

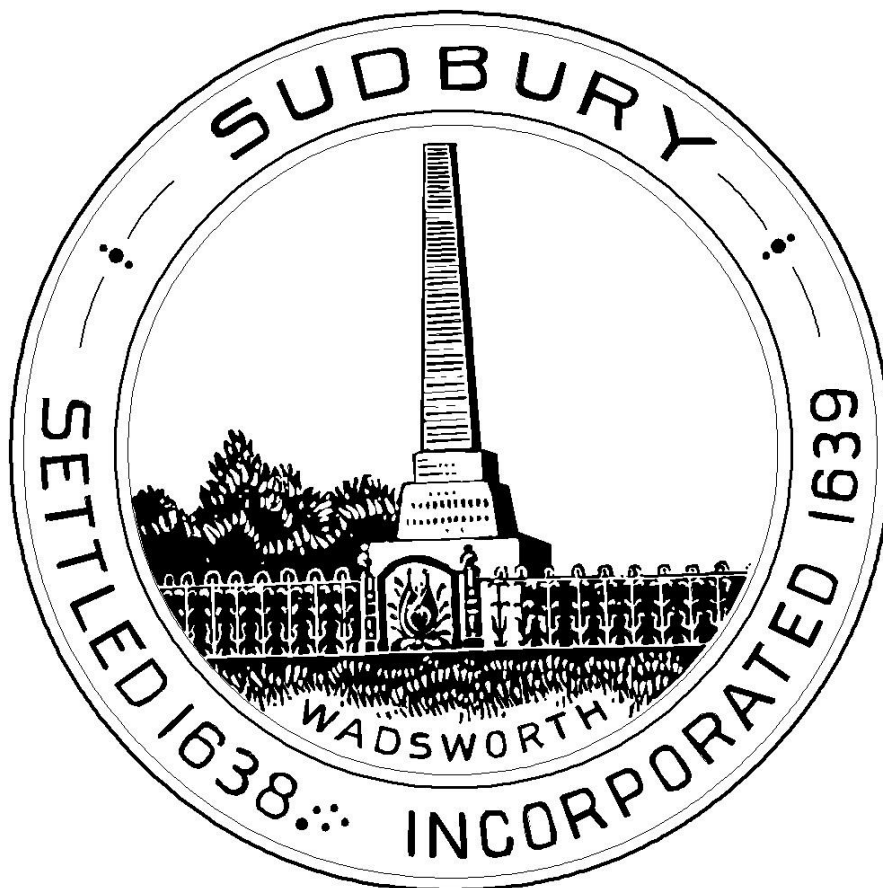
A photograph of an indoor swimming pool with several swimmers in the water. Lane lines are visible, and a digital clock on the left shows 26:10. The pool is surrounded by a wooden deck and blue safety barriers.

2025

TOWN OF SUDBURY

ANNUAL TOWN REPORT

386TH
ANNUAL REPORT
OF THE OFFICIAL BOARDS



SUDBURY, MASSACHUSETTS
YEAR ENDING DECEMBER 31, 2025

TOWN OFFICES DIRECTORY

DPW BUILDING

275 OLD LANCASTER ROAD

BUILDING 978-440-5461
CONSERVATION 978-440-5471
ENGINEERING 978-440-5421
FACILITIES 978-440-5466
HEALTH 978-440-5479
HIGHWAY 978-440-5421
SOCIAL WORKER 978-440-5476

FAIRBANK BUILDING

40 FAIRBANK ROAD

ATKINSON POOL 978-639-3232
PARK & RECREATION 978-639-3242
SENIOR CENTER 978-443-3055
SPS – SCHOOLS 978-443-1058

FLYNN BUILDING

278 OLD SUDBURY ROAD

ACCOUNTING 978-639-3309
ASSESSING 978-639-3393
HUMAN RESOURCES 978-639-3386
PLANNING 978-639-3387
SELECT BOARD 978-639-3381
TECH. ADMINISTRATOR 978-639-3307
TOWN MANAGER 978-639-3381
TREASURER/COLLECTOR 978-639-3376

TOWN HALL

322 CONCORD ROAD

TOWN CLERK 978-639-3351
VETERANS AGENT 978-639-3357

OTHER LOCATIONS

DOG OFFICER 978-639-3361
KENNEL IN MAYNARD, MA

FIRE DEPARTMENT 978-440-5301
FIRE DEPARTMENT HEADQUARTERS
77 HUDSON ROAD

GOODNOW LIBRARY 978-443-1035
21 CONCORD ROAD

L-S REGIONAL H.S. 978-443-9961
390 LINCOLN ROAD

POLICE DEPARTMENT 978-443-1042
POLICE DEPARTMENT HEADQUARTERS
75 HUDSON ROAD

DEPARTMENT LISTING

ACCOUNTING – FLYNN	PARK & REC - FAIRBANK
ASSESSING – FLYNN	PLANNING - FLYNN
BUILDING -DPW	POOL (ATKINSON) - FAIRBANK
CONSERVATION – DPW	SCHOOLS (SPS) - FAIRBANK
ENGINEERING – DPW	SENIOR CENTER - FAIRBANK
FACILITIES – DPW	SOCIAL WORKER - DPW
HEALTH – DPW	TECHNOLOGY - FLYNN
HIGH SCHOOL – L-SRHS	TOWN CLERK – TOWN HALL
HIGHWAY – DPW	TOWN MANAGER - FLYNN
HUMAN RESOURCES – FLYNN	TREASURER - FLYNN
LIBRARY – GOODNOW	VETERANS – TOWN HALL



SUDBURY AT A GLANCE

ABOUT SUDBURY:

Settled: 1638

Incorporated: 1639

Population: 19,643

Voters: 14,346

Area: 24.7 Square Miles

Government: Select Board/Town Manager with open Town Meeting

PUBLIC SAFETY:

Full-Time Fire Department

Headquarters: 77 Hudson Road
EMT, Paramedics, 3 Stations

Full-Time Police Department

Headquarters: 75 Hudson Road

CULTURE & RECREATION:

Goodnow Library

Member of the Minuteman Library Network

Park & Recreation:

CAPRA-accredited program.

Locations include: Atkinson Pool, Fairbank Community Center, Davis Field, Featherland Park, Feeley Field, Cutting Field, Haskell Recreation Area, Lyons Pride/SMILE playground

FY 2025 BUDGET:

Department Expenditures:	\$99,068,838
Debt, Employee Benefits, OPEB:	\$22,536,184
Capital Operating:	\$1,578,697
Total Budget	\$123,183,719

TAX RATE:

FY2025: Residential: \$14.64

Commercial/Indust./Personal Property: \$21.04

FY2024: Residential: \$14.61

Commercial/Indust./Personal Property: \$21.16

FY2023: Residential: \$15.77

Commercial/Indust./Personal Property: \$20.23

SCHOOLS:

Elementary Schools (4):

- General John Nixon Elementary School
- Israel Loring Elementary School
- Josiah Haynes Elementary School
- Peter Noyes Elementary School

Curtis Middle School

Lincoln-Sudbury Regional High School

2025 ELECTED OFFICIALS

UNITED STATES OF AMERICA

President: Donald J. Trump

Vice-President: JD Vance

Senator: Elizabeth A. Warren

Senator: Edward J. Markey

Representative (5th Congressional District):
Katherine Clark

ASSESSORS, BOARD OF

Joshua M. Fox	2027
Trevor A. Haydon	2028
Liam J. Vesley	2026

GOODNOW LIBRARY TRUSTEES

Jill K. Caseria	2028
Katina Fontes	2028
Eriko T. Frank	2027
Ingrid J. Mayyasi	2026
Megan Kelley	2027
Elizabeth M. Iwasaki	2026

HEALTH, BOARD OF

Carol Bradford	2028
Linda Marie Huet-Clayton	2027
Susan R. Sama	2026

LINCOLN-SUDBURY REGIONAL SCHOOL COMMITTEE DISTRICT

Catherine Bitter (Lincoln)	2027
Maura Carty	2027
Lucy M. Maulsby (Lincoln)	2026
Charles I. Morton IV	2028
John J. Ryan, Jr.	2028
Ravi Simon	2026

MODERATOR

Catharine Blake	2028
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PARK & RECREATION COMMISSION

William Atkeson	2028
Robert C. Beagan	2027
Benjamin Carmel	2026
Laurie Eliason	2027
Mara Huston	2028

COMMONWEALTH OF MASSACHUSETTS:

Governor: Maura Healey

Lieutenant Governor: Kim Driscoll

Secretary of State: William F. Galvin

**Senator in General Court (Middlesex &
Worcester):** James D. Eldridge

**Representative in General Court (13th
Middlesex District):** Carmine Gentile

Attorney General: Andrea Joy Campbell

Auditor: Diana DiZoglio

Clerk Magistrate Middlesex Superior Court:

Michael A. Sullivan

Councillor 3rd District: Mara Dolan

District Attorney Northern District: Marian T.
Ryan

Middlesex Register of Deeds: Maria C.
Curtatone

Middlesex Sheriff: Peter J. Koutoujian

Middlesex Register of Probate: Tara E.
DiCristofaro

Treasurer: Deborah B. Goldberg

PLANNING BOARD

Stephen Garvin	2027
Kirsten Roopenian	2028
Anuraj Shah	2028
John Sugrue	2027
Julie Zelmeyer Perlman	2026

SELECT BOARD

Daniel E. Carty	2027
Janie W. Dretler	2027
Radha R. Gargeya	2028
Lisa V. Kouchakdjian	2028
Charles G. Russo	2026

SUDBURY HOUSING AUTHORITY

Sherrill P. Cline	2029
Amy Lepak (State Appointee)	2029
Frank W. Riepe	2028
Steven J. Swanger	2027
Tatiana Vitvitsky	2026

SUDBURY SCHOOL COMMITTEE

Nicole Burnard	2026
Julie Durgin-Sicree	2026
Karyn Jones	2027
Jessica A. McCready	2028
Elizabeth Sues	2027

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ADMINISTRATION

SELECT BOARD & TOWN MANAGER

The past year saw continued progress on many endeavors for the Select Board and Town Manager.

The March 2025 Annual Town Election saw the reelection of Lisa Kouchakdjian and the election of Radha Gargeya to the Select Board. After the conclusion of the Annual Town Meeting the Board elected Lisa Kouchakdjian as Chair and Janie Dretler as Vice Chair.

Two Town Meetings were held in 2025. The Annual Town Meeting convened on May 5. Following the prior year's efforts to improve efficiency, the Board and the Moderator continued to make greater use of the consent calendar which groups together warrant articles that generally elicit little controversy or debate. Fifty-six articles were on the Annual Town Meeting warrant and several were indefinitely postponed. Town Meeting adjourned after three nights.

A Special Town Meeting was held on December 1, 2025. This was necessitated by the need to appropriate funds for the replacement of roofs at the Nixon and Haynes elementary schools. Both schools were admitted into the Massachusetts School Building Association's (MSBA) Accelerated Repair Program. The MSBA is reimbursing 41.32% of the costs associated with the roof replacements. The roof projects were approved and a Special Town Election approved debt exclusions for each, allowing the Town to tax beyond the limits of Proposition 2 ½. There were nine articles on the Special Town Meeting warrant.

The Bruce Freeman Rail Trail (BFRT) from the Concord town line to the Diamond at the intersection of the Mass. Central and Bruce Freeman rail trails is largely complete.

Select Board

Lisa Kouchakdjian, Chair



Janie W. Dretler, Vice Chair



Daniel E. Carty, Member



Select Board

Radha R. Gargeya, Member



Charles G. Russo, Member



The Massachusetts Department of Transportation (MassDOT) and its contractor continue to work through punch list items. The next phase of the BFRT, from the Diamond to the Framingham line, is in design and has been approved for State and Federal funding. Construction is several years away. With the conclusion of the Eversource underground transmission project, the former MBTA railroad right of way was redeveloped as the Mass. Central Rail Trail. This is a Mass. Department of Conservation & Recreation (DCR) project running from the Eversource substation near the Wayland town line to the Hudson substation. The project is substantially complete.

The Select Board's Policies & Procedures Subcommittee made significant progress reviewing and updating the Board's policies. Numerous dated and unnecessary policies were rescinded. The Policy webpage is more accurate than it has been in many years. The Subcommittee is made up of Lisa Kouchakdjian and Dan Carty, with Town Manager Andy Sheehan providing support.

The Board was happy to support several community events during 2025. These included Locally Grown Sudbury, Pride Day, the Independence Day Parade, and the Holiday Village. These events are well received by residents and have proven to be a nice way to bring the community together. A number of events related to the 250th anniversary of Patriots

Day and the start of the American War of Independence were also held. These were spearheaded by the Sudbury 250 Committee.

Significant progress was made in the area of financial management. The Board adopted several financial management policies, began a review of the Financial Policies Manual, and is proposing a special purpose stabilization fund for vocational education. The Town unveiled a 15-year capital improvement plan. This collected and itemized all capital projects for the Town, Sudbury Public Schools, and Lincoln Sudbury School District. It is an important financial planning effort that will help decision makers plan for the replacement and repair of capital assets. It will be updated annually.

ADMINISTRATION

The Town completed a Route 20 Corridor Study that will kick-off redevelopment and economic revitalization of this important transportation and commercial corridor. The Board approved the Housing Production Plan, which detailed a vision for the future of the town's housing and to address housing needs. The Board thanks the many board and committee members and volunteers that contribute their time and knowledge. Thank you also to SudburyTV for documenting so many public meetings and events and providing robust access. Thank you to all the committed and talented Town staff for delivering exceptional service to residents on a daily basis. Finally, thank you to the residents, businesses, and non-profits



Andrew Sheehan
Town Manager since 2023

who contribute so much to making Sudbury such a wonderful and rich community. We look forward to the many accomplishments we will embrace in the year ahead.



**REPRESENTATIVE GENTILE PRESENTS
FORMER SELECT BOARD MEMBER JENNIFER
ROBERTS WITH A CITATION FOR HER
SERVICE, WHICH CONCLUDED AT THE END
OF ANNUAL TOWN MEETING**



**SELECT BOARD MEMBER RADHA GARGEYA,
ELECTED AT THE 2025 ANNUAL ELECTION, WITH
ACTORS AT THE JULY 4TH PARADE**

TOWN CLERK

TOWN CLERK

BETH R. KLEIN



As your Town Clerk and Sudbury's Chief Election Official, the Town Clerk's office is responsible for ensuring that all elections and Town Meetings are conducted in full compliance with Federal, State, and local by-laws. Every vote taken at our elections and Town Meetings is carefully recorded, certified, and submitted to the appropriate State agencies. We also maintain the official record of Town Proceedings and update and certify the Town Bylaws each year.

In 2025, Sudbury held two Elections and two Town Meetings: the Annual Town Election on March 31, a Special Town Election on December 16, the Annual Town Meeting on May 1, 2 and 3 and a Special Town Meeting on December 1st. These events rely on the dedication of our election workers, and we extend our heartfelt thanks to each of them. Their commitment ensures that vote-by-mail, early voting, election Day, and Town Meeting all run smoothly for our community. We were also pleased to welcome our new staff member this year, Jessica Burns.

Between elections, the Town Clerk's Office provides a wide range of services to residents. We issue marriage licenses, maintain and provide certified vital records, and—as Sudbury's Burial Agent—issue burial permits. Our office also issues dog licenses; processes Doing Business As (DBA) certificates and raffle permits; posts official meeting notices; maintains oaths of office for elected and appointed officials; and tracks compliance with State requirements such as the Open Meeting Law, Ethics

Training, and Conflict of Interest filings. We continue to update procedural manuals, maintain road files, and record Planning Board and Zoning Board of Appeals decisions.

Residents continue to make strong use of our online services. Nearly 3,000 dog licenses were issued in 2025, with more than half of renewals completed online. Over 50% of vital record requests were also submitted electronically, helping us serve residents more efficiently.

Our records management efforts also continue to expand. We are actively scanning and posting additional documents to the Town Clerk's website, including Town Meeting

Proceedings and historic bylaws—resources frequently requested by residents. Staff regularly attend trainings to stay current on election law, open meeting requirements, and public records standards. We also work to keep our webpage up to date so residents can easily find accurate and timely information. This year marked the first full year that the Town Bylaws have been available in a fully searchable online format for both staff and the public.

The Town Clerk's Office remains committed to serving Sudbury residents with professionalism, courtesy, and efficiency.

Respectfully submitted,

A handwritten signature in black ink that reads "Beth R. Klein". The signature is written in a cursive, flowing style.

