



## TOWN OF SHREWSBURY

Board of Selectmen Meeting  
Main Conference Room  
Mirick O'Connell, 100 Front St,  
Worcester, MA 01608, USA

Thursday, May 19, 2022 at 8:30 AM

### Minutes

**Present:** Mr. Maurice DePalo, Chair, Ms. Beth Casavant, Vice Chair, Ms. Theresa Flynn, Clerk, Mr. John Samia, Selectman, Ms. Michelle Conlin, Selectman

**Also Present:** Mr. Kevin Mizikar, Town Manager, Ms. Kristen Las, Assistant Town Manager – Community Development and Human Services, Ms. Mary Thompson, Assistant Town Manager – Administration and Finance, Ms. Taylor Galusha, Principal Department Assistant (Board of Selectman and Town Manager)

#### 1. Call to Order

Mr. DePalo called the meeting to order at 8:44 AM.

#### 2. Meeting with Raftelis to discuss and develop the Strategic Plan Framework for the Shrewsbury 2030 Strategic Plan

The Board members and staff introduced themselves to Ms. Catherine Carter from Raftelis who facilitated the meeting. The Board members noted how long they have been on the Board and other involvements they had previously with the Town and their expectations for the meeting and Strategic Plan. Ms. Carter summarized the project timeline and the meeting ground rules to have a productive and respectful discussion.

The Board members then participated in an exercise where they developed “This I Believe” statements. The Board members focused on areas of improving the quality of life for all residents, building community and making people feel like they belong, creating an interconnected community that cares for each other even as the population grows, taking care of the aging population in Town, creating strong core social services for community members, maintaining and improving the high quality of education, how expectations of local governments are changing and making sure residents are engaged with the process.

Ms. Carter then summarized the draft Environmental Scan which summarized the feedback gathered from community members, employees, Board and Committee Chairs, the National Community Survey, and other census data. The draft report showed that Shrewsbury is growing, educated, and affordable and that it has become more prosperous, safe, and diverse. From the stakeholder engagement the draft report showed that the common themes for the strengths of the Town Government are providing responsive services and events, innovative, and their communication and collaboration. Some of the common themes for weaknesses of the Town Government are funding resources and capacity, adaptability and technological efficiency, and growth and development. Some of the common themes for Opportunities for the Community were creating venues and spaces for the community to gather, having a diverse community and building partnerships within it, convenient access to highways, environmental stewardship, and providing resources to the community for sustainability. The common themes for Community Challenges and Key Issues included, having sufficient facilities/open space/infrastructure for growth, population growth and rapid development, affordability and housing, and Diversity, Equity, and Inclusion support. The Common Themes for what stakeholders saw was true today and hoped would be true in 10 years was still having an effective government, having a high quality of life, education, safety, the sense of community and small

town feel, diversity, volunteers in Town, open space, and growth and development. The common themes for what stakeholders thought was not true today, but hoped would be true in 10 years is having sustainability and open space, the Town being more bike-able/walkable, funding for athletics, lower traffic, road safety, more town services, development, a vibrant town center, affordable housing, more parking, better communication, better roads, and better internet. The common themes for community aspirations were continuing to have a great community, proactive and transparent government, a vibrant down town with parking, eager involvement, affordable housing and utilities, schools with renovated facilities, able to discuss DEI, a clear vision, destigmatize mental health, and be a great place to work. Ms. Carter and the Board noted some of the competing values present like stakeholders wanting less development, but more affordable housing.

Ms. Carter then gave an overview of the next part of the meeting which was to go over the Vision and Strategic Outcomes for the Strategic Plan. This included the vision statement, mission, values, and then the strategic outcome areas. The Board then answered the same question the stakeholders did – what is true today and hope to be true in 10 years and what is not true today, but you hope will be true in 10 years. Some of the common themes for the true today and hope will be true in 10 years statement included the strong working relationships between the Board of Selectmen, School Committee, and Town Government, public electric charging stations, stable and effective government, safe community, strong and reliable utilities and services, strong schools and a school system that prepares students for success, fiscally responsible government, strong talent working in Shrewsbury, good people that volunteer talent, time, and resources, and a good sense of community. Some of the themes for not true today, but hope will be true in 10 years include having more sidewalks in Town to improve mobility, diversity in local government –elected, hired, and appointed, Shrewsbury Youth and Family Services and the food pantry being part of local government, more trails and passive recreation opportunities in Town, resources and support for small businesses, increased interest in Town Boards and Committees, increased investment to enhance services in Town, increased community engagement with what is happening in Town, mental health education in schools, more multigenerational interactions, and a higher level of social services.

The Board then worked to begin to draft a vision statement for the Town which is an aspirational statement. They reviewed the common themes across the true today and hope to still be true in 10 years and not true today, but hope will be true in 10 years. These themes included the sense of community in Shrewsbury, hoping for Shrewsbury to be engaged and inclusive, effective government, services, utilities with conservative budgeting, involvement in government, high quality of education and creating broader options and experiences for the students, increased sustainability and mobility, maintaining a safe community, and making the community vibrant and prosperous.

The draft vision statement was developed to be Shrewsbury is a vibrant, inclusive, collaborative community where all can thrive.

Ms. Carter then reviewed the organization's Mission and Values statement that the Expanded Management Team of Town employees created during their workshop in April. The mission statement is IN Shrewsbury we are dedicated professionals who work creatively and collaboratively to provide exceptional services that enhance the quality of life and surpass the needs of those we serve. And the values IN Shrewsbury are Integrity, Inclusion, and Innovation.

The strategic outcome areas developed from the Board's discussion are Engaged and Connected, Thriving, Prosperous, Exceptional, and Sustainable.

The Board was told they will receive a draft of these outcome areas back for their review before it is finalized.

### 3. Adjourn

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On a motion by Ms. Flynn, seconded by Ms. Conlin, the Board unanimously voted (3-0) to adjourn at 3:31 PM.

Respectfully Submitted,

A handwritten signature in cursive script that reads "Taylor M. Galusha".

Taylor M. Galusha