.
- How can we get greater involvement?
- Town leadership needs to build consensus around growth and development

Photo by Frank Gorga

Natural Resources, Climate & Energy

Small Group Facilitator:
Molly Donovan
Scribe:
Mike Frosch
Group spokesperson:
Mike Frosch

Natural resources contribute significantly to quality of life and community character. Natural resources include streams, rivers, walking trails, working farms, forests, clean air, wildlife, and undeveloped land. Climate change and energy usage are major stressors on natural resources. A vibrant community recognizes the importance of protecting their natural resources through plans, projects, and practices.

Friday Night Brainstorming

Statements a community may consider for conversation:

- Our community recently conducted a natural resource inventory. This may include an updated record of conservation lands and open space, wetlands, as well as rare plant and animal species.

- There is broad community interest and participation in protecting key natural resources.

- Steps have been taken for long-term land protection to assure functioning natural resources.

- Businesses in our community use environmentally friendly practices, such as water and energy efficiency.

- Our community has been recently impacted by extreme weather. We need solutions that enable us to better return to normal operations or become more "resilient" to these disturbances.

- Our community considers climate change impacts in short- and long-term planning (e.g., changing flood plains, water availability, siting, infrastructure).

- Natural resources play an important role in our community's economy.

- Our community protects natural resources at the watershed scale or across town boundaries.

- Our community protects the land around waterways (i.e., there is a "riparian buffer" ordinance or regulation to reduce development at the water's edge).

- Our community reduces urban sprawl via mixed-use development (combining two or more types of compatible land uses, such as apartments and businesses, in the same building or in close proximity).

Strengths

- No taxes on wells- self-reliance
- Ponds, lakes, and rivers, marshes, McCabe Forest
- Community helps one another, loyal
- Compassionate
- Community Wood Bank
- Resources, wide open space
- People move here for the natural resources
- Visitors attracted to natural resources
- Fishing, hunting
- Quietness, beauty
- Parks and gazebo
- Skate Park
- Library
- Hardware store
- Respectful of homeowners
- We benefit with increased traffic from development in other towns
- Comfortable with box stores in surrounding towns
- Town committee on energy but we are not sure what they are up to
- Open to energy production, solar, alternative methods

Challenges

- Climate- concerned but unsure what we can do
- Inability for a town this small to make an impact
- Don't want to limit business development with limiting climate rules
- Value and preserve own natural resources but want to control areas of big development
- Tax implications
- Concerned about dumping of chemicals into water system, ground water
- Mill pond naturally changing to Mill swamp
- Beach at Gregg Lake washout/sand bar
- Clean up beach more
- Understand/research what happened to Gregg Lake Beach
- Growth while maintain own small town character
- Maintain small business feel
- Protect our farmland
- Animals in Quabbin to Cardigan region have protected space
- Whatever energy project we decide on, we must be respectful of homesteads
- Cellphone service, cell towers- carefully evaluate impact on landscape

Vision for the Future

- Protecting water and watershed
- Business needs to be mindful of the environment
- More testing of lakes for residents and visitors
- Debris/ lake cleanups
- More marine patrol
- Trash pick up
- Pay to dump vs dumping illegally
- Unity
- Loon protection/ access to areas
- Important to name specific resources in natural resources inventory- attached to master plan
- Summer people feel they are not represented well- need a way to reach out to get them involved in the town government and let them know what's going on
- Town website should clearly communicate what's going on
- Would like to see more participation by residents of town
- A centralized resource for all natural resources for the time, wild flowers, trails, lakes, rivers

Photo by Frank Gorga

Recreation

Small Group Facilitator:
Kristen Vance
Scribe:
Andre Garron
Group spokesperson:

Parks and recreational activities enhance the quality of life for residents and contribute to creating healthy, safe neighborhoods. Recreational activities include individual and team sports, outdoor activities, trails, and community facilities such as recreation centers, swimming pools, public parks, basketball and tennis courts, and athletic fields. Through recreation programs, community members improve their health and wellness, learn to compete and cooperate, build relationships, and become more involved in community life.

Friday Night Brainstorming

Statements a community should consider:

- There are a wide array of recreation activities and facilities available to all community members.
- Recreational opportunities are widely promoted and there is a high level of awareness of these opportunities.
- There are a variety of year-round recreational opportunities.
- Recreational facilities are appropriately and efficiently maintained for community members to enjoy.
- Recreational opportunities are designed and provided for community members of all abilities, ages and socioeconomic status.
- Trails connect parks, schools and other community areas providing safe biking and walking.
- There are a variety of parks, including: pocket parks found at intersections or small spaces; parks with playground equipment for children; parks located in neighborhoods; public parks focused on meeting community needs; school parks and athletic fields.
- Recreational opportunities allow community members to experience and appreciate the diversity of natural resources.

