

**LINCOLN BOARD OF SELECTMEN'S
PUBLIC INPUT SESSION – CAMPER'S WORLD
MEETING MINUTES**

APPROVED

THURSDAY, APRIL 18, 2024 – 5:30PM

LINCOLN TOWN HALL - 148 MAIN STREET, LINCOLN, NH

(THE RECORDING OF THIS MEETING CAN BE FOUND ON YOUTUBE)

Lincoln Board of Selectmen Present: Chairman, OJ Robinson, Vice Chair, Tamra Ham and Selectman Jack Daly

Staff Present: Town Manager, Carina Park and Executive Assistant Jane Leslie

Public Present via Zoom: Jeanne Beaudin, Susan Chenard, Cindy Lloyd, Taylor Beaudin, David Tomaso, Sean Tomaso, John Kimball, Mia Kimball, Debbie O'Connor, Margarita Dufresne, Rosemary Dodek and multiple unidentified iPhone and Samsung phones (Steve?, Sawz?, Rick, Ryan?)

Public Present: Jim Welsh, Debbie Celino, Roger Harrington, Paul Beaudin II, Blaise Duguay (submitted Petition Warrant Article for Camper's World), Tammy Gionet-Dutilly, Paul Schirduan, Celeste St. Pierre, Carol Stevens, Jerry Stringham, State Rep., Tracey Brumlik, Mike Simon (Chairman, Budget Committee), Bonnie Ham, Jim Spanos (Chairman, Planning Board), Wayne Baltzer (Budget Committee Member), Karin Martel, Linda Bradshaw, Janel Lawton, Gary Casinghino, Daniel LaPointe, Callum Grant, Jay Duguay, Ben Thibeault, Taylor Beaudin, Shawn Magoon, Gary Kessler, Paul Mullen and Adam Donati

I. CALL TO ORDER

Chairman Robinson called the meeting to order at 5:30 p.m.

II. CAMPERS WORLD – PUBLIC INPUT SESSION

This public input session was to discuss the purchase and future development of the 320-acre "Campers World property" that was voted on (and passed) at March 12th Town Meeting. OJ provided a brief summary on how this all came about with the Campers World property (the Town received a petition warrant article to purchase Campers World for \$4M from EDL Enterprises-Clark Family).

*"To see if the Town will vote to raise and appropriate the sum of **Four Million Dollars (\$4,000,000.00)** to purchase the locally know "Campers World" property, Map 105, Lot 033 consisting of 321.96 acres of land located off Route 3 on the east side of Pemigewasset River in Lincoln, NH, currently owned by EDL Enterprises; and to further authorize the issuance of not more than \$4,000,000.00 of bonds or notes in accordance with the provisions of the Municipal Finance Act (RSA 33) and to authorize the municipal officials to issue and negotiate such bonds or notes and to determine the rate of interest thereon."*

OJ continued to explain that upon receipt of the petition warrant article, discussion/negotiations were had with the Clark Family to draft an "Intent to Purchase Agreement" that was contingent upon the outcome of the March 12th Town Meeting vote (The Clark Family had agreed to not sell this land to anyone during the period of time from the date on the Agreement up to Town Meeting Day). Upon a successful Town Meeting vote, the Board notified the Clark Family of the same, and they continued to negotiate the Purchase and Sales Agreement. [Note: The Clark's had received a better offer for Camper's World than what the Town was offering, however, the Clark's desire was for this land to go to the Town]. The town received several quotes from local banks for the financing of the land, and was preparing to move forward with a proposal received from Union Bank.

OJ suggested that tonight's discussion be broken down into three topics:

1. Goals and strategies for this land (what should property be used for? What do the residents envision?)
2. Potential Public/Private Partnerships (who should be the developer? the Town? A developer? Multiple developers?)
3. Request for Proposals (RFP) - Goals & Objectives (if working with a developer(s))

OJ opened up the public input discussion.

Celeste St. Pierre commented that she would like to see a portion of the property dedicated to affordable workforce housing, and the remainder of the property be preserved for trails and natural recreational use.

Carol Stevens questioned whether this property has been surveyed so they know what uses are possible for this land.

Response: the town has a Boundary Survey but not a Topographical Survey other than what is on the tax maps which provides a general sense of what's out there, but not what is buildable land.

State Rep. Jerry Stringham commented that “livable housing” is a statewide problem, and feels that the town should have deeded language that this housing is for long-term residency *only*.

Mike Simon questioned whether or not the developer who submitted a proposal to the town to develop the land has any idea how much of the property is buildable (will they survey the land)?

