

**Minutes**  
**Town Council Steering Committee Meeting**  
**4/26/2021**  
**Zoom meeting and In-person at Town Hall Conference Room B**

1. The meeting was called to order at 7:00 PM.  
Present: Matthew O'Brien, Jr., Lisa Conant, Jonathan Hand, Julie Blanchard  
Also present: John Elsesser, Town Manager
2. **Acceptance of Minutes, March 22, 2021:**  
Jonathan Hand moved to accept the minutes, seconded by Lisa Conant.  
The following corrections were requested:
  - A. Page 1, number 5, Appointments, first paragraph: Add the word "Spaces" to the name of the Protected Spaces Stewardship Committee for the Glenney appointment.  
The motion to accept the minutes as corrected carried on unanimous vote.
3. **Reports:** none.
4. **Possible Recommendations/Vacancy List:**  
It was noted that the vacancy list is getting smaller with appointments recently made. John Elsesser said that some of the names on this month's list are probably up for reappointment.
5. **Resignations:**
  - A. Jon Hand moved to add the resignation of Joshua Gemmell from the Energy Conservation/Alt. Energy to the agenda as item 5.A, with regret. The motion was seconded by Lisa Conant and unanimously approved.
6. **Reappointments:**
  - A. **Lake Advisory & Monitoring Committee - Imhoff:** Jon Hand moved to recommend the reappointment of Carly Imhoff to the Lake Advisory & Monitoring Committee, term to expire 5/4/2024. The motion was seconded by Lisa Conant and unanimously approved.
  - B. **Ad-hoc Protected Spaces Stewardship Committee - Beausoleil:** Jon Hand moved to recommend the reappointment of Vernon Beausoleil to the Ad-hoc Protected Spaces Stewardship Committee, term to expire 5/31/2024. The motion was seconded by Lisa Conant and unanimously approved.
  - C. **Ad-hoc Protected Spaces Stewardship Committee – Glenney:** Jon Hand moved to recommend the reappointment of William Glenney to the Ad-hoc Protected Spaces Stewardship Committee, term to expire 5/31/2024. The motion was seconded by Lisa Conant and unanimously approved.
  - D. **Ad-hoc Protected Spaces Stewardship Committee – Thomas:** Jon Hand moved to recommend the reappointment of Eric Thomas to the Ad-hoc Protected Spaces Stewardship Committee, term to expire 5/31/2024. The motion was seconded by Lisa Conant and unanimously approved.
  - E. **Building Code Board of Appeals - Fornier:** Jon Hand moved to recommend the reappointment of Kathy Fornier to the Building Code Board of Appeals, term to expire 6/1/2026. The motion was seconded by Lisa Conant and unanimously approved.

**F. Energy Conservation/Alt. Energy Committee - Dennis:** Jon Hand moved to recommend the reappointment of Kristine Dennis to the Energy Conservation/Alt. Energy Committee, term to expire 3/2/2024. The motion was seconded by Lisa Conant and unanimously approved.

**G. Energy Conservation/Alt. Energy Committee - Dennis:** Jon Hand moved to add consideration of the reappointment of Cameron Crutch to the agenda as item 6.G. The motion was seconded by Lisa Conant and unanimously approved. Jon Hand moved to recommend the reappointment of Cameron Crutch to the Energy Conservation/Alt. Energy Committee, term to expire 3/2/2024. The motion was seconded by Lisa Conant and unanimously approved.

