

input  
12/13/17

10a

Colin Calloway  
17 Hopson Lane

I apologize for coming back to the microphone with something which I know some of you think is just an inconvenience or an annoyance. I hate this, even if you don't, but I feel I have to keep this issue squarely before us.

The Select Board finally has the draft of a town plan to present to the public for comment. In previous meetings, it has also received, at its request, documents obtained via FOI request that raise concerns about the integrity of the process and the potential, and perhaps intended, larger impact of that plan on the nature and future of Norwich. Given that one of the Select Board's principles is transparency, will the Board share those documents or voice those concerns at its public hearings on the draft town plan? Or will it be left again to individual citizens to shine a light on issues that affect the whole town, and to then be characterized as Nimbys or just an obstructionist "vocal minority" for their efforts?

In other words, does the Select Board see anything or nothing in those documents that it should bring to the attention of the public so that the citizens of Norwich can make an informed decision about this draft town plan?

I submit this question to make it part of the official record of this meeting.

**Vermont Division for Historic Preservation**  
**Agency of Commerce and Community Development**  
One National Life Drive  
Davis Building, 6<sup>th</sup> Floor  
Montpelier, VT 05620-0501  
<http://accd.vermont.gov/historic-preservation>

[phone] 802-828-3211  
[fax] 802-828-3206

December 15, 2017

Mary Layton, Chair  
Town of Norwich Select Board  
P.O. Box 376  
Norwich, VT  
05055

**RE: Proposed Nomination to the National Register of Historic Places  
Norwich Mid-Century Modern Historic District, Norwich, VT**

Dear Ms. Layton:

We are pleased to inform you that the above-referenced property will be considered by the Vermont Advisory Council on Historic Preservation for nomination to the National Register of Historic Places at its meeting on **January 18, 2018**. For your convenience, a draft copy of the National Register nomination is posted online at: <http://accd.vermont.gov/historic-preservation/identifying-resources/nrhp/pending>.

The National Register of Historic Places is the official list of the Nation's historic places worthy of preservation. Authorized by the National Historic Preservation Act of 1966, the National Park Service's National Register of Historic Places is part of a national program to coordinate and support public and private efforts to identify, evaluate, and protect America's historic and archeological resources.

Listing of this property provides recognition of its historic importance and assures protective review of federal projects that might adversely affect its character. If this property is listed in the National Register, certain federal investment tax credits for rehabilitation and other provisions may apply. Listing in the National Register does not mean that the federal government will place limitations on this property, nor are public visitation rights required of owners. The federal government will not attach restrictive covenants to this property or seek to acquire it.

Nomination of this property to the National Register is being requested by the Norwich Historic Preservation Commission. As part of the nomination process, the Vermont Division for Historic Preservation is required to notify in writing the Chief Elected Local Official of our intent to bring the nomination before the Vermont Advisory Council on Historic Preservation.



If, after reviewing the draft nomination, you have any questions about its content or the next steps in the listing process, please do not hesitate to contact me at 802-828-3043 or [devin.colman@vermont.gov](mailto:devin.colman@vermont.gov). All comments and/or questions must be submitted to our office at least one day prior to the date of the Advisory Council meeting.

Sincerely,  
VERMONT DIVISION FOR HISTORIC PRESERVATION

A handwritten signature in black ink, appearing to read "D. A. Colman", with a long horizontal flourish extending to the right.

Devin A. Colman  
State Architectural Historian

Enclosures: Results of National Register Listing  
National Register Criteria for Evaluation

## RESULTS OF NATIONAL REGISTER LISTING

In addition to honorific recognition, listing in the National Register of Historic Places results in the following:

- Consideration in planning for federal, federally licensed, and federally assisted projects. Section 106 of the National Historic Preservation Act of 1966 requires that Federal agencies allow the Advisory Council on Historic Preservation an opportunity to comment on all projects affecting historic properties either listed in or determined eligible for listing in the National Register. The Advisory Council oversees and ensures the consideration of historic properties in the Federal Planning process;
- Eligibility for certain tax provisions. Owners of properties listed in the National Register may be eligible for a 20% investment tax credit for the certified rehabilitation of income-producing certified historic structures such as commercial, industrial, or rental residential buildings. This credit can be combined with a straight-line depreciation period of 27.5 years for residential property and 31.5 years for nonresidential property for the depreciable basis of the rehabilitated building reduced by the amount of the tax credit claimed. Federal tax deductions are also available for charitable contributions for conservation purposes of partial interests in historically important land areas or structures;
- Consideration of historic values in the decision to issue a surface mining permit where coal is located in accordance with the Surface Mining Control Act of 1977; and
- Qualification for Federal grants for historic preservation, when funds are available.
- Owners of private property listed in the National Register are free to maintain, manage, or dispose of their property as they choose provided that no Federal monies are involved.
- National Register listing places no obligations on private property owners. There are no restrictions on the use, treatment, transfer, or disposition of private property.
- National Register listing does not lead to public acquisition or require public access.
- A property will not be listed if, for individual properties, the owner objects, or for districts, a majority of property owners object.
- National Register listing does not automatically invoke local historic district zoning or local landmark designation.

*For answers to Frequently Asked Questions about the results of National Register listing, please visit:*

<http://www.nps.gov/nr/faq.htm#benefits>

## NATIONAL REGISTER CRITERIA FOR EVALUATION

The quality of significance in American history, architecture, archeology, engineering, and culture is present in districts, sites, buildings, structures, and objects that possess integrity of location, design, setting, materials, workmanship, feeling, and association, and:

- A. That are associated with events that have made a significant contribution to the broad patterns of our history; or
- B. That are associated with the lives of significant persons in or past; or
- C. That embody the distinctive characteristics of a type, period, or method of construction, or that represent the work of a master, or that possess high artistic values, or that represent a significant and distinguishable entity whose components may lack individual distinction; or
- D. That have yielded or may be likely to yield, information important in history or prehistory.

### Criteria Considerations

Ordinarily cemeteries, birthplaces, graves of historical figures, properties owned by religious institutions or used for religious purposes, structures that have been moved from their original locations, reconstructed historic buildings, properties primarily commemorative in nature, and properties that have achieved significance within the past 50 years shall not be considered eligible for the National Register. However, such properties will qualify if they are integral parts of districts that do meet the criteria or if they fall within the following categories:

- a. A religious property deriving primary significance from architectural or artistic distinction or historical importance; or
- b. A building or structure removed from its original location but which is primarily significant for architectural value, or which is the surviving structure most importantly associated with a historic person or event; or
- c. A birthplace or grave of a historical figure of outstanding importance if there is no appropriate site or building associated with his or her productive life; or
- d. A cemetery that derives its primary importance from graves of persons of transcendent importance, from age, from distinctive design features, or from association with historic events; or
- e. A reconstructed building when accurately executed in a suitable environment and presented in a dignified manner as part of a restoration master plan, and when no other building or structure with the same association has survived; or

- f. A property primarily commemorative in intent if design, age, tradition, or symbolic value has invested it with its own exceptional significance; or
- g. A property achieving significance within the past 50 years if it is of exceptional importance.

*The National Park Service developed these criteria to guide the evaluation of buildings, structures, objects, sites and districts for inclusion in the National Register of Historic Places. For more detailed information, please visit: <http://www.nps.gov/NR/PUBLICATIONS/bulletins/nrb15/>*



10c

State of Vermont  
Department of Taxes  
133 State Street  
Montpelier, VT 05633-1401

Agency of Administration

Phone: (802) 828-5860  
Fax: (802) 828-2824

December 18, 2017

Town Clerk  
Town of Norwich  
PO Box 376  
Norwich, VT 05055

### 2017 Equalization Study Results

This letter serves as notification of the results of Property Valuation and Review (PVR)'s 2017 equalization study. Every year we are required to certify the equalized education property value (EEPV or EEGL) and coefficient of dispersion (COD) for each Vermont town. 32 V.S.A § 5406. This letter also communicates the Common Level of Appraisal (CLA) for your town and explains how it will impact your homestead and nonresidential education tax rates.

Education Grand List (from 411):	\$746,032,600
Equalized Education Grand List (EEGL):	\$758,991,388
<b>Common Level of Appraisal (CLA):</b>	<b>98.29 % or 0.9829</b>
Coefficient of Dispersion (COD):	7.34 %

The **education grand list** listed here is what was reported by your town to the state on the 411 form with your town's cable (if applicable) and tax increment financing (TIF) amounts (if any) included. This number represents the town's total property value that is subject to the education property tax (from the most recent grand list available) and serves as the numerator in the computation of the CLA. Please note: tax revenue from any TIF property value is subject to allocation. 32 V.S.A. § 5404a.

The **equalized education grand list (EEGL)** represents PVR's statutorily-mandated estimate of total fair market value of the education grand list in your town and serves as the denominator in the computation of the CLA. To find out more about how the equalization study is conducted, how to read the certified sales report, and additional instructions on how to appeal your results, please see the "Introduction to Vermont's Equalization Study" document at:

[tax.vermont.gov/research-and-reports/reports/equalization-study](http://tax.vermont.gov/research-and-reports/reports/equalization-study)

The **common level of appraisal (CLA)** is determined by dividing the education grand list by the equalized education grand list. 32 V.S.A. § 5401. A number over 100% indicates that property in your town is generally listed for more than its fair market value. A number less than 100% indicates that property is generally listed for less than its fair market value. A CLA below 80% necessitates a reappraisal. 32 V.S.A § 4041a. The homestead and nonresidential tax rates in your town will be adjusted by your town's CLA. 32 V.S.A § 5402. The nonresidential rate in your town will be the statewide



nonresidential rate divided by your CLA. The homestead rate will be the town homestead rate (which is determined by the per-pupil spending of any school district(s) to which your town belongs) divided by the CLA. A CLA greater than 100% will result in a downward adjustment of tax rates, and a CLA less than 100% will result in upward adjustment.

