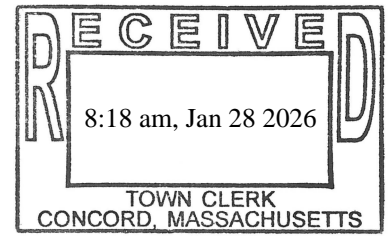


**Town of Concord  
Select Board Meeting  
Meeting Minutes  
January 12, 2026**



Approved 01/27/26

Pursuant to notice duly filed with the Town Clerk, the Concord Select Board convened in person on Monday, January 12, 2026 at 6:00 PM at the Town House Select Board Meeting Room, 22 Monument Sq. The meeting was available for public access in person and via Zoom.

**Call to Order**

Present were: Mark Howell, Chair, Wendy Rovelli, Clerk, Mary Hartman, Paul Boehm and Cameron McKennitt

Chair Howell called the meeting to order at 6:00 PM and confirmed that all Select Board members were in attendance.

**Public Comment**

Jodi Sperber thanked the Select Board for overseeing the Diversity, Equity and Inclusion Commission (DEI Commission) and requested that the Select Board consistently reinforce expectations regarding civility in public discourse. Ms. Sperber stated that it is important for individuals to refrain from personal attacks because they distract from the substance of the conversation and hinder the ability to find solutions.

**Consent Agenda**

Ms. Reichman confirmed that the edits to the minutes that were submitted by Mr. McKennitt and shared with the Select Board prior to the meeting will be made prior to posting. Ms. Rovelli read the proclamations for Rebecca Purcell and Michael Rudd. Ms. Purcel and Mr. Rudd were present. Ms. Rovelli acknowledged, with gratitude, the donation of \$18,000 from the Library Corporation to the Concord Free Public Library. Ms. Rovelli also acknowledged with heartfelt gratitude the contribution that was made in the amount of \$30,000 to the Tax Relief Fund from Nancy and Renee Beeukes.

Upon a motion duly made by Ms. Rovelli and seconded, it was UNANIMOUSLY **voted:** to approve the Consent Agenda with the modifications discussed relative to changes to the minutes.

- a. Minutes for Approval: December 9, 2025, December 15, 2026 (Housing Round Table), December 22, 2025
- b. Executive Session Minutes for Approval but Not Release: December 22, 2025

**Town of Concord  
Select Board Meeting  
Meeting Minutes  
January 12, 2026**

c. Town Account Warrants: November 20, 2025 December 4, 2025, December 8, 2025, December 11, 2025, December 16, 2025, December 17, 2025, December 18 2025, December 24, 2025, December 29, 2025, December 31, 2025, January 5, 2026

d. Gift and Donations: Donation from Friends of the Concord Free Public Library to Library Staff Gift for Supporting Libraries Programs

**Town Manager Appointments with the Approval of the Select Board:**

Upon a motion duly made by Ms. Rovelli and seconded, it was UNANIMOUSLY **voted:** to approve the Town Manager Appointments with the Approval of the Select Board:

- a. Andrew Kirkpatrick of 94 Sorrell Rd. for reappointment to a full term on the Commission on Disability, beginning May 1, 2026 – April 30, 2029.

**Chair's Report**

Chair Howell stated that the board would begin reviewing progress on their established goals, as well as the Town Manager's progress on goals. This discussion will be scheduled for an upcoming meeting- potentially February 2. Chair Howell also stated that January 26 is the Town Caucus and a Select Board meeting. Chair Howell announced that the upcoming Town Meeting will be at the Concord Carlisle Regional High School and not the middle school due to parking limitations at CMS.