Strengths

- Wonderful area just to walk through the woods
- Antrim has an outdoor guide, could be added to
- Recreational sports and activities for school aged kids are good
- Variety of town recreation programs are very good
- Summer camp offered by Antrim is a fantastic opportunity, affordable, also good job opportunity
- Cooperation between Grapevine and recreation center and school is very good
- A lot more activities for kids to do through recreation program
- Ski program through recreation department and Great Brook School
- Teen center is asset to town
- Roller derby and dance class and general diversity of programs
- Fishing and ice fishing in backyard, snowmobiling
- Boating on Pierce Lake
- Dog Park is nice asset
- Dog friendly community
- Home & Harvest event
- Skate Park
- Community bus and senior activities
- Community suppers
- Senior Breakfast at Presbyterian Church
- Lots for seniors to do - "Strong Living", book club
- Senior center open everyday
- Do great things for seniors and kids but not a lot for young to middle aged people
- Father/daughter dance
- Roller skating night

Challenges

- Available field space and where expansion of field will take place and funding
- Not a lot of advertisement of adult programs
- Gregg Lake is almost loved too much, heavy use, overcrowding on nice days
- Hard to do recreational activities due to limited amenities (ex. Shopping, dinner, etc.)
- Volunteers are always a challenge in recreational activities in town

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Vision for the Future

- Central place to post volunteers wanted for certain tasks in town
- Discussion on creating a fitness center with childcare
- Fun to have adult soccer leagues/games, volleyball, softball, golf
- Restaurants are missing, gathering place
- Town business that would also offer gathering space and recreational activities
- Organized adult activities and be able to find them easily
- Have potluck dinners
- Recreation department was showing first run movies (was tried once)
- More activities for young to middle age adults
- Adding family related activities
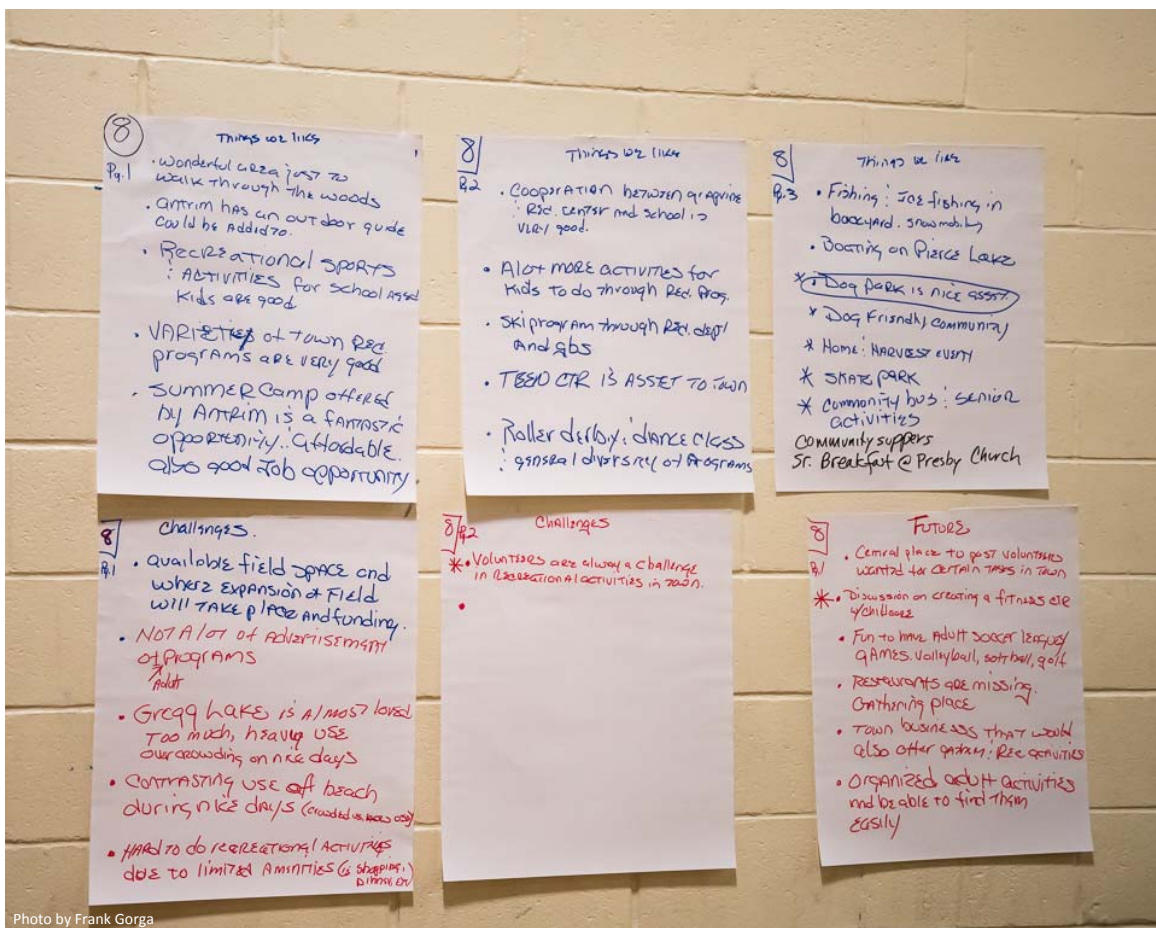- Skate Park needs to be repaired and expanded

