

- Bill Olson, Chair
- BillWilson
- Rosemary Kennedy
- Tom Myers
- BenjaminGaluza

Town of Hamilton Select Board Monday, October 6, 2025

7:00 p.m.

The Meeting Room Hamilton-Wenham Library 14 Union St. Hamilton

AGENDA

This is an IN PERSON meeting. As courtesy for the public, zoom access will also be provided via the below link. However, the meeting will not be terminated in the event that technological issues disrupt the zoom broadcast.

Join Zoom Meeting

https://us02web.zoom.us/j/83070272366?pwd=eJ2bdMT0SIn3XgiZKmjaECbtXNjeHl.1

Meeting ID: 830 7027 2366 Passcode: 382910

One tap mobile

+16469313860,,83070272366#,,,,*382910# US +19292056099,,83070272366#,,,,*382910# US (New York)

7:00 p.m.	Call to Order – Roll Call Vote
	 Affordable Housing Trust – 1 opening Conservation Commission – 2 openings Community Preservation Committee – 1 opening for member of Historic District Commission Finance and Advisory Committee – 2 openings (through the Moderator) Historic District Commission - 2 openings for 3-year terms, 2 openings for 2-year terms (one must be a resident of the Historic District and one must be a resident Realtor) Human Rights Commission – 2 at-large openings
	Public Comment – Will be taken for a maximum of thirty (30) minutes, no speaker will be allowed to speak for more than three (3) minutes AGENDA

7:35 p.m.

- Close Warrant for Dec. 9, 2025 Special Town Meeting Vote *
 - Brown's Hill Overlay District zoning
 - Bills of a prior year
 - o Extend the term on Hamilton Cell Tower Leases
 - Community Preservation Fund Town Hall request
- Finalize Town Manager Evaluation and 2026 Goals Discuss and Vote *
- Fiscal Year 2027 Budget Goals/Guidance Discuss and Vote *
- Finalize Draft Development Agreement with Gordon Conwell Discuss and Vote *
- Approve amended Fiscal Year 2027 budget goals Discuss and Vote *
- Set date for April 2026 Annual Town Meeting Discuss and Vote *
- New Business
- Adjourn

Cemetery Deeds: #1286; #1287

*Consistent with the Select Board's Public Comment Policy, the Select Board Chair will set aside up to ten minutes during each marked agenda item, with no speaker being allowed to speak for up to three minutes, to allow for public comment on that topic, with the goal of having up to a total of 30 minutes of additional Public Comment during the Agenda portion of the meeting. Public Comment time does not include any time allocated to invited guests, members of other boards and committees or staff members who have been invited to speak to a particular issue.

December 9 2025 Special Town Meeting

Proposed Warrant Articles

- Bill of a prior year (KP Law)
- Brown's Hill Overlay Zoning
- Authorize extension of cell tower lease term upon sale of lease to third party term not more than (40 years??)
- Authorize Community Preservation Fund award for Town Hall project contingency funding

Date	Board/Commission/Dept.	Event/Action
Sept. 2, 2025	Planning Board	Meeting
Sept. 8, 2025	Select Board	Meeting
Sept. 16, 2025	Planning Board	Schedule Public Hearing
Sept. 23, 2025	Select Board	Open Warrant for STM
Sept. 30, 2025	Planning Director	Post Public Hearing Notice
Oct. 6, 2025	Select Board	Close Warrant for STM
Oct. 7, 2025	Planning Board	Meeting
Oct. 9, 2025	Finance & Advisory Committee	Meeting
Oct. 13, 2025	ALL	Columbus/Indigenous Peoples' Day
Oct. 20, 2025	Select Board	Meeting
Oct. 21, 2025	Planning Board	Open Public Hearing
Oct. 23, 2025	Finance & Advisory Committee	Meeting
Nov. 3, 2025	Select Board	Meeting
Nov. 4, 2025	Planning Board	Close Public Hearing
Nov. 11, 2025	ALL	Veterans Day
Nov. 12, 2025	Planning Board	Possible additional meeting date if necessary
Nov. 13, 2025	Finance & Advisory Committee	Vote Recommendations
Nov. 17, 2025	Select Board	Vote Recommendations
Nov. 18, 2025	Planning Board	Vote Recommendations
Nov. 21, 2025	Town Manager/Select Board	Last Day for Warrant to be SIGNED by SB
Nov. 25, 2025	Town Clerk	Post Warrant
Nov. 27-28, 2025	ALL	Thanksgiving Break
Dec. 1, 2025	Town Manager	Mail Warrant & Recommendations
Dec. 1, 2025	Select Board	Meeting
Dec. 2, 2025	Planning Board	Meeting
Dec. 9, 2025	ALL	SPECIAL TOWN MEETING