**Town Manager's Report**

Ms. Lafleur brought attention to the Town Manager's monthly project report, where 13 (high priority) out of 46, active projects are highlighted, half of which are in the planning stage. Two of the projects will impact the Town House, which are security enhancements and practical acoustic and lighting upgrades. Physical additions to the Town House will be reviewed by the Historic Districts Commission. Chair Howell added that the new time of day rates begin April 1st to encourage off-peak use and Ms. Rovelli added that the customer service team at the Light Plant is available for resident assistance. Ms. Lafleur stated that the Light Plan Board will be hosting a listening session later in February for residents to provide feedback on the time of day rates). This will be an evening session and the date and time are forthcoming. In response to Mr. Boehm's inquiry about the status of the Baker Ave. and Main St intersection, Ms. Lafleur stated that it has been designed, neighborhood engagement

**Town of Concord  
Select Board Meeting  
Meeting Minutes  
January 12, 2026**

has occurred , and funding is in place, although a contract has not been signed. In response to Mr. McKennitt's question about cell infrastructure improvement, Ms. Zammuto stated that there are essentially four projects underway, and an article for Town Meeting with updated zoning language for consideration. Ms. Zammuto stated that there are three priority locations for cell infrastructure installation, each of which have been identified as having the weakest service in town. The first two projects address Concord Center, which are the small cell project with AT&T that is moving forward and the project with Verizon at the Umbrella, where the final stages of finalizing the lease are taking place. Additionally, Ms. Zammuto stated that the Wireless Edge tower in the Route 2/ CCHS area project continues to move forward and there appears to be carrier interest. Lastly, for West Concord, a monopole/ flagpole is being considered at Rideout Park- an RFP will be issued for the project in the spring. Ms. Zammuto continues to engage with stakeholders of and abutters to Rideout Park. There has been some discussion about an alternative site at the MBTA parking lot and Ms. Zammuto is looking into this suggestion.

Ms. Lafleur provided the following updates:

The spring burning season is open until May 1 from 10 AM – 4 PM. The first stormwater utility bills were issued today. Dog license renewals are due by March 31, 2026, and there will be a late fee for any renewal license applications submitted after this date. There is a new episode of Civic Concord out that is focused on heat pumps technology From the Clerk's Office: The 2026 Annual Town Census is now available and there is information on the town website about election schedules, town meeting, voting by mail and the caucus. The Caucus is on January 26 at 7 PM and there are four available positions. Sargent Keith Harrington was promoted to the position of Lieutenant. The staff at the Council on Aging hosted an event for 6 residents on Christmas Day where residents had the opportunity to spend time with the staff, Ms. Lafluer commented on the kindness of the staff for offering this opportunity to the community. Concord Currents latest issue was released this afternoon.

Mr. Boehm added that the nominations for 2026 Honored Citizen is open and available [HERE](#). Ms. Hartman requested that periodic updates on the steps we are taking to address issues that were brought forth in the 2024 audit be provided. Ms. Lafleur stated that these updates will begin at the January 26 meeting.

Subscribe to communications [HERE](#).

**Town of Concord  
Select Board Meeting  
Meeting Minutes  
January 12, 2026**

**Discussion and Vote: Temporary Art Installation -Pride Rainbow  
Crosswalks**

Presenter: Mimi Graney, Economic Vitality Manager

Ms. Graney provided an overview of the project as is described in the meeting packet. Chair Howell stated that this was discussed at the most recent DEI Commission meeting and received unanimous support. The Select Board expressed their support for the project. In response to inquiries, Ms. Graney provided further details about the decal material, sharing that the decals are purchased with fundraising dollars and that the decals are not reuseable. Ms. Graney will return to the Select Board in May to provide an update on the test decal and potentially request full approval.

Upon a motion duly made by Ms. Rovelli and seconded, it was **UNANIMOUSLY voted:** to approve preliminary design concept for the temporary art installation for the Pride Rainbow Crosswalk as presented.

**ARPA Funding Update**

Presenter: Jennifer Barrett, Chief Financial Officer

Ms. Barrett referenced the document *ARPA Update 01/09/2025* and provided an update and overview on the town's use of the American Rescue Plan Act (ARPA) funds, officially known as the Coronavirus State and Local Fiscal Recovery Funds (SLRF). Concord was originally allocated \$5.65 million to help respond to the impacts of COVID-19. While the town filed under the "Replacement of Lost Revenue" category for federal reporting, the funds have been distributed across various eligible priorities.

Ms. Barrett noted key reporting deadlines and stated that the town is currently at the midpoint between two federal benchmarks: all funds were required to be encumbered by December 31, 2024, and must be fully expended by December 31, 2026.

