

**REPORT**  
**of the**  
**OFFICERS AND COMMITTEES**  
**of the**  
**TOWN OF LINCOLN**  
**FOR THE YEAR 2025**



**LINCOLN, MASSACHUSETTS**

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## TOWN INFORMATION

<i>First Settled</i>	1650-1680
<i>Town Incorporated</i>	1754
<i>Town Area</i>	14.56 square miles
<i>Population</i>	6352 (including Hanscom AFB)
<i>Registered Voters</i>	5154 (including Hanscom AFB)
<i>Type of Government</i>	Town Meeting
<i>2023 Annual Town Meeting</i>	March 23, 2024
<i>2023 Annual Election of Officers</i>	March 25, 2024
<i>FY 2024 Tax Rate =</i>	<i>Residential \$12.81 Commercial \$19.55</i>
<i>FY 2025 Tax Rate =</i>	<i>Residential \$12.81 Commercial \$12.31</i>

## MUNICIPAL AND SCHOOL OFFICES

<b>DEPARTMENT</b>	<b>OFFICE HOURS</b>	<b>PHONE</b>
<b>TOWN OFFICES</b>	Mon-Fri 8:30 AM – 4:30 PM	781-259-2600
16 Lincoln Road		
Accounting & Finance		781-259-2608
Town Administrator		781-259-2601
Assessors		781-259-2611
Building Inspector		781-259-2613
Collector/Treasurer		781-259-2605
Conservation		781-259-2612
Health, Board of		781-259-2614
Housing Commission		781-259-2614
Historical Commission		781-259-2614
& Historic District Comm.		
Planning		781-259-2610
Select Board		781-259-2601
Town Clerk		781-259-2607
Zoning Board of Appeals		781-259-2615

## COUNCIL ON AGING

	Mon-Fri 8:30 AM – 4:30 PM	
Bemis Hall		781-259-8811
15 Bedford Road		

**PUBLIC SAFETY**

169 Lincoln Road  
Emergencies  
General Business

911  
781-259-8113

**PUBLIC WORKS**

30 Lewis Street  
Transfer Station (Rte. 2A)

Mon-Fri 7:00 AM – 3:00 PM  
Wed & Sat 7:00 AM - 3:30 PM

781-259-8999

**WATER DEPARTMENT** Mon- Fri. 7:00 AM – 3:00 PM

Pumping Station, 77 Sandy Pond Road  
Filtration Plant, 80 Sandy Pond Road (staffed daily)

781-259-8997  
781-259-1329

**RECREATION**

Ballfield Road, Hartwell Campus

781-259-0784

**LINCOLN PUBLIC SCHOOLS**

Ballfield Road  
Smith School (K – 4)  
Brooks School (5 – 8)  
Superintendent  
Business Office

781-259-9400  
781-259-9404  
781-259-9408  
781-259-9409  
781-259-9401

**LINCOLN SUDBURY REGIONAL DISTRICT SCHOOL**

390 Lincoln Road, Sudbury

978-443-9961

**HANSCOM SCHOOLS - Hanscom AFB**

Hanscom Primary  
Hanscom Middle

781-274-7721  
781-274-7720

**MINUTEMAN REGIONAL SCHOOL DISTRICT**

758 Marrett Road, Lexington

781-861-6500

PUBLIC MEETINGS ARE POSTED ON THE TOWN  
MUNICIPAL CALENDAR at [www.lincolntown.org](http://www.lincolntown.org)

# GENERAL GOVERNMENT

## SELECT BOARD

### *Introduction*

For the Select Board, 2025 focused on both new and ongoing projects and initiatives. The big themes of the year were infrastructure, communication, and community building. It has been a busy year encompassing everything from the Lincoln Road water main project, building the landfill solar array, and breaking ground on the Community Center, to supporting a party to welcome newer residents, 250<sup>th</sup> celebrations, the launch of our new electronic newsletter, and the work of the Town Meeting Study Committee. Along the way, the Board collaborated with staff and many other committees to address municipal needs, implement policies, and connect with the community in accordance with the votes and priorities of residents.

Lincoln's open Town Meeting is a unique New England form of government that gives **all voters registered in Lincoln the opportunity to envision, shape, and then vote directly on the town's operating budgets, capital expenditures, and bylaws**. None of the work we do could happen without residents who generously volunteer their expertise and countless hours to serve on our boards and committees. You shape the vision and well-being of our community. And, a big thank you to all the residents who ask questions, suggest ideas, and actively participate in town meetings and municipal elections. This past year's commemoration of the 250<sup>th</sup> anniversary of "the shot heard 'round the world" reminded us of the immense privilege we have to be part of a direct democracy, and how carefully we have to care for it.

Finally, the backbone of our work is Lincoln's talented and dedicated team of administrators and staff. Their professionalism, support, and unwavering commitment make our collective accomplishments possible and the Town of Lincoln a streamlined, highly functioning municipal government. We are very grateful.

### **I. Buildings and Infrastructure**

#### ***Water Main Project, Phase 1***

This year saw the start of a once-in-several-generations project to replace the water main from the top of the hill on Bedford Road through the five corners and south to Route 117. The current water main was installed in 1927! Phase 1 of the project was completed in November.

This phase included installation of the new water main from the top of Bedford Road hill to Ballfield Road.

### ***Community Center Project***

The Community Center Building Committee (CCBC) was awarded a \$26.35 million budget in June 2025, and the project reached an exciting milestone with a groundbreaking ceremony held on October 8, 2025. Since then, construction has continued with work on footings, walls, waterproofing, and insulation. Despite very cold temperatures in December, our general contractor, Hutter Construction, continues to make steady progress on site. The Center will house the Council on Aging & Human Services (COA&HS), Parks & Recreation Dept (PRD), and the Lincoln Extended-day Activities Program (LEAP). Construction is scheduled to be completed in late fall 2026. The CCBC welcomes your comments, suggestions, and questions. Please visit their website for complete information: [LincolnCommunityCenter.com](http://LincolnCommunityCenter.com).

### ***Roadways and Pathways***

Through a collaborative effort involving Town staff, engineering and design consultants and volunteers from the Roadway & Traffic Committee and the Bicycle and Pedestrian Advisory Committee, the Transportation Coalition finalized its five-year roadway and infrastructure project plan. The plan was developed through a public planning process that incorporated the Bicycle and Pedestrian Master Plan and Lincoln's Complete Streets Prioritization Plans. In late September, the Transportation Coalition hosted public forums to familiarize residents with the Town's roadway planning, maintenance, and improvement projects; present the five-year project plan; explain funding sources; and solicit community input and feedback. In addition to the forums, the Coalition engaged residents through an online survey to better understand community concerns, priorities, and feedback. As 2025 came to a close, the Transportation Coalition was excited to have completed the Rt. 117 & Old Sudbury Road Crosswalk project and looks forward to moving additional projects toward completion in 2026. The Plan is available on the Town's website at: <https://www.lincolntown.org/1552/Transportation-Coalition>.

### ***Decarbonization & Sustainability***

Over several decades, residents have championed and supported a wide variety of projects and policies that center sustainability. This past year saw the implementation and fruition of years of work and numerous town votes. Projects supported by the Board included:

- Landfill Solar Array: Building the solar array on the capped landfill next to the Transfer Station is a project that began in 2015. It

required a conservation land swap that had to be approved by the state Legislature, collaboration with the Minuteman National Park, outreach to neighbors, and a feasibility study. This past year, the project broke ground! The array is projected to begin generating electricity in the winter of 2026 and to produce electricity that is roughly equal to the consumption of all of the town's municipal buildings (minus the Lincoln School campus).

- EV Chargers: The Planning Department secured two grants to install four Level 3 chargers for electric vehicles. The two behind Town Offices became operational in early summer, and two more in the resident MBTA parking lot are being installed and will be available in early 2026.
- Pursuit of "Climate Leader" Status: In collaboration with the Green Energy Committee, the Board established policies and submitted the application to the state to become a Climate Leader Community. This designation, which Lincoln earned in December, unlocks grant opportunities for further energy saving and decarbonization projects.

## **II. Policy and Outreach**

### ***Town Meeting Study Committee***

At the February 9th Select Board meeting, the TMSC will present recommendations to the Select Board and Town Moderator that address five key areas identified through extensive community engagement. TMSC launched the conversation at the September 2024 "Let's Talk About Town Meeting" kickoff forum, and continued with the December 2024 State of the Town Meeting, the March 2025 Town Meeting, the 250th Fair & Feast, a professionally administered survey in June 2025, and the November 2025 State of the Town Meeting. The recommendations will address:

1. Preserving core democratic traditions and community-building aspects of Town Meeting that residents value;
2. Managing the length of Town Meeting, which was identified in the survey results as the top challenge;
3. Ensuring balanced and fair presentation of motions on warrant articles so all perspectives receive consideration;
4. Improving access and voting opportunities for residents facing barriers due to scheduling conflicts, caregiving responsibilities, or physical accessibility issues;
5. Ensuring clarity and inclusivity of Town Meeting procedures.

The TMSC views these recommendations as tools available to Town leadership to implement when appropriate, and will suggest piloting these changes, rather than mandating them in by-laws, which will allow for

quantifiable evaluation of their effectiveness and understanding of any unintended consequences of the changes.

### **Communication: Launch of “SelectConnect”**

When we engage with residents about any topic, communication is a recurring theme. Three or four times a year, the Board publishes a paper newsletter that is mailed to every household. In addition, we hold “coffee & conversation” sessions at Bemis Hall each month. However, knowing that more and more timely communication is needed, the Board worked with the town’s technology department to launch an electronic newsletter called *SelectConnect*. The Board will publish the newsletter on the Wednesday after each Select Board meeting. *We encourage all residents to sign up!*

Go to <https://townoflincoln.portal.finalsiteconnect.com/Entry> to get started.

### **III. Building Community**

#### **Lincoln250**



In April 2025, Lexington, Concord, Arlington, and Lincoln— together with Minute Man National Historical Park— commemorated the 250th anniversary of the opening events of the American Revolution through a series of moving and memorable programs. Across the four communities and within the Park, residents and visitors gathered for reenactments, ceremonies, educational programs, and community events that honored the courage, sacrifice, and civic ideals that shaped the nation’s founding. The Lincoln250 Planning Committee was honored to partner with neighboring communities, as well as the Lincoln Minute Men, the Lincoln Historical Society, the Lincoln Library, the Lincoln Historical Commission, Historic New England, and numerous Town organizations and committees whose thoughtful efforts brought Lincoln’s history in these early days of the American Revolution to life.

Following a well-deserved pause, Lincoln250 concluded its commemorations with the Lincoln250 Fair and Feast, held at the Pierce House in June. This joyful community gathering brought residents together for food (with thanks to Public Safety!), drinks, ice cream, dancing, live music, children’s games, barn animals, an electric school bus for shuttle service, commemorative 250th cupcakes, and a vibrant community fair atmosphere. The event was made possible by an extraordinary group of Town staff and volunteers—too many to name here—whose time, energy, and dedication were instrumental to its success. We are deeply grateful for their efforts and invite readers to visit the Lincoln250 Fair and Feast page for a full list of participants and volunteers, <https://www.lincolntown.org/1545/Lincoln250-Fair-and-Feast--June-14-2025>.

### ***Newcomer's Event***

In January, the Inclusion, Diversity, Equity, & Anti-Racism (IDEA) Committee (a committee appointed by the Select Board) revived a tradition that combined a fun social event with an opportunity to learn more about town and community organizations. The event was attended by approximately 150-200, over 25 town boards and organizations, and members of our state legislative team. We are grateful to the members of the IDEA outreach team for all their work to make the event a success.

### ***Constitution Day Community Read***

On September 17<sup>th</sup>, National Constitution Day, the IDEA Committee hosted a community read of the U.S. Constitution. Almost forty residents of all ages, including all the members of the Select Board and the Town Administrator, took turns reading a section of the Constitution. We were honored to have Massachusetts' inaugural Poet Laureate, Regie Gibson, on hand to facilitate the event. Visit <https://www.lincolntown.org/1221/IDEA> to see photos.

## **IV. A Look Ahead**

### ***Water Main, Phase 2***

Before Phase II can begin, the Town must first address a failed drainage system on Bedford Road. This issue was identified during excavation work performed as part of Phase 1. Drainage repairs are scheduled to begin in March and are expected to take approximately twelve weeks, with completion anticipated around the end of May.

Phase 2 of the water main replacement project will involve replacing the water main from Ballfield Road to South Great Road (Route 117) and is expected to begin in June. Water, Public Works, and Public Safety staff are currently working closely with the project engineers to develop a construction phasing plan designed to minimize impacts to residents, businesses, and roadway users. It is possible that this phase of the project will take about two years.

Phase 2 presents a more complex set of challenges as construction progresses down Lincoln Road, moving away from Ballfield Road, through the Lincoln Station area, beneath the railroad crossing, and beyond Codman Road to South Great Road/Route 117. The Town will make every effort to always keep at least one lane of traffic open; however, conditions in the field may occasionally require temporary road closures and detours.

While some level of inconvenience is unavoidable with a project of this scale, the Town will take every reasonable precaution to minimize disruption. Particular attention will be given to reducing impacts at Ballfield

Road while school is in session, maintaining safe access for Lincoln Station residents and businesses, and completing work at the railroad crossing without disrupting MBTA service.

**Communication**

The Board will engage in robust outreach efforts to build the distribution list for *SelectConnect*. In addition, the town website is under review and we are working on a tool that will create a consolidated calendar for town and community events. We welcome feedback from residents on the efficacy of these efforts!

In collaboration with our staff and other boards, we will continue to move forward with the Town’s and residents’ priorities, even as we navigate the changing federal landscape. We will also continue to work with our legislative team and to consult with state officials and legal counsel to understand potential policy and fiscal impacts to Town interests.

**Welcome to New Staff**

As a result of the 2025 Town Meeting passing the FY26 budget, the Planning Department was able to add a new part-time staff member, and a fourteenth police officer was added to our Public Safety roster. We are grateful that the town for approving these new positions and adding extra capacity to our town’s professional staff.

**New Hires for 2025**

Building	Jon Metivier, Building Commissioner
	Marcus Quintino, Assistant Wiring Inspector
COA/HS/Veterans	Katherine Kmetz, Transportation Coordinator/Administrative Assistant
	Lily Sonis, Town Social Worker
DPW	Steve Olson, Superintendent
	Dimitri Laboy, Crew Member
	Steve Frias, Crew Member
Parks & Recreation	Sheila Riley, Assistant Director
Planning	Laura Sher, Administrative Assistant
Police	Jennifer McNaught, Sergeant
	Henry Donham, Sergeant
	Owen Hughes, Officer
	Aidan Hawley, Officer
Water	Chris Boland, Water Operator

Promotions for 2025

Fire	Scott Christianson – Promoted to Captain
	Kevin Gates – Promoted to Full-Time Firefighter
	Ben Juhola – Promoted to Captain
Water	Rick Nolli – Promoted to Water Superintendent

*If you care about...*



**COMMUNITY WELLBEING**

- ❖ School Committee
- ❖ Council on Aging & Human Services Board
- ❖ Library Board
- ❖ Inclusion, Diversity, Equity, & Anti-Racism Committee
- ❖ Parks & Recreation
- ❖ Bicycle & Pedestrian Advisory Committee
- ❖ Pierce House Committee
- ❖ Board of Health
- ❖ Finance Committee
- ❖ Select Board



**ENVIRONMENT**

- ❖ Green Energy Committee
- ❖ Conservation Commission
- ❖ Capital Planning Committee
- ❖ Community Preservation Committee
- ❖ Roadside & Traffic Committee
- ❖ Bicycle & Pedestrian Advisory Committee
- ❖ Agricultural Commission
- ❖ Water Commission
- ❖ Select Board



**HOUSING**

- ❖ Housing Commission
- ❖ Planning Board
- ❖ Affordable Housing Trust
- ❖ Historical Commission
- ❖ Community Preservation Committee
- ❖ Zoning Board
- ❖ Council on Aging & Human Services Board
- ❖ Board of Health
- ❖ Select Board



**FINANCES**

- ❖ Finance Committee
- ❖ Capital Planning Committee
- ❖ Community Preservation Committee
- ❖ School Committee
- ❖ Water Commission
- ❖ Select Board

*...consider one of these boards!*

=====  
 Kim Bodnar  
 Jim Hutchinson  
 Jennifer Glass, Chair  
**Select Board**

=====  
 Timothy S. Higgins  
**Town Administrator**

## SELECT BOARD'S INCLUSION, DIVERSITY, EQUITY, & ANTI-RACISM (IDEA) COMMITTEE

Alison Armstrong, liaison, Lincoln Public Library  
Gray Birchby, at-large member  
Abigail Butt, Director, Council on Aging & Human Services, Ex Officio  
Leslie Donovan, liaison, Lincoln Public Library (partial year)  
Becca Fasciano, liaison, Conservation Commission  
Kristen Ferris, liaison, METCO Coordinating Committee  
Emily Qing He, at-large member  
Tim Higgins, Town Administrator, Ex Officio  
Naila Karamally, at-large member  
Russell Kramp, at-large member  
Torrance Lewis, Assist. Supt., Lincoln Public Schools, Ex Officio  
Margaret McLaughlin, at-large member  
Terry Perlmutter, liaison, Housing Commission  
Abbey Salon, School Committee (partial year)  
Detective Ian Spencer: liaison, Public Safety  
Susan Taylor, School Committee (partial year)  
Albert Uriah Turner: at-large member  
Jennifer Glass: co-chair, Select Board  
Rob Stringer, co-chair: at-large member

**Newcomer's Event** – Last January, IDEA revived the Newcomers' Party, event that invited those newer to Lincoln to meet other residents, learn about volunteer opportunities, and an overview of how the town works. Between 150 and 200 people attended, met neighbors, enjoyed good food, and learned about town boards and organizations. IDEA is grateful for all the work done by the Events Subcommittee members, town staff, sponsors, and our community members to make the day a success! To learn more, visit <https://www.lincolntown.org/1221/IDEA>.



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get



**National Constitution Day Event** – On September 17, 2025 (National Constitution Day), the IDEA Committee hosted a community, out loud read of the U.S. Constitution. Cheered on by fellow community members, thirty-eight volunteers (students, residents, and staff) came together and took turns reading a section of the Constitution. We were fortunate to be joined by

Massachusetts' inaugural Poet Laureate, Regie Gibson, whose words provided the event with eloquent and thoughtful context. Thank you to all the staff and volunteers who made the event possible! To see photos, visit <https://www.lincolntown.org/1221/IDEA> and to watch the recording, visit <https://cloud.castus.tv/vod/lincoln/video/68daa5a43efca90002b04f92?page=HOME>

**Good Governance** – IDEA will continue to work with other boards and committees on good governance issues such as the Recruitment Framework to make local government more transparent and inclusive. Find the Framework at

<https://www.lincolntown.org/DocumentCenter/View/98538/Board-and-Committee-Recruitment-Framework>

**Membership** – The Committee welcomed Emily Qing He as an at-large committee member. Emily had served as a member of the Events Subcommittee. The committee extends its deep gratitude to Susan Taylor who had been on the committee since its inception. She stepped off as the School Committee representative, and at the same time we welcomed Abbey Salon as the new School Committee rep.

## Looking Back and Moving Forward

Sarah Cannon Holden, Town Moderator

In 1954 the People of Lincoln celebrated its 200<sup>th</sup> birthday. On the designated day, I remember being a little girl dressed in colonial dress welcoming townspeople at the front door of one of Lincoln's oldest houses<sup>1</sup>. Public service and democracy were in my blood from the beginning. This year **We the People** celebrate the country's 250<sup>th</sup> birthday and in New England we can celebrate centuries of Town Meetings. I am imagining heading out the door of the Donaldson Auditorium after my last meeting as Town Moderator on March 26, 2026. I think about all that I have learned and how I have benefitted from the years of public service. I have learned about the town's legislative process and the constraints on it, about different perspectives on issues and the human resistance to change, and about what it takes to run a small town successfully. The greatest gift, however, is the unique opportunity when serving as moderator – and on other boards – to learn to know people from all ages, perspectives and parts of town, newcomers and old timers, town/school/library staff and private employers and employees. It is a community larger than a neighborhood which has brought a richness to my life. I will be forever grateful.

I encourage others to reach out and volunteer. The health of the town depends on citizen involvement. At no time in my memory does civic engagement at all levels of the Republic seem more important. We honor our history while we step into the realities of tomorrow. A Republic and all its component parts are not self-sustaining. They depend on all of us to be informed, to speak out, and to volunteer. To be at Town Meeting is to have a voice and a vote. I hope that in 2054 at Lincoln's 300<sup>th</sup> birthday New England's Town Meetings will have met the test of time as the legislative body where the bond of community and the rewards of engagement are affirmed.

<sup>1</sup> *Harland and Peggy Newton's house, 37 Lincoln Road*

## OFFICERS AND COMMITTEES

	Term Expires
<b>ELECTED</b>	
<u>Moderator</u>	
Sarah Cannon Holden	2026
<u>Town Clerk</u>	
Valerie Fox	2028
<u>Select Board</u>	
Kimberly Bodnar	2026
Jennifer Glass	2027
Jim Hutchinson	2028
<u>Board of Assessors</u>	
Bruce Campbell	2028
Ellen Meadors	2026
Edward Morgan	2027
<u>School Committee</u>	
Jacob Lehrhoff	2026
Kenneth Lepage	2028
Matina Madrick	2026
Susan H. Taylor	2027
Abbey Salon (through 1/8/2026)	2027
<u>Water Commission</u>	
Matthew Bio	2026
Stephen Gladstone	2028
Patrick J. Lawler	2027
<u>Board of Health</u>	
Steven R. Kanner	2028
Frederick L. Mansfield	2026
Patricia Miller	2027
<u>Cemetery Commission</u>	
Manley Boyce	2026
Douglas Harding	2027
Conrad Todd	2028
<u>Lincoln-Sudbury Regional District School Committee</u>	
Catherine Sousa Bitter	2027
Maura Carty	2027
Lucy Maulsby	2026
Charles Morton	2028
John Ryan	2028
Ravi Simon	2026

## Term Expires

### Planning Board

Robert Ahlert	2028
Andrew Bennet, Associate	2026
Lynn DeLisi	2026
Susan Hall Mygatt	2028
Craig Nicholson	2026
Gerald Taylor	2027

### Commissioners of Trust Funds

Donald Collins	2027
D. Paul Fitzgerald	2026
Douglas Harding	2028

### Trustees of Bemis Fund

Miriam Borden	2027
Sara Mattes	2028
Rachel Marie Schachter	2026

### Trustees of Lincoln Library

Jacquelin Apsler (Select Board Appointee)	2026
Ron Chester (Library Trustees Appointee)	
Indrani Kharbanda (Library Trustees Appointee)	
Lucy Maulsby (School Committee Appointee)	continuing
Ray Shepard (Elected)	2028
Peter Sugar (Library Trustees Appointee)	

### Parks and Recreation Committee

Sarah Chester (Select Board Appointee)	2027
Brianna Doo (Elected)	2027
Roshan Kharbanda (Select Board Appointee)	2028
David Onigman (Select Board Appointee)	2026
Thornton Ring (Elected)	2028
Robert Stringer, III (Elected)	2026

## APPOINTED BY THE SELECT BOARD

## Term Expires

Town Administrator

Timothy Higgins

Assistant Town Administrator

Daniel Pereira

Accountant/Finance Director

Colleen Wilkins

Treasurer/Collector

Krystal Elder

Town Counsel

Devan Braun

Chief of Police

Sean Kennedy

Jon Wentworth – Interim since May 2025

Fire Chief

Brian Young

Emergency Management

Brian Young

Constables

Robert Paul Millian

2026

Joseph Topol

2027

Jon Wentworth

2026

Animal Control Officer

Jennifer Boardman

Superintendent of Public Works

Stephen Olson

Superintendent of Water Department

Richard Nolli

Building Inspector

Jon Metivier

Wiring Inspector

Robert Norton

Assistant Wiring Inspector

Gus Silva

Plumbing and Gas Inspector

Welter Rasmussen

**Term Expires**

Assistant Plumbing and Gas Inspector

George Dixon  
Russell Dixon

Pierce House Event Manager

Jennifer Westlund

Veterans' Services Officer

Peter R. Harvell 2026

Veterans' Programming Officer

Peter R. Harvell 2026

Sealer of Weights & Measures

Joseph Mulvey

Tree Warden

Kenneth Bassett 2026

Town Historian

John MacLean

Registrars of Voters

Christopher Bursaw 2028

Margaret Flint 2026

Valerie Fox, Ex Officio (Town Clerk)

Laura Glynn 2027

Conservation Commission

Becca Fasciano 2027

Ari Kurtz 2027

Mark Masterson 2028

Joseph Miller 2026

Laura Regrut 2026

Kathleen Shepard 2028

Ross Tucker 2028

Zoning Board of Appeals

Tobias Brambrink 2028

David Elmes, Associate 2028

Stephen Skolas, Associate 2026

Eric Snyder 2029

David Stifter 2030

David Summer 2027

Reanna Wu 2026

Matthew Zbawiony, Associate 2027

Council On Aging and Human Services

Laura Crosby 2026

Cindy Frank 2028

	<b>Term Expires</b>
Stephen Hines	2027
Wendy Kusik	2027
Jane O'Rourke	2026
Terry Perlmutter	2026
Kathryn Ramon	2027
Donna Rizzo	2026
Mark Sandman	2028
Dilla Tingley	2026
Peter von Mertens	2027
 <u>Lincoln Historical Commission</u>	
Douglas Adams	2026
Gary Anderson, Alternate	2027
Christopher Boit	2026
Frank Clark, Alternate	2026
Joel Freedman	2027
Andrew Glass	2027
Jason Kass, Alternate	2027
Judith Lawler, Alternate	2027
Andrew Ory	2028
 <u>Historic District Commission</u>	
Douglas Adams (Architect)	2026
Gary Anderson, Alternate	2027
Christopher Boit	2026
Frank Clark	2026
Lynn DeLisi (Planning Board)	2027
Joel Freedman (Historical Society)	2027
Andrew Glass (Real Estate Agent)	2027
Jason Kass, Alternate	2028
Andrew Ory (Historic District Resident)	2028
 <u>Lincoln Cultural Council</u>	
Catherine Coleman	2027
Wendy Hubbard	2027
Christopher Loschen	2027
Deborah Page	2027
Margaret Ramsey	2028
Richard L. Rundell	2026
Kathryn Walker	2028
 <u>Pierce House Property Committee</u>	
Peter Braun	2026
Margaret Byrnes	2028
Anne Crosby	2026
Barbara Peskin	2028
Collette Sizer	2026
Bjorn Slate	2028
 <u>Emergency Assistance Fund Committee</u>	
Abigail Butt, Ex Officio (COA Director)	

	<b>Term Expires</b>
Jennifer Cook (Church/Grange/COA)	2026
Jennifer Coon (Church/Grange/COA)	2026
Lorraine Fiore (Church/Grange/COA)	2028
Timothy Higgins (Town Staff)	
Wendy Kusik (Church/Grange/COA)	2027
Mary Stechschulte (Church/Grange/COA)	2028
<u>Green Energy Committee</u>	
Laurie Gray	2026
Roy Harvey	2026
Ed Kern	2026
Sue Klem	2026
Edmund Lang	2026
Daniel Pereira (Assistant Town Administrator)	
Scott Rodman	2026
Paul Shorb	2026
Anne Sobol	2026
Lara Sullivan	2026
<u>Housing Commission</u>	
Julie Brogan (Select Board Appointee)	2028
Rachel Drew (Select Board Appointee)	2028
Neil Feinberg (Select Board Appointee)	2026
Donald Fonseca (Select Board Appointee)	2027
Mollye Lockwood (Select Board Appointee)	2026
Terry Perlmutter (Select Board Appointee)	2027
Jena Salon (Select Board Appointee)	2027
<u>Agricultural Commission</u>	
Heather Anderson, Alternate	2026
Phillip Ayoub	2027
Nancy Bergen	2026
Linda Emmanuel, Non-voting	2026
Sherry Haydock	2027
Steven R. Kanner, Alternate	2028
Kathleen Lomatoski (Conservation Commission)	2027
Karen Seo	2028
Matthew Travis, Alternate	2026
<u>Roadway and Traffic Committee</u>	
Robert Ahlert (Planning Board)	2026
Kenneth Bassett (Tree Warden)	2026
Christian Bibbo (Superintendent of Public Works)	
Christian Bibbo (Superintendent of Public Works)	
Kimberly Bodnar (Select Board)	2026
Paula Cobb	2026
Sharon Collura	2026
Jane Herlacher (Garden Club)	2026
Stephen Olson (Superintendent of Public Works)	2026
Stephen Olson (Superintendent of Public Works)	2026
Robert Soluri	2026

## Term Expires

### Bicycle and Pedestrian Advisory Committee

Kimberly Bodnar (Select Board)	2026
John Mendelson	2026
Chris Murphy	2026
Margaret Olson	2026
David Onigman	continuing
Virginia Reiner	2027
Robert Wolf	2027

### Affordable Housing Trust

Julie Brogan	2027
George Georges	2027
Jennifer Glass (Select Board)	2027
Fuat Koro	2027
Terri Morgan	2027
Betty-Jane Scheff	2027

### Town Meeting Study Committee

Sarah Cannon Holden (Moderator)	continuing
Jim Hutchinson (Select Board)	continuing
Ariane Liazos	continuing
Kenneth Mitchell	continuing
Jennifer Gundy Morris	continuing
Taylor Ortiz	continuing
Andrew Pang	continuing
Ben Shiller	continuing
Andy Wang	continuing

### Community Center Building Committee

Sarah Chester	2026
Jonathan Dwyer (Select Board Representative)	2026
Craig Nicholson, Non-voting (Planning Board)	2026
Daniel Pereira, Ex Officio (Town Administrator)	2026
Kimberly Rajdev (School Committee or Designee)	continuing
Ellen Meyer Shorb (Finance Committee)	2026
Todd Staples	2026
Robert Stringer, III (Parks & Recreation Representative)	2026
Alison Taunton- Rigby	2026
Dilla Tingley (Council on Aging Representative)	2026
Krystal Wood	2026

### Inclusion, Diversity, Equity, & Anti-Racism (IDEA)

Gray Birchby (Lincoln-Sudbury Regional High School Student)	2026
Abigail Butt, Ex Officio	2026
Jennifer Glass (Select Board Member)	2026
Emily He	2026
Timothy Higgins, Ex Officio	2026

	<b>Term Expires</b>
Nalia Karamally	2026
Russell Kramp	2026
Margaret McLaughlin	2026
Robert Stringer, III	2026
Susan H. Taylor (Lincoln Public School Committee Nominee)	2026
Albert Turner	2026
<u>Hanscom Field Advisory Commission (HFAC)</u>	
Christopher Eliot	2026
<u>Hanscom Area Towns Study Committee (HATS)</u>	
Jim Hutchinson (Select Board)	2026
Susan Hall Mygatt, Non-voting	2026
Gerald Taylor, Non-voting (Planning Board)	2026
<u>MBTA Advisory Board</u>	
Andrew Glass	2026
<u>Metropolitan Area Planning Council (MAPC)</u>	
Paula Vaughn	2026
<u>Minuteman Adv.Group on Interlocal Coordination (MAGIC)</u>	
Jennifer Glass	2026
Paula Vaughn	2026
<u>Suasco Wild and Scenic River Stewardship Council</u>	
Ross Tucker	
2028	
Christine Dugan (Alternate)	2028
<u>Minuteman Senior Services</u>	
Wendy Kusik (Council on Aging)	continuing

### **APPOINTED BY THE TOWN CLERK**

Deputy Town Clerk

Cara Maroney

Assistant Town Clerk

Stacey Carroll

Assistant Town Clerk for the Town Archives

Melissa Roderick

### **APPOINTED BY THE TOWN CLERK AND LIBRARY DIRECTOR**

Town Archivist

Matthew Lincoln

## APPOINTED BY THE BOARD OF HEALTH

Term Expires

Burial Agent

Valerie Fox

Public Health Agent

Melanie Dineen

Shaun Jeffery

Public Health Nurse

Tricia McGean

Hazardous Waste Coordinator

Victoria Benalfew

## APPOINTED BY THE CEMETERY COMMISSION

Cemetery Agent

Valerie Fox

## APPOINTED BY THE MODERATOR

Personnel Board

Rosamond Delori

2027

Julia R. Dobrow

2027

Katherine Hall Page

2029

Finance Committee

Merrill Berkery

2026

Paul Blanchfield

2028

Buckner Creel

2028

Greg Haines

2028

Nancy Marshall

2027

Richard Rosenbaum

2026

Ellen Meyer Shorb

2027

## APPOINTED BY THE PLANNING BOARD

Battle Road Scenic Byway Committee

Jennifer Curtin (Planning Department)

2027

Andrew Glass (Planning Board)

2026

Craig Nicholson (Planning Board)

2026

## APPOINTED BY VARIOUS BOARDS AND COMMITTEES

Community Preservation Committee

Robert Ahlert (Planning Board Appointee)

2027

Craig Donaldson (Select Board Appointee)

2027

Neil Feinberg (Housing Commission Appointee)

2027

Andrew Glass (Historical Commission Appointee)

2027

	<b>Term Expires</b>
Fuat Koro (Select Board Appointee) (FinCom)	2027
John Ottenberg (Select Board Appointee)	continuing
Thornton Ring (Parks and Recreation Committee Appointee)	2027
Kathleen Shepard (Conservation Commission Appointee)	2026
Eric Zimmerman (Select Board Appointee)	continuing
 <u>Capital Planning Committee</u>	
Jacquelin Apsler (Library Trustees Appointee)	2026
Chris Burns (Select Board Appointee)	2027
Debra Daugherty (Select Board Appointee)	2026
Jim Hutchinson (Select Board Appointee) (Select Board)	2026
Audrey Kalmus (Select Board Appointee)	2028
Jacob Lehrhoff (School Committee Appointee)	2027
Norman Levey (Moderator Appointee)	continuing
Scott Rodman (Green Energy Committee Appointee)	2028
 <u>Scholarship Fund Committee</u>	
Carol Carmody (School Committee Appointee)	continuing
Carolyn Dwyer (Moderator Appointee)	continuing
Aldis Russell (Select Board Appointee)	2026

## OFFICE OF THE TOWN CLERK

Valerie Fox, Town Clerk  
Cara Maroney, Deputy Town Clerk  
Stacey Carroll, Assistant Town Clerk

The Town Clerk's office consists of several programs:

**Town Clerk:** Responsible for creating, registering and maintaining official Town records, including births, deaths, marriages, businesses, pets, raffles, flammables, street address assignments, meetings and filings of governmental bodies, serving as the Town's Chief Records Access Officer for Public Records Requests, and Ethics and legal filings and is the point of contact for Town residents, and local, State and Federal agencies.