To get answers to many common questions about tax rates and how they are determined, please see: [tax.vermont.gov/research-and-reports/tax-rates-and-charts/education-tax-rates/faqs](http://tax.vermont.gov/research-and-reports/tax-rates-and-charts/education-tax-rates/faqs)

To see how the per-pupil spending of the district(s) to which your town belongs is calculated and how that, along with your town's CLA, makes the tax rates, please see the tax rate calculations link at: [tax.vermont.gov/property-owners/understanding-property-taxes/education-tax-rates](http://tax.vermont.gov/property-owners/understanding-property-taxes/education-tax-rates)

The **coefficient of dispersion (COD)** is a measure of how fairly distributed the property tax is within your town. It is calculated as the average of the (absolute) difference of each sales ratio (list price divided by sales price) in the study from the median ratio. That result is then divided by the median ratio to get the COD, which is expressed as a percent. 32 V.S.A. § 5401. A high COD means that within your town many taxpayers are paying more than their fair share and many are paying less than their fair share. A COD over 20% necessitates a reappraisal. 32 V.S.A. § 4041a.

**Appeals:** A municipality may petition the director of Property Valuation and Review for a redetermination of its EEPV and/or COD. 32 V.S.A. § 5408. All petitions must be in writing and signed by the chair of the municipality's legislative body. Petitions should contain a plain statement of matters being appealed and a statement of the remedy being sought. **Petitions must be received by PVR by the close of business on the 35th day after mailing of this letter.** Additional instructions on appeals can be found in the "Introduction to Vermont's Equalization Study" document at:

[tax.vermont.gov/research-and-reports/reports/equalization-study](http://tax.vermont.gov/research-and-reports/reports/equalization-study)

If you have any questions, please contact your district advisor or call 802-828-5860. For a copy of your town final computation sheet and certified sales report, please see:

[tax.vermont.gov/research-and-reports/reports/equalization-study](http://tax.vermont.gov/research-and-reports/reports/equalization-study)

Sincerely,



Jill Remick, Acting Director  
Property Valuation and Review

cc: Chair, Board of Listers  
Chair, School Board  
Chair, Select Board  
Superintendent of Schools

(Od)

**Herb Durfee**

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**From:** Stuart Richards <[srichards@globalrescue.com](mailto:srichards@globalrescue.com)>  
**Sent:** Tuesday, December 19, 2017 9:40 AM  
**To:** Herb Durfee  
**Cc:** Miranda Bergmeier; Norwich Conservation Commission; John Pepper; [johnlanghus@gmail.com](mailto:johnlanghus@gmail.com); [lcook2825@gmail.com](mailto:lcook2825@gmail.com); [marydlayton@gmail.com](mailto:marydlayton@gmail.com); [stephen.n.flanders@gmail.com](mailto:stephen.n.flanders@gmail.com)  
**Subject:** Re: Conservation Commission Minutes for 11-21-2017

Herb,

I would appreciate it if you would make this email and the emails below a part of correspondence at the next meet and ask the Selectboard to make the Conservation Commission violation and lack of response an agenda item at that same meeting.

Many thanks,

Stuart

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**From:** Herb Durfee <[HDurfee@norwich.vt.us](mailto:HDurfee@norwich.vt.us)>  
**Date:** Wednesday, December 13, 2017 at 9:34 AM  
**To:** Stuart Richards <[srichards@globalrescue.com](mailto:srichards@globalrescue.com)>  
**Cc:** Miranda Bergmeier <[MBergmeier@norwich.vt.us](mailto:MBergmeier@norwich.vt.us)>, Norwich Conservation Commission <[norwich.conservation.commission@gmail.com](mailto:norwich.conservation.commission@gmail.com)>, John Pepper <[Pepper@norwich.vt.us](mailto:Pepper@norwich.vt.us)>, John Lanhus <[johnlanghus@gmail.com](mailto:johnlanghus@gmail.com)>, Linda Cook <[lcook2825@gmail.com](mailto:lcook2825@gmail.com)>, Mary Layton <[marydlayton@gmail.com](mailto:marydlayton@gmail.com)>, "stephen.n.flanders@gmail.com" <[stephen.n.flanders@gmail.com](mailto:stephen.n.flanders@gmail.com)>  
**Subject:** RE: Conservation Commission Minutes for 11-21-2017

Stuart,

I'll pass this along to the Board for their consideration.

Note: at this point, the next Board meeting after tonight's meeting (12/13) isn't scheduled until Jan 10. So, there's a likely "lag" in their ability to discuss your correspondence, given their protocols related to correspondence, etc.

Herb  
Herbert A. Durfee, III  
Town Manager  
Town of Norwich  
PO Box 376  
Norwich, VT 05055  
802-649-1419 ext. 102  
802-649-0123 (fax)

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**From:** Stuart Richards [<mailto:srichards@globalrescue.com>]  
**Sent:** Tuesday, December 12, 2017 6:09 PM  
**To:** Herb Durfee  
**Cc:** Miranda Bergmeier; Norwich Conservation Commission; John Pepper; [johnlanghus@gmail.com](mailto:johnlanghus@gmail.com);

[lcCook2825@gmail.com](mailto:lcCook2825@gmail.com); [marydlayton@gmail.com](mailto:marydlayton@gmail.com); [stephen.n.flanders@gmail.com](mailto:stephen.n.flanders@gmail.com)

**Subject:** Re: Conservation Commission Minutes for 11-21-2017

Herb,

It seems that all parties had good intentions and the minutes were only one day late. What needs further work is for the Conservation Commission members to step up and function like I think other boards and commissions function with a chair and clerk, even if it's on a rotating basis. Moreover, the members of the Commission need to have emails registered with Miranda so that they can be contacted. I don't think that these two requirements are unreasonable and if a Conservation Commission member is not prepared to meet these minimal requirements then perhaps, even though they are volunteers, as are all other board and commission members, volunteers who are willing should be appointed. I would appreciate it if the Selectboard who have made the appointments to the Conservation Commission or you acting for the Board could make these requirements known and followed.

Thanks,

Stuart

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Stuart L. Richards, Senior Vice President  
Global Rescue LLC  
Ph: Direct 617-459-4199, Main 617-459-4200  
Fax: 858-712-1295  
<http://www.globalrescue.com>

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**From:** Herb Durfee <[HDurfee@norwich.vt.us](mailto:HDurfee@norwich.vt.us)>  
**Date:** Monday, December 11, 2017 at 6:00 PM  
**To:** Stuart Richards <[srichards@globalrescue.com](mailto:srichards@globalrescue.com)>  
**Cc:** Miranda Bergmeier <[MBergmeier@norwich.vt.us](mailto:MBergmeier@norwich.vt.us)>, Norwich Conservation Commission <[norwich.conservation.commission@gmail.com](mailto:norwich.conservation.commission@gmail.com)>, John Pepper <[Pepper@norwich.vt.us](mailto:Pepper@norwich.vt.us)>, John Lanhus <[johnlanghus@gmail.com](mailto:johnlanghus@gmail.com)>, Linda Cook <[lcCook2825@gmail.com](mailto:lcCook2825@gmail.com)>, Mary Layton <[marydlayton@gmail.com](mailto:marydlayton@gmail.com)>, "[stephen.n.flanders@gmail.com](mailto:stephen.n.flanders@gmail.com)" <[stephen.n.flanders@gmail.com](mailto:stephen.n.flanders@gmail.com)>  
**Subject:** RE: Conservation Commission Minutes for 11-21-2017

Hi, Stuart. FYI, the Conservation Commission doesn't have a staff person to help with minutes or other matters. So, here's some follow-up information for you:

1. The draft minutes were prepared within the 5-day requirement and sent to the office for posting on the webpage. However, due to the Thanksgiving Holidays (Thursday and Friday) and the associated weekend, my staffer didn't get a chance to see the draft minutes until Monday, November 27, which is the day they were posted.
2. Recall my letter to you was drafted on November 21 the same day that the Conservation Commission met. So, much of the "cure" mentioned in that letter hadn't even been distributed/discussed with committees.
3. Since that time, I have spoken to a member of the Conservation Commission, to remind them of the 5 calendar day requirement and to strive to meet that requirement (even though there may be situations such as holidays). Also, I have sent a reminder to all committees including sending a copy of Sec Condos' Transparency Tour handout.

Since the Conservation Commission isn't meeting in December, I hope the above is enough information to satisfy what you seek within the 10-day timeframe (even though it's not directly coming from a Commission member). Thx

Herb

Herbert A. Durfee, III

Town Manager  
Town of Norwich  
PO Box 376  
Norwich, VT 05055  
802-649-1419 ext. 102  
802-649-0123 (fax)

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**From:** Stuart Richards [<mailto:srichards@globalrescue.com>]  
**Sent:** Monday, December 11, 2017 10:36 AM  
**To:** [norwich.conservation.commission@gmail.com](mailto:norwich.conservation.commission@gmail.com)  
**Cc:** Herb Durfee; Miranda Bergmeier; Mary Layton; Linda Cook; John Pepper; John Lanhus  
**Subject:** Re: Conservation Commission Minutes for 11-21-2017

Dear Norwich Conservation Commissioners and Craig Layne:

This is a second notice that the Conservation Commission appears to be out of compliance with the Open Meeting Law with respect to the timely submission of minutes to the public. If I am mistaken I would appreciate your correcting me and the record. The ten day deadline during which reply and acknowledgment of violation is required by statute has passed. It would be most appreciated if you acknowledge the violation assuming there has been a violation and cure it as per statute. Either Herb Durfee or I am available to help you with this should you wish.