Photo by Frank Gorga

Sense of Community

Small Group Facilitator:
Sue Conklin
Scribe:
Mary Jordan
Group spokesperson:

A sense of community is an intangible yet vital component of a vibrant community. It encompasses elements such as image, spirit, character and pride, along with processes such as communication, inter-group relations, and networking. A community is made up of different people with different interests, experiences and backgrounds. These characteristics may divide a community into natural groups but there must be cooperation among them if the community is to work well as a unit. Increased communication and understanding of different perspectives among groups and within the community as a whole is an important factor in establishing a sense of community.

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.
- Residents have a strong sense of pride in their neighborhoods and community.
- The community recognizes and celebrates its diversity and inclusiveness (age, ethnicity, race, gender, culture, religion, income level, abilities and sexual orientation and expression).
- Groups are involved in identifying community goals and in resolving community issues.
- The community's heritage is celebrated regularly.
- People can find out easily what is going on in the community. All groups know how to become involved in the community.
- Formal and informal forums exist for sharing ideas and resolving public issues.
- There is a common vision for our community among members.
- Community members often put aside their differences to work for the common good of the community.
- The self-image of the community is a positive one.
- Community members are proud of the community's character.

Friday Night Brainstorming

Strengths

- Antrim has everything in description
- Home & Harvest
- Penney Farm
- Businesses that are community oriented
- Hire local and family members
- Antrim Market
- Police- but we need to know them
- Education- amazing schools and recreation department
- Natural resources
- Teen center
- Avenue A (but financial need assistance)
- Pride in supporting other towns
- Facebook Page is great, also a burden
- Forums for information sharing – Facebook, Selectman meetings
- Friendly neighbors
- Sense of belonging
- Quality of life
- Town came together in 2008 storm
- Food drive

Challenges

- Question democracy regarding wind farm- no voice for minority
- Police in community- we don't know them
- Lack of democratic process
- Police say no community involvement
- Natives vs newcomers
- Summer vs permanent residents
- Diversity
- Centralized communication
- New kids get picked on
- Expanded after school activities
- Issue of costs for Avenue A
- Teen center and camp
- Yankee pride in expressing need
- People don't want to get involved or need personal invitation
- Information overload
- Need variety of communication methods- Facebook, electronic billboard in front of Police station
- Limited number of people to get things done- takes a long time
- Town website needs updating
- Need welcoming culture of town administrators
- Resistance to newcomers for a long time
- Hard to break into the culture

- Changing neighborhoods and dynamics
- Not a draw for young families- high rent, taxes
- Need low-cost housing
- Rentals all downtown (other than Clinton Village)
- Renters do not have sense of community
- Drugs
- Build relationships with police

Photo by Frank Gorga

Utilities, Facilities, Transportation & Broadband Internet

Small Group Facilitator:
Sue Collet
Scribe:
Marjorie Porter
Group spokesperson:
Virginia DIckenson

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

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

Statements a community should consider:

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Friday Night Brainstorming

Strengths

- Schools
- Kids support each other
- Water- quality and amount
- Recycling- close by, but limited to what we can recycle
- Swap shop- dump
- Emergency services- police, fire, EMT etc.
- New police station
- Police integrated in community
- Strong cohesive in town neighborhood community
- Safety
- Recreation department bus goes to larger cities/shopping
- Food bank is very helpful
- Senior housing- Antrim Village
- Good internet in town

Challenges

- Generation gap
- Recycle only some things
- Water on Jamison
- Old infrastructure- water/sewer
- No mapping of water/sewer infrastructure
- Internet weak in rural areas- Broadband/cell phones etc.
- Taxes high to support what we have/need
- No cohesive system of ordinances/kids transportation (bikes, skateboards, etc.)
- Sidewalks needed (US-202, NH-31, Elm Street)
- Town office hours, Post Office hours
- Paving NH-31
- Public transportation
- Town offices inflexible and hard to access
- Lack of commercial buildings- not a lot of commercial space

Vision for the Future

- Livestream public meetings for increased transparency
- Update water and sewer infrastructure
- Restaurant/tavern/bar
- Look at transportation needs- ex. elderly
- Billboard/bulletin board
- Update town website
- Services pamphlets
- Welcoming signs coming into town- banners
- Need a gathering place- gym/movie theater
- Antrim "go fund me" type projects
- Cell towers?
- Active energy committee
- Improved relationships between town officials, employees, public
- More walkability- sidewalks, bike lanes, etc.
- Community garden

Photo by Frank Gorga

5
Key Issues

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

5 Key Issues

Group 1
Economic Vitality

1. Promote Antrim as a business destination, tourist attraction and place to live
2. Develop business/school/student relations, e.g. internships
3. Establish a business brand
4. Do research on how existing businesses have been successful
5. Investigate what attracts travelers to a community like Antrim