Ms. Barrett provided an update on status of projects, stating that about 40% of the funds have been spent, while 57% of the funding has been encumbered or spent. Ms. Barrett identified unfinished projects that she will follow up on to ensure progress is being made and explained to the board the ways that some of funds can be reallocated. Ms. Barrett stated that the next filing date is in April and she intends for the town to spend all the funds. In response to Mr. Boehm's inquiry, Ms. Barrett stated

**Town of Concord  
Select Board Meeting  
Meeting Minutes  
January 12, 2026**

that any interest earned on the funds has been deposited into the general fund. In response to Mr. McKennitt's inquiry, Ms. Barrett stated that the town needs to stay on track with the current spending allocations in order to meet the federal deadlines. Ms. Lafleur stated that departments have been informed that they must be on track to spend by mid-March, or otherwise will be at risk of losing the funds. Ms. Lafleur stated that the team is tracking the projects on an aggressive basis. In response to Ms. Hartman's inquiry regarding the \$500,000 that is allocated to the Affordable Trust under an IMA, Ms. Barrett stated that these funds are not spent, and need to be spent according to how the IMA is written. Ms. Rovelli provided additional information and requested another update in March. The Select Board expressed interest in seeing a list of funds that need to be spent; this will be provided in March with a recommendation for reallocation.

**Discussion: Bylaw Codification Committee Formation**

Presenter: Kaari Tari, Town Clerk

Ms. Tari presented a proposal to the Select Board to form a Bylaw Recodification Committee, a process required by the Town Charter to be conducted every 10 years to review governing documents. Ms. Tari also requested that the town formally codify the town's government documents as the current format is difficult to maintain. Ms. Tari would like a central space for staff and residents to access documents. Ms. Tari has allocated \$17,000 to the FY 27 capital plan for this project. This estimate is based on quotes from vendors who provide legal review, drafting, and hosting services. Ms. Tari feels that this amount should be sufficient to complete the project. In response to Mr. Boehm's question, Ms. Tari confirmed that the required group that will be doing the work is entitled a committee in the charter, however Mr. Howell stated that the name the group does not have to be one thing or another (working group, task force etc.) The recodification work is expected to take two years. Ms. Tari stated that an outside vendor would be needed and that many other towns are using a particular vendor; this vendor does charge for updating the documents. Ms. Tari will draft a new committee charge and will bring that to the Select Board for approval. Chair Howell stated that if any community member is interested in participating on the newly forming committee, to please let a Select Board member know. In response to resident Michael William's question about who owns the data once a vendor is handling it, Ms. Tari stated that the vendor would own the data.

**Town of Concord  
Select Board Meeting  
Meeting Minutes  
January 12, 2026**

**Discussion: MCI Master Plan Update and Funding Plan**

Presenter: Alyssa Sandoval, Community Development Director

Ms. Sandoval shared and reviewed the presentation: *MCI Concord Master Plan and Funding Update*, which is included in the meeting packet.

Mr. Howell provided an explanation about the purpose of the Vision Report that was previously published and then stated that the master planning process will allow for consideration of the community's preferences regarding site development, which will inform zoning. Chair Howell stated that there will be many opportunities for public engagement both through the Town of Concord and through State of MA public engagement opportunities. Chair Howell also stated that the benefit of the Town of Concord leading the master planning is that other town owned parcels can be considered in the plan, such as Junction Village, thus leading to a broad resolution that will be in line with evolution goals of the town itself. In response to Ms. Rovelli's question, Chair Howell replied that the Town of Concord will inform the State of MA (DCAMM) of the items that it would like included in the RFP, and an agreement would be conditional on permits from the Town of Concord. In response to Ms. Hartman's inquiry regarding DCAMM's timeline, Ms. Sandoval responded that there are quarterly meetings with MA DoT, DCAMM and the Town of Concord to discuss not only the MCI Concord parcel, but the rotary as well- which will undergo both an interim and longer standing permanent design. In response to Ms. Rovelli's inquiry regarding timing for public engagement, Ms. Sandoval stated that there will be public engagement opportunities before the end of June, one in summer and then a few in the fall.