**7. Avery Shores Road Turnover next steps:**

Matt O'Brien, Jr. asked if there are any updates since the last meeting. John Elsesser said that the Finance Committee has a series of questions about the financial aspects of things. Here at Steering we need to talk about the policy aspects. He has asked our public works department to get back over there to reassess what needs to happen with the road, because it has been five years since it was evaluated and things deteriorate. The Council will need to determine whether they want to amend or change their policy for association road acceptance. There are also all the issues that Attorney Twatchman came up with, as well as issues of a survey, the issue of property transfers, and how it would all work. Even if the Council accepts this, there are all sorts of other legal issues that are unresolved. The Association gave away the land. There has been no discussion of drainage rights. We don't want to own the drainage, we just want the right to discharge the water where it's going now. Some of those drains are right off the sides of houses, going down steep slopes, and drainage work can be very expensive. He was thinking that we should let our attorney, Rich Roberts, come up with a list of outstanding issues within the Council's existing policy. It's very complicated because the Association did some self-imposed hardships, and it is not clear who is going to own what – who is going to have what rights, and where is it going to be? There are some solutions to it - the Association did maintain the right for road work within the areas that they gave ownership to. If they wanted to give those rights to us, then we could do something and then the exact location wouldn't matter because they kept it to themselves. But short of getting those rights, any time we go in and do road work, we might be violating property rights. He thinks it would be wise to give Rich Roberts a month, and next month he could come in to meet with us. He could prepare a memo in advance for your review, and could answer the committee's questions. In the meantime, the financial side is coming forward for next month, so hopefully we will have both pieces back together by then.

Matt asked if we think there will be some middle ground that we can come to agreement on. John replied we had something a couple of years ago, but the Association walked away from it. He thought it was reasonable, and there were some aspects that could happen fairly quickly back then. Two or three years ago, the whole middle section of the road was in fairly decent shape, and we could have taken that fairly quickly. The two ends were more difficult, but we suggested giving us the middle and we could keep working toward the other areas. From the public benefit side, that would create a loop road which is what we've always hoped for - a loop that would connect two other Town roads. One of the ends is easier to address than the other. On the other end, the property owners may not even want us to take ownership, because they don't really have parking. The houses are way down a hill and some don't have driveways, so we don't know where they would park their cars in the winter. During the summer they often park boats in the roadway, which we don't allow on Town roads. They also install speed bumps and other things that we don't allow. There would have to be an honest discussion on what the impact on those particular houses would be. Matt said one of his questions was going to be whether we could

proceed in a piecemeal fashion, working toward a goal. John said we think it would make sense. Also, the Town does give these Associations road money. There aren't many that still get it. It is in our annual operating budget, and perhaps we could increase that by \$5,000-\$10,000 so that they could start making those repairs. He has also mentioned that probably in the next road bond, we are going to be chewing up some roads in that area from the sewer project, because the Farmers' Home Administration would only restore roads to a depth of about two inches. We need to go back in on those roads and do more work. If we take that middle section and try to work toward those end pieces once we've defined the process, while they're in there doing the road bond work we could just keep going. If it makes sense then it would be part of a bonding process. It's a couple of years off before we would have the ability to talk about it. Financially we have the ability to talk about it, but with staff capacity, we just can't. We are overwhelmed with projects right now. We weren't going to even talk about another road bond for at least a year, but he thinks it will be at least two years now. We need a breathing year between.

Jon Hand said he knows in the past there was a document that reviewed all the things that need to be done. Is that being revisited? John said yes, he has asked staff to do that, for review on the Finance Committee side. There are cost impacts. The update will be ready in time for the next Finance Committee meeting. Once that is done, we hope to get the two pieces back in line for the end of May. Then if we come to some level of agreement, the Council could start talking about it in June. Jon said he also thought there was a leadership change in their association. Julie Blanchard said yes, more than once. Jon said perhaps that could be a good thing, but it IS something to keep in mind.

The Steering Committee agreed to consider the matter again at their next meeting. John Elsesser will have Rich Roberts move forward with a list of items for consideration, noting that we will be setting aside the issues raised by Attorney Twatchman, which would take up a lot of time and energy. We want to see what we can reasonably work out with the association, while respecting the rights of all the other taxpayers, and other associations who have complied with our policies.

**8. Consideration/possible action: declaration of racism as a public health crisis:**

Matt said we have heard a lot of different opinions from citizens who have written letters about this issue. He personally did a lot of research over the past week and a half, trying to educate himself about what's being asked, and what the different dynamics are in the community. He knows that Jon and Lisa are both in support of a declaration, having stated that relatively early. He wants to hear what they believe is being asked here, in terms of what our responsibilities as representatives of the Town would be if we're declaring a public health crisis, which according to his research, is a little different than a public health emergency which has certain stipulations that go along with it.

