

Comprehensive Plan Project Management Team
April 11, 2023
Hybrid - Select Board Meeting Room

In attendance: Yolanda Greaves, Kate Jurczyk, Brandi Kinsman, Anna Tesmenitsky, Peter Matchak, Michael Herbert

Brandi Kinsman called the meeting to order.

The purpose of the meeting was to interview candidates for the Comprehensive Plan Steering Committee. Interviewees included student representatives as well as representatives from each precinct.

Students: Hasini Reddy, Abhishek Karthik, Taylor Kotch
Precinct 1: Kortni Wroten, Jacob Coolberth
Precinct 2: Premal Shah, Laura Johnson, Ben Kriete
Precinct 3: David Evancho, Evan Lavidor
Precinct 4: Aman Sharma, Aroon Manoharan
Precinct 5: Rajashree Ghosh, Amanda Hayes
Precinct 6: Judy Javidpour, Lucien Hollins

After the interviews, it was confirmed that Jonathon Beck from Precinct 1 and Lisa Churchill from Precinct 6 would be interviewed on April 13th.

Meeting Materials - Talent Bank Forms, Candidate responses to the 5 questions and a spreadsheet of the candidates that we interview for notes/scoring.



Online Form Submittal: Talent Bank Form

1 message

noreply@civicplus.com <noreply@civicplus.com>
To: srobie@ashlandmass.com

Wed, Mar 1, 2023 at 12:35 AM

Talent Bank Form

Page 1

TALENT BANK FORM

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Upon receipt, your Talent Bank Form will be reviewed and shared with the chair and the Select Board. We will not be able to proceed if no matches exists between your request and our openings. Your application will be added to the list of volunteers who have expressed an interest in serving. We thank you for your interest in serving the Town of Ashland and returning this application.

Please remember that all meetings are open to the public, so even if you are not a member it does not exclude you from getting involved.

Name Hasini Reddy

Email Address

Address

City Ashland

State	MA
Zip Code	01721
Home Phone	
Cell Phone	<i>Field not completed.</i>

Page 2

I am interested in serving the Town in the following positions: Comprehensive Plan Steering Committee

Other: *Field not completed.*

Finance Committee is appointed by the Town Moderator *Field not completed.*

BACKGROUND:

Employer *Field not completed.*

Position *Field not completed.*

Education Freshman at AHS

Page 3

Please describe any training/experience you possess I have held many leadership positions previously in school and extracurricular activities. I am very involved with my community and school as I am in many clubs and participate in sports.

Please describe other skills and interests I work at Kumon, a learning center and I assist young children with their work. I enjoy public speaking and even competed in a contest run by my school.

Please describe your government or community volunteer experience (Ashland or elsewhere) I have volunteered many times in my community and elsewhere outside too. I currently have 41 hours of community service in total. I volunteer at many school events and even occasions outside of school and our town.

Email not displaying correctly? [View it in your browser.](#)

Question Answers

1 message

Hasini Reddy <

To: complanpmg@ashlandmass.com

Thu, Mar 30, 2023 at 7:14 PM

1. Why do you want to be involved in the Comprehensive Plan process?

Personally, I feel that as a community we can develop even more and make our area a safer environment for all. I want to be able to take part in this change and support the movement as much as possible. I wish to be able to make our town a place representative of all.

2. What is your understanding of your role on the Steering Committee? How will your skills, knowledge and experience help the Committee?

I acknowledge that I will be representing a wide group of the community and will attend not as myself but as the demographic as a whole. Along with this, I recognize that I will be both giving and advertising to this party, as well as conveying their ideas and opinions to the committee. To do this, I am confident I will come with an open mind and contribute my ideas as well. My skill in public speaking, including competing at the district level, will help me easily express the committee's ideas to my peers. My responsibility, given that I work a part time job, will guarantee I will create space in my schedule for the position accordingly.

3. What will you do throughout the process to make sure you are representing as broad as possible portion of the Ashland population?

Being a high school student, I will ensure that I receive the position of my peers by asking how they feel about certain topics. Along with this, I will make certain that I accept all opinions, regardless of my outlook. I will also ask members from all groups of my school, not just specifically one grade, gender, etc.

4. What is your most favorite and least favorite thing about Ashland? How would this influence your contribution to the Comprehensive Plan process?

What I truly admire about my town is the respect and inclusion of many cultures. Though there isn't a grand amount of diversity, Ashland does everything to its best ability to create a safe space for everyone. I love to see the mixing and learning of cultures to make oneself more aware. My least favorite thing is the limited services provided for others in need. I feel that as a community we can do more for others with our abilities, and would like to make the change happen. This is one of my main drives to join the plan and it makes me greatly determined to meet my goals.

5. How long have you been in town and what brought you here? How does your perspective contribute to the Comprehensive Plan process?

I have lived in Ashland my whole life and I don't believe there is any other place I'd rather go. Although it is lacking, I wish to see the town grow and become even finer of a

community. Both my love and my criticism for the town work together to motivate me to be the cause.

Thank you!
Hasini Reddy

Online Form Submittal: Talent Bank Form

1 message

noreply@civicplus.com <noreply@civicplus.com>
To: srobie@ashlandmass.com

Mon, Feb 27, 2023 at 7:01 PM

Talent Bank Form**Page 1**

TALENT BANK FORM

Please note that current vacancies can be found by looking at "Volunteer Opportunities". As vacancies become available we update the website to reflect the opening(s). If you apply for groups that doesn't have an opening your Talent Bank Form will be shared with the chair of the group. The Select Board, the appointing authority will be unable to appoint you if there is no vacancy. Each committee or position has a different level of commitment and the Select Board requests that everyone attend a meeting or two prior to seeking appointment. This allows you to understand what the group is working on and what the actual commitment would be. Most committees meet on a regular schedule, typically once or twice a month in the evening. Committee chairs and or staff are happy to provide additional information or answer any questions you may have about a particular group.

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Name	Abhishek Karthik
------	------------------

Email Address	
---------------	--

Address	
---------	--

City	Ashland
------	---------

State	MA
Zip Code	01721
Home Phone	
Cell Phone	<i>Field not completed.</i>

Page 2

I am interested in serving the Town in the following positions:	Comprehensive Plan Steering Committee
Other:	<i>Field not completed.</i>
Finance Committee is appointed by the Town Moderator	<i>Field not completed.</i>

BACKGROUND:

Employer	<i>Field not completed.</i>
Position	<i>Field not completed.</i>
Education	Current Freshman at Ashland High School

Page 3

Please describe any training/experience you possess	I am a current Freshman at Ashland High School. I maintain all As in honors classes and around a 4.5 GPA. Additionally, I worked a summer and fall job at the Framingham Kumon. There, I would help younger children learn to read, write, and develop mathematical skills.
Please describe other skills and interests	My other interests include reading, playing basketball and golf, and playing chess. I also work out 5 days a week before school, waking up at 5:45 to do so. I believe that this habit accurately displays my discipline to achieve my goals (getting stronger and more athletic) and my work ethic.
Please describe your government or community volunteer experience (Ashland or elsewhere)	I am the current elected class president of the Freshman, Class of 2026. We are mainly working on building up funds for future expenditure, such as junior prom, by running different fundraisers, such as selling t-shirts and PJ pants. Additionally, I am an active member of the high school's student council and continually partake in activities that we run. I believe that this governmental experience helps to make me a strong candidate for the Steering Committee.

Steering Committee Question Form

1 message

Abhishek Karthik <
To: complanpmg@ashlandmass.com

Wed, Mar 29, 2023 at 8:30 PM

Hello Mr. Herbert,

Sorry for the late reply. I've been spending the week until the deadline revising my answers until they represented exactly what I wanted. I'm so thankful for you considering me as a potential candidate and I wanted my answers to be the best representation of me and my intentions. Thank You!

1. Why do you want to be involved in the Comprehensive Plan process?

I want to be a part of the Comprehensive Plan process because I want to help Ashland to thrive. This is important to me because it will always be a part of my life. My family and most of the close friends I have are here and I want the best for them. I believe that being a part of the comprehensive plan ensures a better future for them and for me. Overall, my main motivation for being a part of the comprehensive plan is to help grow and foster the amazing community that we have and help to ensure that it has a bright future.

2. What is your understanding of your role on the Steering Committee? How will your skills, knowledge and experience help the Committee?

In my understanding, I see my role on the Steering Committee as one to help represent the future generations that the plan is affecting overall. I believe that my deep connection with the future generations (the students) would help me fit the skills needed for displaying their interests in front of the different generation of governors. My connection with the students is so deep that they believed that I was fit to represent them this year as the Freshman President. As I already represent them, I can figure out what they envision as the "perfect Ashland utopia" and help to find a way to make that possible. Overall, my current representation of the students, the ones who the Steering Committee will mainly affect, is perfect for determining what they want to see in Ashland.

3. What will you do throughout the process to make sure you are representing as broad as possible portion of the Ashland population?

Throughout the Steering Committee process, I see broad representation to be one of the most important aspects of helping grow the town, due to the fact that we are attempting to improve the town for everyone, not just the select few that we survey to make the plan. I, myself, am of Indian descent so accepting diverse opinions is extremely important to me. I ensure that I will speak to a wide range of, not just students, but parents, grandparents, and younger children to best get an idea of what they envision in Ashland's future.

4. What is your most favorite and least favorite thing about Ashland? How would this influence your contribution to the Comprehensive Plan process?

My favorite part about Ashland is having such a tight knit community of family and friends so close they seem like family. I see this sense of community to be vitally important to Ashland's future and I think that this would influence my contribution to the Steering Committee as I would try to maintain this sense of community for the future. My least favorite thing about Ashland would be that there is a little bit of a lack of clear communication between the town government and the citizens. I hardly know what the town has planned at times. If I'm chosen to be a part of the Steering Committee, I would hope to make communication of our plans as clear as possible so that everyone knows that we want to help make a better Ashland.

5. How long have you been in town and what brought you here? How does your perspective contribute to the Comprehensive Plan process?

I am of Indian descent. My parents lived all of their lives in one city in India, my Mom in Chennai and my Dad in Salem. When they were around 20 years old, they finished their college in India and came to the US for their masters. Then, they moved to Pennsylvania, where my Dad got his MBA and my Mom got a job at Verizon. Then, they had me, and my younger brother 3 years later. Finally, when my brother was one, we moved to Ashland, where we have been ever since, around 11 years. My perspective of being in a nice town in Pennsylvania could help to contribute to the Steering Committee's plan as I have something to definitively compare Ashland to in a way that could help us grow as a town.

Thank you for giving me an opportunity to share my answers!

Thanks,
Abhishek Karthik

Online Form Submittal: Talent Bank Form

1 message

noreply@civicplus.com <noreply@civicplus.com>
To: srobie@ashlandmass.com

Tue, Feb 28, 2023 at 8:21 PM

Talent Bank Form

Page 1

TALENT BANK FORM

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Name Taylor Kotch

Email Address

Address

City Ashland

State	Massachusetts
Zip Code	01721
Home Phone	
Cell Phone	<i>Field not completed.</i>

Page 2

I am interested in serving the Town in the following positions: Comprehensive Plan Steering Committee

Other: *Field not completed.*

Finance Committee is appointed by the Town Moderator *Field not completed.*

BACKGROUND:

Employer *Field not completed.*

Position *Field not completed.*

Education Ashland High School (freshman)

Page 3

Please describe any training/experience you possess I am the secretary of the freshman class board for the student council. Through this experience I have gotten the chance to better understand the work that goes into making something grow and become better. My fellow class officers and I have put together fundraising opportunities and have raised money for the class of 2026, and we are currently organizing fun chances for our classmates to come together. With being secretary I understand the importance of communication and how spreading the word about what we do and asking for feedback are truly important and need to be done in order to do the very best we can.

Please describe other skills and interests As a student, I am very interested in history and government/politics. The opportunity to be apart of this committee stood out to me because I one day hope to have a job in the government and I think that this is the perfect chance for me to experience what goes on behind the scenes and understand how our governments work. I also love the idea of making Ashland better for future citizens. I know that this committee and this plan will benefit so many families and I would love to be able to give ideas on how to make it the very best.

Please describe your government or community My experience with volunteering in town and around town has been very good so far. I have helped the Ashland PTO with

volunteer experience
(Ashland or elsewhere)

carrying out KNO for Mindess Students as well as help around my own school. Through the student council I have been able to assist the club in carrying out major events which bring in money to our treasury and aid other charities and such in Ashland. Not only that, but I have also visited the Middle School on several occasions to offer help to students with their homework. On top of that, by being apart of the Make-A-Wish club at the high school I have had the pleasure of volunteering at events and participating in fundraisers which help collect money which allows the club to grant wishes to kids. And of course I am currently the secretary of the freshman class board for student council.

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Comprehensive Plan Steering Committee Application

1 message

Taylor Kotch <

Fri, Mar 31, 2023 at 8:25 AM

To: complanpmg@ashlandmass.com

Cc: "mherbert@ashlandmass.com" <mherbert@ashlandmass.com>

1. Why do you want to be involved in the Comprehensive Plan process?

I admire the committee's dedication to making Ashland a brighter, more beautiful place for future residents and being a part of this push for a more positive community would be very special. I am also quite interested in government and also take this as a learning opportunity so that I can learn what goes into setting plans into motion.

2. What is your understanding of your role on the Steering Committee? How will your skills, knowledge and experience help the Committee?

As a student voice on the committee I will be able to provide members feedback and ideas on how the direction of the plan and decisions may affect my peers or the younger demographic. I am currently attending Ashland High School and everyday I am exposed to the ideas and opinions of students on many topics. When it comes time to reach out to the community and spread the word of the plan, I would very much be able to receive feedback on how to improve the committee's ideas which would only make the plan that much better.

3. What will you do throughout the process to make sure you are representing as broad as possible portion of the Ashland population?

Throughout the process I will continue to ask a variety of students in my school their ideas which can then be translated into committee meetings. Another perfect place to access a broad portion of Ashland would be community wide events taking place in town.

4. What is your most favorite and least favorite thing about Ashland? How would this influence your contribution to the Comprehensive Plan process?

Throughout my time in Ashland I have noticed that we as a town are not as recognized as larger towns are. I am a student athlete in town and I have seen Ashland not be seen for the little wins here and there which dives into us as a community not being recognized for our smaller accomplishments. However, with that being said, I do love how due to the fact that we are a smaller town we are a closer community. People are very friendly and we all come together to support the town. Through my contribution to the committee the influence of being a tight community would show through my ideas because it is important to keep a strong bond with one another. I do not want citizens feeling as though they are being left out of that bond.