Group 2
Education & Lifelong Learning

1. Catalog of learning resources
2. Expand library to be more of an educational resource more of the time/computer lab
3. Engage High School and Middle School kids- more in town/job bank
4. Bring community college in locally

No other key issues reported

Group 3
Healthy Living & Wellness

1. Lack of communication of wellness opportunities: town sign- useful in many ways, welcome package, town website, source of information
2. Emergency/Disaster Plan: where are seniors? Other needs
3. Drug and Domestic Violence and overall health: education, town meetings,

No other key issues reported

Group 4
History & Culture

1. Lots of talent and resources; need durable organizational structure
2. Geocaching quest spots- create a new quest
3. Communication and Marketing in multiple forms for multiple audiences- tv, radio, devices, signs, etc.
4. Regional thinking- coordination
5. Need central organization that is local focus: unified marketing, social media is important, twitter, Facebook- use student energy, what they think is cool

Group 5
Housing, Neighborhoods & Community Spaces

1. Housing, affordable, accessible
2. Gathering places- diner, Main Street
3. Parking downtown
4. Renovate Mill buildings
5. Signage

Group 6
Leadership & Community Engagement

1. Value and engage renters
2. Increased visibility of town government, police
3. Communication and Public relations
4. Encourage broader involvement in leadership roles (volunteers, town government, etc.)
5. In town growth and development will bring more people available to participate

Group 7
Natural Resources, Climate & Energy

1. Bring in business but not interfere with natural resources
2. Protecting our water, trails, open space- trash, dumping chemicals
3. Protection/enforcement of state regulations (ex. cutting trees)
4. Protecting rights of homeowners from development/common sense zoning
5. Reclaiming/maintain natural resources- especially Mill Pond, Gregg Lake

Group 8
Recreation

1. Communication of recreational activities in town
2. Organized adult activities
3. Family community activities
4. Community social connections through local businesses, community events and organizations
5. Enhance recreational infrastructure- skate park, Gregg Lake, fitness center, dog park

Group 9
Sense of Community

1. Information distribution and channel networking
2. Inclusion of varied community functions
3. Cooperation and involvement between town government and citizens
4. Welcoming and encouraging involvement of newcomers and younger generation
5. Need a centralized community space for gathering

Group 10
Utilities, Facilities, Transportation & Broadband Internet

1. Water, sewer, roads, bridges, sidewalks- infrastructure needs improvement
2. Meeting place/community center
3. Active, functioning energy committee
4. Transportation
5. Communication

5 Key Themes

Saturday morning opened with 10 easels from the Friday night small groups displayed across the front of the room, each bearing a list of the key issues or opportunities for that topic area. This portion of the day began with short presentations from spokesperson from each group, explaining their group's list of 5 key issues. The 50 key issues or opportunities were reviewed by the entire group who worked together to evaluate and refine this list as there were common themes. This led to setting the 5 small group sessions with participants freely choosing the group they wanted to participate in.

5 Key Themes

Five Key Themes emerged:

1. **Lifelong Learning and Workforce Skills**

2. **Natural Resource Protection**

3. **Business and Entrepreneurship**

4. **Community Spaces and Infrastructure**

5. **Improved Communication**

Photo by Frank Gorga

Lifelong Learning & Workforce Skills

Small Group Facilitator:
Marcia Ullman
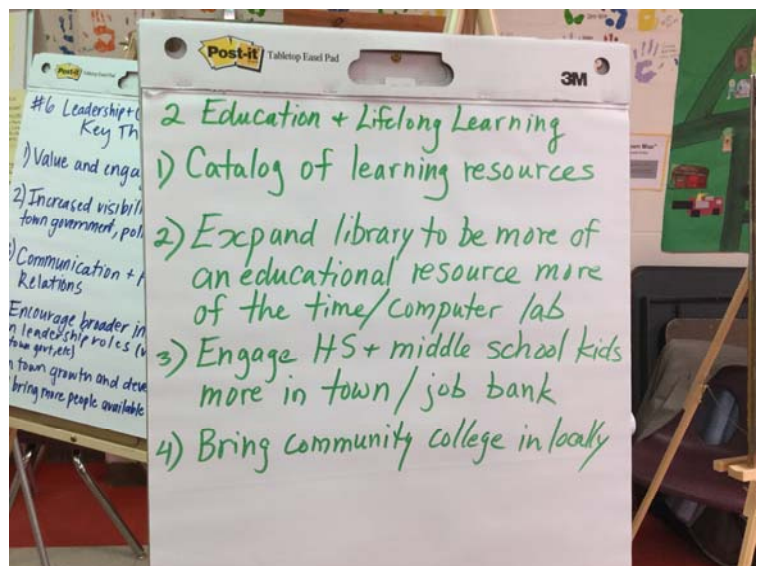**Scribe:**
Sharon Cowen
Group spokesperson:

