

Agenda

[Link to Agenda Center](#)

Consent Agenda

Favorable action is requested: Motion to approve the Consent Agenda which includes the:

- a. Approval of Select Board Meeting Minutes: March 2, 2026 (Open Session and Public Hearing), March 5, 2026 (Finance Committee Public Hearing), Open Session March 10, 2026, Open Session March 12, 2026, Open Session March 16, 2026.
- b. Town Warrants for Approval: March 23, 2026, March 24, 2026, March 30, 2026
- c. Select Board Nomination of Ray Raychaudhuri of 61 Channing Road to the Trustees of Town Donations with a term date of May 31, 2029.
- d. One Day Liquor Licenses:
 - i. All Alcoholic Beverages for Tom Wilson of 65 Whittemore St. for a Beer Garden Celebration for the Patriots Day Celebration to take place at the Wright Tavern Legacy Trust 2-6 Lexington Rd. on April 20, 2026.
 - ii. All Alcoholic Beverages for Tom Wilson of 65 Whittemore St. for Beavers and Beer with the OARS Community Organization to take place inside the Wright Tavern Legacy Trust 2-6 Lexington Rd. on April 25, 2026.
 - iii. Wine and Malt Beverages for Merrill Genoa of Concord Academy for a 50th Reunion Dinner to be held at the 1780 House, 15 Monument St. on May 15, 2026 from 5:00 PM – 10:00 PM.
 - iv. Wine and Malt Beverages for Merrill Genoa of Concord Academy for a Reunion to be held at Concord Academy, 166 Main St. on May 16, 2026 from 5:30 PM – 10:00 PM.
 - v. All Alcoholic Beverages for Gaining Ground, Inc. 341 Virginia Rd., Concord for an Outdoor Donor Appreciation Party to be held at Gaining Ground 341 Virginia Rd. on June 11, 2026 from 5:00 PM – 7:00 PM
- c. Proclamations:
 - i. National Public Safety Telecommunicators' Week April 12-18
 - ii. National Holocaust Remembrance Proclamation

Select Board Meeting Minutes
Town of Concord, MA
March 5, 2026

Approved 4/ /26

Pursuant to notice duly filed with the Town Clerk, the Concord Select Board convened via Zoom at the Finance Committee Annual Town Meeting Public Hearing at 7:00 PM on March 5, 2026.

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

There was no deliberation of the Select Board at the Finance Committee Annual Town Meeting Public Hearing.

**Select Board Meeting Minutes
Town of Concord, MA
March 10, 2026**

.Approved 04/ / 26

Pursuant to notice duly filed with the Town Clerk, the Concord Select Board convened in person on Tuesday, March 10, 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 6:09 PM and confirmed that all Select Board members were present.

Review and Respond to Alleged Open Meeting Law Violation Complaint January 20-22, 2026, January 26, 2026, January 27, 2026

Chair Howell provided the introduction and overview which included the following points:

The process of developing the *Proclamation Affirming the Town of Concord's Commitment to Opposing Antisemitism, Adopting the IHRA Working Definition of Antisemitism, and Promoting a Welcoming and Inclusive Community* and approving the proclamation on January 27, 2026 was delegated to one member of the Select Board and the Town Manager.

There were public records requests for emails that covered the period of time related to the development of the proclamation and subsequently three open meeting law complaints have been filed. The response to the complaints is due on March 13, 2026.

Complaint #1

As required, Chair Howell reviewed the complaint, which is included in the meeting packet for March 10, 2026, with the Select Board. Chair Howell responded by stating that creating and developing documents for approval by the board is a routine process that the Select Board does regularly. Generally, the process involves; one member drafts a document, submits it to the board via the published meeting packet and then the draft is reviewed at a meeting and the final version is brought to a second meeting

**Select Board Meeting Minutes
Town of Concord, MA
March 10, 2026**

for approval. Chair Howell stated that it is fair to say that the board did not follow this regular process for this proclamation potentially due to the time constraints that the board put upon themselves. Chair Howell stated that submitting edits to a staff member for consolidation is not a violation of open meeting law and that because often documents are very long, it is necessary to do so. Chair Howell stated that the board should revisit the procedure used when creating documents that require all members input. Mr. McKennitt stated that the initial draft was created by him and Ms. Lafleur only and that he had no further conversations with any Select Board members regarding the proclamation. Ms. Rovelli, Ms. Hartman, Chair Howell and Mr. Boehm shared their understanding of events that the complaint refers to. At the request of Ms. Hartman, Chair Howell reviewed the procedure for responding to an open meeting law violation complaint and stated that at the conclusion of this meeting he would like to have a list of actions that the board will take. Kaari Tari, Town Clerk provided information on the scope of potential remedies, stating that the remedy taken is at the discretion of the Select Board.

Complaint #2

As required, Chair Howell reviewed the complaint, which is included in the meeting packet for March 10, 2026, with the Select Board. Chair Howell stated that correspondence is published separately from the meeting packet and is part of the public record that is available online and expressed interest in examining the correspondence policy in more detail in the future. Chair Howell, Mr. McKennitt, Ms. Rovelli, Ms. Rovelli and Mr. Boehm shared their understanding of actions that occurred.

Complaint #3

As required, Chair Howell reviewed the complaint, which is included in the packet for March 10, 2026, with the Select Board. Mr. Boehm shared his recollection of the events. Chair Howell, Mr. Boehm, Mr. McKennitt, Ms. Hartman and Ms. Rovelli provided their reflection and input regarding the complaint. Ms. Hartman and Mr. McKennitt requested to discuss the deliberation portion of the complaint. Ms. Rovelli and Mr. Boehm stated that all related content was sent to the Town Archivist, and there is no additional content to add and that additionally there was no other discussion that hasn't been revealed. Chair Howell shared potential remedies which could include training opportunities around open meeting law and compliance and or written statements from Mr. Boehm and himself about what they intend to do going forward. Chair Howell stated that the board should review the procedure for document editing and adhere to the procedure.

**Select Board Meeting Minutes
Town of Concord, MA
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Ms. Hartman stated that people are troubled by the adoption of the IHRA definition and the person who submitted the complaint is asking that the board reconsider the adoption of the IHRA definition as a remedy. Chair Howell stated that if there is a consensus on the board that he would be open to scheduling a discussion about reconsidering the adoption of the IHRA definition. Mr. McKennitt stated that he would prefer to have a discussion about the proclamation that would be separate from the open meeting law review and response and that the subject of the proclamation should be discussed- leaving the content of the discussion more open ended. Ms. Hartman and Mr. Boehm were in agreement that the discussion about the proclamation should occur at a Select Board meeting, however they disagreed on what should be discussed. Chair Howell will schedule the discussion on an upcoming agenda. Mr. McKennitt stated that he would like to see the response to the open meeting law complaint prior to submission. The board will meet on Thursday to review the response. If the board does not agree to the response, additional time can be requested.

**Review and Consider Approval of Letter of Support for Federal Earmark Request
– Assabet River Multi-Use Bridge and Trail Project**

Ms. Zammuto reviewed the memo that was shared with the board earlier today, for the Town of Concord's federal earmark request for the Assabet River Multi-Use Bridge and Trail Project. Ms. Hartman suggested that the letter include information about the 40B development. Ms. Zammuto stated that she included this information in the application. Ms. Zammuto has a letter of support from the Town Manager and Representative Cataldo. Mr. McKennitt expressed support for the letter.

Upon a motion duly made by Ms. Rovelli and seconded the board **voted** unanimously to authorize the Select Board Chair to sign a letter of support for the Town of Concord federal earmark funding request for the Assabet River Multi-Use Bridge and Trail Project.

Upon a motion duly made by Chair Howell and seconded the board **voted** unanimously to adjourn the meeting at 6:58 PM.

**Select Board Meeting Minutes
Town of Concord, MA
March 12, 2026**

Approved 04/ / 26

Pursuant to notice duly filed with the Town Clerk, the Concord Select Board convened in person on Thursday, March 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 6:09PM. Ms. Rovelli confirmed that all Select Board members were present.

Chair Howell stated that the purpose of the meeting is to review and respond to alleged open meeting law complaints. Chair Howell stated that the recording of the related meeting held on March 10, 2026 is posted online on YouTube. Chair Howell stated that the Select Board members have received the draft response - drafted by him, and he requested that the *Open Meeting Law response* document be shared on the screen for the public to view. Chair Howell stated that Kerry Lafleur, Town Manager and Kaari Tari, Town Clerk reviewed the document prior to this meeting and provided feedback. Chair Howell stated that the response will be sent to the party that filed the complaint and copied to the Attorney General. Ms. Lafleur stated that the Town Clerk has consulted with Town Counsel regarding the response.

Mr. Boehm presented his suggested edits to the *Open Meeting Law response* document. The board did not disagree with Mr. Boehm's edits.

Ms. Rovelli found the response to be a good reflection of the discussion that occurred at the March 10, 2026 meeting. Ms. Rovelli recommended adding content related to the response in the packet for the March 12, 2026 meeting. Mr. Howell stated that based on his research he found that correcting the record of the actual meeting under scrutiny was the chosen way to respond and that he felt this was the clearest way for the public to view all related documents. Mr. Boehm expressed his support for the amendment to the January 27 minutes over including related materials in the March 12 minutes. Chair Howell recommended correcting the records of events around the development of the proclamation prior to revisiting the content of the proclamation itself. Chair Howell

Select Board Meeting Minutes
Town of Concord, MA
March 12, 2026

recommended that the Select Board discussion of the *Proclamation Affirming the Town of Concord's Commitment to Opposing Antisemitism, Adopting the IHRA Working Definition of Antisemitism, and Promoting a Welcoming and Inclusive Community* be noticed for a regular Select Board meeting. Chair Howell stated that a clarifying statement that action *may* be taken at a future meeting should be noted. Mr. McKennitt recommended clarification and specificity in the second paragraph regarding the "unintentional violations," and Ms. Rovelli supported this recommendation. Ms. Lafleur stated that the issue is that when the draft was circulated, it should have been posted online. Chair Howell stated that he would like to seek guidance from Town Counsel regarding the required timing for making draft documents public. Mr. McKennitt recommended simplifying the language regarding scheduling of an upcoming discussion about the *Proclamation Affirming the Town of Concord's Commitment to Opposing Antisemitism, Adopting the IHRA Working Definition of Antisemitism, and Promoting a Welcoming and Inclusive Community*. Chair Howell stated that as he understands it, the board does not agree on what they intended to achieve by approving the proclamation. Ms. Hartman expressed support for clarifying the intent of the proclamation. The board discussed possible solutions to rectify the complaints. Chair Howell suggested adding a sentence to the response stating that the board will meet to review the intent of the board.

Upon a motion duly made by Ms. Hartman and seconded the board **voted** unanimously to authorize Chair Howell to make the edits as discussed and send a response on the board's behalf.

Upon a motion duly made by Ms. Rovelli and seconded the board **voted** unanimously to adjourn the meeting at 6:49 PM.

COMMONWEALTH OF MASSACHUSETTS
TOWN OF CONCORD
SELECT BOARD

PROCLAMATION

**PUBLIC SAFETY TELECOMMUNICATORS WEEK
APRIL 12 - APRIL 18, 2026**

- WHEREAS** the second full week in April has been declared “National Public Safety Telecommunicators Week” by the Association of Public Safety Communications Officials and has been historically recognized by Presidents of the United States of America and the Senate and House of Representatives of the United States of America; and,
- WHEREAS** emergencies can occur at any time that require police, fire, or emergency medical services,
- WHEREAS** when an emergency occurs the prompt response of law enforcement, firefighters, paramedics, and emergency medical technicians is critical to the protection of life and preservation of property; and
- WHEREAS** the safety of law enforcement officers, firefighters, paramedics, and emergency medical technicians is dependent upon the quality and accuracy of information obtained from citizens who telephone Concord Emergency Communications; and,
- WHEREAS** Public Safety Telecommunicators are the single vital link for police officers, firefighters, and emergency medical responders by monitoring their radio, providing them with information, and ensuring their safety; and,
- WHEREAS** Public Safety Telecommunicators provide direct service to the citizens of Town of Concord by delivering life-saving instructions, coordinating emergency responses, and serving as the first point of contact in times of crisis; and,
- WHEREAS** Public Safety Telecommunicators of the Town of Concord have contributed to the apprehension of criminals, suppression of fires, and treatment of patients; and,

WHEREAS

Public Safety Telecommunicators are highly trained professionals who perform their duties with calmness, compassion, and dedication under stressful and challenging conditions; and,

WHEREAS

the contributions of Public Safety Telecommunicators are essential to the effective operation of public safety services and the overall safety and well-being of the Concord community.

**NOW
THEREFORE,**

We do proclaim the week of April 12 – April 18, 2026 as Public Safety Telecommunicators Week in the Town of Concord in honor of our Public Safety Telecommunicators whose diligence and professionalism keep our community safe.



CONCORD SELECT BOARD

Proclaimed this 6th day of April 2026

COMMONWEALTH OF MASSACHUSETTS
TOWN OF CONCORD
SELECT BOARD

PROCLAMATION

DAYS OF REMEMBRANCE FOR THE VICTIMS OF THE HOLOCAUST

WHEREAS The Holocaust was the state-sponsored, systematic persecution and annihilation of European Jewry by Nazi Germany and its collaborators between 1933 and 1945 - six million were murdered; Roma (Gypsies), people with disabilities, and Poles were also targeted for destruction or decimation for racial, ethnic, or national reasons; and millions more, including homosexuals, Jehovah's Witnesses, Soviet prisoners of war, and political dissidents, also suffered grievous oppression and death under Nazi tyranny; and

WHEREAS The history of the Holocaust offers an opportunity to reflect on the moral responsibilities of individuals, societies, and governments; and

WHEREAS We the people of Concord should always remember the terrible events of the Holocaust and the genocides in Armenia, Cambodia, Bosnia, Rwanda and Darfur, we all have a duty to use these memories as a catalyst to rid us of racial hatred, intolerance, tyranny, and discrimination; and

WHEREAS We the people of Concord should actively rededicate ourselves to the principles of individual freedom in a just society; and

WHEREAS April 14, 2026 has been designated pursuant to an Act of Congress and internationally as a Day of Remembrance for Victims of the Nazi Holocaust known as Yom Hashoah; and

WHEREAS It is appropriate for the people of Concord to join the international commemoration; and

NOW THEREFORE We, the Concord Select Board, call for a memorial service for the victims of the Holocaust to be held at the Concord Town House on Sunday, April 12, 2026 at 7:00 PM and proclaim the week of April 12, 2026 through April 19, 2026 as *Days of Remembrance* for the victims of the Holocaust.

Proclaimed this 6th day of April 2026.



CONCORD SELECT BOARD

ONE-DAY LIQUOR LICENSE

APPLICATION DETAILS

Application #:	<i>ODL-26-63699</i>	Date Issued:		Permit #:		Date Paid:	
Fee Payable: (\$)	<i>75.00</i>	Fee Paid: (\$)	<i>0.00</i>	Receipt #:			

SECTION 1 - SITE INFORMATION

Name of Organization	<i>Wright Tavern Legacy Trust</i>		
Street Name	<i>LEXINGTON RD</i>	Assessor Parcel Number	<i>0009</i>
Street Number	<i>2-6</i>	Zoning District	<i>CCB</i>
Unit Number			
On Premises	<i>Yes</i>		
Description of Premises	<i>Historic Museum and part of First Parish in Concord</i>		

SECTION 2 - OWNER / CORPORATION INFORMATION

Owner / Corporation Name	<i>FIRST PARISH UNITARIAN</i>		
Street Number	<i>20</i>	Street Name	<i>LEXINGTON RD</i>
City	<i>CONCORD</i>	State	<i>MA</i>
		Zip Code	<i>01742</i>
Telephone		Email	

SECTION 3 - APPLICANT INFORMATION

Applicant Name	<i>Tom Wilson</i>
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Street Number	[REDACTED]	Street Name	[REDACTED]		
City	Concord	State	MA	Zip Code	01742-3513
Telephone number	[REDACTED]	Email	[REDACTED]		

SECTION 4 - MAILING ADDRESS

Street Number	[REDACTED]	Street Name	[REDACTED]		
City	Concord	State	MA	Zip Code	01742-3513
Telephone	[REDACTED]				

SECTION 5 - HOURS OF OPERATION

To Sell: (Check One) Wines & Malts All Alcoholic

Note: Please indicate A.M. or P.M.

Day of Event	04/20/26	Hours of Operation	From 11:00 AM	To 6:00 PM
Activity	Beer Garden Celebration for the Patriots Day Celebrations			
Approximate Number of Attendance	250			

SECTION 6- DECLARATION

I do hereby certify under the pains & penalties of perjury that the information provided above is true and correct.

Date 03/06/26

(Chapter 138, Section 14. General Laws of the Commonwealth of Massachusetts)

Indicates Mandatory Field.

Note: Please check the above checkbox to submit the form

ONE-DAY LIQUOR LICENSE



APPLICATION DETAILS

Application #:	<i>ODL-26-63700</i>	Date Issued:		Permit #:		Date Paid:	
Fee Payable: (\$)	<i>0.00</i>	Fee Paid: (\$)	<i>0.00</i>	Receipt #:			

SECTION 1 - SITE INFORMATION

Name of Organization	<i>Wright Tavern Legacy Trust</i>		
Street Name	<i>LEXINGTON RD</i>	Assessor Parcel Number	<i>0009</i>
Street Number	<i>2-6</i>	Zoning District	<i>CCB</i>
Unit Number			
On Premises	<i>Yes</i>		
Description of Premises	<i>Wright Tavern</i>		

SECTION 2 - OWNER / CORPORATION INFORMATION

Owner / Corporation Name	<i>FIRST PARISH UNITARIAN</i>		
Street Number	<i>20</i>	Street Name	<i>LEXINGTON RD</i>
City	<i>CONCORD</i>	State	<i>MA</i>
		Zip Code	<i>01742</i>
Telephone		Email	

SECTION 3 - APPLICANT INFORMATION

Applicant Name	<i>Tom Wilson</i>
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Street Number	[REDACTED]	Street Name	[REDACTED]
City	Concord	State	MA
Zip Code		Zip Code	01742-3513
Telephone number	[REDACTED]	Email	[REDACTED]

SECTION 4 - MAILING ADDRESS

Street Number	[REDACTED]	Street Name	[REDACTED]
City	Concord	State	MA
Zip Code		Zip Code	01742-3513
Telephone	[REDACTED]		

SECTION 5 - HOURS OF OPERATION

To Sell: (Check One) Wines & Malts All Alcoholic

Note: Please indicate A.M. or P.M.

Day of Event	04/25/26	Hours of Operation	From 11:00 AM	To 6:00 PM
Activity	Hosting Beavers and Beer with the OARS community organization, serving will be inside the Wright 7			
Approximate Number of Attendance	100			

SECTION 6- DECLARATION

I do hereby certify under the pains & penalties of perjury that the information provided above is true and correct.

Date 03/11/26

(Chapter 138, Section 14. General Laws of the Commonwealth of Massachusetts)

Indicates Mandatory Field.

Note: Please check the above checkbox to submit the form

ONE-DAY LIQUOR LICENSE

APPLICATION DETAILS

Application #:	<i>ODL-26-63599</i>	Date Issued:		Permit #:		Date Paid:	
Fee Payable: (\$)	<i>0.00</i>	Fee Paid: (\$)	<i>0.00</i>	Receipt #:			

SECTION 1 - SITE INFORMATION

Name of Organization	<i>1780 House</i>	Assessor Parcel Number	<i>1296</i>
Street Name	<i>MONUMENT ST</i>	Zoning District	<i>BN</i>
Street Number	<i>15</i>		
Unit Number			
On Premises			
Description of Premises			

SECTION 2 - OWNER / CORPORATION INFORMATION

Owner / Corporation Name	<i>MCWHINNEY REAL ESTATE LLC</i>				
Street Number	<i>25</i>	Street Name	<i>BARNES HILL RD</i>		
City	<i>CONCORD</i>	State	<i>MA</i>	Zip Code	<i>01742</i>
Telephone		Email			

SECTION 3 - APPLICANT INFORMATION

Applicant Name *Merrill Genoa*

Street Number	[REDACTED]	Street Name	[REDACTED]		
City	Concord	State	MA	Zip Code	01730
Telephone number	[REDACTED]	Email	[REDACTED]		

SECTION 4 - MAILING ADDRESS

Street Number	[REDACTED]	Street Name	[REDACTED]		
City	Concord	State	MA	Zip Code	01730
Telephone	[REDACTED]				

SECTION 5 - HOURS OF OPERATION

To Sell: (Check One) Wines & Malts All Alcoholic

Note: Please indicate A.M. or P.M.

Day of Event	05/15/26	Hours of Operation	From 5:00 pm	To 10:00 pm
Activity	50th Reunion Dinner			
Approximate Number of Attendance	30			

SECTION 6- DECLARATION

I do hereby certify under the pains & penalties of perjury that the information provided above is true and correct.

Date 03/03/26

(Chapter 138, Section 14. General Laws of the Commonwealth of Massachusetts)

Indicates Mandatory Field.

Note: Please check the above checkbox to submit the form

5/16/26
Merrill Genoa
Concord Academy

ONE-DAY LIQUOR LICENSE

APPLICATION DETAILS

Application #:	<i>ODL-26-63536</i>	Date Issued:		Permit #:		Date Paid:	
Fee Payable: (\$)	<i>0.00</i>	Fee Paid: (\$)	<i>0.00</i>	Receipt #			

SECTION 1 - SITE INFORMATION

Name of Organization	<i>Concord Academy</i>		
Street Name	<i>MAIN ST</i>	Assessor Parcel Number	<i>1706</i>
Street Number	<i>166</i>	Zoning District	<i>B</i>
Unit Number			
On Premises			
Description of Premises			

SECTION 2 - OWNER / CORPORATION INFORMATION

Owner / Corporation Name	<i>CONCORD ACADEMY</i>		
Street Number	<i>166</i>	Street Name	<i>MAIN ST</i>
City	<i>CONCORD</i>	State	<i>MA</i>
		Zip Code	<i>01742</i>

Telephone

Email

SECTION 3 - APPLICANT INFORMATION

Applicant Name *Merrill Genoa*

Street Number

Street Name

City *Concord*

State

MA

Zip Code *01730*

Telephone number

Email

SECTION 4 - MAILING ADDRESS

Street Number

Street Name

City *Concord*

State

MA

Zip Code *01730*

Telephone

SECTION 5 - HOURS OF OPERATION

To Sell: (Check One)

- Wines & Malts
 All Alcoholic

Note: Please indicate A.M. or P.M.

Day of Event *05/16/26*

Hours of Operation

From

5:30 pm

To

~~9:30 pm~~ *10:00 PM*

Activity *Reunion*

Approximate Number of Attendance *200*

SECTION 6- DECLARATION

I do hereby certify under the pains & penalties of perjury that the information provided above is true and correct.

Date 03/02/26

(Chapter 138, Section 14. General Laws of the Commonwealth of Massachusetts)

Indicates Mandatory Field.

Note: Please check the above checkbox to submit the form

 ONE-DAY LIQUOR LICENSE

APPLICATION DETAILS							
Application #:	<i>00L-26-63239</i>	Date Issued:		Permit #:		Date Paid:	<i>02/17/26</i>
Fee Payable: (\$)	<i>0.00</i>	Fee Paid: (\$)	<i>75.00</i>	Receipt #:	<i>ODL-26-0311</i>		

SECTION 1 - SITE INFORMATION			
Name of Organization	<i>Gaining Ground</i>		
Street Name	<i>VIRGINIA RD</i>	Map Block Lot	<i>4286-1</i>
Street Number	<i>317</i>	Zone	<i>A</i>
Unit Number			
On Premises			
Description of Premises			

SECTION 2 - OWNER / CORPORATION INFORMATION					
Owner / Corporation Name	<i>TOWN OF CONCORD</i>				
Street Number	<i>141</i>	Street Name	<i>KEYES RD</i>		
City	<i>CONCORD</i>	State	<i>MA</i>	Zip Code	<i>01742</i>
Telephone	Email				

SECTION 3 - APPLICANT INFORMATION	
Applicant Name	<i>Gaining Ground, Inc.</i>

Street Number	[REDACTED]	Street Name	[REDACTED]		
City	Concord	State	MA	Zip Code	01742
Telephone number	[REDACTED]	Email	[REDACTED]		

SECTION 4 - MAILING ADDRESS

Street Number	[REDACTED]	Street Name	[REDACTED]		
City	Concord	State	MA	Zip Code	01742
Telephone	[REDACTED]				

SECTION 5 - HOURS OF OPERATION

To Sell: (Check One) Wines & Malts All Alcoholic

Note: Please indicate A.M. or P.M.

Day of Event	06/11/26	Hours of Operation	From 5:00 pm	To 7:00 pm
Activity	Outdoor party in appreciation of Gaining Ground's donors			
Approximate Number of Attendance	130			

SECTION 6- DECLARATION

I do hereby certify under the pains & penalties of perjury that the information provided above is true and correct.

Date 02/17/26

(Chapter 138, Section 14. General Laws of the Commonwealth of Massachusetts)

Indicates Mandatory Field.

Note: Please check the above checkbox to submit the form

Recognition of Jesse Caney, Firefighter, Concord Fire Department

Presenter: Wendy Rovelli, Clerk

COMMONWEALTH OF MASSACHUSETTS
TOWN OF CONCORD
SELECT BOARD

PROCLAMATION

Honoring Firefighter Jesse Caney

- WHEREAS** on March 12, 2026, while traveling on a JetBlue flight from San Juan to Providence, Concord Fire Department employee Jessie Caney responded without hesitation to a medical emergency involving an unresponsive passenger; and
- WHEREAS** Jessie immediately identified himself to flight staff, organized bystanders, coordinated with another medically trained passenger, and ensured the patient could be safely moved and assessed; and
- WHEREAS** Jessie demonstrated exceptional leadership by directing those offering assistance, including locating a translator to communicate with the passenger and her companion, and
- WHEREAS** Jessie provided calm, compassionate, and skilled care throughout the incident, successfully waking the unresponsive passenger and remaining with her throughout the flight to explain next steps and offer reassurance; and
- WHEREAS** Jessie's professionalism, composure, and dedication reflect great credit upon himself and exemplify the highest standards of public service; and
- WHEREAS** the Select Board recognizes that such actions, performed voluntarily and without expectation of recognition, demonstrate extraordinary commitment to the well-being of others;
- THEREFORE** The Concord Select Board hereby recognizes and commends Jessie Caney for his exemplary response, his leadership during a critical medical emergency, and his outstanding representation of the Town of Concord and its values.

Proclaimed this 6th day of April 2026.

CONCORD SELECT BOARD

Select Board Appointments:

Favorable action is requested: Motion to approve the appointment of:

- a. Andrew Boardman of 110 Hillcrest Rd. to the Community Preservation Committee for a term beginning June 1, 2026, and expiring May 31, 2029.
- b. Reappointment of Pamela Ressler of 15 Partridge Lane to the Library Committee for a term to beginning June 1, 2026, and expire May 31, 2029.
- c. Reappointment of James Vahey of 1544 Main St. to the Library Committee for a term beginning June 1, 2026, and expiring May 31, 2029.
- d. Christopher Schaffner of 534 Old Marlboro Road to fill an unexpired term on the Financial Audit Advisory Committee as the Concord Municipal Light Plant (CMLP) Board Representative with a term date of May 31, 2026.
- e. Reappointment of Stephen Newbold of 124 Hillcrest Rd. to the Zoning Board of Appeals with a term date of May 31, 2029.
- f. Abigail Flanagan of 398 Main Street to the Zoning Board of Appeals with a term date of May 31, 2028.

Town Manager's Report

Chair's Report

Presentation and Vote: Concord Independent Battery

Favorable action is requested: Motion to approve the new five-year agreement between the Town of Concord and Concord Independent Battery Inc.

Favorable Action is requested: Motion to approve the Application of the Concord Independent Battery Inc. to Fire the Town of Concord Cannons at the 2026 Town Celebrations and Ceremonies on the Following Dates: April 11th, 10AM - Battery Test Fire, Old Manse Field, April 11th, 1 PM - Meriam's Corner exercises, April 19th 6 AM - Dawn Salute, Old Manse Field, April 20th 9 AM - Patriots Day Parade, May 25th - Memorial Day- 9AM - Rideout Field, 11AM - Monument Sq., Nov 11th - Veterans Day- 8AM -Sleepy Hollow Cemetery

Presenters: Captain Tack Palmer and Former Captain Peter Myette, Concord Independent Battery



TOWN OF CONCORD
Office of the Town Manager
Town House
P.O. Box 535
Concord, Massachusetts 01742

TO: Kristin Reichman, Executive Assistant to the Select Board
From: Ryan Ferrara, Assistant Chief Financial Officer/Budget
and Procurement Director
Date: April 6, 2026

Re: Concord Independent Battery, annual application to fire cannons and
renewal of contractual relationship

The Concord Select Board is being asked to consider two separate requests at their
April 6, 2026, meeting from the Concord Independent Battery:

- 1) Vote to approve new five-year agreement between the Town of Concord and, the
Concord Independent Battery Inc.,
And,
- 2) Vote to approve the application of the Concord Independent Battery Inc. to fire the
Town of Concord cannons at the 2026 Town celebrations and ceremonies on the
following dates:
 - April 11th, 10AM - Battery Test Fire, Old Manse Field
 - April 11th, 1 PM - Meriam's Corner exercises
 - April 19th 6 AM - Dawn Salute, Old Manse Field
 - April 20th 9 AM - Patriots Day Parade
 - May 25th - Memorial Day- 9AM - Rideout Field, 11AM - Monument Sq.
 - Nov 11th - Veterans Day- 8AM -Sleepy Hollow Cemetery

The current five-year agreement between the Town of Concord and the Concord
Independent Battery Inc. (CIB) is scheduled to expire on April 4, 2026. Included in the
Select Board packet is a draft five-year contract for the period April 6, 2026-April 6,
3031. The updated contract addresses annual requirements of the Battery, reporting to
the Select Board, rules for firing the cannons inside and outside of Concord, and
maintenance and storage responsibilities. The terms of the updated agreement are
unchanged from the prior five-year agreement.