5. How long have you been in town and what brought you here? How does your perspective contribute to the Comprehensive Plan process?

I have been living in Ashland since before I could walk. I have spent all 14 years of my life as a Clocker. Because I have been in town for my whole life I have seen Ashland through it all, from the happy days before a pandemic all the way to our town reestablishing itself after almost 3 years of lockdown and limitations. With all of this, I know how important the town is to citizens and I would ensure that my contributions to the committee will help make Ashland the town for which it is so loved. All I want is to see my town flourish and my community members excited for what's to come.

--
Thank you,
Taylor Kotch

Online Form Submittal: Talent Bank Form

1 message

noreply@civicplus.com <noreply@civicplus.com>
To: srobie@ashlandmass.com

Wed, Feb 8, 2023 at 5:16 PM

Talent Bank Form

Page 1

TALENT BANK FORM

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Name Kortni Wroten

Email Address

Address

City Ashland

State	MA
Zip Code	01721
Home Phone	
Cell Phone	<i>Field not completed.</i>

Page 2

I am interested in serving the Town in the following positions:	Comprehensive Plan Steering Committee, Sustainability Committee
Other:	<i>Field not completed.</i>
Finance Committee is appointed by the Town Moderator	<i>Field not completed.</i>

BACKGROUND:

Employer	UMass Chan Medical School
Position	Sustainability and Energy Manager
Education	MBA + MS Environmental science and policy

Page 3

Please describe any training/experience you possess	I have a double bachelor's in biology and Spanish. I also have two masters degrees: one MBA and one MS in environmental science and policy. I have experience working at the Central MA Planning Commission, National Grid, and the towns of Weston and Concord, MA. I have a strong understanding of community planning, grant writing, and sustainability as it pertains to energy, transportation, landscaping, and waste management. I am well versed in the realms of public grants and climate policy, and could lend that perspective to Ashland. I understand that sustainability may seem niche, but it is interwoven with so many aspects of the community. Weighing people, finances, and the planet with equal consideration can be strategically incorporated into the Town of Ashland's future plans and I'm happy to help.
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Please describe other skills and interests	I love the public sector -- I have always been drawn to working for the public. I am a firm believer in democracy and public service. I am a huge user of social media and can bring a familiarity with various platforms and an understanding of cultural phenomena to the table. I am a great grantwriter and could help position certain aspects of the plan well to receive grant funding in the future.
--	--

Please describe your government or community volunteer experience (Ashland or elsewhere)

I volunteered for the City of Cambridge's community development department to create a sustainable procurement action plan. I have volunteered with the Worcester Tree Initiative and Renewable Energy Worcester when I lived in the city -- my community engagement in these organizations helped me get comfortable interacting meaningfully and productively with people from all walks of life. I hope to continue to serve my community and build my experience with this volunteer opportunity.

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Application for Steering Committee

1 message

Kortni Wroten <[redacted]>

Thu, Mar 30, 2023 at 7:45 PM

To: complanpmg@ashlandmass.com, Michael Herbert <mherbert@ashlandmass.com>

Good evening,

I understand I have missed the 5pm deadline and will take no offense if my application is nullified. However, I would be remiss if I did not try, as I worked hard on my responses.

Please accept this submission, and I look forward to being a part of the planning whether part of this committee or even simply as a resident. Thank you for the opportunity!

Warm regards,
Kortni E. Wroten
121 Pleasant St, Ashland, MA 01721

1. Why do you want to be involved in the Comprehensive Plan process?

I am motivated and invigorated by public process and would enjoy contributing to Ashland's goals and vision for the Town. I am a lifelong learner, and I love working together with others because I can learn so much about the world through other perspectives, even (and, especially) ones that differ from my own. I want to dedicate my free time to understanding this community, meeting my neighbors, and giving my greatest effort to improve Ashland for everyone who lives and visits our Town.

I have worked for towns for most of my career and have always felt so indebted to volunteers for all they graciously give to their communities. The nature of giving is something I look up to and want to emulate. While I am no longer working for a town, I still yearn to be involved in civic engagement opportunities like this one and to give back in the way I have seen Massachusetts communities do. Participating in the Comprehensive Planning process would help me to be not only a better worker in the public sector, but a better citizen of Ashland.

2. What is your understanding of your role on the Steering Committee? How will your skills, knowledge and experience help the Committee?

My role on the Steering Committee would be to help invite our neighbors to engage with the plan, to collaborate with others to prioritize competing needs and goals, and to bring my own expertise into the planning process.

For the last several years, I have worked for Central Massachusetts Regional Planning Commission, the Town of Concord, and the Town of Weston in sustainability and grant writing roles, working with grants administered by both state and federal entities. I have a strong understanding and respect for local government and truly enjoy being a part of processes that bring more value to communities, such as safer streets, recreational amenities, and cost-effective sustainability strategies. I have a strong admiration of public processes and want to bring people from my

generation more into the forefront of effective public participation. In my current role for UMass Chan Medical School, my position is tasked with engaging our (very busy) campus community. I am well versed in engagement strategies that offer diverse ways to gather participation from diverse groups of people. I would use my knowledge of sustainability strategy, public engagement, and grant writing to offer resources to learn, strategies for outreach, and suggestions for funding pathways.

3. What will you do throughout the process to make sure you are representing as broad as possible portion of the Ashland population?

I think that one of the best ways to be sure I am representing Ashland residents is simply to get to know them. I am an extravert by nature and love to spark conversations with strangers. Being a part of this planning process would give me another interesting way to communicate with folks and understand their perspectives – to understand why it is they love this town, and what they envision for the community. Just last weekend I was taking a walk at Mill Pond Park and ended up talking to someone who had lived in Ashland his entire life. He told me a story of catching an enormous snapping turtle when he was his son's age, and gave me recommendations of where to see local wildlife. I think it's those interactions with my neighbors in this community that would help me to ensure I am being as representative of community needs and wants as possible.

4. What is your most favorite and least favorite thing about Ashland? How would this influence your contribution to the Comprehensive Plan process?

When I moved to Ashland in December, I was struck by all of the features in this community that would make it easy to reach both urban centers and natural features. I live on Pleasant Street, near the train, so I can easily travel sustainably. I also happen to be within walking distance of two beautiful walking paths, and only a few minutes from some of the best breakfast places I've visited in Massachusetts!

As the spring and summer approach, I am so excited to visit other areas of this community, especially Ashland State Park. I believe my enthusiasm about these landmarks would influence my participation in this process; I would love to help us advertise these spaces to our community and invite people in to enjoy them together. These are spaces that this community should be proud of!

I would say my least favorite thing about Ashland could be the traffic volume. While not all Ashland residents live on the busy Pleasant Street, I believe that the volume from the traffic on my road could influence any traffic planning for the Comprehensive Plan. I would likely lean in the direction of traffic calming measures that would lessen noise and even the speed of vehicles on those roads.

5. How long have you been in town and what brought you here? How does your perspective contribute to the Comprehensive Plan process?

I have lived in Ashland since December of 2022. I moved here from Worcester, where I had lived for nearly a decade. I moved here with my partner so we would have equitable commutes to work. We ultimately chose Ashland over other communities because of how many features the community had. There are grocery stores, pharmacies, restaurants, and so many other places to shop and eat in town without venturing to surrounding cities. And, even then, we are so close to Route 9 and other thoroughfares that

we could easily and quickly get to work, with him in Brookline and me in Worcester. We also loved how many natural features were here, and many within walking distance of our apartment.

Coming from Worcester, I have seen the community grow in so many positive ways. However, I have also witnessed some great challenges the city government struggles with such as sustainability and transportation planning in a very complex and dynamic environment. I've seen how the development of the baseball stadium has affected local housing and commercial rent prices, sometimes forcing some longtime tenants to leave for more affordable prices. And, I've worked for local causes and nonprofits that have focused on improving equity for under-represented folks in the community, and I've learned so, so much. I feel as though my experience in witnessing these challenges and perspectives could provide some value to the planning team, as we can learn from others' successes and challenges.

I am a millennial who is very passionate about sustainable development and climate action. I have great familiarity with public programs that support and fund these goals. I am also a renter in this community, and hope my experience could be valuable to the Comprehensive Plan process.



Wroten - Comprehensive Plan Steering Committee Application.docx

16K

Online Form Submittal: Talent Bank Form

1 message

noreply@civicplus.com <noreply@civicplus.com>
To: srobie@ashlandmass.com

Thu, Feb 16, 2023 at 8:57 AM

Talent Bank Form**Page 1**

TALENT BANK FORM

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Name	Jacob
Email Address	Coolberth
Address	
City	Ashland

State	MA
Zip Code	01721
Home Phone	
Cell Phone	<i>Field not completed.</i>

Page 2

I am interested in serving the Town in the following positions: Comprehensive Plan Steering Committee

Other: *Field not completed.*

Finance Committee is appointed by the Town Moderator *Field not completed.*

BACKGROUND:

Employer Consigli Construction Company

Position Construction Project Manager

Education Bachelor of Science - Industrial Engineering, Minor in Management

Page 3

Please describe any training/experience you possess
Fluent in multiple software platforms. Extensive experience in construction management, and all aspects of the construction lifecycle (from initial project conceptual design, budgeting, estimating, execution & closeout).

Please describe other skills and interests *Field not completed.*

Please describe your government or community volunteer experience (Ashland or elsewhere)
For the past seven years, I have volunteered as a coach for Ashland Youth Soccer. I also serve on the planning board for AYS. I have also volunteered as an assistant Den Leader for the past 5 years for Pack 3001 - Ashland Cub Scouts. In college, I spent 4 years as a part time volunteer for the Special Olympics in Worcester, MA.

Re: Important! - Next Steps: Comprehensive Plan Steering Committee

1 message

Jake Coolberth

Fri, Mar 31, 2023 at 2:51 PM

To: Michael Herbert <mherbert@ashlandmass.com>

Cc: Comprehensive Plan Project Management Group <complanpmg@ashlandmass.com>

Hi Team,

I'm sneaking in my submission just under the deadline. Thank you for taking the time to consider me for the committee. Thanks and have a great weekend. My responses below:

1. Why do you want to be involved in the Comprehensive Plan process?

Great question! As a busy father of a growing family, I am a frequent and thankful user of many of the great things that Ashland has to offer. I've got three kids in the school system, and I'm heavily involved with the scouts and the youth sports programs in our town. I went from "invisible" ten years ago, to "always out there doing something" as my kids have grown in this community. As a result, I've found myself more and more interested in how our town functions (I had a great civics lesson on a recent trip to the town hall with the Cub Scouts). In addition, I've become more interested in how Ashland is allocating its resources, especially with recent construction projects and land acquisitions & improvements around town. There's only so much land and money to go around. So making smart decisions about how we allocate our resources to benefit the future of this town is something that I'd like to be a part of.

2. What is your understanding of your role on the Steering Committee? How will your skills, knowledge and experience help the Committee?

My understanding of the steering committee is that this is going to be a diversified voice to pave the way for the town's future. We can't make decisions in a vacuum. We need to look at all of our challenges that are facing our town holistically. My understanding is that we will work as a team to thoroughly vet all the moving parts to ensure that there's no unintended consequences of a decision, and that our path forward leads to a bright future.

I believe that my skills, knowledge, and experience will be a tremendous asset to the committee. I have a bachelor's degree in engineering, and 21 years of experience in construction project management. Simply put, I solve problems for a living. Every project has a list of constraints a mile long... Budget, schedule, work flow, quality, unintended consequences, unforeseen conditions... My experience in rolling up my sleeves to lead a successful project, when everything looks bleak will shine on this committee. And again, as an active resident, I have my finger on the pulse of many things that are happening in this town, and I'm excited about a chance to contribute.

3. What will you do throughout the process to make sure you are representing as broad as possible portion of the Ashland population?

In order for this to be successful, we need to make sure that all opinions are heard. Outreach is essential. In the private world, the companies that have the most success are the ones that find out what it is that the customer truly wants. We need to do that with the people in Ashland. We need to reach out in public forums and virtually. We also need more of a grass roots effort. We can reach a large group via the schools / youth sports & youth programs in town. We also need to make sure that we reach out to our elderly, and those who may be less involved. Every voice counts.

4. What is your most favorite and least favorite thing about Ashland? How would this influence your contribution to the Comprehensive Plan process?

My favorite part about Ashland is the vibe of the people. I like that this is a small “bedroom community” that is also quite diverse. Many of the towns around us, sway one way or another. We’ve got plenty of affluent towns nearby that don’t have any diversity. And we have huge towns that would just never feel like home to me. Ashland’s diversity, with people from every demographic and economic background feels like a melting pot. My least favorite part about Ashland – the orange trash bags. If we’re going to spend \$1.25 per trash bag, you’d think that they’d at least be strong enough to hold the trash that’s inside them – but NOPE. They always break. Can we find a trash bag vendor that sells trash bags that are strong enough to hold trash?

These would influence my contributions to the Comprehensive Plan process, as although Ashland is a great place to live, there’s also plenty of room for improvement. We need to take the things that make us great and build on them. And we need to look at our areas that need improvement and turn them into strengths.

5. How long have you been in town and what brought you here? How does your perspective contribute to the Comprehensive Plan process?

I have been a resident of Ashland since purchasing our home here in 2012. While looking for a place to settle down and raise a family eleven years ago, my wife and I identified the metro west / 495 / Mass Pike corridor as an ideal place to plant roots. Ashland stood out at the top of the list due to affordability, and with it being a smaller / quieter town and a strong school system.

I think that I can bring a lot to the table with my perspective. With just over ten years of experience living here, and three kids in our school system, I’m able to see and feel a lot of how the town operates. My perspective is not necessarily unique. I don’t think anyone necessarily starts thinking about “how can I serve this community” when they are looking for a home for their family. But you move in, meet the neighbors, start to build friendships, and the next thing you know you are interwoven into the community, feel that sense of Ashland Pride, and start to look for ways to improve the status quo. That’s where I’m at. How can I make this a better place for all of our towns people – kids, adults, elders.

Thank you

Jacob Coolberth

On Fri, Mar 31, 2023 at 7:42 AM Michael Herbert <mherbert@ashlandmass.com> wrote:

Good Morning Everyone - at the risk of overwhelming you with emails, we wanted to send you a final reminder that today at 5pm is the deadline to receive your answers to the questions regarding your interest in the Comprehensive Plan Steering Committee. We have enjoyed reading everyone’s responses so far and look forward to reading more. Thank you again for your interest.