Thank you for your anticipated cooperation,

Stuart L. Richards  
617-459-4199

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**From:** Stuart Richards <[srichards@globalrescue.com](mailto:srichards@globalrescue.com)>  
**Date:** Thursday, November 30, 2017 at 12:59 PM  
**To:** "[norwich.conservation.commission@gmail.com](mailto:norwich.conservation.commission@gmail.com)" <[norwich.conservation.commission@gmail.com](mailto:norwich.conservation.commission@gmail.com)>  
**Cc:** Herb Durfee <[HDurfee@norwich.vt.us](mailto:HDurfee@norwich.vt.us)>, Miranda Bergmeier <[MBergmeier@norwich.vt.us](mailto:MBergmeier@norwich.vt.us)>, Mary Layton <[marydlayton@gmail.com](mailto:marydlayton@gmail.com)>, Linda Cook <[lcook2825@gmail.com](mailto:lcook2825@gmail.com)>, John Pepper <[seabird37@gmail.com](mailto:seabird37@gmail.com)>, John Lanhus <[johnlanghus@gmail.com](mailto:johnlanghus@gmail.com)>  
**Subject:** FW: Conservation Commission Minutes for 11-21-2017

Dear Norwich Conservation Commissioners and Craig Layne:

As you may be aware there have be a number of Open Meeting Law violations in the past. A serious effort is being made by the Town Manager and others to see that Norwich strictly complies with this very important law. Please see his attached letter. It appears from the information provided in Miranda Bergmeier's email below that the minutes of the Conservation Commission were submitted to the public beyond the 5 day statutory period required by the Open Meeting Law. If I am misunderstanding this I would appreciate your letting me know. If I am correct I would much appreciate your complying with the Open Meeting Law and curing the violation. I would be happy to suggest how you cure the violation or I'm sure that Town Manager Herb Durfee would be willing to help as well.

Many thanks for your anticipated cooperation.

Stuart L. Richards  
802-649-3928

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**From:** Miranda Bergmeier <[MBergmeier@norwich.vt.us](mailto:MBergmeier@norwich.vt.us)>  
**Date:** Monday, November 27, 2017 at 3:54 PM

**To:** "[norwich@lists.vitalcommunities.org](mailto:norwich@lists.vitalcommunities.org)" <[norwich@lists.vitalcommunities.org](mailto:norwich@lists.vitalcommunities.org)>

**Subject:** Conservation Commission Minutes for 11-21-2017

The Conservation Commission minutes for November 21, 2017 have been posted on the Norwich website at <http://norwich.vt.us/wp-content/uploads/2017/11/NCC-Minutes-11-21-2017.pdf>

Miranda Bergmeier  
Assistant to the Town Manager  
Town of Norwich  
P.O. Box 376  
Norwich, VT 05055  
802-649-1419 x101

Please note that any response or reply to this electronic message may be subject to disclosure as a public record under the Vermont Public Records Act.

10d

**Miranda Bergmeier**

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**From:** Stuart Richards <srichards@globalrescue.com>  
**Sent:** Tuesday, January 02, 2018 6:44 PM  
**To:** Herb Durfee; Miranda Bergmeier; Linda Cook; Mary Layton; John Pepper; John Lanhus; Stephen Flanders  
**Cc:** Kris Clement; Marcia S. Calloway; office@fmanasek.com; Calli Guion; Colin G. Calloway; David Sargent; Claudette; psmith4203@gmail.com; Dan Goulet; Ernie Ciccotelli; wsmith4203@gmail.com; Cheryl Sittle; Charlotte Metcalf; jjtwwister@gmail.com; Dean Seibert; Miriam Richards; Chris Katucki  
**Subject:** The Town Plan

Dear Selectboard Members,

I would like to request that you schedule an early in the evening agenda item at your meeting on January 10, 2018 which will deal with the process you intend to follow to approve the Town Plan. In what time frame will you consider public comments from the two public meetings you are holding on Jan. 20 and Jan. 23, 2018 and from comments that come from correspondence? In addition, I hope you will consider Steve Flanders' proposal to hold a town vote on any proposal related to municipal sewage. A further topic that I would like to see voted on is how and if you will proceed with a town-wide survey to gauge public opinion related to the many issues in the Town Plan. I would appreciate it if you would schedule a third follow-up public meeting so as to allay concerns that there could be an early approval vote on the Town Plan which would short circuit reactions from the public to any changes which the Selectboard might make and which might disallow the submission of an election petition.

Thank you for your consideration and for including this note in correspondence for the January 10, 2018 meeting.

Stuart L. Richards

~~Handout~~  
12/13/17 (10e)

TO: Norwich Planning Commission  
FROM: Pam Smith  
DATE: February 9, 2017  
RE: Questions about Proposed Route 5 Rezoning Proposal

- 1) Please provide a list of the parcels affected?
- 2) Do you expect that property values will go up as a result of this rezoning, if approved?
- 3) Does anyone on the Planning Commission or the Select Board own property in the proposed zone? If so, is there a conflict of interest in voting for this proposal?
- 4) At one point, it was mentioned that the properties being rezoned would be "annexed" to the Village. Please provide a map that shows the proposed areas juxtaposed to the Village.
- 5) Of the 350 acres included in the proposed zone, how many acres are buildable?
- 6) Has consideration been given to wildlife habitat and crossings in this area?
- 7) Why is the Planning Commission looking at such a large area for this proposal? Would it make more sense to zone a smaller area to test the theory of developers' interest in Norwich?
- 8) What consideration has been given to my earlier suggestion that there be an annual or a five-year cap on development? I saw no mention of it in the presentation at the public hearing.
- 9) Has anyone reached out to VerMod or NetZero to see if they would be interested in a project in Norwich that could be kept within the confines of affordability?

10e

TO: Norwich Selectboard  
FROM: Pamela Smith  
RE: Selectboard Attendance via Teleconference  
DATE: December 20, 2017

I have noticed a trend during the current Selectboard year (since Town Meeting March 2017) of Selectboard members "phoning it in" so to speak. To be more specific, 12 of the last 23 meetings have been attended via telephone or teleconferencing by at least one board member. To be more specific, only two Selectboard members have elected to use this method of attendance. Two of the remaining members have perfect attendance, and the third has been absent three times.

By my calculation, 52% of the meetings since March 8, 2017 have been attended "electronically". If the remaining 4 meetings scheduled prior to Town Meeting 2018 are also attended electronically by at least one board member, that statistic jumps to 59%. While I realize we live in a digital age, we also live in a small Town and the personal touch is still valued here.

Therefore, as a resident of Norwich, I would ask that the Selectboard answer the following questions:

- 1) How many of the remaining 2017/2018 meetings do you anticipate will be attended electronically? Is this something that is expected to continue into 2018/2019 and 2019/2020?
- 2) Do you feel that this is the level of participation the residents of Norwich expected from Selectboard members when they voted at the 2017 Town Meeting?
- 3) Do you feel that the quality of the remote attendance is equivalent to that of being physically present? If yes, please explain. If no, do you feel it would be appropriate to establish clearer guidelines on in-person attendance expectations of each Selectboard member in any given "Town Meeting" year?
- 4) Do you feel that exceeding this guideline would signal that the Selectboard member's circumstances have changed to such a degree that they should step aside and allow someone else to serve out the remainder of their term?

I am sending this memorandum to you three weeks prior to the next Selectboard meeting on January 10, 2018, to allow ample time to consider the issues I have raised here. It is my hope that there will be an open and honest discussion of this issue at your next meeting.

Thank you for your time and consideration.

Pamela Smith  
1445 New Boston Rd  
Norwich, VT 05055

**Herb Durfee**

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**From:** Bonnie Munday  
**Sent:** Thursday, December 21, 2017 3:42 PM  
**To:** Herb Durfee  
**Subject:** Restoration of Records  
**Attachments:** Kofile Record Restoration.pdf

Dear Herb and Members of the Selectboard,

It has come to my attention that there is a record restoration designated fund in which I have not been made aware of. It is come to my attention that this fund could be removed and not used for its intended purpose.

I have attached a document from Kofile Preservation who was previously know at Brown's River Bindery who provided the town with an estimate on the cost of preservation in the Town Clerks Vault. As you can see the estimate in 2012 was for \$565,693.00 for the entire preservation process. (The cost would be slightly larger as five years has since gone by). Please be aware that this estimate comes after I have already done a substantial amount of preservation before this time and the more current books that will have to be dealt with at a later date.

At the time that the document was presented there was a member of the Public who did not care for the company that is used by a majority of the Town Clerks in the State of Vermont. This company has always been a reputable company with the Clerks in this state.

After receiving this document Steve Flanders and I put together a plan that would take us approximately 20 years to accomplish the estimate that was presented. This would be done by only using the money appropriated on an annual basis and my not having the knowledge of knowing this fund was available to me.

As you can see from the estimate the \$40,000 would go a long way in the restoration process. I could at least get one half of my books restored in one year.

Currently I have been using about half of this money to microfilm and scan the last forty years of our land records. Once I have forty years done I can make the images available on line. It would be through the Cott Systems and the Town would not lose any income in doing this as the per page fee is collected through subscription to Cott's and they will reimburse the Town the fee from document copies. In speaking with my representative today he feels that this would be accomplished in the next fiscal year. I will continue to scan backwards but not at the pace we have been, as scanning and microfilming give us the security of always being able to reproduce our documents in case of a disaster which have occurred in other Vermont Towns.

As far as having a step by step plan, this will be very challenging as the stability of a book can change and I am constantly reevaluating conditions in my vault. This is very hard for people who do not understand how we as Clerks determine what goes off to be restored.