As part of the annual reporting requirements to the Select Board, the CIB is also
requesting permission to fire the Town of Concord Cannons at the following locations:

- April 11th, 10AM - Battery Test Fire, Old Manse Field
- April 11th, 1 PM - Meriam's Corner exercises
- April 19th 6 AM - Dawn Salute, Old Manse Field
- April 20th 9 AM - Patriots Day Parade

- May 25th - Memorial Day- 9AM - Rideout Field, 11AM - Monument Sq.
- Nov 11th - Veterans Day- 8AM -Sleepy Hollow Cemetery

Section III of the current agreement, “Timetable,” requires the CIB to submit certain documents to the Town Manager’s Office. These documents are included in the Select Board meeting packet. The requirements are listed below along with the status of each request:

1. A1: A program of training approved by the Town: **On file.**
2. A2: Copy of CIB insurance policies including bodily injury & property damage coverage of at least \$1,000,000 and a further requirement that vehicles transporting the cannons have at least \$1,000,000 of coverage: **Received.**
3. A3: A list of all events, locations, and dates: **Received.**
4. A4: List of all CIB members eligible to serve on gun crews, their ages, positions, and number of training hours from prior year: **Received.**
5. A5: Hold Harmless Agreement signed by each active member of the CIB, and each member’s spouse (if applicable): **On file.**
6. A6: Alcoholic Beverage and Controlled Substance Abstinence Agreement signed by each member of the CIB: **Received.**
7. A7: Evidence that “appropriate arrangements have been made with the Fire Chief for review of the proposed demonstration sites:” **Permits received.**
8. A8: A letter from the Public Ceremonies and Celebrations Committee indicating dates of firing and willingness of committee to coordinate such firings: **Received.**
9. Contingent upon submission of renewal of cannon license of all members: **List of licensed cannon operators received. Approval to fire the Concord Cannons should be contingent that any cannon operator must renew their license prior to expiration date of their currently active licenses.**

Pursuant to Section IV of the Contract, the CIB is compliant with the requirement to evidence insurance and submit all requisite documents.

According to Section IV of the contract, the “Select Board shall grant such approval only if it finds that, amongst other things, “the public safety is adequately protected and the locations and times for firing are appropriate.”

Notwithstanding the above, the CIB application fulfills the application requirements stipulated within the agreement. The Town thus recommends the approval of both the CIB’s five-year contract renewal with the Town and application for permission to fire the Town of Concord Cannons at the 2026 Town celebrations and ceremonies, as cited within this update, be approved.



Concord, Massachusetts 01742

March 18, 2026

Town of Concord
22 Monument Square
PO Box 535
Concord, MA 01742
Attn: Kerry Lafleur, Town Manager

Re: Application for Permission to Fire the Town of Concord Cannons at the 2026 Town Celebrations and Ceremonies on the following dates:

- April 11th, 10AM – Battery Test Fire, Old Manse Field
- April 11th, 1 PM - Meriam's Corner exercises
- April 19th 6 AM - Dawn Salute, Old Manse Field
- April 20th 9 AM – Patriots Day Parade
- May 25th - Memorial Day – 9AM – Rideout Field, 11AM – Monument Sq.
- Nov 11th – Veterans Day – 8AM -Sleepy Hollow Cemetery

Dear Kerry,

As is the process for the Concord Independent Battery, I am writing to you per the terms of the contract between the Town and the Battery to request the Select Board permission to fire the Towns Cannon at the various events for 2026.

As in the past, we will reach out to you for additional requests (when & if they come).



Concord, Massachusetts 01742

Enclosed with this request to fire the cannon are the documents as required by the contract.

1. Master Training records for Active Battery Members from January 1, 2025 through December 31, 2025.
2. Copy of the Certificate of Liability Insurance showing the coverage for the Town of Concord and the Concord Independent Battery.
3. Concord Public Ceremonies and Celebrations Committee calendar to fire at the Town's 2026 events.
4. Copies of the Commonwealth of Massachusetts canon Firing Permits issued by the Town of Concord Fire Department & Fire Officials Contacts & DCR Permit
5. Copies of the signed Alcoholic Beverage and Controlled Substance Abstinence Agreements signed by each of the Active Battery Members and listed on the Master Training Record.
6. Listing of Active Battery Members with current Cannon Licenses issued by the Department of Public Safety.
7. Copy of the Borescope Inspections performed on March 4, 2026.
8. Listing of the current Indemnity agreement on file with and for the Town of Concord.

Give me a call or drop me an email if there are any questions.

Thank you and best regards,

John Thompson

President, Concord Independent Battery

Thompy58@gmail.com, (978-502-2330)

cc: Tack Palmer – Captain, CIB

Abby Myette – Secretary, CIB

2026 MASTER AAA & Hold Harm List

Battery 2026		Postion(s)	AAA	Hold Harmless
Beeuwkes	Mr Reinier	1,2, Range	X	X
Brown	Mr. Mark E.	3,4	X	X
Capobianco	Mr Eugene	1, Guard	X	X
Cope	Mr. James	2,5, Guard	X	X
Cope	Mr. Thomas	2,5, Guard	X	X
Crampton	Mr. Andrew S.	2,3,4	X	X
Crampton	Mr. Bruce	Guard	X	
Daly	Mr Mark	1,2,5	X	X
Durkin	Mr Matt	3,4, Guard	X	X
Eaton	Mr. Robert G.	1,2	X	X
Finigan, Jr.	Mr. James E.	4,6 Guard	X	X
Hennessy	Mr. Peter M.	Inactive		X
Hirsch	Ms. Laura	Inactive		X
Kenney	Mr. Philip B.	Trainer		X
Macone	Mr. Douglas J.	Gunner	X	X
Mahoney	Mr Ryan	3,5,6 Guard	X	X
Maslowski	Mr Taylor	6,Guard	X	X
McGarry, Jr.	Mr. John J.	2, Gunner	X	X
Myette	Ms. Abigail L.	2, Guard	X	X
Myette	Mr. Peter C.	Captain	X	X
Palmer	Mr. Patrick H.	1, Gunner	X	X
Robart	Mr Cory L.	2, 4, Guard	X	X
Robinson	Mr. Peter	Inactive		X
Roddy, Jr.	Mr. Gilbert M.	Guard	X	X
Smith	Mr. Lowell S.	1,6	X	X
Smith	Mr. Thomas R. S	In Active	X	X
Snay	Mr. Mark	1, 2, Guard	X	X
Snay	Mr. Christopher F	1, 2 Guard	X	X
Sullivan	Mr. Gregory T.	Inactive		X
Thompson	Mr. John A.	1,2,5 Guard	X	X
Welsh	Mr. John C.	2,3,6	X	X
Williams	Mr. Christopher	2, 5	X	X
Crowell	Mr. Ryan	Guard	X	X
Rice	Mr. Leland	Guard	X	

MASTER TRAINING HRS		TOTAL	2025												
Updated through 12/13/25		Hours 2025	11/22 Barker	Vet Day	11/4 Training	Folds of Honor	Mem Day	5/20 Training	250	4/15 Training	4/12 Test Fire	4/1/25 Training	3/18 Training	3/4 Training	2/25 Training
Arena	Mr John	0													
Beeuwkes	Mr Reinier	21	4	4	2					2	3	2		2	2
Brown,M	Mr. Mark E.	21	4			4	4	2	7						
Capobianco	Mr Eugene	15	4					2	7			2			
Crampton	Mr. Andrew S.	36		4	2	4	4	2	7	2	3	2	2	2	2
Cunningham	Mr. Dudley	13					4		7	2					
Daly	Mr Mark	38	4	4	2	4	4	2	7		3	2	2	2	2
Durkin	Mr Matt	22	4	4					7		3		2	2	
Eaton, R	Mr. Robert G.	15	4	4					7						
Finigan, Jr.	Mr. James E.	31	4	4	2		4	2	7	2		2		2	2
Hennessy	Mr. Peter M.	9							7	2					
Kenney	Mr. Philip B.	26	4	4					7	2	3	2	2		
Macone	Mr. Douglas J.	28		4	2	4	4	2	7		3	2			
Mahoney	Mr Ryan	28	4	4	2		4		7		3	2	2	2	2
Maslowski	Mr Taylor	21		4		4	4			2	3			2	2
McGarry, Jr.	Mr. John J.	32		4	2	4	4	2	7	2	3	2	2		
Myette, A	Ms. Abigail L.	34	4	4	2	4	4		7	2	3	2	2		
Myette, P	Mr. Peter C.	36	4	4	2	4	4	2	7		3	2		2	2
Palmer	Mr. Patrick H.	34	4	4	2		4		7	2	3	2	2	2	2
Robart	Mr Cory L.	26				4	4	2	7		3	2	2	2	
Roddy, Jr.	Mr. Gilbert M.	26	4					2	7	2	3	2	2	2	2
Smith, L	Mr. Lowell S.	24			2			2	7	2	3	2	2	2	2
Smith, T	Mr. Thomas	22			2		4		7	2	3		2		2
Snay, M	Mr. Mark	34		4	2	4	4		7	2	3	2	2	2	2
Snay, C	Mr. Christopher	22		4	2				7	2	3	2	2		
Thompson	Mr. John A.	38	4	4	2	4	4		7	2	3	2	2	2	2
Welsh	Mr. John C.	40	4	4	2	4	4	2	7	2	3	2	2	2	2
Williams	Mr. Christopher	40	4	4	2	4	4	2	7	2	3	2	2	2	2
Crampton	Bruce	21			2		4	2		2	3	2	2	2	2
Cope	Tom	36	4	4	2	4	4	2	7		3		2	2	2
Cope	Jim	36	4	4	2	4	4	2	7		3		2	2	2



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
01/28/2026

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Lockton Affinity, LLC 10895 Lowell Avenue, Suite 300 Overland Park, KS 66210	CONTACT NAME: Lockton Affinity
	PHONE (A/C, NO Ext): 844-401-9444
	FAX (A/C, No):
	E-MAIL ADDRESS:
	INSURER(S) AFFORDING COVERAGE
	NAIC #
	INSURER A: Certain Underwriter's at Lloyd's, Londo
	INSURER B:
	INSURER C:
	INSURER D:
	INSURER E:
	INSURER F:

INSURED
 Concord Independent Battery, Inc.
 P. O. Box 1804
 Concord MA 01742

COVERAGES CERTIFICATE NUMBER REVISION NUMBER

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> Claims Made <input checked="" type="checkbox"/> Occur			LOC-GL-B000710-02	03/01/2026	03/01/2027	EACH OCCURRENCE \$ 1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 250,000 MED EXP (Any one person) \$ 5,000 PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 1,000,000 PRODUCTS - COMP/OP AGG \$ 1000000
	GEN'L AGGREGATE LIMIT APPLIES PER: <input checked="" type="checkbox"/> POLICY <input type="checkbox"/> PROJEC <input type="checkbox"/> LOC <input type="checkbox"/> OTHER						COMBINED SINGLE LIMIT (Ea accident) \$ BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$
	AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO <input type="checkbox"/> OWNED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> NON-OWNED AUTOS ONLY						EACH OCCURRENCE \$ AGGREGATE \$ \$
	<input type="checkbox"/> UMBRELLA LIAB <input type="checkbox"/> OCCUR <input type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS- <input type="checkbox"/> D <input type="checkbox"/> RETENTION \$						PER STATUTE <input type="checkbox"/> OTH-ER <input type="checkbox"/> E.L. EACH ACCIDENT \$ E.L. DISEASE - EA EMPLOYEE \$ E.L. DISEASE - POLICY LIMIT \$
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY Y/N ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below		N/A				

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

CERTIFICATE HOLDER**CANCELLATION****PROOF OF COVERAGE**

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE





CERTIFICATE OF LIABILITY INSURANCE

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01/28/2026

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	PHONE (A/C, NO Ext): 844-401-9444 FAX (A/C, No):
E-MAIL ADDRESS:	
INSURER(S) AFFORDING COVERAGE	
INSURER A: Certain Underwriter's at Lloyd's, Londo	NAIC # AA1128623
INSURER B:	
INSURER C:	
INSURER D:	
INSURER E:	
INSURER F:	

INSURED
 Concord Independent Battery, Inc.
 P. O. Box 1804
 Concord MA 01742

COVERAGES	CERTIFICATE NUMBER	REVISION NUMBER
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A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> Claims Made <input checked="" type="checkbox"/> Occur	X		LOC-GL-B000710-02	03/01/2026	03/01/2027	EACH OCCURRENCE \$ 1,000,000
							DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 250,000
							MED EXP (Any one person) \$ 5,000
							PERSONAL & ADV INJURY \$ 1,000,000
GEN'L AGGREGATE LIMIT APPLIES PER:							GENERAL AGGREGATE \$ 1,000,000
<input checked="" type="checkbox"/>	POLICY						PRODUCTS - COMP/OP AGG \$ 100,000
	OTHER						
	AUTOMOBILE LIABILITY						COMBINED SINGLE LIMIT (Ea accident) \$
	ANY AUTO						BODILY INJURY (Per person) \$
	OWNED AUTOS ONLY						BODILY INJURY (Per accident) \$
	HIRED AUTOS ONLY						PROPERTY DAMAGE (Per accident) \$
	SCHEDULED AUTOS NON-OWNED AUTOS ONLY						\$
	UMBRELLA LIAB						EACH OCCURRENCE \$
	EXCESS LIAB						AGGREGATE \$
							\$
	D RETENTION \$						
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY						PER STATUTE OTHER
	ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y/N		N/A			E.L. EACH ACCIDENT \$
							E.L. DISEASE - EA EMPLOYEE \$
							E.L. DISEASE - POLICY LIMIT \$

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)
Certificate Holder is listed as an additional insured, as required by written contract, for liability arising out of premises owned, rented, leased, or occupied by the named insured or arising out of the named insureds ongoing operations.

CERTIFICATE HOLDER

The Town of Concord Massachusetts Attn: Kerry LaFleur
 PO Box 535
 Concord MA 01742

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
01/28/2026

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	INSURER A: Certain Underwriter's at Lloyd's, Londo AA1128623
	INSURER B:
	INSURER C:
	INSURER D:
	INSURER E:
	INSURER F:

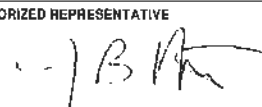
INSURED
 Concord Independent Battery, Inc.
 P. O. Box 1804
 Concord MA 01742

COVERAGES	CERTIFICATE NUMBER	REVISION NUMBER
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INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
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		X					DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 250,000
							MED EXP (Any one person) \$ 5,000
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	GEN'L AGGREGATE LIMIT APPLIES PER:						GENERAL AGGREGATE \$ 1,000,000
	<input checked="" type="checkbox"/> POLICY						PRODUCTS - COMP/OP AGG \$ 1000000
	<input type="checkbox"/> PROJEC						
	<input type="checkbox"/> LOC						
	<input type="checkbox"/> OTHER						
	AUTOMOBILE LIABILITY						COMBINED SINGLE LIMIT (Ea accident) \$
	ANY AUTO						BODILY INJURY (Per person) \$
	OWNED AUTOS ONLY						BODILY INJURY (Per accident) \$
	SCHEDULED AUTOS						PROPERTY DAMAGE (Per accident) \$
	HIRED AUTOS ONLY						\$
	NON-OWNED AUTOS ONLY						\$
	UMBRELLA LIAB						EACH OCCURRENCE \$
	EXCESS LIAB						AGGREGATE \$
	RETENTION \$						\$
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY						PER STATUTE OTH-ER
	ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y/N		N/A			E.L. EACH ACCIDENT \$
							E.L. DISEASE - EA EMPLOYEE \$
							E.L. DISEASE - POLICY LIMIT \$

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

CERTIFICATE HOLDER Trustees of Reservations 572 Essex St. Beverly MA 01915-1530	CANCELLATION SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE 
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Concord Independent Battery 2026 Schedule of Events

March 29 th @2pm	Honored Citizen @ Concord Town Hall
April 11 th @ 10am	Battery Test Fire @ Old Manse Field
April 11 th @ 1PM	Meriam's Corner Exercise
April 19 th @ 6am	Dawn Salute: Old Manse Field
April 20 th @ 9am	Patriot's Day, Concord Center & Old North Bridge - Parade Route & Cannon Salute at Old Manse Field
April 20 th @ 12:30pm	Annual Battery Luncheon - Musketaquid Sportsman's Club, Old Mill Rd, Concord MA
May 25 th Memorial Day:	9:00 am – @ Rideout Field & Kenny Dunn Square – West Concord 11:00 am – Concord Town Square & Ceremonial firings at St Bernard @ 9AM, the Knoll @ 9:30AM, Sleepy Hollow at 11:00 AM in conjunction w/Concord Center ceremony
June 8 th @9:00am	"Folds of Honor" Golf Outing - Nashawtuc CC Ceremonial start - firing 1 round

October 10th

10:00am - Hannah Nautilus Reenactment -
Beverly 400, Independence Park, Beverly, Ma.

November 11th @ 8am

Veteran's Day: Sleepy Hollow Cemetery



Concord Fire Department
 209 Walden Street
 Concord, MA 01742
 978-318-3488

City or Town: *Concord*
 Issue Date: *02/25/26*

Certificate of Competency: *253*
 Start date:

Permit Number: *CMF-26-0002*

In accordance with the provisions of 527 CMR § 1.00 S 65.11 and NFPA Standards

Additional Regulations Cited:

this permit is granted to *PATRICK (TACK) PALMER*
 (Full Name of Person, Firm, or Corporation)

for: *269 MONUMENT ST, Concord, MA 01742*

Restrictions *EMS DETAIL REQUIRED*

Fee Paid: Permit expires on: *04/30/26*

Signature/Title Officer Granting Permit:

D. Nichols
Dave Nichols

Head of Fire Department:

Brian Whitney
Brian Whitney

This Permit must be Conspicuously posted upon the premises

TEST FIRE 2024



Concord Fire Department
209 Walden Street
Concord, MA 01742
978-318-3488

City or Town: *Concord*
Issue Date: *02/25/26*

Certificate of Competency: *253*
Start date:

Permit Number: *CMF-26-0001*

In accordance with the provisions of 527 CMR § 1.00 S 65.11 and NFPA Standards

Additional Regulations Cited:

this permit is granted to *PATRICK (TACK) PALMER*
(Full Name of Person, Firm, or Corporation)

for: *11A OLD BEDFORD RD, Concord, MA 01742*

Restrictions *EMS DETAIL REQUIRED*

Fee Paid: Permit expires on: *04/30/26*

Signature/Title Officer Granting Permit:

D. Nichols
Dave Nichols

Head of Fire Department:

Brian Whitney
Brian Whitney

This Permit must be Conspicuously posted upon the premises

MEDIAWAM'S CORNER 2026



Concord Fire Department
209 Walden Street
Concord, MA 01742
978-318-3488

City or Town: *Concord*
Issue Date: *02/25/26*

Certificate of Competency: *253*
Start date:

Permit Number: *CMF-26-0003*

In accordance with the provisions of 527 CMR § 1.00 S 65.11 and NFPA Standards

Additional Regulations Cited:

this permit is granted to *PATRICK (TACK) PALMER*
(Full Name of Person, Firm, or Corporation)

for:
at: *269 MONUMENT ST, Concord, MA 01742*

Restrictions *EMS DETAIL REQUIRED*

Fee Paid: Permit expires on: *04/30/26*

Signature/Title Officer Granting Permit:

Dave Nichols
Dave Nichols

Head of Fire Department:

Brian Whitney
Brian Whitney

This Permit must be Conspicuously posted upon the premises

DAWN SACUTE 2026



Concord Fire Department
209 Walden Street
Concord, MA 01742
978-318-3488

City or Town: *Concord*

Town:

Issue Date: *02/26/26*

Permit Number: *CMF-26-0004*

Certificate of Competency: *253*
Start date:

In accordance with the provisions of 527 CMR § 1.00:5-65.11 and NFPA Standards

Additional Regulations Cited:

this permit is granted to *PATRICK (TACK) PALMER*

(Full Name of Person, Firm, or Corporation)

for:

at: *269 MONUMENT ST, Concord, MA 01742*

Restrictions: *EMS DETAIL REQUIRED.*

Fee Paid:

Permit expires on: *04/30/26*

Signature/Title Officer Granting Permit:

Dave Nichols

Head of Fire Department:

Brian Whitney

This Permit must be Conspicuously posted upon the premises


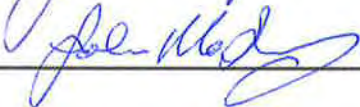
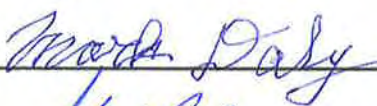



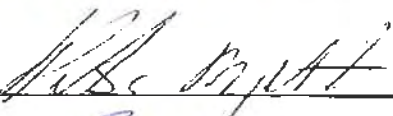

PATRIOTS DAY 2026

Alcohol and Controlled Substance Abstinence Agreement

To: Members of the Gun Crew From:

There will be NO CONSUMPTION OF ALCOHOLIC BEVERAGES AND NO INGESTION OF CONTROLLED SUBSTANCES by any member of the C.I.B. Gun Crew during the twenty-four hours preceding any live firing of the field pieces, be it a ceremonial or practice firing.

Please indicate your adherence to this order by signing below:

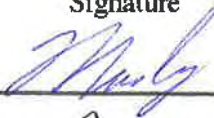
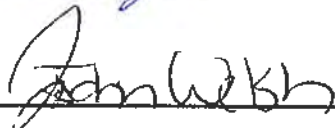
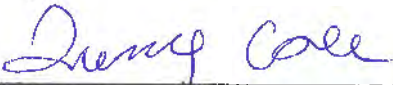





Name (Print Please)	Signature	Date
John Thompson		Feb. 4, 2026
John McGarry		2/4/2026
MARK DALY		2/4/2026
Math Durkin		2-4-2026
Abby Myette		2-4-26
Paul (TACK) Proulx		2-4-26
PETER C MYETTE		2-4-26
Ryan Mahoney		2-4-26

Alcohol and Controlled Substance Abstinence Agreement

To: Members of the Gun Crew From:

There will be NO CONSUMPTION OF ALCOHOLIC BEVERAGES AND NO INGESTION OF CONTROLLED SUBSTANCES by any member of the C.I.B. Gun Crew during the twenty-four hours preceding any live firing of the field pieces, be it a ceremonial or practice firing.

Please indicate your adherence to this order by signing below:

Name (Print Please)	Signature	Date
Mark Snay		2/4/26
John Will		2/4/26
Jimmy Cope		2/4/26
Thomas Cope		2/4/26
Christopher Snay		2/4/26
Reggie Mace		2/4/26
Lowell Sumner		2/4/26
Thomas Smith		2/4/26



PO Box 1804 Concord MA 01742

Cannon Licenses Status as of 3/18/2026

Rein Beeuwkes	CN-000243	5/14/26
Dudley Cunnningham	CN-000245	6/25/26
Doug Macone	CN000085	7/21/30
Peter Myette	CN-000250	9/11/30
Tack Palmer	CN-000253	2/26/31
Tish Hopkins	CN-000247	12/29/26
Gibbs Roddy	CN-000254	7/28/26
John Welsh	CN-000256	8/15/26
Abby Myette	CN-004545	5/8/30

Source: Commonwealth of Mass – Dept of Public Safety



UNCLASSIFIED

DEPARTMENT OF THE ARMY
U.S. ARMY COMBAT CAPABILITIES DEVELOPMENT COMMAND
ARMAMENTS CENTER
PICATINNY ARSENAL, NEW JERSEY 07806-5000
WEAPON AND SOFTWARE ENGINEERING CENTER
BENÉT LABORATORIES DIRECTORATE
WATERVLIET, NEW YORK 12189-4000

FCDD-ACW-BP

04 MARCH 2026

MEMORANDUM FOR THE RECORD

SUBJECT: M1841 Cannon Inspections at Concord Independent Battery

On 4 March 2026 Mr. Kyle Pollak and Mr. Andrew Wagar, using Zistos® high resolution video borescoping equipment, performed a borescope evaluation of two 19th century model 1841 six-pound cannon, identified as Cannon Serial Number 1 and 2, located in the Gun House in Concord, Massachusetts.

Based on our evaluation, as well as our knowledge and experience in performing numerous bore evaluations, and our experience in the inspections of black powder armament over the years, the cannon liners have been determined to be in good condition with little to no progression of wear or damage when compared to previous inspection intervals. The cannon bores (liners) are free of burrs, cracks, distortions, mutilations or any other relevant damage of note. Based on the established restriction of firing black powder blanks only through these cannons, these assets are determined to be in sound firing condition.

Technical Point of Contact:

Kyle Pollak
Mechanical Engineer
Direct Fire Product Engineering
FCDD-ACW-BP

Approved:

Francesco Tropiano
Competency Manager
Armament Production & Sustainment Division
FCDD-ACW-BP

EXHIBIT A

INDEMINTY, RELEASE AND
HOLD HARMLESS AGREEMENT


The undersigned, Ryan Crowell, a member of the Concord Independent Battery Association (hereinafter the "Battery Member" and the "Battery"), and the undersigned N/A, spouse of the Battery Member (hereinafter "Member's Spouse"), hereby covenant and agree as follows:

1. We hereby agree to indemnify, save and hold harmless the Battery and all persons who shall at any time be Members of the Battery from and against any claims of whatever nature, liabilities, obligations and demands whatsoever arising from the activities of the Battery and the Members of the Battery, whether arising from any act, omission or negligence of said persons.
2. We hereby unconditionally indemnify, save, hold harmless and **RELEASE** the Town of Concord and all elected or appointed officials of the Town from any claim of any kind arising from the firing by the Battery and its Members of the ceremonial cannon owned by the Town, and all activities incidental thereto, whether caused by error or accident, or negligence thereto, whether caused by error or accident, or negligence of another Battery Member of any other person.

*WE UNDERSTAND THAT IN THE SIGNING AND DELIVERY OF THIS DOCUMENT WE HAVE RELEASED
IMPORTANT LEGAL RIGHTS, AND INCURRED POTENTIAL FINANCIAL AND LEGAL OBLIGATIONS.*

We acknowledge receipt of a copy of this document.

Witness our hands and seals this 10 day of Mar, 1926.



Battery Member

Witness:



N/A

Member's Spouse
(If Battery Member is not married, so state)

EXHIBIT A

INDEMNITY, RELEASE AND
HOLD HARMLESS AGREEMENT

The undersigned, James Cope, a member of the Concord Independent Battery Association (hereinafter the "Battery Member" and the "Battery"), and the undersigned James Cope, spouse of the Battery Member (hereinafter "Member's Spouse"), hereby covenant and agree as follows:

1. We hereby agree to indemnify, save and hold harmless the Battery and all persons who shall at any time be Members of the Battery from and against any claims of whatever nature, liabilities, obligations and demands whatsoever arising from the activities of the Battery and the Members of the Battery, whether arising from any act, omission or negligence of said persons.
2. We hereby unconditionally indemnify, save, hold harmless and **RELEASE** the Town of Concord and all elected or appointed officials of the Town from any claim of any kind arising from the firing by the Battery and its Members of the ceremonial cannon owned by the Town, and all activities incidental thereto, whether caused by error or accident, or negligence thereto, whether caused by error or accident, or negligence of another Battery Member of any other person.

*WE UNDERSTAND THAT IN THE SIGNING AND DELIVERY OF THIS DOCUMENT WE HAVE RELEASED
IMPORTANT LEGAL RIGHTS, AND INCURRED POTENTIAL FINANCIAL AND LEGAL OBLIGATIONS.*

We acknowledge receipt of a copy of this document.