**Discussion and Vote: Memorandum of Understanding, Maisey O'Donnell  
Dryland Training Room, Beede Center**

Presenters: Mina Makarious, Town Counsel, Christoph O'Donnell, Henry Dane, C. C. Pools

Mr. Makarious provided an explanation of the Memorandum of understanding. Mr. Dane introduced the O'Donnells and shared that the agreement is much like that of the Beede Center, which has been very successful and a valuable model. Mr. Dane shared with Ms. Rovelli that this is the same MOU that the Beede Center started with. Mr. O'Donnell shared with Ms. Hartman that he would like to have the center functional by the next dive

**Town of Concord  
Select Board Meeting  
Meeting Minutes  
January 12, 2026**

season. Mr. Dane shared that the next step in the process will be to apply for permits. Ms. O'Donnell shared that she hopes it will be open the weekend of Thanksgiving and that the community will be invited to attend an opening.

Upon a motion duly made by Mr. Rovelli and seconded it was UNANIMOUSLY **voted:** to approve the Memorandum of Understanding, for the Maisey O'Donnell Dryland Training Room, Beede Center

**Discussion: Town Meeting Warrant Articles**

**Potential FY27 Annual Town Meeting Article for Municipal Facilities Planning**

Presenters: Mark Howell, Select Board Chair

Chair Howell stated that the Town Meeting warrant is open until January 23 at 12 PM. Chair Howell stated that there may need to be additional funding for the MCI planning and design work (master plan), including wastewater treatment facility design and planning or in the case that the planning work extends longer than expected. Chair Howell noted that existing funds have a time limit on usage including the state earmark which needs to be spend by June 30th, ARPA funds which need to be expended by the end of December, and free cash (no use by expiration date). Chair Howell feels that there should be an article for Town Meeting to raise additional funds from free cash. Chair Howell is requesting the support of the Select Board to work with staff to identify an amount needed. In response to Mr. McKennitt's question, Ms. Lafleur stated that there may be ARPA funds available for use. Mr. McKennitt expressed support for the proposed warrant article. Ms. Lafleur weighed in on how the warrant article could be worded. Ms. Lafleur will follow up with the moderator on how this can be most effectively written. Mr. Boehm weighed in on the work of the Land Use Working Group and their financial needs. Ms. Hartman stated that the Land Use Working Group will need funding support for public outreach.

Chair Howell stated that he is inclined to look at the funding need as one total facilities plan, in order to create spending flexibility.

**Potential Additional Articles**

Ms. Lafleur stated that Town Counsel has done work on the Door to Door Solicitating Bylaw and that an updated bylaw has been drafted. Town Counsel, Mr. Makarious stated

**Town of Concord  
Select Board Meeting  
Meeting Minutes  
January 12, 2026**

that the updates modernize the bylaw and reflect legal decisions that have been made since the existing bylaw was written. He added that provisions for time of day and registration requirements are allowed. Mr. Makarious stated that the police department would remain the authority to register potential solicitors.

Ms. Rovelli stated that the Financial Policy Work Group will be putting forth an article to create a Capital Stabilization Fund. Ms. Rovelli stated that potentially rescinding and restating the historic definition of the General Stabilization fund will be discussed with Town Counsel. Additionally, Ms. Rovelli stated that appropriation for these funds has not yet been recommended; the Financial Policy Working Group does not meet until January 22 when further discussion will take place. Ms. Lafleur shared that the State of MA reviews the town's balance sheet- within days or a couple of weeks and that following the review more information regarding free cash will be available. In response to Mr. Howell's inquiry, Ms. Rovelli stated that the Financial Policy Working Group is not recommending a school assessment stabilization fund (that would address shifts in enrollment at Concord Carlisle High School). Mr. Howell recommended the use of a rolling average which would slow the dramatic shifts in enrollment. Ms. Rovelli agreed and stated that the regional agreement needs to be renewed in the next couple years and this should be incorporated.