I do not know how the express the importance of the information contained in a Town Clerks vault other than the information defines the Town as a whole. From Warranty Deed information, Mortgage Information, records of minutes, Vital Records, Mylars, minutes from various Boards and Committees. If someone needs a certified copy of a record it will come for the Town Clerks vault.

If we were to have a fire, flood accidental trip of the sprinkler system the only records that can be used are records that come through the vault and Town Clerks Office. If a mortgage is not filed in the vault and we can't make a certified copy then it may not exist. If a Mylar (Property Map) is not recorded it doesn't exist. Lawyers, Banks, IRS, State of Vermont

all rely on the information that is contained in the Town Clerks vault. Currently, reconstructing this town from what has been filmed and still needs to be filmed would be sketchy at best.

The vault at best should be considered at part of the infrastructure of the Town much in the same way it considers the Highway Department. The longer you let it go the more expensive it becomes to fix.

If is for this reason that I asked you now to please not take this fund and to let me expend this fund so that I can make a larger dent in the work that needs to be done in the vault.

I do believe that this money escaped my attention purely by the fact that it does is a designated fund and does not appear as part of any fund that I put aside.

Another item I have been paying close attention to is the Vermont Municipal Clerks and Treasurer Association will be going to the legislature asking to increase and restructure our fees. At this point I can't say for certain but am hoping that more money comes into the Town for restoration purposes which could lessen burden of the way appropriate for record restoration. Having no idea what this legislature is going to do, this will continue to be a wait and see what happens.

Thank you for your consideration and I would be happy to attend your January 10, 2018 meeting if you would like.

Sincerely,

*Bonnie J. Munday*  
*Norwich Town Clerk*  
*802-649-1419 ext. 103*  
*PO Box 376*  
*Norwich, VT 05055*  
[clerk@norwich.vt.us](mailto:clerk@norwich.vt.us)

Please note that any response or reply to this electronic message may be subject to disclosure as a public record under the Vermont Public Records Act.

# KOFILE PRESERVATION

December 11, 2012

Town of Norwich  
Bonnie Munday, Town Clerk  
300 Main St.  
Norwich, VT 05055

Dear Bonnie:

We are pleased to offer the following proposal for the preservation of the records surveyed on December 4<sup>th</sup> by Dennis Curran.

With Brown's River Records Preservation Co., Joseph J. Marotti Co., Louisiana Binding, Safeguard Imaging and the micrographics division of Eastman Kodak under our roof, we offer the best in preservation and imaging.

The preservation of public records, including books and manuscripts, maps, digital images, microfilm and other media, is our specialty. Our strength is not only in the size of our facility or staff, but in our commitment to ensure the physical protection of America's public records. It was the grassroots efforts of the companies that formed KOFILE Preservation that rallied for locally significant records. Over the years, our persistence and standard of workmanship has allowed KOFILE Preservation to not only promote and contribute to the preservation of local records, but to those of national significance too.

Our staff is trained in paper conservation methods developed specifically for books and documents used by County, Municipal, and other government offices. KOFILE Preservation employs over 60 conservation technicians, many have 10-30 years of experience.

### Preserving the Past

Each community's records are unique and are permanent links to the past. They document and verify - their survival is essential to protect life, liberty and property. Every day, across the nation, historical papers are revisited for business, property, and genealogy searches.

Without proper care, irreplaceable records may be lost. The ravages of time, acidic papers, acidic inks, usage, temperature, humidity, UV light, improper storage, and unforeseen disaster threaten their existence.

Preservation will minimize chemical and physical deterioration, and prevent the loss of text. It will prolong the existence and useful life of the item. Preservation can incorporate any combination of conservation, treatment, stabilization, preventative care, or digitization - or any maintenance or repair of the existing resource to protect or stabilize it from further deterioration.

## Scope of Work

### 1. **Maintain an INFORMATION LOG for each volume noting the following:**

- Condition of document upon receipt
- # pages and proper pagination, blank pages
- Presence of pressure sensitive material
- Presence of previous repairs
- Presence of staples, paper clips, brads, etc.
- Presence of acidic glues
- Identity of certificates/records (manuscript, Photostat, originally typed, etc.)
- Notation of original lettering on spine and covers
- Loose pages or attachments
- Special characteristics
- Any other information pertinent to the identification of the volume

This is the standard log used for all books and documents treated at Kofile Preservation. On it are recorded original condition, pagination, pressure sensitive repairs and other previous repairs, presence of staples, paper clips, etc, acidic glues, identity of certificates, original lettering on spine, loose pages or attachments and any other special characteristics and pertinent information. This log follows the book through the treatment process and is used in the final quality check. It is held as a permanent record of treatment.

### 2. **DISMANTLE BINDINGS completely, following accepted archival restoration guidelines.**

Extreme care must be taken not to cut the spine and folds of the section off the backs of the documents; therefore, cutting or chopping is not acceptable. The text block must be well cleaned and carefully disassembled.

- Remove all original binding materials and adhesive residues.
- Remove staples, paper clips, brads, etc.
- Remove pressure sensitive tape and old glue.
- Remove any sheets that are blank on both sides

For books to be Archival Grade Polyester encapsulated, manually separate folios into single sheets.

### 3. **SURFACE DRY CLEAN all paper as necessary and prudent by accepted archival methods.**

### 4. **REPAIR/RESTORE**

#### **Mend/Reinforce**

- Mend and guard paper tears. Mending tissue to be lightweight, closely matched in color and flexibility, eliminating formation of a breaking point in the sheet (Gampi or proven equal for tear repairs, Koso, Sekishu or proven equal for guarding). Adhesive for all tear repairs and guarding of folios to be ethyl cellulose paste or proven equal.
- Sufficient press time to be allowed after mending to insure paper will not cockle and that text block lies flat with no external pressure.
- Reinforce weak or tattered sheets to maintain mechanical integrity of document.
- Repair or replace index tabs as necessary.

#### **Trim/Flatten**

- Any sheets needing trimming must be neatly hand-trimmed to consistent size for uniformity and appearance.
- Flatten sheets as necessary.

#### **DEACIDIFICATION**

Deacidification and buffering are performed with a custom-built spray exhaust booth using Bookkeeper® (magnesium oxide spray). Bookkeeper® spray is far more benign in its effects on the environment and worker

safety than other deacidification products that have been available. The minimal acceptable application of this material is to one side of the sheet of paper. In all cases, it is the practice of Kofile Preservation to spray both sides of the sheet to insure complete buffering of the paper. The final pH of paper treated with magnesium oxide is in the range of 8 with an alkaline reserve of 2-4%. Images will be tested prior to treatment to determine compatibility of image media with the process.

5. **RE-SEW/REBIND**

**Encapsulated Records**

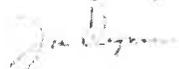
- Encapsulate sheets where necessary utilizing Archival Grade polyester envelopes 3 mil (or other appropriate mil thickness).
- Envelopes to be of uniform size with welded seals.
- Envelopes to be placed in Public Record binders: Tenacity Champ, to match previous work, hard back covered type with piano hinge.
- Loose leaf volumes to be in binders as follows:
  - Cover material of customer's choice
  - Metals of .035 gauge polished nickel plated cold-rolled steel
  - Upright post diameter as necessary – 5/16 or as original
  - Tooling to be performed with 23 karat gold foil.

**Rebound Records**

- Binding style can be “case construction” with reinforcement in the end papers, cover to text attachment and cover construction. Any re-sewing should follow existing sewing stations and include sewn-in end papers.
  - Sewing to be done by hand or Smythe-sewn, with sewing thread thickness evaluated and selected for each volume. Sewing thread to be chosen from unbleached linen stock or proven equal. Tapes to be linen or cotton.
  - Backing material to be linen of 50-75 threads/square inch weight.
  - End sheets to be chosen from a stock of strong, durable alkaline machine-made paper such as 80 lb. text Mohawk Super Fine Ivory or 100 lb. text weight Mohawk Super Fine Soft White or proven equal.
  - Hinge to be of Library Buckram or proven equal and must open with no strain on text block.
  - Boards to be of acid-free binders board of the best quality available and must be of sufficient thickness to preclude sagging or warping due to moisture or use.
  - Cover material to be leather, imitation leather, buckram or canvas.
  - Tooling to be performed with 23-karat gold foil.
6. **TITLE STAMPING** will generally follow the same format/style of originals and/or previous restored volumes.
7. **TREATMENT REPORT**, referenced to information log, to be provided for each completed volume.
8. **All restoration WILL BE COMPLETED WITHIN A PERIOD OF APPROXIMATELY 18 WEEKS**, beginning on the date of receipt of each item.
9. **All procedures to be performed are in accordance with generally accepted standards of conservation and restoration practice.** Alterations, changes or insertions of any new material in any record is strictly forbidden.

We appreciate the opportunity to offer our services to your community and hope you will call with any questions or comments.