**Elections and registrations:** Responsible for running elections and management of the Town census of voters and residents (including HAFB). Also responsible for processing and maintaining voter registrations, all in compliance with local, State and Federal laws.

**Legislative:** Responsible for supporting Open Town Meeting, submitting votes to the Attorney General, Department of Revenue and other State agencies. Another important function of the Lincoln Town Clerk's office is the day-to-day management of the cemeteries. See the Cemetery Commission Report elsewhere in this book.

The Office of the Town Clerk consists of three full-time employees, and we are proud to call ourselves public servants. Our goal is to serve the residents of Lincoln with integrity, efficiency and professionalism.

Cara Maroney has taken on many responsibilities as the Deputy Town Clerk and has become a vital addition to this office. Stacey Carroll has stepped, with enthusiasm, into the role of Assistant Town Clerk. Stacey attended the first year of the New England Municipal Clerk's Institute and Academy training program. We are very grateful to Margaret Flint for her weekly commitment to registering voters and keeping our voter list up to date and we are indebted to Lori Foley for her dedication and commitment to uploading all the necessary data from records to photographs into our new Cemetery Digital Software. We are delighted to announce that we went live this year by uploading all our cemetery records onto the software platform PlotBox. Here is the link to search for records of loved ones interred in the Lincoln cemeteries <https://www.discovereverafter.com>.

We would also like to recognize Peggy Valenzano for her support in stepping in when the Town Clerk's Office needs additional support and we are indebted to every volunteer who supports this office.

**Cemeteries:** The Town Clerk acts as the Cemetery Agent for the town. Our office tends to the day-to-day operations of the Lincoln cemeteries, supporting the elected Cemetery Commissioners. This includes selling lots, arranging for interments, interacting with bereaved families, dealing with monument companies, arranging for Veteran's markers and managing landscaping and various other issues. We coordinate with the DPW, who do an outstanding job. Nathalie Rice assists with many of these functions effectively and kindly. We are very grateful to Connie Phillips for measuring every cemetery plot in the Lincoln cemetery and annotating the results on plot cards for our records. It was repetitive and detailed work and Connie persevered to the end. It has been very helpful to all of us. For further information on the cemeteries, see the Cemetery Commission Report in this book.

**Archives:** The Town Clerk is Co-Director of the archives, with Melissa Roderick, Director of the library. The Archivist works in both the library and Town Office Building and is responsible for the custodianship of Town Records, which date from the mid-1600s. Matthew Lincoln, our archivist, works every Monday and Tuesday and is available to assist you with historical research. He is continuously uploading digital records to the Internet Archive for use by everyone, while assisting patrons on a regular basis. Please see the Archives report for further details.

We are fortunate to have the encyclopedic local knowledge of John (Jack) MacLean, our Town Historian who continues to be an invaluable asset to the town. Jack was able to locate a birth record even though the name on the record was misspelled by the Town Clerk in 1878. His knowledge of Lincoln is remarkable.

**Vital Records:** The Town Clerk's Office bears responsibility for registering all the vital records for the town. The number of deaths recorded at Care Dimensions Hospice House has continued to increase. We strive to do everything we can to assist in people's time of need.

**Town Meeting:** We held the Annual Town Meeting on March 29, 2025, in the Donaldson Auditorium and the Reed Gymnasium. A total of 256 voters attended to express their opinions and support local democracy. See the minutes of the Annual Town Meeting elsewhere in this report.

**Elections:** Lincoln had one Election this year, which was held in the Reed Gym. Once again, Lincoln's finest volunteers managed the process seamlessly. The post office went above and beyond to deliver ballots every day without delay. I know many ballots were delivered to households on the same day that they were mailed from this office. Donelan's provided complimentary coffee and refreshments for our poll workers, and the election

went very smoothly. We are always glad to welcome new volunteers, please follow up with me to be added to our election volunteer list.

Chief Records Access Officer: The Town Clerk serves as the Chief Records Access Officer for Lincoln and as such, bears the responsibility of ensuring that timelines and statutory obligations are met when public request records are received for the Town Office, School, and Public Safety departments. The office provides oversight, consulting and monitoring to ensure that departments are properly addressing the requests in a timely manner and serves as the central point of contact for the State. The Town Clerk's Office received 17 of 83 Public Records requests through our online request portal. Most of the requests pertain to election voter lists. Public Safety received 19 requests, and the Finance Department received 11.

We continue to manage our responsibilities with pleasure and thank you to all who assist us. The Town Clerk's Office is fortunate to have a fantastic crew of staff and Senior Tax Work-off residents as well as residents who have yet to achieve "senior status". We are grateful to have such a deep talent pool from which to draw upon, but we would gladly welcome additional volunteers.

Lastly, it is a great pleasure that I was re-elected as your Town Clerk. It is an honor and a privilege to serve the residents of Lincoln, and I look forward to each day as your Town Clerk.

We all look forward to serving you again this year.

Respectfully submitted,  
Valerie Fox

## Vital Statistics

The Registry of Vital Records and Statistics, part of the Massachusetts Department of Public Health, is the state agency responsible for managing a comprehensive statewide system of vital records; all vital records are locally created. Birth and death records are filed in both the town of occurrence and the town of residence, for convenience. The Registry implemented a new database for death registrations in 2025. The most significant change is the ability for Funeral Homes to amend Death Records which will relieve the Town Clerk's Office of this function.

The number of deaths registered has decreased since last year, from 608 in 2024 to 553 in 2025. Of these, 57 were Lincoln residents, of which 51 were veterans. Death records are initiated by funeral homes who input the data. The creation of vital records requires complete accuracy, as they are legal documents and will be used by generations to follow.

Features of Lincoln's Vital Records include:

- There was an increase in the number of births from 72 in 2024 to 74 in 2025. There were 43 female births and 31 male births. Most births were to Hanscom parents; 41 were HAFB births, and 33 were outside of the base. One baby was born at home.
- There were 25 marriage intentions filed in the Town Clerk's Office. Fifteen of these were either current residents or people who grew up in Lincoln. It is always lovely to see couples come back to file intentions. The Town Clerk had the pleasure of officiating at six of these weddings, having known some of the betrothed since childhood.
- There were 553 deaths registered in Lincoln. Fifty-one were veterans, one served in World War II, 18 served in Korea, 23 served in Vietnam and 8 in peace time. One veteran's record did not contain branch of service.

Online payment options continue to increase in popularity with residents. There were 2,982 death certificates issued this year, of which 2,174 were requested through our online portal. There were 142 birth certificates issued of which 36 were requested online, there were 60 marriage certificates requested of which 29 were requested online. In total, 3,184 vital records were issued during 2025.

Another interesting fact is that we registered 587 dogs and two kennels. Thank you to all the devoted dog owners who license their dogs promptly. We love to meet you and your dogs.

**TOWN OF LINCOLN, MASSACHUSETTS  
ANNUAL TOWN MEETING  
Saturday, March 29, 2025**

Pursuant to a Warrant duly served, the Meeting was called to order, in the Donaldson Auditorium by the Moderator, Ms. Sarah Cannon Holden, at 9:30 a.m. The Return of Service for the Warrant was read, and a quorum being present (256 voters throughout the day), the following business was transacted:

*Before introducing the Consent Calendar, the Moderator offers thanks to the many volunteers and staff who offer support on the day of and lead up to Town Meeting, and makes fond acknowledgement of the contributions to the life of our community of those Lincoln residents who have passed away in the year since Town Meeting was last convened.*

After a quick review of Town Meeting protocol, the Moderator announced that Article 1 refers to the Annual Town Election and introduced the Consent Calendar. Pursuant to Article II, Section 13 of the General Bylaws, a Motion was made and seconded to adopt the motions listed under the articles on the Consent Calendar. The motion was carried unanimously.

An incredible re-enactment performance was hosted by the Historical Society during the Meeting, see Article 21. This was clearly appreciated by all present. It identified challenges and concerns both in favor and against getting involved in the American Revolution in 1775.

**Note:** Motions under article #s 5-20 were to be found on the green Consent Calendar. Due to the nature of their relatively non-controversial or routine subject matter, Consent Calendar items are voted together in one motion to expedite the business of town meeting.

**ARTICLE 1** was to vote to hold the Annual Town Election.

**ARTICLE 2 Proposed by the Select Board**  
**Voted: Unanimously**

That Andy Payne and Kim Rajdev be elected Fence Viewers, and that Anita Spieth, Ari Kurtz, and Ephram Flint be elected Measures of Wood & Bark for the ensuing year.

**ARTICLE 3 Proposed by the Select Board**  
**Voted: Unanimously**

That the Town vote to use this article as an electronic voting (a.k.a. “clicker”) demonstration vote to help our voters assess the benefits of incorporating electronic voting into our Town Meeting vote counting procedures.

**ARTICLE 4 Proposed by the Select Board**  
**Voted: Unanimously**

That the Town vote to amend its General Bylaw, Article II (Town Meeting), Section 8, as follows, with text to be deleted shown in strikethrough and text to be inserted in underline:

Section 8. Questions

When a question is put, the Moderator shall determine the sense of the meeting by whatever mechanism/s the Moderator believes, in the Moderator’s discretion, is best suited for establishing a clear result of the vote, and the Moderator shall declare the vote as it appears to the Moderator. The Moderator shall notify Town Meeting as to the manner of voting on a particular question. The mechanisms available to the Moderator for the initial vote, and any subsequent votes that the Moderator deems necessary, shall include, without limitation, voice votes, electronic voting, show of hands, standing votes, and/or by prior arrangement, paper ballots. If seven or more voters immediately question the moderator’s determination of the vote, the Moderator shall take another vote using such method as the Moderator may decide; and, provided further, that once the vote is questioned, the Moderator’s new determination of the vote may not again be questioned other than by the Moderator at the Moderator’s sole discretion. sense of the meeting shall be determined by voice vote unless otherwise provided by law, and the Moderator shall declare the vote as it appears to the Moderator. If the Moderator is in doubt as to the result of such voice vote, or if the Moderator’s decision is immediately questioned by seven or more voters rising in their places for that purpose, the Moderator shall call for another vote to be taken, as the Moderator may decide, by show of hands, by standing vote, by use of the check list, or by ballots. Whenever a two-thirds vote of a town meeting is required by statute the Moderator may declare the motion passed by voice vote without a count if it appears that the two-thirds vote has been obtained, provided that if seven or more voters question the Moderator’s declaration, another vote shall be taken in the manner prescribed in this Section

**ARTICLE 5 Proposed by the Select Board**  
**Voted: Unanimously**

That the reports of the Town Officers, Committees, Commissioners and Trustees, as printed in the Annual Town Report, be accepted.

**ARTICLE 6 Proposed by the Select Board**  
**Voted: Unanimously**

That the Town set the salaries of the elected officials of the Town at the following amounts for the fiscal year beginning July 1, 2025:

Select Board Chair	\$200	
Select Board (Other members, each)	\$100	
Town Clerk	\$122,598	
Assessors (Chair)	\$200	
Assessors (Other members, each)	\$175	
Water Commissioners (Each)	\$75	

**ARTICLE 7 Proposed by the Select Board**

**Voted: Unanimously**

That the Town raise and appropriate the sum of \$100,000 by taxation to fund the Town's Senior Tax Work-off Program, as established pursuant to Massachusetts General Laws, Chapter 59, Section 5K.

**ARTICLE 8 Proposed by the Select Board**

**Voted: Unanimously**

That the Town raise and appropriate the sum of \$8,000 by taxation to fund the Town's Veteran's Tax Work-off Program, as established pursuant to Massachusetts General Laws, Chapter 59, Section 5N.

**ARTICLE 9 Proposed by the Select Board**

**Voted: Unanimously**

That the Town raise and appropriate the sum of \$165,430 by taxation to be used for the repair and maintenance of certain Town buildings, including all costs incidental and related thereto.

**ARTICLE 10 Proposed by the Library Trustees**

**Voted: Unanimously**

That the Town raise and appropriate the sum of \$65,200 by taxation to be used for the repair and maintenance of the Lincoln Library, including all costs incidental and related thereto.

**ARTICLE 11 Proposed by the Finance Committee**

**Voted: Unanimously**

That the Town raise and appropriate the sum of \$666,000 by taxation, to add funds to the Group Insurance Liability Fund established by Chapter 474 of the Acts of 2008, which Fund will help offset the Town's so-called "Other Post-

employment Benefits (OPEB)” liability established by the Statements 74 and 75 of the Governmental Accounting Standards Board.

**ARTICLE 12 Proposed by the Finance Committee**

**Voted: Unanimously**

That the Town raise and appropriate the sum of \$59,892 by taxation, to add funds representing Lincoln’s proportionate share of the contribution recommended by the Lincoln-Sudbury Regional High School Committee, to the Lincoln-Sudbury Regional School District Retirees Health Insurance Trust Fund, established by the acceptance of Chapter 32B, Section 20 of the Massachusetts General Laws, as amended by Chapter 68, Section 57 of the Acts of 2011, for Lincoln- Sudbury Regional High School, which Fund will help offset the High School’s so-called “Other Post-employment Benefits (OPEB)” liability established by Statements 74 and 75 of the Governmental Accounting Standards Board.

**ARTICLE 13 Proposed by the Select Board**

**Voted: Unanimously**

That the Town accept and expend such sum or sums of money that may be available under the provisions of Massachusetts General Laws, Chapter 90 or other state roadway reimbursement programs and to authorize the Select Board to enter into a contract with the Massachusetts Department of Transportation Highway Division and to authorize the Treasurer, with the approval of the Select Board, to borrow in anticipation of 100% reimbursement of said amounts.

**ARTICLE 14 Proposed by the School Committee**

**Voted: Unanimously**

That the Town appropriate and transfer from Free Cash the sum of \$43,500, said sum being equal to the state reimbursement amounts for Special Education Medicaid expenses, to supplement the FY26 Lincoln School operating budget.

**ARTICLE 15 Proposed by the Select Board**

**Voted: Unanimously**

That the Town appropriate \$100,000 from the PEG Access and Cable Related Fund, previously established at the March 19, 2016 Town Meeting, Article 32, to support cable related purposes consistent with the franchise agreement between cable operators and the Town of Lincoln, including, but not limited to: (i) support of public, educational or governmental access cable

television services; (ii) monitor compliance of the cable operator with the franchise agreement; or (iii) prepare for renewal of the franchise license.

**ARTICLE 16 Proposed by the Select Board**

**Voted: Unanimously**

That the Town vote to amend its General Bylaws, Article XXVII, Capital Planning Committee, as follows, with text to be deleted shown in strikethrough and text to be inserted shown in underline:

Four Representative Members, consisting of one appointed by and from each of the Select Board, the School Committee, the Green Energy Committee ~~Conservation Commission~~, and the Library Board.

**ARTICLE 17 Proposed by the Conservation Commission**

**Voted: Unanimously**

That the Town vote to appropriate and transfer the sum of \$10,000 from the Conservation Receipts Reserved for Appropriation account to support maintenance and improvements to agricultural conservation land.

**ARTICLE 18 Proposed by the Select Board**

**Voted: Unanimously**

That the Town vote to amend its General Bylaw, Article XXVIII, Section 1, titled: "Revolving Funds" by inserting in the row entitled "Codman Farmhouse", the following underlined text:

<b>PROGRAM or PURPOSE</b>	<b>REVENUE SOURCE</b>	<b>AUTHORITY TO SPEND FUNDS</b>	<b>USE OF FUNDS</b>
Codman Farmhouse	Lease Fees	Select Board	To defray expenses related to the care and maintenance of the Codman Farmhouse <u>and Barns</u>

**ARTICLE 19 Proposed by the Finance Committee**

**Voted: Unanimously**

That the Town vote to accept the provisions of Massachusetts General Laws, Chapter 44, Section 54(b) to allow Town trust funds to be invested in

accordance with Massachusetts General Laws, Chapter 203C, the so-called “Prudent Investor Rule.”

**ARTICLE 20 Proposed by the Select Board**  
**Voted: Unanimously**

That the Town vote to authorize the Select Board to refile the Home Rule Petition approved by the May 15, 2021, Town Meeting providing for the Town to require retail establishments to charge a fee for checkout bags, provided, however, that the General Court may make clerical or editorial changes of form only to the bill, unless the Select Board approve amendments to the bill before enactment by the General Court, and provided further that the Select Board is hereby authorized to approve such amendments as are within the scope of the general public objectives of this petition.

**ARTICLE 21 Proposed by the Select Board**  
**Voted: Unanimously**

That the Town vote, as it did on March 20, 1775, as follows:  
That the sum of fifty-two pounds four shillings be granted to provide for those persons who have enlisted as minute men, each one a bayonet belt, cartridge box, steel rammer, gun stock, and knapsack; they to attend military exercise four hours a day twice in a week till the first day of May next.

*Note: Minute Men Budget Equivalency 1775 vs 2025:*

	<b>1775</b>	<b>2025</b>
<i>Budget Allocation for the Minute Men</i>	£52	\$16 million
<i>Total Town Budget</i>	£165	\$49 million
<i>% Allocated to Minuteman</i>	32%	32%

**ARTICLE 22 Proposed by the Finance Committee**  
**Voted: Unanimously**

That the Town vote to adopt as the FY 26 budget appropriation the recommendations listed in the report of the Finance Committee, printed on pages 49-54 inclusive of the Financial Section & Warrant for the 2025 Annual Town Meeting, with the following exceptions:

And that all items be raised by taxation except to the following extent:  
Dept. 1491 **Cemetery Department-Expenses-** \$5,000 to be transferred from Cemetery Perpetual Care Trust Fund Income-Expendable Trust.

Dept. 1171                    **Conservation Commission- Personnel Services-** \$13,500 to be transferred from the Wetlands Protection Fees-Receipts Reserved for Appropriation.

Dept. 1290                    **Town Offices- Personnel Services-** \$286,400 to be transferred from the Hanscom Fund.

Dept. 1290                    **Town Offices- Personnel Services-** \$60,000 to be transferred from the Water Enterprise Fund.

Dept. 1331                    **Lincoln-Sudbury Regional High School-Assessment-**\$9,000 to be transferred from the PEG Access Cable Fund.

Dept. 61451    **Water Department**  
 •**Personnel Services-** \$792,402 to be transferred from the Water Enterprise Fund  
 •**Expenses-** \$915,300 to be transferred from Water Enterprise Fund  
 •**Debt Service-** \$148,400 to be transferred from Water Enterprise Fund  
 and  
 \$250,000 from Water Enterprise Retained Earnings.

Dept. 614513                **Water Department- Emergency Reserve-** \$75,000 to be transferred from Water Enterprise Retained Earnings (Water Surplus).

**ARTICLE 23    Proposed by the Capital Planning Committee**  
**Voted:            Unanimously**

That the Town vote to accept the report of the Capital Planning Committee and that the following amounts (Items A - O) be appropriated as stated in the table below for the following purposes, including in each instance, all costs incidental and related thereto:

<b>FY26 CAPITAL PROJECTS</b>				
	<b>ITEM</b>	<b>\$ AMOUNT</b>	<b>SPONSOR</b>	<b>FUNDING SOURCE</b>
A	To fund the purchase of a compact utility tractor and any related equipment, for use by the Conservation	\$57,154	Select Board	Raise and appropriate by taxation

	Department, and to authorize the disposal of, by sale or otherwise, any related excess equipment.			
B	To fund the purchase of a Bobcat work machine/tractor, and any related equipment, for use by the Department of Public Works, and to authorize the disposal of, by sale or otherwise, any related excess vehicles or equipment.	\$88,000	Select Board	Raise and appropriate by taxation
C	To fund the purchase of a hook truck modular dump body, and any related equipment, for use by the Department of Public Works, and to authorize the disposal of, by sale or otherwise, any related excess equipment.	\$37,000	Select Board	Raise and appropriate by taxation
D	To fund the purchase of a paving hot box, and any related	\$30,000	Select Board	Raise and appropriate by taxation

	equipment, for use by the Department of Public Works, and to authorize the disposal of, by sale or otherwise, any related excess vehicles or equipment.			
E	To fund drainage improvement work along a section of Trapelo Road, and any related expenses, by the Department of Public Works.	\$180,000	Select Board	Raise and appropriate by taxation
F	To fund the purchase of a Brush Truck, and any related equipment, for use by the Fire Department, and to authorize the disposal of, by sale or otherwise, any related excess vehicles or equipment.	\$198,334	Select Board	Raise and appropriate by taxation
G	To fund the purchase of end user hardware upgrades, and any related equipment, by the Information Technology Department, and to authorize the disposal of, by	\$45,000	Select Board	Raise and appropriate by taxation

	sale or otherwise, any related excess vehicles or equipment.			
H	To fund the purchase and installation of a separate law enforcement agency information systems network, and any related equipment, by the Information Technology Department, and to authorize the disposal of, by sale or otherwise, any related excess equipment.	\$75,000	Select Board	Raise and appropriate by taxation
I	To fund the purchase and installation of network cabling and public address system replacement hardware in the Hartwell Building, and any related expenses, by the School Department, and to authorize the disposal of, by sale or otherwise, any related excess equipment.	\$49,280	Lincoln School Committee	Raise and appropriate by taxation

J	To fund the purchase and installation of upgraded and expanded Mini-split systems in the Hartwell Building, and any related expenses, by the Lincoln School Committee, and to authorize the disposal of, by sale or otherwise, any related excess equipment.	\$50,000	Lincoln School Committee	Raise and appropriate by taxation
K	To fund the purchase of two sewer ejection pumps, and any related expenses, by the Lincoln School Committee, and to authorize the disposal of, by sale or otherwise, any related excess equipment.	\$40,000	Lincoln School Committee	Raise and appropriate by taxation
L	To fund the purchase of a heavy-duty pickup truck, for use by the Parks and Recreation Department and Department of Public Works, and to authorize	\$75,000	Select Board	Raise and appropriate by taxation

	the disposal of, by sale or otherwise, any related excess equipment.			
M	To fund the purchase and equipping of one replacement marked hybrid cruiser, and any related equipment, for the Police Department, and to authorize the disposal of, by sale or otherwise, any related excess vehicles or equipment.	\$70,812	Select Board	Raise and appropriate by taxation
N	To fund the purchase and equipping of one replacement unmarked hybrid cruiser, and any related equipment, for the Police Department, and to authorize the disposal of, by sale or otherwise, any related excess vehicles or equipment.	\$47,888	Select Board	Raise and appropriate by taxation
O	To fund the purchase and installation of a replacement file cabinet system, and any related expenses, for the	\$9,240	Select Board	Raise and appropriate by taxation

	Finance Department, and to authorize the disposal of, by sale or otherwise, any related excess equipment.			
	<b>Total Cash Capital Appropriations</b>	<b>\$1,052,708</b>		

### **Article 23 Explanations**

This article proposes projects recommended by the Capital Planning Committee. The descriptions of the proposed projects/actions are contained below:

- A. **Compact Utility Tractor and Attachments for use by the Conservation Department** - The Conservation Department is requesting funds to replace its existing 4 Series John Deere Tractor with mower attachment. The current 4-Series tractor is over 18 years old and has exceeded the end of its service life. Replacing this tractor is essential for the ongoing maintenance of our 20 biodiversity fields throughout town. The tractor is also used throughout the year to handle various trail management projects.
  
- B. **Bobcat work machine / tractor, and any related equipment** - This new Machine will replace the Department's existing 2011 Bobcat Work Machine. The new Work Machine will serve as both a general construction vehicle as well as being a critical piece of equipment during winter maintenance operations. The Machine will be used on a continued and daily basis and will be used to support Department functions including general DPW related loading functions, roadside vegetative management, emergency and critical DPW response, roadway winter maintenance including clearing snow and ice from sidewalks and roadside paths and plowing parking lots.
  
- C. **Hook Truck Modular Dump Body** - Hook trucks are versatile and flexible vehicles that can switch quickly between multiple different bodies (containers, dump bodies, flatbeds, water tanks, etc.) and support multiple functions in the same day. They are highly efficient compared to traditionally specialized trucks, allowing for a reduced fleet size. The Department fleet has been converting to Hook Trucks

over the past few years. This Dump Body will be used frequently to haul various types of DPW related material.

- D. **Paving Hot Box** – This new Paving Hot Box will serve as a replacement to the Department's existing diesel-powered Hot Box for work items such as pothole fillings and other pavement repairs. The new Hot Box will be more efficiently powered by propane. The Paving Hot Box will be used to transport hot mix asphalt from the asphalt plant to our work sites. The Hot Box will keep the asphalt mix pliable, thereby allowing the DPW crews to more effectively install and spread the mix. This process also allows for better compacted installation.
- E. **Trapelo Road Drainage Improvements** – This project will implement drainage improvements needed along a section of Trapelo Road. These improvements will improve the drainage characteristics, reduce sediment, erosion, and scouring of the roadside edge and limit overflow into adjacent properties.
- F. **Fire Department Brush Truck** – A brush fire truck is a durable pickup truck sized apparatus that can carry water, tools, hose and a pump into the woods to combat vegetation or brush fires. Despite Lincoln being protected with fire hydrants, several miles of trail exist that require accessing area in tough terrain. This truck will reuse an existing water tank and water pump.
- G. **End User Hardware Upgrades** – Approximately 40% of current employee desktops are unable to receive the necessary Windows upgrades, and approximately 35% of town printers no longer qualify for manufacturer support. This request would allow the Information Technology Department to purchase 35 PCs to refresh the townwide stock, and replace 6 printers, while also consolidating printers to reduce the number of units needing support.
- H. **Law Enforcement Network Separation** – The Department of Criminal Justice Information Services (CJIS) requires that law enforcement agency information systems be completely separated from other municipal information systems. This project will split the Police Department from the town network with only a few secure points of access. Police will also require more robust security auditing than the rest of the town network. Currently the Police Department shares network, servers, domain, and software access with the town.
- I. **Hartwell Network Cabling and Public Address System Replacement** – The Hartwell Building network cabling, network closet, and public address (PA) system has been cobbled together

through different projects over many years. It is believed much of the data cabling in the building is at least 25 years old. The data cabling in the building that was partially renovated in 2021 is new and does not need to be replaced. The PA system includes some cabling and wiring that is believed to be 30 or more years old. Both the cabling and the PA system are beyond their reasonable life and have been identified as needing replacement for several years now but were deferred while the community decided on the Community Center project.

- J. **Installation of Upgraded and Expanded Mini-split Systems in the Hartwell Building** – This request will remove the current AC unit in the Hartwell conference room and replace it with a ductless mini split system which will provide heat and AC through a fully electric heat pump. It will also use the same exterior heat pump to power a unit in an adjacent conference room that is currently without AC. This project will contribute to the long-range goal of decarbonizing the Hartwell Main building.
  
- K. **Sewer Ejection Pumps** - The Ballfield Road campus has 7 sewer ejector pumps, 3 of which are at least 15 years old and are close to their end of life. Pump replacements are built to order outside the country and can take up to 6 months, so funds are being requested to have 2 pumps on hand in the event of failure.
  
- L. **Heavy Duty Pickup Truck** – This pickup truck will replace the current F350, a critical asset for both the Parks and Recreation Department and the DPW/Highway Department. For Parks and Recreation, it enables the transport of equipment, supplies, and materials needed to maintain parks and recreational facilities, and supports the execution of seasonal programs and events aligning with the department’s mission to provide high-quality activities and spaces for the community. For the DPW/Highway Department, the truck’s primary function is plowing, ensuring roads are kept clear and safe during winter storms, which is essential to maintaining the town’s infrastructure and public safety. The current truck needs such extensive repairs that further maintenance is not recommended.
  
- M. **Replacement of Marked Hybrid Cruiser – The Police Department** is requesting funds to replace a 2020 marked police utility, hybrid vehicle with a 2025 marked police utility, hybrid vehicle. Police vehicles turn over routinely due to round-the clock use and idle time and become prohibitively expensive to maintain. This request is in accordance with the department’s fleet maintenance plan.
  
- N. **Replacement of Unmarked Hybrid Cruiser** – The Police

Department is requesting funds to replace a 2017 unmarked Ford Edge SUV cruiser with a 2024 Ford Hybrid SUV or equivalent, for use by the Lieutenant. During this replacement, the Lieutenant's existing 2019 Ford Edge (with over 80,000 miles plus idle hours) will transition to become the auxiliary use vehicle for routine business (travel to training, traffic details, etc.) The current 2017 auxiliary vehicle will either be traded-in or transitioned to another town department.

- O. **Replacement File Cabinet system** – The Finance Department is requesting funds to replace nine 4-drawer vertical file cabinets that store critical town records. The existing cabinets predate the current Town Hall building and are over 25 years old. Much of the hardware is failing, making it difficult to open, close and secure the file cabinets.

**ARTICLE 24 Proposed by the Community Preservation Committee  
Voted: Unanimously**

That the Town vote to accept the report of the Community Preservation Committee and that the following amounts (Items A - R) be appropriated or reserved from Fiscal Year 2026 Community Preservation Fund Revenues, or transferred from prior year's revenues for Community Preservation purposes as specified:

<b>FY26 COMMUNITY PRESERVATION PROJECTS</b>			
<b>Article</b>	<b>Project</b>	<b>Total Appropriation</b>	<b>Source of Appropriation</b>
A	To fund, for historic preservation purposes, the FY26 debt service payment for the 2011 Town Offices renovation bond.	\$283,860	\$283,860 from FY26CPA Projected Revenues
B	To fund, for community housing purposes, year seven of the Rental Assistance Program for residents at risk.	\$97,356	\$97,356 from FY26 CPA Projected Revenues
C	To fund, for community housing purposes,	\$ 42,000	\$42,000 from CPA Housing Reserve

	regional housing support services.		
D	To fund, for community housing purposes, the transfer of CPA funds to the Municipal Affordable Housing Trust Fund.	\$500,000	\$500,000 from general CPA Fund Balance
E	To fund, for historic preservation purposes, the conservation of Flint - Chapin Family historical records.	\$28,000	\$28,000 from FY26 CPA Projected Revenues
F	To fund, for affordable housing purposes, the purchase and installation of electric "green" appliances in certain public housing units.	\$9,550	\$9,550 from FY26 CPA Projected Revenues
G	To fund, for affordable housing purposes, consulting support to update the Town's 2014 Housing Production Plan.	\$50,000	\$50,000 from FY26 CPA Projected Revenues
H	To fund, for historic preservation purposes, the exterior painting &	\$40,000	\$40,000 from FY26 CPA Projected Revenues

	limited carpentry of 6 public units.		
I	To fund, for historic preservation purposes, exterior painting and carpentry repairs at the Pierce House.	\$115,000	\$115,000 from general CPA Fund Balance
J	To fund, for historic preservation purposes, a survey of significant buildings for Massachusetts Historical Commission.	\$5,500	\$5,500 from the historic reserve
K	To fund, for recreation purposes, the reconstruction of two clay tennis courts.	\$ 102,700	\$102,700 from FY26 CPA Projected Revenues
L	To fund, for historic preservation purposes, the restoration of the Dallin Statue in the Lincoln Cemetery.	\$ 25,000	\$25,000 from general CPA Fund Balance
M	To fund FY26 debt service payments due on permanent borrowing for previously voted CPA projects.	\$99,550	\$99,550 from FY26 CPA Projected Revenues

N	To fund CPC administrative expenses.	\$3,500	\$3,500 from FY26 CPA Projected Revenues
	<b>Project Appropriation Subtotal</b>	<b>\$1,402,016</b>	
	<b>Reserves:</b>		
O	Housing Reserve	\$0.00	From additional FY25 state revenue and FY26 CPA projected revenues
P	Open Space/Land Acquisition Reserve	\$51,196	From additional FY25 state revenue and FY26 CPA projected revenues
Q	Historic Preservation Reserve	\$0.00	From additional FY25 state revenue and FY26 CPA projected revenues
R	Recreation Reserve	\$0	From additional FY25 state revenue and FY26 CPA projected revenues
	<b>Reserves Subtotal</b>	<b>\$51,196</b>	
	Additional Appropriation:	<b>\$0</b>	
	<b>Grand Total of all CPA funded Appropriations</b>	<b>\$1,453,212</b>	

## Article 24 Explanations

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The article proposes projects recommended by the Community Preservation Committee under Lincoln's Community Preservation Act (CPA) passed at the March 2002 Annual Town Meeting and the November 2002 Election. The descriptions of the proposed projects/actions are contained below:

- A. **Debt Service on Town Offices Renovation** - The 2011 Town Meeting approved project costs of \$6.8 million to renovate the Town Office Building. And the Town Meeting has approved the Committee's recommendation to fund the project's annual debt service from CPA funds every year since. This year's debt service payment is \$283, 860. The Committee is again recommending that the project's annual debt service be funded via CPA funds. There are 15 years remaining on the bonds.
  
- B. **Housing Rental Assistance Program** - At the March 2019 Annual Town Meeting, voters approved the first year of funding for this program. Funds will continue to be used to support community housing by offering the opportunity for low-income residents who are homeless or who are at risk of homelessness to remain in our community through assistance in paying rent on affordable housing units or by providing emergency shelter until permanent affordable housing can be arranged.
  