		Town Manager Evaluation Form for Fiscal Year 2024				
		Evaluation Date: July 18, 2025				
			NOT APPLICABLE	EXCEEDS GOALS	MEETS GOALS	NEEDS IMPROVEMENT
н		General Management and Communication				
н	4					
		Prepares and distributes materials, information and reporting to Town boards,		.3 -		
		committees, staff and residents including posting this informaiton on website				
Н	8	——				
		Meeting in policy development and decision making				
Н	ပ					
		Charter & By-laws, Town Meeting votes, and votes of the Board of Selectmen per the				
		Special Act.				
Н	۵	Effectively oversees Town's interests in all matters of litigation and delegates proper				
		and efficient use of our town counsel.				
T	ш	Keeps abreast of current developments in the field of public administration.				
7		Personnel Management				
7	⋖					
		environment for all town staff.				
7	8	Instructs staff on town policies and properly supports their implementation				
7	ပ					
		Provides leadership in negotiating collective bargaining agreements with employees.				
7	Δ					
	_	established by the Select Board.				
7	ш	Develops and maintains a system for senior staff performance evaluations and merit				
		pay.				
7	ட					
	.,	well as promotes training and personal improvement goals for all employees with the				
		result of attracting and maintaining effective employees				
3		Financial Management				TO THE PROPERTY OF THE PROPERT
ю	A	Plans and organizes the preparation of annual budget that provides financial plan for all Town departments & activities.				

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33	Ω	Continually modifies and improves the long and short term budgeting			
		process utilizing our financial policies.			
33	ပ		*****		
		Works with Capital Committee and Develops and updates capital improvement plans to			
		appropriately address Town infrastructure needs. Creates yearly report.			
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		Aggressively pursues, researches, reviews and submits on available Federal, State, and			
ı		private grants in support of prioritized Town operational and capital needs.			
ന	ш	As Chief Financial Officer properly oversees integrity of Town funds, properly solicits			
		funds and makes informed decisions.			
33	щ	Effectively supervises bids and proposals, negotiates and awards contracts in the best	. :		
		interest of the Town.			
4		Planning			
4	۷	Anticipates the needs of the Town and develops a proactive approach to developing			
		plans and proposals to meet current and future town needs			
4	B	Follow master plan in determining and planning for future space and facility needs to			
		operate Town government effectively			
4	ပ	Plans for the timely repair and maintenance of all Town-owned facilities.			
4	۵	Demonstrates the ability to successfully deal with unforeseen and uncontrollable local,			
		regional or global events affecting the Town's financial, physical and/or social well			
- 1		being,			
4	ш				
		Periodically reviews and suggests improvements to Town policies and procedures.			
υ.	ш	Coordinate efforts for discussion and ultimate Town meeting vote for School			
		consolidation project at Cutler School	-		
2	ш				
		Coordinate efforts for discussion and ultimate Town meeting vote for 3A Zoning			
5		Interorganizational Cooperation			
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		communities, and the HWRSD Committee.			
2	ω	Properly Monitors, manages, and works effectively with our Regional and Wenham Shared Services. Employees, and Departments			
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Maintains good working relationships with other areas of government to, including	public safety departments to maximize coordination and economy of service delivery effectively.	Professional Growth and Goals	Actively pursues own professional development by attending and participating in professional meetings and training.	Models effective management practice through delegation.	Properly communicates to the Board of Selectmen, future needs and requirements required to continuously improve job performance as well as town deliverables	Community Outreach	Implements town policies and develops plans to gain public support and consensus for	them.	Does the current BI-Weekly town manager report an effective system of reporting to	the public the current plans and activities of the and present to Select Board $\&$ lown staff.	Promotes effective and open communications with the public, making full use of all	media and personal visibility in representing the Town		Demonstrates sensitivity and responsiveness to individuals in accessing Town Services.	Supports and recognizes the efforts of volunteer in the community including both town and local organizations, and invites them to share and communicate their progress and objectives.	Instills an open door, customer friendly attitude on behalf of Town government toward	citizen concerns and manages a response to all requests in a timely and professional	Added Initiatives included above.		
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Hamilton Proposed Goals for 2025-26