Lisa said her sense of what this declaration would do, would be opening the start of a conversation, and setting the stage for the Town as a whole to move forward on things. She thinks it's really important that people are clear that this declaration is not calling anybody racist. It's more an acknowledgment of what people of color experience on a daily basis, as a result of centuries of racism, ill-treatment, being marked, and being marginalized. She thinks what the declaration will do is acknowledge that there is an issue. Even though we don't have a large population of people of color in Coventry, we're not in a bubble. We're a very small state - the entire population of Connecticut can fit inside Los Angeles - but it is something she feels we need to start thinking about as a community, and start acknowledging. Coventry is right next to two big universities that have very large populations of people of color. These folks do come to Coventry to live and work, and as students. What she would like Coventry to be perceived as, is a welcoming community. She saw some really terrible things on social media, and she would like

to think they were written from a point of not understanding the declaration and what is really on the table here. In terms of research, she has also been doing a lot of reading about what's been going on in Connecticut historically. It gets to the heart of this declaration. The red-lining that went on in the twenties and thirties - you can literally see it in Hartford, where there were lines drawn around neighborhoods, which made some neighborhoods more desirable than others. What that did was essentially to push people into undesirable areas based on their race, because they could not get loans. That is a very small component of this whole issue, but she thinks it would be very beneficial for us to make a statement to the larger Connecticut community about this issue. It's a statement of welcome, and says we are willing to think about these things, and talk about them. It's really hard to talk about racial issues, because we all like to think we're not racist, that we're just not like that, but we all have our issues that we struggle with.

Jon Hand agreed that the subject matter is touchy, and nobody wants to say the wrong thing. He feels it is important that we make this declaration, mostly because it focuses on the systems and the structures that have been built up over time. It's not pointed at this person or that person. It's about acknowledging that racism does exist in the systems that have been built up over time. This is our opportunity to say it's 2021, and we're not ok with that. We're going to look inside ourselves, and inside our local governance in the systems and structures that we're part of, and look for areas that people may not have thought of or noticed. We have to investigate our own systems and structures, including housing, employment, zoning, and make sure that we are not part of the problem. We can be part of the solution so that we can be seen as the welcoming community that he feels we are. We need to make it an overt thing by making this statement. We are not in a bubble. He grew up here, and we are a very predominately white community. When he was growing up here, there were maybe two black families, an Asian family, and that was it. Over time we have evolved into a more varied community, but statistics tell the story that it is really not very diverse at this point. Having said that, we have neighboring towns that are very diverse, and those people come here to visit various establishments, and that's a great thing, and we should welcome them here. That's part of our community too. He feels this is very important to do, so that we can put the focus on the systems and structures that have built up over time, so that we maybe we can make some changes to reassure folks that we get it, that there was some stuff built in and we are doing our best to get it out.

Lisa said that the term "systemic racism" is just thrown out there and a lot of people don't understand what that means. That means things like the black codes that were prevalent in the south that prohibited black men from preaching, and if they were caught without special permission, they were arrested or had to pay fines. Things like if they didn't have a job, or couldn't prove they had a job, they were immediately arrested. These things happened. The whole Jim Crow thing, and all of this history worked to bake some things into what we do now, into our policing, and into our health systems. Lack of access to health care is much more of a problem for communities of color. That results in black women having a much higher maternal death rate than white women. The National Institute of Health has done studies about these systemic problems that are affecting the health and well-being of our neighbors.

Matt said he has read a lot of those studies over the last week or so. But it's connecting those things with today, and the here and now, that people are not totally open to looking at. He thinks the way this came about was a demand, and a lot of people stand back and say, "Whoa! What do you want? What is this now that you're asking us to do, or asking us to look at, or asking us to pay for?" He thinks from a conservative standpoint, an argument can be made today, and it's certainly been historically true that the onerous professional licensing requirements that the State has were used to effectively block people, especially minorities, from entering certain workforces or professions in Connecticut. He sees State policies all over the place that he would like to

change to level the playing field. Any place where we can improve equal opportunity is something that we should be striving for. He thinks where there might be a disconnect is when we're using terms like systemic racism, it tends to be a loaded term. He doesn't think a lot of people understand exactly what it means. He thinks for the most part that people believe that structural racism in government is gone, because there have been various laws passed throughout the years. If that's true, unless the definition of structural racism means that any outcome where a race has worse outcomes than another in terms of health and healthcare, it is perhaps beyond the scope of the Town Council. Or where we're talking about forcing outcomes using government, that's a piece he sees a lot of people shying away from, or having concerns with, because hyper-politicization happens and garnering support from certain people is going to be impossible because they don't subscribe to that ideology. He is with them on the root of this. He would like to see it done in a way we can all agree on and that is going to be acceptable.