Best regards,



Joe Degnan

Conservation Proposal  
Norwich, VT  
December 11, 2012

Land Records 28	\$2,560.00
Land Records 34	2,148.00
Land Records 35	2,396.00
Land Records 36	2,192.00
Land Records 37	2,296.00
Land Records 38	2,368.00
Land Records 39	2,344.00
Land Records 40	1,584.00
Land Records 41	1,458.00
Land Records 42	1,602.00
Land Records 43	1,554.00
Land Records 44	1,648.00
Land Records 45	1,628.00
Land Records 46	1,612.00
Land Records 47	1,573.00
Land Records 48	1,466.00
Land Records 49	1,547.00
Land Records 50	1,632.00
Land Records 51	1,794.00
Land Records 52	1,762.00
Land Records 53	1,788.00
Land Records 54	1,762.00
Land Records 55	1,788.00
Land Records 56	1,762.00
Land Records 57	1,820.00
Land Records 58	1,788.00
Land Records 59	1,788.00
Land Records 60	1,788.00
Land Records 61	1,788.00
Land Records 62	1,788.00
Land Records 63	1,788.00
Land Records 64	1,788.00
Land Records 65	1,788.00
Land Records 66	1,827.00
Land Records 67	1,827.00
Land Records 68	1,827.00
Land Records 69	1,827.00
Land Records 70	1,840.00
Land Records 71	1,840.00
Land Records 72	1,840.00
Land Records 73	1,840.00
Land Records 74	1,859.00

Conservation Proposal  
Norwich, VT  
December 11, 2012

Land Records 75	1,859.00
Land Records 76	1,801.00
Land Records 77	1,859.00
Land Records 78	1,859.00

**Subtotal** **\$84,293.00**

(5) Land Record Indexes @ approx. \$2,500.00 ea.	12,500.00
(15) Miscellaneous Land Records @ approx. \$2,500.00 ea.	37,500.00
(150) Grand Lists, 1774-2010, combined @ \$1,490.00 ea.	223,500.00
Miscellaneous Records (wood box)	25,000.00
(30) volumes of Births & Marriages @ \$1,450.00 ea.	43,500.00
(16) volumes of Burial Permits @ \$1,400.00 ea.	22,400.00
(30) Selectmen Minutes @ \$1,900.00 ea.	57,000.00
(20) grey phase boxes of Town Records	60,000.00

**Grand total** **\$565,693.00**

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## MEMORANDUM

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**TO:** NORWICH SELECTBOARD  
**FROM:** STEPHEN N. FLANDERS (PRIVATE CITIZEN)  
**SUBJECT:** NORWICH DRAFT TOWN PLAN INPUT  
**DATE:** DECEMBER 28, 2017  
**CC:** TOWN MANAGER

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1. *Summary* – My input here is to be taken along with other public input, regarding the November 29, 2017 DRAFT Norwich Town Plan. In general, I advocate for using the tools at the town’s disposal to minimize growth and to maintain the town’s character. I don’t share the view that the town has any special responsibility to surrounding communities beyond what is in the mutual self-interest of each community. This means that any new development should occur slowly and in a manner that enhances the viability of the community, not in a manner that alters the social or physical fabric of the community.

2. *Perspective* – I offer this input from my perspective as a Norwich resident, not as a member of the selectboard. As a board member, it is my job to process all the input received from the public and decide what next steps to take, considering my personal opinions only as part of the total input received.

In my view, town plans sometime walk a fine line between aspiration and platitude. Aspirational text provides concrete steps to be taken. Platitudinal text simply states, “there should be *X*”, even if it’s unlikely that there’s a practical way to achieve *X* during the planning horizon.

3. *Thanks* – I thank the Planning Commission for removing the more worrisome features from the plan that could explicitly lead to high-density development. I’m also glad to see the pie-in-the-sky notion of hamlets gone from the plan. Nonetheless, there is a number of items that I would like to see cleared up.

4. *Growth* – The overall growth of dwellings and businesses in town can be thought of in two ways: a) something to be absorbed with the lowest impact possible or b) something to be modulated (actively encouraged or discouraged). Planning often is designed to mitigate or channel the impact of growth, which is otherwise thought of as inevitable. I believe that it should be a tool to modulate growth. My preference is to minimize growth. Verbiage that I would change is (~~old text~~, new text):

- **Goal A.2** ~~Encourage development patterns that will minimize or eliminate...~~  
*Constrain development to that which will have a neutral or positive effect on town and school taxes.*

5. *Future housing* – Increasing Norwich’s housing capacity has a substantial implication for school tax rates. There are some, who suggest that increasing the number of students in the school system will lower the cost per pupil and thereby lower the school tax rate. Others counter that increased student population will ultimately result in an increase in staffing that maintains a desired student-to-staff ratio, which is important consideration for parents with school-age children. This should be subject to study by a qualified committee (see Objective D.2, below). Verbiage that I would change is (~~old text~~, *new text*):

- **Objective B.1** ~~Encourage a diversity of housing types... Constrain housing types to that which will have a neutral or positive effect on town and school taxes.~~
- **Goal B.1.1** ~~Adopt land use regulations that... Adopt land use regulations that constrain housing types to those currently permitted in town.~~
- **Objective B.3** ~~Allow growth in the housing stock to occur... Adopt land use regulations that constrain future housing development to have a neutral or positive effect on town and school taxes.~~

6. *Affordable housing* – Regarding the “Affordable Housing Planning Process”, the report suggests “the importance of Norwich meeting its fair share of the regional housing need”. The idea of “fair share” does not seem to reflect a verified town-wide sentiment. What seems to me more likely to reflect Norwich values would be: *Norwich should consider affordable housing options that are consistent with community values.* I would also change the words, “Through the planning process, ...” to read: *The town should consider ways to accommodate affordable housing within its existing housing stock and otherwise minimize the growth of its housing stock.* Other verbiage that I would change is (~~old text~~, *new text*):

- **Objective B.4** ~~Quantify the need for additional... Delete this objective. There is no objective way to define “need”, much less “quantify” it.~~
- **Action B.6a** ~~Determine Norwich’s “fair share”... Identify opportunities for additional affordable housing to fit into the fabric of the town’s existing housing stock.~~
- **Objective B.7** ~~Quantify the need for additional... Delete this objective. There is no objective way to define “need”, much less “quantify” it.~~

7. *Economic development* – This section is quite odd. It’s as if Norwich were an island or a sovereign country, rather than a bedroom community with a few businesses. It would make more sense, if it recognized that many Norwich residents commute to other towns and that many of those employed in town commute from elsewhere. I’m fine with the emphasis on sustainable development. Verbiage that I would change is (~~old text~~, *new text*):

- **Goal C** ~~Build a sustainable local economy... Encourage a local economy that enhances the vitality of existing businesses and increasingly adopts sustainable principles.~~

8. *Education* – While the cover sheet introduction makes mention of the school system being a draw for families with school-age children, the body of the text does not discuss the implications of this fact sufficiently. This, together with the proximity to the Hanover job pool is a key determinant of the town’s demographics. Consider how different the town would be, if it had a severely deficient school system. The presence of parents engaged in well-paying work would diminish substantially. Perhaps the population of retirees would be higher. Verbiage that I would *add* is (~~old text~~, *new text*):
- **Objective D.2** *Identify the relationship between school-age population and school property taxes in order to make informed decisions about promoting the increase of housing stock for families with school-aged children.*
9. *Community facilities and services* – I find it odd for a planning document to comment on the operation of town government in its objectives. However, I feel commentary on whether to change or maintain land use patterns is appropriate, since that reflects on zoning ordinances. The suggestions made about review of the police department, sprinkling homes, enforcement of the E911 ordinance, etc. should be ideas for the regular order of business for the selectboard and town manager, not part of a five-year planning document. I also feel that the plan should highlight areas that have room for improvement. Verbiage that I would change is (~~old text~~, *new text*):
- **Objective E.1** Update the capital improvement program ... consistent with *historical growth trends and development patterns* in Norwich....
  - **Objective E.2** Omit (it contains suggestions about the regular order of town business).
  - **Objectives E.4 through E.6** Omit (They contain suggestions about the regular order of town business).
  - **Objective E.7** Provide recreation facilities and programs for all residents. ~~Special emphasis should continue on~~ ....
  - **Action E.7a** .... *Provide incentives for landowners to bequeath or donate property with existing bodies of water, suitable for swimming, to the town as future recreation areas.*
10. *Transportation* – I have no substantive changes to offer for this section.
11. *Energy* – I have no substantive changes to offer for this section.
12. *Natural and historic resources* – I have no substantive changes to offer for this section.
13. *Energy* – I have no substantive changes to offer for this section.
14. *Land use* – The passage under “Route 5 South/River Road” (P. 12-8), which appears to support a future municipal or community wastewater system, is antithetical to the principle of minimizing growth, described above. I feel that allowing sewage disposal

and treatment solutions that remove limits to growth are contrary to maintaining the character of the town. I would remove the text that says, “and that the future need for municipal or community wastewater systems should be part of ... systems utilizing new technologies.” Verbiage that I would change is:

- **Action K.23** Omit (it contains language about development of community wastewater systems or connection to adjacent sewer systems).

10h

## Herb Durfee

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**From:** Michael Washington <mw@aldrichfamily.com>  
**Sent:** Sunday, December 31, 2017 2:37 PM  
**To:** David Ormiston  
**Subject:** Sounds heavenly!

Dear Mr. Durfee,

I found your name and title on the Norwich web page after reading the article by Karen Crouse in the 12/31 New York Times. I've addressed this to you, for efficiency, instead of trying to contact each individual listed on the Norwich site, but would implore you to share it with each and every Norwich resident, official, and every other interested party.

Thank you. Thank you for everything that all of you in Norwich do, intentionally or by accident, to nourish the atmosphere and attitude described in Karen's article. Thank you for restoring some faith in the core values of sport and overall humanity. While the rest of the country, and maybe the planet, seem to be spiraling into a toxic atmosphere of misdirected priorities, Norwich seems to have their collective head screwed on straight. The last town I ever heard of that demonstrated similar grasp on values was Mayberry!

I would suspect that your biggest concern going forward is the inevitable stampede of homesick Americans who want to return to the way things used to be- the way they want things to be again. Norwich sounds heavenly, and who doesn't want a slice of that?

Please- never change. Resist whatever temptations come your way, and remain as pure and wholesome as you now exist in my mind's eye. I'm sure I passed somewhere nearby, decades ago, when my motorcycle took me through Vermont, New Hampshire, and Maine (we always said that it was a biker who designed the Vermont highway system, it was so perfectly picturesque and flowing). Maybe, good Lord willing, I'll get up that way again, with my primary goal of seeing what has grabbed my heart.