Witness our hands and seals this 8th day of March, ~~20~~ 2020

James R. Cope James Cope
Battery Member

Witness:

[Signature]

Member's Spouse
(If Battery Member is not married, so state)

EXHIBIT A

INDEMNITY, RELEASE AND
HOLD HARMLESS AGREEMENT

The undersigned, Thomas O. Coff, a member of the Concord Independent Battery Association (hereinafter the "Battery Member" and the "Battery"), and the undersigned Thomas O. Coff, spouse of the Battery Member (hereinafter "Member's Spouse"), hereby covenant and agree as follows:

1. We hereby agree to indemnify, save and hold harmless the Battery and all persons who shall at any time be Members of the Battery from and against any claims of whatever nature, liabilities, obligations and demands whatsoever arising from the activities of the Battery and the Members of the Battery, whether arising from any act, omission or negligence of said persons.
2. We hereby unconditionally indemnify, save, hold harmless and **RELEASE** the Town of Concord and all elected or appointed officials of the Town from any claim of any kind arising from the firing by the Battery and its Members of the ceremonial cannon owned by the Town, and all activities incidental thereto, whether caused by error or accident, or negligence thereto, whether caused by error or accident, or negligence of another Battery Member of any other person.

*WE UNDERSTAND THAT IN THE SIGNING AND DELIVERY OF THIS DOCUMENT WE HAVE RELEASED
IMPORTANT LEGAL RIGHTS, AND INCURRED POTENTIAL FINANCIAL AND LEGAL OBLIGATIONS.*

We acknowledge receipt of a copy of this document.

Witness our hands and seals this 08 day of 2026.

Thomas O. Coff
Battery Member

Witness:
John A. Reay

Member's Spouse
(If Battery Member is not married, so state)

EXHIBIT A

INDEMNITY, RELEASE AND
HOLD HARMLESS AGREEMENT

The undersigned, LELAND KOEHLER-RICE, a member of the Concord Independent Battery Association (hereinafter the "Battery Member" and the "Battery"), and the undersigned LEAH A. BARKER, spouse of the Battery Member (hereinafter "Member's Spouse"), hereby covenant and agree as follows:

1. We hereby agree to indemnify, save and hold harmless the Battery and all persons who shall at any time be Members of the Battery from and against any claims of whatever nature, liabilities, obligations and demands whatsoever arising from the activities of the Battery and the Members of the Battery, whether arising from any act, omission or negligence of said persons.
2. We hereby unconditionally indemnify, save, hold harmless and **RELEASE** the Town of Concord and all elected or appointed officials of the Town from any claim of any kind arising from the firing by the Battery and its Members of the ceremonial cannon owned by the Town, and all activities incidental thereto, whether caused by error or accident, or negligence thereto, whether caused by error or accident, or negligence of another Battery Member of any other person.

WE UNDERSTAND THAT IN THE SIGNING AND DELIVERY OF THIS DOCUMENT WE HAVE RELEASED IMPORT LEGAL RIGHTS, AND INCURRED POTENTIAL FINANCIAL AND LEGAL OBLIGATIONS.

We acknowledge receipt of a copy of this document.

Witness our hands and seals this 17th day of MARCH, 2026.

[Signature]
Battery Member

Witness:

SUSAN BARKER

[Signature]

Member's Spouse
(If Battery Member is not married, so state)

Leah A. Barker



OLD NORTH BRIDGE

TOWN OF CONCORD

TOWN HOUSE - P.O. BOX 535
CONCORD, MASSACHUSETTS 01742

Public Ceremonies and Celebrations Committee

April 1, 2026

John Thompson, President
Concord Independent Battery
P.O. Box 1804
Concord, MA. 01742

Dear John,

The Town of Concord Public Ceremonies and Celebrations Committee respectfully requests the participation of the Concord Independent Battery at the following scheduled PCCC events.

Honored Citizen Ceremony at Concord Town House
Sunday, March 29, 2026 at 1:00 pm

Meriam's Corner Parade/Exercise
Saturday, April 11, 2026 at 1:00 pm

Dawn Salute at Buttrick Hillside
Sunday, April 19, 2026 at 6:00 am

Patriot's Day
Monday, April 20, 2026 at 9:00 am

Memorial Day
Monday, May 25, 2026 at
9:00 am – Rideout Field
11:00 am – Monument Square

Veteran's Day
Wednesday, November 11, 2026 at 8 am (Sleepy Hollow)

Important details and scripts will be forwarded to you when finalized by the Committee.
Please secure all permission and permits necessary for the participation of the C.I.B.

If you have any questions or concerns, please feel free to call me at 339-927-2112, or you can e-mail me at hmlegault@yahoo.com.

Regards,

Holly Legault, Chair
Concord Public Ceremonies and Celebrations Committee

AGREEMENT BETWEEN
THE TOWN OF CONCORD AND THE CONCORD INDEPENDENT BATTERY, INC.

WHEREAS a long and proud tradition of artillery in the Town of Concord dates to the time of the American Revolution;

WHEREAS the Concord Independent Battery has patriotically advanced that tradition since 1804;

WHEREAS the Town of Concord owns two six-pound brass cannons that were given to it by the Commonwealth of Massachusetts;

WHEREAS the Town of Concord has historically entrusted the cannons to the Concord Independent Battery for firing blank salute charges on certain ceremonial occasions;

WHEREAS the cannons are stored in the Gun House owned by the Town of Concord on Lexington Road, the erection of which was financed by contributions from members and friends of the Concord Independent Battery and from friends of the Town of Concord;

WHEREAS on February 10, 1999 the Concord Independent Battery became a nonprofit corporation pursuant to Chapter 180 of the Massachusetts General Laws, henceforth to be known as The Concord Independent Battery, Inc.; and

WHEREAS the parties to this Agreement wish to perpetuate the tradition of artillery in the Town of Concord, and the role of the Concord Independent Battery therein, which tradition is more fully set forth in the Historical Addendum to this Agreement;

IT IS AGREED AS FOLLOWS:

I. INTENT

It is the intent of this document to: (1) define the respective responsibilities of the Town of Concord (the "Town") and The Concord Independent Battery, Inc. (the "Battery") in caring for the Town's two brass cannons as historical artifacts, and in using them in ceremonial salutes, all in furtherance of the Town's and the Nation's heritage, and the tradition of artillery in the Town of Concord; (2) perform routine maintenance on the Gun House in which the cannons are stored; and (3) promote a cooperative and friendly relationship between the Town and the Battery, in order to further their mutual desire to preserve and use wisely these historical objects, under conditions and in circumstances which will maximize the public benefit, guard the public safety, and maintain the great traditions of the Town and the Battery.

II. GENERAL OBLIGATIONS OF THE BATTERY

As the custodian of the cannons and the Gun House, the Battery shall exercise due care at all times in protecting and maintaining the cannons. The Battery shall maintain and

conduct appropriate training exercises designed to ensure that the cannons are fired with maximum regard for the safety of the Battery members and the public.

Whereas the Battery is entrusted with custody of the two, six-pound, brass cannons, associated equipment, and Gun House on Lexington Road, all of which are owned by the Town of Concord, and wishes to continue its tradition of firing salutes at various events, including, but not limited to, the following events: the Meriam's Corner Exercise, the April 19th Dawn Salute, Patriot's Day, Memorial Day and Veteran's Day (the "Events"), the following shall be observed:

III. TIMETABLE

Prior to **March 1st** of each year, the Battery shall contact the Town Manager to schedule its appearance before the Select Board to seek permission to fire salutes at the Events. On or before **April 1st**, the Battery shall submit the following documents to the Town Manager:

- A1. A program of training approved by the Town.
- A2. A copy of the Battery's current general liability insurance policy evidencing coverage for the Battery at any Event or special firing, which policy includes "the Town of Concord, its elected, and/or appointed officials" as additional insureds. This policy shall contain a minimum limitation of liability of \$1,000,000, combined single limit, for bodily injury and property damage. Moreover, the Battery agrees that it will not use any motor vehicle or trailer to transport the cannons that is not insured by a motor vehicle policy or policies containing coverage limits of at least \$1,000,000 per person.
- A3. A list of Events, with dates, and proposed demonstration sites for each Event.
- A4. A list of Battery members eligible to serve on gun crews, their ages, positions, and number of hours trained in the preceding year.
- A5. An "Indemnity, Release and Hold Harmless Agreement", in the form of that attached hereto as Exhibit A, executed by each Member of the Battery named on the list required by paragraph IIIA4 above, and by each spouse of a Member so listed, who has not submitted such an Indemnity Agreement to the Town Manager in a previous year. Each Member whose marital status has changed since he or she executed an Indemnity Agreement shall not be eligible to serve on a gun crew until that Member and his or her spouse (if applicable) have executed a new Indemnity Agreement and submitted it to the Town Manager.
- A6. An "Alcoholic Beverage & Controlled Substance Abstinence Agreement", in the form of that attached hereto as Exhibit B, executed by each Member of the Battery named on the list required by paragraph IIIA4 above. Such Abstinence Agreements shall be provided to the Town Manager annually.
- A7. Evidence that appropriate arrangements have been made with the Fire Chief or his designee for review of the proposed demonstration sites.

- A8. A copy of a letter from the Town's Public Ceremonies & Celebrations Committee indicating the dates of firing and the willingness of the Committee to coordinate such firings.

A Battery member who becomes qualified to serve on a gun crew after April 1st is eligible to fire if his or her name, age, position, hours of training and executed Agreements have been submitted to the Town Manager prior to the firing, and the Town Manager gives written approval of such eligibility before the firing.

At least **two weeks prior to any proposed firing**, the Battery shall submit the following to the Town Manager:

- B1. A copy of the permit issued by the Town Fire Chief authorizing said firing in accordance with the provisions of M.G.L. c. 148, as provided in 527 C.M.R. 22, as amended from time to time.
- B2. Evidence that a copy of the plan for each Event for placement of cordons and cannons has been submitted to the Police Chief and the Fire Chief.

IV. APPROVAL BY THE SELECT BOARD

The Battery shall fire the cannons at the Events only after approval of the Select Board. The Board shall grant such approval only if it finds that:

1. All of the documents required above have been submitted to the Town Manager and are in satisfactory form.
2. The public safety is adequately protected.
3. The insurance coverage provided by the Battery complies with that required in paragraph IIIA2.
4. The locations and times for firing are appropriate.

V. FIRING AT OTHER CEREMONIES INSIDE CONCORD

The Town and the Battery recognize that, from time to time, the Battery may seek permission to fire the cannons at local, State or National ceremonies, and at the funerals or memorial services of members or former members of the Battery, national statespersons and Town dignitaries. Requests for such firings shall be submitted to the Town Manager, or his or her designee, at least 24 hours before the proposed firing and be accompanied by a firing permit from the Town Fire Chief. Such requests to fire within the Town shall be ruled on by the Town Manager or his or her designee, if the Select Board has previously approved the firing of the cannons at the Events for that firing season, subject to any reasonable additional conditions set by the Town Manager. The "firing season" shall mean the period of time between the Select Board's approval of firing at that year's Events and their approval of firing at the following year's events. The Town Manager may, at his or her discretion, defer a decision on a special firing to the Select Board.

VI. FIRING THE CANNONS OUTSIDE CONCORD

The cannons may not be moved or fired outside the Town of Concord without prior approval by the Town Manager, or his or her designee, nor shall the cannons be fired outside the Town of Concord unless the Select Board has previously approved the firing of the cannons at the Events for that firing season. Requests for such firings shall be submitted to the Town Manager, or his or her designee, at least five business days before the proposed firing, and be accompanied by a firing permit from the Fire Chief where the proposed firing is to take place. Notwithstanding the foregoing, in extraordinary circumstances, including but not limited to funerals of members or former members, the Town Manager shall have the discretion to approve the moving and firing of the cannons outside the Town of Concord if a request for such a firing has been submitted to the Town Manager, or his or her designee, at least 48 hours before the proposed firing, and is accompanied by a firing permit from the Fire Chief where the proposed firing is to take place. In addition, the Town Manager may set any reasonable additional conditions for the approval of such firings. The Town Manager may, at his or her discretion, defer a decision on a firing outside the Town of Concord to the Select Board.

VII. OWNERSHIP AND RESPONSIBILITY FOR MAINTENANCE

The parties agree that the statements of ownership and responsibility for maintenance of the cannons, the Gun House and items in the Gun House are, as generally described in Sections I and II above. The Battery further agrees, as custodian of the above, to notify the Town Manager of the need for major repairs to the Gun House, carriages or limbers as soon as the need is evident.

VIII. STORAGE & SECURITY

The cannons shall be stored at the Gun House owned by the Town of Concord on Lexington Road. When the cannons are not in use, they shall be attached to each other with a lock and cable so that they cannot be moved easily. No blank salute charges used to fire the cannons shall be stored at the Gun House at any time. The cannons' firing mechanisms shall be secured inside a locked secured steel box inside the Gun House.

IX. AMENDMENTS

Both the Battery and the Town agree that any proposed amendments to this agreement shall be submitted by the requesting party, in writing, no later than January 31st of each year.

X. DURATION

This agreement, as it may be amended in writing from time to time, shall become effective on April 6, 2026, shall remain in full force and effect for a term of five years from that date, and shall be renewable thereafter by written agreement of the parties. At the time of renewal, the Battery shall provide the results of a borescopic examination of the cannons, conducted within the prior twelve months, by the United States Army or another expert approved by the Town Manager

THE TOWN OF CONCORD

BY: _____
Mark Howell,
Select Board Chair

BY: _____
Kerry Lafleur,
Town Manager

BY: _____
John Thompson
Concord Independent Battery President

HISTORICAL ADDENDUM

The tradition of artillery in the Town of Concord dates to September, 1774, when cannons from the harbor defense battery in Charlestown were transported to Concord for hiding from the British.

On January 5, 1775, the Massachusetts Committee of Safety ordered that two brass cannons belonging to the provincial militia be sent to Concord.

On January 27, 1775, the Concord Town Meeting voted to raise “a sufficient number of the company in the town . . . [to] take care of the cannon in this town when mounted, and learn the exercise thereof, and that a master of gunnery be provided by the town to teach such exercise”.

On April 19, 1775, the British Army marched to Concord with orders that “[i]f you meet with any brass artillery you will order their muzzles beat in as to render them useless”. When they arrived in Concord, the British were defeated at the Old North Bridge by the Minutemen from Concord and surrounding towns in the first battle in the war for American independence.

On February 24, 1804, the Massachusetts Senate resolved to “raise by voluntary enlistment a company of Artillery”, and to provide it “with two brass field pieces”, on which were to be inscribed the following words: “The Legislature of Massachusetts consecrate the names of Major John Buttrick and Captain Isaac Davis, whose valor and example excited their fellow-citizens to a successful resistance of a superior number of British troops at Concord Bridge, the 19th of April, 1775, which was the beginning of a contest of arms that ended in American independence”.

The new artillery company, known as the Concord Artillery, was raised in the Town of Concord by voluntary enlistment. The cannons of the Concord Artillery became so worn by firing that they were rendered unsafe and were exchanged for new brass cannons that were engraved with the original inscription by a member of the Concord Artillery.

The cannons remained in the possession of the Town of Concord after the Concord Artillery was converted into an infantry unit in 1849.

In 1887 the Legislature, on a petition of the Concord Board of Selectmen, authorized the Governor “to confer upon the town of Concord the two brass field pieces heretofore used by the Concord Artillery Company, . . . with their carriages and equipment, in perpetuation of the historic renown of said town, and in recognition of the services of said Concord Artillery Company”.

The Town has historically entrusted the cannons for firing on certain ceremonial occasions, and for their preservation, to a group of Concord area veterans from all of the armed services of the United States of America, variously known as the Concord Battery, the Old Concord Battery, the Concord Independent Battery, the Concord Light Artillery and the Concord Artillery. The Concord Independent Battery, as it is known today, has carried on the tradition of firing the cannons on Patriot’s Day and Memorial Day, and at other special events.

The Concord Independent Battery Association was formed in 1947 to sponsor the Battery, and to provide it with financial and popular support. Subsequently, the Concord Independent Battery Association raised money from its members, and from friends of the Battery and the Town of Concord, to finance the construction of a new Gun House. On February 29, 1960, upon a petition of the Battery, the Concord Town Meeting voted to accept the funds raised by the Battery, and to permit the erection of a new Gun House on land owned by the Town on Lexington Road. The new Gun House was dedicated in a ceremony on April 19, 1961.

The Battery voted on February 10, 1999 to incorporate as a nonprofit corporation pursuant to Chapter 180 of the Massachusetts General Laws, henceforth to be known as The Concord Independent Battery, Inc.

Presentation and Approval: Concord Pridefest 2026

Favorable action is requested: Motion to approve a Proclamation Celebrating Concord Pridefest 2026 to Take Place on June 6, 2026, Authorization to hang decorative pride banner flags along the lamp posts in both Concord Center and West Concord, Authorization to hold a flag raising ceremony of the Pride Flag on June 6, 2026.

Presenter: Joe Palumbo, Member, Diversity, Equity and Inclusion Commission

Celebrating ConcordPride 2026

For the **3rd** time this year The Town of Concord is celebrating Concord Pride in collaboration with various local groups and in unison with neighboring communities.

Why It Matters

This town supported celebration is a formal recognition of the dignity and importance of this celebration for all residents of Concord and those who visit.

ConcordPride is being celebrated for the 3rd time in Concord, MA with joy and excitement and the intention of lifting up the LGBTQIA community. Concord Pride demonstrates the town's explicit commitment to affirming the lived experiences and celebrations related to the LGBTQIA+ community that take place annually during the month of June.

ConcordPride is a month-long series of events and activities sponsored by local organizations that provide fun and educational ways to learn and celebrate during the month of June launched by a weekend of festivities at Concord PrideFest **Saturday June 6, 2026**.

ConcordPride Fest includes, a rally and march down Main St, followed by a gathering in Monument Square, events, music, crafts, and entertainment throughout the day in both Concord and West Concord. The event is fun, free, family friendly and welcomes all. [ConcordPride.org](https://www.concordpride.org)

Our Request

Concord's Diversity, Equity and Inclusion Commission would like to formally request that the Select Board acknowledge the celebration of ConcordPride and grant permission that the Progress Pride Flag be flown as in past years on June 6th, 2026.

Additionally, we request permission to hang decorative pride banner flags along the lamp posts in both Concord Center and West Concord in keeping with the method that was successfully implemented by town staff in 2024 and continued in 2025.

Progress Pride Flag

The Progress Pride Flag evolved from the Philadelphia Pride Flag and was created by Daniel Quasar. Quasar added a white, pink, and light blue stripe to represent the Trans community. While the black and brown stripes still represented communities of color, the black stripe is also a nod to the thousands of individuals that we lost during the HIV/AIDS crisis in 1980s and 1990s. Since its creation, the flag has become very popular and it is the flag flown by Red Sox during Pride Celebrations at Fenway Park



Bottom Line

Upon approval of the Select Board of this activity, everyone is welcome to participate in the events and celebration on **June 6th, 2026.**

Respectfully Submitted

Town of Concord Diversity, Equity and Inclusion Commission



COMMONWEALTH OF MASSACHUSETTS
TOWN OF CONCORD
SELECT BOARD

PROCLAMATION

**Celebrating CONCORDPRIDE FEST
June 6, 2026**

WHEREAS For the third year The Town of Concord is celebrating Concord Pride during the month of June in collaboration with various local groups and in unison with neighboring communities and

WHEREAS This town supported celebration is a formal recognition of the dignity and importance of this celebration for all residents of Concord and those who visit. ConcordPride is being celebrated for the 3rd time in Concord, MA with joy and excitement and the intention of lifting up the LGBTQIA community. Concord Pride demonstrates the town’s explicit commitment to affirming the lived experiences and celebrations related to the LGBTQIA+ community that take place annually during the month of June.

WHEREAS ConcordPride is a month-long series of events and activities sponsored by local organizations that provide fun and educational ways to learn and celebrate during the month of June launched by a weekend of festivities at Concord PrideFest Saturday June 6, 2026.

WHEREAS ConcordPride Fest includes, a rally and march down Main St, followed by a gathering in Monument Square, events, music, crafts, and entertainment throughout the day in both Concord and West Concord. The event is fun, free, family friendly and welcomes all. ConcordPride.org

THEREFORE We, as the Select Board of the Town of Concord, Massachusetts, do hereby proclaim June as Concord Pride Month and June 6, 2026 as ConcordPride Fest and encourage Concord citizens to recognize the vital role the ConcordPride Fest plays in the life of our town and to wish members of the ConcordPride success in their ConcordPride Fest.



CONCORD SELECT BOARD

Proclaimed this 6th day of April 6, 2026

Vote: Non-renewal of Shared Public Health Nursing Services

Favorable action is requested: Motion to approve non-renewal of shared public health nursing services.

Presenter, Melanie Dineen, Director of Public Health



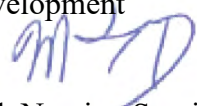
CONCORD BOARD OF HEALTH

141 Keyes Road
Concord, MA 01742
Phone: (978) 318-3275
Fax: (978) 318-3281



Public Health
Prevent. Promote. Protect.

MEMORANDUM

To: Concord Select Board
CC: Kerry A. Lafleur, Town Manager
Jessica Porter, Assistant Town Manager
Dan Petitt, Director of the Council on Aging
Alyssa Sandoval, Director, Community Development
From: Melanie T. Dineen, Public Health Director 
Date: April 2, 2026
Re: Request for Vote to Terminate Public Health Nursing Services Agreement

At Monday evening's meeting, I will request that the Select Board vote to terminate the shared services agreement with the Town of Maynard for Public Health Nursing services. This request has the approval of the Town Manager.

Under Section 3.2 of the agreement (attached), termination requires a Select Board vote and at least two months' written notice to the Town of Maynard.

3.2 Termination.The Town of Concord, by a vote of its respective Select Board, may terminate this Agreement upon the provision of at least two months prior written notice to the Town of Maynard. After termination of this Agreement, the Town of Concord shall remain liable to the Town of Maynard for any portion of the payments received not earned.

Background

The Town of Concord currently supports two part-time nursing roles:

- Board of Health Public Health Nurse (25 hours/week plus pension & benefits)
- Council on Aging (COA) Nurse (24 hours/week plus benefits)

In addition, the Public Health Nurse provides 15 hours/week of service to the Town of Maynard through the shared services agreement.

Both positions deliver essential services, including communicable disease follow-up, vaccination clinics, chronic disease education, case management, wellness checks, and outreach to older and medically vulnerable residents.

Service needs across the Board of Health and COA have increasingly overlapped, particularly among older adults requiring both public health and aging services. At the same time, recruitment and retention have been challenging due to part-time schedules, split responsibilities, and multi-community reporting structures. The COA nursing position is currently vacant and has been difficult to fill.

Recommendation

Terminate the shared services agreement with Maynard and establish a single, full-time (40 hours/week) municipal nursing position serving both the Board of Health and the Council on Aging.

This unified role would:

- Provide core public health services (disease investigation, vaccination programs, emergency preparedness, health education)
- Deliver COA nursing services (wellness clinics, chronic disease support, outreach, case consultation)
- Operate under shared oversight with clearly defined responsibilities across both departments

Rationale

Fiscal Efficiency

Consolidation will reduce administrative duplication, streamline payroll and benefits, and improve budget predictability.

Improved Coordination of Care

A single nurse will strengthen communication, align outreach and public health messaging, improve care coordination for older adults, and ensure more consistent service delivery, particularly during public health emergencies.

Workforce Stability

A full-time, benefited position will improve recruitment and retention and provide greater continuity of care.

Strategic Alignment

Integrating public health and aging services reflects best practices and strengthens the Town's ability to deliver coordinated, preventive, and responsive care.

Steps Taken to Date

This proposal has been developed in consultation with the Assistant Town Manager and COA leadership, with full support from all parties.

We have also discussed this model with our current Public Health Nurse, who has been assisting the COA during its vacancy and is supportive of transitioning into a full-time role.

Recommendation

We recommend terminating the shared services agreement with the Town of Maynard for Public Health Nursing and instead create a unified, full-time municipal nursing position jointly serving the Board of Health and the Council on Aging. This consolidated role would:

- Provide core public health services (communicable disease investigation, vaccination programs, emergency preparedness, health education).

- Deliver nursing services to Council on Aging clients (wellness clinics, wellness education, chronic disease management support, case consultation, and outreach).
- Operate under a shared oversight framework with clearly defined service allocation between departments.

Implementation Plan

If approved, the Town will:

- Provide the required two months' notice to the Town of Maynard
- Develop an updated job description
- Establish budget cost-sharing between departments
- Define performance measures and reporting expectations
- Implement a transition plan to ensure uninterrupted services

Conclusion

This consolidation is a fiscally responsible and operationally sound approach that will improve service coordination, strengthen outcomes for residents, and enhance workforce stability.

We respectfully request the Select Board's vote to terminate the agreement with the Town of Maynard.



CONCORD BOARD OF HEALTH

141 Keyes Road
Concord, MA 01742
Phone: (978) 318-3275



Public Health
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Memorandum

To: Kerry A. Lafleur, Town Manager

From: Melanie T. Dineen, Public Health Director

Dan Petitt, Director of the Council on Aging

Date: February 26, 2026

Re: Recommendation and Request to Terminate Standalone Public Health Nursing Contract

Background

The Town of Concord currently maintains a Public Health Nurse position under the Board of Health, budgeted at 25 hours per week plus benefits and pension, and a separate nursing position within the Council on Aging, budgeted at 24 hours a week plus benefits. The Board of Health Nurse is also employed by the Town of Maynard for 15 hours per week, via a shared services agreement (copy attached) with the Town of Concord.

The Public Health and the Council on Aging nursing positions provide essential services, including communicable disease follow-up, vaccination clinics, chronic disease education, case management, wellness checks, and outreach to older and medically vulnerable residents.

In recent years, service demands across both departments have increasingly overlapped. Residents frequently access services from both the Board of Health and the Council on Aging, particularly older adults managing chronic conditions who also require public health interventions and follow-up. In addition, attracting (and retaining) qualified candidates for either of these positions has been a challenge as candidates must be willing to work within two communities, reporting to two supervisors (Board of Health Nurse) or for only 24 hours per week (Council on Aging Nurse).

Given current fiscal pressures and our responsibility to evaluate efficient service delivery models, it is appropriate to reassess this structure.

Recommendation

We recommend terminating the shared services agreement with the Town of Maynard for Public Health Nursing and instead creating a unified, full-time municipal nursing position jointly serving the Board of Health and the Council on Aging.

This consolidated role would:

- Function as a full-time benefited municipal employee.
- Provide core public health services (communicable disease investigation, vaccination programs, emergency preparedness, health education).
- Deliver nursing services to Council on Aging clients (wellness clinics, wellness education, chronic disease management support, case consultation, and outreach).
- Operate under a shared oversight framework with clearly defined service allocation between departments.

Rationale

1. Fiscal Efficiency

Maintaining separate positions results in duplicative administrative oversight and benefit expenditures. Consolidation into one full-time position with benefits will:

- Reduce overall benefit and contract administration costs.
- Streamline payroll and human resource processes.
- Improve long-term budget predictability.
- Eliminate redundancies in service delivery.

This restructuring is expected to produce measurable savings while preserving critical services.

2. Improved Continuity and Coordination of Care

A unified nurse will enhance communication and collaboration between departments, resulting in:

- **Integrated Public Health Communications and Outreach**
A single nurse serving both roles can ensure consistent messaging related to immunizations, seasonal illness prevention, emergency preparedness, and wellness initiatives. Outreach to older adults can be directly aligned with broader town-wide public health campaigns.
- **Enhanced Care Coordination for Older Adults**
Many COA participants also require broader public health services (e.g., vaccine clinics, health education)
- **Stronger Emergency Response Alignment**
During public health emergencies (e.g., influenza outbreaks, extreme weather events, infectious

disease response), having one nurse embedded in both Public Health and COA operations ensures coordinated outreach to vulnerable seniors.

- **Improved Chronic Disease and Preventive Care Support**

Blood pressure clinics, wellness consults, and patient navigation efforts can be aligned with community-wide health data and prevention strategies, allowing for more targeted and effective programming.

- **Streamlined Documentation and Reporting**

A unified position allows for consolidated reporting to state agencies, improved data tracking, and clearer outcome measurement across public health and aging services.

- **Reduced Gaps in Coverage**

A full-time unified role ensures greater consistency and availability for residents, minimizing scheduling fragmentation that can occur with part-time or split positions.

3. Workforce Stability and Recruitment

A full-time benefited municipal position is more competitive and attractive than a contracted arrangement. This approach is likely to:

- Improve recruitment of highly qualified candidates.
- Enhance retention.
- Build institutional knowledge and consistency in service delivery.

4. Strategic Alignment

Integrating public health nursing and aging services reflects current best practices in community health. This model strengthens our capacity to respond to public health emergencies while maintaining proactive outreach and preventive care for older adults.

Implementation Plan

If approved, the following steps are recommended:

1. Place this request on the March 16, 2026 Select Board agenda for their consideration. The shared services agreement allows for termination of the contract prior to its expiration (June 30, 2027) with a vote of the Concord Select Board.
2. Provide formal, 60 day notice of termination to the Town of Maynard in accordance with the current nursing contract.
3. Develop a revised job description outlining combined responsibilities.
4. Establish a cost-sharing arrangement between the Board of Health and Council on Aging budgets.
5. Develop performance measures and reporting expectations.