OJ explained that the developer who submitted a proposal to the town is Drew Goddard (Copley Construction) who does a lot of work up on South Peak, as well as owns the lot on the corner of Church Street/Main St. (old Lincoln Motel). Drew is familiar with the general topography of the land, and his proposal suggests that out of the first 200-units built, 100 would be deed restricted units (no short-term rentals) that would be available for people who live and work in town; the remaining 100-units would *not* be deed restricted. Also stated in the proposal is that between 201 and 450 units, 25% would be deed restricted

Paul Schirduan questioned what type of people this housing would be for (single parent households, J1/J3 employees)? OJ responded that this is one of the things he wanted to discuss tonight (what types of housing), but regardless, the town has to abide by the Fair Housing Act laws and will need to establish the types of housing they want to build. Other than restricting short-term rentals, OJ did not think they could discriminate against any one type of potential renter/buyer.

Blaise Duguay remarked that he is the individual that submitted the petition warrant article for the purpose of providing affordable housing to families looking to live in Lincoln and to be a part of the “community.” Blaise feels that 90% of the homes in town that are being sold for \$600k+ are being sold to people who are *not* going to be living in Lincoln, and he would like to see the town sit on the Camper’s World property until such time that the lots can be developed and sold at cost +5% (Blaise feels that the land would be sold off within days). Blaise does not feel that the town needs to involve a developer(s), nor is the town in need of more vacation rentals, but he would like to see land set aside for AHEAD (Affordable Housing Education & Development) to come in and build subsidized housing units.

Tracy Brumlik feels that the community needs smaller family homes to help increase school enrollment.

A resident questioned whether or not the towns residency has increased/decreased or stayed the same. Tammy Ham responded that school enrollment is a good indicator (numbers substantially decreased), and continues to decrease as well as there being a shortage of teachers due to the lack of housing.

Jay Duguay encouraged the board to establish a commission to identify the town’s housing needs and to explore what is possible, and then identify ways to address those needs. Jay feels that whether the town does this alone or partners with a developer, they will still need to identify the communities housing needs and abilities. Jay also supports a portion of this land being dedicated to green space.

Jack Daly commented that he feels as a Selectman the town *should* enter into a public/private partnership because the town does not want to be in the housing business. Jack feels that this land can accommodate workforce housing, affordable housing, and open natural resources, however, he does *not* support the town building roads or bridges which is why he feels that the needs of the community can be addressed through a partnership with a developer.

Jim Welsh questioned if the town has reached out to developers other than the two that are currently building multi-million-dollar homes in town? Jim does not support the town putting in a bridge, roads or water and sewer because it will cost the taxpayers millions of dollars.

Carina responded that the town has not reached out to additional developers at this time because guidelines need to be established prior to the drafting of an RFP so that potential developers will understand exactly what the goals of the Town of Lincoln are. The State Director of Housing has also reached out to the town after hearing about the proposed housing project, and has offered resources and ideas as well as knowledge of potential developers from all over the state that may be interested in this project.

Tammy Ham shared general information that she had researched online as follows: Estimate for 12' roads = approx. \$1M per mile; a 12' x 60' bridge, sewer & water lines = approx. \$8.3M. Tammy feels if the town takes 1/3 of the 321-acres (100-acres) and divides them by 1/2 = \$10M (if each lot sold for \$50k) which would cover the costs. (Note: Carina noted that the state right of way road width is 20' and not 12'.) Tammy would like to see the kids in the community be able to one day buy property that they can build/put their own homes on so they can continue to live and raise their families in our community.

Paul Beaudin remarked that the discussion at Town Meeting was that the town would purchase the land for \$4M; a developer was going to come in and reimburse the town the \$4M, and in turn, the town would receive 20-acres of land at no cost for affordable housing. Paul questioned if the Board decides to change the process that was discussed at Town Meeting, do they plan on going back before the town's people to give them an opportunity to vote on any new proposed changes? Paul would like the Board to be mindful of the longtime residents/taxpayers in the community, and to *not* make any decisions that will drive their tax rate up.

OJ explained that it is not typical for a municipality to develop water/sewer & roads, but rather a developer goes in and develops a project with the roads and utilities, and the town accepts (or doesn't) the maintenance responsibility of some/all of the roads and utilities. OJ noted that this is *not* true for all projects in town, as some developers have gone in and developed water/sewer/roads which the town had *not* accepted as town property, and that is why there are numerous homeowner associations. OJ further explained that no decisions have been made at this time, and the town can choose to accept all or some of the roads on this land.

Gary Casinghino commented that he does not feel that the town has received enough specific input from the public on what the town's vision is for this property, and feels if more specific ideas are conveyed and a committee put in place, they may have a more defined direction to move in.

Paul Mullen agreed with Mr. Casinghino that it is important to put a committee together as well as speak with a group of developers who may have a lot of great ideas (because this is what they do for a business), and the Board can then pick and choose what is in the best interest of the community.

Roger Harrington (resident for 62-years) commented that at Town Meeting there were over 200 people present, and there was a 2/3 majority that voted for this article based on the information they heard at the meeting (the Town would sell the land, keep 20-acres and get the \$4M dollars back from the developers) which is what they voted for.

OJ responded that this was presented as one (1) option at Town Meeting which is why he feels that a lot of people voted for this article (to sell the land to a developer; they would develop 100 livable housing units, and the town would have 20-acres to develop an additional 100-200 more housing units).