Bless you all.

Michael D. Washington  
51 Shirewood Drive  
Rochester, NY 14625



**The New York Times** | <https://nyti.ms/2pYtwfT>

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OLYMPICS | BOOK EXCERPT

# A Tiny Vermont Town Is a Big Cradle of Olympians

By KAREN CROUSE DEC. 30, 2017

The road to the 2018 Winter Olympics in Pyeongchang, South Korea, runs through Norwich, a hilly and wooded family-oriented farming community tucked between Interstates 89 and 91 in rural Vermont. With a main street lined with white clapboard colonial buildings and a landmark steepled church, Norwich could be a set designer's rendering of a tiny New England village.

Yet despite its apparent ordinariness, Norwich is home to a probabilities puzzle for the statistics students at Dartmouth College, less than two miles away as the hermit thrush flies.

This town of roughly 3,000 residents has accounted for three Olympic medals, and, since 1984, has put an athlete on all but one United States Winter Olympics team. It has also sent two athletes to the Summer Olympics. In all, Norwich has produced 11 Olympians — an even dozen if you count the snowboarder Kevin Pearce, and the townspeople would never dream of overlooking Pearce, who sustained a career-ending head injury a little more than a month before the 2010 Winter Olympics, where he was expected to contend for a gold medal.

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their future happiness. The town's Olympic pipeline, perhaps incongruously, is a product of a collective mind-set that the Olympics are not the pinnacle of an athlete's life but merely a fun stop on the way to achieving other longer-lasting dreams.

Norwich is not representative of the country as a whole. It is overwhelmingly white and mostly affluent. With its population of professors and doctors, Norwich has the demographic — the wealth and the driven personalities — to be at the vanguard of the helicopter-parenting movement. And yet the town has largely opted out of the athletic and academic arms races being waged elsewhere, and almost by accident, has created a culture that seems to serve as the perfect incubator for developing the ideal Olympic athlete. Norwich parents do not turn their offspring into miners panning for an Olympic medal, a college scholarship or a professional career, though many do find such golden opportunities.

Instead the town has managed to help its athletes be not only purposeful, but also happy in their post-sports lives.

I was reminded of how much the Norwich model matters when I returned home from covering the 2016 Summer Games in Rio de Janeiro. Several of my friends told me they hadn't bothered watching the competition. They were over the Olympics as must-see TV and were talking about the event as if it were a reality show they had once enjoyed immensely but now found fraudulent.

So many unsympathetic characters! So many farcical story lines! How could they root for athletes with cartoonish muscles who were likely to win medals only to later fail tests for performance-enhancing drugs? They expressed a nostalgic longing for the star swimmers and runners of their youth, who seemed more accessible and personable and less greedy and entitled. The consensus was that the Olympic movement was buckling under the weight of its excesses.

Norwich is why all is not lost. How could you not root for the ski jumper Mike Holland, who progressed from "a flying sack of potatoes" — a label slapped on him when he was an ungainly young competitor — to a two-time Olympian in ski jumping? Or Andrew Wheating, who found his way to the track as a high school senior and less than three years later ran in the Summer Games in Beijing? Then

there is the town's first Olympic champion, Hannah Kearney, who overcame her aversion to back flips to become a trailblazing moguls skier.

Holland, Wheating, Kearney and the other Norwich Olympians went for broke in their sports but didn't get rich — and they didn't much care. The sports enriched their lives, and that was what drove them.

Norwich is a place with deep agrarian roots, and that still shows. The town was founded in 1761 as a farming community. While farmers were eventually replaced by doctors, academicians and other white-collar workers employed by nearby Dartmouth College and its hospital, Norwich remained true to the tenets set forth by the original homesteaders — hardworking people who did not manipulate their crops to make them turn out a certain way or try to accelerate the growth of their animals by injecting them with chemicals. Instead, Norwich's residents have simply made judicious use of the resources on offer.

For the most part, the Olympians of Norwich did not sacrifice their childhoods by specializing in one pursuit to hasten their progress. They grew up changing activities with the seasons. The sports that offer the greatest exposure in America, and therefore the greatest potential for fame and fortune, are not the sports that typically capture the imaginations of Vermonters, who are known for their fiercely independent, contrarian personalities. The chain of homegrown Olympians includes no figure skaters, perhaps the most glamorous of the winter athletes. Instead, Norwich is brimming with ski jumpers and freestyle skiers throwing caution to the wind and pushing the boundaries of risk and reward.

The town benefits from its proximity to Dartmouth, in Hanover, N.H., whose relationship with the surrounding community is a model of how a well-off educational institution can give back. Athletes and staff members volunteer their time to work with the youth in the area at a ski school that was started in the late 1930s by a Dartmouth graduate to introduce local children to the sport. The college-owned Skiway, which opened in the late 1950s and has more than 100 acres of skiable terrain, was the childhood playground of most of the Norwich Olympians. The university's 45-meter jump where Jeff Hastings, a 1984 Olympic ski jumper, and Holland honed their skills as teenagers has been dismantled, but young skiers can

still take flight at Hanover's Oak Hill, where Hastings and Holland volunteer as instructors.

The Olympic athletes from the town don't seem in any hurry to leave. With few exceptions, when their competitive careers are over they unpack their bags and stay put, because they want their offspring to enjoy childhoods similar to their own. They join family businesses or hang their own shingles and serve as instructors on the side. By staying, they become living monuments for the younger generations, who grow so accustomed to seeing Olympians in their midst that they consider the Olympics almost a rite of passage.

Norwich is not tightly tethered to technology. Cellular and internet connectivity remains spotty, which helps explain why many of the townspeople I talked to carried flip phones in their purses or pockets. Why buy a smartphone when its bells and whistles are effectively silenced by hills and forests? The townspeople have their favorite chat rooms and social platforms, but these are physical spaces — in the aisles of the general store, at the gym or the downstairs meeting room in Tracy Hall, in the shops along Main Street.

Norwich does have a time-warp feel to it that extends beyond its potholed information superhighway. The town's de facto chamber of commerce is the family-owned general store, Dan & Whit's, whose slogan could double as the town motto: "If We Don't Have It, You Don't Need It." The gathering spot has been the site of at least three weddings, with Dan Fraser, who runs the store, officiating at a makeshift altar between the narrow aisles of flannel shirts and work pants. The store's currency is trust, with groceries added to a running tab that is paid off at the end of each month. For the town's poorest residents, the 6 percent who live below the poverty line, their debt, more often than not, is quietly forgiven.

Even though Norwich is relatively affluent, its model has always been one of equity. Nearly two decades before Dartmouth welcomed the first women in its freshman class, the town's first homegrown Olympian, the 1956 and 1960 Alpine skier Betsy Snite, grew up skiing alongside the college men. The Ford Sayre program, where all the Norwich Winter Olympians got their start, was one of the first children's ski programs in the country, offering instruction to girls in an era when

beauty still trumped brawn, as borne out by sports events that included pageants as part of the competition.

Norwich is also generous in helping neighbors who are less well off. It is the kind of place where a man dies and leaves his estate to the town with the condition that his money be used to ensure that no child endures a winter without a new pair of mittens. People contribute money for scholarships for drawing, painting, photography and writing classes. Or they volunteer to flood the town green during the winter so that elementary school children can skate before and after school.

Kearney, the town's first Olympic champion, probably would not have won a gold medal in the women's moguls at the 2010 Vancouver Olympics if not for a benefactor she never met — the relative of a Norwich resident — who provided financial assistance to help her bridge the sizable difference between expenses for regional events and for national-level competition. When Kearney, not yet a teenager, had outgrown the local racing scene, her parents sat her down and explained that they could not afford to send her to races anywhere that required flights and hotel stays. If she wanted to continue, she was going to have to find sponsors. They left her to figure out the details.

Kearney considered herself blessed to grow up in a town where those with more gladly helped those with less. "You don't find people using the town's resources but not giving back," Kearney said.

All her main benefactor asked in return for his financial assistance was that she provide him with a detailed annual budget showing how she had spent the money — a great lesson in both accountability and the value of a dollar — and with copies of her report cards.

Years later, Kearney's mother would read a novel in which parents take out a second mortgage to finance the Olympic aspirations of their gymnast daughter. I've known parents who have gone to those lengths, but Kearney's mother considered the work of fiction far-fetched. She couldn't imagine risking the family's financial well-being to support a child's sports dreams. "Who would do that?" she said.

Every Wednesday during the winter, the elementary school in Norwich lets out early to facilitate family skiing. Children can ski alongside their parents or receive free instruction from Olympians. A mother of three told me that it is hard to steer her children away from the ski slopes when they have the opportunity to learn from the best.

Those hump days were the next best thing to snow days for Kearney. While her sport is increasingly populated by burnt-out gymnasts and divers who trade one obsession for another, Kearney embodied Norwich's adherence to nature's rhythms. She changed sports with the seasons. So did Tim Tetreault, a three-time Olympian in Nordic combined, whose decision not to attend high school at a specialized sports academy paved the way for a record feat in his senior year at Hanover High School in 1988.

Tetreault teamed with a dozen of his classmates to break the Guinness world record for marathon leapfrogging, logging 888 miles over eight days of continuous jumping in alternating shifts. Years later, when Tetreault included the achievement on his résumé, he said prospective employers were more inquisitive about his role in the leapfrogging world record than about his three Olympics.

As a town, Norwich bucks the Darwinian view of youth sports that normalizes eliminating opportunities for all but the most skilled players. Even now in Norwich, recreational teams don't make cuts, affording every youngster the chance to participate in different sports. Having spent my journalism career observing the antics of win-at-all-costs coaches while wedged in the bleachers alongside parents micromanaging their children's play, I was not prepared for my first recreational league soccer game on the town's fields at Huntley Meadow. I was talking to a couple when their son scored two goals in quick succession. After his second score, the coach motioned the boy over to the sideline and told him it was time to take a breather. He substituted another player for the boy, and neither parent challenged the decision. They continued talking to me as if the substitution was perfectly normal.