Saturday Morning Discussion

Brainstorming

- Continue to grow- current issues, technology
- Resources available to spark interest, to engage in learning
- Maybe something new to learn
- Continue learning, learning opportunities any time along life continuum
- Taking on new things to learn
- Updated- what's going on in the world
- Regional opportunities
- Acquire skills necessary to support family- constant learning new skills
- Lifelong learning is essential
- Learn soft skills to get hard skills
- Open to new ideas
- Not necessarily formal- can be self-learning, classroom
- Library, Hillsboro-Deering, New England College, Nashua Community College
- People want to learn-inviting
- Society way of thinking

Projects and Solutions

- Expand library
- Catalog of learning resources
- Bring Community College

Resource Protection

Small Group Facilitator:
Sue Conklin
Scribe:
Steve Ullman
Group spokesperson:

Saturday Morning Discussion

Brainstorming

Responsible use of Natural Resources

- Gregg Lake, watershed planning
- Little knowledge of conservation land- Audubon Forest Society, Harris Center
- Ignorance of hiking trails- signs needed?
- Lake associations
- Picnic tables, benches, cooperation with BSA, actionable

Conservation Commission

- Connecting the Conservation Commission with other entities
- Concern about Pierce Lake water quality- sufficient testing?
- Gregg Lake- recent ratings worrisome, damage reversible
- Recycle more grades of plastic
- Fostering communication among existing environmental groups

State Regulations

- Pierce Lake transients
- Illegal logging
- Homeowner's right- sensible zoning

Projects and Solutions

- Arrange volunteer maintenance of natural areas, rivers (ex. BSA)
- Revitalize Energy Committee
- Appropriate signage for protected areas
- Energy Committee develop specific goals, seminars, personal solar and wind
- Enlist fishing community in protecting the lakes
- Recyclables- investigate widening of recyclables at the transfer station and beyond (ex. Plastics)
- Protection and enforcement of state regulations, community policing

Business & Entrepreneurship

Small Group Facilitator:
Aron Dibacco
Scribe:
Patrick Cogan
Group spokesperson:

Saturday Morning Discussion

Brainstorming

- Boosting downtown
- Bringing business and employment
- People leaving town to work
- Economic transition- where we were 200+ years ago
- Financing
- If you build it they will come
- Developing skills
- Quality jobs
- Affording property and taxes
- Rezoning effects
- Infrastructure
- Adapting current building (resources and safety)
- What can we support?
- Socially responses
- Support local and help businesses to grow
- Create space- classes, workers
- Skill to get businesses going
- Use own current available space
- Develop economic strategy
- We want people to say "I want to live in Antrim"
- Affordable housing
- Attract young generations
- Attract skilled people
- Make ourselves known- be on the map

Projects and Solutions

- Economic Development
- Incubator- co-working space
- Get people aware of available space
- Create affordable space with internet etc.
- Café/restaurants
- Bring businesses and keep money within town
- Building owners and business owners working together
- Establish a balance in community
- Look at town's master plan
- Accommodate aging population

Small Group Facilitator:
Molly Donovan
Scribe:
Marjorie Porter
Group spokesperson:
Shannon Rondeau

Saturday Morning Discussion

Brainstorming

- Problem - there is nowhere to go?
- Inventory: library, town hall, teen center, churches, senior center, school
- Public- socialization spot, "Harlow's", restaurant/pub
- Outdoors- town beach
- Winter
- Antrim beach at Pierce Lake (there is an access point)
- Incubator- maker space
- Town gym is leased to school during day, filled in off school hours
- Grapevine
- Grange hall?- unheated, no plumbing
- Stone Church?- septic not connected, conditions, church funds, etc.
- Parking across from library? Privately owned
- Mill buildings?
- Police station/firehouse have spaces to meet
- Library- underutilized
- Old gas station
- Former girls home share space
- Maplehurst
- Affordability may be issue
- Meet people after work
- Attract people to come
- Current residents to use
- Grow economically- we are a drive-thru spot, not a stopping spot
- Affordable housing
- Town citizens need to know about roads, bridges, water/sewer needs and cost- communication

Projects and Solutions

- Learn what can attract businesses that might serve as a community gathering space
- What would be a community space we could develop (gather information on existing spaces to see if could be better utilized)
- Virtual gathering place- social media
- Affordable housing, get information, survey the need
- Sign downtown promoting community events
- How to make the library more user-friendly and better utilized
- Increased visibility of town government/police/participation in community
- Sidewalks to McCabe Forest

Small Group Facilitator:
Andre Garron
Scribe:
Jaqueline Roland
Group spokesperson:
Dave Kirkpatrick