A transition plan will be implemented to ensure uninterrupted services to residents.

Public Health Nurse Cost Break Down

FY 27 Public Health Budget	FY 27 COA Budget	Proposed FY 27 Public Health request from COA Budget	Savings from having only one benefited position
Grade 10, Step 4, \$44.02/hour for 25 hours	Grade 5, Step 11, \$38.23/hour for 24 hours	15 hours/week at \$44.02/hour-	
\$57,226	\$47,711	\$34,335	

Conclusion

The proposed consolidation represents a fiscally responsible and operationally sound strategy. By unifying the Public Health Nurse and Council on Aging nursing roles into one full-time benefited position, the Town can strengthen service coordination, enhance resident outcomes, and reduce redundant expenditures.

We respectfully request your review and support of this recommendation. I am available to provide detailed financial projections or discuss implementation considerations at your convenience.



CONCORD BOARD OF HEALTH

141 Keyes Road
Concord, MA 01742
Phone: (978) 318-3275



Public Health
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Agreement for Public Health Nursing Services

Town of Concord, Massachusetts
&
Town of Maynard, Massachusetts

This is an AGREEMENT, made as of July 1, 2025, between the Town of Concord, Massachusetts (“Concord”) and the Town of Maynard, Massachusetts (“Maynard”).

WHEREAS Maynard needs a nurse to conduct public health nursing services for its Board of Health and,

WHEREAS the Municipalities realize that the most cost effective and efficient means of providing a Public Health Nurse is to do so jointly, and

WHEREAS, the Municipalities have both appropriated funds in their respective Fiscal Year 2026 Budgets to provide for a Public Health Nurse, and

WHEREAS, the Town of Concord, is willing and capable of providing the managerial oversight of a Public Health Nurse, and

WHEREAS, for the purposes of providing a Public Health Nurse, the geographical areas containing both Municipalities shall be considered one service district by the Public Health Nurse, and

WHEREAS each of the Municipalities has obtained authority to enter into this Agreement pursuant to G.L. c. 40, §4A;

Section 1: Definitions

- 1.1 “Board” means the legally constituted Board of Health for the Town of Maynard, or its authorized agents or representatives.
- 1.2 “CHD” means the staff of the Concord Health Division.
- 1.3 “Concord” means the Town of Concord, Massachusetts, or its authorized agents or representatives.
- 1.4 “Maynard” means the Town of Maynard, Massachusetts, or its authorized agents or representatives.

1.5 “Public Health Division of the Office of Municipal Services” means the administrative support provided to the Board of Health by the Town of Maynard, located at 195 Main Street, Maynard, MA 01754.

(a) Term. The term of this Agreement shall commence on July 1, 2025, and shall expire on June 30, 2027, unless terminated earlier as set forth herein. On or before January 1st of each year during the Term of this Agreement, the Municipalities shall review this Agreement to ensure that it continues to meet the needs of each municipality. The Municipalities may renew this Agreement for subsequent two-year terms for up to a total of twenty-four years as voted by both municipalities through their respective Select Boards by January 1 of the year of the expiring term. Renewal shall be accomplished pursuant to a Written Agreement of the Municipalities.

(b) Lead Municipality. The Town of Concord shall act as the lead municipality for this Agreement. The Town of Concord shall hire the Public Health Nurse with input from the Town of Maynard. All necessary steps in the hiring process and maintenance of employee records shall be the responsibility of the Town of Concord. The Primary Supervisor of the Public Health Nurse will be the Public Health Director for the Town of Concord. When performing services in the Town of Maynard, however, the Public Health Nurse shall be under the direction of the Executive Director of Municipal Services of the Town of Maynard. The Town of Concord shall establish the maximum financial liability of each municipality, and the final budgets in each municipality will be subject to appropriation by each municipality’s respective Town Meeting.

(c) Duties. During the Term of this Agreement, the Public Health Nurse shall perform the services attached as Exhibit A: Public Health Nurse Job Description for an annual allocation of hours as indicated in Exhibit B: Fee Structure. Changes to the Public Health Nurse’s services shall be made with the approval of both municipalities’ Health Departments. The annual allocation shall be reviewed and adjusted, if necessary, annually, three months prior to the end of each year of the Term of this Agreement. Adjustments shall be made upon agreement of the Municipalities and payment allocations shall be assigned proportional to hours worked per year. Either municipality may request of the other extra hours to cover emergency situations, such as, but not limited to communicable disease control activities, vaccination clinics and emergency preparedness activities. Whether an emergency warrants a change in the Public Health Nurse’s hourly allocation shall be by agreement of Concord’s Public Health Director and Maynard’s Executive Director of Municipal Services. Hours to be “paid back” to the other municipality shall be by agreement of Concord’s Public Health Director and Maynard’s Executive Director of Municipal Services. In the case of emergencies affecting both municipalities, Concord’s Public Health Director and Maynard’s Executive Director of Municipal Services shall confer to determine whether the assistance of additional health professionals is necessary.

Section 2: Reimbursement for Services

2.1 Charge per Hour – In order to calculate invoice amounts in the above-referenced manner, Concord shall charge Maynard a fee of **Forty-Eight dollars and three cents (\$48.03/hour) for 15 hours per week of work**. Charges per Hour are effective July 1st in accordance with the Town of Concord FY26 Employee Compensation Plan the rate to be paid by Maynard to Concord shall increase by 2% with the salary/wage increase of Concord non-union employees accordingly in the fiscal year. The FY27 rate will be \$48.99/hour. Should the Concord Class and Compensation schedule increase in FY27 with a cost of living increase the rate would be adjusted accordingly.

2.2 Concord shall reimburse the Public Health Nurse directly for travel expenses incurred while working in Maynard. Reimbursement shall then be billed to the Town of Maynard with the quarterly invoices. Travel will be billed and reimbursed at the Federal rate of \$0.70/mile

2.3 Salary Adjustments - Adjustments shall be made upon agreement of the Municipalities and payment allocations shall be assigned proportional to hours worked per year. Either municipality may request of the other extra hours to cover emergency situations, such as, but not limited to communicable disease control activities, vaccination clinics and emergency preparedness activities. Whether an emergency warrants a change in the Public Health Nurse's hourly allocation shall be by agreement of Concord's Public Health Director and Maynard's Executive Director of Municipal Services. Hours to be "paid back" to the other municipality shall be by agreement of the Concord Health Director and Maynard's Executive Director of Municipal Services. In the case of emergencies affecting both municipalities, Concord's Public Health Director and Maynard's Executive Director of Municipal Services of both municipalities shall confer to determine whether the assistance of other health professionals is necessary.

2.4 **Number of Invoices** – For providing the services described herein, Concord shall submit an invoice to Maynard at the end of each quarter of each fiscal year:

- (a) 1st invoice due within ten business days of September 30th
- (b) 2nd invoice due within ten business days of December 31st
- (c) 3rd invoice due within ten business days on March 31st
- (d) 4th invoice due within ten business days of June 30th

Maynard shall reimburse Concord promptly upon receipt of each invoice for services provided under this agreement.

2.5 **Calculation of Invoice Amounts** – The following formula shall be used to calculate each quarterly invoice:

$$\text{Quarterly Invoice Amount} = \text{Hourly Rate} \times \text{Total Hours for Quarter}$$

To calculating invoices:

- (a) "Hourly Rate" is the value calculated using the terms of Section 2.1 of this agreement.

- (b) “Total Hours for Quarter” means the total hours of service provided during the 3-month period in question. No more than 400 total hours of service shall be provided during each fiscal year, without prior written agreement between the two parties.

All invoice amounts shall be based only upon services shown in **quarterly** activity reports as described in Section 2.3.

Section 3: Term of Agreement & Relationship Between Parties

- 3.1 Indemnification.** Notwithstanding the final sentence of G.L. c. 40, s 4A, the Town of Maynard shall indemnify and hold harmless the Municipalities and each and all of its officials, officers, employees, agents, servants and representatives from and against any claim arising from or in connection with the performance by the public health nurse of their duties in or for the Municipalities including, without limitation, any claim of liability, loss, damages, costs and expenses for personal injury or damage to real or personal property by reason of any negligent act or omission or intentional misconduct by the public health nurse while in or performing services for the Municipalities.
- 3.2 Termination.** The Town of Maynard, by a vote of its respective Select Board, may withdraw from and terminate this Agreement at the end of the existing term upon the provision of at least two months prior written notice to the Town of Concord. No such termination shall affect any obligation of indemnification that may have arisen hereunder prior to such termination. Upon such termination, the Town of Concord shall prepare full statements of outstanding unpaid financial obligations under this Agreement and present the same to the terminating Town of Maynard for payment within thirty (30) days thereafter. The Town of Concord, by a vote of its respective Select Board, may terminate this Agreement upon the provision of at least two months prior written notice to the Town of Maynard. After termination of this Agreement, the Town of Concord shall remain liable to the Town of Maynard for any portion of the payments received not earned.
- 3.3 Assignment.** Neither the Town of Concord nor the Town of Maynard shall assign or transfer any of its rights or interests in or to this Agreement, or delegate any of its obligations hereunder, without the prior written consent of the other municipality.
- 3.4 Amendment.** This Agreement may be amended only by a writing signed by all Municipalities duly authorized thereunto.
- 3.5 Severability.** If any provision of this Agreement is held by a court of appropriate jurisdiction to be invalid, illegal or unenforceable, or if any such term is so held when applied to any particular circumstance, such invalidity, illegality or unenforceability shall not affect any other provision of this Agreement, or affect the application of such provision to any other circumstances, and the remaining provisions hereof shall not be affected and shall remain in full force and effect.

3.6 Governing Law. This Agreement shall be governed by, construed, and enforced in accordance with the laws of the Commonwealth of Massachusetts.

3.7 Headings. The paragraph headings herein are for convenience only, are no part of this Agreement and shall not affect the interpretation of this Agreement.

3.8 Notices. Any notice permitted or required hereunder to be given or served on any municipality shall be in writing signed in the name of or on behalf of the municipality giving or serving the same. Notice shall be deemed to have been received at the time of actual receipt of any hand delivery or three (3) business days after the date of any properly addressed notice sent by mail as set forth below:

Town of Concord
Kerry Lafleur, Town Manager
Town House, P.O. Box 535
22 Monument Square
Concord, MA 01742

Town of Maynard
Gregory Johnson, Town Administrator
195 Main Street
Maynard, MA 01754

3.9 Complete Agreement. This Agreement constitutes the entire Agreement between the Town of Concord and the Town of Maynard concerning the subject matter hereof, superseding all prior agreements and understandings. There are no other agreements or understandings between the Municipalities concerning the subject matter hereof. Each municipality acknowledges that it has not relied on any representations by any other municipality or by anyone acting or purporting to act for another Municipality or for whose actions the any other Municipality is responsible, other than the express, written representations set forth herein.

This Agreement executed on Jun 13, 2025 between

THE TOWN OF CONCORD

THE TOWN OF MAYNARD






Town Manager

Select Board Chair

Title


Approved as to availability of funds:




Town Accountant

 Email viewed by Richard Delorey (rdelorey@concordma.gov)

2025-06-09 - 2:05:50 PM GMT

 Document e-signed by Richard Delorey (rdelorey@concordma.gov)


Signature Date: 2025-06-13 - 6:31:52 PM GMT - Time Source: server

 Document emailed to Kerry Lafleur (klafleur@concordma.gov) for signature

2025-06-13 - 6:31:54 PM GMT

 Email viewed by Kerry Lafleur (klafleur@concordma.gov)

2025-06-14 - 0:15:22 AM GMT

 Document e-signed by Kerry Lafleur (klafleur@concordma.gov)

Signature Date: 2025-06-14 - 0:16:11 AM GMT - Time Source: server

 Agreement completed.

2025-06-14 - 0:16:11 AM GMT

Discussion and Vote: DRAFT MCI Concord Master Plan Committee Charge

Favorable action is requested: Motion to approve the DRAFT MCI Concord Master Plan Committee charge as presented.

Presenter: Mark Howell, Chair

MCI Concord Master Plan Committee Charge

Goals:

The goal of the MCI Concord Master Plan Committee (“Committee”) is to build on the achievements of the MCI Concord Advisory Board in public engagement to support the development of an MCI Concord site Master Plan and associated zoning regulations package.

The Select Board and the State Division of Capital Asset Management and Maintenance (“DCAMM”) are developing a Memorandum of Agreement (“MOA”) that will provide guidance for the collaboration between the Town and the State. The Committee will ensure that the elements of the MOA are incorporated into the MCI Concord Master Plan.

The Town of Concord is hiring a consultant to lead the Master Plan and Zoning process. The Committee will be a resource and guide to the Community Development Director who is the project manager for this engagement. The Committee will work with the selected firm as they develop the Master Plan for MCI Concord and the supporting zoning regulations and provide regular updates to the Select Board.

As with the MCI Concord Visioning work done in 2025, the Committee will work closely with the Town’s consultant on public engagement and outreach with the community. The requirements for this planning include incorporating the recommendations of the Land Use Working Group and the traffic and transportation strategy work by Public Works into the Master Plan, extending and adding to the concepts and goals outlined in the Vision report.

Developing the adjacent Junction Village site, and housing in general, remain a high priority for the MCI Concord site. The Committee should ensure that the resulting plan incorporates specific achievable results in both these areas. The Land Use Working Group’s recommendation for the Department of Public Works facilities specifically prioritizes MCI Concord as the solution for a new public works facility. The MCI Concord Master Plan Committee will work with the DCAMM and the Select Board to incorporate these key elements into the MCI Concord Master Plan.

Coordination with the other facility planning efforts related to municipal consolidation and public safety initiatives under the Land Use Working Group’s recommendations will be made through Town Staff and the Select Board.

The Committee will promote the Town's general interest as well as the MCI Concord site's specific interests working with Town Staff and MassDOT on the rotary redesign and traffic circulation in the vicinity of West Concord, Baker Ave and Route 2.

Duties:

1. Perform community outreach to learn the preferences of Concord residents among various Master Plan alternatives and Zoning regimes.
2. Hold at least two public forums to solicit community ideas and preferences.
3. Work with the Town Manager and senior staff team to highlight municipal needs, opportunities, and concerns.
4. Develop likely fiscal impacts to the town from incremental revenues and demands on services. Describe how the plan alternatives offset lost PILOT, utility and any other revenues from MCI Concord prior to closure.
5. Promote efforts to determine the Town's preferences for the Route 2 corridor and local traffic circulation as pertains to the MCI site.
6. Evaluate if short and longer-term zoning methods are available.
7. Identify and recommend local stakeholders and community experts who can Help advance the next phase(s) of the project, if applicable.
8. Provide quarterly, written reports to the Select Board.
9. Recommend adjustments to duties and membership of the Committee as needed.

Logistics:

- The Committee will be formed in April 2026.
- The Charge will terminate at the end of 2027 or when MCI Concord zoning is approved, whichever comes first.
- The Committee is subject to Open Meeting Law.

- The Committee will liaison with Public Works Commission, Planning Board & Historical Commission.
- Expertise - residential and commercial development in Concord, architecture, zoning, traffic and transportation mobility.

Membership:

Membership will consist of 4 or 6 Concord residents, and 1 voting Select Board member (or designee), appointed by the Select Board, who collectively have the following experience and skills:

- Select Board
- Land Use Working Group or Public Works Commission
- MCI Concord Advisory Board - Public Engagement Subcommittee
- MCI Concord Advisory Board - Land Use Subcommittee
- Housing Development
- Commercial Real Estate Development
- Planning Board and/or zoning

Vote: Dissolve MCI Concord Advisory Board

Favorable action is requested: Motion to dissolve the MCI Concord Advisory Board.

Presenter: Chair Howell, Chair

Approved: April 16, 2024

Amended: May 20, 2024

Amended: June 17, 2024

Town of Concord
MCI Concord Advisory Board

Goals

The purpose of the Advisory Board is to educate and advise the Select Board on the most effective strategy to achieve a disposition of the MCI Concord property most favorable to the interests of the Town. The Board will rely on community input and the expertise of its members.

Background

The FY25 Recommended Governor's Budget Bill explicitly includes the Closure of MCI Concord (Section 107) and provides for the sale, lease, transfer, or disposal of the property by the Commonwealth's Commission of Capital Asset Management and Maintenance (DCAMM). The budget bill has not yet been approved and is moving through the process. It is reasonable to assume the budget bill will be approved late summer, 2024.

Duration

This board's initial term will extend through December 2025. The work will coincide with DCAMM's Discovery Phase and the first round of Assessment Reports from DCAMM consultants. At this time, the work of the board could expand, and a new charge will be written by the Select Board based on the recommendations made by this Advisory Board. The Select Board will also consider modifications to the board's initial term as needed and at least every six months.

Duties

- Begin community outreach to learn the preferences of Concord residents and create a foundation for informed, sustained dialogue with townspeople. Hold at least one public forum to solicit community ideas.
- Convene listening sessions, focus groups and interviews with community stakeholders to deepen understanding of the site and identify the opportunities and challenges of the site.
- Coordinate and communicate with DCAMM. Serve as a community voice to DCAMM efforts regarding the site.

Approved: April 16, 2024

Amended: May 20, 2024

Amended: June 17, 2024

- Explore other state agencies (MAPC, Mass Development, MADOT, etc.) and advise the Select Board on how to integrate their services.
- Determine the criteria and priorities of the town to evaluate potential scenarios should the project advance into the Planning Phase.
- Research “Best Practices” from successful state projects and “What to Avoid” from failed – or delayed – projects.
- Work with the Town Manager’s MCI staff team to highlight municipal needs, opportunities, and concerns. e.g. Waste Water Treatment Facility.
- Keep abreast of legislation and legislative hearings to propose and/or respond to potential changes.
- Explore funding opportunities to offset lost PILOT, utility and any other revenues as well as funds for planning efforts.
- Develop likely scenarios and the fiscal impacts to the town from incremental revenues and demands on services.
- Evaluate short and longer-term zoning methods available.
- Review available traffic and transportation studies, including the Route 2 Corridor Study, and recommend other new studies if needed.
- Identify and recommend local stakeholders and community experts who can be considered for advancement to the next phase of the project, if applicable.
- Provide quarterly, written reports to the Select Board.
- Recommend duties and membership if/when the Advisory Board’s charge expands.

Membership

Membership will consist of 7 - 10 Concord residents, and 1 voting Select Board member (or designee), appointed by the Select Board, who collectively bring the following skills:

Voting Members:

- Community Outreach
- Ability to navigate complex problems with diverse stakeholders.
- Real Estate and Zoning Law
- Economic Development
- Urban Planning
- Administrative and Regulatory Practice

Approved: April 16, 2024

Amended: May 20, 2024

Amended: June 17, 2024

- Housing, esp. vis-à-vis Junction Village
- Local Business perspective
- Select Board member or designee

Notwithstanding the provisions of Article III of APP#10, the Select Board will appoint the Chair of the Advisory Board. The Advisory Board will appoint its own clerk.

Ex-Officio (non-voting) membership:

- Town Manager or her designee(s)
- Concord DPW Director or his designee
- Finance Committee Observer
- At-large appointees by the Select Board as needed

Other Considerations

The Board is encouraged to use sub-committees to focus on specific tasks or areas of research. Furthermore, the Board has the discretion to recommend which duties outlined in this charge should be deferred to the Planning Phase of the project.

The Committee shall comply with the provisions of the Open Meeting Law, the Public Records Law, the Conflict-of-Interest Law and all other applicable laws and regulations of the Commonwealth as well as all relevant Bylaws and Administrative Policies of the Town. Because of the need to engage the best qualified persons for the function of the Advisory Board, some of whom may be, of necessity, currently serving on other Town Boards or Committees, Articles VII(a)(14) (Staggered terms); (c) Dual Appointments; and (d) Committee Transfer(s) will not apply to the Advisory Board.

Discussion and Vote: MCI Concord Master Plan Committee Nominations

Favorable action is requested: Motion to approve the MCI Concord Master Plan Committee Charge recommendations.

Presenter: Mark Howell, Chair

Discuss and Vote: Proposed changes to Land Use Working Group Charge

Favorable action is requested: Motion to approve the proposed changes to the Land Use Working Group Charge.

Presenter: Mary Hartman, Member

**Town of Concord
Land Use Working Group
Charge**

Background

Several relatively large parcels of land could become available to the town within the next five years including MCI Concord (51 acres), 2229 Main St (46 acres), Peabody School Site (20 acres) and various smaller parcels. These parcels, added to the 14 acres already owned by the Concord Housing Development Corp (Junction Village) could bring the total land available to the town to over 140 acres. The work of the Land Use Working Group is to identify current town needs and recommend best matches between needs and available parcels.

Purpose

The working group will make recommendations to the Select Board regarding the best use of parcels as they become available. This work will be done in Phases:

- Phase I will address urgent needs. Concord faces critical challenges delivering the services of its municipal departments due to limitations of existing facilities. Both the Public Safety building and the Public Works facility are in failure mode, and both require relocation. As identified in the 2020 Concord Municipal Facilities Assessment, renovations and/or expansion of these facilities is not an option. Consolidation of administrative offices is also a consideration since co-location of admin functions could yield significant efficiencies and cost savings. Phase I will split into three subcommittees: Public Safety, Public Works and Municipal Consolidation to recommend preferred solutions based on financial analyses, site visits, conversations with staff and other inputs as appropriate.
- Phase II will:
 - Integrate outputs across subcommittees; identifying and describing areas of alignment and conflict; and documenting the range of plausible approaches within each category (including any short-listed/best-aligned approach(s) where there is clear alignment).
 - Developing potential “next steps” for SB consideration by compiling a consolidated list of actions, decisions, or analyses needed to advance the work beyond Phase II.
 - Compiling a preliminary inventory of surplus, town-owned property organized by agreed-upon categories to support consistent evaluation and decision-making, including later analysis of appropriate land uses for parcels identified as potentially suitable for disposition.

Responsibilities of the Working Group

The working group will weigh these needs and wants against the available land taking into consideration program requirements, zoning regulations, community priorities, project timelines, and financial feasibility to recommend a course of action. Specific responsibilities include:

- **Research Written Reports.** These include:

Approved March 17, 2025
Amended May 12, 2025
Amended July 14, 2025
Amended April 6, 2026

- The 2018 Envision Concord Bridge to 2030 Plan
- The 2020 Concord Municipal Facilities Assessment
- The 2021 Final Report of the Nuclear Metals/Starmet Property Re-use Planning Committee
- The 2022 Housing Production Plan
- The 2024 Final Report of the 2229 Main Street Advisory Task Force
- The 2024 MCI-Concord enabling legislation: The Massachusetts House Passed General Appropriation Bill H4601, Section 76
- The 2024 Recreation Facilities Strategic Plan
- The 2025 MCI Concord Vision Plan – Agency Landscape + Planning
- **Assess Program Needs.** Review the operational and spatial requirements of the Public Safety, Public Works and other relevant municipal facilities.
- **Evaluate Properties.** Analyze current and prospective parcels for suitability based on location, size, cost, environmental considerations, accessibility, zoning, alignment with stated town goals, other infrastructure requirements and any domino effects of freeing up current facility locations.
- **Understand Timing.** Develop an understand of when sites will become available and the timing/urgency of possible uses/needs.
- **Integrate Efforts.** Communicate with the MCI Advisory Board and EPA/DOJ to link the work of this working group to milestones and decision points at the MCI and 2229 Main St sites.
- **Report Findings.** Provide frequent updates to the Select Board. It is expected that updates will be timed to coincide with key milestones reached by the MCI Advisory Board as well as information to EPA regarding probably uses envisioned for 2229 Main St and how that might be accomplished during the remedial stage of work.
- **Develop Recommendations.** Propose a prioritized plan for municipal facility relocation including timelines, financial considerations, zoning requirements, etc.
- **Written Report.** At the completion of the work, deliver a final, written report to the Select Board outlining the working groups analysis and recommendations.

Duration

The working group will deliver a final report to the Select Board no later than July, 2026.

Membership

1. Two members of the Select Board or their designee
2. One member of the School Committee or their designee
3. One member of the Public Works Committee or their designee
4. One member of the MCI Advisory Board or their designee
5. One member of the Concord Municipal Affordable Housing Trust or their designee
6. One member of the Economic Vitality Committee or their designee
7. One member of the Planning Board or their designee
8. One member of the Recreation Committee or their designee
9. One member at-large appointed by the Select Board

Additionally, the Finance Committee will appoint an observer.

Approved March 17, 2025

Amended May 12, 2025

Amended July 14, 2025

Amended April 6, 2026

These citizens will be supported by active involvement of senior town managers. It is expected that senior staff will clearly and consistently communicate their priorities to this working group before and throughout the duration of the work.

Other Considerations

The working group will conduct its business in full conformance with the Open Meeting Law, Public Records Law, Conflict of Interest Law and other state and local rules encouraging openness and transparency in governance. Each meeting will allow adequate time for public comment.

The Deputy Town Manager will consult with the Town Manager to discuss staff assistance or other financial support.

Update: Employee Goals

Discuss Categories for Goals

Presenter: Kerry Lafleur, Town Manager



FY26 Incentive Pay Program Goal Update

April 2026



Goal Snapshot

356 goals
178 participants

Count reflects workforce changes, including new hires and turnover, contributing to a net increase of 14 goals since November.



February Check-In Completed

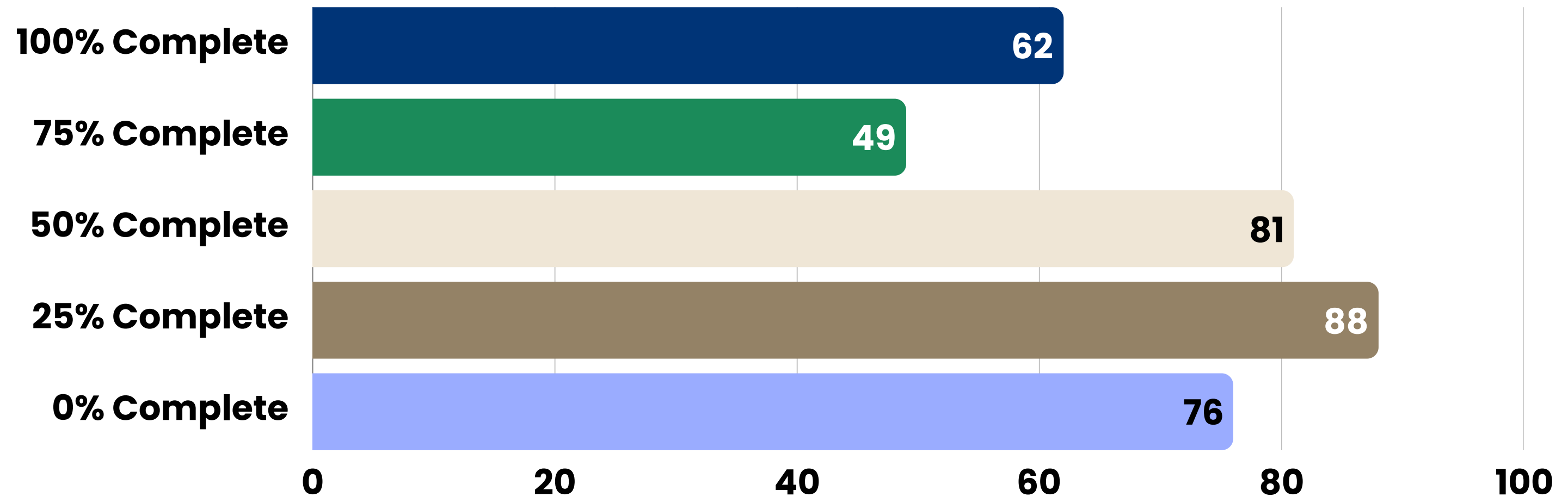
The first formal goal check-in took place in February, with supervisors meeting with direct reports to review progress and identify any barriers.

- **90% of check-ins were completed on time**, reflecting strong engagement from both employees and managers.
- Following this check-in, **56 goals were marked as fully completed**, already contributing to professional development and operational improvements.



Goal Progress

This chart illustrates goal progress to date, showing the number of completed goals, those in progress, and upcoming goals yet to be started.



356 goals represented.



Early Goal Progress and Impact

Most goals are still in progress, with several already completed and contributing to professional development, operational improvements, and enhanced service delivery across Concord.

- **Green Homes Tour for Concord Residents:**
 - Explored how residents are addressing climate change and sustainability; engaged 55+ participants and increased awareness of sustainable practices.
 - *Select Board Goal: Sustainability and Ecology*
- **New Recreation Programming:**
 - Launched two new classes (6-week and 4-week sessions) to reach new underserved audiences. Both classes were well-received and generated excellent participant feedback.
 - *Select Board Goal: Organizational Resilience*



Early Goal Progress and Impact

Continued.

- **Employee Testimonials:**

- Obtained four employee testimonials to feature on the Town's job opportunities webpage, highlighting the Town's workplace culture and employee experience to attract prospective candidates.
 - *Select Board Goal: Organizational Resilience*

- **Professional Certifications and Licenses:**

- Employees earned certifications including Zumba Instructor, Ethical Leadership, MA Soil Evaluation, and Grade 1 Water Distribution, strengthening skills and expanding operational capacity.
 - *Select Board Goal: Organizational Resilience*



Next Steps



FORMAL CHECK-IN 2

May 1 - May 29

Supervisors will meet with direct reports to review goal progress and identify any challenges.