Norwich has a deep aversion to pushing its children too hard too soon. The public high school limits the number of Advanced Placement courses. The speed

limit on the main road through town is 25 miles per hour, and a furor erupted on the community's internet message board when speed bumps were installed on one road near the hiking trails to foster the safe coexistence of cars, joggers, dog walkers and bicycle riders. Underlying the argument against the speed bumps was the belief that any commuter who found the posted speed limit too restrictive was perhaps better off living somewhere faster paced.

Norwich's steadfast encouragement provides the perfect platform for the kind of risk taking that launches innovators like Pearce and Kearney into the great unknown. When Kearney joined the Ford Sayre Ski School in the second grade, her parents filled out an application that asked for the best word to describe her skiing style. The choices were "cautious," "average" and "aggressive." They marked the "aggressive" box.

Kearney was one of those highly competitive athletes with a kind of compulsively motivated personality that is classically associated with champions. She might have become another victim of maladaptive perfectionism if not for Norwich townspeople's efforts to slacken the pressure when she got wound up and to provide a soft landing after the inevitable failures.

In 2014, Kearney was favored to become the first back-to-back winner in women's moguls. After she earned the bronze instead, the townspeople could plainly see how crestfallen she was. So they got together and organized a homecoming party for her, the theme of which was captured in a homemade felt banner that read, "Hannah Kearney, Norwich's Hero, 2-time Olympic medalist, Making Us Proud the World Over."

Norwich restored my flagging faith in Olympic sports. By 2014, as I muddled through the mess that was the Sochi Olympics, with its displaced citizenry, disappearing dogs, dilapidated accommodations and distressing price tag, my emotional tether to the competition was fraying. It was my ninth trip to the Olympics — 10th, if you count the 1984 Summer Games in Los Angeles, where I volunteered as a hostess — and it was hard not to feel as if I were witnessing a grande dame's last, gasping breaths. The Sochi Olympics rolled up a record tab of \$51 billion and required a large army of police to secure. Russia gave the world an Olympics

characterized by human-rights violations and a systemic doping program by the host country.

Where were the Olympians who were in it for the joy? I found them in Norwich, which seems to possess an old-fashioned tonic, replicable anywhere there is a communitarian spirit, to cure what ails contemporary sports. Like their farmer forebears with their crops, the parents of Norwich learned through trial and error the best methods of nourishing athletes who go on to productive and meaningful adulthoods as entrepreneurs, businesspeople, healers, coaches — and volunteers on the side. In a town where no one is a castoff, everyone has the opportunity to thrive.

“In Norwich,” said the runner, Wheating, “it’s not survival of the fittest, it’s survival of all of us.”

***Correction: December 30, 2017***

An earlier version of a picture caption with this book excerpt reversed the identifications of the runners shown in one image. Andrew Wheating of Norwich, Vt., is on the right, and Yusuf Saad Kamel is on the left.

*Follow Karen Crouse on Twitter: @bykaren*

*This article is an excerpt from the book “Norwich: One Tiny Vermont Town’s Secret to Happiness and Excellence,” by Karen Crouse, a New York Times sportswriter. The book will be released Jan. 23.*

A version of this article appears in print on December 31, 2017, on Page SP3 of the New York edition with the headline: Only 3,000 Residents. 11 Olympians.



January 2, 2018

Dear Norwich Select Board:

We who live in Norwich ought to list the reasons why we moved here and continue to live here and think seriously about the threat to their continuance.

Much like ice cream, different towns each have their own distinct flavors. Norwich, population about 3400, is not the same flavor as Hanover, Lebanon or indeed any of the other surrounding towns. A town's flavor may be dictated by, among other things its historic character, size, pre-existing industry and commercial activities and geography. Societal values have an impact and can also change over time and this creates additional components of the town's flavor. People generally look carefully at a town before deciding to move to it and live in it since it's important to like a town's flavor. But there are always some who order vanilla ice cream and then want to put nuts and raisins into it, or even worse, some experimental essence whose benefit to the town is highly questionable. And there are those who view a town as prey for development.

A few years ago Anne and I started looking for a smaller, more "ageing in place" type house. With the exception of Hanover no town fitted as well, as comfortably, as Norwich. Quality of life (as we see it-it's a personal metric) was correlated with how expensive a town was. Norwich could easily become less expensive: slash taxes by voting down half the budget items. But then what? The unique essence of Norwich would be lost. Double Norwich's size? Then what?

It is possible to live in a world without the spoilage of mass sprawl. Europe has done it, travel thru the Cotswolds, look at Swiss towns. One needn't defile our environment to accomplish social good.

Yes, Norwich is a relatively expensive place to live. So is Hanover, Lyme, Thetford, Lebanon and other nearby towns. If someone wants to move here and earns, say, \$85,000 or so and who wants 20 acres for a few horses or some gardens, then Norwich is as realistic as midtown Manhattan and nothing will ever make that possible (although it is a short distance away). There is a real and perceived dearth of modest housing in Norwich as well as elsewhere, and our town can certainly do something constructive about that. But we must also keep in mind the demographics predicted by reputable and independent agencies such as the US Census Bureau. There is no anticipated horde of newcomers. Vermont has been, and is expected to continue, losing adult as well as school-age population. The PC bandies about the need for 5000 additional housing units in the Upper Valley to which they would like Norwich to make a significant contribution. This may be their ideological goal, but what would it do to Norwich?

To some people strip -mall or high density development or roadside sprawl is normal - it's what they grew up with and it probably doesn't offend their senses since it's familiar. So why not do it here? After all, it's been done to many other small American towns.

But what do these proposed changes mean to the established social structure of our small Vermont town? I have lived in a small town (in another part of the country) that had its core enucleated after the nearby interchange became commercialized. It took a bit less than a year to turn a vibrant small-town downtown to empty storefronts. It's been the norm since the end of WWII. Most parts of the country are waking up to it and are trying to control sprawl and limit growth but the Norwich PC seems to have an urban mindset. The Planning Commission needs to be instructed that it is the Norwich Planning Commission, not the Lebanon or West Lebanon or Hanover or Lyme or Centerra or the Medical Campus Planning Commission.

Change happens as a normal part of life. I've lived in Norwich for about 35 years and rather like it. It's not the same now as it was when I moved here but in those 35 years every town around us has also changed. Are they worse or better? That's a tough question and in most instances has no answer. There is good change, bad change and innocuous or benign change. Up to the present I think most change in Norwich has been either good or benignant. We have been spared the Jiffy Mart, the strip mall with nail salons and endless clothing shops that are the same all over the world and that have polluted endless numbers of small American towns. We are still for the most part a rural Vermont town.

Over the years, consolidation of the town center around D&W, the PO, the bank, the Inn and other non-disruptive commercial activity has, in my opinion been good for Norwich. Collectively all that activity created a strong town identity that is not the same as other towns'.

There have been several glitches in the past 35 years, the Bandstand Brouhaha, the sawdust truck silliness, the Bragg Hill view tax, just to name a few. All of them were transient quirks that did no permanent harm to Norwich, were not instigated for personal gain and were resolved. But what about the new Town Plan? I urge everyone to read it or at least skim it. It is a deliberate, calculated threat to small-town Norwich.

Must Norwich install its very own Miracle Mile to accommodate fictional people? Should we attract commerce and industry, perhaps with tax incentives?

Why won't the PC specifically state their numerical housing goals?

Since the PC refuses to provide a numerical goal let us do the arithmetic ourselves.

The Planning Commission proposes to rezone some 350 acres to permit 8 dwelling units per acre.  $350 \times 8 = 2800$  dwelling units. At 2.5 people per unit that equals 7,000 new people, at maximum. It is unlikely that this number will ever be built but the new zoning proposal makes it a potential developer's goal. This may sound like scare tactics but the math is inescapable.

The PC's proposals are nothing short of a re-envisioning of total Norwich economically, socially and dimensionally and has refused to provide any impact studies.

The PC speaks with several voices. There is the benign-sounding, accommodating, pro-Norwich voice that is the public one. It is beguiling because most of us would want to believe it and have a hard time understanding institutionalized duplicity.

But there is another voice - a subterranean voice - a voice that was demonstrated unequivocally when email correspondence was obtained through the Freedom of Information Act. These emails are now part of the public record and every Norwich resident should read them. They detail an effort (many people in Norwich consider it collusion) of the PC and town officials to push through this Town Plan. It goes on to personally disparage those who oppose the plan and also discusses ways to divide the Dyke lot to maximize profit. Collectively the group of emails is a very dark blot on our Town Government. If this was happening in, say, Chicago most people would assume the administration was in bed with the developers (but that's not true here because this is Norwich).

How is any of this going to help or be good for Norwich?

Please keep these comments in mind during your deliberations.

Thank you.

Frank Manasek

## Herb Durfee

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10j

**From:** Charlotte Metcalf <smetcalf@sover.net>  
**Sent:** Tuesday, January 02, 2018 7:13 PM  
**To:** Herb Durfee  
**Cc:** Mary Layton; Stephen Flanders; John Langhus; John Pepper; linda cook  
**Subject:** Fwd: valley news article, select board survey and invisible numbers  
**Attachments:** Valley News - Norwich Eyes Updates to Town Plan.pdf; ATT00002.txt

Herb, I would appreciate your inclusion of these questions in the packet for next week's Select Board discussion. I think these are questions it is important the select board be able to answer directly.

Many thanks  
Charlotte

>  
>  
> PART I  
>

From Charlotte Metcalf – Via E-mail, 1/2/18

>

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> This December article in the Valley News raises more questions for the Select Board than it answers.