Beth R. Klein, Sudbury Town Clerk

Town Clerk Statistics

Certified Vital Records and Burial Permits Issued	1483
Marriage Intentions Issued	46
Business Certificates Issued	137
Returned and Entered Yearly Census	5268
Number of Processed and New Registered Voters	622
Official Voter Population	14,467
Official Population	18,909
Licensed Dogs/Kennels	2954/9
Number of Absentee Ballots/Mail in Ballots Processed	1650
Number of Meetings Posted	792
Certificates of Residency	6
Oaths Administered	129
Number of Ethics Summary and Trainings Recorded	539
Number of Open meeting Law Certificates Recorded	313
Number of In- Person Early Voters	N/A

Town Clerk Financial Report

Town Clerk Fees	\$27,833
Miscellaneous (Non-dog Bylaw Violations)	\$900
Dog Licenses and Kennels	\$43,831
Dog Late Fees and Bylaw Violations	<u>\$19,090</u>
Total Revenue	\$91,654

ADMINISTRATION

Summary of 2025 Elections & Meetings

DATE	ELECTION	TURNOUT	ELIGIBLE VOTERS
March 25, 2025	Annual Town Election	17%	14,214
Dec. 16, 2025	Special town Election	6.2%	14,467
May 1, 2025	Annual Town Meeting	300	14,292
December 1, 2025	Special Town Meeting	171	14,462

Photos from the Election Workers
Appreciation Breakfast



2025 Annual Town Meeting Vote Summary*May 1 and 2, 2025***IN MEMORIAM RESOLUTION**

Moderator declared unanimously resolved that the Town of Sudbury extend its heartfelt sympathy to the families of these persons and recognize their service and dedication to the community:

JUNE FIGLEY ALLEN (1925-2024), RICHARD FERGUSON BROOKS (1934-2023), MORTON LEE BROND (1935-2024), RICHARD H. DAVISON (1938-2024), JOYCE DUVALL (1952-2024), JOHN E. FRAIZE, SR. (1937-2023), MARYELLEN GALLAGHER (1939-2024), ANN M. JOHNSON (1931-2024), BETSY JANE JOSEPH (1971-2024), EDWARD V. KREUTZ (1953-2024), HALE LAMONT-HAVERS (1934-2024), CAROLYN LEE (1947-2024), RONALD B. MCCLANAHAN (1961-2024), JEAN H. MUGFORD (1933-2024), MARY A. PINTO (1924-2024), DR. JOSEPH MASON PROUD, JR. (1930-2024), JOAN SCHOW (1934-2024), ALICE HUNTINGTON VANNERSON.

ARTICLE 1. HEAR REPORTS

Moderator declared voted by more than a majority to accept the reports of the Town boards, commissions, officers and committees as printed in the 2024 Town Report or as otherwise presented, subject to the correction of errors, if any, where found.

ARTICLE 2. FY25 BUDGET ADJUSTMENTS

Moderator declared voted by more than a majority to indefinitely postpone Article 2.

ARTICLE 3. FY26 BUDGET**BUDGET LIMITING MOTION**

Moderator declared voted by more than a majority that the amount appropriated under the Fiscal Year 2024 budget not exceed the sum of \$126,040,721

ARTICLE 3. FY26 MAIN BUDGET MOTION

Moderator declared voted by more than a majority to appropriate \$126,040 set forth in the column "FY26 Recommended" for Fiscal Year 2026 as printed in the warrant. Said sums to be raised by taxation, except that the following items to be

raised and designated, by transfer from available fund balances and interfund transfers:

to transfer from Ambulance Reserve for Appropriation Account to item 200: Public Safety, \$660,000; to transfer from Solar Revolving Account to item 100: General Government \$35,000; And to authorize the Town Manager to transfer, within the FY26 budget, \$1,625,865 from item 900: Employee Benefits (Town and SPS) and \$650,000 from item 1000: OPEB Trust Contribution (Town and SPS) to the OPEB Trust established to meet expenses for post-employment health and life insurance benefits for eligible retirees and to expend such funds for that purpose; and further, to authorize multi-year contracts in excess of three years by renewal, extension, or purchase options in accordance with the provisions of Massachusetts General Laws chapter 30B, section 12 upon determination by the Chief Procurement Officer to be the most advantageous option.

ARTICLE 4. FY26 CAPITAL BUDGET

Moderator declared voted by more than a majority to appropriate the sum of \$1,219,400 for the purchase or acquisition of capital items including but not limited to capital equipment, construction, engineering, design, and renovation to buildings, including equipping of vehicles and all incidental and related expenses for projects; with the sum of \$1,219,400 to be raised by taxation; and to authorize the Town Manager to allocate funds as needed between the underlying departments as shown in the following chart:

Operating Capital Budget	FY26 Recommended
Sudbury Public Schools	\$410,000
Information Systems	179,800
Fire	138,100
Public Works	236,500
Conservation	50,000
Health	50,000
Combined Facilities	<u>155,000</u>
Total Operating Capital Budget	\$1,219,400

ARTICLE 5. FY26 TRANSFER STATION ENTERPRISE FUND BUDGET

Moderator declared voted by more than a majority to appropriate the sum of \$327,915 for the Transfer Station Enterprise Fund for FY26, and further to authorize use of an additional \$18,955 for indirect costs; such sums to be raised from \$314,870 in FY26 receipts of the Enterprise and \$32,000 from Retained Earnings, as set forth in the article.

ARTICLE 6. FY26 POOL ENTERPRISE FUND BUDGET

Moderator declared voted by more than a majority to appropriate the sum of \$498,434 for the Pool Enterprise Fund for FY26, and further to authorize use of an additional \$48,600 for indirect costs; said sums to be raised from \$407,034 in FY26 receipts of the Enterprise and \$140,000 from Enterprise Fund retained earnings, as set forth in the article.

ARTICLE 7. FY26 RECREATION FIELD MAINTENANCE ENTERPRISE FUND BUDGET

Moderator declared voted by more than a majority to appropriate the sum of \$211,837 for the Recreation Field Maintenance Enterprise Fund for FY26, and further to authorize use of an additional \$30,240 for indirect costs; and further authorize the transfer of \$10,500 to the Turf Stabilization Fund; said sums to be raised from \$210,577 in FY26 receipts of the Enterprise and \$42,000 from retained earnings, as set forth in the article. .

ARTICLE 8. SNOW AND ICE TRANSFER

Moderator declared voted by more than a majority in the words of the article with the sum of \$550,000 to be transferred from Free Cash, for the purpose of funding the Fiscal Year 2025 Snow and Ice deficit.

ARTICLE 9. UNPAID BILLS

Moderator declared voted by more than a majority to Indefinitely Postpone Article 9.

ARTICLE 10. CHAPTER 90 HIGHWAY FUNDING

Moderator declared voted by more than a majority to authorize the Town Manager to accept and to enter into a contract for the expenditure of any funds allotted or to be allotted by the Commonwealth for the construction, reconstruction and maintenance

projects of Town ways pursuant to Chapter 90 funding; and to authorize the Treasurer to borrow such amounts in anticipation of reimbursement by the Commonwealth.

ARTICLE 11. FY26 REVOLVING FUND LIMITS

Moderator declared voted by more than a majority to establish the FY25 spending limits for the use of revolving funds under M.G.L. c.44, s.53E ½, by the following departments of the Town, in accordance with each fund as set forth in General Bylaw Chapter 25, Section 25-5 Limitation on expenditures as set forth in the warrant.

ARTICLE 12. FY26 STABILIZATION FUND

Moderator declared voted by more than a majority to transfer from Free Cash, the sum of \$400,000, to be added to the Stabilization Fund established under Article 12, of the October 7, 1982 Special Town Meeting, pursuant to General Laws Chapter 40, Section 5B

ARTICLE 13. CAPITAL STABILIZATION FUND

Moderator declared voted by more than a majority to transfer from Free Cash, the sum of \$700,000, to be added to the Capital Stabilization Fund established under Article 13 of the 2018 Annual Town Meeting.

ARTICLE 14. FY25 POOL ENTERPRISE FUND BUDGET ADJUSTMENT

Moderator declared voted by more than a majority to increase the FY25 Pool Enterprise Fund Budget by \$25,000, with said amount being transferred from Pool Enterprise Retained earnings.

ARTICLE 15. CREATE PENSION STABILIZATION FUND

Moderator declared voted to create a Pension Stabilization Fund as printed in the warrant, with said amount of \$175,000 being transferred from Free Cash.

ARTICLE 16. ACCRUED LEAVE FUND

Moderator declared voted by more than a majority to create an Accrued Leave Fund as printed in the warrant, with said amount of \$25,000 being transferred from Free Cash.

ARTICLE 17. ESTABLISHMENT OF A FAIRBANK COMMUNITY CENTER REVOLVING FUND

Moderator declared voted by more than a majority to amend Article II s.25-4 (Adopted as Art. XXXIII of the General Bylaws) and authorize the establishment of a new revolving fund for fiscal year 2026 and subsequent years, to be known as the “Fairbank Community Center Revolving Fund” to be used for the purposes of expenses related to the rental of the building rental of the Fairbank Community Center, and by inserting the following text into the list and description of revolving funds as set forth in Article II, s. 25-4.

Expenditures from the fund shall be authorized by the Town Manager and shall not exceed an annual limit of \$75,000 as established by Town Meeting.

ARTICLE 18. ESTABLISHMENT OF A PUBLIC HEALTH REVOLVING FUND

Moderator declared voted by more than a majority to amend Article II s.25-4 (Adopted as Art. XXXIII of the General Bylaws) and authorize the establishment of a new revolving fund for fiscal year 2026 and subsequent years, to be known as the “Public Health Revolving Fund,” to be used for the purposes of emergency public health preparedness and public health programming including but not limited to immediate public health emergency responses, community outreach activities, capacity-building initiatives, wellness programs, and other public health activities that promote and protect the health and well-being of the Town’s residents, and by inserting the following text into the list and description of revolving funds as set forth in Article II, s. 25-4. Expenditures from the fund shall be authorized by the Health Director and shall not exceed an annual limit of \$50,000 as established by Town Meeting.

ARTICLE 19. ESTABLISHMENT OF AN ELECTRIC VEHICLE CHARGING STATION REVOLVING FUND

Moderator declared voted by more than a majority to see if the Town will vote to amend [Article II s. 25-4](#) (Adopted as Art. XXXIII of the General Bylaws) and authorize the establishment of a new revolving fund for fiscal year 2026 and subsequent years, to be known as the “Electric Vehicle (EV) Charging Station Revolving Fund,” to be used for the purposes in connection with the operation of town equipment, programs or activities that generate fees, charges, or other receipts to support all or some of the expenses for the Electric Vehicle Charging Stations, and by inserting the following text into the list and description of revolving funds as set forth in Article II. s. 25-4.

Expenditures from the fund shall be authorized by the Facilities Director and shall not exceed an annual limit of \$150,000 as established by Town Meeting.

ARTICLE 20. TRAILSIDE CIRCLE & BRIDLE PATH – RELEASE OF EASEMENT

Moderator declared voted by more than a majority to authorize the Select Board to release, terminate, and extinguish any and all rights the Town has in that certain 20-foot wide pedestrian access easement shown on a Plan of Land dated May 19, 1986, recorded in the Middlesex South District Registry of Deeds as Plan Number 1426 of 1986, and in Book 17488, Page 75, as reserved in a Quitclaim Deed recorded in said Registry in Book 83551, Page 110, and as granted to the Town and recorded in said Registry in Book 17488, Page 122;

ARTICLE 21. ACCEPT M.G.L. CH. 200A, SEC. 9A DISPOSITION OF ABANDONED FUNDS

Moderator declared voted by more than a majority to accept the provisions of M.G.L., Chapter 200A, Section 9A, Disposition of abandoned funds by city or town, as set forth in the warrant.

ARTICLE 22. ADOPTION OF M.G.L. CH. 59, SEC. 5, CLAUSE 22I COST-OF-LIVING ADJUSTMENT FOR VETERANS' REAL PROPERTY TAX ABATEMENT

Moderator declared voted by more than a majority to accept the provisions of General Laws Chapter 59, Section 5, Clause 22I as enacted by Chapter 178 of the Acts of 2024, which authorizes an increase in the amount of abatement granted pursuant to General Laws Chapter 59, Section 5, Clause 22, clause 22A, Clause 22B, Clause 22C, Clause 22E and Clause 22F by an amount equal to the increase in the cost of living as determined by the U.S. Department of Labor, Bureau of Labor Statistics, Consumer Price Index (CPI) for such year as determined by the Commissioner of Revenue, to be effective for applicable exemptions granted for any fiscal year beginning on or after July 1, 2025.

ARTICLE 23. AMEND GENERAL BYLAWS CH. 5, ART. II, SECTIONS 5-3 AND 5-5, FINANCE COMMITTEE

Moderator declared voted by more than two-thirds to amend Chapter 5, Article II, s.5-3, of the General Bylaws, as printed in the Warrant.

ARTICLE 24. AMEND GENERAL BYLAWS CH. 11 CAPITAL PLANNING

Moderator declared voted by more than a majority to indefinitely postpone Article 24.

ARTICLE 25. AMEND GENERAL BYLAWS CH. 68, SEC. 68-2 ANNUAL BUSINESS MEETINGS

Moderator declared voted by more than a majority to amend General Bylaw, Chapter 68, Section 68-2, Annual Business Meeting, as printed in the Warrant.

ARTICLE 26. AMEND GENERAL BYLAWS CH. 170, SEC. 170-2 WEIGHTS & MEASURES FEES

Moderator declared voted by more than a majority to amend General Bylaw Chapter 170, Section 170-2, Sealing weights and measures, by amending certain fees charged by the Town for the sealing of weighing or measuring devices, as printed in the Warrant.

ARTICLE 27. AMEND GENERAL BYLAW CH. 129, SEC. 129-3, THE STRETCH ENERGY CODE, TO ADOPT THE STRETCH ENERGY CODE AND THE SPECIALIZED STRETCH ENERGY CODE

Moderator declared voted by more than a majority to amend Chapter 129, section 129-3 of the General Bylaws, entitled State Building Code; Stretch Energy Code for the purpose of regulating the design and construction of buildings for the effective use of energy and reduction of greenhouse gas emission, pursuant to the entirety of 225 CMR 22 and 23, including Appendices RC and CC, including future editions, amendments, or modifications thereto, with an effective date of September 1st, 2025 by deleting the existing text and title in its entirety and inserting in its place the following: §129-3 State Building Code: Stretch Energy Code and Specialized Energy Code. The State Building Code is incorporated herein by reference as found in 225 CMR 22 and 23, including Appendices RC and CC, the Specialized Energy Code”, a copy of which is on file with the Town Clerk.

ARTICLE 28. AMEND ZONING BYLAWS SECTION 5500 ACCESSORY DWELLING UNITS IN RESIDENCE DISTRICTS AND SECTION 7110 DEFINITIONS AND WORD USAGE

Moderator declared voted by more than a majority to amend the Zoning Bylaw Section 7110 Definitions to add a definition of Accessory Dwelling Unit and Section 5500 Accessory Dwelling Units in Residence Districts by deleting the entirety of Section 5500 and replacing it with a new Section 5500.

ARTICLE 29. PURCHASE OF FIRE ENGINE

Moderator declared voted by more than a majority to appropriate \$725,000 for the purchase of a Fire Engine/Pumper as printed in the warrant, with said amount being transferred from Free Cash.

ARTICLE 30. AMBULANCE REPLACEMENT

Moderator declared voted by more than two-thirds to appropriate \$500,000 to be expended under the direction of the Town Manager, to pay costs of purchasing and equipping an ambulance, including the payment of all other costs incidental and related thereto, and that to meet this appropriation, the Treasurer, with the approval of the Select Board, is authorized to borrow said amount under and pursuant to G.L. c. 44, §7(1) or any other enabling authority, and to issue bonds or notes of the Town therefor.

ARTICLE 31. ROADS, CULVERTS, DRAINAGE, CONSULTANTS & CONSTRUCTION

Moderator declared voted by more than a majority to appropriate \$950,000 for town wide (various locations) roads, culverts, and drains, repair, maintenance, replacement and construction, including all appurtenances thereto, and consultants necessary, with said amount being transferred from Free Cash.

ARTICLE 32. DUMP TRUCK WITH PLOW & SPREADER

Moderator declared voted by more than a majority as printed in the Warrant to appropriate the sum of \$146,000 to be transferred from Free Cash, for the purchase or acquisition and equipping of a new dump truck with plow and spreader for the Department of Public Works.

ARTICLE 33. 6-WHEEL DUMP TRUCK WITH SLIDE-IN SANDER

Moderator declared voted by more than a majority as printed in the Warrant to appropriate the sum of \$382,000 to be transferred from Free Cash, for the purchase or acquisition and equipping of a new 6-wheel dump truck with a slide-in sander for the Department of Public Works.

ARTICLE 34. ATKINSON POOL RENOVATION: ADDITIONAL FUNDS

Moderator declared voted by more than two-thirds to appropriate \$959,000 to be expended under the direction of the Town Manager, to pay additional costs of replacing the existing roofing system, replacing pool mechanical equipment and associated piping, replacing the dive pool skimmers and associated piping, tile repair and re-grouting at the Atkinson Pool including all incidental and related equipment and expenses, and that to meet this appropriation, the Treasurer, with the approval of the Select Board, is authorized to borrow said amount under and pursuant to G.L. c.

44, §7(1) or any other enabling authority, and to issue bonds or notes of the Town therefor.

ARTICLE 35. DPW EMERGENCY OPERATIONS CENTER COST SHARE

Moderator declared voted by more than a majority to appropriate the sum of \$125,000 for the purpose of designing the repair and/or replacement and equipping of the DPW Emergency Operations Center as printed in the warrant, with said amount being transferred from Free Cash.

ARTICLE 36. SCHOOL CLASSROOM INSTRUCTIONAL EQUIPMENT REPLACEMENT

Moderator declared voted by more than a majority to appropriate the sum of \$100,000 to be raised by taxation, to be expended under the direction of the Sudbury Public School Department for the replacement of School Classroom Instructional Equipment in the Curtis Middle School, Haynes Elementary School, Loring Elementary School, Nixon Elementary School and Noyes Elementary school including incidental and related equipment and expenses associated therewith.