FINAL REVIEW

By June 30

Final opportunity to complete goals for the FY26 Incentive Pay period.

Select Board Goal Categories: Proposed

1. **Strategic Planning:** Initiatives defining and/or implementing the Town’s long term core municipal needs and priorities — including key expansion and improvement of essential service infrastructure, the strategic use of land, the fulfillment of community housing needs, municipal consolidation, and the evaluation/implementation of regional service offerings.
2. **Financial Management:** Initiatives that are aimed at supporting the long term fiscal health of the municipality including enhanced revenue generation, improving administrative cost efficiency, careful management of debt burden and the evaluation/implementation of fees and tax programs.
3. **Effective and Transparent Government:** Programs that promotes accountable, efficient, and accessible municipal operations by strengthening internal processes, enhance communication with the public, and foster trust through open and responsive governance.
4. **Resilience and Sustainability:** Initiatives which advances the town's ability to adapt to environmental, economic, and social challenges by investing in infrastructure, emergency preparedness, and sustainable practices that protect the community's long-term well-being and natural resources.

<p>Strategic Planning <i>MCI Master Planning</i> <i>Wastewater Treatment System Capacity</i> <i>Housing & Land Use</i> <i>2229 Main Street</i> <i>MWRA</i></p>	<p>Financial Management <i>PILOT</i> <i>Financial Integrity</i> <i>Capital Planning</i> <i>Revenue Enhancement</i> <i>Administrative Efficiency</i> <i>Debt Service Planning</i></p>
<p>Effective and Transparent Government <i>Website enhancement</i> <i>Goal Integration across departments and committees</i> <i>Community Engagement</i></p>	<p>Resilience and Sustainability <i>SuAsCo Initiative</i> <i>Climate Action & Resiliency Plan</i> <i>Middle School Solar Implementation</i> <i>Economic Vitality/Commercial Development</i> <i>Transportation & Mobility Strategy</i> <i>Zoning</i></p>

Italics – 2027 identified goals

Discussion and Vote: APP #10 Revision to Determination of Term Date

Favorable action is requested: Motion to approve revision to determination of term date on APP #10

Presenter: Wendy Rovelli, Select Board Clerk

Adopted: 2/27/79
REVISED: 1/12/98
REVISED: 6/18/12
REVISED: 10/21/19
REVISED: 11/18/19

REVISED: 4/9/20
REVISED: 11/22/21
REVISED: 8/22/25
REVISED: 8/25/25
4/6/2026

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Town of Concord
APP #10

Town Board, Committee, Work Group and Task Force
Appointment Policy

The Select Board, and Town Manager ~~and Town Moderator~~ ("Appointing Authority" or "Appointing Authorities") have jointly adopted this policy concerning the appointment of members to Town boards, committees, work groups, and task forces. Please refer to this policy when considering or suggesting an individual for appointment to a Town board, committee, work group or task force.

Distribution: All Department Heads
All Committee, Board and Task Force Chairs
Town Clerk

I. General

This policy has been jointly adopted by the Appointing Authorities, and is intended to cover appointments to all committees, boards, commissions, work groups and task forces (each, a "Committee"). The Appointing Authority for each Committee is identified on the Town website listing volunteer opportunities for boards and committees. With the exception of the Town Manager, this policy does not apply to Town employees.

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II. Powers and Duties

Effective local government requires that all Committees respect the duties and responsibilities of other Committees and coordinate their activities to the greatest extent possible. It is in the overall best interest of the Town that each Committee carries out its responsibilities in a consistent and professional manner that is in harmony with the general policies promulgated by the Select Board.

The powers and duties of some Committees appointed by the Appointing Authorities are governed by State statute. These include: the Board of Appeals, Planning Board, Historic District Commission, Board of Health, Natural Resources Commission, and others. Once appointed by an Appointing Authority, these Committees operate with a high degree of autonomy. However, it is in the best interests of the Town that these Committees be guided by the general policies promulgated by the Select Board to the extent possible.

Other Committees appointed by an Appointing Authority serve as, among other things, advisors to the Select Board or Town Manager in the performance of their respective duties to the public. These Committees have the powers and duties delegated to them in their specific charges. Committees may be called upon to represent the Town in dealing with other local, regional, or State agencies to the extent requested by their Appointing Authority. When doing so, they shall take positions on all issues consistent with the views of the Select Board and Town Manager, and they shall keep their Appointing Authority fully informed concerning their activities.

III. Officers of Committees, Boards, and Task Forces

Each Committee shall annually elect from among its members a Chair and a Clerk. Certain Committees may also find it desirable to elect Co-Chairs or a Vice-Chair who may act in the absence of the Chair. In the case of new Committees, or Committees that have become inactive, the Appointing Authority may appoint a chair pro-tem to serve until the Committee itself elects a Chair for the balance of the current year.

Except in unusual circumstances, the chairmanship and the clerkship should rotate yearly amongst the Committee membership.

IV. Open Meeting Law and Minutes

All Committees shall operate in accordance with the Open Meeting Law (MGL Ch. 39, sect. 23A-c) and shall keep minutes of their proceedings. Each Committee shall establish its own procedures for approval and submission of minutes to the Town House on a timely basis. Committees are strongly urged to prepare, review and approve minutes as expeditiously as possible to maximize the public's access to information concerning Committee activity. In most instances, Committee minutes should be reviewed and approved within six weeks of the original meeting date. All Committees shall submit electronically a copy of approved minutes to the Town Clerk immediately upon approval.

Committees are reminded that "draft" copies of the Committee's minutes are considered a public record and must be made available to the public upon request, even when the Committee has not yet had the opportunity to review and adopt the minutes.

Upon the dissolution of any Committee, either by action of the Appointing Authority, or pursuant to an expiration date provided in the Committee's charge, all records, documents, correspondence and files concerning the Committee's work shall be promptly turned over to the Town Clerk for appropriate filing and archival storage.

V. Participation in Town Government

Effective Town government requires active and informed citizen participation. The work of every Committee is inter-dependent with that of others. To foster informed decision making in the Town, the Appointing Authorities believe it appropriate that every Committee have representation of its membership at relevant Town government functions, for example:

- Chair's Breakfast
- Finance Committee budget hearings
- Hearings on Town Meeting warrant articles
- Town Meeting

The objective is not to enforce uniformity or adherence to a majority view, but to assure understanding of all issues relating to the work of the Committee on which an individual serves and an understanding of Town government in general.

VI. Conflict of Interest

All Committee members are subject to the requirements of Massachusetts General Laws, Chapter 268A, Conduct of Public Employees. The statute covers:

- (a) Gifts or receipt of compensation or gratuities from anyone other than the Town
- (b) Offers or promises to influence official acts
- (c) Financial interest in contracts or other particular matters
- (d) Acting as agent or attorney before a Town Committee
- (e) Unfair advantage in relation to a particular matter

If a prospective Committee member has any question concerning a potential conflict of interest under MGL Ch. 268A, the member shall raise the question in advance of appointment. Those members currently serving should discuss questions of conflict with the Committee chair and the Appointing Authority as soon as possible. The State Ethics Commission is a useful resource for information concerning the application of the law, and Committee members are expected to follow guidance provided by the State Ethics Commission. Subject to review by the State Ethics Commission, the Appointing Authority will make the final determination concerning conflict of interest, with the assistance of Town Counsel as appropriate.

In addition, all Committee members must avoid the appearance of conflict of interest in all matters coming before the Committee. Committee members shall seek guidance from the State Ethics Commission as appropriate, and file with their Committee chair and the Appointing Authority written notice of facts potentially creating the appearance of a conflict of interest as required.

VII. Formation of a New Committee and Dissolution of an Existing Committee

For a new Committee to be formed, it requires sponsorship from a Select Board member and a majority vote of the Select Board. There should be a public announcement and solicitation of volunteers to serve on the new Committee. A list of all interested volunteers should be compiled and discussed, with clear agreement from the Select Board as to how candidates will be vetted, followed by a vote on new Committee membership.

Select Board members and Chairs of existing Committees can propose dissolution of an existing Committee based on fulfillment of Committee charge or if work is no longer necessary. Such dissolution requires a majority vote of the Select Board.

VIII. Appointment Policy and Procedures

(a) General

It is the policy of the Appointing Authorities to seek the best qualified persons to serve on each Committee. Each Appointing Authority will endeavor to develop a pool of persons interested in serving on each such Committee from at least the following sources:

1. Volunteer cards on file
2. Personal knowledge
3. Recommendations from Town organizations or individuals
4. Suggestions from the Committee having a vacancy
5. Suggestion by prospective appointee(s)
6. Research of skills available in Town
7. Individual responses to publicity regarding vacancies (new volunteer cards)

It is the policy of the Appointing Authorities to enlarge the general pool of applicants through active solicitation of Town organizations and through periodic public notification and events. The timing and extent of specific active solicitations shall be determined by the Appointing Authority based on its judgment as to appropriateness and need.

Regardless of how a candidate is initially identified, in order to be considered for placement onto a Committee, it is required that a Volunteer card be completed and submitted to the Town. This can be done in person at the Town Clerk's office, or filled out online within the Volunteer section of the concordma.gov website.

The Town Clerk's office shall maintain an electronic list of people who have submitted Volunteer Cards, noting the date of their submission and particular Committees of interest. When an opening for a Committee position occurs, or is anticipated, every effort should be made by the Town, the Committee and/or the Select Board liaison to contact the volunteers who have listed that Committee as one of high interest.

In accordance with the vote on Article 47 of the 1978 Annual Town Meeting, each Appointing Authority shall make a special effort to seek out roughly equal numbers of women and men as candidates for appointments over which they have authority, and will make all possible efforts to seek out candidates of diverse cultural, religious, socio-economic, national, racial and ethnic backgrounds, in addition to individuals with diverse sexual orientation, income, and ability/disability. The Appointing Authority shall make appointments in accordance with the Massachusetts Equal Rights Amendment which states, in part, that "Equality under the law shall not be denied or abridged because of sex, race, color, creed, sexual orientation or national origin

Term of Office

8. Unless otherwise prescribed by statute, Town Meeting vote, or specific Committee charge, three years shall be the standard term of office for Committee members.
9. Except as provided in section VIII(b) below, those appointed to a three-year term as a full member of a Committee shall be limited to two (2) full consecutive terms.
10. Except as provided in section VIII(b) below, those appointed to a full-member Committee term of five (5) years or longer shall be limited to one (1) full term.
11. A partial term to fill a vacancy shall not be considered to be a full term.
12. Before reappointment to a second term, the individual contribution of the member's value to the Committee and his or her attendance record shall be reviewed by the Committee chair. Attendance of less than 75% of all Committee meetings shall prejudice reappointment.
13. All terms, unless prescribed by statute, shall terminate ~~at the end of the month following Town Meeting, or on~~ May 31st, ~~whichever is earlier.~~
14. The terms of office on Committees shall be set on a staggered basis in the interest of

fostering continuity of knowledge and experience on all Committees. The Appointing Authority shall determine the year in which a given term expires at the time of appointment.

Exception: *Ad hoc* committees appointed for a specific responsibility, at which time the charge to the Committee should include a specific time frame for submission of the Committee's final report and dissolution of the Committee.

15. With the consent of the Committee Chair, a committee member may take a leave of absence from Committee meetings and responsibilities not to exceed 90 days. For an absence longer than 90 days, the Committee member should resign and otherwise face removal under section VII(I) below.
16. Each Committee member shall hold office until his or her successor has been appointed and qualifies, unless his or her office shall become vacant by reason of resignation or removal.

In the event of a declared emergency and if the Moderator reschedules Town Meeting after May 31, all appointed members of a committee whose terms would otherwise expire, shall remain in office until the close of the rescheduled Town Meeting.

(b) Appointments for Additional Terms

Members who have served a three-year term on the Records & Archives Committee may be re-appointed to additional terms indefinitely. For other Committees, the Appointing Authority may re-appoint a Committee member to serve one or more terms on the Committee beyond what is permitted under section VIII(a) above where one or more of the following obtains:

1. Through service on the Committee, the member has developed extensive and valuable background knowledge and experience concerning specific matters before the Committee that are expected to be ongoing Committee matters in the future and which will be difficult adequately to pass on to new members.
2. A Committee member has skills and expertise, (such as an uncommon advanced degree in a field directly relevant to the Committee's charge) that make the member's continued service on the Committee of special value to the Town.
3. The departure of the member from the Committee will result in an absence of important institutional knowledge or know-how regarding the ongoing activities of the Committee that will not be furnished by other Committee members, such as where all members of the Committee would be new appointees if the member in question is not reappointed.

It is intended that re-appointments under this section VIII(b) shall be rare, particularly if there are other available qualified volunteers and/or if the member is serving on another Committee per the section (c) exemption below. In each such re-appointment case, the re-appointment shall specifically reference this section of this Appointment Policy.

(c) Dual Committee Appointments

In general, individuals shall be limited to service on only one Committee at a time, especially in the case of a statutory or regulatory Committee and in cases where there are available qualified volunteers who are not currently serving on a Committee. However, the Appointing Authority may make exceptions for one of the following reasons (which will be documented during the nomination process):

1. By law or specific Committee charge, a Committee member serves as a representative on another Committee (e.g., the Board of Health representative on the Council on Aging), or serves on a joint Committee formed from other Committees.
2. The individual brings unique skills and/or experience not readily available from other volunteers or other public recruitment efforts

Notwithstanding these exceptions, no individual shall sit on more than three Committees or subcommittees at any point in time.

(d) Committee Transfers

In general, a member of one Committee shall only be considered for appointment to another Committee upon completion of the current Committee term of office.

(e) Eligibility for Appointment

All residents of the Town of Concord aged 18 and over are eligible for appointment, except the following:

1. Town employees whose service on a given Committee, in the judgment of the Appointing Authority, would create the appearance of a conflict of interest. Example: an employee of the Public Works Department should not be appointed to the Public Works Commission, but may, however, be appointed to the Council on Aging, Recreation Commission, or other Committee where appointment would not create an appearance of conflict.
2. The Town Manager, Concord Public School and CCRHS Administrators, and Town department heads (these individuals exert a significant influence over public policy by virtue of their positions but may be eligible for ad hoc Committees where such representation is required by the charge). Additionally, municipal officials may serve on a committee where their office is specified as a member by the committee charge.
3. Elected Municipal Officials (Select Board, School Committee members, Town Moderator, Housing Authority Commissioners), except that elected officials may serve on temporary, ad hoc Committees, working groups or task forces, or where there is a statutory requirement.

Relatives, spouses, or business associates of existing Committee members whose appointment, in the judgment of the Appointing Authority, would create the appearance of a concentration of power or viewpoint or a conflict of interest.

(f) Criteria for Selection

Actual appointments from the pool of applicants shall be made by the Appointing Authority on the basis of:

1. The level of applicant's interest in serving and interest in the work of the Committee;
2. The need for diversity on the Committee, taking into account the educational and professional background of the applicant, as well as the need for diversity among all committee members in terms of neighborhood representation, gender, age, and other demographic characteristics.
3. Special skills needed by a particular Committee. Each Committee's charge should identify relevant member skills, background and/or experience required to support their work.

(g) Residency

In most instances, Committee members should be residents of the Town of Concord. There may be occasional exceptions when an individual's unique skill or experience supports the appointment of a non-resident and would be beneficial to the Committee's work. Non-residents shall not be eligible for appointment to any Committee responsible for exercising statutory or regulatory authority.

In the event a Committee member becomes a resident of another community, the member or the Committee chair shall promptly notify the Appointing Authority. The Appointing Authority may, upon the request of the Committee chair, permit the non-resident member to continue to serve until the subsequent May 31, except in the case of statutory and regulatory Committees.

(h) Role of Committee in Appointments

Each Committee is expected to:

1. Encourage individuals to complete volunteer cards
2. State the qualifications they are looking for in appointments

3. Through the Committee Chair, make suggestions to the Appointing Authority on potential members

Committees may invite prospective members to attend meetings to familiarize themselves with the work of the Committee. Committees shall not make any representation to candidates concerning the likelihood of appointment, nor take any vote with respect to candidates.

(i) Selection Procedures

1. The Committee Chair and/or Clerk shall notify the Appointing Authority in writing as soon as a vacancy occurs, or if they are aware that there will be an upcoming vacancy in the next three months.
2. A notice will be prepared for public posting pursuant to the 1996 Town Meeting vote under Article #12.
3. No action will be taken on a vacancy for at least two weeks after the announcement of the vacancy.
4. For Select Board appointments, nominations shall be made at one Board meeting, and formal action will not be taken until a subsequent Board meeting.
5. For Town Manager appointments that are approved by the Select Board, the request for appointment shall be made at one Board meeting, and action on the request shall be taken not later than the next Board meeting.
- ~~5-6. For Town Manager appointments, no Select Board review is required. The Town Manager will notify the Committee chair and Select Board liaison of member appointments.~~
- 6-7. Except in unusual circumstances, the Appointing Authority shall endeavor to make appointments within two months of the announcement of a vacancy.

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(j) Orientation Procedure

Upon appointment, all Committee members shall present themselves at the Town Clerk's office in order to take the oath of office. The Town will provide the new Committee member with an informational packet referred to as the "Committee Handbook" which shall include: a copy of the Committee charge or relevant administrative code, and copies of the Open Meeting, Public Records, and Conflict of Interest laws.

It shall be the responsibility of the Committee chair to provide for the orientation of new members to familiarize them with the work of the Committee, current projects, and Town government operations in general as they may impact the Committee's work.

(k) Removal from Committees

As provided in the Town Charter, the Select Board may remove, after such hearing as the Select Board deem advisable, any Committee members appointed by the Board. Further, the Town Manager may remove any Committee member appointed by the Town Manager for cause, with or without a hearing. "Cause" shall include, for example, the repeated failure to attend Committee meetings, the commission of an ethical violation (as found by the State Ethics Commission) or a violation of the Open Meeting Law, as found by the Office of the Attorney General, if the Town Manager believes such action to be necessary to preserve public confidence in Town government.

IX. Conflicts with Law

In case of a conflict between any provision of this Appointment Policy and the laws of The Commonwealth of Massachusetts or the Town Charter, Massachusetts law or the Town Charter, as the case may be, shall take precedence.

Discussion and Vote: To Amend January 27, 2026 Minutes by adding an Addendum

Favorable Action is requested: Motion to amend January 27, 2026 minutes by adding the addendum as presented.

Presenter: Mark Howell, Chair

January 27, 2026 Meeting Minutes Addendum

The following is an addendum to the Minutes of the Town of Concord Select Board's January 27th, 2026 meeting minutes. These documents are added to the minutes by the Select Board on April 6th 2026. They are included to provide a more complete public record of the preparation of the proclamation that the Board approved during the meeting.

The board received the included Open Meeting Law Complaints and provided the included response to those complaints. This addendum was created to respond to those concerns.

The following materials can be found in this addendum:

1. The Open Meeting Law Complaints received by the Concord Select Board
2. The Response to the Complaints developed by the Board
3. The first draft of the Proclamation as originally distributed by board member Cameron Mckennitt and Town Manager Kerry Lafleur.
4. The email responses Ms. Lafleur received related to the first draft and any response chains that included more than one select board member.
5. The "proposed amendment" email, received from a third party by the whole board along with a copy of that attachment included.
6. Chair Howell's email to Ms. Reichman directing her to distribute the "proposed Amendment" email it along with the Nexus Document.
7. Any emails circulated among board members related to that "proposed amendment" distributions
8. Member Boehm's email to a citizen requesting talking points and that person's response and the subsequent distribution of that email to the Board.



The Commonwealth of Massachusetts
Office of the Attorney General
One Ashburton Place
Boston, Massachusetts 02108

OPEN MEETING LAW COMPLAINT FORM

Instructions for completing the Open Meeting Law Complaint Form

The Attorney General's Division of Open Government interprets and enforces the Open Meeting Law, Chapter 30A of the Massachusetts General Laws, Sections 18-25. Below is the procedure for filing and responding to an Open Meeting Law complaint.

Instructions for filing a complaint:

- o Fill out the attached two-page form completely and sign it. File the complaint with the public body within 30 days of the alleged violation. If the violation was not reasonably discoverable at the time it occurred, you must file the complaint within 30 days of the date the violation was reasonably discoverable. A violation that occurs during an open session of a meeting is reasonably discoverable on the date of the meeting.
- o To file the complaint:
 - o For a local or municipal public body, you must submit a copy of the complaint to the chair of the public body AND to the municipal clerk.
 - o For all other public bodies, you must submit a copy of the complaint to the chair of the public body.
 - o Complaints may be filed by mail, email, or by hand. Please retain a copy for your records.
- o If the public body does not respond within 14 business days and does not request an extension to respond, contact the Division for further assistance.

Instructions for a public body that receives a complaint:

- o The chair must disseminate the complaint to the members of the public body.
- o The public body must meet to review the complaint within 14 business days (usually 20-22 calendar days).
- o After review, but within 14 business days, the public body must respond to the complaint in writing and must send the complainant a response and a description of any action the public body has taken to address it. At the same time, the body must send the Attorney General a copy of the response. The public body may delegate this responsibility to its counsel or a staff member, but only after it has met to review the complaint.
- o If a public body requires more time to review the complaint and respond, it may request an extension of time for good cause by contacting the Division of Open Government.

Once the public body has responded to the complaint:

- o If you are not satisfied with that the public body's response to your complaint, you may file a copy of the complaint with the Division by mail, e-mail, or by hand, but only once you have waited for 30 days after filing the complaint with the public body.
- o When you file your complaint with the Division, please include the complaint form and all documentation relevant to the alleged violation. You may wish to attach a cover letter explaining why the public body's response does not adequately address your complaint.
- o The Division will not review complaints filed with us more than 90 days after the violation, unless we granted an extension to the public body or you can demonstrate good cause for the delay.

If you have questions concerning the Open Meeting Law complaint process, we encourage you to contact the Division of Open Government by phone at (617) 963-2540 or by e-mail at openmeeting@state.ma.us.



OPEN MEETING LAW COMPLAINT FORM

Office of the Attorney General
One Ashburton Place
Boston, MA 02108

Please note that all fields are required unless otherwise noted.

Your Contact Information:

First Name: John Last Name: Dilworth

Address: _____

City: Concord State: MA Zip Code: 01742

Phone Number: _____ Ext. _____

Email: _____

Organization or Media Affiliation (if any): _____

Are you filing the complaint in your capacity as an individual, representative of an organization, or media?

(For statistical purposes only)

Individual Organization Media

Public Body that is the subject of this complaint:

City/Town County Regional/District State

Name of Public Body (including city/town, county or region, if applicable): Concord Select Board

Specific person(s), if any, you allege committed the violation: Cameron McKennitt, Mark Howell, Kerry Lafleur

Date of alleged violation: 20-22 Jan 2026

Description of alleged violation:

Describe the alleged violation that this complaint is about. If you believe the alleged violation was intentional, please say so and include the reasons supporting your belief.

Note: This text field has a maximum of 3000 characters.

The Select Board of Concord was due to consider a Proclamation on Antisemitism on January 26 (subsequently postponed until January 27). They violated Open Meeting Law by making the following private deliberations beforehand (among others):

The first draft of the proclamation, prepared by Mr McKennitt with Ms Lafleur, was privately circulated by Ms Lafleur (on Mr Howell's suggestion) to the other members of the Select Board prior to public disclosure. As this draft represented the opinion of Mr McKennitt, sharing it with the whole Board prior to public disclosure constituted a private deliberation. Open Meeting Law is clear that members of a public body cannot use staff as proxies for deliberation.

Ms Lafleur solicited feedback to the draft and made edits based on that feedback before posting the proclamation in the meeting packet. This version was thus taken by Board members to represent their consensual view when shared in the public packet: Ms Lafleur referred to this in a subsequent email as "vetted," as did Mr Boehm, who also called it "de facto approved". Both used this supposed "vetted" status to argue against the acceptance of a later (also privately shared) amendment.

What action do you want the public body to take in response to your complaint?

Note: This text field has a maximum of 500 characters.

Because the inertial status of this original document as "vetted" clearly disrupted the normal course of deliberations, nullification of the vote endorsing the proclamation is the appropriate response.

As the IHRA definition of antisemitism was the only controversial aspect of this proclamation, it would be appropriate for the Board to subsequently endorse a version of the proclamation that simply omits any mention of this definition.

Review, sign, and submit your complaint

I. Disclosure of Your Complaint.

Public Record. Under most circumstances, your complaint, and any documents submitted with your complaint, is considered a public record and will be available to any member of the public upon request.

Publication to Website. As part of the Open Data Initiative, the AGO will publish to its website certain information regarding your complaint, including your name and the name of the public body. The AGO will not publish your contact information.


II. Consulting With a Private Attorney.

The AGO cannot give you legal advice and is not able to be your private attorney, but represents the public interest. If you have any questions concerning your individual legal rights or responsibilities you should contact a private attorney.

III. Submit Your Complaint to the Public Body.

The complaint must be filed first with the public body. If you have any questions, please contact the Division of Open Government by calling (617) 963-2540 or by email to openmeeting@state.ma.us.

By signing below, I acknowledge that I have read and understood the provisions above and certify that the information I have provided is true and correct to the best of my knowledge.

Signed: _____ 

Date: 2/27/26 _____

For Use By Public Body
Date Received by Public Body:

For Use By AGO
Date Received by AGO:

Description of alleged violation:

Describe the alleged violation that this complaint is about. If you believe the alleged violation was intentional, please say so and include the reasons supporting your belief.

Note: This text field has a maximum of 3000 characters.

The Select Board of Concord was due to consider a Proclamation on Antisemitism on January 27. A draft of this proclamation was published in a "Meeting Packet" on the town website on January 23. Chair Mark Howell subsequently violated Open Meeting Law in the following manner:

On January 26, Mr Howell proposed an amended version of the proclamation, using language suggested by Professor Ben Eidelson that limited the effect of the proclamation's endorsement of the IHRA definition of antisemitism. Mr Howell proposed this amended version to the whole board via Ms Reichman (Executive Assistant to the Select Board), who wrote: "In response the feedback [sic] on the proclamation that is enclosed in the packet, Chair Howell is proposing the following amended proclamation." This amended version was never posted as part of the meeting packet, and was never explicitly mentioned during the discussion portion of the meeting.

Open Meeting Law issues were implicitly raised with Mr Howell and Ms Reichman by Mr McKennitt: "Are we planning on publishing this in the meeting packet online[?]... some people in the public may voice concern over seeing this for the first time in the meeting itself". Ms Reichman replied simply, "I do not believe that I have been asked to include it in the meeting packet". Mr Howell had an opportunity here to correct the OML violation by making his proposed amendment public, and did not do so, so it is reasonable to assume the violation was intentional.

In the public meeting, it became clear that at least one member (Ms Rovelli) thought that this amended version was being discussed and voted on, while others clearly thought the original version was under discussion. During discussion, Ms Rovelli stated, "I think some of the modifications we made to the proclamation help add some clarity to the definition and I think that's very helpful to the community." After the vote affirming the proclamation, Ms Rovelli in her role as Clerk read aloud the text, and included a full paragraph of the Eidelson text before being interrupted by Mr Boehm and Mr McKennitt, who insisted this was not the version that had been accepted.

While Mr Howell had been clear at the start of discussion that the text being considered was the version "in the packet", this is where the amended text should have been by law, and Ms Rovelli was not to have assumed her colleague was breaking the law by not publicizing his amended version. While Mr Boehm had been informed that the original version would be discussed first, and Mr McKennitt had been informed that the amended version was not in the packet, Ms Rovelli and Ms Hartman do not appear to have been informed of either.

What action do you want the public body to take in response to your complaint?

Note: This text field has a maximum of 500 characters.

As this violation of Open Meeting Law undermined the deliberative process to such an extreme degree that Board members themselves were unaware which version they were discussing and voting on, the only suitable remedy is a nullification of the vote approving the proclamation.

The substance of this violation concerns the IHRA definition of antisemitism, so it would be appropriate for the Board to subsequently endorse a version of this proclamation that simply omits any mention of this definition.

Review, sign, and submit your complaint

I. Disclosure of Your Complaint.

Public Record. Under most circumstances, your complaint, and any documents submitted with your complaint, is considered a public record and will be available to any member of the public upon request. However, the Attorney General's Office will not disclose your address, phone number or email address in response to a public records request.

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By signing below, I acknowledge that I have read and understood the provisions above and certify that the information I have provided is true and correct to the best of my knowledge.

Signed: _____ 

Date: 2/23/26

For Use By Public Body
Date Received by Public Body:

For Use By AGO
Date Received by AGO:



OPEN MEETING LAW COMPLAINT FORM

Office of the Attorney General
One Ashburton Place
Boston, MA 02108

Your Contact Information:

First Name: John Last Name: Dilworth

Address: _____

City: Concord State: MA Zip Code: 01742

Phone Number: _____

Email: _____

Organization or Media Affiliation (if any): _____

Are you filing the complaint in your capacity as an individual, representative of an organization, or media?