- C. **Housing Regional Support Services** - At the recommendation of the Town's three housing organizations (i.e., Housing Commission, Housing Trust and Lincoln Foundation), the Select Board contracts with a regional housing support organization, the Regional Housing Services Organization (RHSO), to provide technical support and to help ensure regulatory compliance. The job of monitoring, reporting, and ensuring compliance with various federal and state housing requirements has become complex and is beyond the capabilities and capacities of our local housing organizations and staff. The RHSO provides support to eight of our neighboring towns.
  
- D. **Municipal Affordable Housing Trust Fund** - The Town's Affordable Housing Trust was established in 2006, providing an available funding source for housing projects that come up unexpectedly. The Trust works in collaboration with the Town's Housing Commission, and other key Town boards and stakeholders to identify potentially worthwhile projects. The Trust's ready access to Town funds enables

it to partner with developers and help shape projects so that they meet the Town's affordability goals. The current balance in the Trust is \$1,201,917. This transfer is the second of several, aiming to increase the balance in the Trust to \$2 million over the next two years.

- E. Town Archives Flint - Chapin Family Historical Records** - The Chapin Family began their history in Lincoln with brothers, Henry and James Lorin Chapin. Henry Curk Chapin (b. 1815 – d. 1878) was born to James and Apama (Parsons) Chapin in Sturbridge, Massachusetts. He was the first of 10 children. His brother, James Lorin Chapin (b. 1824 – d. 1902) was the sixth of 10 children. James L. Chapin attended the Munson Academy and spent his winters teaching. At age 23, James L. Chapin married Emily (Emilie) F. Smith, daughter of Cyrus and Tryphena Smith, at the First Parish Church in Lincoln on 4 April 1848. James moved into his in-laws' home in North Lincoln and worked as a farmer. Both brothers were actively involved in Lincoln's civic life. Henry was elected Selectman in 1848 and was Town Clerk until he died in 1878. James served as Selectman for sixteen years, from 1852 to 1875, and succeeded Henry as Town Clerk until he died in 1902. This portion of the collection contains information on the Bond and Indentured Records (1823-1833), Overseer of the Poor (1816), Assessors Records (1768-1831), and Meeting Minutes (1756-1842). Preservation of this collection is important because it allows one to see Lincoln's government grow over 74 years. It gives one a glimpse into the significant issues of time and the financial reality of life during this historical moment.
- F. Installation of Higher Efficiency Electric Appliances in Affordable Housing Units** - The Lincoln Housing Commission (LHC) facilitates affordable housing in Lincoln. This project will upgrade existing gas ranges and stoves, as well as older dishwashers to more current, energy-efficient, electric options. This will improve the quality of the homes for economically diverse tenants, reduce their overall utility charges, and support our community's stated commitment to deploying greener energy alternatives whenever prudent.
- G. Housing Production Plan** - Maintaining and expanding housing diversity is central to the Town's mission statement and is consistent with decades of town-wide planning, and town meeting votes to amend zoning. The 2014 Housing Production Plan provided the data, analysis and strategies for keeping the Town in compliance with 40B

and for achieving our housing diversity goals. It is especially important to periodically update the Plan as the 40B target (10% of all housing units) is adjusted every ten years at the time of the federal census (2030 next). By the time the Plan update is completed, we will have 5+/- years to take whatever action is required to maintain compliance. Five years is not an overly generous timeframe within which to find partners, funding, suitable property/ies, and develop community support. The Plan update will help focus these activities.

- H. **Exterior Painting and Limited Carpentry of Public Homes-** The Lincoln Housing Commission (LHC) facilitates affordable housing in Lincoln. This project will address necessary exterior carpentry and painting work on certain public homes, to maintain their quality and reduce the need for annual maintenance.
- I. **Pierce House Exterior Carpentry Repairs-** The Pierce House is an iconic element of Lincoln's town center, hosting many public and private events. The committee has invested considerable funds to repair the exterior of the home, and these funds would be used for any remaining carpentry work prior to a complete painting of the exterior.
- J. **Historical Commission Survey of Significant Buildings – The** Massachusetts Historical Commission (MHC), the state entity charged with historic preservation, encourages municipal historical commissions to retain architectural historians to research and prepare written and photographic documentation of buildings, structures, and neighborhoods that have historical, architectural, or cultural significance to the municipality. Consistent with the MHC's encouragement, and through the generous support of the CPC and the Town, the Lincoln Historical Commission (LHC) is engaged in preparing a comprehensive set of surveys documenting the Town's significant buildings and neighborhoods/areas. The surveys are publicly available as part of the Town's archives and the MHC's database. The surveys assist the LHC in making informed decisions regarding proposed restorations or demolitions of buildings and structures in Town and assist scholars in research the rich history of Lincoln's built environment. For FY 2026, the LHC proposes surveying approximately 16 buildings and neighborhoods/areas of Town as set forth in the attached appendix.
- K. **Reconstruction of Two Clay Tennis Courts -** The Parks & Recreation Department provides the town with well-maintained, safe

recreational facilities, including the six clay tennis courts located on Ballfield Road on the Lincoln School campus. This request will reconstruct the surface of courts 3 & 4 and would assist in preserving the facility for its intended use. Overall, clay tennis courts are an asset to the town. The facility allows residents to participate in both structured tennis play & instruction as well as passive play, which promotes community, health, and wellness.

- L. **Restoration of the Dallin Statue in the Lincoln Cemetery** - The Dallin Statue, which dates to 1923, graces the entrance to the Lincoln Cemetery on Lexington Road. It is a beloved sculpture, titled "Man and Dog", and was given by Helen Osborn Storrow in memory of her late husband, James. Mrs. Storrow commissioned renowned sculptor Cyrus Dallin to create a sculpture of his choice, but she directed him to have it speak to all people, not just those who followed a particular religion. Cyrus Dallin created remarkable works, including the famous, "Appeal to the Great Spirit" that stands outside the Museum of Fine Arts in Boston. It is a treasured feature in the Lincoln Cemetery and a priceless gift to the Town. This restoration work will be done on site to eliminate the expense of transporting the statue to a restoration specialist.
- M. **FY26 Debt Service Payments** – Debt payment costs associated with the ninth year of permanent financing for previously voted CPA project pursuant to Article 11 of the March 25, 2017, Town Meeting for the purchase of land and development of an athletic field.
- N. **Administrative Expenses** – These funds will be used primarily to pay the annual membership dues for the Community Preservation Coalition, a statewide organization that represents the interests of CPA communities. Other administrative expenses include costs associated with public information, mailings, and public hearings. Any funds not spent prior to the end of FY26 will be returned to the CPA fund.
- O. **Housing Reserve** - The CPA requires that a minimum of 10% of annual revenues be spent or set aside for affordable housing.
- P. **Open Space/Land Acquisition Reserve** -The CPA requires that a minimum of 10% of annual revenues be spent or set aside for open space/land conservation.

- Q. **Historic Preservation Reserve** – The CPA requires that a minimum of 10% of annual revenues be spent or set aside for historic preservation.
  
- R. **Recreation Reserve** – The CPA permits, but does not require, the Town to spend or set aside funds for recreational purposes. No funds are reserved for recreational purposes at this time.

**ARTICLE 25 Proposed by the Finance Committee**  
**Voted: Unanimously**

That the Town appropriate and transfer from Free Cash the sum of \$4,070,000 to add funds to the Debt Stabilization Fund so-called, previously established pursuant to the March 26, 2022 Town Meeting, Article 19, in accordance with Massachusetts General Laws, Chapter 40, Section 5B, for the purpose of funding future capital expenditures and debt service payments; and to transfer to the Debt Stabilization fund the sum of money appropriated under appropriated under Article 22 that exceeds the final Lincoln assessment voted no later than July 31<sup>st</sup>, by the Lincoln Sudbury Regional High School Committee for the Fiscal Year 2026, in accordance with law.

**ARTICLE 26 Proposed by the Select Board**  
**Voted: Unanimously**

That the Town vote act on the recommendation from the Select Board and present the annual Bright Light Award to the School Building Committee for leading an innovative, consensus-driven public process that resulted in a fully renovated pre K-8 school that will serve Lincoln’s students for generations, and is centered on community values: educational excellence, energy efficiency and sustainability, community, and respect for Lincoln’s cultural and Modern architectural history; and to appropriate and transfer from Free Cash the sum of \$500 to support this award.

**ARTICLE 27 Proposed by the Finance Committee**  
**Voted: Unanimously**

That the Town vote to appropriate and transfer from Free Cash the sum of \$902,000 to reduce the FY26 amount of debt service raised by taxation.

**ARTICLE 28 Proposed by the Finance Committee**  
**Voted: Unanimously**

That the Town will vote to transfer from free cash or any other source of funds the sum of \$2,173,151 to reduce the total amount to be raised by taxation pursuant to the votes previously taken under Article 22 of this Warrant, or any other article of this Warrant authorizing the appropriation of funds from taxation.

**Article 29 Proposed by the Water Commissioners**  
**Voted: Unanimously**

That the Town vote to appropriate the following amounts (Items A -D) as stated in the table below for the following purposes, including, in each instance, all costs incidental and related thereto:

Item	Category	Description	Amount	Funding Source
A	SCADA Upgrade	The final piece of our SCADA Upgrade is to replace the PLC (computer) controlling the filter units.	\$38,000	Bonding
B	Smart Water Meter Upgrade	Initial phase to include data collection tower of smart water meter upgrade – will be a multi-year project to improve water use efficiency.	\$250,000	Bonding
C	Bedford / Lincoln Road Water Main Replacement	Final installment for Bedford / Lincoln Road Water Main replacement	\$6,200,000	Bonding
D	Vacuum Trailer	To efficiently perform 2-point investigations of service line materials to comply with MA DEP Lead Service Line Inventory requirements.	\$100,000	Bonding
		Total Water Capital Projects	\$6,588,000	

and that to meet this appropriation the Treasurer, with the approval of the Select Board, is authorized to borrow \$6,588,000 under the provisions of G.L. c44 or any other enabling authority and to issue bonds or notes of the Town therefor; that such bonds or notes shall be general obligations of the Town unless the Treasurer with the approval of the Select Board determines that they should be issued as limited obligations and may be secured by local system revenues as defined in Section 1 of Chapter 29C, as amended, while any bonds or notes issued under the authority of this vote shall be a general obligation of the Town payable from any source of revenue, it is the intent of the Town, however, that the entire principal of and interest on such bonds or notes shall be paid, in the first instance, from water rates and/or water surplus; that the Treasurer with the approval of the Select Board is authorized to borrow all or a portion of such amount from the Massachusetts Clean Water Trust established pursuant to Chapter 29C, as amended and in connection therewith to enter into a financing agreement and/or security agreement with the Trust and otherwise to contract with the Trust and the Department of Environmental Protection with respect to such loan and for any federal or state aid available for the project or for the financing thereof; that the Select

Board, Board of Water Commissioners or other appropriate Town body or official is authorized to enter into a project regulatory agreement with the Department of Environmental Protection, to expend all funds available for the projects and to take any other action necessary or convenient to carry out the projects.

**Article 30 Proposed by the Select Board  
Voted Unanimously**

That the Town vote to hear a report from the Town Meeting Study Committee (TMSC) and act on any initial recommendations.

**Article 31 Proposed by the Planning Board  
Voted Unanimously**

That the Town vote to amend its Zoning Bylaw, by inserting a new Section 14.4, entitled "Accessory Dwelling Units in a Single Family Residential Zoning District", to comply with the provisions of Sections 7 and 8 of Chapter 150 of the Acts of 2024, the Affordable Homes Act ("Act"), amending G.L. c.40A, §§1A and 3, and implementing regulations promulgated by the Executive Office of Housing and Livable Communities, Section 760 CMR 71.00, which allow Accessory Dwelling Units as defined in the Act as "not larger in Gross Floor Area than ½ of the gross Floor area of the Principal Dwelling or 900 square feet, whichever is smaller", by right with text to be deleted shown in strikethrough and text to be inserted in underline as follows:

14.4 Accessory Dwelling Units in a Single Family Residential Zoning District

14.4.1 Definitions: For purposes of this section 14.4, the following definitions shall apply.

(a) Accessory Dwelling Unit (ADU). A self-contained housing unit, inclusive of sleeping, cooking and sanitary facilities on the same Lot as a Principal Dwelling, subject to otherwise applicable dimensional and parking requirements that: (i) maintains a separate entrance, either directly from the outside or through an entry hall or corridor shared with the Principal Dwelling sufficient to meet the requirements of the state building code for safe egress; (ii) is not larger in Gross Floor Area than ½ the Gross Floor Area of the Principal Dwelling or 900 square feet, whichever is smaller; and (iii) is subject to additional restrictions as may be imposed by this bylaw.

(b) Gross Floor Area. The sum of the areas of all stories of the building of compliant ceiling height pursuant to the Building Code, including basements, lofts, and intermediate floored tiers, measured from the interior faces of exterior walls or from the centerline of walls separating buildings or dwelling

units, but excluding crawl spaces, garage parking areas, attics, enclosed porches, and similar spaces. Where there are multiple Principal Dwellings on the Lot, the Gross Floor Area of the largest Principal Dwelling shall be used for determining the maximum size of a Protected Use ADU.

(c) Principal Dwelling. A structure, regardless of whether it, or the Lot it is situated on, conforms to Zoning, including use requirements and dimensional requirements, such as setbacks, bulk, and height, that contains at least one Dwelling Unit and is, or will be, located on the same Lot as a Protected Use ADU.

(d) Protected Use ADU. An attached or detached Accessory Dwelling Unit that is located, or is proposed to be located, on a Lot and which is protected from Prohibited Regulations and or Unreasonable Regulations pursuant to M.G.L. c. 40A, s. 3, para.11 and 760 CMR 71.00.

(e) Single Family Residential Zoning District. Any Zoning District where Single-Family Residential Dwellings are a permitted or an allowable use, including any Zoning district where Single-Family Residential Dwellings are allowed as of right or by special permit.

(f) Transit Station: A subway station, commuter rail station, ferry terminal, or bus station as defined in EOHL regulations 760 CMR 71.00.

#### 14.4.2 Requirements for Accessory Dwelling Units (ADUs).

A building permit shall be granted for one Protected Use ADU on a Lot within a Single-Family Residential District whether attached or detached provided that the Protected Use ADU meets the requirements of this section.

In all cases, if the addition of Protected Use ADU triggers the Calculated Gross Floor Area threshold for Site Plan review pursuant to Sections 4.6 or 6.0.2, then a recorded copy of such Site Plan Approval must be submitted to the Building Department as part of the building permit application.

Notwithstanding the threshold required for Site Plan Review pursuant to Sections 4.6 or 6.02, all proposed Protected Use ADUs that are detached from the Principal Dwelling shall be subject to Site Plan review pursuant to Section 17.7 and a recorded copy of such Site Plan Approval must be submitted to the Building Department as part of the building permit application.

Where the Lot or Principal Dwelling is nonconforming, prior to the issuance of a building permit, Section 4 of this Bylaw shall apply and a finding by the

Zoning Board of Appeals, acting on a majority vote, that the accessory dwelling unit will not be substantially more detrimental than the existing nonconformity to the neighborhood shall be required but shall not be subject to a special permit.

(a) Gross Floor Area: the Protected Use ADU shall not exceed ½ the Gross Floor Area of the Principal Dwelling or 900 square feet, whichever is smaller.

(b) Legal Ownership: The Protected Use ADU shall not be legally separated or conveyed apart from the Principal Dwelling.

(c) Plans: Dimensional floor plans of the Protected Use ADU shall be filed with the building permit application. In addition, a site plan at measurable scale shall be submitted with the application to the Building Inspector showing the location of the Protected Use ADU, the setbacks, the height, and the location of parking if required.

(d) Setback and Height: A Protected Use ADU within the Principal Dwelling unit shall meet the setbacks and height requirements of the Zoning Bylaw for primary structures.

A Protected Use ADU within a detached structure shall meet the setbacks and height requirements of the Zoning Bylaw for accessory structures.

(e) Sewage: Adequate provision shall be made for the disposal of sewage, waste and drainage generated by the occupancy of such Protected Use ADU in accordance with the requirements of the Board of Health, as certified by a written report from the Board of Health.

(f) Access and Parking: Adequate provision shall be made for ingress and egress to the Protected Use ADU from the outside of the structure or by a separate entrance through an entry hall or corridor shared with the Principal Dwelling as required by the Building Code. One parking space shall be provided for the Protected Use ADU on the lot except where the Lot is located within a .5-mile radius of a Transit Station.

(g) Number of Units: There shall be no other ADU or Accessory Apartment on a Lot on which the Protected Use ADU is to be located except by Special Permit from the Board of Appeals pursuant to Section 14.3.3 above.

(h) Appearance: The Principal Dwelling, after the creation of an attached Protected Use ADU shall retain the appearance of a single-family structure.

(i) Minimal Rental Period: Where the ADU or the Principal Dwelling is occupied as a rental unit, the minimum occupancy or rental term shall be seven days.

and further that non-substantive changes to the numbering of this bylaw be permitted to comply with the numbering format of the Town of Lincoln Zoning Bylaw.

### **Article 32 Proposed by the Planning Board Voted Unanimously**

That the Town vote to amend its Zoning Bylaw, Section 14, Special Housing Provisions, with text to be deleted shown in strikethrough and text to be inserted in underline as follows:

#### 14.3 Accessory Apartments in an R-1 District.

##### 14.3.1 Definitions

(a) Accessory Apartment: a distinct portion of a single-family dwelling, or a unit in an accessory structure on a single-family lot, having its own kitchen, sleeping, and bathroom facilities, and subordinate in size to the principal part of the dwelling or structure. **An Accessory Apartment shall be larger in Gross Floor Area than an Accessory Dwelling Unit as defined in 760 CMR 71.02 and Zoning Bylaw Section 14.4.1(a) with a maximum Gross Floor Area of the Accessory Apartment being 1,200 square feet.**

(b) Affordable Accessory Apartment: An Accessory Apartment **as defined in 14.3.1 (a) above** that is affordable to low and moderate income households, as defined by the ~~Massachusetts Department of Housing and Community Development (“DHCD”)~~ **Executive Office of Housing and Livable Communities (EOHLC)**, and that meets ~~DHCD~~**EOHLC** requirements for accessory apartments under the Local Initiative Program (“LIP”) and for inclusion in the Town’s Subsidized Housing Inventory.

(c) Multiple Accessory Apartments: More than one accessory apartment per lot.

##### 14.3.2 Requirements for an Accessory Apartment

For the purpose of providing additional housing options to rent that will not substantially alter the appearance and character of the Town and/or the purpose of enabling owners of single-family dwellings to share space and the burdens of homeownership, ~~A~~**accessory** ~~A~~**apartments** will be permitted according to this section.

A building permit shall be granted for one ~~A~~accessory ~~Apartment~~ dwelling unit within a single-family dwelling provided that the unit meets the requirements of this section.

The Board of Appeals may grant a Special Permit for an Accessory Apartment in a detached structure provided that the unit meets the requirements of this section.

~~In either case, the existing number of accessory apartments (not including any Affordable Accessory Apartments as defined in Section 14.3.4 below) shall not exceed 5% of the number of residential units as stated in the most recent Federal Census.~~

In all cases, if the addition of an ~~A~~accessory ~~A~~apartment triggers the Calculated Gross Floor Area threshold for site plan review pursuant to Sections 4.6 or 6.0.2, then a recorded copy of such approval must be submitted to the Building Department as part of the building permit application.

(a) Floor Area: the Accessory Apartment shall not exceed 1200 square feet, and (for a unit included in a single-family dwelling) shall not exceed 35% of the floor area of the principal dwelling unit and Accessory Apartment combined.

(b) Lot Size: the lot on which the Accessory Apartment and principal dwelling unit are located shall contain at least 40,000 square feet.

(c) Occupancy: either the Accessory Apartment or the principal residence is occupied by the owner of the lot on which the Accessory Apartment is to be located, except for bona fide temporary absences. If the lot on which the Accessory Apartment is to be located is owned by the Town of Lincoln, the owner-occupancy requirement of this paragraph shall not be applicable as long as the lot and the structures thereon continue to be owned by the Town of Lincoln.

(d) Legal Ownership: The ~~A~~accessory ~~A~~apartment unit shall not be legally separated or conveyed apart from the single-family dwelling.

(e) Plans: Dimensional floor plans of the ~~A~~accessory ~~A~~apartment shall be filed with the building permit or special permit application. In addition, a site plan at measurable scale, shall be submitted with the application to the Building Inspector or the Board of Appeals showing the location of the ~~A~~accessory ~~A~~apartment, the setbacks, the height, and the location of the parking space on the property.

(f) Setback and Height: An ~~A~~accessory ~~A~~apartment within the primary structure shall meet the setbacks and height requirements of the Zoning Bylaw for primary structure.

An Accessory Apartment within a detached structure shall meet the setbacks and height requirements of the Zoning Bylaw for accessory structures

(g) Sewage: Adequate provision shall be made for the disposal of sewage, waste and drainage generated by the occupancy of such Accessory Apartment in accordance with the requirements of the Board of Health, as certified by a written report from the Board of Health.

(h) Access and Parking: adequate provision has been made for ingress and egress to the Accessory Apartment from the outside of the structure. One parking space shall be provided for the Accessory Apartment on the lot.

(i) Number of Units: There shall be no other apartment on the lot on which the apartment is to be located except as provided under Section 14.3.5, "Multiple Accessory Apartments".

(j) Appearance: The principal structure, after the creation of the Accessory Apartment, shall retain the appearance of a single-family structure.

(k) Minimal Rental Period: Where the Accessory Apartment or the principal dwelling is occupied as a rental unit, the minimum occupancy or rental term shall be seven days.

#### 14.3.3 Procedures for Accessory Apartments in Accessory Structures

(a) The Board of Appeals shall hold a public hearing on the application, in accordance with the procedures specified in MGL Chapter 40A, Section 9.

(b) The Board of Appeals shall approve the special permit if it finds that the construction and/or occupancy of the Accessory Apartment will not be substantially detrimental to the neighborhood in which the lot is located and without derogating from the intent and purpose of the Bylaw.

#### 14.3.4 Affordable Accessory Apartments

The intent of this section of the bylaw is to increase the availability of moderately priced housing that qualifies for inclusion on the Town's Subsidized Housing Inventory, thus developing a variety of housing to meet the needs of low and moderate income families, town employees, the young and the elderly.

The Affordable Accessory Apartment Program is a public/private partnership to maintain local control over housing development and to increase the town's supply of low and moderate income housing.

The Board of Appeals may approve a Special Permit for an Affordable Accessory Apartment, according to the same procedures as in Section 14.3.3, above. An Affordable Accessory Apartment shall meet the requirements set forth in Section 14.3.2 above, with the following conditions:

(a) The Affordable Accessory Apartment shall be approved by LIP and comply with LIP requirements, including but not limited to those contained within the Comprehensive Permit Guidelines: M.G.L. Chapter 40B Comprehensive Permit Projects - Subsidized Housing Inventory, in effect on the date of application for a Special Permit and as may be amended from time to time thereafter;

(b) Before the Affordable Accessory Apartment may be occupied, the owner(s) of the property shall execute a Regulatory Agreement and Declaration of Restrictive Covenants for Affordable Accessory Apartment Rental ("Regulatory Agreement"), enforceable by ~~DHCD~~ EOHLC and the Town, or other form of affordable housing restriction as may then be in effect under the Local Initiative Program. The Regulatory Agreement shall be recorded with the Middlesex South Registry of Deeds;

(c) The Regulatory Agreement shall have a minimum term of 15 years;

(i) The Agreement shall terminate upon sale of the property, which, for purposes of this subsection, shall not include:

(1) A mortgage deed to secure repayment of a loan: or

(2) An inter-spousal transfer for nominal consideration where the transferor retains at least a fifty- percent ownership interest in the property; or

(3) A transfer to a trust for minimal consideration where the owner holds at least a fifty-percent beneficial interest in the property.

(ii) An owner may voluntarily terminate the Regulatory Agreement prior to its expiration with 60 days' notice, in accordance with the restrictions in such agreement. The owner shall notify the Town and ~~DHCD~~ EOHLC, and record a notice of cancellation of the Special Permit at the Registry of Deeds. The termination of the Regulatory Agreement shall not take effect until the expiration of the current lease between the owner and the tenant occupying the Affordable Accessory Apartment.

(d) Upon termination of the Agreement, additional restrictions shall apply regarding repayment to the Town of any funds received from the Town pursuant to a grant or loan agreement.

(e) An Affordable Accessory Apartment may not be rented to an owner's family member (currently defined in ~~DHCD~~ **EOHLC** regulations and guidelines as a parent, grandparent, son, daughter, uncle, aunt, niece, nephew, or sibling);

(f) The Affordable Accessory Apartment shall be subject to ~~DHCD~~ **EOHLC** regulatory requirements, including requirements relative to pricing, tenant income eligibility, affirmative fair housing marketing and tenant selection plan, and maintenance. In particular, the Affordable Accessory Apartment shall be rented to income-qualified tenants selected through an open process established in accordance with the affirmative fair housing marketing plan, and the monthly rent shall not exceed the maximum affordable rent for a household of the appropriate size, as prescribed in the LIP affordable accessory apartment program guidelines and other applicable state regulations and requirements.

(g) The Lincoln Housing Commission, or other entity designated by the Select Board, shall act as the Local Project Administrator if approved by ~~DHCD~~ **EOHLC** in accordance with ~~DHCD~~ **EOHLC** guidelines and requirements.

#### 14.3.5 Multiple Accessory Apartments

The Board of Appeals may issue a Special Permit under this section for more than one Accessory Apartment per lot (in which case Section 14.3.2(g) shall not apply) provided that, as a condition of the Special Permit:

(a) for each Accessory Apartment in excess of one, the owner shall designate a tract of land as "Open Space" contiguous to the lot on which the Accessory Apartments are to be constructed;

(b) the Open Space shall contain a minimum of 80,000 square feet for each Accessory Apartment in excess of one;

(c) prior to the commencement of any construction with respect to the Accessory Apartment, the Open Space shall be:

(d) designated as a separate lot and conveyed to the Town of Lincoln or the Lincoln Land Conservation Trust; or

(e) placed under a conservation easement running to and enforceable by the Town or the Lincoln Land Conservation Trust.

(f) the Open Space shall be restricted to any one or more of the uses allowed in the C-Open Space District except that, subject to the approval of the Board of Health, the Board of Appeals may permit the Open Space to be used for subsurface waste disposal where it finds that such use would not be detrimental to the character or quality of the Open Space.

(g) the owner shall demonstrate to the satisfaction of the Board of Appeals that the Open Space meets all the applicable requirements to permit a dwelling to be constructed if the tract were subject to the restrictions of the R-1 Single Family Residence District for each apartment in excess of one.

#### 14.3.6 Termination of Accessory Apartment Special Permits upon Sale of the Property

(a) The rights granted under the Special Permit for either an Accessory Apartment (including Multiple Accessory Apartments) or, an Affordable Accessory Apartment shall terminate upon sale of the property, which, for purposes of this subsection, shall not include:

(i) A mortgage deed to secure the repayment of a loan; or

(ii) An inter-spousal transfer for nominal consideration where the transferor retains at least a fifty-percent ownership interest in the property; or

(iii) A transfer to a trust for nominal consideration where the owner holds at least a fifty- percent beneficial interest in the property.

(iv) A transfer to a new owner where the new owner applies to and obtains from the Board of Appeals approval of the transfer of the Special Permit.

(b) A sale or transfer of title shall not dispossess the tenants of the Accessory Apartment or Affordable Accessory Apartment for the duration of their current tenancy. Any transfer or extension of a Special Permit for an Accessory Apartment or Affordable Accessory Apartment shall not be denied solely for the reason that the unit or property fails to comply with amendments made to Section 14.3 after the granting of the original Special Permit.

(c) In granting Special Permits under this Section 14.3, the Board of Appeals may impose restrictions as to manner and duration of use, in accordance with (and without limiting) Section 20.2(e).

**14.4 New Section 14.4 see ARTICLE 31 above**

**14.5 Development Bonus**

14.5.1 An owner or owners of land in an R-1, R-2 or R-3 District may, in connection with the submission of an application for a special permit to the Board of Appeals or of a plan to the Planning Board, pursuant to the requirements for particular uses within such districts, apply to the Board of Appeals for a special permit to increase the number of dwelling units which would otherwise be permitted under this By-law up to a maximum of the lesser of 20% of the units otherwise permitted on the tract under this By-law or ten (10) units, provided that the applicant demonstrates to the satisfaction of the Board of Appeals that at least 50% of such additional dwelling units to be constructed in the development will be made available on a continuing basis to persons of low or moderate income.

14.5.2 No development shall take place pursuant to a special permit granted by the Board of Appeals under this Section 14.4~~5~~ until and unless a site plan is submitted to and approved by the Planning Board under Section 17 below.

14.5.3 In the event that a special permit for a development bonus is granted under this Section 14.4~~5~~, the lot area, frontage, width of lot at building and yards of the development shall be as shown by a site plan submitted to and approved by the Planning Board under Section 17 below, which site plan shall conform generally to the pattern of development permitted in the district in which the land lies with such deviations as are reasonable, in the judgment of the Planning Board, to permit the increased density.

**14.6 Inclusionary Housing**

14.6.1 Purpose and Intent –The purpose of this Bylaw is to increase the supply of housing in the Town of Lincoln that is available to and affordable by low or moderate income households who might otherwise have difficulty in finding homes in Lincoln, and to ensure that such housing is affordable in perpetuity and provided in accordance with the Town of Lincoln Consolidated Housing Plan, M.G.L. Chapter 40B Sec. 20-23 as amended and other ongoing programs within the Town. It is intended that the affordable housing units that result from Special Permits issued under this Bylaw subsequently be approved as Local Initiative Program (LIP) dwelling units in compliance with the requirements for the same as specified by the ~~Department of Housing and Community Development (DHCD)~~ EOHLC or its successor and that such units count toward the Town's Subsidized Housing Inventory (SHI) in perpetuity. It is intended that this bylaw provide a mechanism to compensate for those decreases in the Town's percentage of affordable housing that are directly caused by increases in the Town's overall housing stock.

And further that non-substantive changes to the numbering of this bylaw be permitted to comply with the numbering format of the Town of Lincoln Zoning Bylaw.

### **Article 33 Proposed by the Planning Board**

**Voted: Unanimously**

That the Town vote to amend its Zoning Bylaw and Map, Section 12.3, entitled "Flood Plain District" as follows: By deleting the existing section 12.3 in its entirety and replacing it with new text and references to updated Maps to comply with the Federal Emergency Management Agency's standards for the National Flood Insurance Program, updated in 2020 with new text to be inserted in underline as follows:

#### Section 12.3 FP-FLOOD Plain District

The purpose of the Floodplain Overlay District is to:

- Ensure public safety through reducing the threats to life and personal injury
- Eliminate new hazards to emergency response officials
- Prevent the occurrence of public emergencies resulting from water quality, contamination, and pollution due to flooding
- Avoid the loss of utility services which if damaged by flooding would disrupt or shut down the utility network and impact regions of the community beyond the site of flooding
- Eliminate costs associated with the response and cleanup of flooding conditions
- Reduce damage to public and private property resulting from flooding waters

The following definitions apply solely to this section 12.3.

DEVELOPMENT means any man-made change to improved or unimproved real estate, including but not limited to building or other structures, mining, dredging, filling, grading, paving, excavation or drilling operations or storage of equipment or materials. [US Code of Federal Regulations, Title 44, Part 59]

FLOODWAY. The channel of the river, creek or other watercourse and the adjacent land areas that must be reserved in order to discharge the base flood without cumulatively increasing the water surface elevation more than a designated height. [Base Code, Chapter 2, Section 202]

FUNCTIONALLY DEPENDENT USE means a use which cannot perform its intended purpose unless it is located or carried out in close proximity to water. The term includes only docking facilities, port facilities that are necessary for the loading and unloading of cargo or passengers, and ship building and ship repair facilities, but does not include long-term storage or related manufacturing facilities. [US Code of Federal Regulations, Title 44, Part 59] Also [Referenced Standard ASCE 24-14]

HIGHEST ADJACENT GRADE means the highest natural elevation of the ground surface prior to construction next to the proposed walls of a structure. [US Code of Federal Regulations, Title 44, Part 59]

HISTORIC STRUCTURE means any structure that is:

(a) Listed individually in the National Register of Historic Places (a listing maintained by the Department of Interior) or preliminarily determined by the Secretary of the Interior as meeting the requirements for individual listing on the National Register;

(b) Certified or preliminarily determined by the Secretary of the Interior as contributing to the historical significance of a registered historic district or a district preliminarily determined by the Secretary to qualify as a registered historic district;

(c) Individually listed on a state inventory of historic places in states with historic preservation programs which have been approved by the Secretary of the Interior; or

(d) Individually listed on a local inventory of historic places in communities with historic preservation programs that have been certified either:

(1) By an approved state program as determined by the Secretary of the Interior or

(2) Directly by the Secretary of the Interior in states without approved programs.

[US Code of Federal Regulations, Title 44, Part 59]

NEW CONSTRUCTION. Structures for which the start of construction commenced on or after the effective date of the first floodplain management code, regulation, ordinance, or standard adopted by the authority having jurisdiction, including any subsequent improvements to such structures. *New construction includes work determined to be substantial improvement.*

[Referenced Standard ASCE 24-14]

RECREATIONAL VEHICLE means a vehicle which is:

(a) Built on a single chassis;

(b) 400 square feet or less when measured at the largest horizontal projection;

(c) Designed to be self-propelled or permanently towable by a light duty truck; and

(d) Designed primarily not for use as a permanent dwelling but as temporary living quarters for recreational, camping, travel, or seasonal use.

[US Code of Federal Regulations, Title 44, Part 59]

REGULATORY FLOODWAY - see FLOODWAY.