Saturday Morning Discussion

Brainstorming

- New people- do they know where to look, communicating to them
- Central place for information- distributing information via modern methods- job for someone?
- Organized means of effective communication
- Common and consistent message broadcast in different ways
- Reaching transient population (renters?)
- How renters are viewed? Transient vs engaged? Not making people feel transient, pulling them in
- Sign- communicating what's going on
- How it looks- what does that communicate?
- Physical places where people get information and person to person information
- Personal touch/connection, powerful tool- how do we make these connections?
- Welcome wagon? (Baskets?)
- How to get information about new people? Renters? Paying attention to audience and their needs
- Communication to young people in a way that is meaningful to them- young people delivering messages
- Discovering interest groups- communicating with and connecting them to technology
- Content of communication- rich, valuable, diverse, important
- Families with kids are a hard group to reach and get involved
- Downtown signage
- Defining our region?
- Someone or group needs to take leadership of this town wide communication- paid position?
- Existing Resources: town website, town e-mail list, Limrik, personal outreach, school handouts, The Grapevine, Edmunds, transfer station, billboards, Facebook pages, Home & Harvest, Lion's sign project, Recreation office, downtown sandwich boards, library, other local papers (Ledger, Villager), bank, churches, community suppers, T-Bird Mini Mart/Dunkin Donuts, lumber company

Projects and Solutions

- Welcome wagon/basket
- Information hub- unifying existing resources
- Chamber of Commerce type resource
- Connecting with existing databases of information (school, School Administrative Unit)
- Survey- door to door: demographic information, hobbies, interests
- Communicating Antrim's resources to the outside world (website, specific targeting)
- Utilizing existing media
- Antrim public access channel (establish)
- Antrim TV show (broadcast on Facebook, YouTube, website)
- Directory of resources- distributed door to door?
- Expanded promoted frequency of Limrik and distribution channels, accessible from website
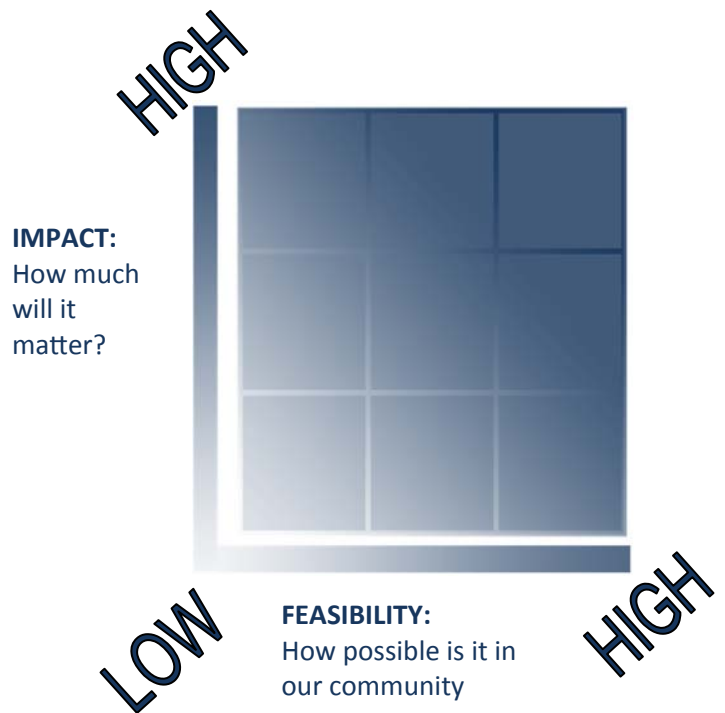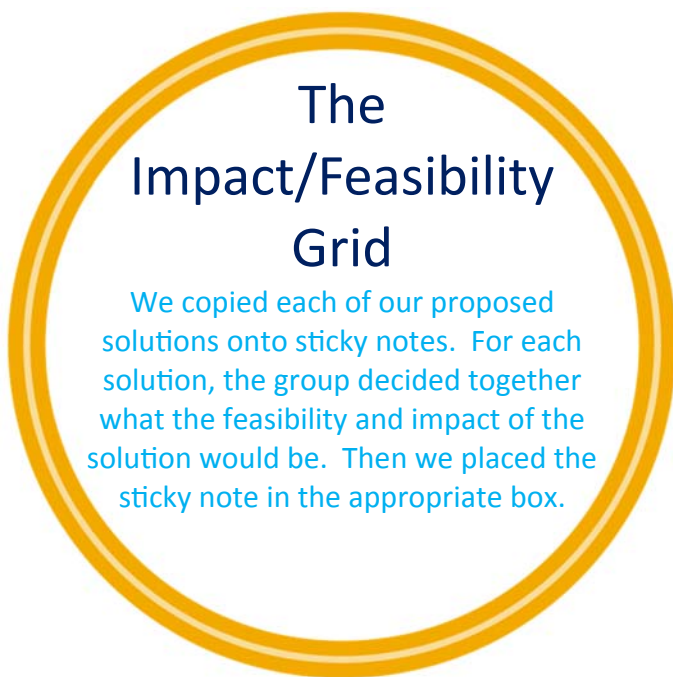
PROJECT IDENTIFICATION

AND EVALUATION:

Project Identification and Evaluation

Participants each chose which of the 5 key themes they would like to discuss further and broke into small groups accordingly. Each topic attracted enough people to form a small working group.