ARTICLE 37. ELA CURRICULUM IMPLEMENTATION

Moderator declared voted by more than a majority to transfer the sum of \$250,720 from Free Cash, for the purpose of implementing Expeditionary Learning, the ELA curriculum program recommended by the Elementary English Language Steering Committee to support the purchase of instructional materials, teacher manuals, student resources, professional development, funding for 6-8 grade study committee, and any other associated costs or expenses related thereto.

ARTICLE 38. HVAC CAPITAL IMPROVEMENT ENGINEERING STUDY

Moderator declared voted by more than a majority to raise and appropriate the sum of \$152,000 to be transferred from Free Cash, to be expended under the direction of the Sudbury Public School Department, to engage in an HVAC existing conditions comprehensive study at all Sudbury elementary and middle schools that will provide conceptual stretch code compliant equipment recommendations, conceptual sustainable/electrification recommendations, and associated cost estimates, as well as future required engineering fee budget estimates.

ARTICLE 39. FIRE ALARM, EMERGENCY LIGHTING AND BI-DIRECTIONAL AMPLIFICATION SYSTEM DESIGN FEES

Moderator declared voted by more than a majority to appropriate the sum of \$190,000 to be transferred from Free Cash, to be expended under the direction of the Sudbury Public School Department, for the purpose of designing and cost estimating the fire alarm and emergency lighting system replacements at the Ephraim Curtis Middle School, Josiah Haynes and Israel Loring Elementary Schools and the design and cost estimating of installing bi-directional amplification systems for Peter Noyes and General John Nixon Elementary Schools.

ARTICLE 40. HAYNES ELEMENTARY ROOF REPLACEMENT AND REPAIR

Moderator declared voted by more than a majority to indefinitely postpone Article 40.

ARTICLE 41. NIXON ELEMENTARY ROOF REPLACEMENT AND REPAIR

Moderator declared voted by more than a majority to indefinitely postpone Article 41.

ARTICLE 42. SUDBURY 250TH COMMITTEE FUNDS

Moderator declared voted by more than a majority to appropriate the sum of \$15,000 to be transferred from Free Cash, to support the Sudbury 250 Committee in commemorating the 250th anniversary of the commencement of the American Revolution, which commemoration will extend not later than September 30, 2026, upon which date said Committee shall be dissolved.

ARTICLE 43. FUNDING OF ACQUISITION OF MBTA BUILDINGS

Moderator declared voted by more than two-thirds to appropriate the sum of \$100, to be transferred from Free Cash, to be expended under the direction of the Town Manager, for the purpose of funding the acquisition of MBTA real property with the buildings and improvements thereon, known as the Section Tool House and South Sudbury Train Station whether by purchase, lease or otherwise.

ARTICLE 44. COMMUNITY PRESERVATION ACT FUND – FAIRBANK COMMUNITY CENTER AND**HASKELL FIELD LANDSCAPE MASTER PLAN**

Moderator declared voted by more than a majority to appropriate the sum of \$500,000 for Open Space and Recreation purposes under the Community Preservation Act, funded by FY26 Estimated Annual Revenue, and then from CPA Fund Balance or reserves, if needed, to create a Landscape Master Plan (LMP) that will provide a broad framework for the long-term development of Haskell Field and the Fairbank Community Center grounds, and will include the installment of a multi-sport court and Pavilion.

ARTICLE 45. COMMUNITY PRESERVATION ACT FUND – RESTORING WATER QUALITY IN HOP BROOK

Moderator declared voted by more than a majority to appropriate \$90,000 for Open Space and Recreation purposes under the Community Preservation Act, funded by FY26 Estimated Annual Revenue, and then from CPA Fund Balance or reserves, if needed, as a grant to the Hop Brook Protection Association for the purpose of remediating/removing water chestnuts and other invasive species from the Hop Brook pond system and to authorize the Select Board to enter into a grant agreement on such terms and conditions as it deems appropriate.

ARTICLE 46. COMMUNITY PRESERVATION ACT FUND – SUDBURY HOUSING AUTHORITY ALLOCATION

Moderator declared voted by more than a majority to indefinitely postpone Article 46.

ARTICLE 47. COMMUNITY PRESERVATION ACT FUND – SUDBURY HOUSING TRUST ALLOCATION

Moderator declared voted by more than a majority to appropriate \$690,000 \$690,000 for community housing purposes under the Community Preservation Act from FY26 CPA Estimated Annual Revenues and then from the CPA Fund Balance or reserves, if needed, to the Sudbury Housing Trust for the acquisition, creation, preservation, and support of community housing as permitted by the Community Preservation Act.

ARTICLE 48. COMMUNITY PRESERVATION ACT FUND – HOSMER HOUSE COLLECTION

Moderator declared voted by more than a majority to appropriate \$119,500 from the category of Historic Resources of the Community Preservation Act, funded from Historic Reserves, and then from FY26 Estimated Annual Revenue, and then from CPA Fund Balance or reserves, if needed, to preserve, protect and catalog the art and other documents in the Hosmer House.

ARTICLE 49. COMMUNITY PRESERVATION ACT FUND – HOSMER HOUSE ENVELOPE & HVAC

Moderator declared voted by more than a majority to appropriate \$640,000 from the category of Historic Resources of the Community Preservation Act, funded from Historic Reserves, and then from FY26 Estimated Annual Revenue, and then from CPA Fund Balance or reserves, if needed, to replace the deteriorated wooden clapboards and trim, any rotten infrastructure, as well as the design and installation of a heating, ventilation & air conditioning system.

ARTICLE 50. COMMUNITY PRESERVATION ACT FUND – HOSMER HOUSE WOODEN ROOF

Moderator declared voted by more than a majority to appropriate \$386,000 from the category of Historic Resources of the Community Preservation Act, funded from Historic Reserves, and then from FY26 Estimated Annual Revenue, and then from CPA Fund Balance or reserves, if needed, to replace the currently failing asphalt roof on the Hosmer House with a historically accurate wooden roof.

ARTICLE 51. COMMUNITY PRESERVATION ACT FUND – REGIONAL HOUSING SERVICES OFFICE (RHSO) MEMBERSHIP FEE

Moderator declared voted by more than a majority to appropriate \$43,000 for Community Housing purposes under the Community Preservation Act, funded from FY26 CPA Estimated Annual Revenue and then from the CPA Fund Balance or reserves, if needed, for the purpose of supporting and creating community housing by funding of the Town's portion of the FY26 Regional Housing Services Office (RHSO) membership fee

ARTICLE 52. COMMUNITY PRESERVATION ACT FUND – REVERSION OF UNSPENT FUNDS

Moderator declared voted by more than a majority to revert the unused funds from appropriations voted at prior Town Meetings for projects that have been completed

and for which no liabilities remain outstanding or unpaid, into the Community Preservation Act general account as follows:

2023 ATM, Article 41 - Sudbury Housing Trust – Nobscot Allocation - \$425,345.85 to be reverted to the category of undesignated.

ARTICLE 53. COMMUNITY PRESERVATION ACT FUND – GENERAL BUDGET AND APPROPRIATIONS

Moderator declared voted by more than a majority to appropriate the sums recommended by the Community Preservation Committee in the following Community Preservation Act budget for FY26 as printed in the Warrant:

\$118,050 Administrative and Operating Cost

\$628,943 Debt Service

ARTICLE 54. CITIZENS PETITION – DECREASE CPA SURCHARGE

Moderator declared defeated to decrease the surcharge imposed under Massachusetts General Law Chapter 44B, otherwise known as the Community Preservation Act, from 3%, as voted by the April 4, 2001 Annual Town Meeting, to 1 ½ %.

ARTICLE 55. CITIZENS PETITION – MEANS TESTED SENIOR TAX EXEMPTION AMENDMENT & SPECIAL ACT

Moderator declared voted by more than a majority to authorize the Select Board to petition the General Court for a Special Act to amend the provisions of Chapter 169 of the Acts of 2012 as amended by Chapter 10 of the Acts of 2016.

ARTICLE 56. CITIZENS PETITION – 10-YEAR PLAN TO FUND & CONSTRUCT WALKWAYS ALONG

SUDBURY'S MAIN THRU ROADS

Moderator declared Article 56 defeated.

Special Town Meeting Vote Summary*December 1, 2025***ARTICLE 1. HAYNES ELEMENTARY ROOF REPLACEMENT AND REPAIR**

Moderator declared voted by more than two-thirds to appropriate the amount of Seven Million Eight-Hundred Twenty-One Thousand Five Hundred Sixty-Three Dollars (\$7,821,563) for the purpose of paying costs of the replacement and repair of the Josiah Haynes Elementary School roof system located at 169 Haynes Road, Sudbury, MA 01776, including the payment of all costs incidental or related thereto, which proposed repair project would materially extend the useful life of the school and preserve an asset that otherwise is capable of supporting the required educational program and for which the Town has applied for a school construction grant from the Massachusetts School Building Authority ("MSBA"),

said amount to be expended under the direction of Sudbury School Committee; and to meet this appropriation the Treasurer, with the approval of the Select Board, is authorized to borrow said amount under M.G.L. Chapter 44, or pursuant to any other enabling authority; the Town acknowledges that the MSBA's grant program is a non-entitlement, discretionary program based on need, and any project costs the Town incurs in excess of any grant that may be approved by and received from the MSBA shall be the sole responsibility of the Town; provided that any appropriation hereunder shall be subject to and contingent upon an affirmative vote of the Town to exempt the amounts required for the payment of interest and principal on said borrowing from the limitations on taxes imposed by M.G.L. 59, Section 21C (Proposition 2½); and that, if invited to collaborate with the MSBA on the proposed repair project, the amount of borrowing authorized pursuant to this vote shall be reduced by any grant amount set forth in the Project Funding Agreement that may be executed between the Town and the MSBA.

ARTICLE_2. NIXON ELEMENTARY ROOF REPLACEMENT AND REPAIR

Moderator declared voted by more than two-thirds To appropriate the amount of Four Million Sixty-Four Thousand Eight-Hundred Forty-Five Dollars (\$4,064,845) for the purpose of paying costs of the replacement and repair of the General John Nixon Elementary Roof system located at 472 Concord Road, Sudbury, MA 01776, including the payment of all costs incidental or related thereto, which proposed repair project would materially extend the useful life of the school and preserve an asset that otherwise is capable of supporting the required educational program and for which

ADMINISTRATION

the Town has applied for a school construction grant from the Massachusetts School Building Authority ("MSBA"), said amount to be expended under the direction of Sudbury School Committee; and to meet this appropriation the Treasurer, with the approval of the Select Board, is authorized to borrow said amount under M.G.L. Chapter 44, or pursuant to any other enabling authority. The Town acknowledges that the MSBA's grant program is a non-entitlement, discretionary program based on need, as determined by the MSBA, and any project costs the Town incurs in excess of any grant that may be approved by and received from the MSBA shall be the sole responsibility of the Town; provided that any appropriation hereunder shall be subject to and contingent upon an affirmative vote of the Town to exempt the amounts required for the payment of interest and principal on said borrowing from the limitations on taxes imposed by M.G.L. 59, Section 21C (Proposition 2½); and that, if invited to collaborate with the MSBA on the proposed repair project, the amount of borrowing authorized pursuant to this vote shall be reduced by any grant amount set forth in the Project Funding Agreement that may be executed between the Town and the MSBA.

ARTICLE 3. AUTHORIZATION TO PROCEED WITH THE EPRAIM CURTIS MIDDLE SCHOOL SOLAR CANOPY

Moderator declared voted by more than a majority To Indefinitely Postpone

ARTICLE 4. AUTHORIZATION TO PROCEED WITH THE POLICE STATION SOLAR CANOPY

Moderator declared voted by more than a majority to Indefinitely Postpone

ARTICLE 5. AUTHORIZATION TO PROCEED WITH THE HASKELL FIELD SOLAR CANOPY

Moderator declared voted by more than a majority *to Indefinitely Postpone*

ARTICLE 6. ACCEPT MASSACHUSETTS GENERAL LAW CHAPTER 138, SECTION 12D

Moderator declared voted by more than a majority to accept the provisions of Massachusetts General Law Chapter 138, Section 12D.

ARTICLE 7. ACCEPT MASSACHUSETTS GENERAL LAW CHAPTER 138, SECTION 33B

Moderator declared voted by more than a majority to accept the provisions of Massachusetts General Law Chapter 138, Section 33B

ARTICLE 8. – INCREASE IN DEMAND FEE FOR DELINQUENT TAX BILLS

Moderator declared voted by more than a majority to increase the demand fee for delinquent real estate, personal property, and motor vehicle excise tax bills from \$10.00 to \$20.00, pursuant to the provisions of Massachusetts General Laws Chapter 60, Section 15(2).

ARTICLE 9. CITIZENS' PETITION: 10 YEAR PLAN TO FUND & CONSTRUCT WALKWAYS ALONG SUDBURY'S BUSY MAIN RESIDENTIAL THRU ROADS

Moderator declared motion FAILED to appropriate the sum of \$11.8 million to be expended on the construction of new town walkways along: Sudbury's major thru roads adjacent to residentially zoned land,

A TRUE COPY, ATTEST:



BETH R. KLEIN

TOWN CLERK

2025 Annual Town Election*March 31, 2025*

SELECT BOARD (2) FOR THREE YEARS							
Candidate Name	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Precinct 5	Precinct 6	Total
LISA V. KOUCHAKDJIAN 30 MEADOWBROOK CIR (CANDIDATE FOR RE- ELECTION)	296	366	199	266	254	226	1607
RADHA RAMAN GARGEYA 120 POWDER MILL RD	340	361	201	280	253	244	1679
KEVIN J. MATTHEWS 137 HAYNES RD	208	175	103	163	152	107	908
WRITE-INS	1	2	0	0	2	1	6
BLANKS	161	114	65	93	121	68	622
Totals for Office	1006	1018	568	802	782	646	4822

SUDBURY SCHOOL COMMITTEE (1) FOR THREE YEARS							
Candidate Name	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Precinct 5	Precinct 6	Total
JESSICA A. MCCREADY 127 MORSE RD	355	356	204	300	256	231	1702
WRITE-INS	7	2	0	0	3	0	12
BLANKS	141	151	80	101	132	92	697
Totals for Office	503	509	284	401	391	323	2411

BOARD OF ASSESSORS (1) FOR THREE YEARS							
Candidate Name	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Precinct 5	Precinct 6	Total
TREVOR A. HAYDON 85 GOODMAN'S HILL RD (CANDIDATE FOR RE-ELECTION)	344	357	208	301	252	232	1694
WRITE-INS	1	1	0	1	1	1	5
BLANKS	158	151	76	99	138	90	712
Totals for Office	503	509	284	401	391	323	2411

GOODNOW LIBRARY TRUSTEE (2) FOR THREE YEARS							
Candidate Name	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Precinct 5	Precinct 6	Total
KATINA E. FONTES 19 DOROTHY RD (CANDIDATE FOR RE-ELECTION)	332	340	198	287	245	227	1629
JILL K. CASERIA 524 CONCORD RD	322	330	184	277	231	225	1569
WRITE-INS	0	1	1	1	2	2	7
BLANKS	352	347	185	237	304	192	1617
Totals for Office	1006	1018	568	802	782	646	4822

BOARD OF HEALTH (1) FOR THREE YEARS							
Candidate Name	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Precinct 5	Precinct 6	Total
CAROL JEAN BRADFORD 25 MAPLE AVE (CANDIDATE FOR RE- ELECTION)	366	385	228	307	292	245	1823
WRITE-INS	1	2	0	1	0	1	5
BLANKS	136	122	56	93	99	77	583
Totals for Office	503	509	284	401	391	323	2411

PARK & RECREATION COMMISSIONER (2) FOR THREE YEARS							
Candidate Name	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Precinct 5	Precinct 6	Total
WILLIAM GRANGER ATKESON 53 FIRECUT LN (CANDIDATE FOR RE- ELECTION)	334	338	182	268	244	221	1587
MARA LYNNE HUSTON 578 PEAKHAM RD (CANDIDATE FOR RE- ELECTION)	319	357	205	278	241	218	1618
WRITE-INS	1	7	1	0	2	2	13
BLANKS	352	316	180	256	295	205	1604
Totals for Office	1006	1018	568	802	782	646	4822

PLANNING BOARD (2) FOR THREE YEARS

Candidate Name	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Precinct 5	Precinct 6	Total
ANURAJ SHAH 257 CONCORD RD (CANDIDATE FOR RE- ELECTION)	320	328	189	255	230	211	1533
KIRSTEN D. ROOPENIAN 45 HARNESS LN	321	341	194	270	235	220	1581
WRITE-INS	2	4	1	0	0	3	10
BLANKS	363	345	184	277	317	212	1698
Totals for Office	1006	1018	568	802	782	646	4822

SUDBURY SCHOOL COMMITTEE (1) FOR TWO YEARS

Candidate Name	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Precinct 5	Precinct 6	Total
ELIZABETH SUES 90 RUDDOCK RD	226	287	174	185	216	171	1259
ALLISON S. VANDERELS 96 MOSSMAN RD	232	151	80	156	111	122	852
OTHER	0	0	0	0	5	0	5
WRITE-INS	1	1	0	1	3	0	6
BLANKS	44	70	30	59	56	30	289
Totals for Office	503	509	284	401	391	323	2411

ADMINISTRATION

Special Town Election

*December 16, 2025***BALLOT QUESTION 1**

Shall the Town of Sudbury be allowed to exempt from the provisions of proposition two-and-one-half, so called, the amounts required to pay for the bonds issued in order to pay costs of the replacement and repair of the Josiah Haynes Elementary School roof system located at 169 Haynes Road, Sudbury, MA 01776, including the payment of all costs incidental or related thereto?