(For statistical purposes only)

Individual Organization Media

Public Body that is the subject of this complaint:

City/Town County Regional/District State

Name of Public Body (including city/town, county or region, if applicable): Concord Select Board

Specific person(s), if any, you allege committed the violation: Paul Boehm

Date of alleged violation: 26-27 January 2026

Description of alleged violation:

Describe the alleged violation that this complaint is about. If you believe the alleged violation was intentional, please say so and include the reasons supporting your belief.

Note: This text field has a maximum of 3000 characters.

The Select Board of Concord was due to consider a Proclamation on Antisemitism on January 27. A draft had been published on the town website on January 23. On January 26 Chair Mark Howell privately proposed an amendment using language suggested by Professor Ben Eidelson that limited the effect of the proclamation's endorsement of the IHRA definition of antisemitism (this is the subject of a separate complaint against Mr Howell). Mr Boehm subsequently violated Open Meeting Law in the following manner:

Mr Boehm contacted a representative of Concord Carlisle Against Antisemitism (who had lobbied for this endorsement of the IHRA definition), to solicit counterarguments to free speech concerns that had been expressed alongside Prof Eidelson's proposed text. Mr Boehm then forwarded CCAA's reply to the whole board. He included an explicit declaration of his support for the originally drafted document: "As you know I fully support the proposed proclamation and have had a hand in its development."

Mr Boehm contacted Mr Howell and Mr McKennitt, on Jan 26 and 27, in separate emails, to express his opposition to the amended proclamation. He included similar arguments to both: that the original draft, published to the town's website 3-4 days earlier on Jan 23, had the "overwhelming support" of the local Jewish community; and that the original draft had been "vetted" through a collaborative editing process (which is itself the subject of another complaint). Mr Boehm's emails constituted a form of serial communication of his opinions, and thus a private deliberation among a quorum (3) of the Select Board's members.

Mr Boehm also wrote to Mr McKennitt: "There has been a lot of offline discussion. Give me a call if you want to discuss." This suggests there may have been further deliberations, before and after this email, that took place by phone and thus are not discoverable as public records.

What action do you want the public body to take in response to your complaint?

Note: This text field has a maximum of 500 characters.

The appropriate remedy for the private email deliberations is the Select Board releasing all relevant correspondence to the public (suitably redacted to remove the name of the private individual with whom Mr Boehm corresponded).

Mr Boehm should sign an affidavit to the effect that he did not use phone conversations (text or call) to deliberate privately with other members of the Select Board on this proclamation.

Review, sign, and submit your complaint

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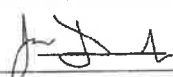
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Signed: _____ 

Date: 2/23/26

For Use By Public Body
Date Received by Public Body:

For Use By AGO
Date Received by AGO:



Town of Concord

Select Board

22 Monument Square

P.O. Box 535

Concord, Massachusetts 01742-0535

Tel: (978) 318-3000

Fax: (978) 318-3093

March 13, 2026

John Dilworth
37 Hubbard Street
Concord, MA 01742

RE: Response to OML Complaints

Dear Mr. Dilworth;

The Select Board met on March 10, 2026 to review three OML Complaints received on February 23, 2026 regarding the development of a proclamation by the Select Board culminating on January 27, 2026. The Board subsequently met on March 12, 2026 to review and approve this response. The complaints are referenced as they are ordered in those meeting packets.

In response to the first complaint, the board finds that in the course of sharing a draft of the proclamation document that was being prepared for the meeting there was an inadvertent and unintentional violation of the Open Meeting Law related to the circulation of comments back to the Select Board. The Select Board intends to disclose the relevant emails and amend the minutes of the January 27, 2026 meeting to include those emails. A draft of the revised minutes will be developed and distributed for approval by the Select Board at the March 23, 2026 meeting.

In reviewing the first complaint in the March 10, 2026 meeting, Chair Howell noted: "Our normal practice, of course, is to review drafts at meetings and then submit edits or changes, discuss potential changes, and then bring the final to another meeting. In this case, we didn't do that, and I think that it's... it's very fair to say that one of the concerns here is that we put ourselves under a time constraint, and therefore, acted in ways that are against our normal practice." As a matter of practice, draft and final versions of documents to be discussed by the board at meetings are published in the "Meeting Documents" section of the Select Board's webpage.

The second complaint references the distribution of a proposed alternate version of the proclamation (referred to as an "amendment") that was prepared by a third party and sent via email to the Select Board. Chair Howell re-distributed the proposed alternative, indicating via email to staff that it should be distributed with an additional document that was referenced in the proposed alternate but not attached.

The full text of that instruction is included here:

“I am inclined to propose to the board that we consider adopting this modified version of the Proclamation with the additional modification that you made to the last paragraph added. Can you prepare that and distribute it? Also, since it references the “Nexus Document” as an alternative to the IHRA definition. Let’s distribute that as well. I’m attaching it. “

Note, that the “additional modification that you made to the last paragraph added” refers simply to changing the date of the proclamation since the meeting had been rescheduled from January 26 to January 27 due to a major snowstorm.

Although the intention of Chair Howell was to provide relevant material to enable the Board members to consider the alternate version, the phrasing does imply support for the alternative and should not have been in a directive to distribute meeting materials to a quorum. This implication was unintended and did cause confusion. A partial remedy was proposed at the time by a member of the Select Board, to include the proposed alternative in the meeting materials packet. However, Chair Howell did not direct staff to do this, which was an error. To correct this, these documents and the related emails will also be included in the revised minutes of the meeting.

The third complaint relates to other email communications by a member related to consideration of the alternative version discussed in complaint two. There are two parts to this complaint. In the first part the forwarding of an email from a community member, Ms. Jodi Sperber to the Select Board is considered in the complaint as a violation of OML.

Select Board member Boehm had solicited advice from Ms. Sperber and after receipt of her reply, asked staff, with Ms. Sperber’s permission, to forward her message to the other members of the Select Board. In doing so staff inadvertently sent the entire email string to the Select Board, which included Mr. Boehm’s private comments to Ms. Sperber. In asking staff to forward the message, Mr. Boehm’s sole intent was to share Ms. Sperber’s comments, and not his private comments to Ms. Sperber. Instead, his comments and private opinions were shared inadvertently with the other Select Board members. In this instance Mr. Boehm should have been clearer in his request of staff.

The second part the complaint mentions two emails, one to Chair Howell and the other to Select Board Member McKennitt. Though focused on a similar topic – the late introduction of an alternative version written by a 3rd party and introduced by Mr. Howell to the Board via staff – the messages differ in their content and intent. However, in both emails Mr. Boehm did share with Mr. Howell and Mr. McKennitt his opinion that the version drafted by Mr. McKennitt and Town Manager Lafleur, did have “overwhelming support from Concord’s Jewish community”. This correspondence occurred in a fast-moving dynamic environment during which the Select Board continued to receive daily correspondence from community members. Nevertheless, the sharing of this opinion to two other Board members outside of a public meeting was unintentional and careless and could be construed as sharing an opinion with a quorum of Select Board members.

Finally, the reference in the email to Mr. McKennitt of “a lot of offline discussion” was referring to community messaging and conversations and not to Select Board conversations or messaging. Mr. Boehm states that to the best of his knowledge all relevant emails have been provided by the Town Archivist in response to Mr. Dilworth’s original Public Records Request and that Mr. Boehm did not use phone conversations (text or call) to deliberate privately with other members of the Select Board on this proclamation.

As with the other two complaints, the Select Board proposes to resolve this complaint through renewed focus on compliance with Open Meeting Law restrictions on email content and communications, taking additional care in the composition of message necessary for meeting preparation. As well as publishing the relevant email communications as part of the revised minutes of the January 27, 2026 meeting.

In its review of the complaint at a public meeting on March 10, 2026, the board recognizes there has been significant feedback related and that the intent in including a reference to the IHRA definition to antisemitism in the proclamation of January 27, 2026 may have been unclear. Therefore, the board declared that it intends to schedule a public discussion of the purpose of that reference with an expectation that a clarifying statement or action may be taken at a future meeting. The Chair has proposed that as an agenda item for the April 13, 2026 meeting. The item will be noticed as "Discussion of the reference to the IHRA definition of antisemitism in the January 27, 2026 Select Board proclamation."

Sincerely,

A handwritten signature in black ink, appearing to read "Mark L. Howell".

Mark L. Howell
Chair, Select Board

Cc: Office of Attorney General, Division of Open Government

From: "Kerry Lafleur" <klafleur@concordma.gov>
Sent: Tue, 20 Jan 2026 22:04:45 +0000
To: "Mark Howell" <markhowell@concordma.gov>; "Wendy Rovelli" <wrovelli@concordma.gov>; "Mary Hartman" <mhartman@concordma.gov>; "Cameron McKennitt" <cmckennitt@concordma.gov>; "Paul Boehm" <pboehm@concordma.gov>
Cc: "Kristin Reichman" <kreichman@concordma.gov>; "Matthew Boiteau" <mboiteau@concordma.gov>; "Kerry Lafleur" <klafleur@concordma.gov>
Subject: FW: DRAFT PROCLAMATION: Antisemitism/ IDHR Definition
Attachments: Antisemitism Proclamation 2026, inc. IDHR adoption.docx

Good afternoon, all-

At last week's meeting, Cameron and I volunteered to draft a proclamation affirming the Town's commitment to oppose antisemitism. There was a further request to also consider adoption of the IDHR definition of antisemitism, <https://holocaustremembrance.com/resources/working-definition-antisemitism>. Some members of the community have expressed some level of concern that this working definition limits freedom of speech.

In working through this draft, we each did our own independent research, and then also reviewed recent action by various communities (Acton, Westford, Millis, Sudbury, and Sharon,) recommended to us as good models. After discussion, Cameron and I have come up with the attached draft proclamation which does incorporation adoption of the IDHR definition but does not embed the definition within the proclamation.

The draft was shared with Mark earlier today, and he has asked that it now be shared with you. If you have questions, comments or other feedback, please direct to me (alone) to avoid any issue with the OML.

Kerry A. Lafleur (she, her)

Town Manager

Town of Concord

klafleur@concordma.gov

(978) 318-3000

Concord250, Still heard round the world: <https://visitconcord.org/concord-250/>
#YouBelongInConcord

From: "Kerry Lafleur" <klafleur@concordma.gov>
Sent: Tue, 20 Jan 2026 22:12:16 +0000
To: "Mark Howell" <markhowell@concordma.gov>; "Wendy Rovelli" <wrovelli@concordma.gov>; "Mary Hartman" <mhartman@concordma.gov>; "Cameron McKennitt" <cmckennitt@concordma.gov>; "Paul Boehm" <pboehm@concordma.gov>
Cc: "Kristin Reichman" <kreichman@concordma.gov>; "Mark Howell" <markhowell@concordma.gov>; "Kerry Lafleur" <klafleur@concordma.gov>
Subject: FW: DRAFT PROCLAMATION: Antisemitism/ IDHR Definition
Attachments: Antisemitism Proclamation 2026, inc. IDHR adoption.docx

Resending due to a potential email glitch! Same attachment.

From: Kerry Lafleur
Sent: Tuesday, January 20, 2026 5:05 PM
To: Mark Howell <markhowell@concordma.gov>; Wendy Rovelli <wrovelli@concordma.gov>; Mary Hartman <mhartman@concordma.gov>; Cameron McKennitt <cmckennitt@concordma.gov>; Paul Boehm <pboehm@concordma.gov>
Cc: Kristin Reichman <kreichman@concordma.gov>; Matthew Boiteau <mboiteau@concordma.gov>; Kerry Lafleur <klafleur@concordma.gov>
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In working through this draft, we each did our own independent research, and then also reviewed recent action by various communities (Acton, Westford, Millis, Sudbury, and Sharon,) recommended to us as good models. After discussion, Cameron and I have come up with the attached draft proclamation which does incorporation adoption of the IDHR definition but does not embed the definition within the proclamation.

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COMMONWEALTH OF MASSACHUSETTS

TOWN OF CONCORD

SELECT BOARD

PROCLAMATION

AFFIRMING THE TOWN OF CONCORD'S COMMITMENT TO OPPOSING ANTISEMITISM, ADOPTING THE IHRA WORKING DEFINITION OF ANTISEMITISM, AND PROMOTING A WELCOMING AND INCLUSIVE COMMUNITY

WHEREAS, Antisemitism- prejudice, hatred, or discrimination against Jewish people, has existed for centuries and continues to cause harm to individuals and communities; and

WHEREAS, The Jewish community has long been and remains an important part of the Town of Concord's civic, cultural, educational, and religious life; and

WHEREAS, Discrimination, intimidation, and harassment on the basis of religion, ethnicity, ancestry, or identity undermine public safety, erode community trust, and are incompatible with the Town's values; and

WHEREAS, Acts of antisemitism, including hateful rhetoric, intimidation, vandalism, and violence, have increased in many communities and cause real harm and fear among Jewish residents; and

WHEREAS, The Town of Concord has recently experienced acts of antisemitism, including swastika graffiti on school grounds and vandalism of a private memorial honoring victims of the October 7, 2023 attacks, which have caused distress and concern within the community; and

WHEREAS, The Town of Concord believes that all residents and visitors should be able to live, work, learn, and participate in community life free from discrimination or hostility; and

WHEREAS, In moments when members of the community express concern about antisemitism, clarity and leadership from elected officials matters; and

WHEREAS, The International Holocaust Remembrance Alliance has developed a working definition of antisemitism that has been adopted by governments and municipalities as a tool to help recognize and understand antisemitism in its various forms;

NOW, THEREFORE, We, the Select Board of the Town of Concord, Massachusetts, on behalf of Concord's employees, committees, community partners, and residents, do hereby condemn antisemitism in all its forms and reaffirm our commitment to foster a welcoming and inclusive community where all people, regardless of faith, background, or identity, are treated with dignity and respect.

For purposes of education, awareness, and recognition, the Select Board hereby adopts the International Holocaust Remembrance Alliance (IHRA) working definition of antisemitism, with the understanding that

this adoption does not create new legal standards, enforcement authority, or limitations on constitutionally protected speech.

We further encourage education and awareness to help residents recognize and reject antisemitism and other forms of hate, and we encourage anyone who experiences or witnesses harassment, threats, or suspected hate incidents to report such matters to the appropriate authorities.

Proclaimed this 26th day of January, 2026, in advance of International Holocaust Remembrance Day, a time to honor the memory of the six million Jewish people murdered in the Holocaust and to reaffirm the responsibility of all communities to confront antisemitism and hatred in all its forms.

CONCORD SELECT BOARD

From: "Paul Boehm" <pboehm@concordma.gov>
Sent: Wed, 21 Jan 2026 01:49:06 +0000
To: "Kerry Lafleur" <klafleur@concordma.gov>
Subject: Re: DRAFT PROCLAMATION: Antisemitism/ IDHR Definition

Kerry (and Cameron),

Really well done. The only important edit/addition that I would offer is as follows:

WHEREAS, Acts of antisemitism, including **demonizing or stereotypical allegations**, hateful rhetoric, intimidation, vandalism, and violence, have increased in many communities and cause real harm and fear among Jewish residents; and..,

Thanks! Look forward to discussing on Monday.

Paul

Paul D. Boehm

Town of Concord, MA

Select Board

From: Kerry Lafleur <klafleur@concordma.gov>

Sent: Tuesday, January 20, 2026 5:12 PM

To: Mark Howell <markhowell@concordma.gov>; Wendy Rovelli <wrovelli@concordma.gov>;

Mary Hartman <mhartman@concordma.gov>; Cameron McKennitt

<cmckennitt@concordma.gov>; Paul Boehm <pboehm@concordma.gov>

Cc: Kristin Reichman <kreichman@concordma.gov>; Mark Howell

<markhowell@concordma.gov>; Kerry Lafleur <klafleur@concordma.gov>

Subject: FW: DRAFT PROCLAMATION: Antisemitism/ IDHR Definition

Resending due to a potential email glitch! Same attachment.

From: Kerry Lafleur

Sent: Tuesday, January 20, 2026 5:05 PM

To: Mark Howell <markhowell@concordma.gov>; Wendy Rovelli <wrovelli@concordma.gov>;

Mary Hartman <mhartman@concordma.gov>; Cameron McKennitt

<cmckennitt@concordma.gov>; Paul Boehm <pboehm@concordma.gov>

Cc: Kristin Reichman <kreichman@concordma.gov>; Matthew Boiteau

<mboiteau@concordma.gov>; Kerry Lafleur <klafleur@concordma.gov>

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From: "Wendy Rovelli" <wrovelli@concordma.gov>
Sent: Wed, 21 Jan 2026 14:50:50 +0000
To: "Kerry Lafleur" <klafleur@concordma.gov>
Subject: Re: DRAFT PROCLAMATION: Antisemitism/ IDHR Definition

I think this looks great and I agree we don't need to incorporate the specific definition. Some people raised the need for a resolution vs. a proclamation, but I think the proclamation is in keeping with our practices and achieves the same public goal.

From: Kerry Lafleur <klafleur@concordma.gov>
Sent: Tuesday, January 20, 2026 5:12 PM
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Cc: Kristin Reichman <kreichman@concordma.gov>; Mark Howell <markhowell@concordma.gov>; Kerry Lafleur <klafleur@concordma.gov>
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Kerry A. Lafleur (she, her)

Town Manager

Town of Concord

klafleur@concordma.gov

(978) 318-3000

Concord250, Still heard round the world: <https://visitconcord.org/concord-250/>

#YouBelongInConcord

From: "Kerry Lafleur" <klafleur@concordma.gov>
Sent: Wed, 21 Jan 2026 15:43:52 +0000
To: "Cameron McKennitt" <cmckennitt@concordma.gov>
Cc: "Kerry Lafleur" <klafleur@concordma.gov>
Subject: FW: DRAFT PROCLAMATION: Antisemitism/ IDHR Definition
Attachments: Antisemitism Proclomation 2026, inc. IDHR adoption.docx

Are you amenable to adding the language below, suggested by Paul? This would be in the 4th WHEREAS clause.

Kerry

From: Paul Boehm <pboehm@concordma.gov>
Sent: Tuesday, January 20, 2026 8:49 PM
To: Kerry Lafleur <klafleur@concordma.gov>
Subject: Re: DRAFT PROCLAMATION: Antisemitism/ IDHR Definition

Kerry (and Cameron),

Really well done. The only important edit/addition that I would offer is as follows:

WHEREAS, Acts of antisemitism, including **demonizing or stereotypical allegations**, hateful rhetoric, intimidation, vandalism, and violence, have increased in many communities and cause real harm and fear among Jewish residents; and..,

Thanks! Look forward to discussing on Monday.

Paul

Paul D. Boehm
Town of Concord, MA
Select Board

From: Kerry Lafleur <klafleur@concordma.gov>
Sent: Tuesday, January 20, 2026 5:12 PM
To: Mark Howell <markhowell@concordma.gov>; Wendy Rovelli <wrovelli@concordma.gov>; Mary Hartman <mhartman@concordma.gov>; Cameron McKennitt <cmckennitt@concordma.gov>; Paul Boehm <pboehm@concordma.gov>
Cc: Kristin Reichman <kreichman@concordma.gov>; Mark Howell <markhowell@concordma.gov>; Kerry Lafleur <klafleur@concordma.gov>
Subject: FW: DRAFT PROCLAMATION: Antisemitism/ IDHR Definition

Resending due to a potential email glitch! Same attachment.

From: Kerry Lafleur
Sent: Tuesday, January 20, 2026 5:05 PM
To: Mark Howell <markhowell@concordma.gov>; Wendy Rovelli <wrovelli@concordma.gov>; Mary Hartman <mhartman@concordma.gov>; Cameron McKennitt <cmckennitt@concordma.gov>; Paul Boehm <pboehm@concordma.gov>
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From: "Kerry Lafleur" <klafleur@concordma.gov>
Sent: Wed, 21 Jan 2026 15:46:06 +0000
To: "Paul Boehm" <pboehm@concordma.gov>
Cc: "Kerry Lafleur" <klafleur@concordma.gov>
Subject: RE: DRAFT PROCLAMATION: Antisemitism/ IDHR Definition

Thanks for your feedback, Paul. I'm making a quick check in with Cameron to see if we can just include your edit below to the existing draft now, versus via any discussion at the meeting on Monday.

From: Paul Boehm <pboehm@concordma.gov>
Sent: Tuesday, January 20, 2026 8:49 PM
To: Kerry Lafleur <klafleur@concordma.gov>
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From: "Cameron McKennitt" <cmckennitt@concordma.gov>
Sent: Wed, 21 Jan 2026 21:22:04 +0000
To: "Kerry Lafleur" <klafleur@concordma.gov>
Subject: Re: DRAFT PROCLAMATION: Antisemitism/ IDHR Definition

Kerry,

I am fine with Paul's add. In looking through it online, these words are often included in antisemitism examples.

Cameron

From: Kerry Lafleur <klafleur@concordma.gov>
Sent: Wednesday, January 21, 2026 10:43 AM
To: Cameron McKennitt <cmckennitt@concordma.gov>
Cc: Kerry Lafleur <klafleur@concordma.gov>
Subject: FW: DRAFT PROCLAMATION: Antisemitism/ IDHR Definition

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Town Manager

Town of Concord

klafleur@concordma.gov

(978) 318-3000

Concord250, Still heard round the world: <https://visitconcord.org/concord-250/>

From: "Mahreen Hoda" <Redacted - Exemption C (Privacy)>
Sent: Sun, 25 Jan 2026 15:26:07 -0500
To: "" <markhowell@concordma.gov>,"
<wrovelli@concordma.gov>; "" <pboehm@concordma.gov>,"
<mhartman@concordma.gov>; "" <cmckennitt@concordma.gov>,"
<mhowell@concordma.gov>; "markhowell@concordma.gov"
<markhowell@concordma.gov>; "cmckennitt@concordma.gov"
<cmckennitt@concordma.gov>; "pboehm@concordma.gov"
<pboehm@concordma.gov>
Cc: "ECE TURNATOR" <Redacted - Exemption C (Privacy) """"
<kreichman@concordma.gov>
Subject: Request regarding Proclamation
Attachments: Select Board Antisemitism Proclamation Amdt.pdf, Select
Board Antisemitism Proclamation Amdt.docx

You don't often get email from Redacted - Exemption C (Privacy) [Learn why this is important](#)

Dear Select Board Members Howell, Rovelli, Boehm, Hartman and McKennitt:

Regarding the Proclamation that is on the 1/27 agenda, please see below the letter and proposed amendment from Benjamin Eidelson, Professor of Law at Harvard University. Prof. Eidelson is a constitutional law and antidiscrimination law expert. His credentials are summarized here: <https://hls.harvard.edu/faculty/benjamin-eidelson/>

Prof. Eidelson kindly reviewed the draft Proclamation at our request. He notes that the IHRA definition has been abused in the past, and proposes an amendment that retains the original content but adds language similar to that used by the Massachusetts Special Commission on Combatting Antisemitism in their final report.

We remain concerned that the IHRA definition chills speech about Palestinian human rights, and is too readily abused to censor and punish discussion of Israel's policies. We therefore think that it will have a detrimental effect on dialogue, and should not be referenced in the town's proclamation. However, we understand that the Board believes that the IHRA definition is a tool in recognizing and understanding antisemitism.

Prof. Eidelson's proposed amendments balance the town's embrace of the IHRA definition with clarifying language about its use. We respectfully request that the Board discuss and incorporate Prof Eidelson's amendments.

Best regards,
Ece Turnator, Cambridge Turnpike, Concord
Mahreen Hoda, Oak Knoll Rd., Carlisle

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

From: **Eidelson, Benjamin** <beidelson@law.harvard.edu>

Date: Sat, Jan 24, 2026 at 9:39 AM

Subject: IHRA proclamation

To: Redacted - Exemption C (Privacy) <Redacted - Exemption C (Privacy)>

Dear Mahreen,

You asked for my reactions to the Concord Select Board's draft proclamation adopting the IHRA definition of antisemitism, in light of concerns about how such measures have sometimes had the effect of "chilling" (even if not formally censoring) constitutionally protected speech, or enabling bad-faith actors to weaponize accusations of antisemitism against critics of Israel.

With those concerns in mind, I've taken the liberty of drafting an amendment that you might propose or the Select Board might consider (see attached). The amendment preserves all of the original content but adds certain clarifications to provide reassurance to community members who are understandably concerned by how the IHRA definition has been used and abused in other settings. (To take one example: just a couple days ago, unsealed documents confirmed that Rûmeysa Öztürk, a Tufts grad student, had her visa revoked based on an op-ed criticizing Israel—which the administration deemed to "creat[e] a hostile environment for Jewish students," apparently based on President Trump's executive order adopting the IHRA definition.)

One point about the amendment worth highlighting is that these clarifications track the approach taken by both the Massachusetts Special Commission on Combating Antisemitism and the U.S. National Strategy to Counter Antisemitism. The authors of both reports thought it important to pair their adoption or acknowledgment of the IHRA definition with these reassurances, so it's hard to see why Concord wouldn't do the same, and I think it would send a somewhat troubling message if Concord chose to omit them.

In general, I'm skeptical of campaigns to formally "adopt" definitions of antisemitism, for the same reasons voiced by the Massachusetts Special Commission: however their literal texts are best interpreted, they have "become a lightning rod and litmus test" and end up getting exploited to "raise fears, engender animosity, and create division." Still, I'd hope that an amendment along these lines might cut against that divisiveness and enable the proclamation to function as the kind of affirmation of broadly shared community values that it is clearly meant to be.

Best wishes,

Ben Eidelson

Benjamin Eidelson

Professor of Law

Harvard Law School

<https://hls.harvard.edu/faculty/benjamin-eidelson/>

COMMONWEALTH OF MASSACHUSETTS
TOWN OF CONCORD
SELECT BOARD

PROCLAMATION

**AFFIRMING THE TOWN OF CONCORD'S COMMITMENT TO OPPOSING
ANTISEMITISM, ADOPTING THE IHRA WORKING DEFINITION OF
ANTISEMITISM, AND PROMOTING A WELCOMING AND INCLUSIVE
COMMUNITY**

WHEREAS, Antisemitism- prejudice, hatred, or discrimination against Jewish people, has existed for centuries and continues to cause harm to individuals and communities; and

WHEREAS, The Jewish community has long been and remains an important part of the Town of Concord's civic, cultural, educational, and religious life; and

WHEREAS, Discrimination, intimidation, and harassment on the basis of religion, ethnicity, ancestry, or identity undermine public safety, erode community trust, and are incompatible with the Town's values; and

WHEREAS, Acts of antisemitism, including demonizing or stereotypical allegations, hateful rhetoric, intimidation, vandalism, and violence, have increased in many communities and cause real harm and fear among Jewish residents; and

WHEREAS, The Town of Concord has recently experienced acts of antisemitism, including swastika graffiti on school grounds and vandalism of a private memorial honoring victims of the October 7, 2023 attacks, which have caused distress and concern within the community; and

WHEREAS, The Town of Concord believes that all residents and visitors should be able to live, work, learn, and participate in community life free from discrimination or hostility; and

WHEREAS, In moments when members of the community express concern about antisemitism, clarity and leadership from elected officials matters; and

WHEREAS, The International Holocaust Remembrance Alliance (IHRA) has developed a working definition of antisemitism that has been adopted by governments and municipalities as a tool to help recognize and understand antisemitism in its various forms; and

WHEREAS,

The Massachusetts Special Commission on Combating Antisemitism has advised that “[t]hose consulting IHRA . . . should understand that its examples should not be taken as *per se* antisemitism”; and

WHEREAS,

Both the Massachusetts Special Commission and the U.S. National Strategy to Counter Antisemitism paired their embraces of the IHRA definition with a statement that they also “welcome[] and appreciate[] the Nexus Document,” which elaborates on the definition of antisemitism and warns that “[u]sing accusations of antisemitism as a tool to suppress criticism of Israel is dangerous on many levels,” including because it “distracts attention from bona fide antisemitism”;

**NOW,
THEREFORE,**

We, the Select Board of the Town of Concord, Massachusetts, on behalf of Concord’s employees, committees, community partners, and residents, do hereby condemn antisemitism in all its forms and reaffirm our commitment to foster a welcoming and inclusive community where all people, regardless of faith, background, or identity, are treated with dignity and respect.

For purposes of education, awareness, and recognition, the Select Board hereby joins with the Massachusetts Special Commission on Combating Antisemitism in both “embrac[ing]” the International Holocaust Remembrance Alliance (IHRA) working definition of antisemitism and also affirming that we “welcome[] and appreciate[]” the Nexus Document. We embrace these definitional tools with the understanding that their adoption does not create new legal standards, enforcement authority, or limitations on constitutionally protected speech.

We further encourage education and awareness to help residents recognize and reject antisemitism and other forms of hate, and we encourage anyone who experiences or witnesses harassment, threats, or suspected hate incidents to report such matters to the appropriate authorities.

Proclaimed this 26th day of January, 2026, in advance of International Holocaust Remembrance Day, a time to honor the memory of the six million Jewish people murdered in the Holocaust and to reaffirm the responsibility of all communities to confront antisemitism and hatred in all its forms.