Julie Blanchard asked that we take some time. Leading up to this, we have all done some research and we should be able to share some of what we've learned and what we're finding. She knows that our Town Manager has spoken with our Town Attorney, who has some ideas on how we should or should not proceed, and what we should or should not include. He even suggested another town's resolution that we could look at. She would ask that our Town Manager share that with them, and that we continue discussing this. She doesn't think we should rush. She doesn't want to forget that over the last six months, we as a Council, and we as a Town, have taken steps to look introspectively. We're working on Affirmative Action. Matt said we have also revamped and re-tasked our Human Rights Commission to look at policies. He thinks that is exactly the right step in the process. It's going to better our policies for all of our residents. He would also like to connect with the Eastern Highlands Health District to find out where they stand. He thinks we can craft something in a way that's not going to turn anyone off. He thinks if we're all working on it, we can come to an agreement.

John Elsesser said that we have a really active Housing Rehab program, which creates a lot of affordable housing. To get those funds through the Community Development Block Grant program, we have to have robust policies in place. The affordable housing is where some of these families are now moving into town, because the housing stock is brought up and then goes on the market and is more affordable and attainable. It has to meet all the Federal Housing Code requirements to be made safe. We've done 300 housing units in town. It's a very active, ongoing program. He wanted to remind people of that. If people are talking about affordable housing, we have done a very aggressive, statewide program to create affordable housing - safe, and code-compliant affordable housing. The market forces take over who moves in, and we have seen a very slow, but steady, increase in that. Secondly, he also wanted to remind people that our Board of Education is starting Open Choice to bring minority students into our classrooms, to break down some of those structural barriers where our high school kids go to college and realize how naive they were about what the world is. We are in a yearlong process of community conversations, and we need to get people more engaged in that. He doesn't want to divert attention away from the process that the Board is already doing. They are getting ready for five or so students to be welcomed as the start of a broadening of the cultural diversity within our school systems, so that our kids don't graduate into a world that's not real. It doesn't mean we can't do multiple things at once, but we have to be careful that we don't disrupt that program. Lisa asked if there is any way to link those programs together. John said we are not getting enough people to participate in that program. If people really want to make a change, this is already underway. We need to figure out a way to market that better. Annemarie Sundgren, our Human Services Administrator, is working with Jeff Spivey at the Board of Education to try and push this, and they're not getting the attendance that they need. If the people who are writing letters want to get involved, there's a vehicle already. It's a starting point, and the Human Rights and Relations

Commission is also supposed to be looking at that. Our Police Department already has written, stated policies in terms of these things. In the data that's been thrown out there, hiring black officers is mentioned, but they didn't bother mentioning that we just hired an Hispanic officer. It's the goal to make our department more reflective. Also, at one point we had a higher ratio of women in our police department than any other. It's not just minorities - it's other disadvantaged groups. He has already shared with the Council how frustrated he is that we tried to bring in a public works maintainer employee and had zero applicants from the minority community. We went to the NAACP in Willimantic, and through the University process, and all the resources we developed through our updated Affirmative Action Plan, and we got zero applicants. He had to introspectively look at that, and he thinks one of the reasons is that we require a commercial driver's license for this job. He thinks that's a barrier, but the reality is, we need it. So what can we do maybe to develop a program that helps people get those licenses so they can get these jobs? We are doing an introspective process to see what we can do to make things better. He thinks a charge from the Council to all of our department heads to look at things internally would be good - and our police chief has already done that - to see if there are things we can do differently. This goes beyond Affirmative Action in hiring. We may need to build an applicant pool, and maybe do interns. He just went through the screening process for his next intern and had some qualified minority candidates, but they all wanted to be elected officials, and that's not who he is. He will offer to stay in touch with them, but he found someone who is doing the type of work that we have scheduled. He got his top choice, but he feels guilty about it. He had 17 applicants and brought in five for interviews. Three were minorities, but they wanted to be mayors in larger cities and he is a small-town administrator. Lisa said she is wondering if we wind up doing this declaration, in whatever shape that takes, if that would help him in that. If it would put the welcome mat out, not just to residents, but to people who want to work for the Town. Matt said that goes back to what we would call this, because if we're declaring a racial health crisis in our town, and they see that, then maybe they would be even less likely to look at Coventry.