>

> Author Rob Wolfe has not asked Jeff Lubell to explain what will happen to the "provocative references to a shelved high-density zoning corridor in hopes of securing passage..." once the plan is adopted. Is the select board able to answer this question for us?

>

> He does not ask why the town is in a "rush to implement a new version of the Town Plan...in order to preserve eligibility for certain state grants." Can the Select Board answer the questions "Why the rush?" and "What grants are we talking about?"

>

> Are they grants that would accompany the designation of Village Center and allow Neighborhood Development Eligibility?... that would include exemption from Act 250 regulations and land gains tax and reduce Agency of Natural Resources review fees? Can the Select Board please be clear about grants?

>

> He does not ask what might be expected of Norwich taxpayers if the Select Board agrees to accept the Conservation Commission and Norwich Energy Commission's recommendation that Norwich join in helping to meet "state and regional energy goals".

>

> Does the Select Board know whether joining the Vermont Energy Commission will induce an obligation to perform certain duties for the region and Vermont...a requirement to build a certain number of or percentage of renewable sites for example?

>

> If Norwich works closely with TRORC in developing housing and energy plans, how will that advance implementation of the "strategy" to cement the Village Center designation that was requested by zoning director Phil Dechert?

>

> Will the TRORC map which links Norwich to Hartford be reintroduced?

>

> Rob Wolfe asks for no specifics about how the 2011 plan has been updated although the updates seem to be "minimal" Jeff Lubell has said "I'd be worried about having people talk about current events ..we haven't updated the plan to reflect those events."

> Does the Select Board know what Jeff Lubell means?

> Does the Select Board know what Phil Dechert means when he says to TRORC member Peter Gregory " The TP "update addresses all the issues/recommendations in the TRORC 2013 enhanced review, except specific references to zoning changes and "higher density housing in the route 5 s/river rd area have been removed and will continue to be studied."

From Charlotte Metcalf – Via E-mail, 1/2/18

Small meetings are being scheduled by the PC with the NEC for towns people who will be encouraged to come from outside the Planning Commission "so long as they are prepared to focus on the benefits of the Town Plan, rather than its shortcomings" .

Does the select board endorse participation in those meetings which will not be recorded?

I am just a little confused about who will be approving the plan and what it REALLY is.

> PART II

> It has come to my attention that in an effort to answer some questions the Select Board will be introducing a survey:

>

> It is my hope that if the survey asks people to weigh in on the need for more affordable housing, it includes some data on what affordable housing already exists in Norwich. (Anne Siebert has calculated that there are 40- 50 units available including rental units). Can the Planning Commission and the Affordable Housing Committee give us better numbers?

>

> How are we going to decide how much is enough affordable housing once we have the number? Is it a matter of opinion or should we look to other towns of similar size for examples?

>

> If survey participants are asked the TYPE of development they would prefer in the future, they should know about existing zoning regulations.

>

> There are several categories of zoning for residential areas. The traditional ones are one acre minimum, two acre minimum and fifteen acre minimum. The 15 acre minimum applies to properties which may be extensive but which lie at least 5 miles from town and are not served by a paved road.

>

> If one elects to have a concentration of new development, it is important to understand that today's zones in Norwich will not accommodate development of up to 8 units per acre, except in a Village Center. The Village Center designation for the area South from the existing village would necessitate a change in zoning for a rural residential area.

If I am not correct I hope the Select Board will better explain the zoning to me.

>

> Thank you for your consideration of these questions.

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# Norwich Eyes Updates to Town Plan

By Rob Wolfe

Valley News Staff Writer

Friday, December 22, 2017

Norwich — The Selectboard is considering an update to the Town Plan that largely has been stripped of references to a shelved high-density zoning corridor south of downtown Norwich in hopes of securing passage without provoking residents concerned about over-development.

The Planning Commission for the past several months has been rushing to implement a new version of the Town Plan, a periodically updated document that describes the community's vision for land use and development, in order to preserve eligibility for certain state grants, among other things.

Residents who opposed a now-mothballed proposal for a high-density zoning district with affordable housing along Route 5 South and River Road have been following the Town Plan process closely to make sure the update doesn't leave room for the zoning change to come back.

After several postponements of its submission to the Selectboard, which nominally has the last say over ratification, the Planning Commission handed the plan over in early November.

Despite some concerns from the growth opponents about the degree of involvement afforded to residents during the revision process, the Selectboard earlier this month agreed to formally receive the plan and, last week, scheduled a pair of public hearings.

Planning Commission members said they had made as few major updates as possible in order to make sure Norwich has a plan in place.

The most recent version expired a year ago.

Commission member Jeff Lubell said the latest version included some updates to the town energy plan that make note of new state and regional energy goals and the ways in which Norwich could help meet them.

"Having said that," he said in an email on Monday, "we focused in this plan on readopting the prior town plan with minor updates rather than wholly revising the plan like we did last time" — in 2011. "This is consistent with the tradition in Norwich of alternating between minor updates and complete revisions of the Town Plan."

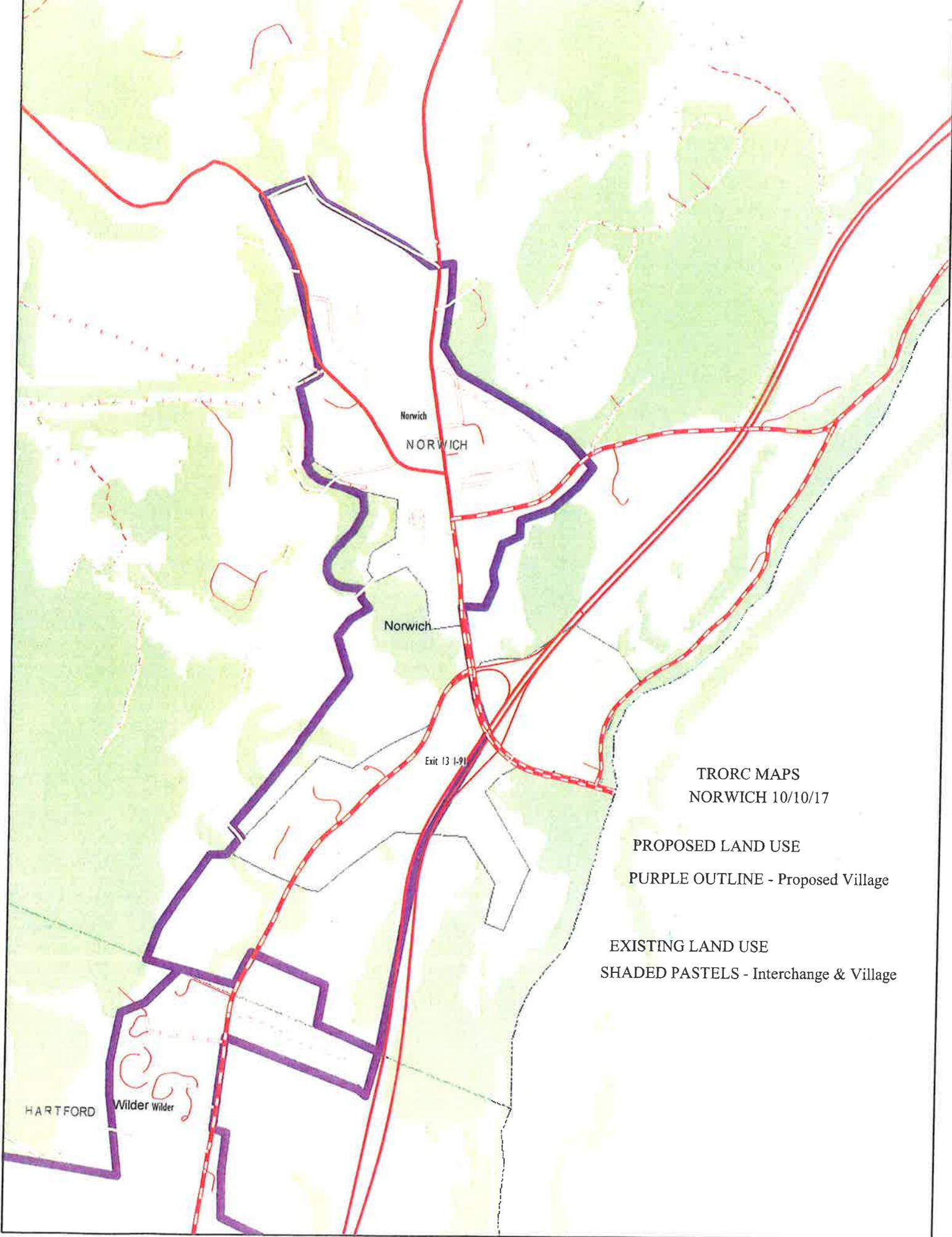
As for the energy updates, a red-lined version of the Town Plan available on the town website says that Norwich is not a viable site for industrial-scale wind farms, but does identify a few areas that could host future solar installations, including parts of Route 5 North and Union Village Road.

The Selectboard is slated to address the plan during its next regularly scheduled meeting at 6:30 p.m. on Jan. 10 at Tracy Hall.

Two public hearings will take place at the same location, the first at 3 p.m. on Jan. 20.

The second hearing will be held at 7 p.m. on Jan. 23.

*Rob Wolfe can be reached at [rwolfe@vnews.com](mailto:rwolfe@vnews.com).*



Norwich  
NORWICH

Norwich

Exit 13 I-91

HARTFORD

Wilder Wilder

TRORC MAPS  
NORWICH 10/10/17

PROPOSED LAND USE  
PURPLE OUTLINE - Proposed Village

EXISTING LAND USE  
SHADED PASTELS - Interchange & Village