**Discussion: Conservation Fund By - Law Status**

Presenters: Paul Boehm, Select Board Member, Delia Kaye, Natural Resources Director, Sarah Grimwood, Chair, Natural Resources Commission

Mr. Boehm introduced the agenda item and shared that there is a draft of the proposed Conservation Fund Bylaw in the meeting packet. Mr. Boehm provided an overview, stating that the Department of Natural Resources (DNR) applied to the Community Preservation Committee (CPC) to obtain \$500,000.00 to establish a conservation fund, with the intent of adding additional CPC funds over time. The CPC has not held a vote to approve the application yet. Regarding the bylaw, Mr. Boehm discussed the establishment of the fund vs. the governance of the fund- and indicated that this is why there are two versions in the packet. The first version requires consultation steps with various stakeholders and Select Board approval of land purchases while the second version requires consultation with the Select Board for land purchases but does not require Select Board approval for land purchases.

Ms. Kaye presented the proposal to establish a conservation fund and indicated that the fund would be primarily designed to allow the Natural Resources Commission (NRC)

**Town of Concord  
Select Board Meeting  
Meeting Minutes  
January 12, 2026**

to act more nimbly in protecting priority conservation parcels. Ms. Kaye explained that the town often misses opportunities to protect land when sellers are unwilling or unable to wait for the annual town meeting cycle. She noted that the fund would be used for acquisitions, appraisals, due diligence, and legal fees related to parcels already identified in the town's Open Space and Recreation Plan. This plan is a state-approved document developed with significant community input from various town boards and the public, serving as a roadmap for conservation priorities. However, Ms. Kaye expressed objection to the Select Board having veto authority (approval power) over specific land acquisitions made from the fund. Her presentation detailed three primary reasons for this opposition: *Legal Mandate*: She cited MGL Chapter 40 Section 8C, which explicitly authorizes conservation commissions to acquire land independently if they have the funds available. She argued that requiring Select Board approval would undermine the board specifically charged with resource protection. *Existing Coordination*: Ms. Kaye emphasized that the NRC already consistently consults with town staff, the Select Board, and the Affordable Housing Trust, a practice codified in the proposed bylaw. *Historical Precedent*: Ms. Kaye cited the Heywood Meadow conflict of the 1990s as a cautionary tale. In that instance, a previous Select Board attempted to build a visitor center on conservation land despite opposition from the NRC and other committees, illustrating the potential for competing issues to override conservation goals. Ultimately, Ms. Kaye requested that if the Select Board did not agree with the NRC's preferred governance language, discussions should be continue in order to find a consensus before the town meeting.

Ms. Grimwood stated that the NRC supports the creation of a Conservation Fund Bylaw and that also the NRC expresses a strong objection regarding the Select Board having final approval over land acquisitions made using the fund. Ms. Grimwood also referenced the state law (MGL Chapter 40 Section 8C): This law explicitly authorizes conservation commissions to acquire land independently if they have the funds available. Additionally, Ms. Grimwood stated that consultation with stakeholders and the Select Board would continue to be the procedure.

Mr. Makarious framed the legal issue; which is regarding at which stage of land acquisition the Select Board should be involved. In response to Ms. Hartman's inquiry regarding concern over potential delays when attempting to acquire land, Ms. Kaye responded that the primary concern is actually a Select Board veto. Ms. Kaye clarified that the state law maintains that if the NRC has funds, the commission can purchase property without further legislative approval. Ms. Grimwood stated that because the town has many priorities it would be good to have money set aside for conservation land purchases. In response to Ms. Rovelli's inquiry regarding land maintenance, Ms.