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Main Goals	Tasks aligned with goals	Timeline	Meaure of success
Water	Complete work with NSWRTF	by February 2026	Hamilton reaches agreement on viable alternatives Staff engages residents in messaging about water resource
	Communicate stratregies	thru May 2026	alternatives
	Develop implementation plan	Into FY 2026	TBD
Enhance Cellular service			
	Develop option for second cell tower	by October 2025	Cell tower begins Special Permit process with PB
	Work with Cell tower companies to add		All major cell service providers have enhanced converage in
	carriers to both towers	thru May 2026	Hamilton center
Town Hall project			
	Complete rehab/de-carbonization of		
	Town Hall on budget	thru March 2026	Town Hall is completed on budget
	Move town staff into new offices	by May 2026	All town staff are re-located to their permanent offices
	Adopt digitization plan for town hall		Town outlines the costs, process and timeline for digitization
	records	thru Spring ATM	of essential town documents and records
Gordon Conweil/ Browil's mili	Assist in re-zoning of Gordon Conwell		A new zoning Overlay District is passed at STM and
	Vita do Cara	Fall 2025	Development Agreement is signed between
	Communicate plan for Gordon Conwell		Build consensus and support for proposal with surrounding
	property	Prior to STM	neighborhood
			EOHLC approves Hamilton's use of 200 units at GC onto the
	Apply to EOHLC for inclusion of new		SHI, with 25 % of rerntal units set aside for Affordable
	market rate units onto the SHI	thru Spring 2026	Housing
Patton Homestead			
	Develop plan for future supportive services for veterans in the Homestead		A partnership is developed that would allow a third party to
	buildings	thru Spring ATM	use the Homestead buildings for veterans services
	Town to maintain the majoroity of the		Partnership allows the continued use of the open space and
	open space for public benefit	thru Spring ATM	pavilion by town residents

School District

A new regional agreement is approved for the HWRSD Enhanced budget development process in Regional

Public communication

Continue to expand and enhance public outreach and communication platforms Consistently

New regional school district agreement is approved by residents and accepted by DESE

New regional school district agreement is approved by residents and accepted by DESE

Be able to show outreach effectiveness through data using website, social media metrics - expand reach of existing tools

MEMORANDUM OF AGREEMENT BETWEEN THE TOWN OF HAMILTON AND GORDON CONWELL THEOLOGICAL SEMINARY

This Agreement ("Agreement") dated this __ day of September, 2025, by and between the TOWN OF HAMILTON, a Massachusetts municipal corporation with an address of 577 Bay Road, Hamilton, MA ("Hamilton" or "Town") and GORDON-CONWELL THEOLOGICAL SEMINARY, a Massachusetts nonprofit corporation with an address of 130 Essex Street, South Hamilton, MA ("GCTS"); together with Hamilton, "the Parties".

WHEREAS, GCTS is the owner of the Campus (as hereinafter defined) which contains approximately 102 acres of real property in the Town as shown on Attachment "A" ("Campus Plan"), currently used in a campus setting for religious and educational purposes such that the land and structures have been entitled to certain exemptions from the Town's Zoning Bylaw pursuant to G.L. c.40A §3;

WHEREAS, as indicated on the Campus Plan, the Campus contains six (6) subareas referred to herein as the "Upper Campus-1", "Upper Campus-2", "Middle Campus", "Lower Campus", "Heritage Landscape" and "Natural Zone;

WHEREAS, GCTS wishes to work with the Town to plan for and adopt amendments to the Zoning Bylaw and Zoning Map applicable to the Campus that will include permitting enumerated nonresidential uses and structures on the Upper Campus;

WHEREAS, GCTS wishes to sever approximately 12 acres located in the Lower Campus containing the Apartment Lots (as hereinafter defined) historically used for student housing and convey the same to a third party for conversion of the structures into 209 privately-owned rental units;

WHEREAS, GCTS will agree that upon conveyance of the Apartment Lots to a private party no fewer than twenty-five (25%) percent of the apartments within the Lower Campus Apartment Lots shall be available for rent by individuals and families that qualify for below market rate housing as set out herein;