Ballot Question 1, Results	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Precinct 5	Precinct 6	Totals
Yes	121	136	82	102	102	89	632
No	41	53	44	46	45	35	264
Blanks	0	0	0	0	0	0	0
Totals	162	189	126	148	147	124	896

BALLOT QUESTION 2

Shall the Town of Sudbury be allowed to exempt from the provisions of proposition two-and-one-half, so called, the amounts required to pay for the bonds issued in order to pay costs of the replacement and repair of the General John Nixon Elementary Roof system located at 472 Concord Road, Sudbury, MA 01776, including the payment of all costs incidental or related thereto?

Ballot Question 2, Results	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Precinct 5	Precinct 6	Totals
Yes	118	139	82	103	102	91	635
No	44	50	44	45	45	33	261
Blanks	0	0	0	0	0	0	0
Totals	162	189	126	148	147	124	896

HUMAN RESOURCES

HUMAN RESOURCES DIRECTOR

STEPHANIE OLIVER



PURPOSE

The Human Resources office manages the personnel functions for approximately 200 regular employees (full-time and part-time) and an additional 220 temporary, seasonal or occasional employees. Our areas of responsibility include managing employee recruitment and selection, onboarding and offboarding, benefits administration for approximately 175 benefits-eligible employees and approximately 292 retirees from both the Town and Sudbury Public Schools (SPS), managing leaves of absence, work-related injury claims, and accommodation requests. Human Resources also advises the Town Manager, supervisors and employees on personnel matters and policies, and assists with the collective bargaining process.

DEPARTMENT STAFFING

2025 was a transitional period in Human Resources due to the retirement of Assistant Town Manager/Human Resources Director Maryanne Bilodeau in May. We are grateful for Maryanne's many years of dedicated service to the Town of Sudbury. The department is now staffed by Stephanie Oliver, Human Resources Director (hired in May 2025), and Marianne Moore, Human Resources Generalist/Benefits Coordinator. We are fortunate to receive some additional support from our Tax Work-Off Program Participant, Brenda Martin.

2025 STATISTICS AND HIGHLIGHTS

RECRUITMENT/HIRING

In 2025, the Town hired 28 new, regular employees (23 full-time, 5 part-time), and 40 temporary/seasonal or occasional employees. We also filled 4 roles through internal promotions, for a total of 72 positions filled. As part of our outreach efforts, we revamped the Town of Sudbury LinkedIn page and began regularly posting content, increasing our followers by 21%.

We also worked to streamline our hiring process and created a recruitment guide for hiring managers.

Employee Leaves of Absence and Separations

HR staff managed 12 leaves of absence (medical, parental and military) in 2025.

In 2025, the Town had 21 regular employees who separated from employment for various reasons including resignation and retirement (not including temporary/occasional staff). In 2025, we created electronic exit interview survey that is now automatically sent to departing employees, who are encouraged to provide feedback (anonymously, if they choose). We anticipate that this information will help us identify patterns and trends, as well as opportunities for improvement.

Benefits HR staff facilitated open enrollment for insurance benefits for Town employees and Town/SPS retirees in April/May 2025. In total, we processed 68 health insurance transactions for the year, including enrollments, changes and cancellations for both Town employees and Town/SPS retirees.

Human Resources staff participated in the Town's Health Fair in April 2025 and facilitated the continuation of the Town's relationship with Group Insurance Commission (GIC) to provide health insurance for employees and retirees for another three years. In 2025, we also began offering a Roth option for our deferred compensation account benefit, which was well received by employees.

OTHER HIGHLIGHTS IN 2025

- Redesigned and added content to the Human Resources web page to provide easier access to information for employees, retirees and job-seekers
- Created an Employee Newsletter that is distributed monthly via email
- Hosted an employee appreciation event in August 2025
- Promoted and facilitated staff participation in trainings/professional development

ADMINISTRATION

- Trained Department Heads on managing leave of absence and disability accommodation requests
- Established a relationship with occupational health vendor for pre-employment physicals and work-related injuries

In 2026, we will continue our work on communication and process improvements to provide the best possible service to our employees, retirees and job seekers. We look forward to implementing a new hire onboarding module through our payroll system, which we anticipate will improve both the efficiency of our internal processes and the quality of the new hire experience. We also plan to pursue a comprehensive classification and compensation study to ensure that our compensation is sufficient to attract and retain a skilled workforce.

Respectfully Submitted by Stephanie Oliver, *Human Resources Director*

EDUCATION

SUDBURY PUBLIC SCHOOLS

The Sudbury Public Schools continue to meet students' needs in 2025. The District implemented a new English Language Arts (ELA) curriculum for grades K-5, aligned with the Science of Reading, ensuring that evidence-based practices are embedded in our literacy instruction. The Middle School science department embraced OpenSciEd, a high-quality, phenomenon-based program that connects science practices and concepts to real-world observations. Last year, the Pre-school program was expanded and we continued to see the need for the section increase to meet the needs of Sudbury's youngest learners. The district continued to enhance its teaching and learning capacities through annual goals and professional development. Those goals help us to remain focused on working together to provide a high-quality educational experience for all students in a safe and caring environment.

SPS received a grant from the Sudbury Foundation, which enabled the district to provide tailored lessons in disability awareness in grades 3-5 during the 2024-2025 school year. Lessons included topics such as: physical

disabilities, cognitive differences, autism, and anxiety. Directly teaching students about specific disabilities establishes a strong, consistent foundation for continuing education in the area of disability awareness.

We also launched the Say Something Anonymous Reporting System. Students in grades 4-8 learned how to recognize warning signs and threats —whether on social media, in school, or within the community—from individuals who may pose a danger to themselves or others. The Say Something ARS program is provided by Sandy Hook Promise (SHP), a national non-profit organization. SHP's programs are active in all 50 states, with over 21 million students and adults trained. They have a proven track record and extensive experience working effectively with children, parents, and educators to improve school safety and culture.

SPS Vision

We are committed to excellence in educating students to be knowledgeable, creative, independent

thinkers who are caring, collaborative members of the school and wider communities.

instruction, and supports educators through professional development, ongoing feedback, and enhanced leadership in curriculum and instruction, then our students will be challenged and their varied learning needs met, the capacity of educators will grow, and the existing achievement gaps will narrow.

SPS Theory of Action

If SPS provides differentiated high-quality instruction that is aligned with the Massachusetts learning standards for every student, maintains a safe school environment, uses data to inform

SPS 2025-2026 Goals

District Goals

WELLNESS: SUDBURY PUBLIC SCHOOLS PROMOTE THE SOCIAL, EMOTIONAL, BEHAVIORAL AND PHYSICAL WELLNESS OF STUDENTS.

- Strengthen and maintain district wide safety protocols through continuous monitoring to foster safe and supportive schools
 - ◆ Develop and implement a professional development module to build staff capacity in identifying signs of depression and suicide
 - ◆ Provide training for staff and instructional sessions for students on *Say Something* Anonymous Reporting System
 - ◆ Communicate the purpose and procedures for reunification to staff and families
- Enhance educator capacity to include consistent, daily SEL (social-emotional learning) practices to promote a positive climate for learning
 - ◆ Model SEL signature practices during professional development sessions and staff meetings
 - ◆ Facilitate professional learning in implementing SEL signature practices
- Examine the Facilities Conditions Assessment to plan for and address the infrastructure needs in providing a safe, healthy, learning environment in all SPS schools
 - ◆ Adjust the SPS Capital Plan as appropriate based on the Facilities Conditions Assessment

INNOVATION: SUDBURY PUBLIC SCHOOLS IMPLEMENT INNOVATIVE, RESEARCH-BASED CURRICULUM AND EDUCATIONAL PRACTICES.

- Implement High Quality Instructional Materials (HQIM) and practices using rigorous standards to ensure that learning opportunities are motivating, authentic, and develop student agency
 - ◆ Implement Expeditionary Learning (EL) grades K-5
 - ◆ Pilot EL in grade 6
 - ◆ Explore ELA implications for grades 7 and 8
 - ◆ Review and align mathematical course content with HQIM and course progressions and continue to focus on engaging and equitable mathematical experiences for all students
 - ◆ Complete the full implementation of Bridges in Mathematics 3rd Edition in all K-5 classrooms
 - ◆ Implement additional grade 7 mathematics course to align with grade level standards and practices
 - ◆ Design supplemental course for 8th grade Geometry standards to offer additional pathway into Algebra
 - ◆ Continue the 3-year implementation of OpenSciEd at the middle school
 - ◆ Realign elementary science curriculum by shifting to a phenomenon-based storyline approach, and developing guidance documents to improve alignment in science teaching and learning
 - ◆ Review and revise the scope and sequence for the middle school Health and Physical Education curricula to align with the new National Health Standards and MA Health Framework, ensuring a skills-based approach
- Develop and implement a structured, inclusive, and evidence-based curriculum review process that ensures academic programs align with current standards and meet the evolving needs of students
 - ◆ Conduct a comprehensive curriculum review of our World Languages program
 - ◆ Outline a curriculum review timeline for all core content areas
- Develop and expand digital literacy opportunities to empower students to thrive academically and navigate the digital world safely and responsibly
 - ◆ Pilot student appropriate AI tools in a managed environment to build AI literacy as a tool for learning in grade 8
 - ◆ Implement redesigned digital literacy and computer science courses for grades 6-8

MEETING THE NEEDS OF ALL STUDENTS: SUDBURY PUBLIC SCHOOLS PROVIDE EQUITABLE LEARNING EXPERIENCES TO ENGAGE AND CHALLENGE EVERY STUDENT.

- Develop and expand Multi-Tiered Systems of Support (MTSS) that enhance equitable, accessible, inclusive, challenging, and engaging learning experiences for all
 - ◆ Continue to develop a shared understanding of MTSS and Universal Design for Learning
 - ◆ Review, revise, and align protocols and entrance and exit criteria for Tiered Support Systems
 - ◆ Engage the early childhood community to understand their needs for equitable access.
 - ◆ Provide professional development regarding the disability awareness curriculum in grades 3-5
 - ◆ Continue the district's ADA transition work and normalize use of assistive technologies in large presentation spaces to reach all audiences
 - ◆ Deploy classroom UDL (Universal Design for Learning) instructional technology (Year 2 of 5)
 - Create and support a reflective culture built on a foundation of evidence to promote continuous improvement
 - ◆ Provide coaching and collaboration time on using data to analyze and evaluate information through an equity lens to support daily instruction
 - ◆ Expand data warehousing capacity
 - ◆ Utilize the updated DCAP (District Curriculum Accommodation Plan) to inform the Student Support Teams (IST/BBST) processes
 - Review specialized programs, structures, and supports to meet the learning and emotional needs of all students
 - ◆ Continue to support staff with the new IEP process
 - ◆ Revise mental health goal writing and practices
 - Enhance collaboration and accessible communication with the SPS community to foster student success, build partnerships with families, and reduce barriers to inclusion
 - ◆ Review our report card and family conference documents for clarity, consistency, and accessibility regarding student academics
 - ◆ Gather feedback from families about current communication practices
-

As we pursue our strategic goals and objectives we also, like other school systems in the Commonwealth, continue to be challenged to balance educational needs and our desire to be an innovative school system with our fiscal responsibilities. SPS has continued to maintain our strengths and strategically implement improvements through the hard work and dedicated service of our staff members and the unequalled support of a wide range of parent and community organizations. As a district, we continue to pursue structures that meet the needs of students while controlling personnel costs.

The General Fund budget including employee benefits for FY26 is \$57,615,427, which is 3.69% greater than the prior year (FY25) General Fund budget of \$55,565,612. In FY26, Sudbury Public Schools employs 470.68 full time-equivalent employees (FTE's); this compares with 467.21 FTE's in FY25.

Our efforts to make improvements have been enhanced by the unwavering support of our parents, parent organizations (PTOs), as well as generous grants from Sudbury Education Resource Fund (SERF), and The Sudbury Foundation. These groups have contributed hundreds of thousands

of dollars to provide opportunities for our students and staff that the district's budget could not support. In some cases, core opportunities (e.g. enrichment and creative professional development) have been enhanced by local contributions. We appreciate these partnerships and the generous support of the work of our educators, which has allowed Sudbury Public Schools to continue to be a great place to learn and work.

In the space below, we offer a brief overview of our school district and invite you to visit our website at www.sudbury.k12.ma.us to learn more about SPS. On our website you will find detailed information about our school district including but not limited to individual schools, teaching and learning across the district, news and upcoming events, and the school district budget. For questions, please contact Superintendent Brad Crozier at 978-639-3211.

STUDENT ENROLLMENT

As of January 21, 2026, SPS enrollment in grades Pre-K to 8 was 2568 students. This is a slight decrease in enrollment from 2,586 students in the 2024-2025 school year and a decrease from our highest enrollment of 3,302 students in 2007.

Early Childhood Education

PRESCHOOL

The Sudbury Public Schools is home to an Integrated Preschool program at the Noyes and Nixon Schools. Residents may apply as tuition preschool students on a “first-come/first-serve” basis beginning in the fall of each year. If interested in a preschool application, one may register from the district website or reach out to early_childhood@sudbury.k12.ma.us or call the Early Childhood Office at: (978) 639-3204.

Our preschool is committed to a developmentally appropriate philosophy that combines a play-based, language model that is enriched by a strong academic curriculum to align with the standards that are well established by the MA State Department of Early Education & Care (EEC) Guidelines for Preschool Learning Experiences. Our preschool team believes in educating the whole child by respecting individual needs for social, emotional, physical, and cognitive development. This inclusive educational program allows all children to learn from each other while providing a lifelong foundation for respecting human differences.

The Sudbury Preschool Program prioritizes multiple learning modalities and methodologies. Each week, preschool classes attend an educational

music class and a physical education/gross motor class. Social-emotional learning is the priority, while all classrooms teach literacy skills inclusively and systematically. Artistic development is deliberately planned with curriculum integration on thematic units, and science and math standards are incorporated with each unit of study, aligning to the State Standards. Outdoor learning opportunities are celebrated daily, as preschoolers play outside to practice social, gross motor, and language skills with peers. There is a combination of half and full-day programming.

Each class is staffed with a Master's level teacher and two teacher assistants/tutors, depending upon student needs. Speech and language, occupational, applied behavior analysis, and physical therapists interact with all classrooms. The professional staff includes a school psychologist, social worker, and guidance counselor, with regular consultation from a vision and mobility specialist. The preschool program regularly offers community “developmental screenings,” where families can meet with professionals to discuss their children's developmental milestones. The preschool team is highly experienced in both general and special education practices. This

integrated early childhood program is an enriching learning environment for all students.

KINDERGARTEN

The Sudbury Public Schools provides full-day kindergarten to all students free of charge. Kindergarten registration begins in February for children who turn age five on or before September 1st for enrollment. Each year the district hosts a “Kickoff to K” evening event in January for parents and guardians to learn more about the Sudbury Kindergarten Program and ask questions. In the late spring, a ‘Kindergarten Orientation’ event is held, and this is when families and children are invited to visit their specific neighborhood school. The registration process begins with an online form accessible from the district’s “Registration” tab as of February 1st. Families will need to provide proof of residency for each child who enters the school system, even if there are older siblings who are currently enrolled. In addition, forms to address health concerns and parent information must be completed. If you have questions about the kindergarten program or your child’s readiness, please reach out to early_childhood@sudbury.k12.ma.us or call the Early Childhood Office at: (978) 639-3204.

TEACHING AND LEARNING/CURRICULUM

District curriculum is aligned with the Massachusetts Curriculum Frameworks.

Clearly communicating with families about students’ learning is a priority for the District. Resources supporting families’ understanding and engagement with the various curricular areas can be found at <http://www.sudbury.k12.ma.us/>, under the Teaching & Learning tab.

ENGLISH LANGUAGE ARTS

ELA Curriculum Standards emphasize complex texts and writing about reading. This year, a new program called Expeditionary Learning (EL) has been implemented in grades K-5. Educators in the elementary schools have participated in ongoing professional development with EL trainers to support the initial implementation. The ELA Steering Committee is revising the ELA line items for the K-5 report cards to reflect the DESE 2018 MA Learning Standards and the elementary curriculum. At the middle school level, instructional units utilizing differentiated text sets provide for consistency of theme and topical study, while also allowing students to read in texts that provide the optimal level of challenge. A Response to Intervention (RTI) framework is in place at each of our schools. Periodic assessments measure students’ literacy development. Literacy support for students is provided using research-based methodologies.

HISTORY & SOCIAL SCIENCES

The K-8 Social Studies program is designed to help students become informed in four main areas: geography, history, economics, and civics and government. The Massachusetts History and Social Science Standards define the “the primary purpose of a history and social science education is to prepare students to have the knowledge and skills to become thoughtful and active participants in a democratic society and a complex world.” Students study topics with primary sources serving as the core instructional materials. All students in grades K-8 participate in unit assessments that are based on primary source analysis through the document-based questioning (DBQ) model, supported by the Library of Congress tools for analyzing primary sources. Grade 8 students participate in a Civics Action Project and travel to Washington D.C. for an extended exploration of national landmarks and institutions of U.S. government.