Online Form Submittal: Talent Bank Form

1 message

noreply@civicplus.com <noreply@civicplus.com>
To: srobie@ashlandmass.com

Fri, Feb 3, 2023 at 3:49 PM

Talent Bank Form**Page 1**

TALENT BANK FORM

Please note that current vacancies can be found by looking at "Volunteer Opportunities". As vacancies become available we update the website to reflect the opening(s). If you apply for groups that doesn't have an opening your Talent Bank Form will be shared with the chair of the group. The Select Board, the appointing authority will be unable to appoint you if there is no vacancy. Each committee or position has a different level of commitment and the Select Board requests that everyone attend a meeting or two prior to seeking appointment. This allows you to understand what the group is working on and what the actual commitment would be. Most committees meet on a regular schedule, typically once or twice a month in the evening. Committee chairs and or staff are happy to provide additional information or answer any questions you may have about a particular group.

Upon receipt, your Talent Bank Form will be reviewed and shared with the chair and the Select Board. We will not be able to proceed if no matches exists between your request and our openings. Your application will be added to the list of volunteers who have expressed an interest in serving. We thank you for your interest in serving the Town of Ashland and returning this application.

Please remember that all meetings are open to the public, so even if you are not a member it does not exclude you from getting involved.

Name PREMAL SHAH

Email Address

Address

City ASHLAND

State	MA
Zip Code	01721
Home Phone	
Cell Phone	

Page 2

I am interested in serving the Comprehensive Plan Steering Committee
Town in the following
positions:

Other: *Field not completed.*

Finance Committee is
appointed by the Town
Moderator *Field not completed.*

BACKGROUND:

Employer HEGER DRY DOCK, INC.

Position PRESIDENT

Education REGISTERED ENGINEER

Page 3

Please describe any
training/experience you
possess *Field not completed.*

Please describe other skills
and interests *Field not completed.*

Please describe your
government or community
volunteer experience
(Ashland or elsewhere) *Field not completed.*

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Fwd: Steering Committee questionnaire

1 message

Michael Herbert <mherbert@ashlandmass.com>

Mon, Mar 20, 2023 at 9:28 AM

To: Comprehensive Plan Project Management Group <complanpmg@ashlandmass.com>

Premal Shah's responses to questions.

----- Forwarded message -----

From: **Premal Shah**

Date: Mon, Mar 20, 2023 at 9:25 AM

Subject: Steering Committee questionnaire

To: Michael Herbert <mherbert@ashlandmass.com>

1. Why do you want to be involved in the Comprehensive Plan process? *My family and I love Ashland, and plan to live here for the foreseeable future. I would very much like to be part of the team that makes hard decisions on where this town will be 5, 10, 20 years from now.*
2. What is your understanding of your role on the Steering Committee? How will your skills, knowledge and experience help the Committee? *I was part of the Strategic Planning Advisory Group a few years ago, and my understanding is that this group will be very similar... to work with a small team, with people from varying backgrounds, in guiding the Town towards long term goals that will benefit all. While I may not have much experience with Town Governance, my engineering and business backgrounds would bring technical inputs that could be beneficial for decision making.*
3. What will you do throughout the process to make sure you are representing as broad as possible portion of the Ashland population? *Being of Asian-Indian ethnicity, I would bring a perspective that could not only resonate with a well-represented minority in our Town, but also from the standpoints of parents with kids in local schools and sports.*
4. What is your most favorite and least favorite thing about Ashland? How would this influence your contribution to the Comprehensive Plan process? *Ashland is a very diverse and inclusive town with smart people managing at the highest levels - that is my favorite thing about Ashland. As far as my least favorite things are concerned, pedestrian access (sidewalks, crosswalks, bike paths etc.) to downtown and T-station from various extremities of the Town seem lacking, and the type of businesses that set up shop in town (along with their locations) seem to leave much to desire for (for example - a large box storage facility right in front of the middle school? when the school system could have utilized that space much more effectively with the ever-growing need for building upgrades and sport fields, or even other businesses that could have strategically helped the school, or even green/park space!).*
5. How long have you been in town and what brought you here? How does your perspective contribute to the Comprehensive Plan process? *My family has been in Ashland since 2014. What brought us to Ashland was the smaller, close-knit town appeal, with smart governance. Since then, we have seen the Town evolve in many ways. Major projects like the Downtown and Pond St. are underway that will redefine the visuals of Ashland's main arteries. Such projects in turn could spurn others, which would certainly require proper planning. My experience from the contributions to the Strategic Planning Advisory Group, and perspective from engineering and business backgrounds could be very helpful for the Comprehensive Plan Committee.*

--



Michael Herbert

Town Manager

Town of Ashland

a: 101 Main Street, Ashland, MA 01721

p: 508-881-0100

Facebook: <https://www.facebook.com/michael.herbert.731>

Twitter: @AshlandTwnMgr



Online Form Submittal: Talent Bank Form

1 message

noreply@civicplus.com <noreply@civicplus.com>
To: srobie@ashlandmass.com

Mon, Feb 27, 2023 at 10:48 PM

Talent Bank Form

Page 1

TALENT BANK FORM

Please note that current vacancies can be found by looking at "Volunteer Opportunities". As vacancies become available we update the website to reflect the opening(s). If you apply for groups that doesn't have an opening your Talent Bank Form will be shared with the chair of the group. The Select Board, the appointing authority will be unable to appoint you if there is no vacancy. Each committee or position has a different level of commitment and the Select Board requests that everyone attend a meeting or two prior to seeking appointment. This allows you to understand what the group is working on and what the actual commitment would be. Most committees meet on a regular schedule, typically once or twice a month in the evening. Committee chairs and or staff are happy to provide additional information or answer any questions you may have about a particular group.

Upon receipt, your Talent Bank Form will be reviewed and shared with the chair and the Select Board. We will not be able to proceed if no matches exists between your request and our openings. Your application will be added to the list of volunteers who have expressed an interest in serving. We thank you for your interest in serving the Town of Ashland and returning this application.

Please remember that all meetings are open to the public, so even if you are not a member it does not exclude you from getting involved.

Name	Laura Johnson
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Email Address	
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Address	
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City	Ashland
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State	MA
Zip Code	01721
Home Phone	
Cell Phone	

Page 2

I am interested in serving the Town in the following positions: Comprehensive Plan Steering Committee

Other: *Field not completed.*

Finance Committee is appointed by the Town Moderator *Field not completed.*

BACKGROUND:

Employer John Schachter + Associates, Inc.

Position Partner

Education Bachelors in Business Management

Page 3

Please describe any training/experience you possess I'm a tax accountant by trade and have helped grow the firm from 4, when I started there, to 15. Have lived in Ashland for 8 years. Interested in the sustainable and purposeful growth of organizations and communities for the greater good.

Please describe other skills and interests *Field not completed.*

Please describe your government or community volunteer experience (Ashland or elsewhere) I have not been involved with government doings. I am the treasurer of the Ashland Garden Club and have been a volunteer assistant coach with the Ashland Middle School.

Email not displaying correctly? [View it in your browser.](#)

Responses to Steering Committee Questions

1 message

Laura Johnson

i>

Thu, Mar 30, 2023 at 7:13 PM

To: complanpmg@ashlandmass.com

Cc: mherbert@ashlandmass.com

1. Why do you want to be involved in the Comprehensive Plan process?

I'm smart, have leadership and a variety of other skills that I think the town could benefit from my involvement. I want to offer my talents to a project on a larger scale than my home and my job that helps the town.

2. What is your understanding of your role on the Steering Committee? How will your skills, knowledge and experience help the Committee?

My understanding is that we are helping with the vision of what the town wants to be. Because plans need a vision before you can chart their course. But I also think we need to understand the limitations inherent with a plan and limited resources in any project. I tend to be more practical than idealistic. I'm an accountant by trade so numbers and financials aren't a mystery to me. But I like to build stuff and teach people too. My experience working with my hands helps me break down tasks and order things in the proper order. Lots of little milestones before you reach completion, and a good dose of patience and perseverance. I've done similar things, just on a smaller scale.

3. What will you do throughout the process to make sure you are representing as broad as possible portion of the Ashland population?

My husband and I have always had a range of friends and associates from a wide-range of economic, social and ethnic backgrounds. Our nearest neighbors are an Albanian extended family with three generations under one roof and kids in Ashland schools, a middle-aged couple with no kids, and a large family who has lived in Ashland for decades but struggle to make ends meet. We are very friendly and social with all three households. I am the Treasurer of the Ashland Garden Club, which an aging membership, I volunteer as a softball coach of the Ashland Middle School. My husband recently joined the Ashland Fish & Game Club. Our town interactions involved lots of different members of the community and getting their thoughts, and others I haven't yet met, is a natural by-product of our inclusivity.

4. What is your most favorite and least favorite thing about Ashland? How would this influence your contribution to the Comprehensive Plan process?

My favorite thing is that we can buy lots of stuff locally, and that the staff at Ashland Lumber know me by name when I walk in the door. The outdoor spaces - Ashland Town Forest and State Park are much enjoyed escaped to walk our dogs.

My least favorite thing about Ashland is that the downtown area lacks energy. The farmer's market is incredible, and there are a few standout business enterprises on Main St., it still seems to be lacking in something.

Protecting natural habitats of undeveloped areas is important to me, but it is a give and take. My ideas aren't the only ones I want to bring to the table, because I'm not the only one in town and other voices need to be heard alongside mine.

5. How long have you been in town and what brought you here? How does your perspective contribute to the Comprehensive Plan process?

We bought a foreclosure property in 2014. It was an affordable place for us to buy and still commute into Boston. It gave us the space we sought and the town felt "normal," for two people who grew up in smaller towns and not everyone was rich. Affordable housing in that sense is important to me. A lower or middle class family should still be able to afford a decent place to live. Ashland gave that to us and it is something I care about protecting.

You asked about demographics. We (me the applicant, Rick my husband) are a white heterosexual-married couple, both working and making a comfortable living, no kids, two dogs, I'm 39.

Thank you for your consideration.

Online Form Submittal: Talent Bank Form

1 message

noreply@civicplus.com <noreply@civicplus.com>
To: srobie@ashlandmass.com

Tue, Feb 28, 2023 at 9:58 PM

Talent Bank Form**Page 1**

TALENT BANK FORM

Please note that current vacancies can be found by looking at "Volunteer Opportunities". As vacancies become available we update the website to reflect the opening(s). If you apply for groups that doesn't have an opening your Talent Bank Form will be shared with the chair of the group. The Select Board, the appointing authority will be unable to appoint you if there is no vacancy. Each committee or position has a different level of commitment and the Select Board requests that everyone attend a meeting or two prior to seeking appointment. This allows you to understand what the group is working on and what the actual commitment would be. Most committees meet on a regular schedule, typically once or twice a month in the evening. Committee chairs and or staff are happy to provide additional information or answer any questions you may have about a particular group.

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Name	Ben Kriete
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Email Address	-
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Address	-
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City	Ashland
------	---------

State	MA
Zip Code	01721
Home Phone	
Cell Phone	<i>Field not completed.</i>

Page 2

I am interested in serving the Town in the following positions: Comprehensive Plan Steering Committee

Other: *Field not completed.*

Finance Committee is appointed by the Town Moderator *Field not completed.*

BACKGROUND:

Employer	Cambridge Associates
Position	Director, Platform Strategy
Education	BA, English, BS Fisheries Conservation, MBA Finance

Page 3

Please describe any training/experience you possess

I believe my education and work experience combine to make me a good fit for this role.

Starting with my BS in Fisheries Conservation I have an interest in and understanding of the role of natural resources in maintaining a healthy ecosystem, including a focus on riparian biology which equips me to understand Ashland's unique concerns around legacy pollution.

I also have an MBA from Northeastern University with a concentration in Finance. I'm familiar with reading and interpreting budgets and making decisions with a data-driven, numerically based mindset, discovering efficiencies and synergies within existing systems and conducting cost-benefit analyses.

In addition to this I've worked in finance for the past decade and a half in progressively senior and more strategic roles formulating long term plans, creating the metrics used to track their success, and reporting to executive leadership in both written and oral formats.

Overall I feel my experience and education has me well-

equipped to understand the challenges facing Ashland and make informed justifiable decisions about the town's future.

Please describe other skills and interests

I'm a regular hiker and outdoorsperson and enjoy time spent exploring Ashland's State and Town Forests and other wild areas in Metrowest.

I'm also an avid foodie and enjoy both our local restaurants and sampling a variety of cuisines.

I live in one of the oldest houses in town, the Josiah Burnham house on High Street built in 1740. This experience of living history leaves me uniquely equipped to join past present and future in creating a plan for the future of our town.

Please describe your government or community volunteer experience (Ashland or elsewhere)

My family and I are active participants in the Ashland community. I volunteer for the Warren Site Council, my wife is an active member of the PTO, and our family is involved in scouting with all of the community involvement and service that entails.

Prior to my career in finance I worked for an educational non-profit providing training to elementary school teachers in social and emotional learning approaches and prior to that for the Bureau of Land Management as a wildland firefighter and the US Forest Service conducting surveys of fish populations.

Email not displaying correctly? [View it in your browser.](#)

Ben Kriete
March 31, 2023

1. Why do you want to be involved in the Comprehensive Plan process?

I love living in Ashland; it offers a wonderful blend of rural and suburban environments with great recreation opportunities and easy access to urban areas such as Boston and Worcester via the commuter rail or highway as well as a strong and supportive educational system.

I also see opportunities for improvement. As the town continues to be built out and there are fewer opportunities for preservation of open space and historic buildings we as a community need to continue to invest wisely in these areas. There are great opportunities for development in our downtown with the recently vacated police and fire stations and I want to see those opportunities pursued with careful attention to beneficial outcomes to our revenue base and cultural scene.

As someone who is invested in the success of the town I want to see Ashland continue to intelligently develop over the next decades to reflect changes and modernization in workforce, industry, living and commuting habits, while retaining the attributes that made it so attractive to so many of us to begin with.

2. What is your understanding of your role on the Steering Committee? How will your skills, knowledge and experience help the Committee?

As a member of the Steering Committee I expect to be part of an 18 – 24 month process meeting at least monthly to provide input and guidance on the creation of a plan that guides the long term development of the town. I expect a significant amount of extracurricular reading, networking, and attending community forums over that period to solicit input from a broad cross-section of the town and relaying that back to the broader group as part of the decision-making process.