**Town of Concord  
Select Board Meeting  
Meeting Minutes  
January 12, 2026**

Kaye stated that the cost of maintenance varies by property, though the needs are not like a playground or other similar space; Infrastructure is simple such as some parcels have benches, most have signage. In response to Ms. Hartman's inquiry, Ms. Kaye stated that the Conservation Commission has lost the ranger position though they do have enough funding currently, however there are some unexpected expenses such as tree removal that requires a crane. In response to Ms. Rovelli's inquiry about appealing to the public interest for land acquisitions, Ms. Kaye stated that the commission bases decisions on the open space and recreation plan as this has been designed with robust public engagement, however there are many other opportunities for public engagement except when land acquisition is confidential. Mr. McKennitt and Chair Howell shared the concern that there is a potential loss of public visibility with specific expenditures should the NRC have the power to purchase parcels without Select Board approval. However, Chair Howell does understand that the cycle of Town Meeting can put purchases in danger of delay which could cause potential loss of opportunity. Mr. Howell stated that because the Select Board meets twice a month, there would not be delay of Select Board approval. Ms. Rovelli stated that the Select Board consults with the Housing Trust because the Select Board has representation on the Housing Trust. Ms. Hartman stated that she feels it is good governance to have elected, accountable officials approving land acquisitions. Jim Smith, Member Natural Resources Commission inquired whose warrant article the proposed by law would be; the Select Board or the NRC? Ms. Grimwood stated that she would like the proposal to be an NRC article and asked that if the Select Board members are not in support of the language in the bylaw, that more conversation take place prior to town meeting so that there can be an agreement. Mr. Smith stated that the town does not have a plan that identifies parcels for housing but does have an open space plan which identifies parcels of importance to the town. Additionally, Mr. Smith stated that requiring Select Board approval for land acquisitions provides a potential blockage of purchase. Mr. Boehm stated that the open space plan identifies important parcels for preservation but does not speak to acquisition to which Ms. Kaye stated that the open space plan does in fact define acquisition on page 82 of the open space plan.

Mr. Howell inquired about how often the open space plan is updated and approved, to which Ms. Kaye stated that it is updated every 7-10 years, and that the parcels identified in the current plan were approved in 2004 and submitted to the state for approval. Ms. Hartman spoke about the housing production plan, which maintains criteria for acquisition, and she stated that any property that is in the open space plan would likely be approved by the Select Board. Mr. Smith expressed that he feels that 95% of the time the Select Board and NRC will be in agreement on the decision to purchase a parcel. In response to Mr. Howell's inquiry, Ms. Kaye suggested that a stipulation in a

**Town of Concord  
Select Board Meeting  
Meeting Minutes  
January 12, 2026**

CPC memorandum of understanding could be added that would require Select Board approval for any parcel that is not listed in the open space plan, however there was not Select Board support for this suggestion. Ms. Grimwood stated that the NRC had already voted to submit a Conservation Fund By-Law warrant article for town meeting, that without the language requiring Select Board approval. Mr. Makarious stated that it is not necessary to have every word of a bylaw in a warrant for Town Meeting and that some room could be left for further determination of issues. In addition, he added that this is a project before the CPC to request funding at Town Meeting and that the motion would have to have the details of the bylaw. Mr. McKennitt expressed that he would be more supportive of approving individual requests to purchase land vs. allowing NRC approval of land purchases. Ms. Hartman expressed support for establishing a conservation fund however she does not support eliminating Select Board approval for land purchases. Mr. Boehm and Ms. Rovelli both expressed support for the establishment of the proposed Conservation Fund Bylaw however they also feel that Select Board approval should be required for land purchases. Mr. Bergman commented that state law allows Affordable Housing Trusts the authority to purchase land, however Concord's bylaw was drafted to include Select Board approval in the interest of ensuring collaboration.

Upon a motion duly made by Mr. Boehm and read by Ms. Rovelli and seconded, it was **UNANIMOUSLY voted:** to approve the wording of the proposed Conservation Fund By Law to be submitted as a Warrant Article at the 2026 Town Meeting, including the wording of Section 2Biv, as follows "Subject to the approval of the Select Board, the acquisition of fee interests in land including options to purchase."

**Update on Antisemitism and Bias Initiatives**

Discussion: DRAFT DEI Commission Charge

Presenter: Mark Howell, Chair

Chair Howell stated that he distributed a draft of the DEI Commission charge to the Select Board prior to the meeting.

Chair Howell stated that it may be time to make a proclamation or statement regarding antisemitism in Concord, separate from the DEI charge. He also stated that the Hate

**Town of Concord  
Select Board Meeting  
Meeting Minutes  
January 12, 2026**

and Bias Incident Reporting Work Group had an excellent meeting on January 6. This meeting is recorded and is available for viewing. Chair Howell brought forth a discussion about the action being taken by the Select Board and what the community really needs from the Select Board leadership. Mr. Boehm responded to Chair Howell's statement by stating that the formation of the Incident Reporting Work Group was a piece of the DEI Commission's Action Plan, not the total plan. Mr. Boehm added that there is a new group that has formed- Concord Against Antisemitism, which may be able to provide support, resources and advisement to the Select Board.