Tammy Gionet-Dutilly commented that it was her understanding that the Clarks sold this land to the town as an option to help the community. Tammy acknowledges that housing, getting children into the school system, and employees who can live and work in town businesses all year round are all big things, and if the Clarks wanted to sell to a developer, they could've done that themselves and made more money. Tammy feels that this is a rare opportunity for the town that will never happen again, and it should not be for a developer to turn a profit, but rather for what the Clark's wanted which would benefit the community.

OJ remarked that he had discussed this proposal with two (2) of the Clark Trustees prior to Town Meeting (the town buying the land and then selling it to a developer who would promise that 50% of the first 200-units they built would be deed-restricted, smaller, more affordable housing units, & the town would have 20-acres to do whatever it decides to do with it). The Trustees supported this idea and were comfortable with it, and thought it would help the town with the housing problem.

Cindy Lloyd (zoom participant/Budget Committee member) made the following comment: "I don't believe that there was any commitment made at Town Meeting that we would work with a developer even though one approached us. It appears there are different/strong opinions within the Selectboard itself with respect to the path forward. With this situation, we could be spinning our wheels for some time – back and forth. I agree with the suggestion that we should form a Commission/Committee with a cross-section of knowledgeable and vested persons to determine the different options/possibilities based on established needs. They can report to the Board and the Town of the possibilities available."

Paul Beaudin asked if the town had taken the bond out yet? Paul also questioned how much the bond will cost the town annually, prior to the land being developed and monies received from either developers and/or revenues from the sale of lots?

Carina explained that the town is in the process of selecting a bond proposal now, and has decided to go with Union Bank (the \$4M bond is currently going through legal review), and the closing date with the Clarks is scheduled for the end of June. Carina further explained that the way the bond is structured, there would not be any bond payment due until June, 2025. OJ added that the interest begins to accrue on Day 1 (5.55%); and then the following year an annual payment of \$400,000.00 will be due plus all of the accrued interest. If the town sells the entire parcel of land (less the land that the town is keeping), the town would owe all of the interest accrued from Day 1 to the time it is sold (holding cost).

Jay Duguay wanted to clarify that he didn't vote in favor of this warrant article because he felt that the town should make a profit or break even, but rather so that the town could acquire a large parcel of land to do something for the public good. He voted in favor of it thinking that the town "may be" footing the entire \$4M bill (like the new \$6M Police Station), and he feels opinions differ regarding this.

Mike Simon commented on the time that AHEAD had met with the town to discuss putting in workforce housing (2017), and ultimately nothing came of it because residents did not want this type of housing "in their backyard." Mike expressed concerns about this happening again, and feels that there is some common ground between a developer and the town's interest, and although the public input is essential to the board making a decision, he does not want to see it get dragged out for 3-years, but rather for the board to fix this housing problem.

Carina acknowledged that there is a consensus amongst everyone attending this meeting that the town is in need of long-term affordable/workforce housing, however, where they differ is that this is a commitment for a \$400k bond payment to pay back towards the \$4M loan that the town has taken out to purchase this land. In addition to that they will be building roads, water & sewer infrastructure, a pump station and a bridge which is going to cost millions of dollars, and could essentially turn into a million-dollar bond payment when its all said and done.

Ben Thibault commented in response to Carina's remarks, and noted that he has no problem with his taxes increasing, and would rather see the land sit there and have the taxpayers pay for it (or be given to the National Forest and never be developed) opposed to seeing 100 more \$5M homes that no one in town can afford.

Taylor Beaudin feels that a committee may be a good idea, but noted that he sat on the Ad Hoc Water Committee (2020) and they got nothing accomplished. Taylor suggested that the town put out an RFP and let the developers come in to address some of the residents' concerns because they may have some good ideas, and endless public input meetings with opposing opinions will not accomplish anything.

Jim Welsh questioned if there was any way to hire a company to determine what the total costs would be to put in the bridge, roads, water/sewer etc. (Jim feels the total cost would shock a lot of people in the room). Jim recalled when AHEAD met with the town several years ago to discuss putting in affordable housing and nobody wanted it in their back yard, and feels that the same could happen with this land and the town would be stuck with it.

Adam Donati questioned if the town decides to reach out to developers, is it possible to encourage or require them to utilize local professionals (surveying, site work, construction etc.) rather than bringing in out-of-state contractors as other developers are doing in the community.

Jack Daly responded that he believes that this can be done, and the town should be able to put a stipulation in the RFP that 10% of the labor force be local (or something relative to this).

Celest St. Pierre asked if there are statistics on the town's population at its peak that they can use as a reference to determine what the town may need to bring these population numbers back into the community?

Tammy Ham explained that if you look at school enrollment, back in 1991 there were 414 students, and this year there are approx. 260 (Lincoln & Woodstock students).