MATHEMATICS

The Mathematics Curriculum Standards place emphasis on the mathematical practices and the development of a mathematical mindset that allows for flexibility, persistence, and application. We are currently completing our transition from Bridges in Mathematics, 2nd edition to Bridges in Mathematics, 3rd edition as our core K-5

Mathematics program. Amplify/Desmos is the core grade 6-8 Mathematics program. The core middle school curriculum is supplemented in grade eight with Algebra I and Number Theory offerings and in grade seven with Mathematics Challenge and Support.

SCIENCE, TECHNOLOGY AND ENGINEERING [STE]

Guided by the Massachusetts STE Curriculum Framework, the Science, Technology and Engineering curriculum remains committed to delivering a rigorous, phenomenon-based science curriculum that fosters critical thinking and student agency across all grade levels. Middle school educators continue the implementation of OpenSciEd, a high-quality, phenomenon-based program that connects science practices and concepts to real-world observations. Lessons are rooted in meaningful real-world experiences that bridge the gap between abstract principles and tangible observations. Elementary educators are utilizing a curriculum that prepares younger students for this instructional model, allowing them to take greater ownership of their learning through investigation, questioning, and drawing conclusions. This transition is supported by the Science and Engineering Curriculum Specialist and the Instructional Coach, who provide curriculum development, materials

management, targeted professional development, and co-teaching/planning to ensure instructional success.

DIGITAL LITERACY AND COMPUTER SCIENCE

Massachusetts learning standards call for the integration of technology in all content areas as well as standards specific to Digital Literacy and Computer Science.

Kindergarten and first grade students use devices for learning activities that support the content. Through repetition and established routines, students gain independence with the devices while learning to problem solve and navigate online. Students in grades 2-8 participate in a 1:1 Chromebook program. These devices are used by students to produce work, collaborate with others, and support workflow. Google Classroom and Schoology, our online learning management systems, are used by students, educators, support staff, and parents to facilitate home/school communication. The district has invested in instructional online subscriptions to support student learning. The Instructional Technology Curriculum Specialists design professional development to support teachers to purposefully integrate technology across all content areas.

UNIFIED ARTS

Art, Music, and World Language are critical components of Sudbury's Unified

Arts curriculum in elementary and middle school grades. Spanish instruction is provided to all elementary students in grades 1 through 5. Middle school students elect either French or Spanish and proceed with their study of a world language in grades 6 through 8. Elementary band and orchestra, as well as middle school band, orchestra, and chorus, are quality elective programs in our schools. Students participate in visual arts in grades 1 through 8.

HEALTH AND WELLNESS

The Sudbury Public Schools Health and Wellness Program is guided by the Massachusetts Curriculum Framework for Health and Physical Education, the National Health and Physical Education Standards, and the Collaborative for Academic, Social, and Emotional Learning (CASEL) framework. Together, these guiding documents emphasize self-awareness, self-management, responsible decision-making, social awareness, and relationship development. Students in grades K–8 participate in physical education aligned with state and national guidelines that build movement skills, physical fitness, teamwork, and confidence for lifelong wellness. Middle school students engage in health education for one trimester each year, with an emphasis on practical, skills-based learning that supports healthy

choices and well-being. Students in PreK-8 develop social-emotional skills

through explicit instruction and ongoing practice embedded in daily classroom routines and learning experience.

Student Assessment

As part of the Education Reform Act of 1993, the State Board of Education instituted a system of student assessments. SPS students in grades 3-8 take MCAS in English Language Arts and Mathematics. Additionally, students in grades 5 and 8 take MCAS in Science, Technology and Engineering. Eighth graders also take the Grade 8 Civics MCAS assessment.

English Learners are assessed each winter using the ACCESS assessment. This assessment measures student learning in the four language domains of Listening, Speaking, Reading, and Writing. Results are used to help families and educators understand students' current level of English language proficiency, and serves as one of the measures used to determine whether students are prepared to exit English language support programs.

State assessments are designed to help identify those students who need improvement in various subject areas and to provide information on those specific areas on which to focus curricular improvement efforts.

The Schools

The Education Reform Act of 1993 established School Councils at all schools in the Commonwealth. Each School Council is co-chaired by the building principal with membership that includes parents, teachers and community members. The Council assists the principal in identifying educational needs of the students, reviewing the annual school budget, and formulating a School Improvement Plan (SIP). The Council and the principal are responsible for the adoption of educational goals for the school and formulation of a plan to advance such goals and improve student performance.

Sudbury has a tradition that welcomes parent involvement in our schools. Parents are active supporters of many of our programs and countless activities within individual classrooms. Each of our schools has an active parent organization that provides a formal way for parents to be involved in Sudbury's schools.

As of 1/22/26

School	Grades Served	Enrollment	Administration
Ephraim Curtis Middle School	6 - 8	861	Jeff Mela, Principal Angela Menke, Assistant Principal Brian Menna, Assistant Principal Annya Pedreschi, Special Education Administrator
Josiah Haynes Elementary School	K - 5	377	Bryant Amitrano, Principal Christine Maus, Assistant Principal
Israel Loring Elementary School	K - 5	433	Sara Harvey, Principal Michelle Savage, Assistant Principal
General John Nixon Elementary School	PK - 5	360	Susan Woods, Principal Sarah Daggett, Assistant Principal
Peter Noyes Elementary School	PK - 5	524	Amy Mulkerin, Principal Beth Ludwig, Assistant Principal

The Sudbury Education Resource Fund (SERF)

The Sudbury Education Resource Fund (SERF) is a non-profit, tax-exempt organization that awards education-related grants to the Sudbury PK-12 public schools. SERF coordinates a bank of resources and expertise, providing grants for educational pursuits, curriculum support, student enrichment, and professional development. SERF has granted over \$241,618 to Sudbury's schools in the last five years alone. Membership in SERF is open to all individuals interested in contributing their time and energy. SERF continues to be an extremely valuable resource for enriching all aspects of the educational experience of students in Sudbury Public Schools. Further information regarding SERF can be found at: info@serfsudbury.org.

METCO Program

The Metropolitan Council for Educational Opportunity (METCO) was created in 1966 by urban and suburban educational collaborators who believed that all children should have access to quality education in suburban school annually. The 2019-2020 academic year marked the first time Sudbury Public Schools METCO Program enrolled kindergarteners due to a policy change by the Sudbury School Committee. Students completing grade 8, and any other student(s) leaving the Sudbury METCO Program, are replaced with the number of new students needed to maintain enrollment for the next academic year.

Leslie Smart is the METCO Director for SPS K-8. She began her tenure in September 2022. The METCO Program Coordinator for the Ephraim Curtis Middle School provides direct services to students from Boston during the school day and communication with parents and teachers, as well as being a liaison between the middle school students, faculty, staff, and families and the METCO Director.

Sudbury Public School students who reside in Boston participate in a variety of activities offered by Sudbury Public Schools. Sudbury METCO parent meetings are held in person in Boston and virtually several times per year; including an annual School Committee meeting. The meetings provide families from Boston an opportunity to discuss issues that are relevant to their children's academic progress and social-emotional well-being.

SEPAC

Massachusetts General Law 71B and 603 CMR 28 requires that every district and their school committee establish and support a Special Education Parent Advisory Council (SEPAC). Its duties include but are not limited to advising the school committee on matters that pertain to the education and safety of students with disabilities and meeting with school officials regularly to participate in the planning, development, and evaluation of the District's special education programs.

Special Education

The Sudbury Public Schools strives to offer the highest quality programming that will allow our students to participate in their neighborhood schools. Students' educational opportunities vary from full inclusion programs to specialized classrooms to support a host of learning needs and styles. Programming is available beginning at age 3 and ending at age 14 when students advance to Lincoln Sudbury Regional High School.

The district continues to focus on inclusionary practices that permit students with disabilities to have access to the general curriculum and school community. While the law states that all communities must place students in the least restrictive environment, the district recognizes the positive opportunities that result when students with disabilities participate in the general education classroom and when the curriculum has a universal design of learning for equitable access. All schools strive to establish inclusionary opportunities for students, and enriched educational experiences for all students are a priority.

The district continues to focus on the development of district-wide tiered systems of support to meet the social, emotional, and behavioral needs of all students. A tiered system of support is defined as a data-driven, prevention-based framework for improving learning outcomes for every student through a layered continuum of evidence-based practices and systems. The district created a district-wide team, including consulting experts, to examine data and identify areas of social, emotional, and behavioral needs impacting school safety or access to education. The systems of support are continuously being updated and adjusted.

The Sudbury Public Schools strive to be inclusive and child-centered environments where individual learning needs are met. The classroom is the best location for students to be nurtured in order to develop into able learners. The multiplicity of programs in the schools offers a spectrum of learning options and a continuum of service delivery in order to provide for the varied needs and learning styles of our special education students. The preschool program, at the Peter Noyes and Nixon Schools, supports students with and without disabilities from age 3 until the transition to Kindergarten. Every elementary school hosts a learning center model with one or more specialized programs. Program strands at the elementary level continue to the middle and high school. Programs support students with significant learning, social and/or emotional challenges. The success of the programs can be attributed to the excellent teachers who continue to build their repertoire of skills. These programs allow more students to remain in their neighborhood schools, enhancing the Sudbury Public Schools for all students.

Professional Development

The Sudbury Public Schools support professional development as a key strategy for maintaining excellence in teaching. Two full-days for professional development workshops, in-service workshops throughout the year, ongoing support for conference attendance, and teacher leadership teams are some of the strategies used to grow the capacity of SPS educators. New teachers to Sudbury schools participate in a multi-day induction program customized to enhance their understanding of Sudbury's learning expectations and resources. Veteran teachers assume the role of mentors for newer teachers, forming professional relationships that benefit both new and veteran teachers. Sudbury educators are committed to attending a 30-hour course in IDEAS (Initiatives for Developing Equity and Achievement for Students), a program that explores racial identity development and promotes international vision within our curriculum. Additionally, Sudbury teachers assigned an EL (English Learner) student continue to engage in a rigorous 3 credit program of studies in order to earn the SEI (Sheltered English Immersion) Endorsement required by the state.

The Sudbury Public Schools implemented an Improved Learning for All (ILAP) plan. ILAP is a professional growth model that utilizes early-release days approximately twice per month, enabling educators to attend carefully planned work sessions. ILAP days foster collaborative group activities within and across schools, grade levels, and disciplines to help accomplish district-wide and school goals.

PERSONNEL

RETIREES

The following SPS team members retired during the past year – Faith Chen, Leslie Dooley, Eddie Good, Marilyn Holmes, Meg Mephram, Meg Shelley and Caron Warren.

YEARS OF SERVICE AWARDS

On Opening Day in August of 2025 we had the honor and pleasure to acknowledge the following SPS team members: Kelly Chavero and Jonathan Hoeman completed 30 years of service; Anneke Bartelsman, Jennie Brannen, Jennifer Cronin, Kim Doherty, Wendy Gilman, Brian Grigsby, Lauren Jurgens, Sarah Rivera, Robin Sallese and Marlo Strout completed their 20th years of service and Colleen Callahan, Lindsey Carapezza, Jessica Dankner, Danny Garrigan-Byerly, Rani Kallarackal, Michelle Noke, Cathleen Reynolds, RL Sarafconn, Ellen Vedora and Julie Whitehead completed their 10th year of service to the students and schools of Sudbury.

Respectfully submitted,

Brad J. Crozier, Superintendent

SUDBURY SCHOOL COMMITTEE

Karyn Jones, Chairperson

Jessica McCready, Vice Chairperson

Nicole Burnard

Julie Durgin-Sicree

Elizabeth Sues



LINCOLN-SUDBURY REGIONAL HIGH SCHOOL

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

LINCOLN- SUDBURY 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

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



Lincoln-Sudbury Regional High School Class of 2025

Aabo, Signe

Adams, Anastasia

Adams, Oliver

Agireddy, Vanya

Alex, Sharon

Alexander, Algy

Almandoz, Ignacio

Ambrose, Joshua

Andelman, Zach

Annacacis, Azzure

Aquino, Daniel

Arabbo, Ana

Attlan, Audrey

Babaoglu, Audrey

Balogh, Alexander

Barker, Lucas

Barrera, Nicolas

Barringer, Charles

Bartolini, Matthew

Baskaraca, Eren

Belous, Ruslan

Benabdenbi, Kamil

Benoit, Leo

Bevan, Molly

Bharathan, Iniya

Bishop, Benjamin

Blalock, Janoah

Blanchette, Kelsey

Boermeester, William

Boretti, Ryan

Borghani, Chloe

Borshchev, Ivan

Boyd, Daniel

Brandao, Aivah

Brennan, Paige

Brockway, Jack

Brumbaugh, Josefina

Buendia, Georgia

Butler, Jeremiah

Campbell-Gordon, Ethan

Cassel, Marcus

Ceesay, Regina

Channel, Grady

Chen, Jingyi

Chen, Joanna

Chen, Ziyu

Chidziva, Isabella

Cho, Cameron

EDUCATION

Chwalek, Annis	Demerle, Brianna
Ciaffi, Jessica	Deng, Achol
Ciambrone, Luke	Deniger, Isabelle
Clarke, John	DeNormandie, Robert
Coelho, Daniel	Diaz, Brigitte
Cohen, Avery	Dickson, Imara
Collins, Alexandra	Dietz, Andrew
Conway, Paul	Dimov, Elijah
Cook, Lucia	Dobrin, Juliette
Cook, Rocco	Dolan, Emmet
Corridon, Mahari	Dolan, Timothy
Cox, Bruce	Dowridge, Wilson
Coyne, Owen	Doyle, John
Cramer, Penelope	Doyle, Matthew
Cullen, Kailey	Drummey, Noah
Curran, Kiara	Evans, Victoria
Cyr, Hannah	Facemire, Jack
Daniel, Owen	Fallon, Adia
Danielson, Sarah	Fazly, Maryam
Darnall, Louisa	Felicio, Molly
David, Kyra	Ferguson, Camille
David, Mira	Fernandes, Elias
de Beco, Raphael	Figuroa, Xzavyer
Deignan, Alexa	Finn, Alex
Deitel, Jason	Fishel, Alexandra
Delahunty, William	Flechtner, Cullen
Delprete, Kevin	Fragale, Gabriella

EDUCATION

Frasca, Marin	Greene, Julianne
Furdon, Erica	Greene, Mia
Gabel, Mackenzie	Green-Vaswani, Ezra
Gadarian, Golda	Grosberg, Lindsey
Gaeta, Claire	Grous, Caroline
Gao, Emily	Gulko, Madalyn
Garcia Lavanchy, Bruno	Guo, Harold
Garcia, Sophia	Hadidi, Zara
Garcia-Cutts, Arman	Halsey, Joslin
Garvin, Emma	Hamandi, Dany
Ghazvinian, Sanam	Hammond, Connor
Maryam	Han, Huichan
Gibowicz, Isabel	Handa, Jai
Giles, Kaitlyn	Harding, Madeleine
Gill, Nina	Hauptman, Shain
Gilman, Bryce	Hawk, Addyson
Gilmartin, Kelly	Hayes, Drew
Goldental, Abby	Hernandez, Andrew
Goldman, Sadie	Herrin, Laurel
Gonzalez, Atiana	Hershey, Eva
Goodman, Jacob	Hibbard, Zoe
Goodman, Micah	Hines, John
Goray, Arjun	Hines, Sawyer
Gorman, Sage	Ho, Gray
Goswami, Sneha	Hoff, Averie
Graff, Colby	Hoilett, Alani
Granfield, Theodore	Hojman, Ethan

EDUCATION

Holst, Emily	Khan, Zain
Hu, Serena	Kirk, Grady
Huang, Annie	Kouchakdjian, Zaven
Huang, Jennifer	Krasnow, Eliana
Illiano, Meira	Krauss, Lucy
Immonen, Jackson	Krebs, Mateo
Innes, Eleanor	Kreml, Elias
Jackson, Annabel	Kronrod, Lee
Jackson, Keely	Kumar, Keya
Jackson, Makai	Kycia, Mackenzie
Jade, Huxley	La Hait, Jonathan
Jafarov, Maryam	Ladieu, Jake
Jagodzinski, Savannah	Lammey, Claude
Jamal-Eddine, Adam	Lammey, Malia
Jang, Remy	Landry, Brooke
Janigian, Lillian	Landry, Sean
Jimenez, Anna	LeBlanc, Gabrielle
Johnson, Andrew	Lent, Ashleigh
Johnson, Connor	Letcher, Leah
Johnson, Lauren	Leung, Anissa
Jorjorian, Sophie	Leverone, Anna
Jos, Gabrielle	Li, Joyce
Jun, Geoffrey	Lieblich, Ella
Kaluzniacki, Wyatt	Lin, Daniel
Kane, Caroline	Llamas, Margarita
Kanki, Christopher	Loewald, Eliza
Karol, Rebecca	Lokshin, Kolya