Mr. McKennitt stated that he is supportive of the revisions to the draft DEI Commission charge document that Chair Howell has put forth based on suggestions from the Select Board and would like the opportunity to review the language further. The Select Board members each expressed positive support for the revised charge. Ms. Rovelli expressed a desire to add structured work with the schools under the coordination and collaboration portion of the charge. Mr. Boehm and Chair Howell were in support of Ms. Rovelli's idea.

Scott Smigler of Monument St. noted that while the board decided to update the charge of the DEI Commission to include antisemitism in the summer, following serious reports of bias in schools and the community, the matter remained under debate five months later. Mr. Smigler urged the board to adopt the IHRA (International Holocaust Remembrance Alliance) framework, noting it is a non-binding tool used by the State of Massachusetts, 37 other states, and neighboring towns like Sudbury and Acton to help institutions recognize patterns of bias. Mr. Smigler emphasized that the IHRA framework is designed to protect the safety and free speech of Jewish residents who currently feel pressured to hide their identity. Mr. Smigler concluded by asking the Select Board to provide the necessary leadership and accountability by defining the specific problem they are seeking to solve through the updated DEI charge.

Jodi Sperber defined Jewish identity as a peoplehood rather than just a religion. She requested that antisemitism be explicitly listed in the duties and responsibilities section of the DEI charge to ensure it is prioritized in work plans and budgets. Finally, she called for a standalone resolution to condemn antisemitism, ideally by International Holocaust Remembrance Day.

Mr. Boehm, Mr. McKennitt and Ms. Rovelli expressed verbal support for a resolution based on the IHRA definition. The board engaged in a discussion about acknowledging individual hate and biases. Michael Williams of 1284 Sudbury Rd. stated that that every "ism" is important from a posture of- we are all responsible for each other. Mr. Williams

**Town of Concord  
Select Board Meeting  
Meeting Minutes  
January 12, 2026**

also spoke about an individual's responsibility to act and provide protection when harm is coming to another person.

Chair Howell read from the document the *Cauldron of Social Bias* and spoke about responding to all bias against all social identity groups. Chair Howell stated that any incident reporting system should capture both positive and negative incidents. Mr. Boehm shared that there are two Hate and Bias Incident Reporting Work Group upcoming focus group sessions; one is tomorrow evening and another on February 2. Chair Howell will bring a final version of the DEI Commission charge for a vote at the next Select Board meeting. Ms. Lafleur stated that she needs to do some research to find out if the town or Select Board has the authority to make a resolution, however she will work with Mr. McKennitt on drafting either a resolution or a proclamation.

**Liaison Reports**

Ms. Hartman requested the Select Board members read her liaison report as particular content will come up as a future item. Ms. Rovelli engaged in a conversation with Ms. Lafleur, Ms. Hartman and Mr. Boehm regarding (Public Works Commission) PWC approval, sewer capacity, wetlands, parking constraints and the effects on / desire to maximize housing units.

Mr. Boehm informed the community again of the upcoming Bias and Hate Work Group focus group opportunities along with the open period for Honored Citizen nomination, which ends January 30.

**Executive Session**

Upon a motion duly made by Ms. Rovelli and seconded, it was UNANIMOUSLY **voted:** to enter into Executive Session at 9:20 PM under M.G.L. c. 30A, § 21(a)(6) at 8:33 PM to consider the purchase, exchange, lease or value of real property (MCI – Concord, 1440-1442 Main St. or other property) if the chair declares that an open meeting may have a detrimental effect on the negotiating position of the public body and not return to Open Session

**Roll Call Vote:**

Mr. Boehm – Aye

**Town of Concord  
Select Board Meeting  
Meeting Minutes  
January 12, 2026**

Ms. Hartman – Aye

Chair Howell- Aye

Mr. McKennitt – Aye

Ms. Rovelli - Aye

[Meeting Packet](#)

[Meeting Recording](#)