SPECIAL FLOOD HAZARD AREA. The land area subject to flood hazards and shown on a Flood Insurance Rate Map or other flood hazard map as Zone A, or AE.. [Base Code, Chapter 2, Section 202]

START OF CONSTRUCTION. The date of issuance for new construction and substantial improvements to existing structures, provided the actual start of construction, repair, reconstruction, rehabilitation, addition, placement or other improvement is within 180 days after the date of issuance. The actual start of construction means the first placement of permanent construction of a building (including a manufactured home) on a site, such as the pouring of a slab or footings, installation of pilings or construction of columns.

Permanent construction does not include land preparation (such as clearing, excavation, grading or filling), the installation of streets or walkways, excavation for a basement, footings, piers or foundations, the erection of temporary forms or the installation of accessory buildings such as garages or sheds not occupied as dwelling units or not part of the main building. For a substantial improvement, the actual "start of construction" means the first alteration of any wall, ceiling, floor or other structural part of a building, whether or not that alteration affects the external dimensions of the building. [Base Code, Chapter 2, Section 202]

STRUCTURE means, for floodplain management purposes, a walled and roofed building, including a gas or liquid storage tank, that is principally above ground, as well as a manufactured home. [US Code of Federal Regulations, Title 44, Part 59]

SUBSTANTIAL REPAIR OF A FOUNDATION. When work to repair or replace a foundation results in the repair or replacement of a portion of the foundation with a perimeter along the base of the foundation that equals or exceeds 50% of the perimeter of the base of the foundation measured in linear feet, or repair or replacement of 50% of the piles, columns or piers of a pile, column or pier supported foundation, the building official shall determine it to be substantial repair of a foundation. Applications determined by the building official to constitute substantial repair of a foundation shall require all existing portions of the entire building or structure to meet the requirements of 780 CMR. [As amended by MA in 9th Edition BC]

VARIANCE means a grant of relief by a community from the terms of a floodplain management regulation. [US Code of Federal Regulations, Title 44, Part 59]

VIOLATION means the failure of a structure or other development to be fully compliant with the community's floodplain management regulations. A structure or other development without the elevation certificate, other certifications, or other evidence of compliance required in §60.3 is presumed to be in violation until such time as that documentation is provided. [US Code of Federal Regulations, Title 44, Part 59]

### **Definitions of Flood Zones**

The community shall use the pertinent definitions for flood zones delineated within the community. All of these terms are defined in the US Code of Federal Regulations, Title 44, Part 64.3.

ZONE A means an area of special flood hazard without water surface elevations determined

ZONE AE means area of special flood hazard with water surface elevations determined

ZONE X means areas of minimal or moderate flood hazards or areas of future-conditions flood hazard.

### 12.3.1 Flood Plain District/Maps

The Floodplain District is herein established as an overlay district. The District includes all special flood hazard areas within the Town of Lincoln designated as Zone A or AE, on the Middlesex Flood Insurance Rate Map (FIRM) dated July 8, 2025 issued by the Federal Emergency Management Agency (FEMA) for the administration of the National Flood Insurance Program. The exact boundaries of the District shall be defined by the 1%-chance base flood elevations shown on the FIRM and further defined by the Middlesex Flood Insurance Study (FIS) report dated July 8, 2025. The FIRM and FIS report are incorporated herein by reference and are on file with the Town Clerk, Planning Board, Building Inspector, and Conservation Commission.

### 12.3.2 Floodplain Administrator

The Town of Lincoln hereby designates the position of Building Inspector to be the official floodplain administrator for the Town.

### 12.3.3 Permitting Requirements:

An applicant seeking proposed Construction or other Development in the Floodplain District, including new Construction or changes to existing buildings, placement of manufactured homes, placement of agricultural facilities, fences, sheds, storage facilities or drilling, mining, paving and any other Development that might increase flooding or adversely impact flood risks to other properties, must first obtain a Floodplain Permit from the Building Inspector in accordance with this Bylaw and applicable provisions of the State Building Code.

The Town's permit review process includes the requirement that the proponent obtain all local, state and federal permits that will be necessary in order to carry out the proposed Development in the Floodplain District. The proponent must demonstrate that all necessary permits have been acquired.

#### 12.3.4 Floodway Encroachment

In Zones A and AE, along watercourses that have not had a regulatory floodway designated, the best available Federal, State, local, or other floodway data shall be used to prohibit encroachments in floodways which would result in any increase in flood levels within the community during the occurrence of the base flood discharge.

In Zone AE, along watercourses that have a regulatory floodway designated on the Middlesex County FIRM Map encroachments are prohibited, including fill, new construction, substantial improvements, and other development within the adopted regulatory floodway unless it has been demonstrated through hydrologic and hydraulic analyses performed in accordance with standard engineering practice that the proposed encroachment would not result in any increase in flood levels within the community during the occurrence of the base flood discharge.

#### 12.3.5 Unnumbered A Zones

In A Zones, in the absence of FEMA BFE data and floodway data, the building department will obtain, review and reasonably utilize base flood elevation and floodway data available from a Federal, State, or other source as criteria for requiring new construction, substantial improvements, or other development in Zone A and as the basis for elevating residential structures to or above base flood level, for floodproofing or elevating nonresidential structures to or above base flood level, and for prohibiting encroachments in floodways.

#### 12.3.6 Subdivisions and Development

All subdivision proposals and development proposals in the floodplain overlay district shall be reviewed to assure that:

- (a) Such proposals minimize flood damage.
- (b) Public utilities and facilities are located & constructed so as to minimize flood damage.
- (c) Adequate drainage is provided.

When proposing subdivisions or other developments greater than 50 lots or 5 acres (whichever is less), the proponent must provide technical data to determine base flood elevations for each developable parcel shown on the design plans.

#### 12.3.7 Recreational Vehicles

In AE Zones, all recreational vehicles to be placed on a site must be elevated and anchored in accordance with the zone's regulations for foundation and

elevation requirements or be on the site for less than 180 consecutive days or be fully licensed and highway ready.

#### 12.3.8 Watercourse alterations or relocations in riverine areas

In a riverine situation, the Building Commissioner shall notify the following of any alteration or relocation of a watercourse:

- Adjacent Communities, especially upstream and downstream
- Bordering States, if affected
- NFIP State Coordinator

Massachusetts Department of Conservation and Recreation

- NFIP Program Specialist

Federal Emergency Management Agency, Region I

#### 12.3.9 Requirement to submit new technical data

If the Town acquires data that changes the base flood elevation in the FEMA mapped Special Flood Hazard Areas, the Town will, within 6 months, notify FEMA of these changes by submitting the technical or scientific data that supports the change(s.) Notification shall be submitted to:

- NFIP State Coordinator
- Massachusetts Department of Conservation and Recreation NFIP Program Specialist
- Federal Emergency Management Agency, Region I

#### 12.3.10 Variances to Building Code Floodplain Standards

The Town will request from the State Building Code Appeals Board a written and/or audible copy of the portion of the hearing related to the variance and will maintain this record in the community's files.

The Town shall also issue a letter to the property owner regarding potential impacts to the annual premiums for the flood insurance policy covering that property, in writing over the signature of a community official that (i) the issuance of a variance to construct a structure below the base flood level will result in increased premium rates for flood insurance up to amounts as high as \$25 for \$100 of insurance coverage and (ii) such construction below the base flood level increases risks to life and property.

Such notification shall be maintained with the record of all variance actions for the referenced development in the floodplain overlay district.

#### 12.3.11 Variances to local Zoning Bylaws related to community compliance with the National Flood Insurance Program (NFIP)

A variance from these floodplain bylaws must meet the requirements set out by State law and may only be granted if: 1) Good and sufficient cause and

exceptional non-financial hardship exist; 2) the variance will not result in additional threats to public safety, extraordinary public expense, or fraud or victimization of the public; and 3) the variance is the minimum action necessary to afford relief.

#### 12.3.12 Abrogation and greater restriction section

The floodplain management regulations found in this Floodplain Overlay District section shall take precedence over any less restrictive conflicting local laws, ordinances or codes.

#### 12.3.13 Disclaimer of liability

The degree of flood protection required by this bylaw is considered reasonable but does not imply total flood protection.

#### 12.3.14 Severability

If any section, provision or portion of this bylaw is deemed to be unconstitutional or invalid by a court, the remainder of this section shall be effective.

#### 12.3.15 Enforcement

The provisions of this section shall be enforced by the Building Inspector in accordance with Section 19 of the Zoning By-Laws and G.L. c. 40A, § 7. Each day or portion thereof that such violation continues shall constitute a separate offense.

### **Article 34 Proposed by the Select Board Voted: Unanimously**

That the Town vote to accept Clause Twenty-second I of Massachusetts General Law, Chapter 59, Section 5, Clause Twenty-second I, added by Section 23 of chapter 178 of the Acts of 2024, An Act Honoring, Empowering and Recognizing Our Service Members and Veterans, known as the Hero Act, for the purpose of expanding property tax exemptions available to qualifying military veterans under existing state law.

The Moderator thanked the attendees for their participation and a motion to dissolve the Meeting passed successfully at 12:27 pm.

Respectfully submitted,

Valerie Fox  
Town Clerk

<b>ANNUAL TOWN ELECTION</b>			
<b>3/31/2025</b>			
<b>OFFICIAL RESULTS</b>			
	Total		
Total Registered Voters	5,020		
Voter Turnout	850		
Percent Turnout	17%		
<b>Offices &amp; Candidates</b>	<b>Prec. 1</b>	<b>Prec. 2</b>	<b>Total</b>
<b>SELECT BOARD</b>			
JAMES MATTHEW HUTCHINSON	462	202	664
All Others	7	2	9
BLANK	141	36	177
<b>TOTAL</b>	<b>610</b>	<b>240</b>	<b>850</b>
<b>BOARD OF ASSESSORS</b>			
BRUCE D. CAMPBELL	448	193	641
All Others	1	0	1
BLANK	161	47	208
<b>TOTAL</b>	<b>610</b>	<b>240</b>	<b>850</b>
<b>BOARD OF HEALTH</b>			
STEVEN RUSSELL KANNER	448	194	642
All Others	2	0	2
BLANK	160	46	206
<b>TOTAL</b>	<b>610</b>	<b>240</b>	<b>850</b>
<b>CEMETERY COMMISSIONER</b>			
CONRAD HATHEWAY TODD	470	199	669
All Others	0	0	0
BLANK	140	41	181
<b>TOTAL</b>	<b>610</b>	<b>240</b>	<b>850</b>
<b>COMMISSIONER OF TRUST FUNDS</b>			
DOUGLAS BURNHAM HARDING	455	193	648
All Others	1	0	1
BLANK	154	47	201
<b>TOTAL</b>	<b>610</b>	<b>240</b>	<b>850</b>

<b>LS REGIONAL SCHOOL DISTRICT COMMITTEE</b>				<b>SUDBURY</b>	<b>TOTAL</b>
CHARLES I. MORTON, IV	367	146	513	1442	1955
ERIC D. POCH	60	40	100	841	941
JOHN J. RYAN, JR.	395	174	569	1537	2106
All Others	1	1	2	8	10
BLANK	397	119	516	992	1508
<b>TOTAL</b>	<b>1220</b>	<b>480</b>	<b>1700</b>	<b>4820</b>	<b>6520</b>

<b>PARKS AND RECREATION COMMITTEE</b>			
THORNTON D. RING, JR.	443	178	621
All Others	0	0	0
BLANK	167	62	229
<b>TOTAL</b>	<b>610</b>	<b>240</b>	<b>850</b>
<b>PLANNING BOARD</b>			
SETHA MARGARET OLSON	305	111	416
ROBERT DAVID AHLERT	315	131	446
SUSAN HALL MYGATT	389	169	558
All Others	3	2	5
BLANK	208	67	275
<b>TOTAL</b>	<b>1220</b>	<b>480</b>	<b>1700</b>
<b>SCHOOL COMMITTEE - 3 YEARS</b>			
KENNETH ROBERT LEPAGE	437	178	615
All Others	1	0	1
BLANK	172	62	234
<b>TOTAL</b>	<b>610</b>	<b>240</b>	<b>850</b>
<b>SCHOOL COMMITTEE - 2 YEARS</b>			
ABBEY B. SALON	439	184	623
All Others	1	1	2
BLANK	170	55	225
<b>TOTAL</b>	<b>610</b>	<b>240</b>	<b>850</b>
<b>TOWN CLERK</b>			
VALERIE FOX	519	215	734
All Others	1	0	1
BLANK	90	25	115
<b>TOTAL</b>	<b>610</b>	<b>240</b>	<b>850</b>

<b>TRUSTEES OF BEMIS FUND</b>			
SARA A. MATTES	447	184	631
All Others	2	1	3
BLANK	161	55	216
<b>TOTAL</b>	<b>610</b>	<b>240</b>	<b>850</b>
<b>TRUSTEES OF LINCOLN LIBRARY</b>			
RAY A. SHEPARD	479	197	676
All Others	1	1	2
BLANK	130	42	172
<b>TOTAL</b>	<b>610</b>	<b>240</b>	<b>850</b>
<b>WATER COMMISSIONER</b>			
STEPHEN R. GLADSTONE	464	197	661
All Others	1	1	2
BLANK	145	42	187
<b>TOTAL</b>	<b>610</b>	<b>240</b>	<b>850</b>



**TOWN OF LINCOLN, MASSACHUSETTS  
SPECIAL TOWN MEETING  
Wednesday, June 25, 2025**

Pursuant to a Warrant duly served, the Meeting was called to order, in the Donaldson Auditorium and the Reed Gymnasium by the Moderator, Ms. Sarah Cannon Holden, at 6:30 pm. Susan Brooks and Rosamund DeLori were sworn in as Assistant Moderators prior to the start of the Meeting. The Return of Service for the Warrant was read, and a quorum being present (935 voters throughout the day), the following business was transacted:

**Article 1      Select Board  
Voted:        2/3 Majority**

That the Town vote to transfer from General Stabilization Fund the sum of \$2,331,135 to be added to that authorized to be borrowed under Article 4 of the March 23, 2024 Annual Town Meeting for costs of designing, renovating, constructing, rebuilding, equipping, and furnishing a new Community Center, to be located in the Hartwell complex of Ballfield Road School campus, Lincoln, MA, including the payment of all costs incidental or related thereto, and for which purposes the March 25, 2024 Annual Town Election approved a debt exclusion.

**Article 2      Finance Committee  
Voted:        Unanimous**

**Moved:** That the Town appropriate and transfer from Free Cash the sum of \$25,000 to add to the FY 25 Reserve Fund.

**Article 3 Planning Board  
Voted:    2/3 Majority        644 yes/ 165 No**

That the Town vote to place a portion of the North Lincoln Overlay District into a new Planned Development District No.7, as has been submitted to the Planning Board, pursuant to the provisions of Section 12.5 of the Zoning Bylaw, as follows:

The North Lincoln Planned Development District No. 7 consisting of three areas: Area 1 located at 109 Page Road, 279 & 283 Cambridge Turnpike consisting of a 20 unit housing development including 3 affordable units, having boundaries encompassing approximately 6 acres, more or less; Area 2 located at 295 Cambridge Turnpike consisting of perpetually conserved area encompassing approximately 4 acres; and Area 3 dedicated for Gerard's farmstand, or comparable farmstand use, encompassing

approximately .77 acres, all as more particularly shown and described on a plan entitled “North Lincoln Planned Development District Plan” prepared for Civico Development LLC by Hancock Associates and dated 5/19/25, on file with the Town Clerk;

And to approve a Preliminary Development and Use Plan for the North Lincoln Planned Development District No. 7, as specifically required by Section 12.5.7 of the Zoning Bylaws, a proposed version of which plan entitled “Development Concept Plan”, Sheet C1 prepared by Hancock Associates and dated 5/19/25, has been prepared and submitted to the Planning Board by the owners of the premises to be included in said district, on file with the Town Clerk,

#### **Article 4 Community Preservation Committee**

**Voted: Passed by Majority 608 yes/ 124 No**

**An amendment was voted to reduce the amount from \$950,000 as stated in the motion to \$850,000.**

That the Town vote to receive and act upon a report from the Community Preservation Committee on the application from the Conservation Commission, submitted on behalf of the Rural Land Foundation, and appropriate and transfer a sum of \$850,000 from the Community Preservation Fund general fund balance, for the acquisition by the Conservation Commission pursuant to General Laws Chapter 40, Section 8C, by purchase, gift or otherwise, of a conservation restriction or other interest in all or a portion of 75 acres of land, more or less, located at 295 Cambridge Turnpike, Lincoln, MA, shown as Assessors Map and Parcel number 132-25-0, and owned by Farrington Memorial, Inc., as set forth on a plan on file with the Town Clerk entitled, “Plan of Land in Lincoln Mass. Surveyed for Farrington Memorial Inc.”, dated March 6, 1990, revisions June 17, 1990, and, as further shown on a sketch plan entitled, “Article 3: Special Town Meeting - June 25, 2025; Informal Sketch Plan; Conservation Restriction Proposal; Farrington Memorial, Inc.; Parcel 132-25-0”, and to authorize the Conservation Commission to execute instruments and take any other action needed to effectuate the vote taken hereunder.

#### **Article 5 Citizen Petition**

**Voted: Failed 80 Yes/ 345 No**

That the Town amend the General By-Laws, Article IV, Section 2 as follows, with proposed deletions to the bylaw shown in strikethrough text and additions shown in bolded italic text.

## Article IV Finance Committee

### Section 2.

The ~~Moderator~~ **Select Board** of the Town shall within thirty days after the final adjournment of every Annual Town Meeting appoint for a term of three years either two persons or three persons, as may be necessary, to provide a committee of seven members., ~~except that following the final adjournment of the Annual Town Meeting in 1983, the Moderator shall appoint four persons, two for terms of three years each and two for terms of two years each.~~ The term of office of each member shall commence immediately upon qualification and shall expire upon the final adjournment of the Annual Town Meeting of the last year of such person's term of office.

The Moderator thanked the attendees for their participation and a motion to dissolve the Meeting passed successfully at 9:47 pm.  
Respectfully submitted,

Valerie Fox  
Town Clerk

Lincoln										
Combined Balance Sheet - All Fund Types and Account Groups										
as of June 30, 2025										
(Unaudited)										
Colleen Wilkins, Finance Director										
	Governmental Fund Types			Proprietary Fund Types		Fiduciary Fund Types		Account Groups		Totals (Memorandum Only)
	General	Special Revenue	Capital Projects	Enterprise	Internal Services	Trust and Agency	Long-term Debt			
<b>ASSETS</b>										
Cash and cash equivalents	19,081,666.61	20,123,981.88	10,105,484.46	2,237,339.30		29,696,571.84				81,245,064.09
Investments										0.00
Receivables:										
Personal property taxes	10,318.57									10,318.57
Real estate taxes	612,449.56	14,012.94								626,462.50
Allowance for abatements and exemptions	(346,415.56)									(346,415.56)
Tax liens	206,183.39	3,562.44		2,964.00						212,709.83
Deferred taxes	302,260.33									302,260.33
Motor vehicle excise	245,069.75									245,069.75
Other excises										0.00
User fees				58,598.54						58,598.54
Utility liens added to taxes										0.00
Departmental	440.90	114,832.73				16,089.50				131,363.13
Special assessments										0.00
Due from other governments		679,179.50								679,179.50
Other receivables				28,633.03						28,633.03
Foreclosures/Possessions	56,150.31									56,150.31
Prepays										0.00
Due to/from other funds										0.00
Working deposit										0.00
Inventory										0.00
Fixed assets, net of accumulated depreciation									82,655,261.00	82,655,261.00
Amounts to be provided - payment of bonds										0.00
Amounts to be provided - vacation/sick leave										0.00
<b>Total Assets</b>	<b>20,168,143.86</b>	<b>20,935,569.49</b>	<b>10,105,484.46</b>	<b>2,327,534.87</b>	<b>0.00</b>	<b>29,712,661.34</b>	<b>0.00</b>	<b>82,655,261.00</b>	<b>165,904,655.02</b>	

LIABILITIES AND FUND EQUITY										
Liabilities:										
Warrants payable	343,900.88	221,111.96	13,507.46	21,527.67				3,249.12		603,297.09
Accounts payable										0.00
Accrued payroll	865,579.62	920,612.62		23,732.92				5,014.16		1,814,939.32
Withholdings	710,723.53									710,723.53
Accrued claims payable										0.00
Due to/from other funds										0.00
Due to other governments										0.00
Other liabilities	(675.59)	72.95								(602.64)
Deferred revenue:										
Real and personal property taxes	111,994.37	14,012.94		1,148.34						126,007.31
Tax liens	206,183.39	3,562.44								210,894.17
Deferred taxes	302,260.33									302,260.33
Foreclosures/Possessions	56,150.31									56,150.31
Motor vehicle excise	245,069.75									245,069.75
Other excises										0.00
User fees				58,598.55						58,598.55
Utility liens added to taxes				1,815.65				16,089.50		1,815.65
Departmental										131,363.13
Special assessments	440.90	114,832.73								0.00
Due from other governments		679,179.50								679,179.50
Other receivables				28,633.03						28,633.03
Deposits receivable										0.00
Prepaid taxes/fees	27,221.71									27,221.71
Tailings	20,910.42									20,910.42
IBNR										0.00
Agency Funds								135,345.60		135,345.60
Notes payable			2,625,261.00							2,625,261.00
Bonds payable										80,030,000.00
Vacation and sick leave liability										80,030,000.00
<b>Total Liabilities</b>	<b>2,889,759.62</b>	<b>1,953,385.14</b>	<b>2,638,768.46</b>	<b>135,456.16</b>	<b>0.00</b>	<b>159,698.38</b>	<b>0.00</b>	<b>2,625,261.00</b>	<b>80,030,000.00</b>	<b>90,432,328.76</b>
Fund Equity:										
Reserved for encumbrances	1,101,982.30	758,019.10	5,847.12	70,399.09				1,400.50		1,937,648.11
Reserved for expenditures	3,119,151.00			325,000.00						3,444,151.00
Reserved for continuing appropriations	685,544.77			80,930.00						766,474.77
Reserved for petty cash										0.00
Reserved for appropriation deficit										0.00
Reserved for snow and ice deficit										0.00
Reserved for COVID-19 deficit										0.00
Reserved for debt service								70.00		70.00
Reserved for premiums										0.00
Reserved for working deposit										0.00
Un Designated fund balance	12,371,706.17	18,224,165.25	7,460,798.88					29,551,562.46		67,608,232.76
Unreserved retained earnings				1,715,749.62						1,715,749.62
Investment in capital assets										0.00
<b>Total Fund Equity</b>	<b>17,278,384.24</b>	<b>18,982,184.35</b>	<b>7,466,716.00</b>	<b>2,192,078.71</b>	<b>0.00</b>	<b>29,552,962.96</b>	<b>0.00</b>	<b>29,552,962.96</b>	<b>80,030,000.00</b>	<b>75,472,326.26</b>
<b>Total Liabilities and Fund Equity</b>	<b>20,168,143.86</b>	<b>20,935,569.49</b>	<b>10,105,484.46</b>	<b>2,327,534.87</b>	<b>0.00</b>	<b>29,712,661.34</b>	<b>0.00</b>	<b>82,655,261.00</b>	<b>80,030,000.00</b>	<b>165,904,655.02</b>

**COLLECTOR'S REPORT**  
**Krystal Elder, Collector**  
**Cash Balances as of June 30, 2023**

Description	Balance 6/30/2023	Commitments / New Charges	Abatements / Credits	Payments Received	Balance 6/30/2024
<b>REAL ESTATE TAXES</b>					
Tax Title Accounts	156,802.94	117,039.88		53,056.77	220,786.05
Taxes in Deferral	255,226.90	69,999.14	2,000.00	591.08	322,634.96
2013 Real Estate	39.84				39.84
2014 Real Estate	(0.01)				(0.01)
2015 Real Estate	-				-
2016 Real Estate	70.09				70.09
2017 Real Estate	1.37				1.37
2018 Real Estate	1.36				1.36
2019 Real Estate	3.29				3.29
2020 Real Estate	1.54			3.16	(1.62)
2021 Real Estate	47.01			38.14	8.87
2022 Real Estate	41,535.90			41,521.03	14.87
2023 Real Estate	271,032.06		52,587.75	218,476.41	(32.10)
2024 Real Estate	-	36,589,857.05	143,673.41	36,011,323.04	434,860.60
Real Estate Possession	31,150.00				31,150.00
<b>TOTAL REAL ESTATE</b>	<b>\$ 755,912.29</b>	<b>\$ 36,776,896.07</b>	<b>\$ 198,261.16</b>	<b>\$ 36,325,009.63</b>	<b>\$ 1,009,537.57</b>
<b>PERSONAL PROPERTY TAXES</b>					
2018 Personal Property	1,152.89				1,152.89
2019 Personal Property	1,483.92			298.57	1,185.35
2020 Personal Property	1,627.12			325.91	1,301.21
2021 Personal Property	1,645.20			328.76	1,316.44
2022 Personal Property	2,072.75			485.27	1,587.48
2023 Personal Property	1,541.44			1.50	1,539.94
2024 Personal Property	-	1,071,979.44		1,070,492.82	1,486.62
<b>TOTAL PERSONAL PROPERTY</b>	<b>\$ 9,523.32</b>	<b>\$ 1,071,979.44</b>	<b>\$ -</b>	<b>\$ 1,071,932.83</b>	<b>\$ 9,569.93</b>
<b>MOTOR VEHICLE AND TRAILER EXCISE</b>					
2018 Excise	8,607.64			25.21	8,582.43
2019 Excise	6,156.26			226.30	5,929.96
2020 Excise	13,107.38		1,187.81	816.21	11,103.36
2021 Excise	19,209.09		2,766.97	1,504.13	14,937.99
2022 Excise	32,398.66		4,484.83	8,798.13	19,115.70
2023 Excise	186,824.58	73,625.36	34,125.75	204,057.98	22,266.21
2024 Excise	-	1,169,061.60	44,633.28	1,005,950.93	118,477.39
<b>TOTAL EXCISE</b>	<b>\$ 266,303.61</b>	<b>\$ 1,242,686.96</b>	<b>\$ 87,198.64</b>	<b>\$ 1,221,378.89</b>	<b>\$ 200,413.04</b>
<b>WATER USAGE CHARGES</b>					
Total Water Commitments	89,835.11	1,674,110.66	62,272.08	1,642,102.92	59,570.77
Water Liens Added to Tax	-	44,810.42		42,723.60	2,086.82
Water Liens Added to Tax Title	704.41	820.07		376.14	1,148.34
<b>TOTAL WATER</b>	<b>\$ 90,539.52</b>	<b>\$ 1,719,741.15</b>	<b>\$ 62,272.08</b>	<b>\$ 1,685,202.66</b>	<b>\$ 62,805.93</b>
<b>COMMUNITY PRESERVATION ACT</b>					
2022 CPA	1,072.32			1,072.32	-
2023 CPA	7,233.74		173.80	7,059.94	-
2024 CPA	-	1,018,919.72	9,348.21	999,019.69	10,551.82
Tax Title CPA	1,590.97	2,223.18		8.68	3,805.47
<b>TOTAL CPA</b>	<b>\$ 9,897.03</b>	<b>\$ 1,021,142.90</b>	<b>\$ 9,522.01</b>	<b>\$ 1,007,160.63</b>	<b>\$ 14,357.29</b>
<b>GRAND TOTALS:</b>	<b>\$ 1,132,175.77</b>	<b>\$ 41,832,446.52</b>	<b>\$ 357,253.89</b>	<b>\$ 41,310,684.64</b>	<b>\$ 1,296,683.76</b>
<b>MISC. OTHER COLLECTIONS</b>				<u>Receipts</u>	
Interest on R.E. Taxes				\$ 84,791.01	
Interest on P.P. Taxes				693.08	
Interest on Mot. Veh. Excise				7,573.45	
Interest on CPA Surcharge				2,128.68	
Late Charge on Water				3,150.00	
Interest on Water				13,855.70	
Demand & Warrant Fees				13,376.28	
License Marking Fees				2,580.00	
Municipal Lien Cert. Fees				2,475.00	
<b>TOTAL</b>				<b>\$ 130,623.20</b>	

**FINANCE**  
**TREASURER'S REPORT**  
**KRYSTAL ELDER, TOWN TREASURER**  
**CASH BALANCES AS OF JUNE 30, 2025**

<b>General Town Funds</b>		<b>Cash on Deposit</b>
Citizens Bank	Agency	73,163.55
Citizens Bank	Cultural Council	14,454.82
Citizens Bank	Depository	4,012,350.64
Citizens Bank	Escrow	443,052.28
Citizens Bank	Hanscom	13,387,769.04
Citizens Bank	Justice Drug	157.78
Citizens Bank	Payroll	728.23
Citizens Bank	Recreation	357,542.51
Citizens Bank	State Drug	27,518.26
Citizens Bank	Vendor	(965.55)
Eastern Bank	Depository	1,746,073.39
Eastern Bank	Payroll	505.25
Eastern Bank	Vendor	-
Eastern Bank	Conservation	95,207.01
Harbor One	CPA	2,147,517.32
Harbor One	Depository	7,955,764.76
Harbor One	Water	2,319,551.20
MMDT	Aff Housing	1,224,286.36
MMDT	CPA	1,368,913.10
MMDT	Investment	2,317,335.45
MMDT	School Project	542,708.65
MMDT	Community Center	7,195,812.77
Needham Bank	Stabilization	2,639,364.02
M&T Bank	Depository	627,648.01
M&T Bank	Hanscom	3,067,026.77
Rockland Trust	Depository	389,519.02
Rockland Trust	School Lunch	232,601.98
Unibank	ACH	2,880,661.32
Unibank	Online Collections	39,286.23
Unibank	Remote Capture	164,188.06
Unibank	Scholarship	4,137.03
Unibank	School Online	109,548.76
Unibank	Town Offices	62,679.62
Webster Bank	Depository	572,492.32
Various Offices	Petty Cash	1,845.00
<b>General Town Funds - Total</b>		<b>\$56,020,444.96</b>
<b>Trust Funds</b>		
Commonwealth Financial Network		
Trust Funds		3,121,197.07
Library Funds		762.68
<b>Other Post Employment Benefits (OPEB)</b>		
State Retirement Board Trust		22,102,659.37
<b>TOTAL CASH BALANCE</b>		<b><u>\$81,245,064.08</u></b>

**STATEMENT OF OUTSTANDING DEBT  
A \$ OF JUNE 30, 2025**

General Obligation Bond (3.886%) - For Town Hall Remodeling  
Dated May 10, 2011 under GL Ch 44 Section 7(3A) and a vote  
of the Town passed on March 26, 2011 (Article 9) and March 28, 2011 (Question 1)

**OUTSTANDING PRINCIPAL      \$5,060,000.00**

REMAINING REPAYMENT SCHEDULE		
DUE DATE	PRINCIPAL DUE	INTEREST DUE
11/1/2025		31,930.00
5/1/2026	220,000.00	31,930.00
11/1/2026		27,530.00
5/1/2027	220,000.00	27,530.00
11/1/2027		25,330.00
5/1/2028	215,000.00	25,330.00
11/1/2028		21,030.00
5/1/2029	210,000.00	21,030.00
11/1/2029		16,830.00
5/1/2030	210,000.00	16,830.00
11/1/2030		12,630.00
5/1/2031	210,000.00	12,630.00
11/1/2031		11,580.00
5/1/2032	205,000.00	11,580.00
11/1/2032		10,555.00
5/1/2033	200,000.00	10,555.00
11/1/2033		9,555.00
5/1/2034	195,000.00	9,555.00
11/1/2034		8,482.50
5/1/2035	185,000.00	8,482.50
11/1/2035		7,233.75
5/1/2036	180,000.00	7,233.75
11/1/2036		6,018.75
5/1/2037	175,000.00	6,018.75
11/1/2037		4,837.50
5/1/2038	170,000.00	4,837.50
11/1/2038		3,562.50
5/1/2039	160,000.00	3,562.50
11/1/2039		2,362.50
5/1/2040	155,000.00	2,362.50
11/1/2040		1,200.00
5/1/2041	150,000.00	1,200.00
<b>TOTAL</b>	<b>3,060,000.00</b>	<b>401,335.00</b>

General Obligation Bond (3.935%) - Land Acquisition  
Dated June 15, 2017 under GL Ch 44, Section 7(1) or 44B and a vote  
of the Town passed on March 25, 2017 (Article 11)

**OUTSTANDING PRINCIPAL      \$545,000.00**

REMAINING REPAYMENT SCHEDULE		
DUE DATE	PRINCIPAL DUE	INTEREST DUE
12/1/2025		9,775.00
6/1/2026	80,000.00	9,775.00
12/1/2026		7,775.00
6/1/2027	80,000.00	7,775.00
12/1/2027		5,775.00
6/1/2028	80,000.00	5,775.00
12/1/2028		4,575.00
6/1/2029	80,000.00	4,575.00
12/1/2029		3,375.00
6/1/2030	75,000.00	3,375.00
12/1/2030		2,250.00
6/1/2031	75,000.00	2,250.00
12/1/2031		1,125.00
6/1/2032	75,000.00	1,125.00
<b>TOTAL</b>	<b>545,000.00</b>	<b>69,300.00</b>

General Obligation Bond (3.3799%) - School Lincoln  
 Dated March 7, 2019 under GL Ch 44, Section 7(1) and a vote  
 of the Town passed on December 1, 2018