EDUCATION

Lokshin, Yasha	Mranal, Jagan
Lopes, Ava	Muller, Charles
Lopez, Amari	Munnangi, Rithin
Mabli, Sean	Muntasser, Leena
Magalhaes, Isabella	Murphy, Aiden
Mahoney, Michael	Murphy, Ella
Maldonado, Yamaris	Murphy, Emma
Manilov, Aiden	Murphy, Isabel
Marks, Stephen	Murphy, Kate
Marotta, David	Nasdor, Justin
Martindale, Nolan	Nasr, Teviya
Martinelli, Gabriella	Nassa, Taylor
McLarney, Alexander	Negreli, Lucca
McLellan, Izumi	Newbern, Isabel
Merck, Jamal	Newman, Eleanor
Merhige, Gus	Obraztsov, Sean
Merrill, Walter	O'Brien, Eloise
Meunier, Dorie	O'Brien, Matthew
Mewada, Krishna	O'Connor, Cameron
Millar-Nicholson, Aidan	Ogarro, Trenae
Miller, Ryan	Oliveira, Joaquim
Minassian, Emily	Olympia, Luke
Mohamed-Arafa, Wren	Pace, Reagan
Mokdad, Adam	Pang, Olivia
Morris, Margret	Pena, Jonah
Mossi, Cecelia	Peng, Bryan
Mossi, Lydia	Pestka, Ashenafi

EDUCATION

Pierre, Gabrielle	Rowe, Meredith
Pilipski, Arya	Rubin, Samuel
Pirani, Alexandre	Russo, Deniz
Polcari, Vincent	Ryan, Ella
Powers, Samuel	Rydzewski, Julia
Prasanna, Pranav	Sallese, Sarah
Puterbaugh, Gabriella	Sanchez-Tavel, GianMarco
Quinn, Allyson	Sanford, Malakai
Raines, Jude	Sanzone, Isabelle
Rakowski, Paige	Scales, Nathan
Rapisarda, Anne	Schneider, Andrew
Reinhard, Chase	Scholfeld, Finley
Remley, Avery	Schwartz, Benjamin
Renhowe, Katherine	Schwartz, Evelyn
Riaz, Ahmed	Sellazzo, Nicholas
Rice, Jasmine	Seney, Matthew
Ringuette, Paige	Shea, Kaitlyn
Rivers, Daniel	Sholk, Ethan
Rivers, Lorena	Shuckerow, Samuel
Robak, Brooke	Shulga-Morskaya, Polina Lada
Robinson, Hannah	Shvartsman, Mikhal
Rohlfing, Fineas	Sibley, King David
Roman, Meredith	Sideras, Hannah
Rose, Alex	Sieger, Melody
Rosenberg, Elyse	Simms, Kh'Mai
Rosenthal, Jack	
Rossetti, Jack	

EDUCATION

Simon, Andrew	Sykes, Andrew
Sjoquist, Annette	Sykes, Daniel
Skelly, Graham	Tamilio, Ella
Smith, Corey	Taradai, Dmitriy
Smith, Macie	Taran, Alexander
Sobol, Alexander	Tejeda, Diego
Soliman, Daniel	Thompson, Bodie
Soto, Joshua	Tibbetts, Caroline
Soto, Justin	Toomey, Connor
Sparks, Samuel	Trone, Lily
Sperry, Chloe	Tupta, Casey
Spiro, Nareelanna	Uhland, Sara
Stason, Zalen	Valleau, Anya
Steffick, Chloe	Van Creveld, Ofir
Stephens, Lena	Van Hooser, Katherine
Stern, Ruby	Varner, Samuel
Stewart, Alexander	Veloutsos, Dimitris
Stewart, Savyon	Venuto, Dante
Stollerman-Willers, Siena	Vollaro, Anna
Stolper, Madeline	Von Hoyningen Huene, Klara
Strout, Ava	von Wahlde, Alyona
Su, Michelle	Vorderer, Elizabeth
Sudnick, Matthew	Walsh, Noah
Sullivan, Ainsley	Wang, Andrew
Summer, Sarah	Weiss, Owen
Sweeney, Liam	Weldon, Grace
Swire, Lia	

EDUCATION

Wells, Aubie

Wessel, Blake

White, Narai

Wiernik, Dorian

Wilcox, Freya

Williams, Madeleine

Williams, Natalie

Wolpe, Jack

Wu, Rachel

Yalter, Danielle

Yalter, Toby

Yauckoes, Natalia

Yazdani, Lucas

Zaccagnini, Asante

Zhuang, Yuan

Zidow, Katelyn

Zurn, Annika

L-SRHS District Enrollment

	2020	2021	2022	2023	2024	2025
RESIDENCY						
Lincoln	180	173	171	178	171	170
Sudbury	1223	1213	1191	1160	1156	1071
METCO	90	91	89	89	89	90
Other Tuition/Tuition Waived	32	38	33	35	28	26
Total	1525	1515	1484	1462	1445	1357
GRADE						
9th Grade	369	391	376	346	344	321
10th Grade	363	364	387	380	343	334
11th Grade	406	361	355	387	371	331
12th Grade	381	395	361	346	383	368
SP (Special Ed > Grade 12)	6	4	5	3	4	3
Total	1525	1515	1484	1462	1445	1357
Tuition Pupils Attending Other	54	53	49	60	48	44

L-SRHS District Placement

	Class of 2020	Class of 2021	Class of 2022	Class of 2023	Class of 2024	Class of 2025
Four Year College	330 94.9%	338 90%	355 90.3%	332 93%	311 89%	343 92%
Two Year College	5 1.4%	11 3%	12 3.1%	2 0.5%	11 3%	8 2%
Other Post Secondary Education	5 1.4%	5 1.3%	4 1%	1 0.3%	6 1.7%	2 0.5%
Total Post Secondary	340 97.7%	354 94.3%	371 94.4%	335 93.8%	328 93.7%	353 94.5%
Work	1 0.3%	12 3.2%	16 4.1%	14 4%	17 4.9%	12 13.2%
Military	1 0.3%	2 0.5%	0 0%	0 0%	1 .3%	0 0%
Other (gap)	6 1.7%	8 2%	6 1.5%	3 0.8%	3 .9%	8 2.1%
Total Non-Post Secondary	8 2.3%	22 5.7%	22 5.6%	5 1%	21 6%	20 5.3%
Total Graduates	348 100%	376 100%	393 100%	357 100%	349 100%	373 100%

LINCOLN-SUDBURY REGIONAL SCHOOL DISTRICT

Treasurer's Report

July 1, 2024 - June 30, 2025

DISTRICT CASH BALANCE

Cash Balance District Fund on June 30, 2025	\$	2,048,808.00
Student Activity Fund Balance on June 30, 2025		274,273.09
Cash Balance Revolving, Trust, & Grant Accounts on June 30, 2025		13,421,036.45
	\$	<u>\$15,744,117.54</u>

OUTSTANDING DEBT

School Bond	Principal	\$	485,000.00
(10 year, TIC: 1.608944)	Interest Paid FY 2025	\$	21,975.00

EXCESS & DEFICIENCY

Balance July 1, 2024 per Massachusetts Department of Revenue	\$	1,093,627.00
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STABILIZATION FUND

Voted Establishment Spring Town Meeting 1992

Cash Balance July 1, 2024	\$	1,888,824.31
Interest Income		93,978.45
Disbursements		-
Transfer In - from E&D		200,000.00
Cash Balance June 30, 2024	\$	<u>2,182,802.76</u>

MISCELLANEOUS INCOME

Interest Income	\$	165,819.30
Misc. Receipts		12,424.32
	\$	<u>187,243.62</u>

ESTIMATED RECEIPTS

Athletic Gate Receipts	\$	-
Cafeteria		-
Medicaid Receipts		75,000.00
Transcript Receipts		500.00
	\$	<u>75,500.00</u>

Note: Cash Balance Net of Payables

(UNAUDITED)

FINANCE

The Division of Finance consists of four departments: Treasurer/Collector, Accounting, Assessing, and Information Systems. The Department Heads for each area are as follows by name and title: Victor Garofalo (Assistant Town Manager/Finance Director), Robin Porcello (Town Accountant), Kathy Laporte (Treasurer/Collector), Cynthia Gerry (Director of Assessing) and Mark Thompson (Technology Administrator).



VICTOR GAROFALO

ASSISTANT TOWN MANAGER/FINANCE
DIRECTOR

ASSISTANT TOWN MANAGER/FINANCE DIRECTOR

The Assistant Town Manager/Finance Director oversees and coordinates the Town's financial operations and plays a key role in the Town's overall management and administration. Under the direction of the Town Manager, this position is responsible for the completion of the annual Tax Recapitulation Sheet and the free cash certification process, and assists with the preparation and administration of the annual operating budget, capital improvement plan, and long-range financial forecasts. The Assistant Town Manager/Finance Director provides analysis and guidance on revenues, expenditures, debt management, and capital financing strategies, and supports the Town Manager in collective bargaining and labor negotiations.

In addition to financial responsibilities, the Assistant Town Manager/Finance Director assists the Town Manager with the day-to-day operational oversight of Town departments, including coordination of departmental budgets, monitoring financial performance, and supporting department heads in operational and policy matters. This position provides administrative oversight of the Finance, Town Clerk, IT, Library, Parks

& Recreation, Senior Center, and Veterans Services departments, and plays a key role in advancing capital projects by coordinating financial planning, funding strategies, and implementation in collaboration with Town departments, boards, and committees.

TOWN ACCOUNTANT

SCHEDULE OF REVENUES FY25			
			Variances
			Favorable
GENERAL FUND	Budget	Actual	(Unfavorable)
Real Estate and Personal Property Taxes, Net of Reserves for Abatement	109,295,844	109,377,165	81,321
Excise Taxes	3,825,000	5,356,506	1,531,506
Intergovernmental	7,695,442	7,685,629	(9,813)
Departmental and Other	1,748,251	2,419,142	670,891
Investment Income	105,000	1,965,888	1,860,888
TOTAL REVENUES	122,669,537	126,804,330	4,134,793
ENTERPRISE FUNDS			
Atkinson Pool Revenues	407,783	413,944	6,161
Total Revenues - Atkinson Pool Enterprise	407,783	413,944	6,161
Transfer Station Revenues	329,869	315,827	(14,042)
Total Revenues - Transfer Station Enterprise	329,869	315,827	(14,042)
Recreation Field Maintenance Revenues	243,663	205,842	(37,821)
Total Revenues - Field Maintenance Enterprise	243,663	205,842	(37,821)

COMBINED BALANCE SHEET JUNE 30, 2025

ASSETS	General	Special	Capital	Enterprise	Trust &	Long Term	Total
	Fund	Revenue	Projects	Funds	Agency	Debt	
Cash and Investments	27,202,304	27,206,181	3,123,037	1,160,827	29,465,764		88,158,113
Receivables:							0
Real Estate & Personal Property Taxes	1,044,416	20,164					1,064,580
Tax Liens	1,394,857						1,394,857
Tax Deferrals	1,474,817						1,474,817
Allowance for Abatements and Exemptions							0
Tax Foreclosures	287,008						287,008
Excise Taxes	506,046						506,046
Intergovernmental		682,804					682,804
Other Receivable					24,847		24,847
Long Term Obligations						57,795,000	57,795,000
TOTAL ASSETS AND OTHER DEBITS	31,909,449	27,909,148.77	3,123,037	1,160,827	29,490,611	57,795,000	151,388,072
LIABILITIES AND FUND EQUITY							
LIABILITIES:							
Warrants Payable					(3,594)		(3,594)
Other Liabilities	153,502				221,794		375,295
Accrued payroll and withholdings	5,161,088						5,161,088
Amount Due Depositors							0
Reserve for Abatements	1,701,750						1,701,750
Deferred Revenue	3,005,393	702,968			24,847		3,733,208
Agency Funds							0
Bonds & Notes Payable						57,795,000	57,795,000
TOTAL LIABILITIES	10,021,732	702,967.89	0	0	243,047	57,795,000	68,762,747

COMBINED BALANCE SHEET JUNE 30, 2025

ASSETS	General	Special	Capital	Enterprise	Trust &	Long Term	Total
	Fund	Revenue	Projects	Funds	Agency	Debt	
FUND EQUITY:							
Retained Earnings							
Contributed Capital							
Reserved for:							
Encumbrances and Continuing Appropriations	10,048,173	4,321,054		216,472			14,585,699
Expenditures and Special Purpose Reserves	1,847	621,563					623,410
Nonexpendable Trust							
Budgeted Historical Reserves							0
Designated for:							
Reserve for Premium							0
Unreserved	11,837,694	22,263,564	3,123,037	944,355	29,247,564	0	67,416,215
TOTAL FUND EQUITY	21,887,714	27,206,181	3,123,037	1,160,827	29,247,564	0	82,625,324
TOTAL LIABILITIES AND FUND EQUITY	31,909,447	27,909,149	3,123,037	1,160,827	29,490,611	57,795,000	151,388,070

SCHEDULE OF APPROPRIATIONS & EXPENDITURES FY25

Account Number	Title	Appropriation FY25	Transfers FY25	Expenditures FY25	Ending Balance
1220	Selectboard				
	Salaries	475,006	32,990	488,729	19,267
	Expenses	61,005	29,306	43,393	46,918
	Expenses C/F				0
	Prior Year Articles		9,660		9,660
1310	Human Resources				
	Salaries	254,342	51,974	303,581	2,735
	Expenses	13,963		4,406	9,557
	Expenses C/F				0
1320	Accounting				
	Salaries	335,167		278,738	56,429
	Expenses	85,356		85,091	265
	Expenses C/F				0
1330	Finance Committee				
	Salaries	4,959		2,877	2,082
	Expenses				0
	Expenses C/F				0
1370	Assessors				
	Salaries	246,411	500	246,640	271
	Expenses	76,505	(500)	74,068	1,937
	Expenses C/F		3,500	3,500	0
1380	Treasurer/Collector				
	Salaries	342,136	1,625	343,736	25
	Expenses	30,900	12,000	31,857	11,043
	Expenses C/F		4,830	2,846	1,984

SCHEDULE OF APPROPRIATIONS & EXPENDITURES FY25

Account	Title	Appropriation	Transfers	Expenditures	Ending
Number		FY25	FY25	FY25	Balance
1390	Information Systems				
	Salaries	289,854	6,130	294,097	1,887
	Expenses	351,040	10,000	352,907	8,133
	Expenses C/F		12,910	12,910	0
	Current Year Article		194,165		194,165
	Prior Year Articles		98,855	45,223	53,632
1510	Law				
	Salaries	59,384	(6,130)	17,737	35,517
	Expenses	200,990	(41,306)	154,309	5,375
	Expenses C/F		46	46	0
	Current Year Article		5,100		5,100
	Prior Year Articles		150,331		150,331
1610	Town Clerk				
	Salaries	336,656	(13,687)	283,310	39,659
	Expenses	40,090		38,860	1,230
	Expenses C/F				0
1710	Conservation				
	Salaries	219,317	3,799	223,097	19
	Expenses	18,800		17,356	1,444
	Expenses C/F				0
1720	Planning Board				
	Salaries	361,045	(53,599)	291,586	15,860
	Expenses	14,600		17,708	(3,108)
	Expenses C/F		7,050		7,050
	Current Year Article		110,757	110,669	88

SCHEDULE OF APPROPRIATIONS & EXPENDITURES FY25

Account Number	Title	Appropriation FY25	Transfers FY25	Expenditures FY25	Ending Balance
2100	Police Department				
	Salaries	4,064,955	(29,002)	4,033,801	2,152
	Expenses	407,886	29,002	400,190	36,698
	Capital Expense		227,000	204,198	22,802
	Expenses C/F		5,739	5,739	0
	Current Year Article		69,500	69,500	0
2200	Fire Department				
	Salaries	4,772,508	(10,000)	4,654,539	107,969
	Expenses	589,510	10,000	545,464	54,046
	Expenses C/F		4,347	3,196	1,151
	Current Year Article		1,220,000	39,890	1,180,110
2510	Building Department				
	Salaries	314,157		292,348	21,809
	Expenses	23,272		21,030	2,242
	Expenses C/F				0
3000	Sudbury Schools				
	Total Appropriation	45,785,871	426	45,513,227	273,070
	Carried Forward		443,098	416,740	26,358
	Current Year Article	425,000		274,926	150,074
	Prior Year Articles		1,054,460	121,227	933,233
3010	Lincoln/Sud Reg HS	29,497,481		29,363,324	134,157
	Current Year Article	346,747		58,992	287,755
	Capital Expense				0

SCHEDULE OF APPROPRIATIONS & EXPENDITURES FY25

Account	Title	Appropriation	Transfers	Expenditures	Ending
Number		FY25	FY25	FY25	Balance
3020	Vocational Ed				
	Expenses	450,000		213,098	236,902
	Carried Forward				0
4100	Engineering				
	Salaries	499,777	(146,000)	243,015	110,762
	Expenses	142,675		138,811	3,864
	Expenses C/F		86	86	0
	Prior Year Articles		2,617	2,617	0
4200	Streets & Roads				
	Salaries	1,346,218	(79,000)	1,245,649	21,569
	Expenses	1,517,880	79,000	1,225,927	370,953
	Expenses C/F		73,168	58,389	14,779
	Current Year Article	1,420,000	641,152	1,535,024	526,128
	Prior Year Articles		203,768	87,792	115,976
4210	Snow & Ice				
	Salaries	140,000	119,000	253,532	5,468
	Expenses	310,000	431,000	740,114	886
4300	Transfer Station				
	Salaries	174,168		137,130	37,038
	Expenses	155,701		155,127	574
	Expenses C/F				0
4400	Trees & Cemeteries				
	Salaries	380,988	(377)	351,138	29,473
	Expenses	116,108	377	115,932	553
	Expenses C/F				0