Jay Duguay asked if the North Country Council's Housing Assessment for Lincoln could be attached to the meeting minutes and/or posted on the town's website? (The assessment will be attached to these meeting minutes and posted on the Selectmen's page on the town website).

Jerry Stringham feels that an advantage to forming a commission/committee is that it could include different players to be involved that may be impactful while drafting an RFP. Jerry noted that Grafton Country has \$4M of unspent ARPA (American Rescue Plan Act) funds that may be able to be purposed for this project; the State of NH has also identified housing as a No. 1 issue which is limiting growth in the state and may have funding available, and, the NH Electric Coop had received \$60M in federal infrastructure money in part to make areas like the North Country cheaper to develop.

John Kimball (Zoom participant) agreed that an ad hoc committee should be established to develop plans prior to the town considering the RFP process (the town should know what it wants prior to soliciting developers input). John thinks that an ad hoc committee should explore other communities around the country that are experiencing the same housing issues (e.g., Steam Boat Springs, CO) to avoid reinventing the wheel, and to consider housing programs such as Habitat for Humanity. John questioned if the bridge in place is currently usable?

OJ was not certain if the bridge would be up to town standards if there were going to be town roads.

John Kimball referenced the Town's Master Plan which has specific stated goals, and thinks that looking at the Master Plan's goals and priorities would be a good place to start. John doesn't seem to think that the entire parcel of land needs to be developed into housing, and he prefers that the uses for the land remain

under town control rather than a developer. John is fine with the town paying \$4M dollars and his taxes going up, and is confident that the town's people are dedicated and smart enough to not let this turn into endless meetings (if the town has a plan).

Margarita Defresne (Zoom participant) commented that she is a resident and a "renter", as well as a local business owner, and feels that there are several aspects to this discussion: Single-family affordable housing/apartments, Recreation, and the notion that there will be a problem raising the funds if the land isn't developed immediately, which she doesn't feel is realistic because there are a lot of middle-aged people looking for a place to live in Lincoln, and if they cannot find a place to live, they will have to leave town and go elsewhere. Margarita doesn't feel it's a huge issue if the town holds onto the bond for a little while as long as they are working towards a solution to address the housing problem.

Paul Schirduan commented that if the board decides to form a committee/commission, he hopes there will be some emphasis on childcare in the community if more children will be attending Linwood School. Paul also referred to the time that the town had discussions about restricting zoning within certain areas of town (short-term rental restriction), and hopes that now that this warrant has passed, the town will not try to enforce overlay zoning or restricting property owners' rights

OJ remarked that they had held a public hearing on the town's proposed warrant article to amend the Zoning Ordinance which would have restricted short-term rentals from certain zones, and the public had responded with strong opposition so it ended right there (never made it to a Town Meeting vote), however, OJ noted that this could be proposed again in the future by anyone wishing to do so.

Paul Beaudin would like the taxpayers to consider the ancillary costs involved when it comes to any kind of development for Lincoln (i.e., water plant upgrades, sewer plant upgrades, etc.) which are all costs that will affect the tax rate and a lot of people living on fixed incomes.

Tammy Gionet-Dutilly questioned how realistic it will be for people looking for affordable housing that are living on a limited budget to be able to purchase tracks of land, and to build their own home on it?

OJ agreed and noted that the housing may not be limited to single-family homes alone, and a developer may build a mix of duplexes, condos, and long-term rental apartments.

Celeste St. Pierre commented that the town will also want to attract other people who want to move to Lincoln (not just those already living in the community) to work and raise their families with an income that will allow them affordable living and increase the town population.

Tammy Ham elaborated further and explained that there are three teachers at Linwood School this year who have either left, or not coming back because they could not find adequate housing, and the same is true with Police Officers who could not accept a position with town due to lack of affordable housing.

John Kimball (Zoom participant) asked if town water and sewer was supplied to this land when the camp ground was in operation?

Blaise Duguay responded that there is town water and sewer on the roads that was previously put in, however, it doesn't go across the bridge. Blaise does not believe that the water and sewer could sustain a large-scale development and would have to be enlarged (at one time a previous owner had a permit to build multi-family housing on this land).

John Kimball feels that because this property used to be a campground, the town may want to consider pouring slabs and allowing mobile homes and/or double-wide pre-fabricated homes that are readily available and affordable.

OJ thought this was a good point, and Tammy (Ham) agreed too that there are some very nice mobile homes and double-wide pre-fabs around.

Jim Welsh commented that the recent increase in his property taxes hurt his finances a little bit, and was concerned with how much his taxes would go up if the town pays for a bridge/roads and water and sewer.

Tammy Ham responded that taxpayers in Lincoln really have no right to complain about property taxes because Lincoln has the lowest tax rate in the State of NH (\$11.68) for any town with water and sewer, and they don't get charged additional for it.

OJ explained that going forward he would like to see if they could get AHEAD and/or NH Housing (or any entity that could guide the town) to help with the development of this property, and then hold another public input session (OJ would like to have this information available prior to forming a committee or submitting RFP's).