WHEREAS, the Town wishes to ensure that the Commonwealth of Massachusetts include the entirety of the Apartment Project on the Subsidized Housing Inventory ("SHI") maintained by the Commonwealth of Massachusetts Executive Office of Housing and Livable Communities ("EOHLC");

WHEREAS, within the limits of the law, the Town supports and wishes to cooperate with GCTS in plans for the 102 acres, particularly the conversion of the Lower Campus Apartment Lots into private rental housing, and the rezoning necessary to facilitate the Apartment Project;

WHEREAS, the Town seeks to provide for and manage the zoning of the remaining land within the GCTS campus including the Middle and Upper Campuses;

WHEREAS, the Planning Board is proposing to accomplish the necessary rezoning through the adoption of an overlay district that solely includes the Campus ("Zoning Amendment");

WHEREAS, the parties intend to seek approval of the Zoning Amendment to the Hamilton Town Meeting anticipated to be held on December 9, 2025; and,

WHEREAS, GCTS intends to divide the Campus and sell the Apartments and the Apartment Lots pursuant to approvals under the Zoning Amendment;

NOW, THEREFORE, in consideration of the mutual promises hereinafter set forth, and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the Parties agree as follows:

I. Terms of the Agreement

A. Definitions

- 1. "Apartments" are each of the six apartment buildings as identified on the Campus Plan;
- 2. "Apartment Lots" are the two (2) lots of real property, containing approximately 12 acres, on which the Apartments and related infrastructure is located as shown on the Campus Plan as the Lower Campus.
- 3. "Apartment Project" shall mean the redevelopment, alteration, maintenance, operations and occupancy of the Apartments under private ownership for leasing to the public,
- 4. "Campus" shall mean the 102 acres owned by GCTS containing six areas referred to as "Upper Campus-1", "Upper Campus-2 "Middle Campus", "Lower Campus", "Heritage Landscape" and "Natural Zone; as identified on the Campus Plan.
- 5. "Gordon-Conwell Theological Seminary" or "GCTS" shall mean the current owner of approximately 102 acres, inclusive of the Apartments, with an address of 130 Essex Street in South Hamilton, Massachusetts as identified on the Campus Plan.
- 6. "Preexisting Structures" shall mean the buildings and improvements currently located on the Campus, as those may be renovated and reconstructed within the existing footprint and with the same total square footage.

B. Apartment Project: Total Number of Dwelling Units and Bedrooms

The Parties agree that the Apartment Project shall consist of no more than 209 rental dwelling units.

C. Apartment Project: Affordability Requirement

GCTS shall restrict 25% of the dwelling units on the lower campus for occupancy by households earning no greater than 80% area median income for the Hamilton region as that number is calculated from time to time by the Commonwealth pursuant to G.L. c.184, ss.31-32 with said restriction to be enforceable and applicable to any third-party private party purchasing the Apartments.

D. Apartment Project: Project Qualification for Subsidized Housing Inventory

The Town and GCTS agree that they will work cooperatively and in good faith to request from the appropriate state agencies the inclusion of the dwelling units contained within the Apartment Project on the Town's subsidized housing inventory as the same is maintained by the Commonwealth.

E. Monetary Contribution to Town of Hamilton

To cover the Town's consulting, legal and other expenditures associated with the process of creating the Brown's Hill Zoning District, and as a further act of goodwill to the community, GCTS offers to donate to the Town unrestricted funds in the amount of One Million, One Hundred Thousand (\$1,100,000.00) Dollars as follows:

- 1. One Hundred Thousand (\$100,000.00) Dollars to be paid upon the passage of the Brown's Hill Zoning District Zoning Bylaw by Hamilton Town Meeting;
- 2. Three Hundred Fifty Thousand (\$300,000.00) Dollars to be paid upon the conveyance of the Apartment Project to an unrelated third party (with deeds on record with all monies paid and received);
- 3. Four Hundred Thousand (\$400,000.00) Dollars to be paid upon the conveyance of Upper Campus-1 or Upper Campus 2 to an unrelated third party; and,
- 4. Three Hundred Fifty Thousand (\$300,000.00) Dollars to be paid upon the conveyance of the Middle Campus to an unrelated third party.