**OUTSTANDING PRINCIPAL    \$67,620,000.00**

REMAINING REPAYMENT SCHEDULE		
DUE DATE	PRINCIPAL DUE	INTEREST DUE
9/1/2025		1,274,600.00
3/1/2026	1,745,000.00	1,274,600.00
9/1/2026		1,230,975.00
3/1/2027	1,830,000.00	1,230,975.00
9/1/2027		1,185,225.00
3/1/2028	1,920,000.00	1,185,225.00
9/1/2028		1,137,225.00
3/1/2029	2,015,000.00	1,137,225.00
9/1/2029		1,088,850.00
3/1/2030	2,120,000.00	1,088,850.00
9/1/2030		1,044,450.00
3/1/2031	2,205,000.00	1,044,450.00
9/1/2031		1,000,350.00
3/1/2032	2,290,000.00	1,000,350.00
9/1/2032		954,550.00
3/1/2033	2,385,000.00	954,550.00
9/1/2033		908,850.00
3/1/2034	2,480,000.00	908,850.00
9/1/2034		869,650.00
3/1/2035	2,555,000.00	869,650.00
9/1/2035		831,325.00
3/1/2036	2,630,000.00	831,325.00
9/1/2036		790,231.25
3/1/2037	2,710,000.00	790,231.25
9/1/2037		747,887.50
3/1/2038	2,795,000.00	747,887.50
9/1/2038		702,468.75
3/1/2039	2,885,000.00	702,468.75
9/1/2039		655,587.50
3/1/2040	2,980,000.00	655,587.50
9/1/2040		607,162.50
3/1/2041	3,080,000.00	607,162.50
9/1/2041		555,187.50
3/1/2042	3,180,000.00	555,187.50
9/1/2042		499,537.50
3/1/2043	3,295,000.00	499,537.50
9/1/2043		441,875.00
3/1/2044	3,410,000.00	441,875.00
9/1/2044		382,200.00
3/1/2045	3,530,000.00	382,200.00
9/1/2045		311,600.00
3/1/2046	3,670,000.00	311,600.00
9/1/2046		238,200.00
3/1/2047	3,815,000.00	238,200.00
9/1/2047		161,900.00
3/1/2048	3,970,000.00	161,900.00
9/1/2048		82,500.00
3/1/2049	4,125,000.00	82,500.00
<b>TOTAL</b>	<b>67,620,000.00</b>	<b>35,396,775.00</b>

General Obligation Bond (2.9623%)- School Lincoln  
 Dated March 17, 2022 under GL Ch 44, Section 7(1) and a vote  
 of the Town passed on December 1, 2018

**OUTSTANDING PRINCIPAL      \$7,670,000.00**

REMAINING REPAYMENT SCHEDULE		
DUE DATE	PRINCIPAL DUE	INTEREST DUE
11/15/2025	205,000.00	121,796.88
5/15/2026		116,671.88
11/15/2026	215,000.00	116,671.88
5/15/2027		111,296.88
11/15/2027	225,000.00	111,296.88
5/15/2028		105,671.88
11/15/2028	240,000.00	105,671.88
5/15/2029		99,671.88
11/15/2029	250,000.00	99,671.88
5/15/2030		93,421.88
11/15/2030	265,000.00	93,421.88
5/15/2031		86,796.88
11/15/2031	275,000.00	86,796.88
5/15/2032		82,671.88
11/15/2032	285,000.00	82,671.88
5/15/2033		78,396.88
11/15/2033	290,000.00	78,396.88
5/15/2034		74,046.88
11/15/2034	300,000.00	74,046.88
5/15/2035		69,546.88
11/15/2035	310,000.00	69,546.88
5/15/2036		66,059.38
11/15/2036	315,000.00	66,059.38
5/15/2037		62,515.63
11/15/2037	325,000.00	62,515.63
5/15/2038		58,453.13
11/15/2038	330,000.00	58,453.13
5/15/2039		54,328.13
11/15/2039	340,000.00	54,328.13
5/15/2040		50,078.13
11/15/2040	345,000.00	50,078.13
5/15/2041		45,981.25
11/15/2041	355,000.00	45,981.25
5/15/2042		41,543.75
11/15/2042	365,000.00	41,543.75
5/15/2043		36,525.00
11/15/2043	375,000.00	36,525.00
5/15/2044		30,900.00
11/15/2044	390,000.00	30,900.00
5/15/2045		25,050.00
11/15/2045	400,000.00	25,050.00
5/15/2046		19,050.00
11/15/2046	410,000.00	19,050.00
5/15/2047		12,900.00
11/15/2047	425,000.00	12,900.00
5/15/2048		6,525.00
11/15/2048	435,000.00	6,525.00
<b>TOTAL</b>	<b>7,670,000.00</b>	<b>2,978,003.28</b>

General Obligation Bond (0.915%)- Water Improvements  
 Dated March 15, 2024 under GL Ch 44, Section 8 and a vote  
 of the Town passed on November 2, 2019

**OUTSTANDING PRINCIPAL      \$1,135,000.00**

REMAINING REPAYMENT SCHEDULE		
DUE DATE	PRINCIPAL DUE	INTEREST DUE
9/1/2025	230,000.00	22,700.00
3/1/2026		18,100.00
9/1/2026	175,000.00	18,100.00
3/1/2027		14,600.00
9/1/2027	180,000.00	14,600.00
3/1/2028		11,000.00
9/1/2028	185,000.00	11,000.00
3/1/2029		7,300.00
9/1/2029	190,000.00	7,300.00
3/1/2030		3,500.00
9/1/2030	175,000.00	3,500.00
<b>TOTAL</b>	<b>1,135,000.00</b>	<b>131,700.00</b>

**FINANCE  
COLLECTOR'S REPORT  
KRYSTAL ELDER, COLLECTOR**

Description	Balance 8/30/2024	Commitments / New Charges	Absolments / Credits	Payments Received	Balance 8/30/2025
<b>REAL ESTATE TAXES</b>					
Tax Title Accounts	220,796.05			14,802.65	205,993.40
Taxes in Default	322,634.95	60,055.28		80,429.91	302,260.32
2013 Real Estate	39.84				39.84
2014 Real Estate	(0.01)				(0.01)
2015 Real Estate	-				-
2016 Real Estate	70.09				70.09
2017 Real Estate	1.37				1.37
2018 Real Estate	1.36				1.36
2019 Real Estate	3.29				3.29
2020 Real Estate	(11.52)				(11.52)
2021 Real Estate	8.87				8.87
2022 Real Estate	14.87			1.78	13.09
2023 Real Estate	(32.10)			3.32	(28.78)
2024 Real Estate	405,916.65			252,431.95	153,484.70
2025 Real Estate	-	37,532,709.04	151,756.64	36,920,096.44	460,863.96
Real Estate Possession	31,100.00				31,100.00
<b>TOTAL REAL ESTATE:</b>	<b>\$ 978,680.82</b>	<b>\$ 37,592,764.32</b>	<b>\$ 151,768.84</b>	<b>\$ 37,287,666.02</b>	<b>\$ 1,162,043.28</b>
<b>PERSONAL PROPERTY TAXES</b>					
2018 Personal Property	1,152.89				1,152.89
2019 Personal Property	1,185.35				1,185.35
2020 Personal Property	1,301.21				1,301.21
2021 Personal Property	1,316.44				1,316.44
2022 Personal Property	1,567.48			14.85	1,552.63
2023 Personal Property	1,539.94			223.72	1,316.22
2024 Personal Property	1,486.62			217.70	1,268.92
2025 Personal Property	-	1,178,497.53		1,177,232.64	1,264.89
<b>TOTAL PERSONAL PROPERTY:</b>	<b>\$ 8,696.88</b>	<b>\$ 1,178,497.53</b>	<b>\$ -</b>	<b>\$ 1,177,748.89</b>	<b>\$ 10,318.67</b>
<b>MOTOR VEHICLE AND TRAILER EXCISE</b>					
2018 Excise	8,962.43				8,962.43
2019 Excise	5,929.96			145.80	5,784.16
2020 Excise	11,103.36		36.49	228.15	10,895.71
2021 Excise	14,937.99		573.73	180.73	14,183.93
2022 Excise	19,115.70		1,274.08	572.01	17,269.61
2023 Excise	22,286.21	54.74	5,955.08	6,405.78	10,569.09
2024 Excise	118,475.00	141,200.00	33,976.68	201,116.85	24,579.47
2025 Excise	-	1,320,334.44	35,639.62	1,191,800.07	152,874.75
<b>TOTAL EXCISE:</b>	<b>\$ 200,408.66</b>	<b>\$ 1,481,688.18</b>	<b>\$ 78,477.88</b>	<b>\$ 1,340,460.40</b>	<b>\$ 246,069.76</b>
<b>WATER USAGE CHARGES</b>					
Total Water Commitments	63,090.81	2,128,961.90	391,496.67	1,716,364.47	87,291.57
Water Users Added to Tax	870.51	33,904.30		32,539.15	1,815.66
Water Users Added to Tax Title	1,148.34				1,148.34
<b>TOTAL WATER:</b>	<b>\$ 65,109.66</b>	<b>\$ 2,162,866.20</b>	<b>\$ 391,496.67</b>	<b>\$ 1,748,923.82</b>	<b>\$ 90,195.67</b>
<b>COMMUNITY PRESERVATION ACT</b>					
2022 CPA	-				-
2023 CPA	-				-
2024 CPA	10,551.82			7,596.01	2,955.81
2025 CPA	-	1,047,339.40	7,956.99	1,028,625.26	10,667.13
Tax Title CPA	3,805.47			243.03	3,562.44
<b>TOTAL CPA:</b>	<b>\$ 14,357.29</b>	<b>\$ 1,047,339.40</b>	<b>\$ 7,968.98</b>	<b>\$ 1,036,184.32</b>	<b>\$ 17,675.38</b>
<b>GRAND TOTALS:</b>	<b>\$ 1,288,038.15</b>	<b>\$ 43,442,858.83</b>	<b>\$ 627,848.88</b>	<b>\$ 42,687,843.25</b>	<b>\$ 1,616,202.66</b>
				<b>Receipts</b>	
<b>WISC OTHER COLLECTIONS</b>					
Interest on R.E. Taxes			\$ 61,976.24		
Interest on P.P. Taxes			220.24		
Interest on Mot. Veh. Excise			8,822.71		
Interest on CPA Surcharge			1,573.98		
Late Charge on Water			2,326.14		
Interest on Water			9,451.09		
Demand & Warrant Fees			10,936.11		
License Marking Fees			1,760.00		
Municipal Lien Cert. Fees			2,650.00		
<b>TOTAL:</b>			<b>\$ 96,867.61</b>		

## FY 2025 TRUST FUND COMMISSIONERS' REPORT

	6/30/2024			6/30/2025	
	BALANCE	REVENUE	EXPENSE \$	BALANCE	PRINCIPAL*
<b>Library Funds</b>					
Katherine S. Bolt Fund	5.80	0.82		6.42	-
John W. & Eleanor Tarbell Carman Fund	92,178.30	9,738.12		\$ 101,914.42	30,852.50
Codman Fund	2,921.23	308.56		\$ 3,229.79	1,000.00
Virginia S. Dillman Fund	15,782.71	1,867.03		\$ 17,449.74	5,000.00
Mary Jane & Murray P. Farnsworth Fund	2,835.77	278.40		\$ 2,914.17	1,000.00
Alice D. Hart & Olive B. Floyd Fund	2,852.13	301.25		\$ 3,153.38	1,000.00
Gleason Fund	39,749.56	3,554.96	(5,864.71)	\$ 37,439.81	30,000.00
Herschbach Fund	17,123.58	1,808.66		\$ 18,932.24	5,025.00
Lucrecia J. Hoover Fund	8,828.90	721.31		\$ 7,550.21	2,206.26
Lincoln Library Fund	2,935.80	310.11		\$ 3,245.91	1,030.00
Dorothy Moore Fund	18,967.92	2,003.46		\$ 20,971.38	5,000.00
John H. Pierce Fund	2,228.98	235.48		\$ 2,464.46	1,000.00
George Russell Fund	3,188.78	338.84		\$ 3,525.62	1,000.00
Edith Winter Speiser Fund	0.01	-		\$ 0.01	-
Abbie J. Stearns Fund	5,802.41	612.89		\$ 6,415.30	1,500.00
Joseph & Henri-Ann Sussman Fund	33,847.04	3,881.94		\$ 37,528.98	15,057.42
George G. Tarbell Fund	15,049.76	1,589.63		\$ 16,839.39	4,000.00
George C. & Eleanor F. Tarbell Fund	30,735.20	3,246.38		\$ 33,981.58	11,875.82
West Abrashkin Fund	2,895.87	305.88		\$ 3,201.75	1,000.00
C. Edgar & Elizabeth S. Wheeler Fund	3,723.68	393.35		\$ 4,117.01	1,000.00
Jacquelin Apsler Family Trust	22,199.67	5,544.92		\$ 27,744.59	23,000.00
<b>Library Funds - TOTAL</b>	<b>\$ 321,653.08</b>	<b>\$ 36,637.79</b>	<b>\$ (5,864.71)</b>	<b>\$ 352,426.16</b>	<b>\$ 141,346.80</b>
<b>Miscellaneous Funds</b>					
Bemis Lecture Fund	45,323.03	4,438.40	(4,219.35)	\$ 45,542.08	30,000.00
Betty Bjork Prof Dev Fund	39,046.07	4,124.23		\$ 43,170.30	23,040.00
Alfred Callahan Fund	7,269.64	767.83		\$ 8,037.47	3,015.93
Codman Scholarship Fund	409,503.25	41,323.74	(32,500.00)	\$ 418,326.99	350,000.00
DeCordova School Equipment Fund	81,469.38	8,435.77	(1,181.84)	\$ 88,723.51	25,000.00
Donald Gordon Recreation Fund	26,582.30	2,807.72		\$ 29,390.02	5,258.07
Joseph Brooks Grammar School Fund	3,751.43	398.23		\$ 4,147.66	1,217.27
Lawrence H. Green Fund	9,436.51	998.75		\$ 10,433.26	1,307.85
Norman Haggood Fund	748.13	79.01		\$ 827.14	535.88
Christine Patterson Fund	28,363.20	2,995.82		\$ 31,359.02	11,425.05
John H. Pierce Legacy Fund	814,323.86	83,519.18	(8,283.20)	\$ 889,579.84	115,000.00
Jane Hamilton Poor Scholarship Fund	16,416.80	1,733.98		\$ 18,150.58	1,235.00
Lincoln Scholarship Fund	453,050.19	57,832.54	(16,303.48)	\$ 494,579.25	307,813.50
Abbie J. Stearns Fund for the Silent Poor	7,267.71	767.66		\$ 8,035.37	1,225.05
Harriet B Todd Scholarship Trust Fund	252,146.65	26,832.73		\$ 278,779.38	(5,000.00)
John Todd Fund	58,047.04	6,131.16		\$ 64,178.20	30,000.00
Tricentennial Fund	17,568.59	1,855.51		\$ 19,424.10	12,579.55
<b>Miscellaneous Funds - TOTAL</b>	<b>\$ 2,070,313.38</b>	<b>\$ 224,838.26</b>	<b>\$ (62,467.67)</b>	<b>\$ 2,232,683.97</b>	<b>\$ 913,450.73</b>
<b>Special Funds</b>					
Cemetery Perpetual Care Fund	\$ 484,146.43	58,941.12	(5,000.00)	\$ 538,087.55	318,787.95
<b>Special Funds - TOTAL</b>	<b>484,146.43</b>	<b>58,941.12</b>	<b>(5,000.00)</b>	<b>538,087.55</b>	<b>318,787.95</b>
<b>All Funds - TOTAL</b>	<b>\$ 2,876,112.89</b>	<b>\$ 318,417.17</b>	<b>\$ (73,332.38)</b>	<b>\$ 3,121,197.68</b>	<b>\$ 1,373,585.48</b>

\*NOTE: Principal represents the portion of the Fund Balance which cannot be spent.

## COMMISSIONER OF TRUST FUNDS

Douglas Harding  
Paul Fitzgerald  
Krystal Elder, Treasurer  
Donald Collins, Chair

Last year turned out to be a surprisingly good year for investors. After a slow start that featured a sharp selloff in reaction to proposed tariffs, the markets rallied back and finished the year with double-digit returns. The S&P 500, an index of large US companies, returned 17.8%. The Russell 2000, a leading index of smaller US companies, returned 12.81%. The ACIW ex US, an all-country world index excluding the US, returned 32.39%, a performance that was aided in part by weakness in the US dollar. Bond indices rose as well, with intermediate maturities returning about 9%.

While there were many impactful events in 2025 that gave people pause, if one steps back and looks at the numbers, it was a pretty solid year economically. Gross Domestic Product (GDP) is estimated to have grown by 3.1% globally, and 2.3% in the US. One has to be impressed with the resilience of the US economy, which chugged along despite a number of unsettling changes in government policy such as the new tariffs regime.

The strong performance of the economy bore fruit in corporate profits. Analysts expect companies in S&P 500 to report 8.2% year-over-year earnings growth for the fourth quarter, which would be the tenth quarter of consecutive growth for the index. Should those estimates prove accurate, earnings for the S&P 500 would increase by 11.4% for the year.

The economy also defied forecasts that tariffs would ignite much higher prices. Instead of jumping, the Consumer Price Index (CPI), which measures the average change over time in the prices paid by consumers for a representative basket of consumer goods and services, slowed from 2.9% in December of 2024 to about 2.7% at the end of 2025. Yet while average prices did not show much of an increase, many consumers experienced a high level of anxiety about affordability. The modest increase in prices in 2025 came on top of a 9.1% increase in the CPI in 2022, and today prices remain significantly higher than they were just a few years ago. Moreover, the dramatic increase in the price of certain highly visible food items (e.g., beef, which increased 16.4%) gave many consumers heartburn.

Although the overall economic stats for the US economy are good, a few areas, notably job creation, give further cause for concern. Monthly job growth averaged 49,000 in 2025, down from 168,000 in 2024. This contributed to a rise in unemployment, which climbed to 4.4% in December 2025, up from 4.1% a year earlier.

The combination of lower inflation and slower job growth gave the Federal Reserve leeway to continue to lower interest rates in 2025. In fact, the Fed cut rates three times, down to a target between 3.5% to 3.7%--a three-year low.

Looking ahead to 2026, economists expect the same favorable conditions to persist. A survey of economists conducted by the Wall Street Journal is projecting US GDP to increase by 2.2% in 2026, with corporate earnings expected to grow 14%.

While declining interest rates and healthy growth in corporate earnings should provide a favorable backdrop for stocks in 2026, a lot of the good news is already priced into the market, with valuations now nearing the highs of recent years. The forward P/E (the current stock price divided by the estimated earnings per share over the next 12 months) for the S&P 500 is 22x's, the upper end of the range for the past 20 years.

It is hard to imagine that stock prices will not continue to be volatile in the months ahead. Almost a year has passed since the last major correction in the stock market, when the S&P 500 declined 18.5% in reaction to the "liberation day" tariff announcement.

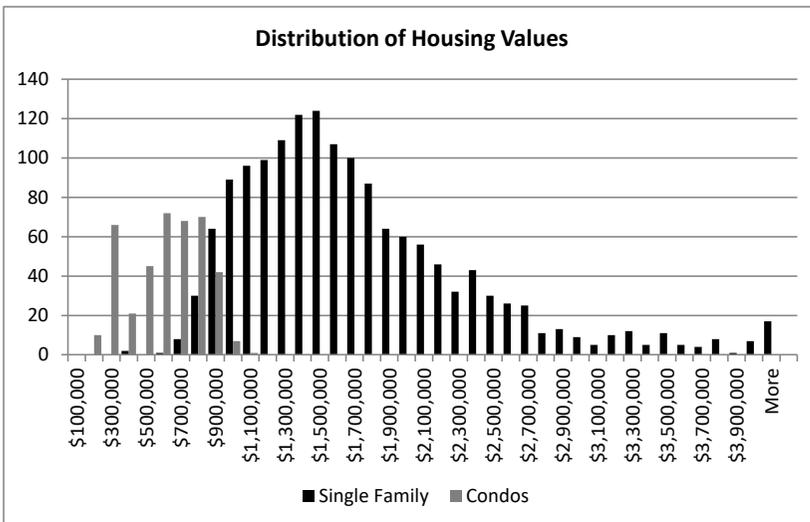
Last year turned out to be much better for investors than anyone expected. But the benefits from a strong economy accrued especially to those who made the right investments. The Town of Lincoln's trust funds are invested in a diversified portfolio of US and international equities, fixed income and alternative investments and have benefited from the favorable performance of equity and fixed income markets.

## BOARD OF ASSESSORS

Ellen Meadors, Chair  
Edward Morgan, Member  
Bruce Campbell, Member

Our full-time Administrator is Dorothy Blakeley. Additional assessing services are provided by our contractor Regional Resources Group, Inc. Steven Boucher, an employee of RRG is in the office one day a week (usually Mondays) and the founder of RRG, Harald Scheid, is available as needed.

**Housing Values** – Sales in calendar year 2024 (the basis for the FY 2026 values) indicated that the real estate market remains steady, and sales for both higher and lower valued properties have not shown a decline in market value. Assessments were based on 34 single-family home sales and 23 condominium sales. The average value of a single-family home for fiscal year 2026 was \$1,685,271 resulting in an average tax bill of \$21,343. Single-family home values ranged from \$352,600 to \$7,917,700 with the median at \$1,526,850. The average value of a condominium was \$560,626, with an average tax bill of \$7,071. Condominium values ranged from \$168,300 to \$1,076,100 with the median at \$584,550.



**Abatements** – For fiscal year 2026, sixteen abatement applications were filed. When permitted by the homeowner, each property was measured and inspected, then compared with similar properties that sold in 2024. Of the total, ten abatements were granted and six were denied. Abatement decisions may be appealed to the Appellate Tax Board. In fiscal year 2026

there have been no appeals filed yet with the ATB. Taxpayers who believe their assessment is too high are encouraged to file an abatement application with the Assessor's Office within one month of getting their fall tax bill.

**Split Tax Rate** – The Select Board voted a small increase in the split tax rate, this increases the proportion of taxes paid by the owners of commercial properties and lowers taxes paid by residential properties. For fiscal year 2026, the tax rate was set at \$12.31 per \$1,000 for residential property and at \$18.78 per \$1,000 for commercial property.

**Top Ten Taxpayers**

Assessment	Name	Location
\$93,313,500	NELP-COMMONS LLC *	1 HARVEST CIRCLE
\$27,163,300	NSTAR ELECTRIC CO **	
\$21,364,800	RCS-BEDFORD LLC **	55 OLD BEDFORD ROAD
\$18,553,100	ORIOLE LANDING	1 MARY'S WAY
\$15,662,600	BOSTON GAS CO **	
\$12,376,900	NEW LINCOLN WOODS LLC	1-95 WELLS ROAD
\$8,674,900	LINCOLN RIDGE ESTATES	0 RIDGE ROAD
\$7,917,700	INDIVIDUAL	
\$7,056,900	MALL AT LINCOLN STATION **	145 LINCOLN ROAD
\$5,619,100	VERIZON NEW ENGLAND INC **	

\* Taxed partially at the higher commercial rate

\*\* Taxed at the higher commercial rate

**Property Tax Deferrals and Exemptions** – Lincoln's property tax deferral program allows seniors 60 years or older with an income below annually established levels to defer all or part of their annual property taxes. Presently incomes may not exceed \$72,000 for a single person or \$109,000 for a married couple. Deferred property taxes and interest at 4% are repaid to the Town when the owner dies or sells the home. Four property owners took advantage of the property tax deferral in fiscal year 2026. Please call the office at any time of the year to consult with office staff about the various exemption and deferral programs.

## CAPITAL PLANNING COMMITTEE

Audrey Kalmus, Chair and At-Large Citizen Representative  
 Jacquelin Apsler, Library Trustee Representative  
 Chris Burns, At-Large Citizen Representative  
 Debra Daugherty, At-Large Citizen Representative  
 Jim Hutchinson, Select Board Representative  
 Jake Lehrhoff, School Committee Representative  
 Dan Pereira, Assistant Town Administrator, Ex-Officio  
 Rich Rosenbaum, Finance Committee Liaison, Ex-Officio

Each spring the Capital Planning Committee (CapCom) meets with all relevant town departments to review their 5+ year *capital plan*. The following fall, they receive *capital assets and maintenance requests* for the upcoming fiscal year and evaluate each proposal for need, viability, and the effect on operating budgets.

In fall 2024, CapCom reviewed FY26 requests (including disapproved items not listed below) equaling \$1,356,738. Their approved recommendations for funding are below:

<b>FY26 initial proposals listed in priority order for each department</b>	<b>Request</b>	<b>Approved Cash Capital Items</b>	<b>Approved Maintenance</b>
<b>CONSERVATION</b>			
Utility Tractor w/ Attachments	\$ 57,154	\$ 57,154	
<b>Conservation Sub-total</b>	<b>\$ 57,154</b>	<b>\$ 57,154</b>	<b>\$ -</b>
<b>DPW</b>			
Bobcat Work Machine / Tractor	\$ 88,000	\$ 88,000	
Hook Truck Dump Body	\$ 37,000	\$ 37,000	
Paving Hot Box	\$ 30,000	\$ 30,000	
Trapelo Road Drainage	\$ 180,000	\$ 180,000	
<b>DPW Sub-total</b>	<b>\$ 335,000</b>	<b>\$ 335,000</b>	<b>\$ -</b>

<b>FIRE DEPARTMENT / EMS</b>			
Brush Truck	\$ 198,334	\$ 198,334	
<b>Fire Sub-total</b>	<b>\$ 198,334</b>	<b>\$ 198,334</b>	<b>\$ -</b>
<b>INFORMATION TECHNOLOGY</b>			
End User Hardware Upgrades	\$ 45,000	\$ 45,000	
CJIS Network Separation	\$ 75,000	\$ 75,000	
<b>IT Sub-total</b>	<b>\$ 120,000</b>	<b>\$ 120,000</b>	<b>\$ -</b>
<b>LIBRARY</b>			
Maintenance	\$ 65,200		\$ 65,200
<b>Library Sub-total</b>	<b>\$ 65,200</b>	<b>\$ -</b>	<b>\$ 65,200</b>
<b>FY26 initial proposals listed in priority order for each department</b>	<b>Request</b>	<b>Approved Cash Capital Items</b>	<b>Approved Maintenance</b>
<b>LINCOLN PUBLIC SCHOOLS</b>			
Hartwell Cabling/PA Replacement	\$ 49,280	\$ 49,280	
Hartwell Minisplit Upgrade/Expand	\$ 50,000	\$ 50,000	
Two sewer ejection pumps	\$ 40,000	\$ 40,000	
<b>LPS Sub-total</b>	<b>\$ 139,280</b>	<b>\$ 139,280</b>	<b>\$ -</b>
<b>PARKS &amp; RECREATION DEPT.</b>			
Replacement of Pick-Up Truck	\$ 75,000	\$ 75,000	
<b>Parks &amp; Recreation Sub-total</b>	<b>\$ 75,000</b>	<b>\$ 75,000</b>	<b>\$ -</b>
<b>POLICE DEPARTMENT</b>			
Replace Marked Cruiser #5	\$ 70,812	\$ 70,812	

Replace hybrid unmarked cruiser	\$ 47,888	\$ 47,888	
<b>Police Sub-total</b>	<b>\$ 118,700</b>	<b>\$ 118,700</b>	<b>\$ -</b>
<b>SELECT BOARD</b>			
Finance Dept. File Cabinet System	\$ 9,240	\$ 9,240	
<b>Select Board Sub-total</b>	<b>\$ 9,240</b>	<b>\$ 9,240</b>	<b>\$ -</b>
<b>TOWN FACILITIES</b>			
Maintenance	\$ 84,515		\$ 84,515
Town Hall Exterior Painting	\$ 80,915		\$ 80,915
<b>Facilities Sub-total</b>	<b>\$ 165,430</b>	<b>\$ -</b>	<b>\$ 165,430</b>
<b>ANNUAL TOTALS</b>	<b>\$ 1,283,338</b>	<b>\$ 1,052,708</b>	<b>\$ 230,630</b>

On Saturday, March 29, 2025, attendees at Annual Town Meeting approved all recommendations.

## COMMUNITY PRESERVATION COMMITTEE

Eric Zimmerman, Chair  
Rob Ahlert  
Buckner Creel  
Craig Donaldson  
Neil Feinberg  
Andrew Glass  
John Ottenberg  
Thornton Ring  
Kathleen Shepard

The Community Preservation Committee's (CPC's) mandate is to study the needs of the Town in four areas of community interest: open space, preservation of historic structures, community housing (defined as low and moderate income housing), and recreation. It solicits inputs from citizens and other town boards and committees and makes funding recommendations to the Town in these areas. The goals of the Community Preservation Act (CPA) coincide closely with Lincoln's Vision Statement on open space, historical legacy, economic diversity, and citizens' convenience. To address these goals, the CPC meets with town boards and other organizations to develop a thorough understanding of the town's present and future needs, priorities, and objectives in the areas of CPA concern. It solicits proposals and evaluates them in light of these priorities.

At Town Meeting in March 2025, and at Special Town Meeting in June 2025, the CPC proposed and the Town approved the following CPA fund appropriations:

FY26 Town Meeting Approved Projects	
Town Office Renovation -debt service	283,860
Housing Rental Assistance Program	97,356
Housing Support Services	42,000
Housing Trust Request for Funds	500,000
Archives - Flint Family Historical Records	28,000
Housing Commission - Green Appliance Upgrades to Housing Units	9,550
Housing Plan	50,000
Housing Exterior Painting & limited carpentry of 6 Public Units	40,000
Pierce House - Exterior Painting & Carpentry Repairs	115,000
Historical Commission - Survey of Significant Buildings for MHC	5,500
Recreation - Tennis Court Surface Reconstruction (courts 3&4)	102,700
Cemetery - Dallin Statue Restoration	25,000
Wang property and athletic field debt	99,550
Administrative Expenses	3,500
STM- Nature Link Project	850,000
<b>Total Requests</b>	<b>2,252,016</b>

The table below summarizes total appropriations and expenditures by the Town for projects funded using CPA funds from 2015 through 2025.

Town of Lincoln				
CPA Appropriations & Project Status				
2015-2025				
Project	Appropriation	Paid to Date	Balance	Status of Project
Admin Expenses	36,000	36,000	-	Complete
Bemis Hall Repairs	296,000	296,000	-	Complete
Cemetery -Dallin Statue	25,000	-	25,000	In Progress
Codman Barn Repairs	111,500	71,672	39,828	In Progress
Codman Farm C Barn Sprinkler System	400,000	360,448	39,552	In Progress
Codman Farm Repairs	329,950	329,950	-	Complete
Debt Service on Town Office Renovation	3,771,356	3,519,426	251,930	In Progress
Fund debt service on borrowing for CPC project	1,341,925	1,242,245	99,680	In Progress
Funding of Affordable Housing Trust	1,278,329	1,278,329	-	Complete
Funding of Conservation Fund	199,000	199,000	-	Complete
Conservation -Nature Link Project	850,000	-	850,000	In Progress
Historic Properties Inventory	5,000	4,500	500	In Progress
Historic Commission- Friends of Minuteman National Park -Archeology Project	150,000	150,000	-	Complete
Historic records archive and preservation	343,763	314,981	28,782	In Progress
Land Acquisition	1,225,000	1,225,000	-	Complete
Multi-sport Court	146,000	146,000	-	Complete
Pierce House Repairs	335,480	254,393	81,087	In Progress
Recreation Tennis Courts	162,800	20,000	142,800	In Progress
Repairs & Improvements to Lincoln Library	665,591	575,163	90,428	In Progress
Wayfinding Battle Road Byway	1,000	-	1,000	Complete
Community Housing Rental Assistance Prog	464,469	412,126	52,343	In Progress
Codman Pool Chemistry Controller	42,500	42,500	-	Complete
Codman Pool Cover	27,488	22,688	4,800	In Progress
Codman & Ballfied Rd- Athletic Fields Irrigation	400,000	376,370	23,630	In Progress
Regional Housing Support Services	164,100	159,287	4,813	In Progress
School Playgrounds	161,200	161,200	-	Complete
Town Office Athletic Fields drainage Improvements	336,800	334,997	1,803	Complete
Conservation Improved Trailhead & Wayfinding Signage	7,266	-	7,266	In Progress
Housing Commission -Affordable Housing Unit Repairs	345,050	213,811	131,239	In Progress
<b>Grand Total</b>	<b>13,622,567</b>	<b>11,746,086</b>	<b>1,876,481</b>	

CPA funding has helped Lincoln considerably to create affordable housing, purchase conservation land, preserve key historic properties and create and rehabilitate recreation assets. Funds have been obtained through a 3% surcharge on our property taxes, which was supplemented by a 100% state match until 2008 and reduced levels of matching since, including a 24% match in FY2025. Even at current level of matching, savings to the Town are worthwhile.

The committee is currently reviewing proposals for the 2026 Town Meeting. In evaluating these proposals, it is considering:

- consistency with Lincoln’s vision;
- support by relevant town committees or organizations;
- the extent to which the project helps to preserve threatened resources or town-owned assets;
- the extent to which the project serves multiple needs and populations, including the underserved;
- whether the project can realistically be accomplished within the proposed time frame and budget;
- the impact of delays in initiating the project; and
- the breadth of support for the project as indicated by fundraising through grants or private donations.

We welcome community inputs during all stages of our process – requesting, examining, and decision- making.

## OGDEN CODMAN TRUST

The Ogden Codman Trust was created under the will of Dorothy S. F. M. Codman. Grants are geographically restricted to organizations and activities located within the Town of Lincoln and which primarily serve residents of the Town. Information about the trust, including its history and grant guidelines can be found at [www.codmantrust.org](http://www.codmantrust.org).