III. OLD/NEW BUSINESS

Vermont Rail/Recycle Road Access:

Taylor Beaudin asked about Vermont Rail picking up truckloads of logs off the railway near the Transfer Station, and was asking because the White Mountain Snowmobile Club uses the snowmobile trails. Carina explained that Vermont Rail's original intent was for this to be a 12-month operation, however, she had explained to them that the Snowmobile Club has an agreement with the state to use a network of their rail system as trails during the winter months. Vermont Rail System is a subgroup of Patriot Rail (leaseholder on the rail system) and Carina was informed that Patriot Rail had not mentioned anything about an agreement that the snowmobile club had with the state. Taylor explained that Patriot leases from the Rails Bureau, and the snowmobile club deals with the Trails Bureau. The Trails Bureau leases the rails back and has the right to use them from January 5th to March 5th (if there's snow). Taylor expressed his concerns as a snowmobile club member because this is a main corridor, and if the town allows this to happen it will potentially affect the revenue that comes into Lincoln during the winter season. Taylor requested that if the town moves forward with this agreement with Vermont Rail, that the Snowmobile Club be kept informed and possibly part of this discussion. The Board agreed, and Carina will communicate any updates directly with the snowmobile clubs email contact.

V. ADJOURNMENT

With no further business to attend to, the Board made the following motion:


MOTION: "To adjourn."

Motion: Tamra Ham

Second: Jack Daly

All in favor.

The meeting adjourned at 7:40 p.m.


Respectfully Submitted,
Jane Leslie

Approval Date: May 6, 2024


Chairman O.J. Robinson


Tamra Ham


Jack Daly

April 18, 2024

Board of Selectmen's Campers World Session

Please **PRINT** Legibly

<u>Debbie Celino</u> (Print Name)	<u> </u> (Telephone #)	<u> </u> (Email Address)
<u>Jim Welsh</u>	<u> </u>	<u> </u>
<u>Roger Harrington</u>	<u>745-2438</u>	<u>131 Pollard Rd</u>
<u>Bonnie Ham</u>	<u>348-7408</u>	<u>Salham@roadrunner. com</u>
<u>Tammy Grier Doherty</u>	<u> </u>	<u> </u>
<u>PAUL MULLEN</u>	<u>401-413-7009</u>	<u>pdmullen2@gmail</u>
<u>CAROL STEVENS</u>	<u>978-290-8360</u>	<u>stevenscarola@yahoo.com</u>
<u>WAYNE BALTZER</u>	<u>860-338-3235</u>	<u>Wayne Baltzer</u>
<u>Karin Martel</u>	<u>603-520-7100</u>	<u>Karinmartel@gmail.com</u>
<u>Linda Bradshaw</u>	<u>991-3206</u>	<u>lkbrad@gmail.com</u>
<u>Mike Simons</u>	<u>603-348-6123</u>	<u>Mike Simons msimons@earthlink.net</u>
<u>Celeste Stierens</u>	<u>603-666-7625</u>	<u>Simpleswim@yahoo.com</u>
<u>Daniel Lawton</u>	<u>603-616-906</u>	<u>daniel-lawton@gmail.com</u>
<u>Jerry Stringham</u>	<u>603-239-2310</u>	<u>Jerry@JerryMStringham.com</u>
<u>Gary Casinghino</u>	<u>603-497-5815</u>	<u>casinghinolake@yahoo.com</u>

April 18, 2024

Board of Selectmen's Campers World Session

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Daniel Laforte
(Print Name)

603-728-7384
(Telephone #)

danielforteh9@gmail.
(Email Address)

CALLUM GRANT

603-731-8876

CALLUMG@AOL.com

Paul Schindler

6037288367

paulschindler@40Email.

Adam Donati

603-346-1700

adamdonati@Twe.com

TALON BEAUDIN

Barry + Lady Avery

ky Nizny

860248 916

Tracey Brunlik

603-318-2831

Bleise Duguay

6033488609

Shawn MAGOON

603-726-¹⁹⁰⁵~~1905~~

shawn_magoon@yahoo.com

Jim Sprans

603 348-6225

JSprans2010@gmail.com

Ben Thibault

508-479-1357

bentho@hottel

CAMPER'S WORLD Public Input Session

Join us for our first
Public Input Session to discuss
the purchase and future
development of the 320-acre
"Camper's World"
property.

Topics for discussion:

- Town Funded Development-Yes or No?
- Town Development Opportunities
- Public/Private Partnerships
- Request for Proposals-Goals & Objectives

**Thursday, April 18, 2024
at 5:30 pm at the
Lincoln Town Hall**



Can't attend in person, join us via Zoom!