F. Zoning Overlay District

The Town, in coordination with the Planning Board, shall draft and submit to Town Meeting the "Brown's Hill Overlay Zoning District" specifying details of use and development within the 102 acre campus consistent with terms herein and with content similar to that as attached hereto as Exhibit A. Notwithstanding, the Parties agree that revisions to the Zoning Amendment as attached hereto may be made by the Planning Board following the Board's public hearing(s) pursuant to G.L. c.40A §5 and Town Meeting prior to adoption of the Zoning Amendment.

G. Certain Developments Approved Pursuant to G.L. 40B §§20-23

GCTS agrees to impose a restriction pursuant to G.L. c.184 §27 with the Town of Hamilton as an intended beneficiary that neither it nor its successors or assigns shall apply to develop the Campus pursuant to G.L. c.40B, ss. 20-23 and, accordingly, waives any right to claim that the Town of Hamilton is not "consistent with local needs" as that phrase is defined in G.L. c.40B, s.20 but excluding 40B applications pursuant to a Select Board endorsed "local initiative program" or similar initiative.

H. Preservation of Public Access

GCTS agrees to continue permitting access to the Campus (excluding the Apartment Lots) by Hamilton residents for walking, horse-riding, and other recreational purposes

upon the same conditions and in the same manner as it has done historically within the Campus. The Town agrees that such uses by any member of the public shall be pursuant to and subject to General Laws, Chapter 21, Section 17C. The Town acknowledges that GCTS's permission provided hereunder may be modified, conditioned or terminated by GCTS only upon written notice to the Town.

I. Required Connection to On-Site Wastewater Treatment Plant

GCTS agrees that all residential and commercial wastewater generated on the Campus, including the proposed Apartment Project and those uses and structures entitled to protections pursuant to G.L. c.40A §3, shall be treated by means of an onsite wastewater treatment plant in full compliance with 314 CMR 5.00 et seq. and relevant regulations adopted by the Hamilton Board of Health generally applicable to all properties in the Town.

J. No Change for Current Permitted Uses

This Agreement shall not operate or be interpreted to restrict any lawful or currently permitted uses of the Campus unless the same is expressly limited or prohibited by this Agreement. In addition, unless protected by G.L. c.40A §3, no expansion, alteration or change to a preexisting structure or use lawfully in existence or lawfully begun as of the effective date of the Zoning Amendment shall be permitted unless authorized by the Zoning Bylaw as modified by the Zoning Amendment.

K. Cooperation and Prompt Review Efforts by the Town

Cooperation: The Town, acting within the respective jurisdiction of Select Board, Planning Board, Zoning Board of Appeals, Conservation Commission, Building Department, Water Department, Fire Department and Police Department, to the extent permitted by law and with due regard to all relevant statutes, regulations and public policy, shall cooperate with and support GCTS in all aspects of the implementation of the redevelopment of the Campus, including the Apartment Project, and the terms of this Agreement, including where appropriate and consistent with the Open Meeting Law, among others, hosting forums, workshops and related public events to discuss the redevelopment of the Campus, including the Apartment Project, and the anticipated Zoning Amendment or other zoning options.

<u>Prompt Review</u>: To the extent permitted by law and with due regard to all relevant statutes, regulations and public policy, the Select Board shall facilitate prompt review of the Project and the cooperation of all Town Boards Commissions, Departments and staff in the review and implementation of the Project.

L. Successors and Assigns

This Agreement shall run with the Campus and shall be binding upon and inure to the benefit of the Town, and the burden of the GCTS, and its successors in interest and assigns and all persons claiming any rights under GCTS including its successors, assigns, mortgagees and all others taking title in fee or less than fee or otherwise acquiring an

interest to a part or all the Campus. The parties further agree that this Agreement, once executed, may be recorded by either party in the Essex County Registry of Deeds against the title of the Campus.