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

The Impact/Feasibility Grid

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

HIGH

IMPACT:
How much will it matter?

LOW

FEASIBILITY:
How possible is it in our community

HIGH

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

3

Projects or Solutions

Each of the 5 small groups retreated to their rooms and following self-introductions the group went to work to more clearly define the issue or opportunity. Next, they identified goals and what they wished to accomplish, followed by a list of potential projects or solutions. These potential projects were then listed individually on sticky notes, and one-by-one were evaluated, and following consensus, were placed on a grid indicating their potential impact as well as their feasibility. Finally, again through consensus, the top 3 goals or opportunities were listed for presentation to and voting by the entire group of participants.

3 Projects or Solutions

Group 1
Lifelong Learning & Workforce Skills

1. Bring Community College locally
2. Catalog of learning resources
3. Expand library as town resource

Group 2
Resource Protection

1. Volunteer maintenance of natural areas including appropriate signage
2. Picnic tables, benches, or shelters in the nature areas
3. Revitalize energy committee

Group 3
Business & Entrepreneurship

1. Create economic development study (committee)
2. Cultivating awareness of spaces and buildings
3. Incubator space and co-worker opening

Group 4
Community Spaces & Infrastructure

1. Information gathering
2. How to make the library more user friendly and better utilized
3. Create a virtual gathering space

Group 5
Improved Communication

1. Downtown signage
2. Antrim TV show for distribution
3. In depth survey
4. Information hub
5. Directory of resources
6. Utilizing existing media

WHICH ARE THE MOST IMPORTANT PROJECTS/OPPORTUNITIES/SOLUTIONS FOR ANTRIM RIGHT NOW?

Voting: Most Important Projects or Solutions

We returned to the large group to hear from a member of each small group who presented the 3 goals, opportunities or projects that their group had come up with.

Each participant was given 3 sticky dots to represent their vote for the opportunity they identified with most under each of the five groups. The large group facilitator inquired with participants to determine if any of the goals/opportunities/projects could be combined. The participants were ready to make individual choices and they voted!

VOTING
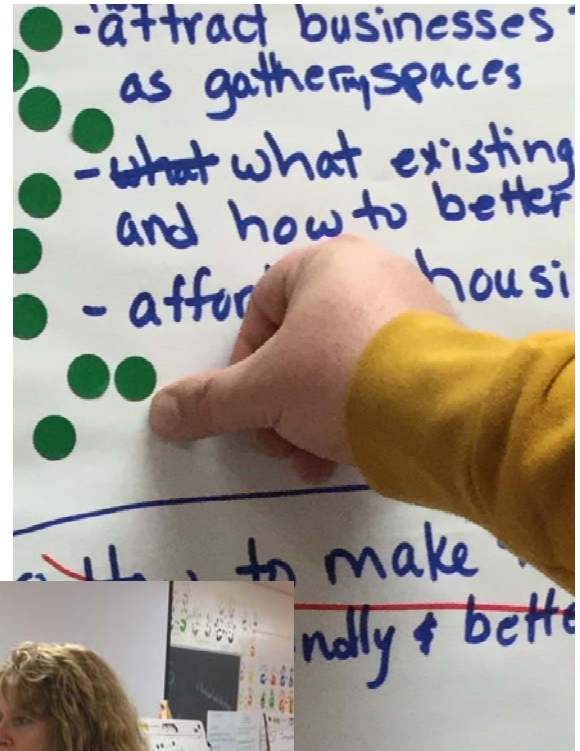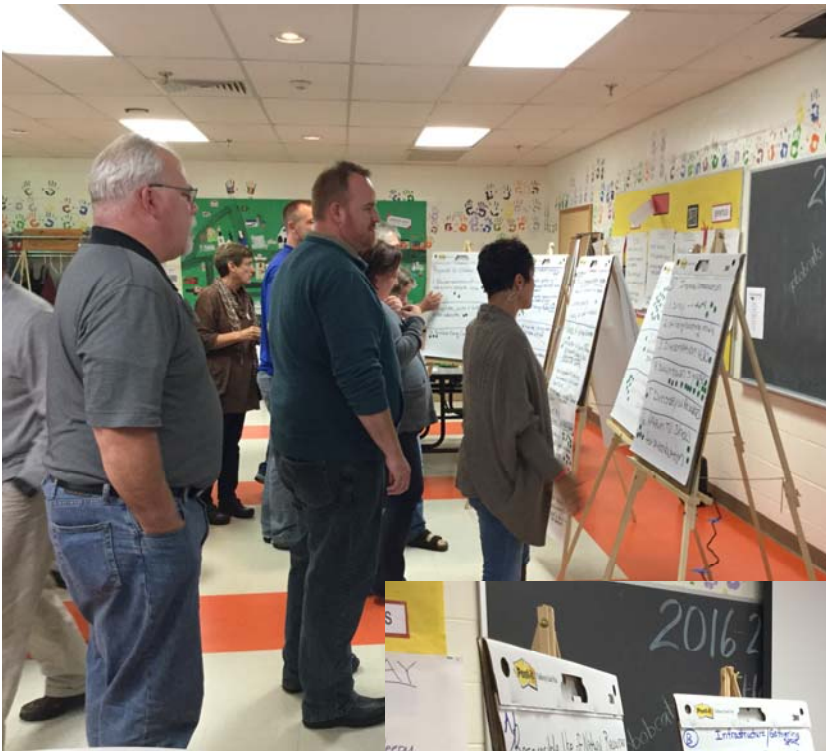
VOTING RESULTS: PRIORITY PROJECTS AND SOLUTIONS