<https://us02web.zoom.us/j/84160469645?>

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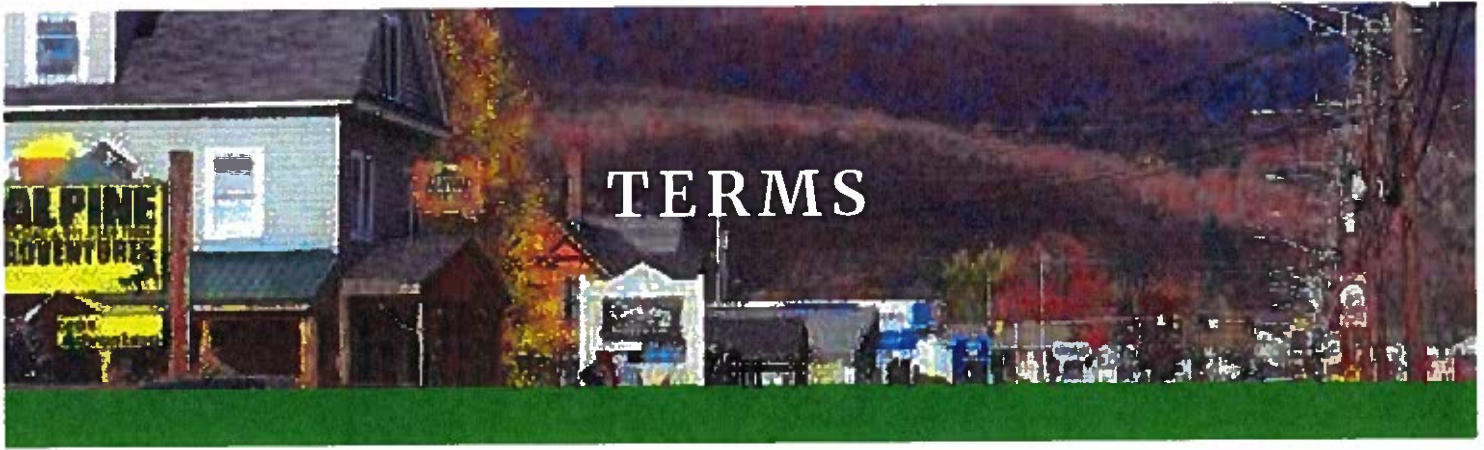


2023 LINCOLN ADVOCATES GUIDE

THE PURPOSE OF THIS GUIDE IS TO PROVIDE KNOWLEGE ON WORKFORCE
AVAILABILITY IN RELATION TO LOCAL BUSSINESES & DEMOGRAPHICS.

WWW.NCCOUNCIL.ORG

NORTH COUNTRY COUNCIL



Affordable & Workforce Housing...

Affordable housing means housing that does not cost more than 30% of a household income. For rental units, it includes the cost of utilities. For ownership units, it includes the mortgage, taxes and insurance. As a goal, all housing should be affordable to the people who live in it, at all price levels.

Workforce housing means units that are affordable to the incomes of the workforce in an area. In NH, state law sets the income levels for Workforce Housing, as units that are affordable to renters making less than 60% of the average (median) income, and homeowners making less than 100% of the average (median income). These household income levels are adjusted based on the number of people in a household. In NH's workforce housing law (RSA 674:58 – 61) it is broken down as "housing that's "affordable" for Renter family of 3 making 60% of Area Median Income, or Owner family of 4 making 100% of Area Median Income. It cannot include age-restricted housing (like housing for seniors) or developments where more than half of the units have less than 2 bedrooms.

Subsidized housing means two things ...

- **Housing Choice Vouchers:** Formerly known as Section 8, these are vouchers given to very-low income people to help them pay a portion of their rent. These vouchers can be use to help pay rent at any rental housing unit in a community.
 - **Low-Income Housing Tax credits:** Are a federal tax credit program used to construct new housing. These tax credits allow a builder (or owner) to get an income tax credit for the money they invest in units for low and moderate income residents.
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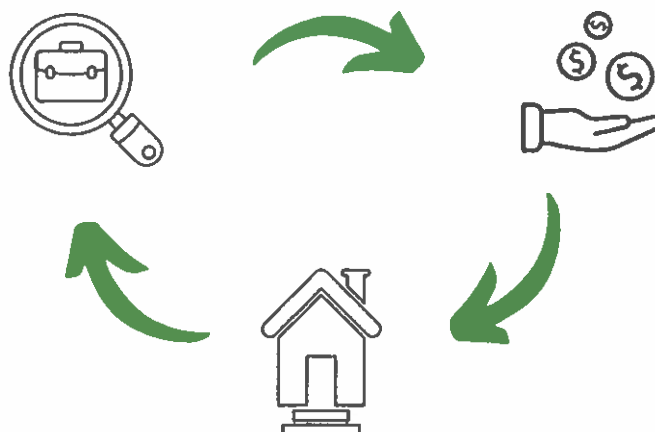
LOCAL INCOME & HOUSING COSTS

Lincoln Resident Data...