I bring to the role a unique and diverse set of knowledge, skills, and abilities. I have an educational background including natural resources conservation which equips me to understand the role and importance of sustainability for the town as well as the broad impacts of Ashland's status as a town with an EPA Superfund site. In addition to that grounding in environmental science I have an MBA and 15 years of experience in Finance, bringing rigor and insight to the economic side of the equation. Prior to that I worked for an educational non-profit and as a forestry technician and wildland firefighter. I am comfortable working with and understand hard data and economic analyses but also understand the wonder and importance of the natural world and the importance of caring for the social and emotional well-being of our residents.

3. What will you do throughout the process to make sure you are representing as broad as possible portion of the Ashland population?

As a resident for a decade and involved in our schools (via both my direct participation in the Warren Site Council and my wife's participation as part of the PTO), activities such as Scouting, I have network of friends and acquaintances that represent a diverse cross-section of residents. I would count on that network and work to expand it through activities like the Farmer's Market, listening sessions, and other outreach to make sure not only the most vocal residents contribute to the conversation but others who may not for example participate on social media or attend town meetings.

4. What is your most favorite and least favorite thing about Ashland? How would this influence your contribution to the Comprehensive Plan process?

My favorite thing about Ashland is the diversity of the town. Ashland is diverse in so many dimensions in terms of residents, history, housing, and landscape. I continue to discover new neighborhoods, businesses, or bits of history and really enjoy the continual learning process.

My least favorite is aspect of Ashland are the number of areas that were identified for improvement in previous versions of comprehensive plans and yet don't seem to have received the necessary attention. Examples from the 2003 plan include zoning revisions, rapid development of subdivisions (and now I believe we're entering the period of redevelopment of less-developed parcels that are already in use) and traffic congestion/delays (exacerbated by the commuter rail).

In general, I don't believe the wheel needs to be reinvented; the Comprehensive Plan needs to focus on maintaining the town's diversity of character and residents while driving intelligent development and redevelopment.

5. How long have you been in town and what brought you here? How does your perspective contribute to the Comprehensive Plan process?

I bought my home in Ashland in 2013. I came from Watertown, drawn by the relatively affordable housing and proximity to both the commuter rail to Boston and accessibility to other metro areas like Worcester and Providence. I quickly realized I was lucky to have found a community that was fiscally prudent, had abundant recreation and outdoor spaces in the Ashland and Hopkinton State Forests as well as the Town Forest, and an excellent school system.

I have been here long enough to see the town develop and change in ways both positive and negative and to develop a perspective on what the best future for the town should be, while also being new enough to not be stuck on any one particular "vision" of the town.

Thank you for your consideration of my application!
Sincerely,
Ben Kriete

Online Form Submittal: Talent Bank Form

1 message

noreply@civicplus.com <noreply@civicplus.com>
To: srobie@ashlandmass.com

Tue, Feb 14, 2023 at 7:30 AM

Talent Bank Form**Page 1**

TALENT BANK FORM

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Name	David Evancho
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Email Address	
---------------	--

Address	
---------	--

City	Ashland
------	---------

State	Massachusetts
Zip Code	01721
Home Phone	
Cell Phone	<i>Field not completed.</i>

Page 2

I am interested in serving the Town in the following positions: Comprehensive Plan Steering Committee

Other: *Field not completed.*

Finance Committee is appointed by the Town Moderator *Field not completed.*

BACKGROUND:

Employer Studio G Architects

Position Project Captain

Education Masters of Architecture - SAIC

Page 3

Please describe any training/experience you possess Architectural professional with 10 years of experience in Educational (PreK-12), Institutional, Municipal and Residential projects.

Please describe other skills and interests Graphic Design and Presentation

Please describe your government or community volunteer experience (Ashland or elsewhere) As an employee of Studio G Architects I have organized and participated in office volunteer events at Rosie's Place and Community Servings in Boston.

I am also volunteer my time as a coach for the Boston 1 Dragon Boat Team.

Email not displaying correctly? [View it in your browser.](#)

Re: Important! - Next Steps: Comprehensive Plan Steering Committee

1 message

David Evancho

Tue, Mar 28, 2023 at 7:00 PM

To: Comprehensive Plan Project Management Group <complanpmg@ashlandmass.com>

Cc: mherbert@ashlandmass.com

Hello,

See my response to the questions below.

1. Why do you want to be involved in the Comprehensive Plan process?

I want Ashland to continue to be a town that is a desirable place to start a family or start a business. My wife and I feel extremely lucky to have been able to afford to buy our first home here and to be welcomed into the community. I want the next generation to have the same opportunity as we did. I want Ashland to remain a place where working people can afford to buy a home and build their families.

2. What is your understanding of your role on the Steering Committee? How will your skills, knowledge and experience help the Committee?

I believe the purpose of the committee falls into three areas.

1. We are to gather information from the people of Ashland on how we as a community want our town to grow into the future.
2. To get input from outside experts that expand our collective imagination, and inform our community to the best way forward.
3. Synthesize and communicate our findings into the public.

The people that are appointed to the committee will be representatives of the community. It will be our job to balance the needs and desires of not only the people who live here now, but of future generations that will have to live with our decisions (or indecision) in the decades to come.

My experience with Studio G Architects often has us balancing the short term needs of the client with with our long term responsibilities to the communities we work in. An owner can always sell a building and leave town. The community doesn't have that option, and will have to look at/deal with an unappealing building for years to come. Making design choices that will stand the test of time is crucial.

3. What will you do throughout the process to make sure you are representing as broad as possible portion of the Ashland population?

I am a member of the local Ashland FB groups. As someone who is relatively new to Ashland it has been a great place to learn the history of the town. It is also a good place to observe a more vocal and opinionated subset of the Ashland community. While an online presence is important, I don't feel it lends itself to constructive dialogue.

I think getting out into the community (knocking on doors, distributing fliers and questionnaires), meeting people where they are, and asking what is important to them is necessary to gain a true understanding. Not everyone has time to monitor forums or make it to meetings, and it is very easy for the discussion to be dominated by the loudest voices.

4. What is your most favorite and least favorite thing about Ashland? How would this influence your contribution to the Comprehensive Plan process?

Prior to moving to North Carolina last summer, my neighbor Bruce Scotland was the most delightful ambassador a couple newly moved to Ashland could ask for. Bruce lived here for nearly 90 years and was so generous and welcoming. He had us over to his home, he was full of recommendations for things to do around town, and was gracious in lending me many books on the history of Ashland.

Bruce was someone who made a life here and wanted to share how much he loved this town with everyone. I want to make sure that Ashland continues to be a place that people love.

As for things I don't love. The old train station (and the parking that surrounds it) could use some study. It made sense to have all that parking when the train actually stopped there, but not anymore. To have the center of our downtown dominated by parking (and cut through with a rail line) makes it unfriendly for pedestrians.

5. How long have you been in town and what brought you here? How does your perspective contribute to the Comprehensive Plan process?

My wife and I moved here in 2021. We had been living in Boston and were looking for a home where we could start a family. I still work in the city, though my wife has taken a job closer to home. Ashland was the town that made our dream of home and family a reality. I want Ashland to be a town that continues to offer that opportunity to other people.

Let me know if you have any further questions,

Sincerely,
David Evancho

Il giorno dom 19 mar 2023 alle ore 17:22 Michael Herbert <mherbert@ashlandmass.com> ha scritto:

Hello,

On behalf of the Comprehensive Plan Project Management Group, thank you for sending in a Talent Bank form and applying to be a member of our Comprehensive Plan Steering Committee. We are thrilled that over 50 people applied to represent their voting districts as we start this large town-wide master plan process. And we are reaching out to you about the next steps in the Steering Committee selection process.

Unfortunately, due to the large number of applicants, we will not be able to interview everyone individually. But we do want to get to know you better to help us understand why you might be interested in joining this group and how you might be a good fit within the entire committee.

So we are asking you to respond via email to the 5 questions we have listed below. We want to assemble a diverse group from Ashland that will represent its many different perspectives and experiences. If there is demographic data that you feel comfortable sharing, please feel free to include it below (of course you are not obligated nor should feel pressure to do so). There are key elements in the Comprehensive Plan process summarized in the attached flyer, which may be helpful as you answer the questions below. Your responses will help us understand the areas you might be most interested in.

Ultimately, we will only be able to appoint one member from each of the 6 voting precincts and 1 student representative. We will continue to communicate with all applicants about the future ways that they can be involved in this project, because everyone's engagement will be necessary for this project to be successful.

Please **email** us your responses to the questions below to: complanpmg@ashlandmass.com by 5pm on **March 31st** to continue to be considered for the Steering Committee.

1. Why do you want to be involved in the Comprehensive Plan process?
2. What is your understanding of your role on the Steering Committee? How will your skills, knowledge and experience help the Committee?
3. What will you do throughout the process to make sure you are representing as broad as possible portion of the Ashland population?

Online Form Submittal: Talent Bank Form

1 message

noreply@civicplus.com <noreply@civicplus.com>
To: srobie@ashlandmass.com

Tue, Feb 28, 2023 at 10:46 PM

Talent Bank Form**Page 1**

TALENT BANK FORM

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Please remember that all meetings are open to the public, so even if you are not a member it does not exclude you from getting involved.

Name	Evan Lavidor
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Email Address	
---------------	--

Address	
---------	--

City	Ashland
------	---------

State	MA
Zip Code	01721
Home Phone	
Cell Phone	

Page 2

I am interested in serving the Comprehensive Plan Steering Committee
Town in the following
positions:

Other: *Field not completed.*

Finance Committee is appointed by the Town Moderator *Field not completed.*

BACKGROUND:

Employer	TransMedics, Inc.
Position	Senior Director, Digital Development
Education	B.A., Physics & Religion, The George Washington University, 1997

Page 3

Please describe any training/experience you possess

I have spent the last 25 years professionally working in Digital Product development and Digital Marketing. This has given me exposure to many different types of companies (clients) in a wide variety of industries: automotive, healthcare, financial services, etc. I've become very accustomed to learning about new topics, reading and analyzing reports and data, crunching numbers and reviewing analytics, delving deep into spreadsheets, keeping up with the latest technology trends, and taking all of these inputs and making informed recommendations. My work has also given me a strong background in Project Management, workshop facilitation, and team leadership. I'm very comfortable speaking in front of groups large and small, and am used to putting together presentations, especially those that explain complex topics for laypeople. I enjoy working as part of a team and believe that good ideas come from anyone/anywhere. The Comprehensive Plan Steering Committee is one that interests me tremendously as I feel it's a way to have a front-row seat and key involvement to one of the more consequential planning projects that the town will undergo. Thanks for considering me.

Please describe other skills and interests

I'm a father of a 9 year old in the Mindess school, so a good portion of my extracurricular time is focused on being a dad. I'm an avid reader, a consumer of most sci fi media (books, tv,

movies), and a musician (singer and guitar player). I moved to Ashland in 2021 after living in Dracut for 18 years, but was here regularly as my sister/nephew/niece have all been Ashland residents for quite a while. And, I was raised nearby in Framingham.

Please describe your government or community volunteer experience (Ashland or elsewhere)

I have not held any government offices or, as yet, volunteered on any committees. I volunteer in the Ashland Cub Scouts, serving as an Assistant Den Leader and Committee Member. Prior to moving to Ashland, I volunteered as a Den Leader and Committee member in Dracut's Cub Scout Pack. I have also volunteered at multiple PTO events (Kids Night Out).

Email not displaying correctly? [View it in your browser.](#)

Comprehensive Plan Steering Committee Q&A Submission - Evan Lavidor

1 message

Evan Lavidor

Fri, Mar 31, 2023 at 10:51 AM

To: Michael Herbert <mherbert@ashlandmass.com>, Comprehensive Plan Project Management Group <complanpmg@ashlandmass.com>

Good morning,

Thanks so much for the continued opportunity to participate in the selection process. Below, please find my responses to the questions posed by the selection committee. Please don't hesitate to contact me if there are any questions.

Best,

Evan Lavidor

1. Why do you want to be involved in the Comprehensive Plan process?

My family and I moved to Ashland two years ago. We chose Ashland as the place where we wanted to raise our son (now 9). We were very lucky to find ourselves on a street full of welcoming neighbors and found that sense of community extended outward as we participated in town sports, Cub Scouts, school and PTO-sponsored events, Town meetings, and activities at places like the library, the Farmers' Market, and the Corner Spot.

When I read about the Comprehensive Plan and the Steering Committee, I was struck by how consequential the process will be in shaping the future of the town at every level. My son will be going through the Ashland school system for the next ten years, and we're going to be living here far beyond that. So having an opportunity to help guide the direction of our larger home and be able to help others in our community have a voice in the process feels like an incredible gift and a real opportunity to give back to a community that has so wonderfully welcomed us.

2. What is your understanding of your role on the Steering Committee? How will your skills, knowledge and experience help the Committee?

As I understand it, there are two main roles for the members of the Steering Committee:

1. Hearing and learning about different aspects of the planning process, including participating in meetings, reading reports, educating ourselves, analyzing information, and providing input and feedback into the process
2. Engaging the community both to help educate people about proposed parts of the plan to gain their input and be their voice in the planning process, and to more broadly socialize and advocate for the plan once it's been put together

While the committee members aren't the final decision makers, they are one of the contributing voices in the process and are meant to represent the varied perspectives of town residents.

I have spent the last 25 years professionally working in Digital Product development and Digital Marketing. This has given me exposure to many different types of companies/clients in a wide variety of industries: automotive, healthcare, financial services, etc. This has meant that I've become very accustomed to learning about new topics, reading and analyzing reports and data, crunching numbers and reviewing analytics, delving deep into spreadsheets, keeping up with the latest technology trends, and taking all of these inputs and making informed recommendations.

My work has also given me a strong background in Project Management, workshop facilitation, and team leadership. I'm very comfortable speaking in front of groups large and small, and am used to putting together presentations, especially those that explain complex topics for laypeople or boil down information into easily digestible summaries – and then using digital tools like the web and social media to get that information out to people.

I enjoy working as part of a team and believe that good ideas come from anyone/anywhere. While I'm a newer resident to Ashland (more on that below), I believe that gives me a perspective on what things are like for someone new to town, and how to ensure that we're never assuming too much about what people already know.

3. What will you do throughout the process to make sure you are representing as broad as possible portion of the Ashland population?

Ultimately, I think this is about providing opportunities to get people's input and then listening to what they say. I have years of professional experience in digital marketing and know how to use the web and social media to engage people and get feedback. I would leverage those skills to try and reach people throughout the town to help make them aware of the Comprehensive Plan process overall and where there are opportunities to provide comments and input. I'm also heavily involved in the Ashland Cub Scouts, which provides me with a connection to a diverse group of families that could be the starting point for connection to a broader group of residents. Lastly, I'm used to and comfortable with public speaking and am generally an extrovert, all of which makes participating in formal and informal public events to meet with people a welcome activity.