John said in terms of racism in zoning, there certainly historically has been some. He doesn't think there is in our town. A lot of the things they're talking about on a statewide basis, like accessory dwelling by right, we already have that. Our limits here are really water and sewer. If you want to build more affordable housing, you have to have density, and our soils are horrible. What have we been doing for the last few years? Fighting with CT DEEP to allow more sewers, and we can't get them. We're doing the noble fight. He will say that historically going way back when a project called DEVCO was going on, he thinks there were some racial issues with that. We have to be honest and introspective, because a lot of that was going to de-densify some of the urban areas in the cities. DEVCO withdrew and depending on who you ask, that was either going to pass or lose by just one vote. It was that close to happening in our town, and it was an amazing plan when you actually look at it - new schools, sewers, commercial properties - a whole new community. He has read the newspaper clips and the comments, and clearly there was a racial opposition to that. He hasn't seen it in his 30 years in other subdivisions in town. Jon Hand asked what year that was. John said he thinks it was the late 70s. Jon said he just wanted to put some historical perspective on it. It's very easy to put on our 2021 glasses and scoff about things that happened in the 50s or 60s. The world has changed since then, in terms of perceptions. Lisa said she has a related question: she seems to recall that at some point there was some kind of ordinance or zoning regulation that said all new construction had to be on a certain size plot of land - it was two acres, she thinks. That right there can be problematic, if what you are saying is that is the only development you can do. John said we have a lot of areas of two acre zoning, but we have it in clusters. You can actually build houses closer together, and then we have set asides which are usually for wetlands or conservation areas. The whole town doesn't have two acre zoning. But the reality is before we went to that, the average lot was almost two acres anyway, because of the separating distances for wells and septic systems. We don't have minimum

housing sizes, or a lot of those type of things. With our soils, up in this area, up Talcott Hill and so forth, it's still one acre zoning. We \$500,000 houses on one-acre lots in some developments. It just goes to show you that acreage doesn't necessarily reflect housing prices. Lisa said but it can. It can also send a message. John said when you look at our density around the lake, those are quarter acre lots. Those are the places where it's already built, and a lot of people are tearing down places a putting up larger homes. There is a place where they took two quarter acre lots and are putting up a \$900,000 house right now. The market forces are well beyond our control. It would be naive to think that the Town is going to control that, but the issue there is, you've got sewers, so it works. That's our whole point: if you can solve either the water or the sewer issue, you can make housing more dense, and work.

Lisa said when you're talking about systemic racism, or racism in housing, you're not necessarily talking about putting housing projects up. She thinks that's a really bad take on it. John said he is not talking about projects. Lisa said she thinks it's more of a perception thing. She remembers when she heard about this two acre zoning, she thought they don't want more housing like the houses around the lake. They want bigger houses. That was just her perception as a new town resident, and it was 30 years ago. That's what most average people know. They don't know all the minutia about the soils and the wells and everything else, and why this two acre zoning exists. Unless you're in a family of builders, you don't really get all of that. She was seeing in a discussion on Facebook that people are saying we're going to put up housing projects here. There's a lot of coded comments, like "we're going to get people from Hartford here", which is a gross statement to make.