SCHEDULE OF APPROPRIATIONS & EXPENDITURES FY25

Account Number	Title	Appropriation FY25	Transfers FY25	Expenditures FY25	Ending Balance
4500	Parks & Grounds				
	Salaries	177,692		173,546	4,146
	Expenses	128,785		116,800	11,985
	Expenses C/F				0
	Prior Year Articles		11,110		11,110
4800	Combined Facilities				
	Salaries	457,066	(32,990)	423,253	823
	Expenses	1,153,566	246,246	1,126,314	273,498
	Expenses C/F		117,816	48,601	69,215
	Current Year Article	2,773,000	(993,999)	763,105	1,015,896
	Prior Year Articles		296,906	15,788	281,118
5100	Board Of Health				
	Salaries	453,106	(10,900)	425,572	16,634
	Expenses	117,980	10,900	126,733	2,147
	Expenses C/F		1,304	1,304	0
5410	Council On Aging				
	Salaries	370,231	(3,472)	366,710	49
	Expenses	29,000	3,472	30,903	1,569
	Expenses C/F				0
5430	Veterans Services				
	Salaries	14,054		12,803	1,251
	Expenses	46,807		32,412	14,395
	Expenses C/F				0
6100	Library				
	Salaries	1,081,324	(429)	1,027,901	52,994
	Expenses	360,000	(994)	358,701	305
	Expenses C/F				0

SCHEDULE OF APPROPRIATIONS & EXPENDITURES FY25

Account Number	Title	Appropriation FY25	Transfers FY25	Expenditures FY25	Ending Balance
6200	Recreation				
	Salaries	247,719		247,168	551
	Expenses	15,000	1,994	16,994	0
	Expenses C/F		92	92	0
	Prior Year Articles		17,907		17,907
6210	Atkinson Pool				
	Salaries	281,783		222,803	58,980
	Expenses	256,000		249,802	6,198
	Expenses C/F		6,149	1,580	4,569
6220	Field Maintenance				
	Salaries	125,163		125,389	(226)
	Expenses	118,500		103,812	14,688
	Expenses C/F		6,097	6,097	0
6500	Historical Comm				
	Salaries	2,989		2,698	291
	Expenses	5,600		1,853	3,747
	Expenses C/F				0
6510	Historic Districts Comm				
	Salaries	3,807		3,804	3
	Expenses	300			300
7100	Debt Service				
	Expenses	4,897,465		4,897,465	0
8200	State Assessment			262,046	(262,046)
9000	Employee Benefits				
	Expenses	15,925,519	(1,475,324)	14,137,866	312,329
	Expenses C/F		2,560	2,560	0

SCHEDULE OF APPROPRIATIONS & EXPENDITURES FY25

Account Number	Title	Appropriation FY25	Transfers FY25	Expenditures FY25	Ending Balance
9045	Property/Liab Ins Expenses	561,895		535,798	26,097
	Expenses C/F				0
9250	Operations Expense				
	Expenses	191,205	8,000	188,010	11,195
	Expenses C/F	16,170		16,111	59
9500	Transfer Accounts				
	Reserve Fund	300,000	(100,000)		200,000
9900	Interfund Transfers	10,100	2,125,324	2,135,424	0
	Totals	126,820,254	5,217,437	124,498,807	7,538,884

Schedule of Unexpended Appropriation Balances Carried Forward To 2026		
Selectboard	\$	45,045.11
Accounting	\$	111.46
Treasurer	\$	8,593.50
Assessors	\$	192.32
Human Resources	\$	-
Info. Systems	\$	6,019.14
Law	\$	-
Town Clerk	\$	570.45
Conservation	\$	-
Planning	\$	7,000.00
Police	\$	59,500.60
Fire	\$	47,866.48
Building	\$	-
Sudbury Public Schools	\$	272,568.00
DPW	\$	391,936.79
Facilities	\$	332,662.84
Board of Health	\$	629.94
Council on Aging	\$	1,569.63
Library	\$	-
Historical Comm.	\$	1,040.67
Recreation	\$	-
Medical	\$	2,500.00
Workers Comp	\$	8,000.00
Unemployment	\$	-
Unclassified Operations	\$	300.00
Total General Fund C/F	\$	1,186,106.93
Transfer Station	\$	504.55
Pool	\$	706.00
Field Maintenance	\$	-
Total Enterprise Fund C/F	\$	1,210.55

BOARD OF ASSESSORS

Assessors are responsible for overseeing the assessment of real and personal property in the Town of Sudbury, for producing accurate and fair assessments of property in the Town, and for administering applicable laws as they relate to property assessments, abatements and exemptions. Sudbury property taxes provide the primary funding source for the Town's operating budget. The Assessors are responsible for valuing all real and personal property annually. Valuations provide the basis for the fair allocation of property taxes. There are multiple components to the mass appraisal system for valuing properties, including market analysis and physical inspection of properties when and where possible.

Sudbury's real property values are adjusted annually to reflect changes in the real estate market. Fiscal Year (FY) 2026 assessments represent the fair market value of property as of January

1, 2025. Every five years municipal assessing departments are subject to a review conducted by the Massachusetts Department of Revenue-Bureau of Local Assessment to ensure that the methodologies and practices used to derive assessed values conform to the standards established by the Commissioner of Revenue.

The Department of Revenue also requires that cities and towns perform interim year adjustments, which are conducted between certification years. Waiting five years between revaluations leads to large adjustments, whereas revaluing properties every year and annually adjusting to market trends generally results in smaller increments of change. adjusting to market trends generally results in smaller increments of

Single-Family

FY2026 average single-family residential home assessment: \$1,168,712

FY2026 average single-family tax bill: \$16,677.52

FY2026 median single-family residential home assessment: \$1,066,800

FY2026 median single-family tax bill: \$15,223.24

Commercial

FY2026 average commercial assessment: \$1,407,222

FY2026 average commercial tax bill: \$30,311.57

FY2026 median commercial assessment: \$527,450

FY2026 median commercial tax bill: \$12,134.56

change. FY2024 was Sudbury's most recent five-year certification review year. Accordingly, FY2026 was an interim adjustment year. An assessment-to-sale ratio study comparing calendar year 2024 sales with FY2025 assessments indicated that most residential property valuations were assessed below fair market value. As a group, single-family residential valuations rose an average 4.2 percent. Residential condominiums rose an average 6.6 percent. Other residential property types experienced minimal increases. A similar study of assessments and sale prices for commercial and industrial properties indicated that property valuations for these property classes remained flat.

TAX RECAP FY2026 TOWN OF SUDBURY

The Assessors prepare annual tax rolls, and manage the commitment and abatement programs associated with the State (RMV) Motor Vehicle Excise Program. The office is also responsible for administering tax deferral and exemption programs. Action on exemption and deferral applications, including the Senior Means Tested Exemption program and the Community Preservation Surcharge Exemption program, rests with the Assessors. The Board of Assessors also oversees the abatement application program for real and personal property.

FY 2026 Tax Rate Recap (P. 1)					
Ia.	Total amount to be raised	145,470,249.52			
Ib.	Total estimated receipts and other revenue sources	32,793,407.00			
Ic.	Tax Levy (Ia minus Ib)	112,676,842.52			
Id.	Distribution of Tax Rates and levies				
CLASS	(b) Levy percentage (from LA5)	(c) Ic above times each percent in col (b)	(d) Valuation by class (from LA-5)	(e) Tax Rates (c) / (d) x 1000	(f) Levy by class (d) x (e) / 1000
Residential	89.396079	100,728,679.00	7,080,759,867.00		
Net of Exempt			7,058,681,204.00	14.27	100,727,380.78
Open Space					
Commercial	5.242996	5,907,642.86	274,293,628.00	21.54	5,908,284.75
Net of Exempt					
Industrial	0.790843	891,096.99	41,373,900.00	21.54	891,193.81
SUBTOTAL	95.429918		7,396,427,395.00		107,526,859.34
Personal	4.570082	5,149,423.68	239,089,284.00	21.54	5,149,983.18
TOTAL	100		7,635,516,679.00		112,676,842.52

Abatements/Deferrals/Exemptions processed through December 31, 2025:

Program Type	Number Filed	Number Approved	Tax \$ Abate/Exempt
Disabled Veteran Exemption & Gold Star Parents FY 2026	45	45	61,217.73
Senior Tax Deferrals FY 2026	7	7	54,609.02
Community Senior/Veteran Work Program FY 2026	39	39	69,578.75
Community Preservation Surcharge 100% FY 2026	80	80	22,752.14
Community Preservation Surcharge Proportional FY 2026	0	72	3,239.26
Senior Clause 41C FY 2026	11	11	17,448.01
Surviving Spouse Clause 17D FY 2026	5	5	3,537.11
Blind Clause 37A FY 2026	2	2	2,000.00
Senior Means Tested Exemption FY 2026	76	76	332,996.69
Clause 18 Hardship FY 2025	2	2	10,909.73
Vehicle Excise Abatements CY 2025	1192	1192	365,605.08
Property Tax Abatements FY 2025 (including Appellate Board Tax Settlement)	40	40	95,081.74

The Board of Assessors consists of three members elected by the Town's registered voters. Joshua Fox, Trevor Haydon and Liam Vesely continue to serve as the Town of Sudbury Board of Assessors.

Respectfully submitted,
Cynthia Gerry, Director of Assessing

BOARD OF ASSESSORS
Joshua Fox
Trevor Haydon
Liam Vesely

CAPITAL IMPROVEMENT ADVISORY COMMITTEE (CIAC)

This document provides the CIAC's recommendations to the Finance Committee and the Board of Selectmen on the proposed capital projects for FY26. Section I provides an overview of the process. Sections II provides the specific recommendations.

I. Overview of Process

The CIAC's mission is to review all capital project requests to be presented at Sudbury Annual Town Meeting that are over \$100,000 in one year or over \$200,000 in multiple years ("Capital Projects").

The CIAC received a description of each project on a CIP Form, where available, and in certain instances, additional information in other formats such as reports and PowerPoint presentations. During the CIAC meetings held in February and March of 2025, the committee discussed the projects and requested additional information of the sponsoring departments (e.g. DPW, Park and Rec, Fire Department, SPS, LSRHS) as needed.

The CIAC did not review projects with a cost of \$100,000 or less that are to be funded within the Town Manager's capital operating budget because they do not fall under its review and recommendation mandate.

II. Summary of CIAC Recommendations

SPECIAL TOWN MEETING: DECEMBER 1, 2025

ARTICLE 1: HAYNES SCHOOL ROOF REPLACEMENT FOR \$7,821,563

This roof replacement project is eligible for up to 41% MSBA funding; the present roof is 26 years old. MSBA process requires that funding be in place prior to being considered for reimbursement since funds would need to be available within 12 months from the time the budget is established. The funding amount would be for roof replacement cost and escalation percentage.

CIAC recommended approval by a vote of 5-0

ARTICLE 2: NIXON SCHOOL ROOF REPLACEMENT FOR \$4,064,845

This is a partial replacement project for a 30-year-old roof. These funds include roof replacement cost and escalation percentage. Design funds for this project were approved at a previous town meeting (article 11, 2023 Town Meeting). MSBA will reimburse up to 41% of costs.

CIAC recommended approval by a vote of 5-0

TOWN MEETING: MAY 5-7, 2025**ARTICLE 29: PURCHASE OF FIRE ENGINE FOR \$725,000**

This is an emergency replacement request for replacement because Engine 1 did not pass inspection in October 2024 and the reserve Engine is from 1997. Engine 1 is 20 years old with a life expectancy of 20 years. The fire truck manufacturer has agreed to put an engine on hold for Sudbury, pending Town Meeting approval, for delivery in early July 2026. The Fire Department is now borrowing a 1990 fire truck from a neighboring town to serve as a backup as needed.

CIAC recommended approval by a vote of 7-0

ARTICLE 30: AMBULANCE REPLACEMENT FOR \$500,000

The ambulance to be replaced was purchased in 2015, has a life expectancy of 7-to-10 years, and has +/- 80,000 miles of use. New ambulance replacements take around 24 - 30 months for delivery. Ambulance receipts will be used to pay down the debt of the cost of the ambulance.

CIAC recommended approval by a vote of 7-0

ARTICLE 31: ROADS, CULVERT, DRAINAGE, CONSULTANT & CONSTRUCTION FOR \$950,000

The DPW director's plans for culvert repairs must remain fluid because of emergencies that materialize. This appropriation is targeted for construction on the culvert on Old Sudbury Road and the design for the culvert on Maynard Farm Road. The Chapter 90 money will be used for the road repairs and replacements that are will be coordinated with various utilities.

DPW Director Tina Rivard explained the DPW has a flexible approach to culvert repairs. Instead of breaking out specific culverts, the projects are lumped together in order to have flexibility in addressing emergencies as well as ongoing maintenance.

This style article will be proposed over the next five years as needed to keep up with the culvert, dam and road maintenance in town.

CIAC recommended approval by a vote of 5-0

ARTICLE 32: DUMP TRUCK WITH PLOW & SPREADER FOR \$146,000

The vehicle will replace the current vehicle which has reached its estimated 10-year life cycle. This is part of the DPW rolling stock replacement program

CIAC recommended approval by a vote of 7-0

ARTICLE 33: 6-WHEEL DUMP TRUCK WITH SLIDE-IN SANDER FOR \$382,000

The vehicle will replace a similar vehicle originally purchased in 2006, estimated 15-year life cycle. This is part of the DPW rolling stock replacement program.

CIAC recommended approval by a vote of 7-0

ARTICLE 34: ATKINSON POOL RENOVATION ADDITIONAL FUNDS FOR \$959,000

Atkinson pool renovation initial request for \$428,298 in supplemental funds for additional HVAC design and installation of a thermal duct hard duct and HVAC system to enhance indoor air quality. An additional \$350,000 could be added to the Town Meeting request since the initial bids came back above expectations. This scope of work was not included in the initial design study and funding request of November 2024.

Combined Facilities Director Duran explained that in order to do the project in its entirety, including grouting, there is a need to ask for additional funds since initial bids came back higher than expected. The previous \$2.35M appropriated from the last town meeting is now not enough to complete the necessary work to address all the pool issues. The project will be re-bid in March with bids due April 16, 2025. At that time, the total cost of the work will be determined and if approved to proceed to Town Meeting by the Town Manager, the total amount which will be available for the Atkinson pool renovation could exceed \$3,000,000. The final amount for Article 34 was modified prior to Town Meeting to reflect the current bidding environment.

The CIAC did not have the opportunity to meet and vote on the updated proposal for Article 34 in time for town meeting. The committee had previously delayed their vote until the bids for the project were returned.

ARTICLE 38: HVAC CAPITAL IMPROVEMENT ENGINEERING STUDY FOR \$152,000

This study will include a status of existing conditions, conceptual Stretch Code compliant equipment selections, conceptual cost estimate, engineering fee budget, conceptual sustainable/electrification equipment selections and recommend a further refined replacement schedule for existing equipment for SPS. This is for a study only and will not result in a design or construction.

CIAC recommended approval by a vote of 7-0

ARTICLE 39: FIRE ALARM, EMERGENCY LIGHTING AND BI-DIRECTIONAL AMPLIFICATION SYSTEM DESIGN FEES FOR \$190,000

SPS request for project design to replace fire alarms, provide emergency lighting for Curtis, Haynes, and Loring and determine design and cost of a BDA (bidirectional amplifier) system for all schools.

CIAC recommended approval by a vote of 7-0

ARTICLE 44: FAIRBANK COMMUNITY CENTER AND HASKELL FIELD LANDSCAPE MASTER PLAN FOR \$500,000

The funds are to hire a qualified design consultant to create a landscape master plan for the grounds. Preliminary estimates of specific amenities that are included in this article include a multisport court for \$200,000, a pavilion for \$150,000, as well as accessible pathways, electrical upgrades, and data considerations. The remaining \$150,000 from the article is \$100,000 for the master plan development and \$50,000 for contingency and 1-year escalation costs.

The CIAC recommended approval by a vote of 5-1

ARTICLE 49: HOSMER HOUSE ENVELOPE & HVAC FOR \$615,000

General, structural envelope architecture, facades, window restoration, doors, shutters, and HVAC upgrades for the Hosmer House. All updates must be consistent with historical appropriate renovations and the timeline for completion is still to be determined. Alternates are included in the cost estimate which could offset the costs for the architecture work and design fees not included in the current estimate. There were discussions of ways to retain the historical requirements of this renovation which would save costs. The Historic commission should further review those suggestions to see if the suggestions meet historical requirements. would be achieved.

The CIAC vote was 3-3

ARTICLE 50: HOSMER HOUSE ROOF FOR \$386,000

The Hosmer house has a failing 32+ and 22+ year-old non-historic three tab asphalt roof system that is at the end of its life. The request is to remove the asphalt roof from the structure in its entirety and replace it with a historically correct cedar shingle roof assembly which will include water barriers, roof insulation, copper flashing, copper drip edge, copper gutters, and copper downspouts. The request also includes the re-pointing of the chimneys, as needed, to provide a watertight roofing system. The estimate includes a 5% contingency and the pricing is valid as of August 2024. Committee members questioned the use of cooper for the gutters, drip edges and downspouts since it would save costs and the use of this material possibly not meet historical requirements.

The CIAC recommended approval by a vote of 6-0

III. Closing

The CIAC would like to thank all the Sudbury's employees and department managers who participated in the FY26 capital process for their time and support.