4. What is your most favorite and least favorite thing about Ashland? How would this influence your contribution to the Comprehensive Plan process?

One of my favorite things about Ashland is how public buildings and resources are truly made available to the public. School buildings and public spaces can be used by clubs (sports, Scouts, etc.), and the town has made an effort to make that process easy. And public spaces like the Corner Spot, the Library, and the grounds where the Farmer's Market are held are used for events that get people to experience and celebrate each other's cultures, boost local organizations, or just to get to know each other and build a sense of community.

My least favorite thing since moving to Ashland is the assumption that everyone already knows "the details," because they've all been here for so long. For folks who have lived here for a while, it's easy to forget that new residents don't know the shorthand. This manifests itself in many small ways, which can feel alienating. Ahead of the first early release day our son had at Warren, we were told that the kids would be released "before lunch," but there was no mention of what time that actually was until we asked – everyone was just supposed to know. I've seen multiple mentions of the Valentine Barn project in newsletters from the Town Manager, but I don't believe the address has been mentioned once – because "everyone just knows." But with the growth that Ashland has been and will be experiencing, everyone doesn't just know. And I think it's extremely important to always be thinking about new residents as well as old timers. It's a way to make everyone feel included, and to boost participation by not making assumptions about what people know.

Given the importance of getting input from and educating as many people as we can throughout the Comprehensive Plan process – about the process itself and the results, I believe this perspective is critical, and it's one that I will definitely bring to the committee, should I be selected.

5. How long have you been in town and what brought you here? How does your perspective contribute to the Comprehensive Plan process?

I moved to Ashland in July 2021. I grew up in Framingham, went to college in Washington DC, lived in the DC area for a few years, and then moved back to Massachusetts, living in Somerville for a couple of years before settling in Dracut. We lived in Dracut for 18 years before making the move to Ashland.

My family's move to Ashland was prompted by a few key things:

1. My parents still live in Framingham, and while they're thankfully still healthy, it won't be that long before they're going to need help of one kind or another. I didn't want my sister (who's lived in Ashland for many years) to carry that load alone. While being an hour away (as we were in Dracut) may not seem like a lot, it's enough to make daily help and support difficult.
2. After two years of Covid-related isolation and life changes, being closer to my parents and sister, and enabling an even closer connection between them and my son (he's now 9), was important to us.
3. A big part of our decision to move was to go somewhere with better school funding and a demonstrated priority by the town on school and youth-related programs. While the Dracut school administration, teachers, and staff were incredibly dedicated, and were experts at doing a lot with a little, the town had shown through its voting record year after year that they were unwilling to increase school funding, and programs were suffering as a result.

I think that being a newer resident to Ashland gives me an appreciation of what it's like to be one of the many families that's attracted to the town and participating in its growth, while also having some outside perspective from having lived elsewhere recently.

Additionally, being a parent of an elementary school aged child gives me perspective of someone that doesn't always involve themselves in town government. I know that parents of kids my son's age will show up to town meetings for big votes like the Mindess school project, but otherwise it's hard to get them involved (when I've attended town meetings, I've felt like one of the younger folks in the room). I believe that having representation from this group of parents will be invaluable to the planning process.

On Sun, Mar 19, 2023 at 5:22 PM Michael Herbert <mherbert@ashlandmass.com> wrote:

Hello,

On behalf of the Comprehensive Plan Project Management Group, thank you for sending in a Talent Bank form and applying to be a member of our Comprehensive Plan Steering Committee. We are thrilled that over 50 people applied to represent their voting districts as we start this large town-wide master plan process. And we are reaching out to you about the next steps in the Steering Committee selection process.

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1. Why do you want to be involved in the Comprehensive Plan process?
2. What is your understanding of your role on the Steering Committee? How will your skills, knowledge and experience help the Committee?
3. What will you do throughout the process to make sure you are representing as broad as possible portion of the Ashland population?
4. What is your most favorite and least favorite thing about Ashland? How would this influence your contribution to the Comprehensive Plan process?



Online Form Submittal: Talent Bank Form

1 message

noreply@civicplus.com <noreply@civicplus.com>
To: srobie@ashlandmass.com

Mon, Feb 6, 2023 at 12:08 PM

Talent Bank Form

Page 1

TALENT BANK FORM

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Name	Aman Sharma
Email Address	
Address	
City	Ashland

State	MA
Zip Code	01721
Home Phone	
Cell Phone	<i>Field not completed.</i>

Page 2

I am interested in serving the Town in the following positions: Comprehensive Plan Steering Committee

Other: *Field not completed.*

Finance Committee is appointed by the Town Moderator *Field not completed.*

BACKGROUND:

Employer	NEO Virtus Engineering
Position	Staff Engineer III, EIT (MA)
Education	Masters in electrical Engineering

Page 3

Please describe any training/experience you possess I am an Electrical Engineer, with experience in designing utility, and commercial-scale solar facilities all across New England. My work involves designing solar systems and providing construction sets to multiple clients. I also specialize in working with NFPA70E for worker safety from arc flash hazards.

Please describe other skills and interests Solar design, arc flash hazard, NEC, and NFPA compliance for various projects. Working with multiple clients and meeting deliverable expectations on a tight schedule. I am also registered as EIT in MA.

Please describe your government or community volunteer experience (Ashland or elsewhere) I don't have any such experience in the past however I am looking forward to this opportunity.

Email not displaying correctly? [View it in your browser.](#)

1. Why do you want to be involved in the Comprehensive Plan process?

I want to be involved in the Comprehensive Plan process because it presents an opportunity to contribute to the future development and growth of Ashland. By being involved in the process I will be in a position to ensure that the plan is implemented in a way that reflects the residents desires, maintain the town's historical character, promote a sense of community, and provide adequate services and resources for our town's growth. Additionally, being involved in the comprehensive plan process I would like to help address issues that contribute to the town's overall development and sustainability. .

2. What is your understanding of your role on the Steering Committee? How will your skills, knowledge and experience help the Committee?

As a member of the Steering Committee, I will feel honored to be able to contribute my perspective, insight, and feedback on draft policies and implementation actions related to the development of a long-range master plan for Ashland. It is a great responsibility to act as a sounding board for the residents of Ashland and to help shape guidelines for growth, addressing community needs, and long-term priorities. This exciting opportunity will let me be part of this important process and I look forward to work alongside other dedicated members of the committee

I believe that my background as a consultant electrical engineer could potentially offer some value to the Committee in areas such as utility management, scope of work review, and engagement with stakeholders. If given the opportunity, I would be honored to utilize my expertise to contribute to the development of policies and strategies that prioritize the community's needs and promote sustainable and efficient infrastructure development.

I believe that my ability to work well with others, such as consultants, town staff, and community members will be an asset to the Committee. In any planning process, it's important to consider a variety of perspectives and voices, and I am always open to hearing feedback and concerns from others. I strive to communicate effectively and listen actively to those around me, and I enjoy working collaboratively towards a shared goal. I understand that success in this role will require the contributions of many individuals, and I hope to contribute positively to the culture of the committee.

Aman Sharma

3. What will you do throughout the process to make sure you are representing as broad as possible portion of the Ashland population?

If given the opportunity to be part of a Committee, my primary goal would be to serve the residents of Ashland to the best of my ability. I believe that my role would be to listen attentively to the concerns and needs of the community, and provide thoughtful feedback and perspective based on the information gathered. Ultimately, it is my hope that I can contribute in a meaningful way to the development of policies and implement actions that reflect the priorities and goals of Ashland as a whole

I will network and support the plan by telling residents about planning activities, upcoming events, or providing information about the purpose and potential impact of The Plan. I aim to promote the involvement of individuals from diverse backgrounds, expertise, affiliations, and life experiences in focus groups and similar initiatives.

During the public engagement phase, I will volunteer at virtual or in-person public events to assist with answering questions, facilitating conversations, or organizing activities with residents.

Finally, I will make attendance a top priority for the Steering Committee's monthly meetings and any additional meetings necessary at various community events to accomplish specific goals. By being actively involved in the Steering Committee, I will ensure that the planning process is collaborative and inclusive, seeking to hear all voices and considering the best path forward for all residents of Ashland.

4. What is your most favorite and least favorite thing about Ashland? How would this influence your contribution to the Comprehensive Plan process?

Ashland boasts a rich history, picturesque parks, and exceptional recreational amenities. Among these features, the Corner Spot is my favorite place which stands out as a vibrant community hub, visited by both locals and out of towners. Hosting a range of events, from open mic nights to food carts and beer trucks. This beloved gathering place offers valuable insight into the community's interests and can inform policies and initiatives aimed at supporting local businesses and public engagement.

One aspect that I feel could be improved in Ashland is the availability of sidewalks on certain streets, such as Fruit Street and Eliot Street. It can be a challenge for pedestrians to navigate these areas without proper sidewalks, which can detract from the walkability of the town. If given the opportunity to contribute to the planning committee, I would be eager to collaborate with fellow members to address these concerns and ensure they are considered in the town's long-term planning process

Aman Sharma

5. How long have you been in town and what brought you here? How does your perspective contribute to the Comprehensive Plan process?

My wife and I moved to Ashland in early 2021 when we became first time home owners and since then we have been proud Ashlandians. During Covid, the parks in Ashland provided us with enough outdoor activities which helped us navigate through the tough time. Ashland is also very dear to us as we got married in Ashland's Mill Pond park.

As a proud first-time homeowner and resident of Ashland, I am eager to contribute my expertise to the committee in formulating policies that will benefit our community, potential new residents, and other first-time homebuyers. I believe that my unique perspective as a recent homebuyer can offer valuable insights to help those who are looking to make Ashland their home. I understand firsthand the importance of policies that support and incentivize new residents. By working together, we can help grow our community while also ensuring that those who wish to make Ashland their home have access to affordable and accessible housing options.

As an engineer, I am well-equipped to analyze complex data and offer innovative solutions to the challenges facing our community. I look forward to collaborating with the committee to develop policies that promote sustainable growth and foster a vibrant, inclusive community in Ashland

Online Form Submittal: Talent Bank Form

1 message

noreply@civicplus.com <noreply@civicplus.com>
To: srobie@ashlandmass.com

Wed, Feb 8, 2023 at 7:56 PM

Talent Bank Form**Page 1**

TALENT BANK FORM

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Name	Aroon Manoharan
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Email Address	
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Address	
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City	Ashland
------	---------

State	MA
Zip Code	01721
Home Phone	
Cell Phone	<i>Field not completed.</i>

Page 2

I am interested in serving the Town in the following positions:	Comprehensive Plan Steering Committee
Other:	<i>Field not completed.</i>
Finance Committee is appointed by the Town Moderator	<i>Field not completed.</i>

BACKGROUND:

Employer	Suffolk University
Position	Faculty
Education	PhD

Page 3

Please describe any training/experience you possess	I teach topics related to strategic planning and performance management. I am particularly interested in strategic or comprehensive plans related to local governments as they can help engage various stakeholders
Please describe other skills and interests	I am interested in performance management, public engagement, and developing effective communication strategies.
Please describe your government or community volunteer experience (Ashland or elsewhere)	I have helped non-profits with strategic planning and branding. I have also volunteered on several committees in previous universities.

Email not displaying correctly? [View it in your browser.](#)

Fw: Important! - Next Steps: Comprehensive Plan Steering Committee

1 message

'Aroon Manoharan' via Comprehensive Plan Project Management Group

<complanpmg@ashlandmass.com>

Fri, Mar 31, 2023 at
8:51 AM

Reply-To: Aroon Manoharan

To: "complanpmg@ashlandmass.com" <complanpmg@ashlandmass.com>

Cc: "mherbert@ashlandmass.com" <mherbert@ashlandmass.com>, Aroon Manoharan

Dear Michael,

Thank you for sharing the information.

Please see my responses below:

1. Why do you want to be involved in the Comprehensive Plan process?

I am interested in the areas of strategic planning and performance management. I have researched and published in these topics, and understand its relevance for cities and local governments. As a resident of Ashland, I am keenly interested in contributing to the comprehensive plan and develop a vision statement that is reflective of the changing needs of the community. I would like to make the Ashland Comprehensive Plan as a role model for towns in the MetroWest and nearby.

2. What is your understanding of your role on the Steering Committee? How will your skills, knowledge and experience help the Committee?

I can help create a more inclusive comprehensive plan by reaching out to various sections of the Ashland community and stakeholders. I can help develop the stakeholder survey and conduct discussions with residents and community members to obtain valuable feedback that can create a robust comprehensive plan.

3. What will you do throughout the process to make sure you are representing as broad as possible portion of the Ashland population?

I am a big advocate of citizen engagement and a participatory decision-making process. I am on the board of the Ashland Indian Association, and I am also a board member of the MetroWest Performing Arts Center in Framingham MA. I am willing to reach out to various sections of the community and involve them in the process.

4. What is your most favorite and least favorite thing about Ashland? How would this influence your contribution to the Comprehensive Plan process?

My favorite thing about Ashland is the friendly community. Also, the town government is responsive and have an informative official website. One area that can be improved is the awareness of the town to people beyond the MetroWest. I am confident that we can achieve this through an inclusive comprehensive plan that prioritizes the quality of living and sustainable growth.

5. How long have you been in town and what brought you here? How does your perspective contribute to the Comprehensive Plan process?

I have been in the town since 2017 and I like the location and amenities here, including the Ashland state park. There is more potential for growth and attracting more residents to the town. I am also impressed with the historical contribution of the town with regard to Henry Warren and Telechron. I am excited about the prospect of a new YMCA in the town. These and the increasing businesses indicate that it is time for a new comprehensive plan that truly reflects the changing needs and aspirations of the town.

I look forward to hearing from you.

Best regards,
Aroon Manoharan

----- Forwarded Message -----

From: Michael Herbert <mherbert@ashlandmass.com>

To: Comprehensive Plan Project Management Group <complanpmg@ashlandmass.com>

Sent: Sunday, March 19, 2023 at 05:22:17 PM EDT

Subject: Important! - Next Steps: Comprehensive Plan Steering Committee

Hello,

On behalf of the Comprehensive Plan Project Management Group, thank you for sending in a Talent Bank form and applying to be a member of our Comprehensive Plan Steering Committee. We are thrilled that over 50 people applied to represent their voting districts as we start this large town-wide master plan process. And we are reaching out to you about the next steps in the Steering Committee selection process.

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2. What is your understanding of your role on the Steering Committee? How will your skills, knowledge and experience help the Committee?