# of votes

28   Expand library as town resource

22   Create economic development study/committee

15   Assessment of community gathering spaces

14   Downtown Signage

12   Incubator space

11   Volunteer maintenance of natural areas including appropriate signage

7   Antrim TV show for distribution

6   Revitalize energy committee

5   Picnic tables, benches or shelters in the nature areas

4   In depth survey

2   Information hub

2   Bring Community College locally

2   Catalog of learning resources

2   Cultivating awareness of spaces and buildings

1   Directory of resources

1   Create a virtual gathering space

ACTION GROUPS

Action Groups

After the voting, the groups were to focus in on the top project from each topic. Participants were asked to volunteer to work on Action Groups for each topic area and consider the top priority as identified through the Community Profile. Participants self-selected into Action Groups of interest to them. Action Groups met to exchange contact information, identify a group leader, and identify who else might be involved.

Group 1 – Incubator/Co-working Space

Contact:

Leslie Belliveau
Nancy Blair
Rich Cahoon
Patrick Cogan
Virginia Dickinson
Dave Kirkpatrick
Mark D Murdough
Rose Novotny
Victor Rosansky
Jonas Taub
Rick Wood

Group 2 – Library as Town Resource

Contact: Kim Proctor

Amy Delisle
Bailey Kirkpatrick
Lauren Kirkpatrick
Ruth Kochalka
Kim Proctor
Steve Ullman
Kristen Vance
Fabi Woods

Group 3 – Community Gathering Spaces

Contact: Shannon Rondeau

Brian Beihl
Cindy Demers
Janet McEwen
Nicole Pattison
Jacqueline Roland
Shannon Rondeau
Carole Storro

Group 4 – Economic Development

Contact:

Bob Edwards
Michael Rondeau
Victor Rosanksy
Lynne Rosansky
Jonas Taub
Sara Vasques

Group 5 – Downtown Signage

Contact: Sue Conklin

Sue Conklin
Sarah Edwards
Bob Edwards
Lynne Rosansky
Marcia Ullman

Group 6 – Trail Maintenance & Signage

Contact: Neal Pattison

Jeremy Delisle
Joan Gorga
Neal Pattison
Gary Wood
Rod Zwirner

Antrim 2020 - Community Profile

Participants

Note: There were 82 participants – some participated on just Friday or just Saturday and some for both.

Gordon Allen	Freda Hulett	Liz Robertson
Karl Anthony	Charles Ibach	Jaqueline Roland
Brian Beihl	Mary Jordan	Sara Romano
Leslie Belliveau	Lauren Kirkpatrick	Michael Rondeau
Barbara Berwick	Dave Kirkpatrick	Porter Rondeau
Nancy Blair	Bailey Kirkpatrick	Shannon Rondeau
Charles Boucher	Ruth Kochalka	Lynne Rosansky
Cherryl Boucher	Melissa Lawless	Victor Rosansky
Duncan Cahoon	Richard Leahigh	Aubrey Saxton-Perkins
Jeanne Cahoon	Melissa Leahigh	Sharon Stickney
Rich Cahoon	Ray Ledgerwood	Carole Storro
Patrick Cogan	Laurie Lemons	Amy Stultz
Sue Conklin	Mike Lemons	Carole Tabakaru
John Conklin	Luciano Lipari	Jonas Taub
Paula Couturier	Stephen MacDonald	Nick Tiberio
Amy Delisle	Don McCormick	Stephen Ullman
Jeremy Delisle	Janet McEwen	Marcia Ullman
Cindy Demers	Mark Murdough	Kristen Vance
Aron Dibacco	Shelley Nelkens	Sara Vasques
Virginia Dickinson	Rose Novotny	Elsa Voelcker
Sarah Edwards	Russel Novotny	Kristen Wayno-Olson
Bob Edwards	Nicole Pattison	Barbara Wells
Michael Frosch	Neal Pattison	Gary Wood
Marissa Frosch	Kara Penny	Rick Wood
Frank Gorga	Eric Penny	Fabi Woods
Joan Gorga	Marjorie Porter	Rod Zwirner
Diana Hawkes	Kim Proctor	
Steve Hawkes	John Robertson	

* This list was derived from Community Profile event sign in sheets.

A final copy of this report was completed and given to the Town of Antrim in December, 2016

The Action Groups meeting was held on November 9th.

For more information contact:
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