- **Current population in Lincoln:** 1,021 (2021 Census Department, American Community Survey)
- **Current number of housing units:** 1,242 units (2021 Census Department, American Community Survey)
- **Current number of vacant homes:** 846 units (A housing unit is vacant if no one is living in it at the time of the census interview, unless its occupants are only temporarily absent.). (2021 Census Department, American Community Survey)
- **Average cost of a rental in the area:** \$1,089 in Grafton County (2021 NHHFA rental survey data)
- **Median income in Lincoln:** \$55,714 (2021 Census, American Community Survey)

More Resources of Intrest...

- **Term definitions around workforce housing:** <https://ced.sog.unc.edu/2018/07/what-exactly-is-workforce-housing-and-why-is-it-important/>
- **Headscratcher Affordable housing terms:** <https://www.strongtowns.org/journal/2018/3/30/17-head-scratcher-housing-words-defined>



LOCAL INCOME & HOUSING COSTS

Pay Rate Realities...

Median income for select positions	% of income needed to afford (30% housing costs) the average rental for each Position	The number of hours (at the average rate – you would need to work EACH week to afford that unit)	Rent Affordable to position
Healthcare support workers: Average hourly wage in Plymouth Area: \$17.57 per hour (estimated annual salary of \$36,546 – based on 40 hours/week and 52 weeks/year of work)	A Healthcare support worker must make 155% of the average income for those positions to afford the average rental in the area.	An average Healthcare support worker would need to work 62 hours a week to afford that rent.	A Healthcare Support worker can afford \$914 for rent based on their average annual salary.
Childcare worker: Average hourly wage in Plymouth Area: \$13.40 per hour (estimated annual salary of \$27,872 – based on 40 hours/week and 52 weeks/year of work)	A Childcare worker must make 203% of the average income for those positions to afford the average rental in the area.	An average Childcare worker would need to work 81 hours a week to afford that rent.	A Childcare worker can afford \$697 for rent based on their average annual salary.
Cooks at a Restaurant: Average hourly wage in Plymouth Area: \$18.15 per hour (estimated annual salary of \$37,752 – based on 40 hours/week and 52 weeks/year of work)	A cook must make 150% of the average income for those positions to afford the average rental in the area.	An average cook would need to work 60 hours a week to afford that rent.	A cook in a restaurant can afford \$944 for rent based on their average annual salary.
Servers at a Restaurant: Average hourly wage in Plymouth Area: \$12.15 per hour (estimated annual salary of \$25,272 – based on 40 hours/week and 52 weeks/year of work)	A server must make 224% of the average income for those positions to afford the average rental in the area.	An average server would need to work 90 hours a week to afford that rent.	A server in a restaurant can afford \$932 for rent based on their average annual salary.
Recreation Worker: Average hourly wage in Plymouth Area: \$15.31 per hour (estimated annual salary of \$31,845 – based on 40 hours/week and 52 weeks/year of work)	A Recreation worker must make 178% of the average income for those positions to afford the average rental in the area.	An average recreation worker would need to work 71 hours a week to afford that rent.	A recreation worker can afford \$796 for rent based on their average annual salary.
Retail salesperson: Average hourly wage in Plymouth Area: \$16.14 per hour (estimated annual salary of \$33,571 – based on 40 hours/week and 52 weeks/year of work)	A retail salesperson must make 169% of the average income for those positions to afford the average rental in the area.	An average retail salesperson would need to work 67 hours a week to afford that rent.	A retail salesperson can afford \$839 for rent based on their average annual salary.

SOURCE NHES 2021

TOWN PROFILE



LINCOLN GRAFTON COUNTY, NEW HAMPSHIRE

COMMUNITY SNAPSHOT

Quick Facts

945
Total Population

55.5
Mean Age

\$52,857
Median Household Income

\$218,200
Median House Value

448
Number of Households

8.9%
Population Below Poverty

\$5.07
per \$1,000 in assessed value
Property Tax

Source: U.S. Census

POPULATION

Age Cohort	% Town	% State	% U.S.
5 and Under	1%	5%	6%
18 and Under	11%	19%	23%
25 to 34	18%	10%	9%
35 to 64	33%	12%	14%
65 and Older	31%	18%	15%

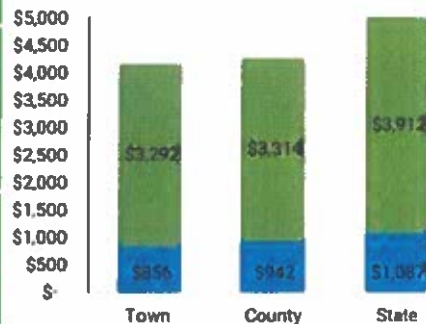
EDUCATION

Maximum Attainment Level	% Town	% State	% U.S.
No Diploma	4%	5%	7%
High School Graduate	29%	28%	27%
Some College	30%	18%	20%
Associate's Degree	5%	10%	9%
Bachelor's Degree	24%	23%	20%
Advanced Degree	6%	15%	13%