**The following is a list of the grants that the trustees paid in 2025**

Organization	Project	Grant Award
<b>Town of Lincoln</b>	Community Center Capital Campaign (2 <sup>nd</sup> installment)	<b>\$100,000</b>
<b>Friends of Minute Man National Park</b>	<i>Elm Brook Hill Battlefield Preservation Project</i>	<b>\$25,000</b>
<b>Mass Audubon</b>	<i>Drumlin Farm's Ice Pond All Persons Trail Restoration &amp; Improvements</i>	<b>\$10,000</b>
<b>Lincoln Public Schools</b>	<i>Student subsidies for the Lincoln School Grade 8 trip to Washington and Gettysburg in June</i>	<b>\$10,000</b>
<b>Lincoln Parks and Recreation</b>	<i>Camp scholarships</i>	<b>\$15,000</b>
<b>St. Vincent de Paul</b>	<i>Scholarship and Education Fund</i>	<b>\$15,000</b>
<b>St. Vincent de Paul</b>	<i>Annual appeal matching grant</i>	<b>\$20,000</b>
<b>Historic New England</b>	<i>Maintenance of grounds at the Codman Estate</i>	<b>\$25,000</b>
<b>Walden Woods Project</b>	<i>Event with Retired Justice Stephen Bryer</i>	<b>\$12,000</b>
<b>Codman Community Farms</b>	<i>Field Equipment</i>	<b>\$25,000</b>
	<b>Total amount of grants paid</b>	<b>\$257,000</b>

Respectfully Submitted,

Susan T. Monahan, Trustee  
 Michael F. O'Connell, Trustee  
 Stacie Kosinski, Trustee

## INFORMATION TECHNOLOGY

Michael Dolan, IT Director  
Anthony Kim, IT Support Specialist

**Multifactor Authentication (MFA)** – MFA is now required for all Microsoft 365, VPN, and workstation logins to meet insurance requirements and enhance security. This change increased licensing costs and required accounts for all users. Multiple authentication options are available based on user preference. Individual computers will be protected so only accounts with MFA enabled will be allowed access.

**Network Electronics Upgrade** – New switches have been installed across the town network, improving speed, traffic management, and adding Power over Ethernet to previously unsupported facilities. Access to switch and backbone server management is restricted to select accounts.

**Fiber Optic Grant** – The DPW and Water Department are currently connected by ISPs that require secure tunnels to be configured to segregate the town information system from Internet traffic. A grant will fund fiber connections for the Community Center, DPW, and Water Departments, to replace the existing Comcast/Verizon internet connections. This upgrade will provide secure, high-speed direct connections to the town network. While we intend to maintain backup connections using these providers, we can save money by subscribing to lower bandwidth connections.

**New Phone System** – Departments are transitioning to IP-based phones, reducing maintenance and other operational costs while improving system flexibility. The system can redirect calls to cell phones or computers during outages. The new system provides greater control over auto attendants, call queues, and voice mail. New desk phones are also part of this rollout.

**LINCOLNMA.GOV Email Migration** – Town email is moving from lincolntown.org to lincolnma.gov. All accounts should receive email directed to our new domain but the “reply to” email addresses will not change until we reconfigure each user individually. Departments are being migrated gradually, and both domains will work for several years. The town website domain will change later this year.

**Website Refresh** – The town website will be redesigned as part of our periodic refresh that we are entitled to in our agreement. In addition, we will address WCAG accessibility standards and improve usability. This process includes removing outdated content, reviewing other municipalities for best practices, and acquiring tools to assist in making existing active documents compliant.

## POLICE DEPARTMENT

**Chief:** Sean Kennedy      **Officers:** Nicholas Facciolo  
**Acting Chief/** Kelsey Francher  
**Lieutenant:** Jon Wentworth      Seth Gordon  
Aidan Hawley

**Sergeants:** Matthew Armata      Owen Hughes  
Henry Donham      Vincent Oliveri  
Jennifer McNaught      Laura Stewart  
Anthony Moran      Ian Spencer

**Dispatchers:** Samuel Cullinan      Christine Conrad  
Michael Keough      Mark Sefton

**Admin. Assistant:** Catherine Dubeshter

The Lincoln Police Department is committed and dedicated to the needs of our community. We strive to provide quality police services in an effective, responsive, and professional manner. Our responsibility is to maintain order while treating every individual we encounter with respect, dignity, and compassion. Our objective is to improve the quality of life through community and interagency partnerships to promote a safe and secure community for all.

In 2025, there were significant personnel changes within the department. In January 2025, Jennifer McNaught, was hired as a result of the department restructuring that occurred in 2024. With the Town's approval at Town Meeting, the Police Department expanded for the first time since 2000 and hired a fourteenth officer, Officer Aidan Hawley. Officer Gregory Lamb resigned which resulted in the hiring of Officer Owen Hughes. Dispatcher Ainsley Woodruff resigned in August and Colleen Crawford was selected to fill the vacancy. Sergeant David Regan retired in August of 2025 after nearly 27 years with the Department and Henry Donham, was hired to replace him.

The following are highlights of the department for 2025.

**Roadway Safety:** The department continues to be an active participant within Town traffic committees. We continue our Traffic Monitoring Program which deploys traffic counters at various locations throughout the town. By combining this traffic data with accident data, the department is able to identify specific areas for enforcement and monitoring to ensure the roadways are safe for motorists, pedestrians and bicyclists.

**Police Training:** In addition to our mandatory 40 hour in-service training each year, members of the department participated in additional specialized

training. In May, the department participated in a large-scale federally funded ASHER (Active Shooter Hostile Event Response) exercise in Wayland with the Lincoln FD along with both the police and fire departments from Weston and Wayland. In October, officers participated in a full scale exercise at the Massport Civil Air Terminal. Participants included our police and fire partners from Bedford, Concord, Lexington, the MA State Police and Massport Fire Department.

**Committees:** Members of the department continue to be active participants on the following committees:

- Outreach Providers
- Roadway Traffic Committee
- Transportation Coalition
- Staff Diversity & Inclusion Committee
- Lincoln 250<sup>th</sup> Committee
- Bicycle & Pedestrian Advisory Committee
- IDEA (Inclusion, Diversity, Equity and Anti-Racism) Initiative

**Police Intervention:** The department's partnership with Domestic Violence Services Network and Eliot Community Human Services allowed victims, families and individuals dealing with domestic violence, mental health and/or substance abuse to connect with services, both locally and through their health insurance.

**Community Outreach:** Prior to the 250<sup>th</sup> Celebration, community information meetings were held at Minuteman Commons and Battle Road Farms Communities. In April, Officers participated in the National Drug Take-Back Day. Over the summer, officers attended the Lincoln Woods Summer BBQ. During the holidays, the department participated in the Toys for Tots program.

**250<sup>th</sup> Anniversary:** In April of 2025, after nearly two years of planning, the department, along with state, local, federal, private and non-profit partners provided public safety for the events commemorating the 250<sup>th</sup> Anniversary of the Battles of Lexington and Concord. All the planning and preparation for the event led to a successful weekend long celebration.

**PROTECTION OF PERSONS & PROPERTY:** The following is a summary of activity by the Lincoln Police Department for the 2025 calendar year.

Calls for Service	3371
Business/Residential Site Checks	2956
Crimes against Person	10
Crimes against Property/Fraud	72
Arrests/Criminal Complaints	95
Criminal Complaints	47
Traffic Stops	1722
Traffic Citations	1546
Operating Under the Influence	20
Accident Investigations	151

***Jon Wentworth, Acting Chief of Police***

## **FIRE DEPARTMENT**

**Fire Chief:** Brian J Young

**Captains:**

Scott Christensen (Fleet Mechanic)  
Mark Mola  
Ben Juhola (Training Coordinator)  
Tim Neufell (Fire Prevention)

**Firefighters:**

Joseph Cavanaugh	Mike O'Donnell
Dave Appleton	Michael Gassiraro (EMS Coordinator)
Caleb Hagarty (P.I.O.)	Kevin Kirmelewicz (L.E.P.C./Fire Alarm)
Joseph Lenox IV	Thomas Blair
Tom Pianka	Kevin Gates

**Call Firefighters:**

Ryan Piersiak	Joseph Machado
Paul Penachio	Domenic Ardizzoni
Brendan Scurlock	Dylan Child
Josh McDonald	Tim Goodfellow
Christopher Doeg	

The Lincoln Fire Department strives to achieve absolute confidence from the community by providing residents and neighboring communities with professional emergency medical services, fire suppression and fire prevention programs.

2025 was a busy year. Our average annual run volume over the past 5 years is 1440 per year. This past year, we had a total of 1404 emergency responses, a slight decrease from last year. Due to the activity, we had to call 77 mutual aid ambulances to assist when our ambulance was already busy with a previous incident. We had a much quieter brush season after a record 2024. Thank you to all the residents that helped keep open burning under control in 2025. Please remember to call 911 for an out-of-control brush fire before extinguishing yourself.

**Grants:** This year has been very successful regarding state grants; we just finished our 2025 SAFE and Senior Safe grant and have applied for another SAFE grant for 2026. This grant pays for supplies and time for firefighters to visit every student in elementary school and explain the dangers of fire and ways to stay safe in case of an emergency. This has been very rewarding, such as when we found out a child dialed 911 for a parent in distress.

The Senior Safe side of this grant allows for supplies and a firefighter to assist in replacing batteries and smoke detectors in residents' homes that are over 65. This has been a great program as we believe early warnings save lives. This program has become so popular that we typically run out of supplies and must wait for the grant to be renewed to continue supplying senior citizens with detectors.

We used the Department of Fire Services grant to purchase our first set of PFAS free fire gear. Our newest firefighter will test the gear for durability as we plan to replace all gear with PFAS free gear in the coming years.

**Inspections:** In previous town reports we have only reported emergency responses. Going forward, we will be including inspections to give an idea of the activity and fire prevention work that is done behind the scenes. Below you will see those numbers included in "total responses".

**Personnel:** We were proud to officially promote our Lieutenants to Captains in 2025! A fire Lieutenant is typically in charge of an engine while a Captain oversees an entire department's daily operations. This title is more appropriate for what we ask of our Fire Captains. We are also happy to promote Kevin Gates from our call department to full-time. He recently completed the fire academy.

**Apparatus:**

Ambulance 2 was ordered in 2024. "A2" was a 24 month build time so we will be expecting it this summer.

We have also ordered a new brush truck that should arrive in the fall. The brush truck will repurpose our existing pump and water tank to save on funds. The truck will replace a 14-year old Ford F350 with an F450 that will be capable of handling the weight and demand of our brush fire needs.

## Annual Response Summary:

1563	Total responses
1404	Total emergency calls
159	Inspections, including 96 26F Smoke/CO certificates
734	Emergency Medical responses
512	Transports to the hospital
318	Smoke detector activations
45	Trees and/or wires down
85	Mutual aid incidents including 28 ambulance calls and 4 structure fires
76	Motor vehicle accidents
14	Carbon Monoxide incidents
8	Ice/Water response and/or rescues
6	Brush fires
4	Structure fires
2	Vehicle fires

## **BUILDING DEPARTMENT**

Mark Robidoux, Building Commissioner  
Victoria Benalfew, Administrative Assistant  
Robert Norton, Wiring Inspector  
Welter Rasmussen, Plumbing/Gas Inspector

This has been another busy year with the completion of the public school and solar project. We are currently working on reviewing plans for the upcoming major renovation and additions at The Commons as well as the new Senior Center on Ballfield Road and solar farm located at the recycling center. The State has adopted new Building codes based on the ICC 2021 family of codes. Additionally, Lincoln has adopted the fossil free pilot program, information on these codes are provided at the building department website at:

<https://www.lincolntown.org/242/building-engineering>.

The Building Department is responsible for enforcing the General Laws of the Commonwealth of Massachusetts and the Town of Lincoln's bylaws, specifically those related to public safety and the construction and occupancy of buildings and structures.

We aim to provide exceptional customer service while safeguarding public health, safety, and overall well-being. This is achieved through ensuring structural integrity, safe means of egress, stability, proper light and ventilation, energy efficiency, and protection of life and property from fire and other hazards associated with the built environment.

The Building Department also works in collaboration with the Fire Department, Planning, Conservation, and Zoning departments to support land use functions and assist existing departments. We are dedicated to continuously improving operational efficiency and enhancing the delivery of services to the community.

Values of construction permits for work during the past year as submitted by applicants in 2024:

Building (Residential and Commercial)	\$52,592,654.91
Plumbing (Residential and Commercial)	\$948,094.35
Electrical (Residential and Commercial)	\$2,502,909.12
Gas (Residential and Commercial)	\$262,294.17
Total	\$56,305,952.55

**Permit Fees Collected in 2024 – Residential & Commercial**

Building	\$407,324
Plumbing/Gas	\$26,862.18
Electrical	\$98,577.08
Total	\$532,763.26

**Building Permits Issued in 2024**

New Residential	3
Additions and Remodeling	14/29
Garages and barns	22
Decks and porches	22
Sheds	3
Sheet Metal Permits	23
Demolitions (house)	1
Demolitions (accessory structures)	2
Re-roofing	51
Tents (temporary)	13
Wood Burning Stoves	4
Cell Tower – changes to existing	1
Accessory Apartments	5
Solar Panels	41
Pools/Spas	4
Fences	3
Signs	3
Building Permits Issued:	397
Plumbing/Gas Permits Issued:	227
Electrical Permits Issued:	279
Total Permits Issued:	903

**SEALER OF WEIGHTS AND MEASURES**

<b>Location</b>	<b>Address</b>	<b># of meters</b>	<b>Scales</b>	<b># of devices</b>
<b>SCALES</b>				
Codman Community farm	58 Codman Rd		3	3
Donelan's Supermarket	145 Lincoln Rd		11	11
Hannon Agro Farm	270 South Great Rd		3	3
Linden Tree Farm	10 Old Concord Rd		4	4
Mass Audubon Drumlin Farm	208 South Great Rd.		6	6
Gerard's Farm			1	1
<b>GAS METERS</b>				
Doherty's / Lincoln Mobil	161 Lincoln Rd	8 gas		8
Lincoln Gas & Auto Service	170 South Great Rd	8 gas & 2 DSL		10
Rt 2 Gas / Tracey's Corner	131 Cambridge Tpke	8 gas & 1 DSL		9
<b>PV INSPECTIONS</b>				
Donelan's Supermarket	145 Lincoln Rd		4-11 registers	

## **BOARD OF HEALTH**

Steven Kanner, M.D.  
Patricia Miller  
Frederick L. Mansfield, M.D., Chair

The Board of Health typically convenes on the first or second Wednesday of each month at 7:30 p.m., with all meetings open to the public. Citizens wishing to be included on the meeting agenda are encouraged to contact the Board of Health Office at least two weeks prior to the scheduled meeting date. The Board's Administrative Assistant, Victoria Benalfew, also serves in the same capacity for the Building Department. Inspectional services are provided through an inter-municipal agreement with the Town of Concord. The Board's health agents are Melanie Dineen and Micheal Funiaole, who are responsible for the enforcement of both local and state public health regulations.

The Board of Health oversees a broad range of issues, including water protection, solid and hazardous waste management, communicable diseases, and environmental public health hazards. In particular, the Board is responsible for managing the on-site wastewater system program and enforcing the state sanitary code for food establishments. Additionally, the Board conducts inspections of summer camps, swimming pools, and private water wells to ensure health and safety standards. The Board also oversees mosquito control programs and supports mental health services for Lincoln residents through Eliot Community Human Services. Further, the Board has facilitated radon testing initiatives for homeowners. The Board collaborates closely with the town-appointed Animal Control Officers to conduct barn inspections, animal censuses, and address animal-related complaints.

### **Permitting**

In 2025, the Board of Health issued 9 well permits, 2 pool permits, 4 recreational camp permits, oversaw 22 soil tests, issued 46 septic repair/construction permits, and conducted 18 Title V reviews.

Additionally, 35 food permits were granted.

Board agents responded to 18 complaints covering various issues, including housing, trash, and other nuisances

### **Hearings**

The Board of Health continues to hold meetings virtually via Zoom. Monthly updates on COVID-19 and flu cases in Lincoln are provided by Trish McGean, while Melanie Dineen offers updates on septic permitting, housing, and other

public health concerns. The Board also maintains a radon detection kit loaner program, available at Town Hall for residents.

Trish McGean has continued working tirelessly to coordinate various vaccine clinics for seniors and town residents in addition to her regular duties as Town nurse.

## **OTHER ACTIVITIES**

*Communicable disease control:* Communicable disease reports regarding Lincoln residents are forwarded to Trish McGean, Town Nurse, for review and possible follow-up. Case reports investigated for the Board of Health since 2023 are summarized on the following table. The numbers indicate cases which may be confirmed, suspect, or probable and may also indicate residents who are considered contacts of individuals (residents and non-residents) with communicable diseases.

## **HAZARDOUS WASTE COLLECTIONS:**

Lincoln is one of several towns participating in the Minuteman Hazardous Waste Facility located on Hartwell Avenue in Lexington. The facility holds eight collection days a year beginning in April and ending in November.

The following are the totals from 2015 through 2023 minus 2020 which were not required by DPH because of COVID-19.

**ANIMAL CENSUS:**

The following table lists the population of farm animals since 2016.

Type	2017	2018	2019	2021	2022	2023	2024	2025
Cattle, beef	31	36	38	40	40	36	37	36
Cattle, yearlings	0	0	0	0	0	0		
Goats	0	0	0	22	16	27	34	33
Sheep	127	103	109	89	99	156	104	112
Rabbits	0	0	0	9	0	0	0	0
Swine	22	22	25	19	22	12	10	5
Horses/Ponies	49	49	49	40	47	42	45	47
Llamas/Alpacas	7	8	8	6	5	5	5	8
Emu	0	0	0	0	0	1	1	3
Chickens	1,383	1052	1,211	1,194	1,077	1,005	1,055	1,076
Turkeys	0	0	0	0	0	0	15	12
Waterfowl	10	13	17	15	4	15	13	23
Geese	9	1	1	0	0	0		
Guinea Hens	0	6	0	0	0	0		
Pigeons	0	0	0	0	0	0		

**TOTAL NUMBER CALLS HANDLED - 2025      131**

# Complaint Calls	10
# Lost Dog Calls	3
# Lost Cat Calls	2
# Other Cat related calls	1

# Animal / Wildlife Calls	25
# Miscellaneous Calls	27
<b>TOTAL # ANIMALS PICKED UP</b>	<b>5</b>
Total # not licensed	
Total # dogs not claimed	
# still in dog officer custody	
#surrendered to Humane Shelter	
<b>TOTAL # HUMAN BITE OR ANIMAL BITE CALLS</b>	<b>6</b>
<b>TOTAL # QUARANTINE ORDERS ISSUED/RELEASED</b>	<b>16</b>
<b>2025 Annual Kennel Inspections Completed</b>	<b>2</b>
<b>TOTAL # CITATIONS ISSUED</b>	
# No license citations	
# Leash Law/Dog not under owner control	
<b>Barn Inspections Completed in 2024</b>	<b>34</b>
<b>#Animal Specimens submitted to State Lab</b>	<b>0</b>

## COMMUNITY CENTER BUILDING COMMITTEE (CCBC)

Sarah Chester, Co-Chair  
Jonathan Dwyer, Co-Chair  
Ellen Meyer Shorb  
Todd Staples  
Rob Stringer

Susan Taylor  
Alison Taunton-Rigby  
Dilla Tingley  
Krystal Wood

**Overview.** The CCBC was established at the March 2022 Annual Town Meeting and sponsored by the Select Board. Our charge is to develop and build the community center. In addition to the 9 voting members listed above, we include 6 ex-officio staff members and about 16 liaisons from stakeholder boards, committees, and organizations. See [LincolnCommunityCenter.com](http://LincolnCommunityCenter.com).

**What is a community center?** It is a warm and inviting place that brings together residents of all generations to join in the civic, social, and cultural life of the town. For Lincoln, it is a building that will house the programs and meet the needs of the Council on Aging & Human Services, the Parks & Recreation Department, and Lincoln Extended-Day Activities Program (LEAP).

**Previous year's tasks.** After approval of ICON Architecture's conceptual design by the Annual Town Meeting on March 23, 2024, and the subsequent town election on March 25 to bond the Community Center, the CCBC hired Accenture as Owner's Project Manager (OPM) in May 2024. The OPM represents the town's interests and helps to guide the project to completion. Through summer and fall 2024, the full team conducted extensive work on the building and site, completing the schematic design and design development phases and tightening the details to remain within budget.

The CCBC obtained a demolition permit for the three Hartwell Pods, met Conservation and Planning requirements and Net Zero requisites, coordinated utility requirements with Eversource and the School, planned the new Maintenance shop in Hartwell, ensured bicycle and pedestrian accessibility, and planned safety improvements to Strats Play Area. CCBC and ICON presented the design and a summary of these activities at the State of the Town on December 7, 2024, being on budget and on schedule.

**Key 2025 tasks.** This year has seen the Community Center go from design to reality, accomplishing major tasks each month. In January and February, work began on the Maintenance shop and Strats Play Area, permitting discussions with Conservation Commission and Planning Department continued, and the 60% design documents were sent to two cost estimators. In March and April, the OPM pre-qualified filed sub-bids and general contractors (GCs). The two cost estimates, however, came back showing a 5–8% increase over expected, with the estimators stressing concerns about the new and changing tariffs. To avoid a full redesign that would incur

significant costs and delays, we continued to refine the design to align with the budget. To buffer against tariff increases and related supply-chain delays, we also increased the contingency budget from 4% to 7%.

In early May we sought bids from GCs. Of the 7 bids received, the lowest put us \$2,331,135 over our estimated construction costs. Because we could not reduce expenses further without incurring additional delays and costs, the CCBC sought and received approval from the town for \$2,331,135 in Stabilization funds at the Special Town Meeting on June 25. The new total project cost is \$26,350,240.

The project was awarded to Hutter Construction. The CCBC obtained the building permit on June 30, and construction planning began immediately. In July through September, the GC focused on site preparation and demolition of the Pods, which included asbestos abatement. Some additional, friable asbestos was found in Pods C and A, however, that required a special permit from the state DEP and so delayed final abatement for 26 days. Site work continued during that time, and the demolition was completed early October. Occupants of Hartwell and the School were kept informed throughout. The CCBC celebrated final clearance of the site with a Groundbreaking Ceremony on October 8, bringing together the project team, the stakeholders, and town staff who all contributed to this major milestone.

In November and December, construction began with rammed aggregate piers, concrete footings, and foundation walls poured with waterproofing and insulation. Cold-weather insulation procedures protected the concrete as it cured. Procure-ments of construction materials by the GC and of furniture, fixtures & equipment by ICON and the stakeholders are ongoing.

**Conclusion.** The structure and walls will start to go up in February and March, and the building will take shape through the winter and spring of 2026. The substantial completion date has shifted from August 31, 2026, to October 5, 2026, because of the abatement delay, but the Community Center opening remains late fall 2026.

Through the complex permitting processes and the turbulence of the market forces in the spring and early summer, the CCBC is grateful to have the sure hands of Accenture as OPM, ICON as architect, and the focused efforts of town staff and committees as they have all worked hard together to see the Community Center emerge. The CCBC is especially grateful to the residents of Lincoln, who have shown their continued strong support.

## LINCOLN COUNCIL ON AGING & HUMAN SERVICES

Laura Crosby, Vice Chair  
Cindy Frank  
Steve Hines  
Wendy Kusik  
Jane O'Rourke  
Terry Perlmutter  
Kathy Ramon  
Donna Rizzo  
Mark Sandman  
Peter Von Mertens  
Dilla Tingley, Chair

**Mission Statement** – The Council on Aging & Human Services (COA&HS) is a welcoming organization that embraces diversity, equity, and inclusion. The COA&HS strives to enrich the lives of Lincoln's residents 60 years of age or older (approximately 1/3 of the population) and assist these residents to remain safely and independently in our community. In addition, the COA&HS provides a variety of human services to Lincoln residents of all ages who are in serious financial crisis or need help in caring for elders. We also develop new social service resources for residents of all ages in collaboration with other Town departments and organizations. Most of our educational, social, and recreational activities are open to residents of all ages.

A facility that is safe, adequate, accessible, and designed especially for older residents is essential to our ability to provide programs and services now and in the future as Lincoln's senior population continues to grow. Thus, much of our effort over the past year has focused on working with the Community Center Building Committee towards the eventual construction of a community center.

In addition, we have strived to offer a slate of programs that meet the needs of and represent the wide diversity of Lincoln residents. Among this year's highlights:

- Lincoln Academy presentations on the Forgotten Patriots of Color, Green Burials, Climate Change presented by Harvey Leonard, and more.
- Cultural programs funded by the Friends of the COA (FLCOA) and the Friends of the Library including, plays, musicals, concerts, orchestra recitals, variety shows, and more.
- New groups include Cardio Jazz, Clutter Bug Support, and Traveling Chef.
- Health clinics and trainings, such as COVID and flu vaccine clinics, podiatry, glucose screenings, home safety evaluations, fall prevention trainings, Health and Wellness Fair, and more.

- Programs on important issues such as fraud and identity theft prevention, emergency preparedness, and Medicare.
- Trips to Quabbin Reservoir and a Lobster Bake Harbor Cruise.



*Photo: Noticing Walks participants (including Jane Zimmerman, Betsy Dakin, John Calabria, & Julia Huestis) meet in front of Bemis Hall before walking Flint Field.*

This year, we would like to highlight efforts related to Health and Wellness.

### **Health & Wellness**

Through our continued partnership with the Board of Health, Pierce House, and the Friends of the Lincoln COA, we:

- Introduced free monthly blood glucose testing clinics with Town Public Health Nurse, Patricia McGean.
- Reduced barriers for residents in acute distress, linguistic isolation, and/or financial need by facilitating direct referrals to timely and low-cost mental health services.
- Coordinated a high dose flu and COVID vaccine clinic for Lincoln seniors serving nearly 150 people in just two and a half hours.
- Hosted SHINE health insurance office hours during the two months of Medicare open enrollment that totaled 174 sessions (compared to 152 sessions in 2024 and 89 sessions in 2023).
- Held 24 deeply subsidized podiatry clinics where a podiatrist was available on site providing medical treatment.



*Photo: Quabbin Reservoir Trip participants (Martha Johnson, Barbara McInnis, Claire Solmon, Carol DiGianni, Mary Ann Hales, Priscilla Leach, Leela Thomas, & Donna Rizzo)*

We are profoundly grateful for existing and evolving relationships with various community groups including the Agricultural Commission, Board of Health, Garden Club, Magic Garden, the Friends of the Lincoln Council on Aging, Housing Commission, Community Preservation Commission, Board of Assessors, Water Commissioners, Domestic Violence Services Network, among many others.

## BEMIS TRUST

Mimi Borden  
Sara Mattes  
Rachel Marie Schachter

2025 has been another year of collaboration and community-building for the Bemis Free Lecture Series as we continue to celebrate the 250th anniversary of the founding of this nation.

We began our programming for the year during Winter Carnival with an immersive experience into the everyday lives of the people of Lincoln in 1775. This included a variety of interactive demonstrations by reenactors in period garb and a unique 18th-century, English country dance accompanied by the ensemble *Seven Times Salt* (Karen Burciaga, fiddle; Dan Meyers, winds and percussion; Josh Schreiber, bass viol; and Matthew Wright, lute). The event was delivered in collaboration with the Lincoln Historical Society, Lincoln Minutemen, Middlesex 4-H Fife and Drum Corps, and Lincoln250.

On May 30, we gathered at the Walden Woods Project to hear historian and CNN commentator Douglas Brinkley engage in conversation with retired United States Supreme Court Justice Stephen Breyer. Brinkley directed questions to Justice Breyer that prompted responses on a wide range of topics - from the Justice's early life in the San Francisco area to his nearly 28 years serving on the nation's highest court. Justice Breyer emphasized the importance of young people's civic engagement and expressed his optimism for the future of our country in their hands.

The program also included the first public screening of the introduction to *Henry David Thoreau*, a new documentary from Ewers Brothers Productions and executive producers Ken Burns and Don Henley, which is scheduled to air on PBS this year. The Walden Woods Project hosted the event in celebration of the 250th anniversary of the American Revolution. Concord250, Lincoln250, the Bemis Free Lecture Series, and the Lincoln Historical Society were co-sponsors.

On June 14, we gathered at the Pierce House for the 250<sup>th</sup> Fair and Feast, an expansive, community-wide celebration hosted by Lincoln250. The Bemis Free Lecture Series again welcomed the community to learn about and participate in an 18th-century dance led by Lincoln's Winston and Jessica Tao and their newly formed Colonial Dancers of the Lincoln Minute Men. The dancing was accompanied by live 18th-century music played by Jean Monroe (keyboard), Robert Penny (cello), and Ishmael Stefanov (fiddle and recorders).

In the spirit of collaboration and in support of Lincoln's cultural organizations, we also joined in the sponsorship of the Lincoln Open Mike Association (LOMA) to ensure the continuation of their programming and contributions to Lincoln's cultural life in Bemis Hall.

The Bemis Free Lecture Series began in 1892. It was held in Bemis Hall, which was built by Lincoln entrepreneur George Bemis. It was common for wealthy men of his era to leave a legacy of buildings, and George Bemis was no exception. Not only did he build the hall to be a town office and meeting place, but he built the second floor to be a lecture hall and performance space, and he endowed a lecture series.

The lecture series was modeled after the Chautauqua movement of his time, which aimed to bring entertainment and culture to the masses. The Bemis Trust charge for the lecture states that the series was "to bring education and edification to the citizens of Lincoln." The ordinary folk of Lincoln were to enjoy what previously had been reserved for a wealthy and elite society. The endowment for the lecture series was doubled in 1982 at the bequest of native son John Todd, and the charge expanded to include "entertainment and recreation."

The series has hosted Robert Frost, Archibald Cox, John Kenneth Galbraith, Julie Taymor, Imago Theatre, Grace Paley, Dr. Benjamin Spock, the Steel Band of Blue Hill, Maine, a basketball clinic run by Dave Cowens, Mission: Wolf, Margaret Mead, Julia Glass, Michael Fitzgerald, and many others of great note.

Today, the Bemis Free Lecture Series is administered by three elected trustees. We are committed to delivering programming, both virtual and in person, that welcomes all ages and reflects Lincoln's commitment to diversity, equity, and inclusion. We look forward to robust, collaborative, community-building programming in 2026 and beyond. Please reach out if you have any suggestions!

## VETERANS SERVICES

Peter Harvell, Veterans Services Officer

**Mission Statement** – The mission of the Lincoln Veterans Services Officer (VSO) is to advocate on behalf of all of Lincoln’s veterans, provide them with quality support services and to direct the Commonwealth’s Veterans Benefits, MGL Chapter 115 program of emergency financial assistance to those qualifying veterans and their dependents.

**Veterans Benefits** – The VSO also serves as a resource for veterans’ benefits and entitlements. The VSO assists veterans and their qualifying dependents apply for federal benefits such as compensation, pension, Dependent Indemnity Compensation, VA healthcare, burials, and the GI Bill for education benefits. On the state and local level, we assist with: Veterans Annuity, property tax abatement, property tax “Work Off” programs, war bonuses, and burials in state veterans’ cemeteries, as well as administrating Chapter 115 Veterans Benefits.

**Memorial Day** – Congratulations to Navy Captain Tom Risser on his final program. Captain Risser is retiring from the job as Master of Ceremony. It will be impossible to replace him.

Thanks to LTC Joshua M. Shimko, the guest speaker, Jessica Downing, Sheila Riley, and Laurie Dumont of PRD, and all the Lincoln First Responders for the great cookout and to the Boy Scouts for setting up and taking down the seating.

**Memorial Day moving forward:** Ideas are needed on what kind of programming the Veterans and families of Lincoln would like to see for Memorial Day. The COA&HS hosted two coffees to gather input and volunteers. Neither produced results. If you have a suggestion or would like to volunteer in support of a Memorial Day Program, please contact Parks and Rec or the VSO with your idea.

**Gun Safety Initiative:** In conjunction with the Commonwealth Executive Office of Veteran Services’ initiative for suicide prevention, gun safes, trigger locks and slide/cable locks have been provided to the VSO for distribution in the community. These locks are available through the COA&HS and at the Lincoln PD. These safety devices were also made available to the Hanscom AFB community when the COA&HS participated in a community outreach event at the Hanscom Primary School “family dinner” during the government shut down.

**Summer Camp Scholarships:** Coordinated with local Veterans of Foreign Wars Lt. Scott Milley Post 8771 for contingency funds to aid active-duty

service personnel at Hanscom AFB during government shutdown and to provide Lincoln Parks and Rec. summer camp scholarships to junior enlisted families. Funds will be distributed by the COA&HS in partnership with PRD.

**Trench Art Program:** In celebration of Veterans Day, The VSO conducted a program for Lincoln Academy on Trench Art, which is folk art made from battlefield debris. Residents were able to bring their treasured family heirlooms and wartime memorabilia and have their items' unknown provenances explained.

**VSO office hours** – Thursdays, 9AM-12PM at the Council on Aging & Human Services (COA&HS) in Bemis Hall. You may call on Thursday mornings to speak to the VSO or call/email, 781-259-8811/[lincolnveterans@lincolntown.org](mailto:lincolnveterans@lincolntown.org) at any time to schedule an appointment.

**Follow us on Facebook** – Search for “Town of Lincoln Veteran Services.”

## DEPARTMENT OF PUBLIC WORKS

Stephen Olson – Superintendent  
Susan Donaldson – Office Manager  
Steve McDonald - Foreman  
Danny Scirocco– Crew Chief  
Brian Kerrigan – Mechanic  
Cameron Arena  
Brent Boudrot  
Steve Frias  
Dimitri Laboy  
Jake Robinshaw

The Department of Public Works is responsible for the construction and maintenance of streets, snow and ice control, transfer station and recycling coordination, tree maintenance as well as cemetery maintenance and burials.

In 2025, the Public Works Department completed many projects and activities.

- Route 117 (S. Great Road) at Old Sudbury Road crosswalk

The winter months of 2025 produced average snowfall in Lincoln. DPW crews worked around the clock to maintain safe roadways and sidewalks and responded to 12 snow and ice events totaling about 27 inches of snow for the season. The Department utilized its winter pre-treatment process. This process includes applying salt brine to the major Town roads in advance of a storm event. By applying this brine, the snow begins to melt immediately on the road. The snow and ice will not bind to the roadway, thereby reducing the overall amount of effort and materials that need to be used.