Matt said he wouldn't defend that, but he thinks what they're probably most concerned about is their property values, if there are going to be lower-income housing or lots, or things like that, then they may be affected. Lisa said that is exactly what her point is. To make that assumption, that if you're going to put in affordable housing, and people of color are going to move into it because all people of color are poor (she said she is being sarcastic here), then your property values are going to drop, that's where her issue is. Just because you have affordable housing near you does not necessarily mean your property values are going to tank. John said some of our more affordable projects are exactly what we did - we increased the density to make it more affordable. For example, Kenyon Falls: those are \$200,000 units - is that affordable? Our Senior Housing Committee is looking at trying to build affordable senior housing, and they're coming up with a price of \$300,000. That's not affordable to him. Lisa said that's not affordable to her, either. Jon agreed. John said the prices are the prices, and the only way to get the price down is to either build more units per acre, which needs water or sewer or both. Then you are probably also going to need some grant subsidies, to really drive it down to a market where they are affordable or attainable. In reality, our housing stock in town is affordable. Our median household value is way below the State average. In the 60s when we really grew and built a lot of ranches and raised ranches, those are still \$200,000. That's cheaper than any new construction is ever going to be.

Matt asked John what he expects the census data will show, in terms of growth. John replied we are growing very slowly, if at all right now. Our school age group is declining, partly because the matrix of a family is changing. It used to be two or three kids, now it's one. Then as they graduate, they move away, that's the other reality. Jon said they don't have an affordable place to buy here. John said that's part of it, but his kids and all their friends want to be in Boston or New York. It's not that they can't afford anything here, it's that they don't want to be here. They want a different lifestyle. Even when they're married with kids, they like being on the cusp of an urban area. We don't offer that. There are a huge number of other things we have to talk about solving. He talked with a black UConn professor, who told him when he came here that he doesn't have any place to get his hair cut. We don't even think about those simple things - to cut black hair is a

whole different art form and style. He said he has to drive into Hartford to get his hair cut. There's no place out in Mansfield that can cut his hair. There are systems that are beyond our control because we don't even understand them. We've got to have those dialogues, but for now, there are certain simple things that aren't welcoming in the community. Do you really want to drive 20 miles to get a haircut?

Lisa said she thinks that circles around nicely to the original point of this. In order to recognize a problem, you have to actually admit there is something going on. Could we be a community that provides more services like that? Who knows? It's a very huge question, and in that regard, she does agree with Julie in that we need to continue this conversation, and we need to look at what other towns are doing. John said we can share the Town of Wethersfield's resolution with everyone, that Duncan Forsyth our Town Attorney recommended. Absolutely it's a process that we have to start, and it may not come to an end, because there's always going to be more information. In his 30-something years here, has he seen racist things happen in Town parks? Yes, and he's had to apologize - make phone calls and track people down and write letters of apology on behalf of the community. They were not Town employees, although in some cases they pretended that they were, or had a certain stature or nature that they were alluding to. The incident we had in Patriots Park last summer or the summer before, where someone pushed a slushy - that was clearly in his opinion - racially based. While the person was wrong to have a dog there, what happened was horrible. Fortunately our police department didn't overreact, when the person was calling for a swat team to be brought in. It was one person against a guy with his girlfriend and kid. Yes, he had a dog in the park. He shouldn't have had a dog in the park. It's not a citizen's role to enforce that. He was looking for an incident. Have we had scenes and things that are wrong? Obviously. The tree farm issue is not going well either. We have selected incidents by selected people, so we should address something, but he thinks how we react is the more important thing. On the tree farm issue, he called the guy, he wrote a letter, he went and met with him to try to say this is not representative of us. The goodness he has seen in people far outweighs these few incidental things, but all it takes is one or two bad incidents to create a reputation, and then that's what maybe discourages people from applying for jobs, or people moving here. The chief and he met a couple of years ago to open dialogues with the resurgent NAACP chapter in Windham. We've talked about trying to do inter-cultural things. He would love to do an inter-cultural activity in our park. We did an inter-cultural thing at one of our spring arts festivals in the Village. We try to bring in art from other communities and bring people in. He thinks there are things like this that we can promote. He thinks this community conversations initiative is heading us right down that path. We've got something already going, let's hop on and keep it moving. Even if that's just the starting point, it's already underway.

Jon said it's relevant. Lisa said it's part of a framework, and how do we create that framework so that it continues? As John said, it probably won't be anything that ever ends. This is a conversation that Americans have been having for hundreds of years now. John said if you go back to the 1700s, we had a higher percentage of blacks living in the community than we do now. He doesn't think that people know we had both slaves and free blacks living in town during the Revolutionary War. This is not a new thing. We have been integrated since our creation.