II. Additional Terms and Conditions

- A. Except for the provisions permitting unilateral termination by either Party contained in Section II ¶I, below, no modification or termination of this Agreement will be effective unless it is in writing and is signed by GCTS and the Select Board on behalf of the Town.
- B. The Parties agree that this Agreement is a fully integrated document and constitute the entire Agreement between them. The Parties expressly disclaim reliance on any representations, written or oral, other than those expressly contained in this Agreement.
- C. The Parties and their counsel agree that each party and counsel for each party to this Agreement has reviewed and had the opportunity to revise this Agreement and accordingly, the normal rule of construction (to the effect that any ambiguities are to be resolved against the drafting party) will not be employed in any interpretation of this Agreement.
- D. The Parties acknowledge that this Agreement shall be considered a public document pursuant to the Massachusetts Public Records Law and may be offered in evidence by either Party in any judicial or other legal proceeding to enforce any of its provisions against the other Party.
- E. The Parties agree that if any term of this Agreement is to any extent invalid, illegal, or incapable of being enforced, such term shall be excluded to the extent of such invalidity, illegality or unenforceability; all other terms hereof shall remain in full force and effect.
- F. This Agreement shall be governed by and interpreted under the laws of the Commonwealth of Massachusetts.
- G. The captions and headings of the various sections of this Agreement are for convenience only and are not to be construed as confining or limiting in any way the scope or intent of the provisions hereof. Whenever the context requires or permits the singular shall include the plural, the plural shall include the singular and the masculine, feminine and neuter shall be freely interchangeable.
- H. The Agreement shall become binding on and enforceable against the parties hereto only at such time as the Zoning Amendment in form and content acceptable to GCTS has been adopted by the Hamilton Town Meeting and approved by the Attorney General, with all rights of appeal exhausted or terminated.

- I. Except as extended by written agreement signed by both parties, in the event the contingency contained in this paragraph H is not satisfied by March 1, 2026, either party may rescind this Agreement by delivering written notice of rescission to the other party and this Agreement shall be null and void and of no further legal effect on the parties.
- J. In the event that the Agreement is recorded and the Agreement is terminated, the parties agree to record a notice of termination of this Agreement at the Essex County Registry of Deeds.

NOTE: Open Issue: Prior drafts included the language below regarding the "Heritage Landscape" portion of the campus. Question for the Selectboard as to whether to include the following language within the Development Agreement:

New Construction within the Heritage Landscape Portion of the Campus:

Upon the satisfaction of the conditions found in Section II, H, below, GCTS agrees to impose a deed restriction pursuant to G.L. c.184 §27 upon that portion of the campus identified on the Campus Plan as "Heritage Landscape". Said restriction to be in force for the longest period permitted by law, but in no event, less than thirty (30) years and shall include prohibitions on the construction of any new structure or additions, alterations or changes to existing structures other than as required by the Building Commissioner, Board of Health or relevant state agency. The provisions of this paragraph are not intended to prohibit or restrict improvements to utilities, parking, landscaping or other non-structural alterations within the Heritage Landscape.



Organization - Wide Goals

Annually, during the summer months, the Select Board weighs feedback from a variety of sources to generate the Town's annual organization-wide goals. Input and consultation from the Finance and Advisory Committee alongside other Townwide bodies as well as the Town Manager is consolidated into a prioritized listing. Part of this yearly process is assessing completion levels of the prior year's goals and interchanging priorities. Throughout the year, the Town Manager maintains organization-wide goals on Select Board agendas where the status of each initiative is presented and discussed to ensure transparent and current monitoring of the efforts.

After consultation with the Town Manager and feedback from the Finance and Advisory Committee, the Select Board adopted the following budget goals for the FY2026 budget.

Ensure the long-term financial viability of the Town and limit property tax burden on residents by minimizing any expenditure increases while working in partnership with all relevant stakeholders within our financial limits, including the HWRSD administration

Continue best efforts to provide the same or enhanced service levels that residents of Hamilton have come to expect (a "level-service budget")

Ensure staffing levels are appropriate to complete all necessary tasks within the Town's operational umbrella

Maintain all Capital Assets at or above their current level, including buildings, roadways, underground infrastructure, and equipment

To meet required financial-policy funding of all reserve accounts, to include Free Cash, Stabilization Funds, Retained Earnings in the Water Enterprise, Trust Funds, and the Overlay

To fund a reasonable amount of capital projects as funding allows

If anticipated FY2027 revenue and excess free cash from FY2025 are insufficient for funding the FY2027 operating and capital budgets, then identify options for specific expense reductions and/or new revenue sources to balance projected expenses with funding

To produce and submit a GFOA budget document, which will educate, inform, and highlight our operations for our residents

To improve service delivery through program consolidation, and/or other efficiency measures

April 2026

Calendar

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Mar 29	30	31	Apr 1	2	3	4
j	6	7 【11 AM External Email W心	8	9 1 PM Sean meeting w/ Jな	10	11
12	13	14	15 10:30 AM External Emailⓒ	16	17	18
19			22 3 PM Carin meeting w/ ぱ		24	25
26	27		29	30	May 1	2