Online Form Submittal: Talent Bank Form

1 message

noreply@civicplus.com <noreply@civicplus.com>
To: srobie@ashlandmass.com

Fri, Feb 10, 2023 at 12:44 PM

Talent Bank Form**Page 1**

TALENT BANK FORM

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Name Rajashree Ghosh

Email Address

Address

City Ashland

State	MA
Zip Code	01721
Home Phone	
Cell Phone	

Page 2

I am interested in serving the Town in the following positions: Comprehensive Plan Steering Committee

Other: *Field not completed.*

Finance Committee is appointed by the Town Moderator *Field not completed.*

BACKGROUND:

Employer WSRC, Brandeis University

Position Affiliated Scholar

Education M.Phil (Sociology)

Page 3

Please describe any training/experience you possess

I have worked in the international social development space for two decades and have independently managed projects focused on gender in remote areas; worked with aid agencies, governments and nonprofits. As a Scholar at the Women's Studies Research Center, my collaborative project focuses on women and shelter deprivations in peripheral urban environments known as slums in Delhi, India. My policy recommendations have responded to going beyond the headlines on issues of mobility, ownership, uneven development, and social exclusion. As a Consultant with the UN World Food Programme, I managed a project in remote areas on maternal health and child survival. My technical inputs were based on a deep understanding of the communities, the particular concerns of women in marginalized populations and critical support mechanisms that could be transformative. My experiences have been enriched not only by managing office staff and field staff but programs that benefit stakeholders and other entities. I have worked in teams, managed teams and even worked alone. I have developed focused communication strategies for varied audiences - policy makers, international agencies, students and university professionals.

Please describe other skills and interests

I use consultative approaches to bring everyone to the table; strategic planning and oversight of implementation processes, build on existing talents, monitor and evaluate, coordinate with

government agencies and partners and successfully engaged with beneficiaries towards desirable outcomes. I work across programs and departments.

In addressing varied audiences I have developed reports and communication strategies that are client-driven and align with concerned program priorities.

Some other skills are developing communication materials, conducting focus group discussions for eliciting response and support; managing talents.

Please describe your government or community volunteer experience (Ashland or elsewhere)

I have been an Ashland Cultural Council member for two terms and together with other members I scanned applications seeking funds and made recommendations. I was a member for Arts!Ashland and worked with the team at developing the annual Dragonfly Festival. Currently I facilitate the Ashland is United group which includes residents and Town officials (Assistant Town Manager and Assistant Superintendent of Schools). We have worked on events that promote inclusivity and acceptance including Juneteenth, recognizing people from different nations through the Flag Project. I participated in the DEI study and was interviewed by a faculty partner. Subsequently I participate in the Town's DEI meetings.

Email not displaying correctly? [View it in your browser.](#)

RAJASHREE GHOSH



Ashland, MA 01721



1. Why do you want to be involved in the Comprehensive Plan process?

It is a privileged opportunity to work with the Ashland community and co-create shared vision for the future of the Town. Having witnessed the Town's evolving **demographics** (see Annex 1) the past decade or so, it is imperative that the Comprehensive Plan is built on past and ongoing planning work result in impactful recommendations towards a more livable, sustainable and equitable Ashland.

2. What is your understanding of your role on the Steering Committee? How will your skills, knowledge and experience help the Committee?

The Steering Committee has a crucial role in shepherding a Town-wide effort in strategizing a plan for a thriving, diverse, forward-thinking community. The three ribbons in the attached document together provide a template for creative, strategic focus framework that defines the essence of Ashland. The Committee arrives at this juncture through engagement with diverse community voices and provide evaluation and recommendations on a broad range of topics areas, which include Housing, Mobility, Economic Development, Community Wellbeing, Urban Form, and Climate & Environment.

As complex as the process is, plans enable communities to take stock of the present and consider both the direction and quality of its tomorrow.

With a long career in international social development, my focus has been on organizational strategy and community engagement. Many tools such as participatory action research (**PAR**) have guided me through grassroots projects often supported by organizations like Unicef, UNWFP and USAID. Tools like PAR have provided me with the opportunity to include knowledge generated from participating diverse voices and making them audible and credible in policy making.

With an eye on organizational growth, I have participated in strategic planning process in the UN which requires drive, focus and accountability. I am keenly aware that challenges are dynamic and multi-lateral (cross program) outreach has been and continues to be essential. I use a consultative approach and have successfully participated in organizational and on the ground plans.

In my current professional workspace, I have participated in strategic planning process at Brandeis University. We are now looking forward with a new vision in place and better aligned with the larger University.

Within Ashland, I have worked with varied entities. With Arts! Ashland, I have assisted in developing mission and vision statements. I was also approached to craft possible mission statements for the Select Board. I continue to serve the Town in various capacities. I was interviewed by the external consultant for the Racial Equity survey. The Ashland public school invited me to participate in a focus group discussion on community engagement. As member of [Ashland is United](#), I facilitate regular meetings, develop programs that bring the community together (Meaningful meal, Curious Community, Tree of Life and the Flag Project). We acknowledge significant days and holidays including marking Juneteenth, Pride and Black History Month. These have equipped me with a framework for ideas and action for meaningful participation on the Steering Committee.

3. What will you do throughout the process to make sure you are representing as broad as possible portion of the Ashland population?

As a woman of color, any leadership role that I take on, shifts paradigms. While this disrupts habits, it also builds connections. Core to the ethos of the Steering Committee is to set the direction while taking the first steps towards outreach. As a collaborative effort, I would consistently represent the common values, foster a cohesive team, work through communication barriers and inspire change for the greater good of the Town.

Precinct 5 is interesting in that it includes businesses, single family homes and condominiums. There has been much elation related to the Route 126 and Pond Street revitalization. At the same time, to cite and example, the erstwhile planned construction on the Shaw's Plaza had left residents feeling distraught as corporate decision took precedence over the community's concerns. Per EPA documents this area is inhabited by "environmental justice" communities (see Annex 2).

As a resident, I participated in a few superficial outreach efforts but effective conversations on the planned construction and the disproportionate impact on these communities fell to the wayside. With the Planning Board's inputs residents are heaving a sigh of relief that the project as we knew it, has been withdrawn.

As a direct conduit to the Town administration, I will be the source of information on how decisions are made, what the costs are and what the impact is. I feel that meaningful engagement with the community entails creating a feedback loop so that their inputs are well integrated in the work. Having worked to promote social justice and remove barriers to community participation I will ensure that traditionally marginalized communities such as women, youth, LGBTQI+ racial, ethnic and religious minorities are heard and heeded. As an ally I am constantly educating myself on the privileges I have enjoyed to better understand perspectives of members of marginalized communities and mainstream voices.

4. What is your most favorite and least favorite thing about Ashland? How would this influence your contribution to the Comprehensive Plan process?

Ashland has the feel of a small, cohesive Town which is very endearing. For an outsider looking in, this Town also seems insular and not so welcoming. This dual characteristic makes Ashland unique. Additionally, there are loud and sometimes multiple convincing opinions about a particular issue. The charge is to gracefully manage possible conflict as one deftly continues to build relationships. Being transparent and consistently building trust, clearly formulating and direction with community members/stakeholders would be primary for me.

5. How long have you been in town and what brought you here? How does your perspective contribute to the Comprehensive Plan process?

I have lived in Ashland since 2006. As an immigrant going through naturalization process, we decided to put down our roots and chose Ashland because it had the best of what we needed – a small community that was accessible, find our voice and engage with the Town in credible ways

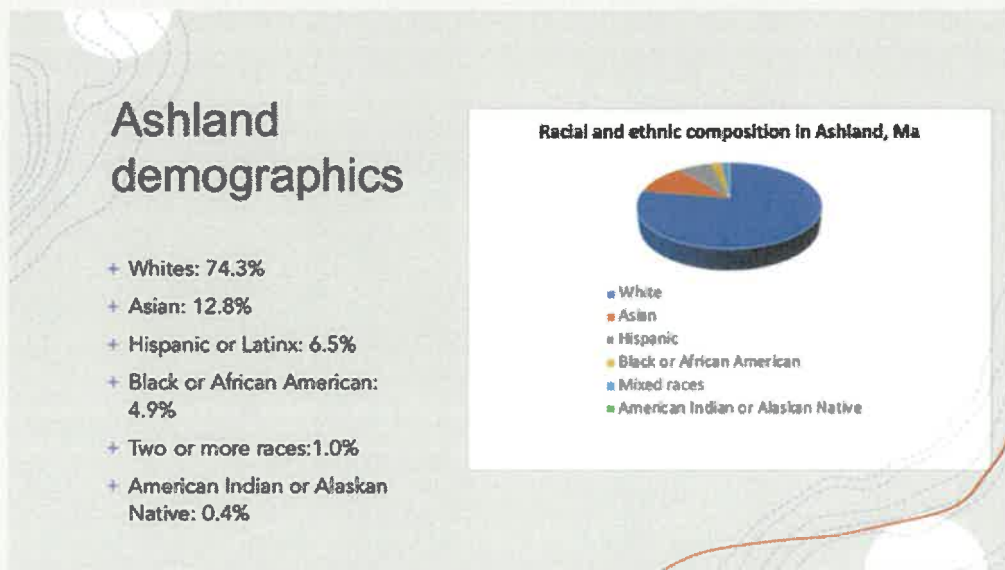
My perspective comes not just from my personal immigrant history but also from a commitment to elevate the conversation on the greater good of the Town. I will stay true to the expectations of the Steering Committee. My training in working with underserved populations provide me with skills to open dialogue, create a clear channel of communication while rallying around shared mission and purpose.



Annex 1.

Changing demographics in Ashland, MA

(Source: <https://www.neighborhoodscout.com/ma/ashland/demographics>)



Nations represented at Ashland High School on Flag Day 2022

(Based on direct observation by Ashland is United)

21.3% residents are foreign born



Annex 2

Data sourced from Massachusetts Environmental Justice Populations

(Viewable at: <https://mass-eoeea.maps.arcgis.com/apps/webappviewer/index.html?id=1d6f63e7762a48e5930de84ed4849212>)

Block Group 1, Census Tract 3851, Middlesex County, Massachusetts
This 2020 blockgroup in Ashland is an EJ population with the criteria: Minority

EJ characteristics of the block group:
Median household income: \$129,360:
this is 150.7 % of the MA median.
Total minority population: 30.7 %
Households with language isolation: 0.0 %

This municipality has a median household income of \$124,130 which is 144.6 % of the Massachusetts MHHI.

In 2019 this block group had a population of 1,927 in 636 households.

Online Form Submittal: Talent Bank Form

1 message

noreply@civicplus.com <noreply@civicplus.com>
To: srobie@ashlandmass.com

Thu, Feb 9, 2023 at 7:56 AM

Talent Bank Form

Page 1

TALENT BANK FORM

Please note that current vacancies can be found by looking at "Volunteer Opportunities". As vacancies become available we update the website to reflect the opening(s). If you apply for groups that doesn't have an opening your Talent Bank Form will be shared with the chair of the group. The Select Board, the appointing authority will be unable to appoint you if there is no vacancy. Each committee or position has a different level of commitment and the Select Board requests that everyone attend a meeting or two prior to seeking appointment. This allows you to understand what the group is working on and what the actual commitment would be. Most committees meet on a regular schedule, typically once or twice a month in the evening. Committee chairs and or staff are happy to provide additional information or answer any questions you may have about a particular group.

Upon receipt, your Talent Bank Form will be reviewed and shared with the chair and the Select Board. We will not be able to proceed if no matches exists between your request and our openings. Your application will be added to the list of volunteers who have expressed an interest in serving. We thank you for your interest in serving the Town of Ashland and returning this application.

Please remember that all meetings are open to the public, so even if you are not a member it does not exclude you from getting involved.

Name Amanda Hayes

Email Address

Address

City Ashland

State	MA
Zip Code	01721
Home Phone	- - -
Cell Phone	- - - - -

Page 2

I am interested in serving the Town in the following positions: Comprehensive Plan Steering Committee

Other: *Field not completed.*

Finance Committee is appointed by the Town Moderator *Field not completed.*

BACKGROUND:

Employer Fragomen, Del Rey, Bernsen & Loewy

Position Senior Associate Attorney

Education Boston University School of Law (Juris Doctor), New York University (B.A.)

Page 3

Please describe any training/experience you possess I am an attorney but with limited experience outside of U.S. immigration law. I have a background in strategy consulting and economics.

Please describe other skills and interests I'm a passionate advocate and hope to harness that energy in service to the Town of Ashland. I moved here with my young family in 2019 and feel that this town has such an amazing history and bright future, and it feels as though we are on the brink of so many important decisions that can shape the future of town for decades to come. I hope to serve on the Comprehensive Plan Steering Committee to help play a small part in shaping that future.

Please describe your government or community volunteer experience (Ashland or elsewhere) I do not have local government experience but am an active community volunteer in the community legal services space. I volunteer over 50 hours a year in pro bono legal services to immigrant communities around greater Boston.

1. Why do you want to be involved in the Comprehensive Plan process?

Ashland is a special town with a rich history, small town feel, and tons of potential. As a community, we are at a critical crossroads with many projects coming together to influence what our town will look like in the future. The Comprehensive Plan process will be a huge part of determining what we want our town to look like decades from now. I want to be involved in the Comprehensive Plan process because I believe it is vitally important for residents to engage in this process to help determine the future of our town. In the time I have lived in Ashland, I have seen our community make large decisions about our future in the form of new municipal buildings, downtown construction, and town properties. I have also seen the debate that each have generated. A common theme in our community's decision making is the level of engagement, and I believe the Comprehensive Plan process is an essential time to engage community members from all demographics to understand where we want to go as a community in the decades to come.

This process will help us ascertain where we are now, and where we want to go. It is a pivotal time for us to understand our needs and wants as a community, and how we position ourselves to serve those needs. I want to bring my voice to the table, but also ensure that we are engaging with the larger community. If I am selected to serve on the Steering Committee, I will engage with community members from my precinct and the community at-large to hear what folks need and want from our town going forward so that we can leverage this process to define our community's future vision.

2. What is your understanding of your role on the Steering Committee? How will your skills, knowledge and experience help the Committee?

As a Steering Committee member representing my precinct, I understand that I will work within the larger Steering Committee and with the outside consultant to assist with achieving each of the pillars of the project - Defining Ashland's Look and Feel, Serving Ashland's Needs, and Orchestrating the Plan. I understand my role will require regular attendance at committee meetings as well as meaningful participation in the committee and potential subcommittees throughout the Comprehensive Planning process over the next few years. I also understand that it will involve extensive community engagement to obtain input from residents throughout the process - including at key milestones where progress will be presented to the town.