Matt said he also agrees with Julie that we should certainly keep this going. He is trying to figure out how we can begin the process to put something on paper. Jon said it sounds like we have a template from another town that we might be able to start from. Lisa asked that it be shared so we can mull it over. Matt agreed that would be a good starting point. Jon said we could use it as a jumping-off point and see what we feel is applicable here. John said he can start asking staff to be introspective, and if they see something that we should focus attention on. Jon said that could be



really helpful, those boots on the ground, and people who might notice something is happening. It could be instructive to open doors and find places for us to look.

**9. Adjournment:**

The meeting was adjourned at 8:12 PM on a motion by Jon Hand, seconded by Lisa Conant and unanimously approved.

Respectfully submitted,

Laura Stone  
Town Council Clerk



To Be Reappointed new term to 3/2/2024

Appointed \_\_\_\_\_



STATEMENT OF INTEREST  
IN SERVING ON A  
TOWN BOARD OR COMMISSION

Use this form to apply online to serve on a Town Board of Commission. This helps the Town Council get to know those being considered for an appointment. Candidates are reviewed at the monthly meeting of the Town Council Steering Committee and recommended for appointment at the following full Town Council meeting.

Date: 3/30/2021

First Name: **Cameron Croutch**

Address: **105 Deborah Drive, Coventry, Ct 06238**

Telephone (Day) 860-869-4170 (Evening) 860-869-4170

Email address:

cecrouch@gmail.com

Board or Commission name:

**Energy Conservation/Alternative Energy Advisory Committee  
New term to expire 03/02/2024**

Current members please indicate:

XX  I wish to be reappointed  I do not wish to be reappointed

Prospective members, please answer the following questions.

Where did you hear of this opening?

Channel 191  Website  Word of mouth  Town e-blast  Recruited by  
Committee Member or Town Council  Other: (specify) \_\_\_\_\_

How long have you lived in Coventry? \_\_\_\_\_

Are you a registered voter of Coventry? (Must be a resident elector to serve)

Yes  No

What is your political party affiliation?  Democratic  Republican  Unaffiliated

Other (specify): \_\_\_\_\_

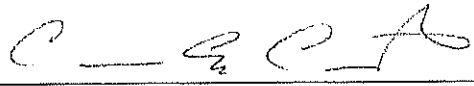
Briefly explain why you are interested in serving on this Board or Commission and what you would like to accomplish.

Please outline other relevant education or experience which would be helpful to the Board or Commission you are requesting:

### Conflict of Interest Statement

In order to promote impartiality of decisions and fairness in the treatment of those having business with the Town of Coventry through its Boards and Commissions, any conflict of interest must be eliminated. Members of any Board or Commission having direct or indirect financial or personal interest in any contract, transaction or decision of that board to commission, or any officer or agent of the Town of Coventry, shall disclose that interest to said Board or Commission and disqualify themselves from any awarding, assignment or discussion of any contract, transaction, or decision regarding their personal interests.

By signing below, I certify that the information I have provided on this form is true and accurate to the best of my knowledge, that I desire appointment to a Board or Commission in Coventry, that I am willing to adhere to the conflict of interest policy stated above, and that I will abide by Council policies for volunteers as detailed in the Volunteer Handbook.

Date: 3/30/2021 Signature: 

### TOWN COMMITTEE ENDORSEMENT: (optional)

The \_\_\_\_\_  
recommends \_\_\_\_\_  
for (re)appointment to \_\_\_\_\_  
Official \_\_\_\_\_ Office \_\_\_\_\_  
Rev. 3/3/2016

**Lori Tollmann**

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**From:** Joshua Gemmell <jgemmell26@gmail.com>  
**Sent:** Monday, April 26, 2021 11:16 AM  
**To:** Lori Tollmann  
**Subject:** [EXTERNAL] Resignation from Coventry Boards and Commissions

Good morning Lori,

As discussed on the phone, I will be moving out of Coventry as of May 7th. I would like this email to serve as my resignation from the Building Code Board of Appeals and the Energy Conservation / Alternative Energy Committee, effective immediately.

I would like to continue to serve on the School Building and Energy Efficiency Committee up until the date which I am no longer a Coventry resident.

Thanks,

Joshua Gemmell