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TOWN OF CONCORD
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CONCORD SELECT BOARD

From: "Mark Howell" <markhowell@concordma.gov>
Sent: Mon, 26 Jan 2026 17:33:18 +0000
To: "Kristin Reichman" <kreichman@concordma.gov>
Subject: FW: Request regarding Proclamation
Attachments: Select Board Antisemitism Proclamation Amdt.pdf, Select Board Antisemitism Proclamation Amdt.docx, Nexus-Document-10-10-24.pdf

I am inclined to propose to the board that we consider adopting this modified version of the Proclamation with the additional modification that you made to the last paragraph added.

Can you prepare that and distribute it? Also, since it references the "Nexus Document" as an alternative to the IHRA definition. Let's distribute that as well. I'm attaching it.

Mark

From: Mark Howell <markhowell@concordma.gov>
Date: Monday, January 26, 2026 at 12:10 PM
To: Kristin Reichman <kreichman@concordma.gov>
Subject: FW: Request regarding Proclamation

Correspondence

From: Mahreen Hoda <Redacted - Exemption C (Privacy)>
Date: Sunday, January 25, 2026 at 3:26 PM
To: Mark Howell <markhowell@concordma.gov>, Wendy Rovelli <wrovelli@concordma.gov>, Paul Boehm <pboehm@concordma.gov>, Mary Hartman <mhartman@concordma.gov>, Cameron McKennitt <cmckennitt@concordma.gov>, Mark Howell <markhowell@concordma.gov>
Cc: ECE TURNATOR <Redacted - Exemption C (Privacy)> Kristin Reichman <kreichman@concordma.gov>
Subject: Request regarding Proclamation

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The Nexus Document

Understanding Antisemitism at its Nexus with Israel and Zionism

This definition of antisemitism, and the examples that follow, derive from a [White Paper](#) drafted by the Nexus Task Force, which examines the issues at the nexus of antisemitism and Israel in American politics. The definition is designed as a guide for policymakers and community leaders as they grapple with the complexities at the intersection of Israel and antisemitism.

Antisemitism consists of anti-Jewish beliefs, attitudes, actions or systemic conditions. It includes negative beliefs and feelings about Jews, hostile behavior directed against Jews (because they are Jews), and conditions that discriminate against Jews and significantly impede their ability to participate as equals in political, religious, cultural, economic, or social life.

As an embodiment of collective Jewish organization and action, Israel is a magnet for and a target of antisemitic behavior. Thus, it is important for Jews and their allies to understand what is and what is not antisemitic in relation to Israel.

What is Antisemitic?

1. All claims of antisemitism made by Jews, like all claims of discrimination and oppression in general, should be given serious attention.
2. Whether speech or conduct about Zionism and Israel is antisemitic should be based on the standards for speech or conduct that apply to antisemitic behavior in general.
3. It is antisemitic to promote myths, stereotypes or attitudes about Zionism and/or Israel that derive from and/or reinforce antisemitic accusations and tropes. These include:
 - a. Characterizing Israel as being part of a sinister world conspiracy of Jewish control of the media, economy, government or other financial, cultural or societal institutions.
 - b. Indiscriminately blaming suffering and injustices around the world on a hidden Jewish conspiracy or of being the maligning hand of Israel or Zionism.
 - c. Holding individuals or institutions, because they are Jewish and *a priori* culpable of real or imagined wrongdoing committed by Israel.
 - d. Considering Jews to be *a priori* incapable of setting aside their loyalty to the Jewish people and/or Israel.
 - e. Denigrating or denying the Jewish identity of certain Jews because they are perceived as holding the "wrong" position (whether too critical or too favorable) on Israel.



4. It is antisemitic to use symbols and images that present all Jews as collectively guilty for the actions of the State of Israel.
5. It is antisemitic to attack and/or physically harm a Jew because of her/his relationship to Israel.
6. It is antisemitic to convey intense hostility toward Jews who are connected to Israel in a way that intentionally or irresponsibly (acting with disregard to potential violent consequences) provokes antisemitic violence.
7. It is antisemitic to treat Israel in a negative manner based on a claim that Jews alone should be denied the right to define themselves as a people and/or to exercise any form of self-determination.
8. It is antisemitic to advocate a political solution that denies Jews the right to define themselves as a people, thereby denying them — because they are Jews — the right to self-determination and/or to deny them the right to physical safety and full human, civil, and religious rights.
9. It is antisemitic to treat Israel differently solely because it is a Jewish state, using standards different than those applied to other countries.

What is Not Antisemitic?

1. As a general rule, criticism of Zionism and Israel, opposition to Israel's policies, or nonviolent political action directed at the State of Israel and/or its policies should not, as such, be deemed antisemitic.
2. Using accusations of antisemitism as a tool to suppress criticism of Israel is dangerous on many levels. It distracts attention from *bona fide* antisemitism, infringes on the principle of freedom of expression, and militates against constructive dialogue and debate among people with differing opinions.
3. Even contentious, strident, or harsh criticism of Israel for its policies and actions, including those that led to the creation of Israel, is not *per se* illegitimate or antisemitic.
4. Opposition to Zionism and/or Israel does not necessarily reflect specific anti-Jewish animus nor purposefully lead to antisemitic behaviors and conditions. (For example, someone might oppose the principle of nationalism or ethnonationalist ideology. Similarly, someone's personal or national experience may have been adversely affected by the creation of the State of Israel. These motivations or attitudes toward Israel and/or Zionism do not necessarily constitute antisemitic behavior.)
5. Paying disproportionate attention to Israel and treating Israel differently than other countries is not *prima facie* proof of antisemitism. (There are numerous reasons for devoting special attention to Israel and treating Israel differently, e.g., some people care about Israel more; others may pay more attention because Israel has a special relationship with the United States and receives \$4 billion in American aid).

The Nexus Task Force is affiliated with the [Center for the Study of Hate](#) at Bard College. The White Paper was published in December 2020. The Nexus Document was published in February 2021 and updated in June 2024.

COMMONWEALTH OF MASSACHUSETTS
TOWN OF CONCORD
SELECT BOARD

PROCLAMATION

**AFFIRMING THE TOWN OF CONCORD'S COMMITMENT TO OPPOSING
ANTISEMITISM, ADOPTING THE IHRA WORKING DEFINITION OF
ANTISEMITISM, AND PROMOTING A WELCOMING AND INCLUSIVE
COMMUNITY**

WHEREAS, Antisemitism- prejudice, hatred, or discrimination against Jewish people, has existed for centuries and continues to cause harm to individuals and communities; and

WHEREAS, The Jewish community has long been and remains an important part of the Town of Concord's civic, cultural, educational, and religious life; and

WHEREAS, Discrimination, intimidation, and harassment on the basis of religion, ethnicity, ancestry, or identity undermine public safety, erode community trust, and are incompatible with the Town's values; and

WHEREAS, Acts of antisemitism, including demonizing or stereotypical allegations, hateful rhetoric, intimidation, vandalism, and violence, have increased in many communities and cause real harm and fear among Jewish residents; and

WHEREAS, The Town of Concord has recently experienced acts of antisemitism, including swastika graffiti on school grounds and vandalism of a private memorial honoring victims of the October 7, 2023 attacks, which have caused distress and concern within the community; and

WHEREAS, The Town of Concord believes that all residents and visitors should be able to live, work, learn, and participate in community life free from discrimination or hostility; and

WHEREAS, In moments when members of the community express concern about antisemitism, clarity and leadership from elected officials matters; and

WHEREAS, The International Holocaust Remembrance Alliance (IHRA) has developed a working definition of antisemitism that has been adopted by governments and municipalities as a tool to help recognize and understand antisemitism in its various forms; and

WHEREAS,

The Massachusetts Special Commission on Combating Antisemitism has advised that “[t]hose consulting IHRA . . . should understand that its examples should not be taken as *per se* antisemitism”; and

WHEREAS,

Both the Massachusetts Special Commission and the U.S. National Strategy to Counter Antisemitism paired their embraces of the IHRA definition with a statement that they also “welcome[] and appreciate[] the Nexus Document,” which elaborates on the definition of antisemitism and warns that “[u]sing accusations of antisemitism as a tool to suppress criticism of Israel is dangerous on many levels,” including because it “distracts attention from bona fide antisemitism”;

**NOW,
THEREFORE,**

We, the Select Board of the Town of Concord, Massachusetts, on behalf of Concord’s employees, committees, community partners, and residents, do hereby condemn antisemitism in all its forms and reaffirm our commitment to foster a welcoming and inclusive community where all people, regardless of faith, background, or identity, are treated with dignity and respect.

For purposes of education, awareness, and recognition, the Select Board hereby joins with the Massachusetts Special Commission on Combating Antisemitism in both “embrac[ing]” the International Holocaust Remembrance Alliance (IHRA) working definition of antisemitism and also affirming that we “welcome[] and appreciate[]” the Nexus Document. We embrace these definitional tools with the understanding that their adoption does not create new legal standards, enforcement authority, or limitations on constitutionally protected speech.

We further encourage education and awareness to help residents recognize and reject antisemitism and other forms of hate, and we encourage anyone who experiences or witnesses harassment, threats, or suspected hate incidents to report such matters to the appropriate authorities.

Proclaimed this 26th day of January, 2026, in advance of International Holocaust Remembrance Day, a time to honor the memory of the six million Jewish people murdered in the Holocaust and to reaffirm the responsibility of all communities to confront antisemitism and hatred in all its forms.



CONCORD SELECT BOARD

COMMONWEALTH OF MASSACHUSETTS
TOWN OF CONCORD
SELECT BOARD

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CONCORD SELECT BOARD

From: "Kristin Reichman" <kreichman@concordma.gov>
Sent: Mon, 26 Jan 2026 19:16:17 +0000
To: "Mary Hartman" <mhartman@concordma.gov>; "Paul Boehm" <pboehm@concordma.gov>; "Cameron McKennitt" <cmckennitt@concordma.gov>; "Wendy Rovelli" <wrovelli@concordma.gov>
Cc: "Mark Howell" <markhowell@concordma.gov>
Subject: Amendments to Proclamation
Attachments: 01.26.26 Select Board Antisemitism Proclamation Amdt.pdf, 01.26.26 Nexus-Document-10-10-24.pdf

Hello everyone,
In response the feedback on the proclamation that is enclosed in the packet, Chair Howell is proposing the following amended proclamation. Additionally, I have attached the referenced document.

Kristin Reichman

Executive Assistant
Select Board
Town of Concord

Email: kreichman@concordma.gov
Phone: 978-318-3000

22 Monument Square
Concord, MA 01742
www.concordma.gov

From: "Paul Boehm" <pboehm@concordma.gov>
Sent: Mon, 26 Jan 2026 21:05:40 +0000
To: "Mark Howell" <markhowell@concordma.gov>
Subject: Re: Amendments to Proclamation

Mark,

I object to the added language. We are adopting the definition not the examples given. I am afraid that your edits further complicate and politicize the proclamation. I will so state at the meeting and will ask for the original vetted version to be reinstated.

I think you should have waited until the SB could discuss the original version that was circulated and de facto approved, I believe, before unilaterally changing the language based on public pressure. I think you are getting too deep into the controversies and elevating them rather than staying simple. The IHRA definition that we adopted which exists within the larger IHRA document is literally simple.

Also by including the "Nexus Document" without careful discussion, you are wading into treacherous territory. You should be aware that criticism of "Zionism" is indeed borderline if not overt antisemitism, because, as defined, Zionism is...

"a movement for (originally) the re-establishment and (now) the development and protection of a Jewish nation in what is now Israel"

That is, the right for Israel to exist!

One can criticize the Israeli government's current expansion of "Zionism" (free speech) but objecting to Zionism per se is over the line.

I hope you can see by staying simple you are avoiding controversy.

Paul

Paul D. Boehm

Town of Concord, MA

Select Board

From: Kristin Reichman <kreichman@concordma.gov>

Sent: Monday, January 26, 2026 2:16 PM

To: Mary Hartman <mhartman@concordma.gov>; Paul Boehm <pboehm@concordma.gov>;

Cameron McKennitt <cmckennitt@concordma.gov>; Wendy Rovelli <wrovelli@concordma.gov>

Cc: Mark Howell <markhowell@concordma.gov>

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22 Monument Square
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From: "Kristin Reichman" <kreichman@concordma.gov>
Sent: Mon, 26 Jan 2026 21:21:30 +0000
To: "Mark Howell" <markhowell@concordma.gov>
Cc: "Paul Boehm" <pboehm@concordma.gov>
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Hi Mark,
Paul is inquiring if this was sent to Kerry and to be honest, I am not sure if you meant include Kerry or just the board?

Please let me know.

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To: Kristin Reichman <kreichman@concordma.gov>
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Can you prepare that and distribute it? Also, since it references the "Nexus Document" as an alternative to the IHRA definition. Let's distribute that as well. I'm attaching it.

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Date: Monday, January 26, 2026 at 12:10 PM
To: Kristin Reichman <kreichman@concordma.gov>
Subject: FW: Request regarding Proclamation

Correspondence

From: Mahreen Hoda <Redacted - Exemption C (Privacy)>
Date: Sunday, January 25, 2026 at 3:26 PM
To: Mark Howell <markhowell@concordma.gov>, Wendy Rovelli <wrovelli@concordma.gov>, Paul Boehm <pboehm@concordma.gov>, Mary Hartman <mhartman@concordma.gov>, Cameron McKennitt <cmckennitt@concordma.gov>, Mark Howell <markhowell@concordma.gov>
Cc: ECE TURNATOR <Redacted - Exemption C (Privacy)> Kristin Reichman <kreichman@concordma.gov>
Subject: Request regarding Proclamation

You don't often get email from Redacted - Exemption C (Privacy) [Learn why this is important](#)

Dear Select Board Members Howell, Rovelli, Boehm, Hartman and McKennitt:

Regarding the Proclamation that is on the 1/27 agenda, please see below the letter and proposed amendment from Benjamin Eidelson, Professor of Law at Harvard University. Prof. Eidelson is a constitutional law and antidiscrimination law expert. His credentials are summarized here: <https://hls.harvard.edu/faculty/benjamin-eidelson/>

Prof. Eidelson kindly reviewed the draft Proclamation at our request. He notes that the IHRA definition has been abused in the past, and proposes an amendment that retains the original content but adds language similar to that used by the Massachusetts Special Commission on Combatting Antisemitism in their final report.

We remain concerned that the IHRA definition chills speech about Palestinian human rights, and is too readily abused to censor and punish discussion of Israel's policies. We therefore think that it will have a detrimental effect on dialogue, and should not be referenced in the town's proclamation. However, we understand that the Board believes that the IHRA definition is a tool in recognizing and understanding antisemitism.

Prof. Eidelson's proposed amendments balance the town's embrace of the IHRA definition with clarifying language about its use. We respectfully request that the Board discuss and incorporate Prof Eidelson's amendments.

Best regards,
Ece Turnator, Cambridge Turnpike, Concord
Mahreen Hoda, Oak Knoll Rd., Carlisle

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

From: **Eidelson, Benjamin** <beidelson@law.harvard.edu>
Date: Sat, Jan 24, 2026 at 9:39 AM
Subject: IHRA proclamation
To: Redacted - Exemption C (Privacy) <Redacted - Exemption C (Privacy)>

Dear Mahreen,

You asked for my reactions to the Concord Select Board's draft proclamation adopting the IHRA definition of antisemitism, in light of concerns about how such measures have sometimes had the effect of "chilling" (even if not formally censoring) constitutionally protected speech, or enabling bad-faith actors to weaponize accusations of antisemitism against critics of Israel.

With those concerns in mind, I've taken the liberty of drafting an amendment that you might propose or the Select Board might consider (see attached). The amendment preserves all of the original content but adds certain clarifications to provide reassurance to community members who are understandably concerned by how the IHRA definition has been used and abused in other settings. (To take one example: just a couple days ago, unsealed documents confirmed that Rümeyşa Öztürk, a Tufts grad student, had her visa revoked based on an op-ed criticizing Israel—which the administration deemed to "creat[e] a hostile environment for Jewish students," apparently based on President Trump's executive order adopting the IHRA definition.)

One point about the amendment worth highlighting is that these clarifications track the approach taken by both the Massachusetts Special Commission on Combating Antisemitism and the U.S. National Strategy to Counter Antisemitism. The authors of both reports thought it important to pair their adoption or acknowledgment of the IHRA definition with these reassurances, so it's hard to see why Concord wouldn't do the same, and I think it would send a somewhat troubling message if Concord chose to omit them.

In general, I'm skeptical of campaigns to formally "adopt" definitions of antisemitism, for the same reasons voiced by the Massachusetts Special Commission: however their literal texts are best interpreted, they have "become a lightning rod and litmus test" and end up getting exploited to "raise fears, engender animosity, and create division." Still, I'd hope that an amendment along these lines might cut against that divisiveness and enable the proclamation to function as the kind of affirmation of broadly shared community values that it is clearly meant to be.

Best wishes,

Ben Eidelson

Benjamin Eidelson
Professor of Law
Harvard Law School
<https://hls.harvard.edu/faculty/benjamin-eidelson/>

From: "Mark Howell" <markhowell@concordma.gov>
Sent: Mon, 26 Jan 2026 21:21:41 +0000
To: "Paul Boehm" <pboehm@concordma.gov>
Subject: Re: Amendments to Proclamation

Concerns noted.

We will discuss the originally published proclamation first...
I wanted to distribute the modified version ahead of time so that the whole board could become familiar with an alternative approach...

I still hope that we can come to consensus on this tomorrow.

Mark

From: Paul Boehm <pboehm@concordma.gov>
Date: Monday, January 26, 2026 at 4:05 PM
To: Mark Howell <markhowell@concordma.gov>
Subject: Re: Amendments to Proclamation

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Sent: Mon, 26 Jan 2026 22:33:22 +0000
To: "Kristin Reichman" <kreichman@concordma.gov>
Cc: "Paul Boehm" <pboehm@concordma.gov>
Subject: Re: Request regarding Proclamation

I should have sent it to Kerry. That was an oversight. I will do that. Mark

From: Kristin Reichman <kreichman@concordma.gov>
Date: Monday, January 26, 2026 at 4:21 PM
To: Mark Howell <markhowell@concordma.gov>
Cc: Paul Boehm <pboehm@concordma.gov>
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<https://hls.harvard.edu/faculty/benjamin-eidelson/>

From: "Mark Howell" <markhowell@concordma.gov>
Sent: Mon, 26 Jan 2026 23:36:58 +0000
To: "Kerry Lafleur" <klafleur@concordma.gov>
Subject: FW: Amendments to Proclamation

FYI

From: Mark Howell <markhowell@concordma.gov>
Date: Monday, January 26, 2026 at 4:21 PM
To: Paul Boehm <pboehm@concordma.gov>
Subject: Re: Amendments to Proclamation

Concerns noted.

We will discuss the originally published proclamation first...
I wanted to distribute the modified version ahead of time so that the whole board could become familiar with an alternative approach...

I still hope that we can come to consensus on this tomorrow.

Mark

From: Paul Boehm <pboehm@concordma.gov>
Date: Monday, January 26, 2026 at 4:05 PM
To: Mark Howell <markhowell@concordma.gov>
Subject: Re: Amendments to Proclamation

Mark,

I object to the added language. We are adopting the definition not the examples given. I am afraid that your edits further complicate and politicize the proclamation. I will so state at the meeting and will ask for the original vetted version to be reinstated.

I think you should have waited until the SB could discuss the original version that was circulated and de facto approved, I believe, before unilaterally changing the language based on public pressure. I think you are getting too deep into the controversies and elevating them rather than staying simple. The IHRA definition that we adopted which exists within the larger IHRA document is literally simple.

Also by including the "Nexus Document" without careful discussion, you are wading into treacherous territory. You should be aware that criticism of "Zionism" is indeed borderline if not overt antisemitism, because, as defined, Zionism is...

"a movement for (originally) the re-establishment and (now) the development and protection of a Jewish nation in what is now Israel"

That is, the right for Israel to exist!

One can criticize the Israeli government's current expansion of "Zionism" (free speech) but objecting to Zionism per se is over the line.

I hope you can see by staying simple you are avoiding controversy.

Paul

Paul D. Boehm

Town of Concord, MA

Select Board

From: Kristin Reichman <kreichman@concordma.gov>

Sent: Monday, January 26, 2026 2:16 PM

To: Mary Hartman <mhartman@concordma.gov>; Paul Boehm <pboehm@concordma.gov>;
Cameron McKennitt <cmckennitt@concordma.gov>; Wendy Rovelli <wrovelli@concordma.gov>

Cc: Mark Howell <markhowell@concordma.gov>

Subject: Amendments to Proclamation

Hello everyone,

In response the feedback on the proclamation that is enclosed in the packet, Chair Howell is proposing the following amended proclamation. Additionally, I have attached the referenced document.

Kristin Reichman

Executive Assistant

Select Board

Town of Concord

Email: kreichman@concordma.gov

Phone: 978-318-3000

22 Monument Square

Concord, MA 01742

www.concordma.gov

From: "Mark Howell" <markhowell@concordma.gov>
Sent: Mon, 26 Jan 2026 23:36:19 +0000
To: "Kerry Lafleur" <klafleur@concordma.gov>
Subject: FW: Request regarding Proclamation
Attachments: Select Board Antisemitism Proclamation Amdt.pdf, Select Board Antisemitism Proclamation Amdt.docx, Nexus-Document-10-10-24.pdf

I should have asked for your input. Please do give me your thoughts

From: Mark Howell <markhowell@concordma.gov>
Date: Monday, January 26, 2026 at 12:33 PM
To: Kristin Reichman <kreichman@concordma.gov>
Subject: FW: Request regarding Proclamation

I am inclined to propose to the board that we consider adopting this modified version of the Proclamation with the additional modification that you made to the last paragraph added.

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From: Mark Howell <markhowell@concordma.gov>
Date: Monday, January 26, 2026 at 12:10 PM
To: Kristin Reichman <kreichman@concordma.gov>
Subject: FW: Request regarding Proclamation

Correspondence

From: Mahreen Hoda <Redacted - Exemption C (Privacy)>
Date: Sunday, January 25, 2026 at 3:26 PM
To: Mark Howell <markhowell@concordma.gov>, Wendy Rovelli <wrovelli@concordma.gov>, Paul Boehm <pboehm@concordma.gov>, Mary Hartman <mhartman@concordma.gov>, Cameron McKennitt <cmckennitt@concordma.gov>, Mark Howell <markhowell@concordma.gov>
Cc: ECE TURNATOR <Redacted - Exemption C (Privacy)> Kristin Reichman <kreichman@concordma.gov>
Subject: Request regarding Proclamation

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Dear Select Board Members Howell, Rovelli, Boehm, Hartman and McKennitt:

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<https://hls.harvard.edu/faculty/benjamin-eidelson/>

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We remain concerned that the IHRA definition chills speech about Palestinian human rights, and is too readily abused to censor and punish discussion of Israel's policies. We therefore think that it will have a detrimental effect on dialogue, and should not be referenced in the town's proclamation. However, we understand that the Board believes that the IHRA definition is a tool in recognizing and understanding antisemitism.

Prof. Eidelson's proposed amendments balance the town's embrace of the IHRA definition with clarifying language about its use. We respectfully request that the Board discuss and incorporate Prof Eidelson's amendments.

Best regards,
Ece Turnator, Cambridge Turnpike, Concord
Mahreen Hoda, Oak Knoll Rd., Carlisle

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

From: **Eidelson, Benjamin** <beidelson@law.harvard.edu>

Date: Sat, Jan 24, 2026 at 9:39 AM

Subject: IHRA proclamation

To: Redacted - Exemption C (Privacy) <Redacted - Exemption C (Privacy)>

Dear Mahreen,

You asked for my reactions to the Concord Select Board's draft proclamation adopting the IHRA definition of antisemitism, in light of concerns about how such measures have sometimes had the effect of "chilling" (even if not formally censoring) constitutionally protected speech, or enabling bad-faith actors to weaponize accusations of antisemitism against critics of Israel.

With those concerns in mind, I've taken the liberty of drafting an amendment that you might propose or the Select Board might consider (see attached). The amendment preserves all of the original content but adds certain clarifications to provide reassurance to community members who are understandably concerned by how the IHRA definition has been used and abused in other settings. (To take one example: just a couple days ago, unsealed documents confirmed that Rümeyşa Öztürk, a Tufts grad student, had her visa revoked based on an op-ed criticizing Israel—which the administration deemed to “creat[e] a hostile environment for Jewish students,” apparently based on President Trump’s executive order adopting the IHRA definition.)

One point about the amendment worth highlighting is that these clarifications track the approach taken by both the Massachusetts Special Commission on Combating Antisemitism and the U.S. National Strategy to Counter Antisemitism. The authors of both reports thought it important to pair their adoption or acknowledgment of the IHRA definition with these reassurances, so it’s hard to see why Concord wouldn’t do the same, and I think it would send a somewhat troubling message if Concord chose to omit them.

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Best wishes,

Ben Eidelson

Benjamin Eidelson
Professor of Law
Harvard Law School
<https://hls.harvard.edu/faculty/benjamin-eidelson/>

From: "Cameron McKennitt" <cmckennitt@concordma.gov>
Sent: Tue, 27 Jan 2026 00:01:24 +0000
To: "Kristin Reichman" <kreichman@concordma.gov>; "Mark Howell" <markhowell@concordma.gov>; "Kerry Lafleur" <klafleur@concordma.gov>
Subject: Re: Amendments to Proclamation

Thanks Kristin, and Mark I appreciate the proposed amendment. Are we planning on publishing this in the meeting packet online as a proposed amendment, or is this being "walked in" as potential changes for discussion? I am thinking about it from the perspective that this is a high-attention item and some people in the public may voice concern over seeing this for the first time in the meeting itself.

Cameron

From: Kristin Reichman <kreichman@concordma.gov>
Sent: Monday, January 26, 2026 2:16 PM
To: Mary Hartman <mhartman@concordma.gov>; Paul Boehm <pboehm@concordma.gov>; Cameron McKennitt <cmckennitt@concordma.gov>; Wendy Rovelli <wrovelli@concordma.gov>
Cc: Mark Howell <markhowell@concordma.gov>
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Executive Assistant
Select Board
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Email: kreichman@concordma.gov
Phone: 978-318-3000

22 Monument Square
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www.concordma.gov

From: "Kerry Lafleur" <klafleur@concordma.gov>
Sent: Tue, 27 Jan 2026 01:29:16 +0000
To: "Mark Howell" <markhowell@concordma.gov>
Cc: "Kerry Lafleur" <klafleur@concordma.gov>
Subject: RE: Request regarding Proclamation

Hi-

The intent of the draft proclamation was to remain high-level, values-based, and non-regulatory. We were careful to incorporate the IHRA definition solely for education and recognition, with explicit protections for free speech, and without incorporating examples or supplemental documents.

My concern with additional language is not the substance, but that it pulls the Board into interpretive debates that go beyond the Town's role and risk politicizing a statement meant to be unifying. One of the reasons the proclamation does not include examples of antisemitism is precisely because there is no consensus on how certain terms or concepts, such as Zionism, are defined or understood, even within the Jewish community. Including examples would risk elevating those disagreements rather than helping to unify the community.

For that reason, I think returning to the original, vetted language is the best course and most consistent with the purpose of the proclamation.

Thank you for alerting me to this issue in advance of the meeting.

Kerry

From: Mark Howell <markhowell@concordma.gov>
Sent: Monday, January 26, 2026 6:36 PM
To: Kerry Lafleur <klafleur@concordma.gov>
Subject: FW: Request regarding Proclamation

I should have asked for your input. Please do give me your thoughts

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Subject: FW: Request regarding Proclamation

Correspondence

From: Mahreen Hoda <Redacted - Exemption C (Privacy)>
Date: Sunday, January 25, 2026 at 3:26 PM
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Best regards,

Ece Turnator, Cambridge Turnpike, Concord
Mahreen Hoda, Oak Knoll Rd., Carlisle

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From: **Eidelson, Benjamin** <beidelson@law.harvard.edu>

Date: Sat, Jan 24, 2026 at 9:39 AM

Subject: IHRA proclamation

To: Redacted - Exemption C (Privacy) <Redacted - Exemption C (Privacy)>

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Professor of Law

Harvard Law School

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Sent: Tue, 27 Jan 2026 01:31:34 +0000
To: "Cameron McKennitt" <cmckennitt@concordma.gov>
Subject: FW: Request regarding Proclamation

FYI- sharing my thoughts with you, as noted below.