As an attorney, I have strong advocacy skills that I will leverage in service to the residents of Ashland throughout this process. I pride myself on being a dedicated advocate who listens carefully to the needs of my clients. I am organized, thoughtful, and analytical and will use my time on the Steering Committee to advocate for the residents of Ashland and the future of our town. I also have extensive experience with project management within a large group setting. This

experience will be invaluable as a member of this Steering Committee as it is likely to be a large group. I am accustomed to managing large, high-stakes projects with many contributing voices. I excel at helping large groups distill input and institute processes to identify priorities and move projects forward.

3. What will you do throughout the process to make sure you are representing as broad as possible portion of the Ashland population?

I plan to engage with residents whenever possible to drive widescale representation – whether that is with my immediate community in my neighborhood, or through things like coffee chat style “open hours” to hear from folks in the town. I envision an open-door approach, including making myself available to folks in town at set times to hear input.

4. What is your most favorite and least favorite thing about Ashland? How would this influence your contribution to the Comprehensive Plan process?

I love how unique Ashland is as compared to other towns in our area. I love that it is a small town, where I have been able to meet many amazing people. It’s the kind of town where we bump into people we know at the Corner Spot, or out to dinner, or waiting for the train – I love that my children will grow up in a town where they are not anonymous. I also love that our town is diverse. It is an incredibly important aspect of the character of Ashland that I want to shine throughout this process. One of the most incredible things about Ashland is how passionate folks are about our town – it shows how much people love living here. It’s a special place, evidenced by how many people make it their life-long home.

My least favorite thing about our town is how we as a community can lack civility or collective vision at times. That is one of the main reasons that I want to be part of this process – to assist in building our collective vision – a vision that truly has buy-in across our diverse population. It’s a tall order – but we can do it!

5. How long have you been in town and what brought you here? How does your perspective contribute to the Comprehensive Plan process?

I moved to town in 2019, right before the pandemic hit. My husband and I lived in Cambridge for years. We met in Cambridge and loved our city life, but we are both transplants from the Midwest and we ultimately wanted to find the perfect town to raise our young family. Our priorities were landing in a town that was affordable and commutable to our jobs in Boston, but had the small town feel that we valued in our childhoods. We also wanted space – we did not want to be on top of our neighbors and wanted to find a town that had lots of open space for our family to explore. Turns out – we hit the jackpot and we do not plan to ever leave!

My perspective will contribute to the Comprehensive Planning process as my own guidepost for how *I* want our town to look and feel going forward, but I also understand that my perspective is just that - mine. I suspect many folks share it - but my role on the Steering Committee will be to hear varying perspectives and help us drive to compromises and commonalities.



Online Form Submittal: Talent Bank Form

1 message

noreply@civicplus.com <noreply@civicplus.com>
To: srobie@ashlandmass.com

Wed, Feb 15, 2023 at 4:15 PM

Talent Bank Form

Page 1

TALENT BANK FORM

Please note that current vacancies can be found by looking at "Volunteer Opportunities". As vacancies become available we update the website to reflect the opening(s). If you apply for groups that doesn't have an opening your Talent Bank Form will be shared with the chair of the group. The Select Board, the appointing authority will be unable to appoint you if there is no vacancy. Each committee or position has a different level of commitment and the Select Board requests that everyone attend a meeting or two prior to seeking appointment. This allows you to understand what the group is working on and what the actual commitment would be. Most committees meet on a regular schedule, typically once or twice a month in the evening. Committee chairs and or staff are happy to provide additional information or answer any questions you may have about a particular group.

Upon receipt, your Talent Bank Form will be reviewed and shared with the chair and the Select Board. We will not be able to proceed if no matches exists between your request and our openings. Your application will be added to the list of volunteers who have expressed an interest in serving. We thank you for your interest in serving the Town of Ashland and returning this application.

Please remember that all meetings are open to the public, so even if you are not a member it does not exclude you from getting involved.

Name	Judy Javidpour
Email Address	
Address	
City	Ashland

State	MA
Zip Code	01721
Home Phone	
Cell Phone	

Page 2

I am interested in serving the Town in the following positions: Comprehensive Plan Steering Committee

Other: *Field not completed.*

Finance Committee is appointed by the Town Moderator *Field not completed.*

BACKGROUND:

Employer Depositors Insurance Fund

Position EVP and CFO

Education BS in Accounting and CPA license

Page 3

Please describe any training/experience you possess Financial experience as a former auditor, CPA and chief financial officer. My prior experience as an auditor provided me with varied exposure to differing industries.

Please describe other skills and interests I am interesting in gardening and DIY home projects

Please describe your government or community volunteer experience (Ashland or elsewhere) Former member of the Ashland Garden Club and current member of the Friends of the Ashland public library. Currently I am the vice chair of the Corporation for Sponsored Ministries (parent entity for Bethany Hill Place and a few other entities) and former Finance Chair and board member for Bethany Hill Place (living learning non profit) located in Framingham.

Email not displaying correctly? [View it in your browser.](#)

1. Why do you want to be involved in the Comprehensive Plan process?

I want to be involved in the Comprehensive Plan process as I consider Ashland my home as it is where my husband and I have raised our family. Given my connection to the town I want to do what I can do help shape the town for the next decade and yet to try for the town to retain its current charm and sense of community. My current schedule now affords me the opportunity to be involved with the town which wasn't the case previously.

2. What is your understanding of your role on the Steering Committee? How will your skills, knowledge and experience help the Committee?

I believe that my role on the Steering Committee would be that of an active participant. I have participated in numerous long range\ strategic planning meetings for the companies where I work and for non-profits that I have been on their boards. This experience is what I bring to the table as a member of the Steering Committee. In addition, I am a CPA so I tend to be an analytical thinker which again, I believe would be useful for this process. Lastly, I've never been an active member in local "politics" so I don't come with any preconceived biases.

3. What will you do throughout the process to make sure you are representing as broad as possible portion of the Ashland population?

As I indicated previously, we moved to Ashland in 1998. Originally, I was born and raised in Burlington Vermont so I consider myself as a Massachusetts transplant. During my 6 plus years as a board member at Bethany Hill Place, which provided opportunities for those who are marginalized I became very attuned to others economic situations. I think that my personal background and that of being a board member for non-profits have helped me to clearly recognize the broad economic community that resides within the town.

4. What is your most favorite and least favorite thing about Ashland? How would this influence your contribution to the Comprehensive Plan process?

The two most favorite things that I like about the town is the small town feel and the sense of community. Throughout the year there are so many wonderful community related events that take place in town and these events are well planned and well attended. To me this shows how passionate our citizens are for the community. I see this first hand as a board member of the Friends of the Library. The least favorite thing about the town is the lack of restaurants as we need to travel to dine out. Retention of the small town/sense of community would influence by contribution to the comprehensive planning process, but that doesn't mean that my judgement would be clouded as I consider myself to be a free-thinker.

5. How long have you been in town and what brought you here? How does your perspective contribute to the Comprehensive Plan process?

We currently reside in our second home in Ashland since moving to the town in 1998. For the previous decade we had lived in other towns within close proximity of Boston, and immediately prior to moving to Ashland we resided in Natick. Affordable housing was the main reason for us moving to Ashland. My perspective about the town is what has kept us in the town. I recognize that people are drawn to the town because of its proximity to Boston, train accessibility, good schools and moderate housing prices. All of these factors bring people into the town but the sense of community is what retains the people as long-term residents.

Online Form Submittal: Talent Bank Form

1 message

noreply@civicplus.com <noreply@civicplus.com>

Thu, Feb 23, 2023 at 9:47 AM

To: srobie@ashlandmass.com

Talent Bank Form**Page 1**

TALENT BANK FORM

Please note that current vacancies can be found by looking at "Volunteer Opportunities". As vacancies become available we update the website to reflect the opening(s). If you apply for groups that doesn't have an opening your Talent Bank Form will be shared with the chair of the group. The Select Board, the appointing authority will be unable to appoint you if there is no vacancy. Each committee or position has a different level of commitment and the Select Board requests that everyone attend a meeting or two prior to seeking appointment. This allows you to understand what the group is working on and what the actual commitment would be. Most committees meet on a regular schedule, typically once or twice a month in the evening. Committee chairs and or staff are happy to provide additional information or answer any questions you may have about a particular group.

Upon receipt, your Talent Bank Form will be reviewed and shared with the chair and the Select Board. We will not be able to proceed if no matches exists between your request and our openings. Your application will be added to the list of volunteers who have expressed an interest in serving. We thank you for your interest in serving the Town of Ashland and returning this application.

Please remember that all meetings are open to the public, so even if you are not a member it does not exclude you from getting involved.

Name	Lucien Hollins
------	----------------

Email Address	
---------------	--

Address	
---------	--

City	Ashland
------	---------

State	MA
Zip Code	01721
Home Phone	
Cell Phone	<i>Field not completed.</i>

Page 2

I am interested in serving the Town in the following positions: Comprehensive Plan Steering Committee

Other: *Field not completed.*

Finance Committee is appointed by the Town Moderator *Field not completed.*

BACKGROUND:

Employer MathWorks

Position Tech writer

Education MS in Mechanical Engineering

Page 3

Please describe any training/experience you possess Just a strong personal interest in public planning that benefits humans and protects the local ecology. I was a board member of my HOA in Arizona.

Please describe other skills and interests Energy infrastructure, water supply and distribution, sustainable design, human interfaces with infrastructure, transportation, landscaping, wildlife ecology, astronomy, athletics, community involvement, local government.

Please describe your government or community volunteer experience (Ashland or elsewhere) While on the HOA board, I started a recycling program for the community. I belonged to the student government at Arizona State University. I was on the Sustainability committee and was on the Board of Appeals.

Email not displaying correctly? [View it in your browser.](#)

Re: Important! - Next Steps: Comprehensive Plan Steering Committee

1 message

Lucien Hollins

Fri, Mar 31, 2023 at 2:58 PM

Reply-To:

To: Michael Herbert <mherbert@ashlandmass.com>

Cc: Comprehensive Plan Project Management Group <complanpmg@ashlandmass.com>

Hi,

Here are my responses:

1. Why do you want to be involved in the Comprehensive Plan process?

I am a new homeowner here, and I care deeply about my community and how local-level decisions can create a space for social and environmental prosperity. I am also a father of a child that I will put through the Ashland Public School system, and I want to help create the pace space for her and her peers to thrive.

2. What is your understanding of your role on the Steering Committee? How will your skills, knowledge and experience help the Committee?

The Steering Committee seeks members to create a vision of Ashland's future that gives meaningful guidance to the other committees that make decisions and also garners public support. An ideal member would have broad understanding of the community and be able to synthesize community goals into actionable policy or project guidance. My background is that of a Navy veteran with an engineering degree and a career in technical writing. I am fluent in the workings of infrastructure and the human-infrastructure interface. I also believe that I have community goals that are representative of my community's values. I also used to have an HOA board position.

3. What will you do throughout the process to make sure you are representing as broad as possible portion of the Ashland population?

I will continue to participate in public at farmers markets, parades, fairs, volunteer events, town halls, etc. This is how I stay informed about what people like and dislike.

4. What is your most favorite and least favorite thing about Ashland? How would this influence your contribution to the Comprehensive Plan process?

My most favorite part about Ashland is the town spirit! I love how inclusive and progress-oriented the whole town is!

My least favorite part is the general lack of sidewalks or other considerations for pedestrians, strollers, wheelchairs, and bikes. I guarantee to push any future project proposal to have a whole pedestrian interaction section discussing how pedestrians are affected before, during, and after the project timeline. It's funny how we replace sidewalks but give people no where to walk when we're replacing them.

5. How long have you been in town and what brought you here? How does your perspective contribute to the Comprehensive Plan process?

I'm coming up on two years here. I will be an asset by bringing out of the box thinking. I have lived in Richmond, Charleston, San Diego, and Phoenix before here. I have seen a lot of ways that big and small places have succeeded and failed to work with the community.

Best,
Lucien

P.S. Thank you, Michael for getting that crossing sign replaced!

On Fri, Mar 31, 2023 at 07:42 Michael Herbert <mherbert@ashlandmass.com> wrote:

Good Morning Everyone - at the risk of overwhelming you with emails, we wanted to send you a final reminder that today at 5pm is the deadline to receive your answers to the questions regarding your interest in the Comprehensive Plan Steering Committee. We have enjoyed reading everyone's responses so far and look forward to reading more. Thank you again for your interest.

-Michael

On Sun, Mar 19, 2023 at 5:20 PM Michael Herbert <mherbert@ashlandmass.com> wrote:

Hello,

On behalf of the Comprehensive Plan Project Management Group, thank you for sending in a Talent Bank form and applying to be a member of our Comprehensive Plan Steering Committee. We are thrilled that over 50 people applied to represent their voting districts as we start this large town-wide master plan process. And we are reaching out to you about the next steps in the Steering Committee selection process.

Unfortunately, due to the large number of applicants, we will not be able to interview everyone individually. But we do want to get to know you better to help us understand why you might be interested in joining this group and how you might be a good fit within the entire committee.

So we are asking you to respond via email to the 5 questions we have listed below. We want to assemble a diverse group from Ashland that will represent its many different perspectives and experiences. If there is demographic data that you feel comfortable sharing, please feel free to include it below (of course you are not obligated nor should feel pressure to do so). There are key elements in the Comprehensive Plan process summarized in the attached flyer, which may be helpful as you answer the questions below. Your responses will help us understand the areas you might be most interested in.

Ultimately, we will only be able to appoint one member from each of the 6 voting precincts and 1 student representative. We will continue to communicate with all applicants about the future ways that they can be involved in this project, because everyone's engagement will be necessary for this project to be successful.

Please **email** us your responses to the questions below to: complanpmg@ashlandmass.com by 5pm on **March 31st** to continue to be considered for the Steering Committee.

1. Why do you want to be involved in the Comprehensive Plan process?
2. What is your understanding of your role on the Steering Committee? How will your skills, knowledge and experience help the Committee?
3. What will you do throughout the process to make sure you are representing as broad as possible portion of the Ashland population?
4. What is your most favorite and least favorite thing about Ashland? How would this influence your contribution to the Comprehensive Plan process?