During the spring, the Department continued the process of removing built-up sand on the roadway shoulders. This sand builds up during the winter and can interfere with the roadway drainage and is a major contribution to pavement damage.

During the summer, the Department performed roadside vegetative maintenance, filled potholes, painted crosswalks and stop bars, and fixed road signs.

The Public Works Department continued to use its equipment to trim back overgrown roadside vegetation. By trimming back this vegetation, the Town's residents have a safer, more aesthetically pleasing roadway. Potholes were repaired all year long.

During the fall, the Department cleaned leaves and fixed damaged catch basins as well as tree clean up after storms. The Department also continued with its roadside program, trimming various roadsides and intersections as well as removing numerous dead trees throughout town.

During the course of the year, the Department was also tasked with the operation of the Town's Transfer Station. Stickers continued to be issued to new and current residents. Solar panels were installed at the transfer station.

The Department continued with its DPW Newsletter which is mailed to all Lincoln households. The mission of the newsletter is to share with residents' accomplishments, highlights and updates from the department.

The Department continued with the maintenance and operation of the Town's cemeteries and performed many cemetery burials.

New equipment for the DPW included a Bobcat tool cat, a hotbox for asphalt and a dump body for a dump truck.

Stephen Olson was hired as the DPW Superintendent and Danny Scirocco was promoted to Crew Chief. Jim Durkin, the previous Crew Chief, resigned. The Department also hired Dimitri Laboy and Steve Frias as crew members.

Looking ahead to 2026, the Department anticipates another busy year with the continuation of roadside improvements, improvements to the Transfer Station, and additional road repairs.

## **CEMETERY COMMISSION**

Douglas Harding

Conrad Todd

Manley Boyce, Chairperson

Valerie Fox, Agent for the Cemetery Commission and Town Clerk

Exciting news! Plotbox website, [www.discovereverafter.com](http://www.discovereverafter.com) is up and running! Now, you can locate gravesites in the four Lincoln Cemeteries including lots, photos and pertinent information online! Whether you are doing research for historical purposes, as 300 years of Lincoln Cemetery records are documented, or looking for a loved ones' grave site, including directions to the lot, this cloud-based, multi-faceted software will assist you. While original cemetery records will continue to be retained at the Town Clerks' office, carefully documented burial information will be an enormous help, in terms of cost, paperwork, and efficiency, for the Town Clerk's office, the Lincoln Department of Public Works, families, funeral homes and monument companies. The public database is available at [www.discovereverafter.com](http://www.discovereverafter.com) and on the town website under Cemetery Services.

Years back, former Lincoln Cemetery Commissioner, Ann Janes, directed her friend, Wendy Scully, to donate money in her memory to the Lincoln Cemetery to assure that fragile and broken monuments were repaired and that needed maintenance costs of the Lincoln Cemetery were defrayed. Mr and Mrs. Scully personally continued this practice for years and, in 2025 Ms Scully donated the generous amount of \$2000 to support the Lincoln Cemetery. Thank you!

The entrance of the Lincoln Cemetery is adorned by a bronze statue of a boy and a dog created by renowned sculptor, Cyrus Dallin. In 1923, Helen Osborne Storrow commissioned Cyrus Dallin to create a statue as a tribute, and in memory of her husband James Jackson Storrow. As Lincoln residents of many years, the Storrows chose to thank the town for their many happy years in our midst and the statue, lovingly known as the "Dallin Statue" resides at our cemetery thanks to them. To maintain the beauty and the integrity of this beloved statue, the Cemetery Commissioners submitted a request to the Community Preservation Committee (CPC) for funds to repair and preserve the integrity of this beloved statue. Town meeting approved our petition, and work will begin in spring of 2026. Our personal thanks go to Lincoln resident, Lori Foley, who tirelessly worked on our behalf to secure conservators for this project.

Another proposal submitted to the CPC was for the repair of the wooden gates at the Lincoln and Arbor Vitae Cemeteries that need to be replaced. While the Lincoln Highway Department provided a repair of the wooden railings it was determined that a replacement of the gates was necessary.

The Commission thanks Lincoln resident, Robert DeNormandie who has taken an interest in the repair of the Arbor Vitae Cemetery Gate, The most pressing issue in 2025, 2026 and going forward is the urgent need for additional land appropriate for burial purposes in the Lincoln Cemetery. Roughly one third of the population of Lincoln is 65 years of age and over. This makes the need for additional burial plots imminent, and of the highest priority.

Also, there have been requests, and growing interest, in “Natural Burials”, also known as “Green Burials”. Natural Burials require the same space as full burials. The Commission, dedicated to providing this burial method to the townspeople of Lincoln, voted to set aside several plots specifically designated for “Natural Burials”. Lincoln resident, Ann Sobol, has been a wealth of information and support for “Natural Burials”.

Due to the constraints of the wetlands on our cemetery land, the aging population of the Town of Lincoln and the request for natural burials, we are facing a dire need for additional land.

There were 38 Burials in 2025, of which 13 were full burials and 25 were cremations. There were 15 lot sales in 2025.

The Cemetery Commissioners profusely thank the members of the Lincoln Department of Public Works and their entire team for their continued work, support and care of the Lincoln Cemeteries.

Valerie Fox, Agent for the Cemetery Commission and Town Clerk, devotes countless hours assisting our Commission. We thank her for her diligence, devotion, dedication and enthusiasm. Valerie is assisted by Stacey Carroll, Assistant Town Clerk, Cara Mahoney, Deputy Town Clerk, Nathalie Rice, Cemetery Services Coordinator, and Lori Foley, Volunteer. We are grateful to all!

## **ROADWAY AND TRAFFIC COMMITTEE**

Ken Bassett, Chair  
Kim Bodnar  
Robert Ahlert  
Paula Cobb  
Sharon Collura  
Jane Herlacher  
Robert Soluri  
Tim Higgins  
Steve Olson  
Acting Chief Jon Wentworth

The Roadway and Traffic Committee (RTC) continues to work collaboratively with Town staff to support a coordinated, holistic approach to roadway design and roadside path planning. Composed of Town officials and citizen volunteers, the RTC provides a forum for discussion of roadway-related issues, including public safety, traffic management, and community aesthetics.

In 2025, the RTC collaborated closely with the Public Safety Department to update processes to track residents' concerns related to traffic speeding issues and reviewing procedures for speed limit monitoring. The RTC also participated in developing Lincoln's five-year transportation project plan, which included the design of additional crosswalks and several road repaving projects, including work on the Ballfield Road Campus. The five year project plan was presented to residents at multiple public forums. RTC members also continue to participate in the Transportation Coalition's monthly meetings, helping to set priorities for roadway and roadside improvements and to identify potential funding sources, including grants.

## **BICYCLE AND PEDESTRIAN ADVISORY COMMITTEE**

Kim Bodnar (Select Board)  
John Mendelson (At large)  
Chris Murphy (At large)  
Margaret Olson (Planning Board)  
David Onigman (Parks & Recreation Commission)  
Bob Wolf (At large)  
Ginger Reiner, Chair (At large)

**Transportation Coalition** - This multi-board coalition includes BPAC, Roadway & Traffic Committee, as well as representatives from Police, Department of Public Works, Planning Department and Town Administrator. In 2025, the Transportation Coalition continued to meet monthly to execute on the 5-year plan, as well as conducted a survey and held a forum to gather feedback to inform future versions of the 5-year plan.

**Infrastructure** - The Transportation Coalition, with BPAC and RTC, oversaw a crosswalk installed across Rt 117 at Old Sudbury Road in 2025, a project funded by a Complete Streets grant.

A raised crosswalk across Lincoln Road at Old Town Hall was designed in 2024 and should be installed in 2026, after the Lincoln Road water main project.

Planning for a Ballfield Road project, including better pedestrian and cyclist facilities, is underway in the Transportation Coalition.

BPAC continued conversations with advocates for a Rail with Trail along the Fitchburg MBTA line and has received many positive responses, including from the Boston Area Metropolitan Planning Organization (MPO). Lincoln was invited to a conversation with the MBTA in Oct 2025 about Rails with Trail, and the MBTA is currently creating design standards for such projects. BPAC continued work with the Community Center Building Committee around designing for pedestrian and cyclist access and safety.

**Education and Encouragement** - BPAC held a successful Walk Bike Roll to School week in May 2025. Over a hundred students traveled to Lincoln School on foot or on bike at the height of the week. Boston and Lincoln bus-riding students participate via a different bus dropoff and a walk of the last quarter mile.

**Evaluation** - BPAC collaborated with the Boston Region Metropolitan Planning Authority (MPO) to install pedestrian and bike counters at 6 locations in Lincoln for 4 weeks in October and November. The MPO will return in the spring or summer of 2026 to repeat the count. The data gathered can be used to prioritize projects and help to understand usage by vulnerable road users in a few different areas of town.

**Lincoln's Bicycle & Pedestrian Master Plan** - The plan was formally endorsed by the Select Board in May 2024. BPAC continues to incorporate new concerns into the projects listed in the plan as well as work towards plan implementation.

Learn more at <http://lincolntown.org/1083/Bicycle-Pedestrian-Advisory-Committee>

# WATER DEPARTMENT

**Commissioners:**

Matthew Bio  
Patrick Lawler  
Steven Gladstone, Chair

Established in 1874, the Lincoln Water Department (LWD) provides clean, safe drinking water and fire flow protection throughout the Town. The main components of the system are: two sources of supply, Flint’s Pond and the Tower Road Well, the raw water pump station, the micro-filtration plant on Sandy Pond Road which treats the Flint’s Pond water, the 1.2-million-gallon storage tank on Bedford Road, 63 miles of distribution piping, 63 miles of water main and 488 fire hydrants.

Governed by three elected Commissioners, the Department operates as an Enterprise Fund, as required by state law: being funded entirely by user fees. Revenues are managed to meet or exceed expenditures on a year-to-year basis, with the difference (retained earnings) held in reserve to fund emergency repairs, capital expenditures, and system improvements. At the end of FY25, the Cash Reserve was \$1,715,933. Water Department operating budget and capital expenditures are approved by the voters at the Annual Town Meeting.

	<b>Operating Budget</b>	<b>Revenue</b>	<b>Capital Budget</b>
FY2025	\$2,023,750	\$2,080,851	\$315,000
FY2026	\$2,106,102		\$6,788,000
FY2027 (Proposed)	\$2,828,013		457,350

\* Does not include \$1,450,000 of federal funding recommended by the ARPA Working Group

The proposed Operating Budget for FY2027 reflects the continuation of proactive repair and maintenance of the distribution system infrastructure and higher personnel costs.

The proposed Capital Budget for FY2027 reflects our commitment to addressing aging infrastructure in Lincoln. Of the 63 miles of water main in Lincoln, currently 7.7 miles are past their expected useful life. By 2035, 22.0 miles of water-main will be past their expected useful life. By 2045, this number will increase to 34.4miles past their expected useful life. We began

the Lincoln/Bedford water main replacement in 2025 (Phase 1), with Phase 2 set to start in spring of 2026.

To protect the Charles River watershed, the MASS DEP issues a Water Management Act withdrawal permit to regulate water use. Our usage has historically exceeded the permitted Charles River Watershed annual withdrawal limit, our RGPCD (residential gallons per capita per day) and the target of  $\leq 10\%$  unaccounted for water loss. In response, the LWD is subcontracting leak detection surveys biannually (instead of once every three years) and working with residents to repair found leaks quickly. Throughout 2025, we continued the installation of Smart Water Meters, which provide real-time usage data and instant leak notifications. We are confident these advancements will play a pivotal role in meeting our Water Permit efficiency targets.

The LWD Commissioners voted 12/16/25 to participate in an Intergovernmental Agreement (IGA) for Shared Consulting Services. This collaborative effort with neighboring towns will analyze the financial feasibility and projected costs of connecting to the MWRA system. Joining the MWRA would provide water quality that meets or exceeds the quality of the current LWD supply and provides five times greater drought resilience. While this is a long-term strategy requiring 10–20 years to implement, LWD continues to evaluate it alongside other sustainable options for the town's future.

Recent testing at the Tower Road Well detected trace amounts of PFAS (4–14 ppt), which currently meet state standards but occasionally exceed the EPA's newer 4 ppt threshold. Per federal guidelines, compliance is determined by a running annual average, and water systems have until 2027 to complete initial monitoring. The Town is currently in a proactive data-collection phase to establish these averages while simultaneously exploring interconnections with neighboring MWRA systems. Given the high cost of on-site treatment for PFAS, iron, and manganese, this alternative water sources may provide a more cost-effective, long-term solution, potentially allowing the Town to decommission the Tower Road Well if future regulations are required.

Water Department Staff Update: On April 14, 2025, Richard Nolli succeeded Darin LaFalam as Superintendent and Will MacInnes was promoted to Foreman. October 14<sup>th</sup>, Christopher Boland joined the team as a full-time Water Operator.

- Richard Nolli (Superintendent)
- Alison Boland (Administrative Assistant)
- Will MacInnes (Distribution Foreman)
- Gary Tuck (Water Treatment Plant Manager),
- Dan Mattus (Distribution / Water Treatment)
- Christopher Boland (Distribution / Water Treatment)
- Davis Scribner (Weekend / Holiday Operations)

# LAND USE BOARDS AND DEPARTMENTS

## PLANNING BOARD

Robert Ahlert  
Susan Hall Mygatt  
Craig Nicholson  
Lynn DeLisi, Co-Chair  
Gary Taylor, Co-Chair  
Andy Bennett, Associate Member

**New Board Members:** This year the Planning Board welcomed two new members, Robert Ahlert and Susan Hall Mygatt.

**Staff:** Paula Vaughn-MacKenzie continued her role as Director of Planning and Land Use and Jennifer Curtin continued her role as Assistant Director. This year, the Planning Department welcomed Laura Sher as the new Administrative Assistant. This past year, the Town implemented its new Accessory Dwelling Unit zoning bylaw as well as the updated FEMA floodplain maps and associated Floodplain Zoning Bylaw passed at the last Town Meeting. The Director continues to advise the Planning Board on changes to State Law that impact zoning and require new zoning amendments.

The Director also continued to serve as the Town's representative to the regional planning organizations, of MAGIC (Minuteman Advisory Group on Interlocal Coordination), and MAPC (Metropolitan Area Planning Council).

Jennifer focused on supporting the Planning Board in project permitting and project monitoring. In addition, she continued her work under a grant from the Commonwealth's Executive Office of Energy and Environmental Affairs on the Town's Municipal Vulnerabilities Preparedness Plan 2.0. In 2025 Jennifer and her core team focused on identifying and implementing a town sustainability project. They created a program that will pay local farmers to provide vouchers to vulnerable populations in town to buy fresh food and produce and will make a sizeable donation to the Food Pantry. She continued to advise the CFREE Subcommittee with implementing a townwide coaching program to help residents convert their homes to green energy.

**Planning Board Zoning Work:** For Town Meeting 2026; the Planning Board will sponsor the deletion of an obsolete zoning section, 12.2 which conflicts with and has been superseded by current wetlands permitting. In addition, the Planning Board's Dark Skies Subcommittee has been hard at work with public outreach and education to make residents aware of the impacts of nighttime light pollution and to offer suggestions on exterior lighting. The Subcommittee is contemplating either a general bylaw or Planning Board regulations.

**Housing Choice Act Update:** The new zoning passed at the March 2024 Annual Town Meeting to promote new housing development was approved by both the Attorney General and the Executive Office of Housing and Livable Communities and has now been on the books for almost two years. Unlike Lexington and some other communities that have seen an influx of projects, there have been no projects brought forward in Lincoln under the new zoning.

**Permitting Activities:** The Planning Board continued to permit large and small projects. Although most Planning Board reviews are straight forward to assure compliance with the bylaws and mitigate concerns of abutters, some raise issues such as significant tree removal, disruptive activities such as blasting or impacts upon iconic viewscales which require careful balancing of owner and public interest. One major project that was approved at a Special Town Meeting in December of 2024 is the RLF/Farrington/Civico project that will consist of 20 new town homes 17 of which will be limited to an average of 1850 square feet, new Conservation Land, new trails, and an influx of money to Farrington Memorial to bolster its non-profit programs for inner city children. This project will be coming to the Planning Board for permitting in 2026.

In addition, there are three large projects that have been under construction in 2025 and monitored by Planning staff:

**The Commons** received Town Approval at a Special Town Meeting in December 2023 to expand the number of units and associated parking. This project is currently under construction with weekly construction notices for residents and Planning staff. We look forward to its completion.

The large **solar project at the Transfer Station** landfill permitted in July 2024 is almost complete and should be online in the first few months of 2026.

The Town **Community Center** is also under construction and is expected to be complete in the fall of 2026.

**Initiatives and Grants:** This past year, Planning staff continued with many initiatives, many funded by grant opportunities. For more information, please visit the town's website at [www.lincolntown.org](http://www.lincolntown.org).

**Complete Streets:** Following the successful townwide process to create a new Complete Streets Prioritization Plan which was accepted by MassDOT in 2023, the Planning Director applied for funding for a crosswalk at the Sudbury Road/Route 117 intersection. MassDOT awarded the Town **\$232,424.00** for the project and the new crosswalk has just been completed. It is ADA compliant and has Rapid Flashing Beacons and pedestrian refuge islands. The new crosswalk will allow the Sudbury Road/Boyce Farm Road

neighborhood to safely cross Route 117 and walk or bike to the Village Center and the schools.

MVP Grant: With the successful MVP grant award of **\$95,000.00** Jennifer oversaw year 1 of the Town's Municipal Preparedness Plan's update. The work continued with the committee, residents and local farmers to develop a project centered around food sustainability and supporting the local farms. This project will be implemented in 2026.

Shared Streets and Spaces Grant: Working with Acton, Maynard, and Concord, the Town is now part of a regional bike share program. The bicycles are located at the pocket park at Lincoln Station.

Eversource Electric Vehicle Chargers Grant: The Director continued the work with Eversource beginning in November 2023 to bring Level 3 EV Chargers to Municipal parking lots. The first two chargers were installed at Town Offices and are online. Two more chargers are currently being installed at the municipal gravel lot at Lincoln Station. Through this program, Eversource covers the EV Equipment, Installation and Activation. The total cost was **\$631,848.00**. The Town's contribution was \$6,000.00. Eversource has closed this program as of October 2024 to any new applications.

In addition to the Town's EV chargers, the Director worked with Doherty's and Eversource to facilitate the infrastructure necessary to support EV buses that will service the Lincoln schools. The Planning Board approved the changes necessary at Doherty's garage and the project should be complete and operational in early 2026.

Stormwater/MS4 Compliance: Lincoln is one of many Massachusetts communities regulated under the Environmental Protection Agency's (EPA) National Pollutant Discharge Elimination System (NPDES) and the 2016 Massachusetts Small MS4 General Permit. This permit program was created with the intention of improving the quality of the nation's waterways by reducing pollutant loads associated with stormwater runoff. Under the MS4 permit, Lincoln is required to work on a range of measures to address regulation requirements. The Town has successfully completed year seven of this multi-year program with a joint effort of Planning, Conservation, and DPW staff.

Route 2A Resurfacing Project: The Route 2A resurfacing project has been put on hold until after the 250<sup>th</sup> Celebration and is slated for construction in 2030. According to MassDOT's 100% plans, travel lanes will be reduced, shoulders painted, and pedestrian crosswalks added along with splitter islands to help reduce speeds and improve safety for all users. Information including the current plans can be found on the town website.

Route 126 Bridge Replacement Project: A working group was formed to oversee the design and implementation of MassDOT's project to replace the bridge that spans the MBTA tracks on Route 126. The town successfully advocated for a pedestrian bridge throughout construction and accommodation for pedestrians and bicyclists as well as design elements of railings and guardrails. The work is anticipated to begin in 2026 and last approximately 5 years. Much of this time will be for state permitting.

Transportation Coalition: The Transportation Coalition is in its second year. The Coalition is made up of representatives from the Roadway & Traffic Committee, BPAC, DPW, Public Safety, the Town Administrator, the Director of Planning, and the Town's Engineering Consultant. The Coalition developed a five-year plan which was approved by the Select Board. This year, the Coalition presented at the SOTT and conducted two public forums on September 30, 2025, to explain the five-year plan and garner feedback. The Coalition also conducted a townwide survey that produced over 300 responses. Residents' top priorities were additional roadside paths/sidewalks, road maintenance, and speed/traffic control.

The first project supported by the Transportation Coalition is a raised crosswalk at the Old Town Hall and Lincoln Road. It is anticipated to be constructed in the fall of 2026 after the new water line construction on Lincoln Road is finished. The second project, a Complete Streets funded crosswalk at Sudbury Road and Route 117 was completed in December 2025. The next project, which focuses on Ballfield Road and the circulation within the school campus for cars, bikes and pedestrians, is in the design phase and will be presented to the School Committee for approval in 2026. It is anticipated that a pilot project closing the slip lane into the school campus will be conducted in the spring of 2026 to assess the impacts both positive and negative of closing the lane. Construction of Ballfield Road and interior circulation, associated drainage and wetlands restoration is expected to begin sometime in FY27 after the Community Center is completed.

**Housing:** The Housing Commission is putting out a Request for Proposals to conduct a Housing Assessment which will focus on the needs of the Town. This work will begin in 2026.

**Building:** As a final note, we welcomed a new Building Inspector, Jon Metivier, to our staff in December. Jon comes to us from Carlisle with many years of experience and terrific technical knowledge.

## ZONING BOARD OF APPEALS

Tobias Brambrink, Member  
William Churchill, Member  
David Elmes, Associate Member  
Eric Snyder, Member  
David Stifter, Member  
Reanna Wu, Associate Member  
David Summer, Chair  
Peggy Valenzano, Administrative Assistant

The Zoning Board of Appeals (ZBA) is a land use Board that interprets and applies the Town's zoning bylaw. It decides on a case-by-case basis requests for variances, special permits and appeals of decisions of the Building Commissioner, considering the impact on the town and neighborhoods and the requirements of the bylaw and State law.

2024 the board continued to have a full year of applications and decision making.

The board wishes to extend their great appreciation to Bill Churchill, who stepped down from the Board of Appeals in June of 2025 for his many years of dedication and wise council. We welcomed Matthew Zbawiony and Stephen Skolas to bring the full complement of eight members.

The Zoning Board of Appeals held a year of all virtual hearings by holding 11 meetings and hearing 23 applications for special permits, variances, and appeals. The list below represents applications that were considered by the Board in 2025.

### **January 2, 2025**

Daryl Drummond, 1 Brooks Rd., M/P 120-40-0 for a special permit to replace an existing shed with a new one in a different location.

Martha DeCesare, 244 Concord Rd., M/P 173-26-0 for renewal of a special permit for an accessory apartment.

Mollye and Todd Lockwood, 14 Old Cambridge Tpke., M/P 112-3-0 for renewal of a special permit for an accessory apartment.

Sousa Properties, 101 Tower Rd., M/P 170-26-0 for a special permit to construct a new residence.

### **February 6, 2025**

Anne Sobol, 10 Beaver Pond Rd., M/P 152-8-0 for renewal of a special permit for an accessory apartment.

Ion Abraham, 41 Farrar Rd., M/P 174-16-0 for a special permit to demolish an old shed and install a shed in the same location.

Philip and Sian McGurk, 105 Tower Rd., M/P 170-24-0 for a special permit to construct a new two car garage with two bedrooms above, enlarged porch, new mudroom, hot tub, and new deck

**April 3, 2025**

Erin Kelly and Lionel McPherson, 2 Forester Rd., M/P 167-7-0 for renewal of a special permit for an accessory apartment.

John, Margaret, Connor Doyle and Kayla Ormiston, 30 Old Sudbury Rd., M/P 179-20-0 for transfer of a special permit for an accessory apartment.

**May 1, 2025**

Linda Emanuel, 18 Old Cambridge Tpke, M/P 112-5-0 for a special permit to extend the existing deck at the back of the house.

**June 5, 2025**

Robert Shaw and Caroline Smart, 19 Juniper Ridge Rd., M/P 119-58-0 for a special permit to install a shed on a non-conforming lot.

**July 17, 2025**

Dickran Babigian/Atty. Susan Murphy, 9-11 Lewis St., M/P 161-5-0 for renewal of a special permit for the use of the property that has expired.

Jake Mingolia 15 Hillside Rd., M/P 160-29-0 for a special permit to build a 27' X 23' addition.

Harold Wilson/Elizabeth Johnson 66 Beaver Pond Rd., M/P 163-18-0 for a special permit to construct a screened in porch.

**August 7, 2025**

Sarah Cail, 24 Beaver Pond Rd., M/P 152-12-0 for a special permit to build a new detached two car garage with studio, bathroom and kitchen and a small gable roof entry over front door.

**September 4, 2025**

Robert Fallon and Jenn Monaghan, 23 Boyce Farm Rd., M/P 178-15-0 for renewal of a special permit for an accessory apartment.

Mike Preshman, 6 Brooks Rd., M/P 112-12-0 for renewal of a special permit for an accessory apartment.

**October 2, 2025**

Jessica and Timothy Donahue, 49 Stonehedge Rd., M/P 189-3-0 for transfer of a special permit for an accessory apartment.

Joanne Wise, 241 Old Concord Rd. for a Section 6, 40A finding.

**November 6, 2025**

Kevin Guarnotta, 33 Page Rd., M/P 145-34-0 for a special permit to add a 14' X 12' deck.

Robert Neidlinger/Emily Barry, 161 Tower Rd., M/P 179-50-0 for a special permit to install a 10' X 20' shed.

Lexington Properties, LLC, 138 Lexington Rd., M/P 129-2-0 for a special permit to reconstruct an existing house.

Andrew Wang, 11 Silver Birch Lane, M/P 119-32-0 for a special permit to construct a 14' X 30' shed.

**December 4, 2025**

No new applications

**Discussions:**

Welcome to Jon Metivier- Lincoln's Building Commissioner and Zoning Enforcement Officer

MGL Chapter 40A, Section 6 finding for a Protected Use ADU.

Bill Churchill's resignation and vacant member seats

Application fee for renewals of accessory apartments from \$100.00 to \$150.00 due to legal notice fees increasing.

**LINCOLN HISTORICAL COMMISSION  
HISTORIC DISTRICT COMMISSION  
BROWN'S WOOD HISTORIC DISTRICT COMMISSION  
TWIN POND HISTORIC DISTRICT COMMISSION**

**Commission Members, as of 12/31/2025**

Douglas Adams  
Gary Anderson (alternate)  
Christopher Boit  
Frank Clark (Alternate)  
Lynn DeLisi (Planning Board representative to HDC)  
Joel Freedman  
Jason Kass (Alternate)  
Judith Lawler (Alternate)  
Andrew Ory  
Gary Taylor (Planning Board representative to HDC)  
Andrew Glass (Chair)

**Commission Missions**

The Lincoln Historical Commission (LHC) is responsible for reviewing requests, under the Demolition Delay Bylaw, for demolitions and major exterior alterations to buildings and structures outside of the Town's historic districts. The LHC is also responsible for administering the town-held Preservation Restriction Agreements with respect to two properties. The Town's Historic District Commissions review applications for exterior above-grade changes visible from a public way to buildings and structures within the Town's historic districts.

**Appreciation**

The Historic District Commission (HDC) wishes to extend its great appreciation to Ephraim Flint, who stepped down from the HDC in April 2025, for his many years of dedication and wise counsel. The HDC and LHC extend their great thanks to Joel Freedman and Jason Kass for joining the commissions and volunteering their time and energy to serve the commissions' missions.

**Commission Initiatives**

The LHC applied to the CPC for approval at the 2026 Town Meeting of Community Preservation Act (CPA) funds to allow the LHC to continue to survey significant buildings in Lincoln. The LHC agreed to act as the Town sponsor for applications to the CPC by the Old Town Hall Corp. and the Lincoln Masonic Hall for approval at the 2026 Town Meeting of CPA funds for the installation of sprinkler systems in those buildings.

The LHC is continuing to work with the Community Center Building Committee on the planning and design of the Community Center. The LHC and HDC met with various Town groups and local institutions, including CFREE, IDEA, the Friends of Modern Architecture, Historic New England, the Pierce House Committee, the Lincoln 250 Committee, and the Lincoln Historical Society, to review how to collaborate on various initiatives.

The HDC is continuing its outreach to owners of significant buildings to join the Town's historic districts. There are currently a total of 110 properties, including 42 Modern houses, in the Town's historic districts.

### **LHC Decisions**

#### Demolition Delay Bylaw

- 59 Conant Rd. – demolition of house
- 5 Hawk Hill Rd. – demolition of house
- 24 Beaver Pond Rd. – demolition of garage
- 150 Lincoln Rd. – demolition of house
- 0 Concord Rd. – demolition of house
- 241 Old Concord Road – demolition of shed

#### Preservation Restriction Agreements

- Flint Homestead, 28 Lexington Rd. – continued restoration work

### **HDC/BWHDC Decisions**

#### Certificate of Appropriateness

- 8 Moccasin Hill Rd. – replacement of windows
- 12 Trapelo Rd. – installation of solar panels
- 68 Conant Rd. – replacement of windows, addition of rear entrance, construction of new roof canopy and landing area
- 24 Sandy Pond Rd. – construction of fence
- 25 Lincoln Rd. – addition of bike rack and new signage
- 53 Bedford Rd. – addition of dormers to house
- 0 Lexington Rd. – replacement of gate at Arbor Vitae Cemetery
- 3 Bedford Rd. – exterior alterations and replacement of exterior HVAC system equipment

Certificate of non-applicability

7 Lincoln Rd. – repair work on mortar

- 27 Laurel Drive – replacement of roof shingles
- 11 Trapelo Rd. – replacement of roof shingles

Certificate of Hardship

- 61 Bedford Rd. – replacement of roof shingles to correct imminent leak

\* \* \*

## HOUSING COMMISSION

Julie Brogan  
Donald Fonseca  
Mollye Lockwood  
Terri Perlmutter  
Jena Salon  
Rachel Drew, Co-Chair  
Neil Feinberg, Co-Chair

The Lincoln Housing Commission (HC) works to monitor and preserve existing affordable housing units and facilitate Lincoln's affordable housing expansion, consistent with the town's mission and commitment to housing affordability and housing diversity. The HC also manages the seven town-owned affordable rental housing units.

**Town Affordable Housing Inventory:** The HC is responsible for monitoring the town's subsidized housing inventory (SHI) and the town's compliance under the Commonwealth's Chapter 40B affordable housing regulation. Currently, the town's SHI is 298 units, which is 12.83% of the 2,322 housing units enumerated in Lincoln as of the 2020 Census -- above the 10% requirement under 40B.

The HC was brought into discussions in spring 2025 around the Farrington/Panetta proposal as it would eventually add 17 net new units to the town housing supply, including 3 that would be deeded affordable at 80% of area median income (AMI), thus qualifying for inclusion in the SHI. The HC voted to support the proposal for its addition of both affordable units and smaller market rate homes that add much needed diversity to the town housing supply.

The HC will also continue to monitor other local, state and/or federal actions to encourage the development of new housing, including affordable housing, and evaluate what impacts they may have on the town. Given the time required to bring new housing units online, the HC encourages the town to continue to follow a proactive strategy of pursuing affordable housing opportunities, both to preserve the town's 40B status in advance of the enumeration at the 2030 Census and to ensure a diverse range of housing options remains available to residents.

### **Management and Maintenance of Town-Owned Rental Units**

In 2025, the HC continued its role of managing the seven town-owned rental units, which are rented to eligible low-income residents at below-market rents. This included filling a vacancy in one of the units, the first in nine years, through a lottery process conducted in concert with the Regional Housing Services Office (RHSO), which the HC already uses to conduct the annual

recertification for residents of the town-owned units. The other six units remain occupied by long-term residents of the town.

In addition to regular and on-going maintenance of the town-owned units, the HC received funds in 2025 through the Community Preservation Act (CPA) to repaint the exterior of all units and to replace gas-powered appliances with more energy-efficient electric appliances in two of the units. Both projects are expected to be completed in early 2026. The HC is requesting additional CPA funds at the 2026 ATM to conduct repairs and renovations to the interior of one of the units, to bring its bathroom systems up to code.

### **New and On-Going Activities**

The HC also received CPA funds in 2025 to begin work on its Housing Action Plan (HAP), in accordance with state guidelines and in acknowledgement of recent housing market conditions and regulatory changes that have impacted and will continue to impact housing affordability and availability in town. A subcommittee of three HC members was formed to begin the process of identifying needs for the HAP and developing an scope of work for a consultant to work with the town in conducting research, data analysis, public outreach, policy analysis, and other tasks in developing the visioning document. That process is on-going, with a consultant expected to be chosen in early 2026 and work to begin soon after. The HC expects to engage with the Housing Coalition to coordinate the public outreach efforts, ensuring multiple opportunities and modalities for resident input and engagement in helping define housing needs for the town in the near future.

The HC is also engaging in some internal administrative activities to improve our processes and ensure we are conducting our work with efficiency and professionalism. These include a working with town counsel on redrafting of our lease template for the town-owned rental units to provide clear terms for residents and better protection for the town; development of on-boarding guides for new HC members to better acclimate them to our work and responsibilities; and participation in fair housing trainings for HC members and related staff and contractors to ensure compliance with all federal and state policies regarding fair housing law and antiracism practices.

## CONSERVATION COMMISSION

Ari Kurtz, Chair  
Becca Fasciano  
Mark Masterson  
Joseph Miller  
Laura Regrut  
Kathleen Shepard  
Ross Tucker

**Commission Members and Staff** - The Lincoln Conservation Commission (LCC) is comprised of 7 residents appointed by the Select Board and four staff who are responsible for the protection & management of Lincoln's conservation land and the administration of the MA Wetlands Protection Act & Lincoln's Wetlands Protection Bylaw. In March, Susan Hall Mygatt stepped down from the Commission, and we welcomed new commissioner Ross Tucker. Ryan Brown and Will Leona continue to serve as Land Manager and Conservation Ranger, respectively. Conservation Director Michele Grzenda and Conservation Planner Stacy Carter continue to provide a wide range of services and environmental resources to residents.