From: Kerry Lafleur <klafleur@concordma.gov>
Sent: Monday, January 26, 2026 8:29 PM
To: Mark Howell <markhowell@concordma.gov>
Cc: Kerry Lafleur <klafleur@concordma.gov>
Subject: RE: Request regarding Proclamation

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To: Redacted - Exemption C (Privacy) <Redacted - Exemption C (Privacy)>

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From: "Paul Boehm" <pboehm@concordma.gov>
Sent: Tue, 27 Jan 2026 04:03:16 +0000
To: "Mark Howell" <markhowell@concordma.gov>
Cc: "Kerry Lafleur" <klafleur@concordma.gov>
Subject: RE: Request regarding Proclamation

Mark,

I expect that you would so, but because the previous version was carefully written by Kerry and Cameron had been vetted by members of the Select Board, not to mention overwhelming support from Concord's Jewish community, I respectfully ask you to clarify a few things about this longer "alternative" prior to the meeting, if possible. Specifically, 1) who created this alternative; 2) if not you then the identity and the affiliation of the person who created it; and whether, as it appears, it was created by a non-Concord citizen on behalf of another organization. And also to clarify, are you proposing this alternative in lieu of the existing draft in the packet.

clarify but

Paul

Paul D. Boehm
Town of Concord, MA
Select Board

From: Mark Howell <markhowell@concordma.gov>
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I should have sent it to Kerry. That was an oversight. I will do that. Mark

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Hi Mark,

Paul is inquiring if this was sent to Kerry and to be honest, I am not sure if you meant include Kerry or just the board?

Please let me know.

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In general, I'm skeptical of campaigns to formally "adopt" definitions of antisemitism, for the same reasons voiced by the Massachusetts Special Commission: however their literal texts are best interpreted, they have "become a lightning rod and litmus test" and end up getting exploited to "raise fears, engender animosity, and create division." Still, I'd hope that an amendment along these lines might cut against that divisiveness and enable the proclamation to function as the kind of affirmation of broadly shared community values that it is clearly meant to be.

Best wishes,

Ben Eidelson

Benjamin Eidelson

Professor of Law

Harvard Law School

<https://hls.harvard.edu/faculty/benjamin-eidelson/>

From: "Kerry Lafleur" <klafleur@concordma.gov>
Sent: Tue, 27 Jan 2026 12:05:05 +0000
To: "Paul Boehm" <pboehm@concordma.gov>
Subject: FW: Request regarding Proclamation

Here is the feedback that I provided to Mark last night.

From: Kerry Lafleur <klafleur@concordma.gov>
Sent: Monday, January 26, 2026 8:29 PM
To: Mark Howell <markhowell@concordma.gov>
Cc: Kerry Lafleur <klafleur@concordma.gov>
Subject: RE: Request regarding Proclamation

Hi-

The intent of the draft proclamation was to remain high-level, values-based, and non-regulatory. We were careful to incorporate the IHRA definition solely for education and recognition, with explicit protections for free speech, and without incorporating examples or supplemental documents.

My concern with additional language is not the substance, but that it pulls the Board into interpretive debates that go beyond the Town's role and risk politicizing a statement meant to be unifying. One of the reasons the proclamation does not include examples of antisemitism is precisely because there is no consensus on how certain terms or concepts, such as Zionism, are defined or understood, even within the Jewish community. Including examples would risk elevating those disagreements rather than helping to unify the community.

For that reason, I think returning to the original, vetted language is the best course and most consistent with the purpose of the proclamation.

Thank you for alerting me to this issue in advance of the meeting.

Kerry

From: Mark Howell <markhowell@concordma.gov>
Sent: Monday, January 26, 2026 6:36 PM
To: Kerry Lafleur <klafleur@concordma.gov>
Subject: FW: Request regarding Proclamation

I should have asked for your input. Please do give me your thoughts

From: Mark Howell <markhowell@concordma.gov>
Date: Monday, January 26, 2026 at 12:33 PM

To: Kristin Reichman <kreichman@concordma.gov>

Subject: FW: Request regarding Proclamation

I am inclined to propose to the board that we consider adopting this modified version of the Proclamation with the additional modification that you made to the last paragraph added.

Can you prepare that and distribute it? Also, since it references the "Nexus Document" as an alternative to the IHRA definition. Let's distribute that as well. I'm attaching it.

Mark

From: Mark Howell <markhowell@concordma.gov>

Date: Monday, January 26, 2026 at 12:10 PM

To: Kristin Reichman <kreichman@concordma.gov>

Subject: FW: Request regarding Proclamation

Correspondence

From: Mahreen Hoda <Redacted - Exemption C (Privacy)>

Date: Sunday, January 25, 2026 at 3:26 PM

To: Mark Howell <markhowell@concordma.gov>, Wendy Rovelli <wrovelli@concordma.gov>, Paul Boehm <pboehm@concordma.gov>, Mary Hartman <mhartman@concordma.gov>, Cameron McKennitt <cmckennitt@concordma.gov>, Mark Howell <markhowell@concordma.gov>

Cc: ECE TURNATOR <Redacted - Exemption C (Privacy)> Kristin Reichman <kreichman@concordma.gov>

Subject: Request regarding Proclamation

You don't often get email from Redacted - Exemption C (Privacy) [Learn why this is important](#)

Dear Select Board Members Howell, Rovelli, Boehm, Hartman and McKennitt:

Regarding the Proclamation that is on the 1/27 agenda, please see below the letter and proposed amendment from Benjamin Eidelson, Professor of Law at Harvard University. Prof. Eidelson is a constitutional law and antidiscrimination law expert. His credentials are summarized here: <https://hls.harvard.edu/faculty/benjamin-eidelson/>

Prof. Eidelson kindly reviewed the draft Proclamation at our request. He notes that the IHRA definition has been abused in the past, and proposes an amendment that retains the original content but adds language similar to that used by the Massachusetts Special Commission on Combatting Antisemitism in their final report.

We remain concerned that the IHRA definition chills speech about Palestinian human rights, and is too readily abused to censor and punish discussion of Israel's policies. We therefore think that it will have a detrimental effect on dialogue, and should not be

referenced in the town's proclamation. However, we understand that the Board believes that the IHRA definition is a tool in recognizing and understanding antisemitism.

Prof. Eidelson's proposed amendments balance the town's embrace of the IHRA definition with clarifying language about its use. We respectfully request that the Board discuss and incorporate Prof Eidelson's amendments.

Best regards,
Ece Turnator, Cambridge Turnpike, Concord
Mahreen Hoda, Oak Knoll Rd., Carlisle

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

From: **Eidelson, Benjamin** <beidelson@law.harvard.edu>
Date: Sat, Jan 24, 2026 at 9:39 AM
Subject: IHRA proclamation
To: Redacted - Exemption C (Privacy) <Redacted - Exemption C (Privacy)>

Dear Mahreen,

You asked for my reactions to the Concord Select Board's draft proclamation adopting the IHRA definition of antisemitism, in light of concerns about how such measures have sometimes had the effect of "chilling" (even if not formally censoring) constitutionally protected speech, or enabling bad-faith actors to weaponize accusations of antisemitism against critics of Israel.

With those concerns in mind, I've taken the liberty of drafting an amendment that you might propose or the Select Board might consider (see attached). The amendment preserves all of the original content but adds certain clarifications to provide reassurance to community members who are understandably concerned by how the IHRA definition has been used and abused in other settings. (To take one example: just a couple days ago, unsealed documents confirmed that Rümeyşa Öztürk, a Tufts grad student, had her visa revoked based on an op-ed criticizing Israel—which the administration deemed to "creat[e] a hostile environment for Jewish students," apparently based on President Trump's executive order adopting the IHRA definition.)

One point about the amendment worth highlighting is that these clarifications track the approach taken by both the Massachusetts Special Commission on Combating Antisemitism and the U.S. National Strategy to Counter Antisemitism. The authors of both reports thought it important to pair their adoption or acknowledgment of the IHRA definition with these reassurances, so it's hard to see why Concord wouldn't do the same, and I think it would send a somewhat troubling message if Concord chose to omit them.

In general, I'm skeptical of campaigns to formally "adopt" definitions of antisemitism, for the same reasons voiced by the Massachusetts Special Commission: however their

literal texts are best interpreted, they have “become a lightning rod and litmus test” and end up getting exploited to “raise fears, engender animosity, and create division.” Still, I’d hope that an amendment along these lines might cut against that divisiveness and enable the proclamation to function as the kind of affirmation of broadly shared community values that it is clearly meant to be.

Best wishes,

Ben Eidelson

Benjamin Eidelson

Professor of Law

Harvard Law School

<https://hls.harvard.edu/faculty/benjamin-eidelson/>

From: "Kristin Reichman" <kreichman@concordma.gov>
Sent: Tue, 27 Jan 2026 12:43:49 +0000
To: "Cameron McKennitt" <cmckennitt@concordma.gov>; "Mark Howell" <markhowell@concordma.gov>; "Kerry Lafleur" <klafleur@concordma.gov>
Subject: Re: Amendments to Proclamation

Good morning Cameron,
I do not believe that I have been asked to include it in the meeting packet.

Kristin Reichman

Executive Assistant
Select Board
Town of Concord

Email: kreichman@concordma.gov
Phone: 978-318-3000

22 Monument Square
Concord, MA 01742
www.concordma.gov

From: Cameron McKennitt <cmckennitt@concordma.gov>
Sent: Monday, January 26, 2026 7:01 PM
To: Kristin Reichman <kreichman@concordma.gov>; Mark Howell <markhowell@concordma.gov>; Kerry Lafleur <klafleur@concordma.gov>
Subject: Re: Amendments to Proclamation

Thanks Kristin, and Mark I appreciate the proposed amendment. Are we planning on publishing this in the meeting packet online as a proposed amendment, or is this being "walked in" as potential changes for discussion? I am thinking about it from the perspective that this is a high-attention item and some people in the public may voice concern over seeing this for the first time in the meeting itself.

Cameron

From: Kristin Reichman <kreichman@concordma.gov>
Sent: Monday, January 26, 2026 2:16 PM
To: Mary Hartman <mhartman@concordma.gov>; Paul Boehm <pboehm@concordma.gov>; Cameron McKennitt <cmckennitt@concordma.gov>; Wendy Rovelli <wrovelli@concordma.gov>
Cc: Mark Howell <markhowell@concordma.gov>
Subject: Amendments to Proclamation

Hello everyone,

In response to the feedback on the proclamation that is enclosed in the packet, Chair Howell is proposing the following amended proclamation. Additionally, I have attached the referenced document.

Kristin Reichman

Executive Assistant
Select Board
Town of Concord

Email: kreichman@concordma.gov
Phone: 978-318-3000

22 Monument Square
Concord, MA 01742
www.concordma.gov

From: "ECE TURNATOR" <Redacted - Exemption C (Privacy)>
Sent: Tue, 27 Jan 2026 07:57:26 -0500
To: "" <markhowell@concordma.gov>,"
<wrovelli@concordma.gov>; "Paul Boehm" <pboehm@concordma.gov>; ""
<mhartman@concordma.gov>," <cmckennitt@concordma.gov>; ""
<mhowell@concordma.gov>
Cc: "Mahreen Hoda" <Redacted - Exemption C (Privacy)> "Kristin
Reichman" <kreichman@concordma.gov>
Subject: Fwd: Request regarding Proclamation
Attachments: Select Board Antisemitism Proclamation Amdt.pdf, Select
Board Antisemitism Proclamation Amdt.docx

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Dear Select Board Members,

I am re-sending the letter and proposed amendment from Prof. Benjamin Eidelson for your attention. Details are below.

Our best regards,
Ece Turnator, Cambridge Turnpike, Concord
Mahreen Hoda, Oak Knoll Road, Carlisle

Dear Select Board Members Howell, Rovelli, Boehm, Hartman and McKennitt:

Regarding the Proclamation that is on the 1/27 agenda, please see below the letter and proposed amendment from Benjamin Eidelson, Professor of Law at Harvard University. Prof. Eidelson is a constitutional law and antidiscrimination law expert. His credentials are summarized here: <https://hls.harvard.edu/faculty/benjamin-eidelson/>

Prof. Eidelson kindly reviewed the draft Proclamation at our request. He notes that the IHRA definition has been abused in the past, and proposes an amendment that retains the original content but adds language similar to that used by the Massachusetts Special Commission on Combatting Antisemitism in their final report.

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Best regards,
Ece Turnator, Cambridge Turnpike, Concord
Mahreen Hoda, Oak Knoll Rd., Carlisle

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

From: **Eidelson, Benjamin** <beidelson@law.harvard.edu>
Date: Sat, Jan 24, 2026 at 9:39 AM
Subject: IHRA proclamation
To: Redacted - Exemption C (Privacy) <Redacted - Exemption C (Privacy)>

Dear Mahreen,

You asked for my reactions to the Concord Select Board's draft proclamation adopting the IHRA definition of antisemitism, in light of concerns about how such measures have sometimes had the effect of “chilling” (even if not formally censoring) constitutionally protected speech, or enabling bad-faith actors to weaponize accusations of antisemitism against critics of Israel.

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test" and end up getting exploited to "raise fears, engender animosity, and create division." Still, I'd hope that an amendment along these lines might cut against that divisiveness and enable the proclamation to function as the kind of affirmation of broadly shared community values that it is clearly meant to be.

Best wishes,

Ben Eidelson

Benjamin Eidelson
Professor of Law
Harvard Law School
<https://hls.harvard.edu/faculty/benjamin-eidelson/>

From: "Paul Boehm" <pboehm@concordma.gov>
Sent: Tue, 27 Jan 2026 19:19:43 +0000
To: "Cameron McKennitt" <cmckennitt@concordma.gov>
Subject: Proclamation

Cam,

I think you and Kerry did a masterful job in drafting the proclamation. I think what is in the packet reflects not only your draft but SB comments on the draft.

The torrent of email may be confusing but please know that the packet version has overwhelming support from Concord's Jewish community. The introduction of the muddied redlined version to the discussion at the 11th hour is baffling as it was written by an outside-of-the-mainstream Harvard professor with very expansive free speech opinions and passed on verbatim.

There has been a lot of offline discussion. Give me a call if you want to discuss.

I hope we can get through this discussion quickly as the budget/audit issues are of greater importance.

Paul

Paul D. Boehm
Town of Concord, MA
Select Board

From: "Kristin Reichman" <kreichman@concordma.gov>
Sent: Tue, 27 Jan 2026 12:44:40 +0000
To: "Cameron McKennitt" <cmckennitt@concordma.gov>; "Wendy Rovelli" <wrovelli@concordma.gov>; "Paul Boehm" <pboehm@concordma.gov>; "Mary Hartman" <mhartman@concordma.gov>; "Mark Howell" <markhowell@concordma.gov>
Subject: Fw: Appreciation for the antisemitism proclamation

From: Paul Boehm <pboehm@concordma.gov>
Sent: Monday, January 26, 2026 9:43 PM
To: Kristin Reichman <kreichman@concordma.gov>
Subject: Fw: Appreciation for the antisemitism proclamation

Jodi has agreed to share her answers to my questions with the Select Board. Please forward.
Thanks.

Paul

Paul D. Boehm
Town of Concord, MA
Select Board
From: Jodi Sperber <Redacted - Exemption C (Privacy)>
Sent: Monday, January 26, 2026 2:04 PM
To: Paul Boehm <pboehm@concordma.gov>
Subject: Re: Appreciation for the antisemitism proclamation

Hi, Paul,

You are five hours earlier than me - are you in Hawaii? Are you missing this snowstorm of snowstorms? It's beautiful here (even though I spent 2.5 hours plowing/shoveling this morning), but if you are in the sunshine that's admittedly great, too...

Before I respond to your specific question, I want to let you know that I can't make the Select Board meeting on Tuesday. The shift in date means that it now conflicts with [the event at CCHS](#) and I'm speaking/participating at that event. Both of these meetings are important and I wish I could be at both. Ugh.

Thank you for the question and for the care you've taken in thinking this through. I know that this is a time of high emotion, and that the Proclamation takes courage and conviction. I

appreciate your question and framing, and I'm writing a longer response than I might otherwise as a) I can't be at the SB meeting, and b) it's a critical moment.

Putting myself in the shoes of those who feel threatened by the IHRA definition, I believe that the concern being expressed is largely anticipatory rather than grounded in how the definition actually functions. I truly do *not* believe, based on the text of the IHRA definition or on its real-world use, that adopting it in Concord would stifle the ability of residents to criticize Israel's government or policies, advocate for Palestinian human rights, or express solidarity with Palestinians.

We are, in fact, seeing robust and often intense speech on all of those topics right now — both locally and nationally — without restriction. Criticism of Israel's government, military actions, and policies is widespread and ongoing, including in communities that have already adopted the IHRA definition. That reality matters, because it suggests that fears about “chilled speech” are speculative rather than borne out in practice.

As you note, the IHRA definition is explicitly non-legally binding. It does not create new prohibitions, penalties, or enforcement mechanisms. It is an educational tool, intended to help communities recognize contemporary manifestations of antisemitism, particularly where it shows up in coded or indirect ways. It does not prohibit criticism of Israel, nor does it equate such criticism with antisemitism. The illustrations used for the definition make it clear that criticism of Israel similar to that leveled against any other country is not antisemitic.

Where I think IHRA is helpful is in encouraging clarity and care, keeping the focus on policies, actions, and ideas, rather than on people or identity. It sets a standard that asks participants in public discourse to avoid slipping into stereotypes, collective blame, or tropes about Jews as a people, while leaving ample room for vigorous debate about geopolitics, human rights, and the Israeli-Palestinian conflict.

I would also note that some of the public advocacy opposing the IHRA definition unintentionally illustrates why it can be a useful educational framework rather than a threat to free expression. I've attached three examples of recent public messaging, one specific to the current IHRA definition conversation, and two others that focus on local individuals/businesses. They reflect speech that is forceful, explicit, and even profane — none of which has been curtailed. At the same time, they demonstrate how discourse can shift from criticism of policies to targeting individuals or identities themselves, including the use of “Zionist” as a pejorative label rather than as a neutral descriptor of a political view, and the use of dismissive or inflammatory language to shut down discussion of the definition itself. The concern here is not that people are being prevented from speaking, but that rhetoric can drift away from policy critique and toward personal or identity-based targeting (why is Concord Market targeted rather than Crosby's, for example, when both likely sell Israeli products). That distinction — between criticizing

governments and policies versus targeting people or groups—is precisely the line the IHRA definition helps communities better understand and navigate. It does not silence speech; it encourages (again - does not mandate! it is not law!) greater care and clarity in how disagreements are expressed.

Finally, I would add that I find it informative that a newly formed group opposing the use of the IHRA definition has chosen to call itself “CC for Informed Dialog,” when its apparent focus is opposition to this single definition (their first act, that I am aware of at least, was to host an event on 1/15 critiquing the definition). Encouraging informed, civil, and constructive dialogue is not proprietary — many of us, including CCAA, have worked intentionally and consistently to promote exactly that across a range of issues. Framing a single-issue advocacy effort as the arbiter of “informed dialogue” risks obscuring its true purpose and can inadvertently undermine the good-faith civic engagement it claims to champion.

For these reasons, I see the concerns being raised as rooted more in mistrust and fear than in any realistic outcome of adopting IHRA in Concord. I do not believe embracing the definition would limit speech. I believe it would support more informed, responsible, and constructive dialogue by helping distinguish between legitimate political critique and rhetoric that causes harm to a minority community. And I strongly encourage the Select Board to hold to the current draft of the Proclamation.

I appreciate your leadership on this issue and your willingness to engage these questions thoughtfully.

Warmly,
Jodi

!!!URGENT!!!

On Tuesday the 27th, the Concord select board will decide whether to or not to adopt the IHRA definition of antisemitism. This decision could permanently impact students ability to speak out for Palestine or other causes. I will be speaking at the select board meeting and aim to present a petition. Please sign on by Tuesday the 27th at 9:00 am.

ADD YOUR NAME NOW!
TINYURL.COM/FUCK-THE-IHRA



camerarista and 2 others



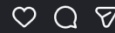
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On Tuesday the 27th the Concord Select Board will be deciding whether to or not to adopt the IHRA definition. Please add your name by Tuesday at 9am!

Petition in Bjo

[#noihra](#) [#protectfreespeech](#) [#palestine](#) [#petition](#) [#gaza](#)

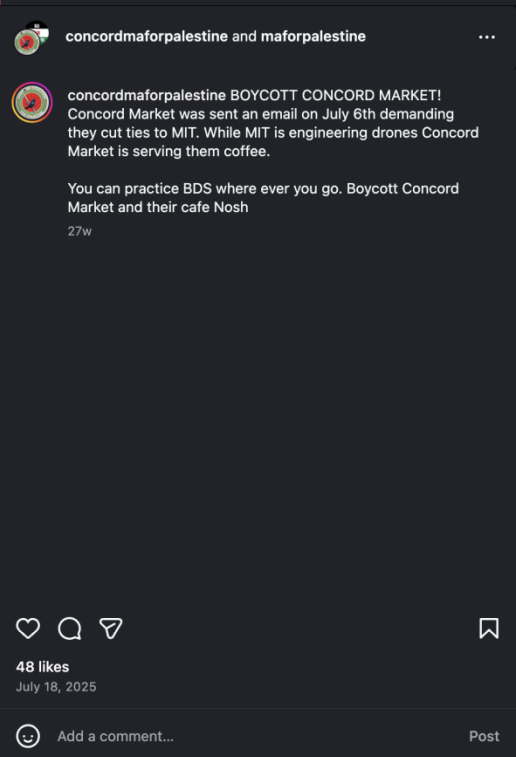
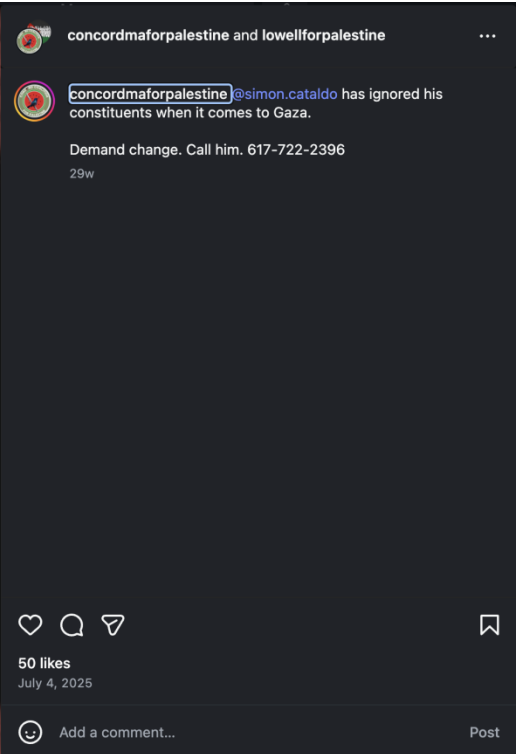
Edited · 15h



34 likes
15 hours ago

😊 Add a comment...

Post



On Sun, Jan 25, 2026 at 11:19 PM Paul Boehm <pboehm@concordma.gov> wrote:
 Jodi,

I would appreciate your thoughts on the IHRA definition and its use and potential misuses, if any. As you know I fully support the proposed proclamation and have had a hand in its development. Some have stated that they are “concerned that the IHRA definition chills speech about Palestinian human rights, and is too readily abused to censor and punish discussion of Israel's policies”. I don't see that in the text of the IHRA definition or see that as a practical, realistic risk in Concord. However, putting yourself in the shoes of those who feel threatened by the IHRA definition, can you articulate any practical argument that adopting the IHRA definition in Concord would stifle the ability for citizens to criticize Israel's government and policies?

If you'd prefer a conversation let me know. I am 5 hours earlier than you. Thanks.

Paul

Paul D. Boehm

Town of Concord, MA

Select Board

From: Jodi Sperber <Redacted - Exemption C (Privacy)>

Sent: Friday, January 23, 2026 4:53 PM

To: Mark Howell <markhowell@concordma.gov>; Cameron McKennitt <cmckennitt@concordma.gov>; Wendy Rovelli <wrovelli@concordma.gov>; Paul Boehm <pboehm@concordma.gov>; Mary Hartman <mhartman@concordma.gov>; Kerry LaFleur <klafleur@concordma.gov>

Subject: Appreciation for the antisemitism proclamation

Dear Members of the Select Board and Ms. LaFleur,

I'm writing to thank you for your leadership in bringing forward the January 27 proclamation addressing antisemitism, including the adoption of the IHRA working definition, as well as for explicitly naming antisemitism in the revised DEI Commission charge. I strongly support these steps and appreciate the care with which they were developed.

I also want to share my appreciation for the way you engaged with public input throughout this process. As someone who took the time to speak and submit feedback, it mattered to feel heard. These conversations have not always been easy, and I'm grateful for the steadiness, openness, and respect you brought to them, even when the discourse was complex or divisive.

This proclamation sends an important signal about the values of our community — that antisemitism is real, that it causes harm, and that Concord is committed to addressing it while remaining a welcoming and inclusive town for all. Thank you for approaching this work with seriousness, balance, and a clear commitment to listening.

With appreciation,
Jodi Sperber

From: "Paul Boehm" <pboehm@concordma.gov>
Sent: Mon, 26 Jan 2026 18:04:04 +0000
To: "Mark Howell" <markhowell@concordma.gov>
Subject: IHRA

Mark,

The IHRA definition that we are referring to in the proclamation is:

“Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non- Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.”

I see no problem in doing so. The IHRA document has a number of examples that people are focused on. Although I believe those are appropriate examples, we are not necessarily adopting those as well.

Finally, in the paragraph:

For purposes of education, awareness, and recognition, the Select Board hereby adopts the International Holocaust Remembrance Alliance (IHRA) working definition of antisemitism, with the understanding that this adoption does not create **new** legal standards, enforcement authority, or limitations on constitutionally protected speech.

I suggest taking out the word **“new”**. The IHRA definition itself does not create legal standards. By using the tern **“new”** it seems to imply that the definition does indeed create those.

Finally, I am concerned if you open the meeting up to a full discussion, that we will invite a political discussion which may devolve into an unproductive debate.

Paul

Paul D. Boehm

Town of Concord, MA
Select Board

Select Board Liaison Reports

Liaison Reports – Paul Boehm

April 6, 2026

Public Ceremonies and Celebrations Committee

(Meetings March 26, 31)

The committee hosted the successful Honored Citizen Ceremony on March 29 to honor Pete Funkhouser.

Checklists were reviewed and accelerated planning is underway for the three upcoming events:

- Meriam’s Corner Ceremony – April 11
- Dawn Salute – April 19
- Patriot’s Day Parade and events – April 20

The committee continues to face a significant membership shortage, with three current vacancies.

Transportation Advisory Committee (TAC)

(March 24 meeting)

TAC continued their work on developing priorities for the roadway safety projects that have been requested by the public. The committee received a presentation from Jeff Collins of the citizens group Concord Mobility, a citizens group focused on bike and pedestrian safety. Jeff presented on a set of specific suggested road segments for low-cost safety improvements that could be undertaken this season.

The committee continued discussions of the “Master List of Safety Projects” compiled and ranked by Stantec. They received detailed information on 119 potential projects – signage needs crosswalk, speed controls/traffic calming, etc.

One member went back over 2 years of TAC meeting minutes and input to the TAC website and compiled an additional, complementary set of information to compare with the “Master List”. The group discussed the need to integrate “crash data” into the prioritization tool.

A related report “Comprehensive Transportation Mobility Strategy” will be presented at the TAC meeting on April 14 (9:30 AM), with Select Board members invited.

Public Works Commission (PWC)

(March 17 meeting)

The Commission met specifically to discuss and consider recommendations of three Town Meeting Warrant Articles

Article 30 Citizen Petition Solar Rooftop Bylaw

Article 42 Citizen Petition Proposed Composting Rate Payer Plan

Article 12: Municipal Facilities Planning

On Articles 30 and 42 the Commission voted to take No Action (i.e., unfavorable). On Article 12, the Commission voted in favor of taking action (favorable)

Warner's Pond Management Committee (WPMC)

(April 2 Meeting)

The committee continues to work towards developing a conceptual site model for the Pond in order to develop scopes of work for the initiation of the Adaptive Management Plan

A subcommittee met to begin to organize the large amount of existing information and data from the Pond to identify key data gaps.

Bias and Hate Incident Reporting Working Group

(March 17, 24 Meetings)

On March 17 the Group discussed the need for multiple reporting “modes” including: online reporting via submission of incident reports; emails to a dedicated website; phone call to a hotline; in person (walk-in) reporting. These modes will be part of a larger “Intake Module) which will also include the staff support and training associated with capturing and responding to incident reports.

The group then discuss the structure of the reporting form itself in detail. They finalized the

- List of Bias “Categories/subcategories”
- List of Bias Types
- List of Bias Locations

IT Director Jeff Weiner was invited to brief the Group on IT issues and the technology platform for incident reporting.

On March 24 the Group had an extensive discussion about opportunities and constraints for anonymous reporting of bias incidents. In focus sessions the public had requested that the system accommodate anonymity in reporting to allow some to feel safe in reporting incidents. Discussions with Town Counsel and research into how Boston, Somerville and others allow for anonymous reporting were discussed. While such reporting will preclude any individual follow-up, anonymous reporting will still allow for relevant data to be acquired by the system..

A draft of the final report outline was discussed and modifications were made. The group is focusing on a presentation to the Select Board in mid-May followed by a Public Forum to discuss the findings and to seek additional public input prior to the finalization of the written report.

Initial discussions occurred on the staffing needs and training of staff as part of the “Intake Module”.