Name	e-mail	Phone Number	Comprehensive Plan Steering	Date Received	Precinct Number	Ranking	Date Received
Kortni Wroten	kortni.wroten@gmail.com	774-955-8921	X	2/8/23	1	1	3/30
Jonathan Beck	jp@emailbeck.com	508-369-7520	X	2/15/23	1	2	3/30
Jacob Coolberth	jakecoolberth@gmail.com	508-331-2907	X	2/15/23	1	3	3/31
Steve Morgan	steve@thegreathill.com	508-930-4096	X	2/21/23	1	5	3/26
Chris Gazard	Cgazard@gmail.com	508-561-5249	X	2/22/23	1	4	3/31
Premal Shah	premal.shah@gmail.com	413-221-6733	X	2/3/23	2	1	3/20
Shaun Adamec	shayunadamec@gmail.com	617-888-2213	X	2/7/23	2	3	3/20
Timothy C Henderson	thehenderson53@gmail.com	508-808-4055	X	2/7/23	2	5	3/31
Jon Fetherston	jonfetherston@comcast.net	508-816-6674	X	2/9/23	2	7	3/30
Leah Suarez	leahsrz@gmail.com	617-869-3655	X	2/11/23	2	2	3/29
Luara Johnson	Letjohnson3@gmail.com	239-248-1334	X	2/28/23	2	6	3/30
Ben Kriete	brkriete@yahoo.com	413-250-0507	X	3/1/23	2	4	3/31
David Evancho	devancho@gmail.com	802-989-3430	X	2/14/23	3	1	3/28
Evan Lavidor	evan@lavidor.com	617-640-1396	X	3/1/23	3	2	3/31
Aman Sharma	amansharma031990@gmail.com	978-654-0029	X	2/6/23	4	2	3/30
Aroon Manoharan	apm750@yahoo.com	508-309-3363	X	2/9/23	4	1	3/31
Mark Dassoni	ageless20211@outlook.com	508-881-4086	X	2/9/23	4	4	3/20
Jennifer Leland	bayswatergirl@hotmail.com	774-279-3945	X	2/10/23	4	3	3/31
Amanda Hayes	amandaekey@gmail.com	646-209-3141	X	2/9/23	5	1	3/31
Rajashree Ghosh	rgsinlimite@gmail.com	508-904-7578	X	2/10/23	5	2	3/22
Tyler Thompson	tylerethompson@gmail.com	774-230-0428	X	2/3/23	6	4	3/31
Lisa Churchill	lisa@blushbouquets.com	508-294-2910	X	2/13/23	6	1	3/30
Judy Javidpour	javidpourj@gmail.com	508-231-0847	X	2/15/23	6	2	3/29
Lucien Hollins	l.x.hollins@gmail.com	480-334-9179	X	2/23/23	6	3	3/31
Students							
Abhishek Karthik	karthikabh@ashland.k12.ma.us	508-654-4512		2/28/23	1	2	Student - 3/29
Taylor Kotch	kotchtay@ashland.k12.ma.us	508-740-8906	X	3/1/23	1	1	Student - 3/31
Hasini Reddy	reddyhas@ashland.k12.ma.us	508-215-6543	X	3/1/23	6	3	Student - 3/30

Name	e-mail	Phone Number	Comprehensive Plan Steering	Date Received	Precinct Number	Ranking	Date Received
Kortni Wroten	kortni.wroten@gmail.com	774-955-8921	X	2/8/23	1	1	3/30
Jonathan Beck	jp@emailbeck.com	508-369-7520	X	2/15/23	1	3	3/30
Jacob Coolberth	jakecoolberth@gmail.com	508-331-2907	X	2/15/23	1	2	3/31
Steve Morgan	steve@thegreathill.com	508-930-4096	X	2/21/23	1	5	3/26
Chris Gazard	Cgazard@gmail.com	508-561-5249	X	2/22/23	1	4	3/31
Premal Shah	premal.shah@gmail.com	413-221-6733	X	2/3/23	2	4	3/20
Shaun Adamec	shayunadamec@gmail.com	617-888-2213	X	2/7/23	2	6	3/20
Timothy C Henderson	thehenderson53@gmail.com	508-808-4055	X	2/7/23	2	5	3/31
Jon Fetherston	jonfetherston@comcast.net	508-816-6674	X	2/9/23	2	7	3/30
Leah Suarez	leahsrz@gmail.com	617-869-3655	X	2/11/23	2	2	3/29
Luara Johnson	Letjohnson3@gmail.com	239-248-1334	X	2/28/23	2	3	3/30
Ben Kriete	brkriete@yahoo.com	413-250-0507	X	3/1/23	2	1	3/31
David Evancho	devancho@gmail.com	802-989-3430	X	2/14/23	3	2	3/28
Evan Lavidor	evan@lavidor.com	617-640-1396	X	3/1/23	3	1	3/31
Aman Sharma	amansharma031990@gmail.com	978-654-0029	X	2/6/23	4	3	3/30
Aroon Manoharan	apm750@yahoo.com	508-309-3363	X	2/9/23	4	2	3/31
Mark Dassoni	ageless20211@outlook.com	508-881-4086	X	2/9/23	4	4	3/20
Jennifer Leland	bayswatergirl@hotmail.com	774-279-3945	X	2/10/23	4	1	3/31
Amanda Hayes	amandaekey@gmail.com	646-209-3141	X	2/9/23	5	1	3/31
Rajashree Ghosh	rgsinlimite@gmail.com	508-904-7578	X	2/10/23	5	2	3/22
Tyler Thompson	tylerethompson@gmail.com	774-230-0428	X	2/3/23	6	4	3/31
Lisa Churchill	lisa@blushbouquets.com	508-294-2910	X	2/13/23	6	1	3/30
Judy Javidpour	javidpourj@gmail.com	508-231-0847	X	2/15/23	6	3	3/29
Lucien Hollins	l.x.hollins@gmail.com	480-334-9179	X	2/23/23	6	2	3/31
Students							
Abhishek Karthik	karthikabh@ashland.k12.ma.us	508-654-4512		2/28/23	1	1	Student - 3/29
Taylor Kotch	kotchtay@ashland.k12.ma.us	508-740-8906	X	3/1/23	1	2	Student - 3/31
Hasini Reddy	reddyhas@ashland.k12.ma.us	508-215-6543	X	3/1/23	6	3	Student - 3/30

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Jonathan Beck	jp@emailbeck.com	508-369-7520	X	2/15/23	1	1/3	3/30
Jacob Coolberth	jakecoolberth@gmail.com	508-331-2907	X	2/15/23	1	1/2	3/31
Steve Morgan	steve@thegreathill.com	508-930-4096	X	2/21/23	1	1/5	3/26
Chris Gazard	Cgazard@gmail.com	508-561-5249	X	2/22/23	1	1/4	3/31
Premal Shah	premal.shah@gmail.com	413-221-6733	X	2/3/23	2	1/4	3/20
Shaun Adamec	shayunadamec@gmail.com	617-888-2213	X	2/7/23	2	1/6	3/20
Timothy C Henderson	thehenderson53@gmail.com	508-808-4055	X	2/7/23	2	1/3	3/31
Jon Fetherston	jonfetherston@comcast.net	508-816-6674	X	2/9/23	2	1/7	3/30
Leah Suarez	leahsrz@gmail.com	617-869-3655	X	2/11/23	2	1/2	3/29
Luara Johnson	Letjohnson3@gmail.com	239-248-1334	X	2/28/23	2	1/1	3/30
Ben Kriete	brkriete@yahoo.com	413-250-0507	X	3/1/23	2	1/5	3/31
David Evancho	devancho@gmail.com	802-989-3430	X	2/14/23	3	1/2	3/28
Evan Lavidor	evan@lavidor.com	617-640-1396	X	3/1/23	3	1/1	3/31
Aman Sharma	amansharma031990@gmail.com	978-654-0029	X	2/6/23	4	1/3	3/30
Aroon Manoharan	apm750@yahoo.com	508-309-3363	X	2/9/23	4	1/2	3/31
Mark Dassoni	ageless20211@outlook.com	508-881-4086	X	2/9/23	4	1/4	3/20
Jennifer Leland	bayswatergirl@hotmail.com	774-279-3945	X	2/10/23	4	1/1	3/31
Amanda Hayes	amandaekey@gmail.com	646-209-3141	X	2/9/23	5	1/1	3/31
Rajashree Ghosh	rgsinlimite@gmail.com	508-904-7578	X	2/10/23	5	1/2	3/22
Tyler Thompson	tylerethompson@gmail.com	774-230-0428	X	2/3/23	6	1/3	3/31
Lisa Churchill	lisa@blushbouquets.com	508-294-2910	X	2/13/23	6	1/1	3/30
Judy Javidpour	javidpourj@gmail.com	508-231-0847	X	2/15/23	6	1/2	3/29
Lucien Hollins	l.x.hollins@gmail.com	480-334-9179	X	2/23/23	6	1/4	3/31
Students							
Abhishek Karthik	karthikabh@ashland.k12.ma.us	508-654-4512		2/28/23	1	1	Student - 3/29
Taylor Kotch	kotchtay@ashland.k12.ma.us	508-740-8906	X	3/1/23	1	2	Student - 3/31
Hasini Reddy	reddyhas@ashland.k12.ma.us	508-215-6543	X	3/1/23	6	3	Student - 3/30

				Comprehensive Plan Steering Committee				
Name	e-mail	Phone Number		Date Received	Precinct Number	Ranking	Date Received	
Kortni Wroten	kortni.wroten@gmail.com	774-955-8921	X	2/8/23	1	1	3/30	
Jonathan Beck	jp@emailbeck.com	508-369-7520	X	2/15/23	1	5	3/30	
Jacob Coolberth	jakecoolberth@gmail.com	508-331-2907	X	2/15/23	1	2	3/31	
Steve Morgan	steve@thegreathill.com	508-930-4096	X	2/21/23	1	4	3/26	
Chris Gazard	Cgazard@gmail.com	508-561-5249	X	2/22/23	1	3	3/31	
Premal Shah	premal.shah@gmail.com	413-221-6733	X	2/3/23	2	5	3/20	
Shaun Adamec	shayunadamec@gmail.com	617-888-2213	X	2/7/23	2	4	3/20	
Timothy C Henderson	thehenderson53@gmail.com	508-808-4055	X	2/7/23	2	2	3/31	
Jon Fetherston	jonfetherston@comcast.net	508-816-6674	X	2/9/23	2	Not eligible, Ashland Housing Authority Member	3/30	
Leah Suarez	leahsrz@gmail.com	617-869-3655	X	2/11/23	2	Not eligible, Mindess Site Committee member	3/29	
Luara Johnson	Letjohnson3@gmail.com	239-248-1334	X	2/28/23	2	1	3/30	
Ben Kriete	brkriete@yahoo.com	413-250-0507	X	3/1/23	2	3	3/31	
David Evancho	devancho@gmail.com	802-989-3430	X	2/14/23	3	interview	3/28	
Evan Lavidor	evan@lavidor.com	617-640-1396	X	3/1/23	3	interview	3/31	
Aman Sharma	amansharma031990@gmail.com	978-654-0029	X	2/6/23	4	2	3/30	
Aroon Manoharan	apm750@yahoo.com	508-309-3363	X	2/9/23	4	3	3/31	
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Jennifer Leland	bayswatergirl@hotmail.com	774-279-3945	X	2/10/23	4	1	3/31	
Amanda Hayes	amandaekey@gmail.com	646-209-3141	X	2/9/23	5	interview	3/31	
Rajashree Ghosh	rgsinlimite@gmail.com	508-904-7578	X	2/10/23	5	interview	3/22	
Tyler Thompson	tylerethompson@gmail.com	774-230-0428	X	2/3/23	6	2	3/31	
Lisa Churchill	lisa@blushbouquets.com	508-294-2910	X	2/13/23	6	3	3/30	
Judy Javidpour	javidpourj@gmail.com	508-231-0847	X	2/15/23	6	1	3/29	
Lucien Hollins	l.x.hollins@gmail.com	480-334-9179	X	2/23/23	6	4	3/31	
Students								
Abhishek Karthik	karthikabh@ashland.k12.ma.us	508-654-4512		2/28/23	1	interview	Student - 3/29	
Taylor Kotch	kotchtay@ashland.k12.ma.us	508-740-8906	X	3/1/23	1	interview	Student - 3/31	
Hasini Reddy	reddyhas@ashland.k12.ma.us	508-215-6543	X	3/1/23	6	interview	Student - 3/30	

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Shaun Adamec	shayunadamec@gmail.com	617-888-2213	X	2/7/23	2	1/6	3/20
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Leah Suarez	leahsrz@gmail.com	617-869-3655	X	2/11/23	2	1/4	3/29
Luara Johnson	Letjohnson3@gmail.com	239-248-1334	X	2/28/23	2	1/1	3/30
Ben Kriete	brkriete@yahoo.com	413-250-0507	X	3/1/23	2	1/3	3/31
David Evancho	devancho@gmail.com	802-989-3430	X	2/14/23	3	1/1	3/28
Evan Lavidor	evan@lavidor.com	617-640-1396	X	3/1/23	3	1/2	3/31
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Rajashree Ghosh	rgsinlimite@gmail.com	508-904-7578	X	2/10/23	5	1/2	3/22
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Students							
Abhishek Karthik	karthikabh@ashland.k12.ma.us	508-654-4512		2/28/23	1	1	Student - 3/29
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Jonathan Beck	jp@emailbeck.com	508-369-7520	X	2/15/23	1		3/30	3
Jacob Coolberth	jakecoolberth@gmail.com	508-331-2907	X	2/15/23	1		3/31	2
Steve Morgan	steve@thegreathill.com	508-930-4096	X	2/21/23	1		3/26	4
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Premal Shah	premal.shah@gmail.com	413-221-6733	X	2/3/23	2		3/20	1
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Leah Suarez	leahsrz@gmail.com	617-869-3655	X	2/11/23	2		3/29	3
Luara Johnson	Letjohnson3@gmail.com	239-248-1334	X	2/28/23	2		3/30	6
Ben Kriete	brkriete@yahoo.com	413-250-0507	X	3/1/23	2		3/31	5
David Evancho	devancho@gmail.com	802-989-3430	X	2/14/23	3		3/28	2
Evan Lavidor	evan@lavidor.com	617-640-1396	X	3/1/23	3		3/31	1
Aman Sharma	amansharma031990@gmail.com	978-654-0029	X	2/6/23	4		3/30	3
Aroon Manoharan	apm750@yahoo.com	508-309-3363	X	2/9/23	4		3/31	1
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Jennifer Leland	bayswatergirl@hotmail.com	774-279-3945	X	2/10/23	4		3/31	2
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Students								
Abhishek Karthik	karthikabh@ashland.k12.ma.us	508-654-4512		2/28/23	1		Student - 3/29	1
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