SELECTBOARD SPECIAL MEETING
MONDAY, NOVEMBER 19, 2018
7:00PM
TOWN HALL, 334 MAIN STREET
ORDER OF AGENDA

PRESENT
Selectboard Members
Steve Bannon
Ed Abrahams
Daniel Bailly
Bill Cooke
Kate Burke

Bernard Lynch – Community Paradigm

1. CALL TO ORDER: S. Bannon called the meeting to order at 7:00PM
2. COMMUNITY OUTREACH TO DISCUSS TOWN MANAGER SEARCH & CITIZEN SPEAK TIME (Discussion)
   • S. Bannon introduced Bernie Lynch of Community Paradigm. Community Paradigm specializes in Executive Recruitment of Town Managers. Mr. Lynch founded Community Paradigm five years ago after being in Municipal Government for 30 years. Community Paradigm is currently working with Adams, Beckett, and Great Barrington in MA. They filled the Town Manager position in Northfield, MA, and are based in Plymouth, MA.
   • What is the process for recruiting?
     o An understanding of the community is necessary. To achieve this, Mr. Lynch is spending time with Selectboard members, Department Heads, and Town Employees, as well as the community outreach tonight. He will be sharing a contact email address to which input from the community can be sent.
     o A Position Profile document will be drafted, detailing the desired skills, attributes, duties, etc. and information on how to apply for the position.
     o A Screening Committee will be appointed by the Selectboard. Applications will be reviewed by the Committee in late December/early January, and interviews will follow. Finalists from the Screening Committee interviews will then interview with the Selectboard. The position is expected to be final and filled in early Spring of 2019.
   • Mr. Lynch opened the floor to the Citizens with the following question: What issues are most important to speak with Candidates about? What would excite/entice them to come to Great Barrington? What challenges can they expect? What are some important attributes?
     o Karen Smith: Great Barrington Housing Authority
Communication and transparency between the Town Manager and Citizens is vital. Strategies and protocol for keeping the town’s citizens informed of what is happening.
- Town Manager should be approachable and accessible.
- Great Barrington is behind in how we are aligned technologically. We should offer easier ways to pay bills, etc.
- Maintaining the “Quintessential New England” vibe, while still being forward thinking and straying from the status quo.
- Strategic Planning can be an attraction. The current Strategic Plan is from 2013. Perhaps it is time for a new one.

○ **Media**
  - Should allow the Department Heads speak with the media and public, and be able to get along with the media and hold positive relationships with the reporters.

○ **Anne O'Dwyer: Finance Committee**
  - Affordable Housing/taxes/property taxes
  - Limited availability of rental properties
  - The need to make Great Barrington more attractive to younger people.
  - Great Barrington is growing in diversity with a vibrant Arts culture and environmental appeal.

○ **Natalie Narotsky: Great Barrington**
  - Lack of affordability, tourism influx (referred to the recent VOGUE article)
  - Affordable Housing studies
  - Focus on climate change, engaging the public in ways to save energy.

○ **Robin Helfand, Robin’s Candy, Great Barrington**
  - Asked Mr. Lynch what he currently sees as challenges in the town.
    - Mr. Lynch said that he is in the beginning stages of getting to know the town, but what has been brought up tonight is consistent with the issues that he is aware of. The issue of affordable housing is one the new town manager should be interested in looking to solve. Tourism brings money into the town, but the economy needs more diversification. The dual economy issue is paramount. The present talent of Department Heads and employees should be taken advantage of.

- What should the relationship be between the Selectboard and the Town Manager?
- A balance of power is the ideal situation and goal.
- Affordable Housing affects the entire economy. It is difficult to hire small business help when the cost of living is too high to live off from wages paid.
- Sustainability
- Balance between the indigenous community and tourism community.
- Internet issues
- Candidate should be eager to embrace challenges and grow, rather looking for a “last stop before retirement”, and excited about the transitioning population. There is a great percentage of the elderly population who will be leaving their homes to their children in the coming years.
- It may be beneficial if the candidate has some experience in the Private Sector.
  - **Mr. Lynch**
    - The “Baby Boomers” are now retiring, and there are not many “Gen X-ers” in the Private Sector. The “Millennials” often lack the needed experience for this type of position.
    - Between 25-40 applications are usually received for these positions. Great Barrington is a more remote location, so there may be less, though the pay is better than some others currently recruiting. The cost of housing here may or may not be an issue, as related to the salary offered.
  - **What would bring dynamic, young professionals to Great Barrington?**
    - Interesting things happening in the Tourism Corridor
    - Vibrant Arts & Culture Environment
    - Natural Environment
    - Demographic/Economic changes happening
    - Housatonic Mills Development opportunity
    - Social Issues
    - Quality of Life
    - Great Schools
  - Robin Helfand, Robin’s Candies, Great Barrington
    - How many recruits in other searches have been from out of state?
      - Mr. Lynch: Two were recently appointed to MA from RI. Approximately 5 of 25 placements in the past 3 years. 3-4 have been brand new Town Managers, rather than switching from town to town. The average tenure of a Town Manager is 5-6 years. Great Barrington issues 3-year contracts. We do not yet know if there will be any internal applicants.
  - **Anne O’Dwyer, Finance Committee**
    - Great Barrington is a place where, when given the opportunity, people do come out in support of causes. The person taking the position could get people more engaged. They may not all agree, but they do participate.
  - **Bill Cooke, Selectboard**
    - What is the baseline level of experience required?
      - 5 years experience
      - Understanding of municipal government
      - Critical thinking skills
      - Personality
      - Passion

3. **ADJOURN: 7:50PM**
   **MOTION:** E. Abrahams
   **SECOND:** D. Bailly
   The meeting adjourned at 7:50PM

Respectfully submitted,

Tabitha Brewer
Recording Secretary