HOUSING

Median Monthly: Cost of Rent & Utilities Versus Renter Income in 2018

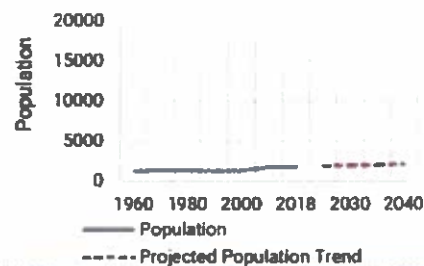
(Source: U.S. Census ACS 5-year estimates, 2013-2014)



DISABILITY

	Town		State	
Year	Population	Percent	Population	Percent
2019	174	18%	176,261	13%
2016	272	20%	161,401	12%
2013	277	22%	151,233	12%

Historic & Projected Population Trends



Housing Type	Town	County	State
Total Housing Units	448	34,727	541,396
Tenure Owner	298	24,081	384,166
Tenure Renter	150	10,646	157,230

Jobs to Housing Ratio Meter

Less than 0.25	0.25 - 0.49	0.50 - 0.74	0.75 or Greater
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Total employment divided by total occupied housing units. Source: EPA Smart Growth, National Walkability Index, Employment and Housing Mix

Sources: Education (over age 25), Population, Disability, Housing
U.S. Census ACS 5-year estimates, 2013-2015

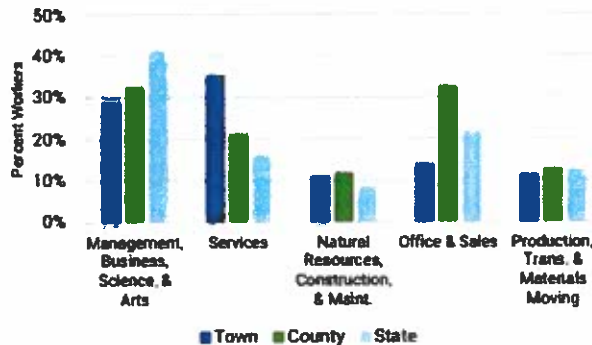
North Country Council
161 Main Street
Littleton, NH 03561
Phone 603-444-6303
Fax 603-414-7538
Website
www.nccouncil.org

TOWN PROFILE

WORKFORCE

Characteristics	Town	County	State
Total Civilian Workforce	499	15,190	758,102
Population			
Employed	59%	61%	65%
Unemployed	0%	2%	2%

Occupation



Where do Residents Work?	% of Population
Work in State	99.0%
Work in County	99.0%
Work Outside County	0.0%
Work Outside of State	1.0%

Commuting Patterns (# of Workers)



NATURAL RESOURCES

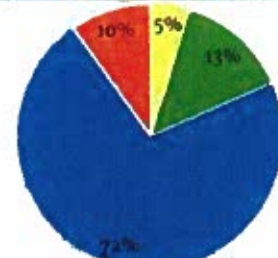


TRANSPORTATION

Type	% Town	% County	% State
Drove Alone	54%	74%	81%
Carpooled	16%	9%	8%
Public Transportation	0%	1%	1%
Walked	4%	1%	3%
Bicycled	3%	7%	0%
Other Means	4%	2%	1%
Works at Home	17%	6%	7%

Household Vehicle Availability 2019

- No Vehicle
- 1 Vehicle
- 2 Vehicles
- 3+ Vehicles



(Source: U.S. Census ACS 5-year estimates, 2015-2019)

Travel Time to Work	% Town	% County	% State
Under 10 minutes	57%	20%	14%
10 to 19 minutes	18%	31%	28%
20 to 29 minutes	16%	19%	20%
30 to 44 minutes	8%	17%	20%
45 minutes or more	1%	13%	19%
Mean Travel Time:	11.2 min	23.6 min	27.5 min

Transportation Services

Local transportation service providers are always changing. Please refer to the service directory provided by your regional coordinating council, below:

Carroll County Regional Coordinating Council
www.carrollcountyrocc.net

Important Note: The American Community Survey is an annual survey administered by the US Census Bureau to a sample of Population. Figures given are estimates only, unlike the Census, which collects information about every person and is not based on a sample. Because the ACS uses sample data, each estimate is reported with a margin of error. Margins of error vary by dataset, and in some cases are very large at small levels of geography such as the municipality level. Estimates shown here are aggregated over a five-year period and do not represent a specific point in time. Learn more at: www.census.gov/acs

01:00:27 Cindy Lloyd: I don't believe that there was any commitment made at Town Meeting that we would work with a developer even though one approached us. It appears there are different/ strong opinions within the Selectboard itself with respect to the path forward. With this situation, we could be spinning our wheels for some time - back and forth. I agree with the suggestion that we should form a Commission/ Committee with a cross section of knowledgeable and vested persons to determine the different options/ possibilities based on established needs. They can report to the Board and the Town of the possibilities available.

01:35:16 Margarita: no

01:36:03 Margarita: you can barley walk across it