**Land Management and Stewardship** – The LCC manages 1,527 acres of conservation land and 63 Conservation Restrictions (totaling 541 acres). We collaborate with the Lincoln Land Conservation Trust (LLCT) on stewardship & land monitoring efforts. In 2025, wayfinding and trailhead signs were installed at several properties. Conservation Department staff continue to educate trail users on Lincoln's trail use rules. Conservation Department staff issued 53 Group Use permits in 2025.

Lincoln's ranger program helps to ensure that visitors to our trail system have a safe and enjoyable experience. The ranger encourages good behavior by greeting trail users and taking time to educate them on natural history and regulations. The ranger also coordinates with other departments such as police, fire and DPW when necessary. The ranger program includes both a full-time staff member and trained volunteers who welcome the public and educate them about Lincoln's trail rules.

The top 10 stewardship projects completed in 2025: (1) cleared 191 fallen trees from conservation trails; (2) spent 197 hours managing invasive vegetation; (3) collected 167 bags of garlic mustard; (4) replaced and added bog bridges at Dean-Condit; (5) replaced and added beaver deceivers within the Mount Misery stream corridor; (6) established four field restoration and two invasive plant monitoring sites; (7) received new John Deere tractor, mowing deck, and grapple; (8) replaced bridge at Mount Misery; (9) installed native plants at Mount Misery purchased through the SuAsCo Cisma Small

Grant Program; and (10) installed water bars at Flints Pond and Adams Woods.

**Land Protection** – LCC was granted Conservation Restrictions on 2 undeveloped parcels totaling 7.7 acres off Twin Pond Lane (parcels 180\_13\_0 and 180\_11\_0). This collaborative effort among the Rural Land Foundation, City of Cambridge, and LCC resulted in Cambridge acquiring ownership of the land in 2021 while LCC holds perpetual Conservation Restrictions on both parcels. The project was made possible through shared funding from all partnering entities.

Additionally, the LCC received a generous donation from the Meroni family for the permanent protection of 1.4 acres of undeveloped land off Trapelo Road (parcel 149-18-0). The Commission deeply appreciates the Meroni family's commitment to preserving Lincoln's natural resources for future generations.

**Agriculture** - Lincoln is a community that values farming and the farmers who work hard to keep Lincoln's agricultural land healthy and productive. The Conservation Commission currently oversees five-year license agreements for 13 farmers who care for 195 acres of Conservation Land in agriculture.

**Wetland Protection Administration** – Anyone proposing to conduct work in or within 100 feet of a wetland or within 200 feet of a stream that flows continuously throughout the year must comply with the MA Wetlands Protection Act and Lincoln's Wetland Protection Bylaw. Wetland Resource Areas and Riverfront Areas may sometimes appear to be dry and can be difficult to identify; please contact the Conservation Office (781-259-2612) to discuss any proposed work. During 2025, the LCC held 18 public meetings and issued the following: 13 Orders of Conditions; 8 Determinations of Applicability; 7 Certificates of Compliance, and 6 Wetland Violation Notices. In addition, the Conservation Staff administratively approved the removal of hazard trees for 21 properties and issued 2 invasive species removal permits. The LCC also approved an Eversource request to remove numerous hazard trees in buffer zones which interfered with electrical utilities.

**Education and Outreach** –The Conservation Department also hosted 39 trail walks and environmental programs in 2025. Other outreach endeavors included: alerting residents to salamander migration; encouraging residents to remove invasive garlic mustard; providing educational material on preventing stormwater pollution; creating a leaf identification display at Town Hall, and distributing proper pet waste disposal tips to dog owners.

**Volunteers** - Staff continued recruiting new volunteers this year to help with trail upkeep, educating trail visitors, helping with salamander migration, and removing invasive species. Volunteers worked over 328 hours combined – staff cannot thank them enough for their dedication to our trails and

conservation areas. Residents who are interested in volunteering should contact the Conservation Department

## AGRICULTURAL COMMISSION

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Becca Fasciano  
Mark Masterson  
Joseph Miller  
Laura Regrut  
Kathleen Shepard  
Ross Tucker

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## GREEN ENERGY COMMITTEE

Laurie Gray  
Roy Harvey  
Sue Klem  
Ed Kern  
Edmund Lang  
Scott Rodman  
Anne Sobol  
Lara Sullivan  
Paul Shorb, Chair



**Updated charge:** The Select Board updated its charge to the Green Energy Committee (GEC), which essentially is “to advise and make recommendations on issues and actions related to climate change”. The Select Board also expanded the GEC and appointed four more members.

**EV school buses:** The GEC helped the Lincoln Public Schools apply for federal funding to help purchase battery-electric school buses. Grant awards were made and now six EV buses are expected to be added to the fleet operated by Doherty’s, with chargers to be installed onsite.

**Climate Leader Community designation:** The GEC worked with an outside consultant and Town staff to complete a “Municipal Decarbonization Roadmap”, which is a long-term plan for reducing or eliminating the burning of fossil fuels for municipal buildings and vehicles. Combining that Roadmap with prior accomplishments enabled the Town to win state designation as a Climate Leader Community, which unlocks bigger potential funding for decarbonization efforts.

**Municipal Energy Manager work:** The GEC also helped win a grant that is paying for a consulting firm to serve as the Town’s “Municipal Energy Manager” for 2025 through 2027. The chosen firm, Power Options, is helping develop more specific plans for decarbonizing municipal buildings.

**Library HVAC analysis:** Power Options and GEC members helped Town and Library officials evaluate what to do about an aging heating system that needs to be replaced. A ground-source heat pump system, with substantial government incentives, may be the most attractive option. Final approval will be requested at Town Meeting.

**Nature Link evaluation:** The GEC evaluated the proposed housing and conservation project and published its conclusion that the project “would be net positive from a climate change perspective.”

**Electricity supply:** The GEC continued to support implementation of the Lincoln Green Energy Choice Program, begun in 2021. The program enables Lincoln residents to use more clean renewable energy at a reasonable cost. The Town signed a new two-year supply contract in 2025. To opt up to the “100% Green” option in the program, just find your electricity bill and go to [LincolnGreenEnergyChoice.com](http://LincolnGreenEnergyChoice.com) or call customer support at 1-844-651-8919.

**CFREE:** Carbon Free Residential - Everything Electric (CFREE) is a subcommittee of the GEC, with 13 members separately appointed. CFREE focuses on providing information to Lincoln residents about how they can reduce their climate impacts. They share this information through Lincoln Talk, webinars, tabling events, and the website [www.lincolngreenenergy.org](http://www.lincolngreenenergy.org). Contact CFREE for help with topics including but not limited to getting free home energy assessments, improving home insulation, and switching to heat pumps.

# LIBRARY, RECREATION AND SCHOOLS

## LIBRARY

The Library serves as one of the town’s central intellectual and cultural resources, supporting lifelong learning, literacy, and equitable access to information. It provides space for artistic and written expression, preserves community history, offers reliable technology and research support, and fosters the sharing of knowledge and ideas for residents of all ages.

In 2025, we advanced this mission through improvements to services, collections, and community programs. Staff transitioned to a new primary materials supplier, modernized patron services with mobile printing, and expanded the Library of Things. Programming remained robust, highlighted by creative workshops, wellness partnerships, and the Lincoln250 Speaker Series and Time Capsule Project. Digital engagement continued to grow, circulation stayed strong, and essential resources were maintained despite federal funding cuts. Through innovative services and steady outreach, the Library remained a vital hub for knowledge, creativity, and connection.

Melissa Roderick, Library Director

## LIBRARY TRUSTEES

	<u>Term Expires</u>
Ron Chester	Self-Perpetuating
Indrani Kharbanda	Self-Perpetuating
Lucy Maulsby, School Committee’s Appointee	2026
Ray Shepard, Elected	2028
Peter Sugar	Self-Perpetuating
Jacquelin Apsler, Chair, Select Board’s Appointee	2026

## Service & Operational Improvements

We implemented a new copier and print-management system with mobile printing and credit-card payment options, improving convenience, workflows, and patron privacy. The Library of Things expanded with new technology items, including Chromebooks and a Blu-ray external drive. Major community events such as the Lincoln250 Speaker Series and Time Capsule Project drew strong participation, and we launched a Seed Library to promote sustainability and community sharing. We also transitioned to Ingram Library Services as our primary materials supplier following the closure of long-time vendor Baker & Taylor.

## **Collections and Resources**

Our collection includes books, periodicals, music, films, digital content, and a growing range of specialty items such as technological tools, kitchen appliances, and board games. We continue to balance print and digital formats to meet evolving patron needs and maintain strong access to statewide resources. Residents remain active users of both physical and digital materials, with borrowing levels that consistently exceed state and national averages. Lincoln also leads the Minuteman Library Network in per-capita e-book use, reflecting the community's strong engagement with digital reading.

## **Facility Improvements**

Planning continued for the replacement of the Library's aging mechanical systems, including a 35-year-old boiler and end-of-life air-conditioning equipment. With support from the Green Energy Committee, several options were evaluated, including ground-source and air-source heat pumps and a conventional boiler and AC system. The Library Board endorsed the ground-source option, which qualifies for significant state and federal incentives. Throughout the year, staff and Trustees worked with Town Administration and the Green Energy Committee to assess costs, financing strategies, and alignment with the Town's decarbonization goals.

## **Programs & Events**

The Library offered a mix of in-person, hybrid, and virtual programs for all ages, including three adult book groups, four for kids and teens, and ongoing events such as film screenings, knitting, photo sharing, and a writing group. Special events included the Lincoln250 Speaker Series, the Lincoln250 Time Capsule Project, and Lin-Con, our first comic con. "Read to a Retriever," a monthly one-on-one reading program with a certified therapy dog, provided emerging readers with a calm, encouraging space to practice aloud and build confidence.

## **School Outreach**

Librarians continued regular outreach to local schools, including monthly Storytimes at Lincoln and Hanscom Preschools, weekly visits to LEAP, and monthly Book Talks for 6th and 7th graders at both campuses. The team also supported classroom library card registration and provided curriculum assistance to teachers and school librarians.

**Statistics Calendar Year 2025**

<b>Service Metric</b>	<b>2024</b>	<b>2025</b>	<b>% Change</b>
Physical Circulation	124,403	113,570	-8.7%
Digital Circulation	41,472	41,034	-.09%
Total Circulation	165,875	154,604	-6.8%
Reference Questions	8,160	6,064	-24%
Programs	621	471	-24%
Program Attendance	9,980	10,205	+2.3%
Patron Visits	56,807	55,360	-2.5%
Study Room Usage	617	651	+5.5%
Computer Uses	4467	4911	+10%

**Acknowledgments**

Special thanks to the Friends of the Lincoln Library for their continued support and to our dedicated volunteers who contributed over one thousand hours of service in 2025.

## LINCOLN TOWN ARCHIVES

Valerie Fox, Town Clerk, Co-Director  
Melissa Roderick, Library Director, Co-Director  
Matthew Lincoln, Archivist

### Reference and Research-

Materials that were consulted and researched included: Eleazer Brooks scrapbook collection, Flint Family Homestead, Wheeler Family papers, Adams' map, First Parish collection, First Book of Records, Billings Family materials, Olmstead file, Pickles to Pasture materials, C.F. Adams map, and Promethean articles.

### Outreach-

- Gathered maps and other materials for the Cultural Resource Unit, MassDot Highway Division
  - Worked with author on his "They Might Be Giants" book
  - Helped Simmons student with archival assignment
  - Gathered materials for the Lincoln Library, Lincoln250 displays
  - Worked with researchers on various projects
  - Answered 62 questions
  - Had 82 visitors to the archive
  - Created finding aids for Get Real: Green Energy Committee, Lincoln Land Development, Lincoln250, Donaldson Collection, and Dakins of Concord
  - Uploaded the War Book, Massachusetts Militia document, Fifty Cent Bill, Forty Shillings note, Treasurers Book 1755-1788, Lincoln250 materials, Town Reports 2016-2025, First Book of Records 1754-1806, Second Book of Records 1807-1814, to the Internet Archive.
- Provided a tour and advice to two municipalities planning the establishment of municipal archives facilities or programs.

**Project of Interest-** One of the projects the archive was involved in was the Panel Project that will feature the Adams Railroad and Birnam Woods Estate, which is being undertaken by the Cultural Resource Unit of the MassDot Highway Division. The idea is to place a sign that shows what the area used to look like compared to its current appearance. It is also part of a larger project that will trace the old railroad lines across the state of Massachusetts. Working with Kurt Jergenson and Debrah Howard was a positive experience. The main focus of the archive was to provide background information on the map and collaborate with these individuals to determine the best version of the image for their specific needs. They also visited to take pictures of the supporting documents.

The Panel Project encapsulates the essence of preserving history while enhancing community engagement. Through dedicated efforts and collaboration, it aims to provide a meaningful connection between the past and present that resonates with residents and visitors alike.

### **Preservation-**

Town Meeting approved the funding recommendations of the Community Preservation Committee for five Archives projects:

- The Flint Family's historical documents

### **Ongoing Projects/Activities**

- The archive has an extensive back catalog that needs to be properly housed, processed, and cataloged. This will be a point of focus for the archive.
- The archive will also make digitized documents available to the public

### **Donations-**

- Lincoln Review from Barbara Rhines
- 1892 Quitclaim to property deeded by George Tarbell to the First Parish Church from Magruder C. Donaldson
- On the Trail of the Tartan by Robert D. Donaldson from Magruder C. Donaldson
- Digital archive of lincolnsbc.org from Rob Ford
- A Celebration of the Life of David Marbury Donaldson from Nadie Rice
- Lincoln250 memorabilia from Kim Bodnar
- Remarks at the Tree Planting Bicentennial Celebration and photograph from Rob Todd
- Bemis Lectureship, Jan 7, 1903, and Bemis Lectureship, March 11, 1903, from Jane D. Carter
- Two binders of Lincoln Green Energy Committee from Jennifer Morris
- Plans for barn by Chamber Bemis for Samuel H. Pierce
- Assorted Lincoln Library materials from Melissa Roderick
- Memory book of Lincoln by William A. Burgess from Robert D. Treitman
- A framed photograph of a building with columns, framed photograph of Lincoln Baseball team, framed school photo, and six school reports from Margaret P. Flint

## PARKS AND RECREATION COMMITTEE

Sarah Chester  
Brianna Doo, Chair  
Roshan Kharbanda  
David Onigman  
Thornton Ring  
Robert Stringer

**OUR MISSION** - The Lincoln Parks and Recreation Committee supports the Parks and Recreation Department (PRD) in providing affordable and diverse wellness and enrichment opportunities, community-based special events, and safe recreational facilities to residents of all ages. The Committee sets policy and oversees all facets of the department as well as strategic planning and development.

**PROGRAMMING INFORMATION** - We offer a year-round variety of preschool, school age and adult programs, and community-wide special events. Lincoln residents of all ages are encouraged to participate. Program and registration information can be found online at [LincolnRec.com](http://LincolnRec.com).

In 2025, PRD delivered 229 activities serving 1,079 unique participants ranging in age from 10 months to 90 years. Overall registrations increased by 9.5% from the previous year. School-age programs accounted for 60% of total enrollment, adult programs made up 30%, and preschool programming represented 10%. In total, PRD recorded 3,181 registrations, in addition to many residents served through free public events.

The Lincoln Summer Camp program operated three two-week sessions in 2025, with 1,089 total registrations representing 273 unique campers. Early Risers and Extended Day programs added an additional 463 registrations. PRD continued its partnership with Lincoln METCO and the METCO Coordinating Committee to provide Boston-based METCO families access to summer camp programming. This year, 35 Boston families participated. We are grateful to the Ogden Codman Trust, First Parish Church and the METCO Coordinating Committee for their collaboration on financial aid, which supported more than 50 campers.

In 2025, PRD issued 114 Tennis Memberships and 316 Pool Memberships, representing 1,203 members, in addition to daily guest attendance. We extend our sincere appreciation to our summer staff and instructors whose dedication and professionalism make these programs possible.

PRD coordinated and supported a full calendar of annual town-wide events, including Patriots Day, Memorial Day, the Lincoln Arts Show, the Lincoln Kids

Triathlon, the July 4th Parade and Road Race, the Summer Concert Series, Fall Fest, the Flashlight Candy Cane Hunt, and Winter Carnival Weekend.

Fall Fest returned for its fifth year with expanded activities and drew more than 700 attendees. Highlights included a science show, live music, pony rides, caricatures, and Trunk or Treat.

These large-scale events are made possible through the support of the Lincoln Minute Men, Veterans of Lincoln, Girl and Boy Scouts, Public Safety, Public Works, sponsoring organizations, and many dedicated volunteers. We are deeply grateful for their continued partnership and support.

PRD looks forward to the continued progress of the Community Center construction process through the Community Center Building Committee. This project will address key facility and program needs for both the Parks and Recreation Department and the Council on Aging/Human Services Department.

Committee members for Parks & Recreation also actively participate on other town committees, including the Community Preservation Committee and the Bicycle and Pedestrian Advisory Committee.

**OFFICE INFORMATION** - In July 2025, the PRD office relocated to the Hartwell Building (Room 102) on Ballfield Road. This site will serve as the interim office location until the Community Center is completed. We thank Lincoln Public Schools for their continued support in providing office and program space.

Office hours are generally Monday through Friday, 8:30 a.m. to 4:30 p.m.; however, residents are encouraged to call 781-259-0784 in advance, as staff are often out supporting programs and events. Registration and program information can be found at [LincolnRec.com](http://LincolnRec.com).

**FACILITY INFORMATION** - PRD manages the town's playgrounds, tennis courts, public parks, sport court, seasonal ice rink, and outdoor public pool. The department also maintains athletic fields and baseball diamonds used by Lincoln Public Schools, youth sports leagues, and community programs. We thank Lincoln Youth Soccer and Lincoln/Sudbury Youth Baseball for their ongoing contributions to field maintenance. In 2025, PRD completed the Town Office Field drainage project, with improved field conditions anticipated for fall use. New benches were installed at Codman Field and Smith Field, and a new communication board is scheduled for installation at the Red Playground in spring 2026. PRD is also preparing to secure 2026 contracts for irrigation replacement on the clay tennis courts and surface reconstruction of Courts 3 and 4.

**STAFFING** – Jessica Downing and Laurie Dumont continued in their roles as Director and Program Coordinator. Sheila Riley completed her first 10 months with the department in 2025 as the Assistant Parks and Recreation Director. Sheila brings energy, creativity, and strong leadership to the department. She oversees large programs such as Tri-Town Basketball and Nashoba Ski, expanded PRD’s marketing efforts, and introduced new offerings, including Water Aerobics.

**COMMITTEE MEMBERSHIP** - In 2025 we were fortunate to have Roshan Kharbanda appointed to the Committee. Roshan brings a wealth of experience to the board as he has worked directly for the Parks & Recreation Department in the past as well as the Library. Thornton Ring was also re-elected to another 3-year term. Thornton is an advocate for recreation and leisure services for the town and acts as the Parks & Recreation liaison to the Community Preservation Committee, which supports recreation-based projects.

*Parks and Recreation are always looking for new ways to meet the changing needs and interests of the community and welcome any suggestions and ideas.*

## PIERCE HOUSE COMMITTEE

Peter Braun  
Margi Byrnes  
Barbara Peskin  
Bjorn Slate  
Anne Crosby (Chair)

“Our mission is to be the stewards of this historical property so that residents of Lincoln, neighbors and guests may continue to use the Pierce House as a venue to gather and celebrate in keeping with the spirit of John H. Pierce’s gift to the Town of Lincoln.”

As in past years we continue to be challenged with the need to address structural and aesthetic issues that are typical of a historical building. Once again we are fortunate to have the leadership and hard work of the Director of the Pierce House, Jennifer Westlund. She is tireless in her dedication to promote the property as a unique and beautiful place for celebrations and other events. She has played a significant role in being the liaison with contractors and town officials to make sure that the work proceeded as planned. Jenn has been diligent in bringing challenges to the attention of the committee and to the Assistant Town Administrator, Dan Pereira. We would like to thank Dan for his role with the committee and providing us with guidance as we prioritize our Capital Project submission.

The Pierce House was informed by the Building Inspector that we would have to address the issue of ADA compliance with our bathroom facilities.. This is a very large challenge both from a structural perspective as well as cost. We have explored outdoor ADA compliant porta potties that would meet the ADA requirements until we can find a long term solution in the house. The initial research indicates that this will be an expensive alternative. We will continue to review options before the outdoor event season begins. We have engaged an architect that is making schematic drawings to scope out the project in the house. A new member of our committee, Bjorn Slate is also an architect and has a specialty in historic preservation projects. He will be a part of this project.

The Pierce House continues to be in need of on-going repairs to the outside of the house. We are grateful for the financial support that we have received to date to address the integrity of the building as well as long overdue outside painting. These improvements are not only important to the preservation of this historic home but for the ability to continue to market the house as a desirable place for events that bring in much needed revenue.

The committee is taking a broader look at the long term funding of the ongoing needs of this Pierce House. Andrew Glass met with the committee to share

his extensive knowledge of seeking funding for the preservation of the Pierce House. He has offered to be a liaison to help us develop plans to present to the Historic Committee. It is essential that we develop a master plan that would inform us in the sequencing/timeframe for the work that needs to be done. We will consider “green energy” grants that become available in the late summer/fall time period.

The Pierce House has been the host of many events this year: 50 private events, 2 winter farmers markets, Winter Carnival wellness Fair, 250th Celebration, Lincoln Minute Men, Memorial Day, Select Luncheon, Monthly Garden Club meeting (10), 2 Garden Club luncheons, Middlesex Police Chief’s luncheon, Parks and Recreation Fall Fest, Town Art Show (3 day event), Parks and Recreation Candy Cane Hunt, Town Holiday Party.

Coleen Wilson from the Town Finance department continues to be a significant resource to Peter Braun, who has taken on the role of our finances and reporting. We will be reviewing our rates for upcoming fiscal years as we want to remain competitive in the market. July continues to be a slow month for weddings and other events which we attribute to the lack of air conditioning.

We would like to thank the DPW for all of their help this year. The staff have been so responsive and make time for the house needs when the Director requests their assistance. Brandon Kelly continues to be an important resource for us as we prioritize our projects. We also welcome our newest member to the committee, Bjorn Slate.

## LINCOLN CULTURAL COUNCIL

Catherine Coleman, Treasurer  
Philana Mia Gnatkowski  
Wendy Hubbard  
Chris Loschen, Secretary  
John Rizzo  
Rick Rundell  
Kathryn Walker  
Meg Ramsey, Chair

All members of the Lincoln Cultural Council (LCC) are volunteers and are appointed by the Selectboard. We currently do not receive funding from the Town of Lincoln. We are entrusted with distributing monies received from the Commonwealth of Massachusetts, in accordance with their guidelines and requirements, which include the support of the arts, interpretive sciences, and humanities.

For fiscal year 2026, (applications due by October 2025 and decisions made by January 2026) the LCC received \$5700 from the Massachusetts Cultural Council (MCC). The LCC also had \$3242 of carry over from previous years when individuals/organizations receiving grants did not request any or all of the monies awarded.

Each year the LCC provides funding to support a variety of programs **which will benefit the residents of Lincoln and bases its decisions on community input and identified priorities of various constituents. Based on the last community input survey we conducted in 2023**, we determined our main areas of focus will be events in performance and visual arts especially music and theater events and art exhibits; events that explore the natural world and events that explore local history. We are committed to bringing forward diverse voices and viewpoints. For more information see the Lincoln page of the MCC website. We appreciate the people in Lincoln who took the time to respond to our online survey during the summer of 2023. **The LCC will be doing another community input survey in 2026.**

**For fiscal 2026** we received 24 applications and funded 12 projects. The funded projects (in no particular order) were:

- Circus 617 (Arias Aloft project to be presented at deCordova Museum)
- Society for Historically Informed Performance (Summer Concert series)
- Lincoln-Sudbury Civic Orchestra (Support for Winter Concert)

- Opera on Tap Boston (Songs Across the Seasons at deCordova)
- Diane Edgecomb (Channeling Rachel Carson performance)
- Concord Antiquarian Society (Revolutionary Legacies Forums at Concord Museum)
- Karin Trachtenberg (Emerging Voices: An Evening of Short Films)
- Sudbury Savoyards (The Gondoliers production)
- William Huss (Support for Music at Lincoln Arts and Farmers Market)
- MUSIC Dance.edu (Hip Hop Square Dance for Seniors)
- Maynard Community Band (Free Summer Concert Series)
- Discovery Museum (Open Door Connections program)

This year, for the first time in recent years, the LCC decided to hold back a small portion of the available funds to run our own Council based project. We will be announcing this project when planning is complete in the spring.

**We strongly encourage and look favorably upon projects that involve Lincoln organizations.** We also encourage collaboration amongst artists/organizations.

We welcome those involved in the arts, interpretive sciences, and humanities to consider applying for funding through the MCC/LCC grant program. Additional information and schedule for the next grant cycle which begins in the Fall of 2026. Please see the Mass Cultural Council website for more information. Please note that all applications must be submitted electronically, and late applications cannot be accepted.

Like us on FaceBook! Search for us at Lincoln Cultural Council and Like our Page. Send us notifications of upcoming arts/cultural related events and we will publish them.

We strongly encourage anyone interested in supporting and promoting cultural events in Lincoln to volunteer to serve as a member of the LCC. We are always looking for new members. Finding new members will be particularly important for the upcoming grant cycle starting in the fall of 2026 as four of our members will be rolling off the council having come to the end of their maximum number of terms. Reach out to us at [LincolnCulturalCouncil@gmail.com](mailto:LincolnCulturalCouncil@gmail.com) for more information. We also welcome your input and ideas and donations!

## **SCHOOL COMMITTEE, LINCOLN PUBLIC SCHOOLS**

Jacob Lehrhoff  
Kenneth Lepage  
Kim Mack, METCO Representative  
Matina Madrick, Chairperson  
Susan Taylor, Vice Chairperson  
Laurel Wironen, Hanscom School Liaison Specialist

The Lincoln Public Schools is one community that is nevertheless composed of students and families from many different communities: the town of Lincoln, the Hanscom Air Force Base, Boston, and the many communities where our staff members live who bring their children to Lincoln.

We provide educational services to students beginning as young as 2 years, 9 months when they enroll in the Lincoln Public Schools Preschool, and all the way through eighth grade. Students are educated at two different campuses: the Lincoln School campus, which serves students from preschool through eighth grade; and the Hanscom School campus, which serves students living on Base from preschool through eighth grade. Lincoln was one of the first towns to participate in the METCO program, and we continue to be a proud METCO district with approximately 80 Boston-resident students as part of our overall student body.

### **District Enrollment 2025-2026**

As of October 1, 2025, the LPS total enrollment pre-K - 8 was 982 students, which represented a decrease from the previous year.

Enrollment on the Lincoln campus was 506, including 27 pre-K students, 244 students in the Lincoln School grades K - 4, and 235 students in the Lincoln School grades 5-8. Enrollment on the Hanscom campus was 476, including 55 pre-K students, 242 students in the Hanscom School grades K - 4, and 179 students in the Hanscom School grades 5-8. Included in these totals, the district had 21 students in out-of-district placements. In addition, there are 11 students attending CASE Collaborative programs located in the Lincoln School; of these students, 4 reside at Hanscom Air Force Base, and the other students reside in other districts.

### **Highlights of 2025-2026**

The two biggest highlights of the year are the implementation of a new K-8 literacy curriculum, EL Education, and the signing of a new, five year contract with the Department of Defense Education Activity (DoDEA) to continue to run the Hanscom School.

Beginning in the summer, the district prepared for implementation of the new EL literacy curriculum by ordering materials and scheduling a variety of professional development for teachers. EL Education is a knowledge-based curriculum based on the science of reading that uses content-rich, authentic texts focused on topics in social studies, STEM, and literature. Teachers began using the new curriculum with students at the start of the school year, and we have a variety of professional learning opportunities throughout the year to support teachers. This will be a complex endeavor, and we know that the first year of curriculum implementation is always a learning process; nevertheless, we are very excited about how EL Education will help us provide high-quality learning experiences for students.

The district was also fortunate to receive a new five-year contract with DoDEA to continue our responsibility for running the Hanscom School – we are excited to be able to continue our decades-long commitment to serving the students and families of the Hanscom Air Force Base.

Other highlights include our continued AIDE work, which will be supported by the new AIDE Director position, which began this year. We have continued to improve our data collection methods to better understand the progress of our students, and we were especially proud to see positive learning gains from students in reading, math, and science during the 2024-25 school year.

**2025-2026 District Strategic Priorities:**

In alignment with the district’s long-term strategic plan, we have [three primary areas of focus for the 2025-26 school year](#). First, continuing to improve the percentage of students who are reading at grade level while also successfully implementing the new EL curriculum. Second, working on our multi-tiered systems of support for student academic and social-emotional growth. And finally, developing a multi-year Human Resources plan to help us attract, hire, and retain a diverse, high-quality staff.

## LINCOLN-SADBURY REGIONAL HIGH SCHOOL SCHOOL COMMITTEE

Ravi Simon, Sudbury, Chair  
Catherine Bitter, Lincoln, Vice Chair  
Maura Carty, Sudbury  
Charles Morton, Sudbury  
Jack Ryan, Sudbury  
Lucy Maulsby, Lincoln  
Andrew Stephens, LSRHS Superintendent/Principal

I am happy to provide this Town report and appreciate the support of the Lincoln and Sudbury communities that enable L-S to continue to offer the wide array of educational opportunities and supports that are present at the high school. This support and the high level of expertise, care, and professionalism present with our staff provide students with high quality educational experiences.

The High School's Core Values, [2025-2030 Strategic Plan](#) and [2025-2026 L-S School Improvement Goals](#) emphasize cooperative and caring relationships, respect for differences, pursuing academic excellence, and cultivating community. Our school culture strives to personalize education for all students to enhance achievement by building on individual talents and creating an educational environment where students want to learn and discover their passions. Our teachers strive to develop engaging courses, foster strong connections with students, and support well-rounded learning experiences to prepare graduates for the best colleges and other post-graduate endeavors. We are mindful of preparing students for entry into a fast-changing global environment as seen in our [Portrait of a Graduate](#) which outlines the skills, characteristics, and dispositions we feel all students need to possess.

Our October 1, 2025 enrollment totaled 1,357 students overall. Included in this total are students from Boston attending via the METCO Program. Class size medians range from 20-25.

At Lincoln Sudbury Regional High School, the METCO (Metropolitan Council for Educational Opportunity, Inc) serves Boston resident students as part of a school integration program founded to combat segregation and racial isolation. Our program enriches the school with 89 Boston resident students and provides important opportunities for connection between both Lincoln resident students and families, Sudbury students and families, and Boston resident students within the Lincoln Sudbury Regional High School setting.

Below are some highlights from 2025:

- The 2025-2026 school opening went very well with *First Adventure* activities run for all of our incoming 9th graders to build community and familiarize them with LS. Additionally, we ran an on-site orientation program for incoming 9th grade Boston students.
- We have completed the work to assign new course level designations that are present in each course description in the Program of Studies and appear on student transcripts.
- Over the year, we worked to create a [2025-2030 Strategic Plan](#) to provide vision and structure for our continued work moving forward. This plan focuses on Initiatives and Desired 5-year outcomes tied to Connectedness; Narrowing the Opportunity and Achievement Gap; Curricular and Programmatic Engagement; and Student and Staff Wellbeing.
- We are in the third year of the implementation of the school wide Advisory program that has 9-12 same-grade students meeting once a week with a faculty advisor. The goal of this advisory block is to work on building relationships and connections, developing skills to be an engaged citizen, learning about LS and its resources, and developing skills for life after LS. We will be determining the continuance of this program in late 2026.
- This year we instituted a school wide cell phone procedure that requires all students to store their phones during each class period. This has had favorable results.
- Our students continue to succeed in their postsecondary pursuits. We have had a number of students receive individual and group recognition for their achievements in academics, Music, Art, and athletics.
- The Global Scholars Program continued to grow in 2025. The purpose of the program is to encourage students to attain a level of competency, knowledge, and empathy in the global context. The program is tailored to each student's interest with a strong emphasis for each student to reflect on their learning, to have experiences that will transform their thinking about the world, and how they will develop capacity to be a productive influence in that world.
- We continue to offer important enrichment offerings for our students in the form of a diverse array of co-curricular clubs and activities, athletics, and programming for students. We have hosted an author presentation, conducted class-wide workshops on depression,

healthy relationships, and identity and inclusion assemblies among other important programming.

- We are in year one of the Collective Bargaining agreement, which provides a Cost of Living Allowance of 3% in fiscal year 2025-2026, 3% in fiscal year 2026-2027 and 1.375% in fiscal year 2027-2028. The district still offers health insurance through a single provider: Harvard Pilgrim Health Care.

The Other Post Employment Benefits (OPEB) valuation for December, 2025 was an interim review with continued contributions from the budget and a deposit of \$383,109 in FY25. Due to GASB 75 standards the discount rate assumption changed from 6.84% to 6.37% *increasing* the disclosed liabilities by approximately \$1.5 million. The OPEB Trust had \$5,686,145 OPEB assets as of June 30, 2025 vs. \$4,803,573 of OPEB assets as of June 30, 2024, an increase of \$882,572.

We at L-S greatly appreciate the continued support of the towns Lincoln and Sudbury for our annual operating costs and the support of our educational program. We also appreciate the supplemental support of the Sudbury Foundation, LSPO, FELS and SERF that provide grants to fund teacher initiated projects to benefit teaching and learning in the school. We would also not be able to provide service at the current level of excellence without the financial support and hard work of our many parent organization groups.

Thank you.



Andrew Stephens  
LSRHS Superintendent/Principal