Respectfully submitted by:

CAPITAL IMPROVEMENT ADVISORY COMMITTEE

Susan Asbedian-Ciaffi, Clerk

Matt Dallas, Chair

Peter Iovanella, Vice-Chair

Ark Pang

Lisa Saklad

Thomas S. Travers

FINANCE COMMITTEE

The Finance Committee began calendar year 2025 with Michael Joachim and Michael Ferrari serving as Co-Chairs.

In early January, Finance Director Victor Garofalo reviewed the proposed FY26 operating budget. He presented revised guidance that included an additional \$120,000 to Sudbury Public Schools for an additional Assistant Principal. The proposed FY26 capital budget was updated to include some shifting of projects to FY27, movement of more debt into the levy, and several new policy initiatives aimed at maintaining the Town's AAA bond rating.

Co-Chairs welcomed Select Board liaisons Jennifer Roberts and Dan Carty, who reviewed goals for FY25 and discussed impacts of various short and long term fiscal goals.

Over the next few months, the Committee met with the cost centers in budget hearings to discuss proposed budgets for the fiscal year. It also met jointly with the cost centers, the Select Board, and the Capital Improvement Advisory Committee to review capital project requests. The Committee proceeded to deliberate on the operating budget, the capital budget, and Town Meeting warrant articles with direct or indirect financial impact on the Town.

Following the Annual Town Meeting, Michael Ferrari, Andrew Bettinelli, and Eric Poch were reappointed to three year terms. During reorganization and following discussion members voted unanimously for Michael Joachim and Michael Ferrari to again serve as Co-Chairs for FY27.

In early fall, Assistant Town Manager Victor Garofalo provided a detailed analysis of year end revenues and expenditures, with a year-end undesignated General Fund balance totaling \$11.8 million and a certified Free Cash amount totaling \$9.39 million. Other budget discussion topics included the costs of the Haynes Elementary School, Nixon Elementary School, and Lincoln-Sudbury Regional High School roof projects, expected Massachusetts School Building Authority (MSBA) reimbursements for the elementary school roofs, and the Finance Committee's recommendations on funding sources. Town Manager Andy Sheehan advised that there would be a need for a Special Town Meeting due to requirements of the MSBA. Also discussed was the Town's

request for an updated financial review from the Division of Local Services and the Town's forthcoming 15-Year Capital Plan.

In support of the Finance Committee's continuing effort to expand oversight of cost centers and capital planning, the Committee welcomed Tom Gibson and Lisa Maloney of Middlesex County Retirement System and Andrew Luongo of Segal Advisors for a presentation on the Town's pension costs, unfunded liabilities, and funding schedule. Topics addressed included oversight,

retirement investments management strategies, asset growth and allocations, and pension stabilization strategies related to the Town of Sudbury's retirement system.

During the fall, the Finance Committee held two joint meetings with the Select Board to review the 15-Year Capital Plan and the Town Manager's "Financial Condition of the Town" presentation. A Special Town Meeting was held on December 1. Nixon and Haynes school roof projects were approved at the STM and at the following Special Town election.

At the end of the year, the Committee held its budget pressures meetings and discussions with the three cost centers in anticipation of beginning the FY27 budget review at the start of calendar year 2026.

Respectfully submitted,

John Baranowsky

Andrew Bettinelli

Michael Ferrari, Co-Chair

Karl Fries

Michael Joachim, Co-Chair

Ryan Lynch

Eric Poch

Hank Sorett

Andrew Sousa

TREASURER AND COLLECTOR

The Treasurer and Collector's Office has six primary responsibilities: cash management, investment management, long-term and short-term debt management, trust fund management, tax collection, and delinquent account collection.

CASH MANAGEMENT

The Treasurer is responsible for the receipt of all Town funds and the payment of all Town obligations. To fulfill this responsibility, the Treasurer maintains all Town bank accounts. The Town also utilizes a lockbox account and online payment systems to accelerate the deposit of payments.

The office continues to expand the use of electronic funds transfers (EFT) to expedite both the receipt and disbursement of Town funds. EFT reduces transaction costs and allows the Town to retain cash for longer periods, thereby increasing opportunities for investment income. As of June 30, 2025, the Town maintained a consolidated pooled cash and investment balance of \$88.1 million.

INVESTMENT MANAGEMENT

In FY25, the Town reported unrestricted investment income of \$1,965,888, compared to \$714,899 in the prior year. Investment earnings are primarily influenced by two factors: prevailing interest rates and the amount of cash available for investment. Depending on market conditions and the Town's cash flow requirements, investment income may vary significantly from year to year.

The Town adheres to the municipal investment principles of safety, liquidity, and yield and complies with all applicable Massachusetts General Laws governing municipal investments. General investment earnings include interest, dividends, and net market value adjustments on all balances held in the General Fund, Stabilization Funds, and statutory trust funds of the Town of Sudbury.

DEBT MANAGEMENT

The Treasurer is responsible for issuing both short-term and long-term debt, maintaining all borrowing records, monitoring construction cash flows, investing bond proceeds, and securing and maintaining a credit rating for the Town's long-term debt.

SHORT-TERM DEBT

Sudbury issues short-term debt for three primary purposes:

- To provide interim financing for construction projects prior to the issuance of permanent debt (Bond Anticipation Notes, or BANs);
- To provide upfront funding for projects that will be reimbursed by state or federal governments (Grant Anticipation Notes, or GANs); and
- To address cash flow needs in anticipation of tax revenues (Revenue Anticipation Notes, or RANs).

As of June 30, 2025, the Town had no outstanding short-term debt.

LONG-TERM DEBT

Sudbury maintains an 'AAA' bond rating from Standard & Poor's, the highest credit rating available for municipal debt. This rating reflects the Town's strong economic fundamentals, including convenient access to the deep and diverse Boston metropolitan statistical area; extremely strong per capita market values and household income levels relative to national averages; a stable financial position supported by sound financial management practices; and a low debt burden with manageable future capital needs.

The following charts present the Town's outstanding debt as of June 30, 2025.

TOWN OF SUDBURY
TREASURER'S DEBT SCHEDULE FOR ALL FUNDS
AS OF JUNE 30, 2025

Fiscal Year	Schools Principal Pmt	Municipal Principal Pmt	CPA Principal Pmt	Annual Debt Service	Principal Outstanding
Bal FY25	\$0	\$51,180,241	\$3,540,000		\$54,720,241
FY2026		2,907,895	550,000	3,457,895	51,262,346
FY2027		2,778,273	540,000	3,318,273	47,944,073
FY2028		2,778,787	540,000	3,318,787	44,625,286
FY2029		2,784,642	540,000	3,324,642	41,300,645
FY2030		2,790,645	310,000	3,100,645	38,200,000
FY2031		2,680,000	315,000	2,995,000	35,205,000
FY2032		2,525,000	230,000	2,755,000	32,450,000
FY2033		2,525,000	230,000	2,755,000	29,695,000
FY2034		2,520,000	235,000	2,755,000	26,940,000
FY2035		2,445,000	50,000	2,495,000	24,445,000
FY2036		2,020,000		2,020,000	22,425,000
FY2037		2,015,000		2,015,000	20,410,000
FY2038		2,015,000		2,015,000	18,395,000
FY2039		2,015,000		2,015,000	16,380,000
FY2040		2,015,000		2,015,000	14,365,000
FY2041		2,015,000		2,015,000	12,350,000
FY2042		1,295,000		1,295,000	11,055,000
FY2043		1,295,000		1,295,000	9,760,000
FY2044		1,270,000		1,270,000	8,490,000
FY2045		945,000		945,000	7,545,000
FY2046		945,000		945,000	6,600,000
FY2047		945,000		945,000	5,655,000
FY2048		945,000		945,000	4,710,000
FY2049		945,000		945,000	3,765,000
FY2050		945,000		945,000	2,820,000
FY2051		940,000		940,000	1,880,000
FY2052		940,000		940,000	940,000
FY2053		940,000		940,000	(0)

Outstanding Debt

\$0 \$51,180,241 \$3,540,000

TOWN OF SUDBURY
TREASURER'S DEBT SCHEDULE BY PROJECT
AS OF JUNE 30, 2024

Project	Principal Outstanding	Interest Outstanding	Debt Type	Bond Matures
Police Station Construction	\$3,368,000	\$562,596	Exempt	2035
Johnson Farm	\$850,000	\$142,269	Exempt	2035
Broadacres - Land Acquisition	\$2,765,000	\$376,782	Exempt	2041
DPW Fuel Management	\$805,000	\$68,550	Exempt	2031
Stearns Mill Dam	\$135,000	\$5,400	Exempt	2026
Camp Sewataro	\$255,000	\$34,087	Exempt	2041
Camp Sewataro	\$8,570,000	\$1,425,273	Exempt	2041
Stearns Mill Dam & Bridge Replacement	\$405,000	\$162,950	Exempt	2044
CSX Land Acquisition	\$670,000	\$160,200	Exempt	2034
Fairbank Community Center	\$26,445,000	\$15,670,800	Exempt	2053
ESCO Loan	\$445,241	\$35,359	Non-Exempt	2030
Police	\$117,000	\$12,960	Non-Exempt	2031
Drainage/Roadway	\$2,995,000	\$1,246,600	Non-Exempt	2044
Fire Station Addition	\$2,905,000	\$1,209,000	Non-Exempt	2044
Clean Water Trust 2022	\$450,000	\$64,125	Non-Exempt	2043
Johnson Farm	\$500,000	\$83,688	CPA	2035
Nobscot Conservation	\$955,000	\$41,963	CPA	2029
Pantry Brook	\$1,545,000	\$131,371	CPA	2034
Nobscot Refunding	\$540,000	\$46,100	CPA	2031

Total Debt Projects

\$54,720,241 \$21,480,073

**TOWN OF SUDBURY
ANNUAL DEBT PAYMENTS
AS OF JUNE 30, 2025**

Fiscal Year	Exempt Debt		Non-Exempt Debt		Total General Fund Debt	Community Preservation		Total Debt
	Principal	Interest	Principal	Interest		Principal	Interest	
FY2026	2,473,000	1,569,250	434,895	287,765	4,764,910	550,000	78,943	5,393,853
FY2027	2,338,000	1,474,910	440,273	264,152	4,517,335	540,000	63,143	5,120,478
FY2028	2,333,000	1,385,970	445,787	245,403	4,410,160	540,000	50,043	5,000,203
FY2029	2,328,000	1,297,130	456,642	226,513	4,308,285	540,000	36,655	4,884,940
FY2030	2,328,000	1,208,490	462,645	207,325	4,206,460	310,000	25,568	4,542,028
FY2031	2,318,000	1,129,600	362,000	187,985	3,997,585	315,000	19,718	4,332,303
FY2032	2,185,000	1,051,010	340,000	171,200	3,747,210	230,000	13,768	3,990,978
FY2033	2,185,000	975,838	340,000	155,075	3,655,913	230,000	9,073	3,894,986
FY2034	2,180,000	900,129	340,000	138,950	3,559,079	235,000	4,651	3,798,730
FY2035	2,105,000	833,677	340,000	125,975	3,404,652	50,000	1,563	3,456,215
FY2036	1,685,000	769,558	335,000	113,000	2,902,558			2,902,558
FY2037	1,685,000	717,750	330,000	100,225	2,832,975			2,832,975
FY2038	1,685,000	665,675	330,000	87,650	2,768,325			2,768,325
FY2039	1,685,000	613,600	330,000	75,075	2,703,675			2,703,675
FY2040	1,685,000	561,258	330,000	62,500	2,638,758			2,638,758
FY2041	1,685,000	508,462	330,000	49,925	2,573,387			2,573,387

FY2042	965,000	455,400	330,000	37,350	1,787,750			1,787,750
FY2043	965,000	416,800	330,000	24,775	1,736,575			1,736,575
FY2044	965,000	378,200	305,000	12,200	1,660,400			1,660,400
FY2045	945,000	339,600			1,284,600			1,284,600
FY2046	945,000	301,800			1,246,800			1,246,800
FY2047	945,000	264,000			1,209,000			1,209,000
FY2048	945,000	226,200			1,171,200			1,171,200
FY2049	945,000	188,400			1,133,400			1,133,400
FY2050	945,000	150,600			1,095,600			1,095,600
FY2051	940,000	112,800			1,052,800			1,052,800
FY2052	940,000	75,200			1,015,200			1,015,200
FY2053	940,000	37,600			977,600			977,600
Total	\$44,268,000	\$18,608,907	\$6,912,241	\$2,573,044	\$72,362,192	\$3,540,000	\$303,121	\$76,205,313

COLLECTIONS MANAGEMENT

The total property tax levy for FY25 was \$109,295,844. As of June 30, 2025, the Town had collected \$108,417,657, or 99.20% of the current year's levy. The Town continues to experience very strong property tax collection rates.

Write-offs of real estate taxes deemed uncollectible are rare. Unpaid real estate tax balances are typically subject to the Tax Taking process within 60 to 90 days following the close of the fiscal year. In cases of severely delinquent accounts, the Town may pursue foreclosure proceedings through Land Court.

FINANCE

PROPERTY TAX LEVIES AND COLLECTIONS

LAST TEN FISCAL YEARS

Fiscal Year	Net Tax Levy	Collected within the Fiscal Year of the Levy		Actual Subsequent Collections	Total Collections to Date	
		Current Tax Collections (1)	Percent of Net Levy Collected		Total Tax Collections (1)	Total Collections as a % of Net Levy
2016	76,436,100	75,768,929	99.13%	614,187	76,383,116	99.93%
2017	78,907,941	78,956,353	100.06%	352,595	79,308,948	100.51%
2018	82,739,056	82,147,081	99.28%	664,381	82,811,462	100.09%
2019	85,658,067	85,188,157	99.45%	625,877	85,814,034	100.18%
2020	89,106,699	87,853,592	98.59%	1,279,659	89,133,251	100.03%
2021	91,966,404	91,366,955	99.35%	595,900	91,962,855	100.00%
2022	95,564,495	94,862,799	99.27%	752,638	95,615,437	100.05%
2023	98,602,492	97,774,029	99.16%	656,033	98,430,062	99.83%
2024	104,757,866	104,079,441	99.35%	465,113	104,544,554	99.8%
2025	109,295,844	108,417,657	99.20%		108,417,657	99.2%

Source: Department of the Treasurer/Collector

(1) Does not include taxes moved to and collected from Tax Title and Tax Deferral accounts.

DELINQUENT AND DEFERRAL ACCOUNT COLLECTIONS MANAGEMENT

The Collector's Office is responsible for collecting all taxes due to the Town. Ineffective or delayed collections can negatively impact the Town's cash flow and overall financial stability. After the statutory due date for tax payments has passed and all required notices have been issued, unpaid accounts are classified as delinquent.

Delinquent motor vehicle excise and personal property tax accounts are assigned to a deputy collection service, Kelley & Ryan, for further collection action. In addition, the Town may request the "marking" of delinquent accounts at the Registry of Motor Vehicles, which prevents the renewal of motor vehicle registrations and driver's licenses until all outstanding taxes, interest, and fees are paid in full.

Delinquent real estate tax accounts are placed into Tax Title, at which time a certified municipal tax lien is recorded at the Registry of Deeds against the property. Any subsequent unpaid balances are automatically added at the close of each fiscal year. Once a property has remained in Tax Title for six months or more, the Town may exercise its legal right to initiate foreclosure proceedings.

A municipal tax lien takes precedence over all other encumbrances on real property. As a result, mortgage lenders typically require property owners to resolve serious tax delinquencies in order to protect their secured interest in the property.

Tax deferrals granted under Massachusetts Temporary Hardship and Senior Tax Deferral statutes may not become due or payable for several years, depending on the terms of the applicable statute.

TOWN TRUST FUNDS

The Trustees of Town Donations oversee the Town Trust Funds. The 6-member Board of Trustees includes the members of the Select Board, plus the Treasurer. A 3-member Investment Advisory Group consisting of, David Pettit, Daniel Flanagan, and Lee McGowan, make recommendations to the Town Treasurer on all pooled Trust investments. The general investment philosophy continues to focus on producing a steady stream of annual income for the beneficiaries while also protecting Trust principal to the greatest extent possible. The adjusted market value for the pooled Town trust investments as of June 30, 2025 was \$2,281,808.

TOWN REVOLVING FUNDS

REVOLVING FUNDS: Receipts from a specific revenue source that are accounted for separately (segregated) from the general fund and may be spent without appropriation to support the activity, program or service that generated the revenue.

The Town maintains several revolving funds. Revolving Funds established under M.G.L. c.44, s. 53E ½, require annual spending limit authorization at Town Meeting. Each fund is accounted for separately from all other monies in the Town.

Fund Descriptions:

- Public Health Vaccinations – insurance and other reimbursements for vaccinations provided by the Board of Health to the public for the purchase of vaccines, vaccination materials, and the public health nursing administration of such vaccinations;

- Plumbing and Gas Inspectional Services – permit fees collected are used to fund services for plumbing and gas inspections;
- Portable Sign Administration and Inspectional Services – annual registration fees collected pursuant to Section 3259A, Portable Signs, of the Zoning Bylaw are used to fund administration and inspectional services;
- Conservation (Trail Maintenance) – license fees collected from agricultural use of fields on conservation lands are used to fund trail maintenance on Town-owned designated conservation lands;
- Conservation (Wetlands) – application fees collected are used to fund administration of the Sudbury Wetlands Bylaw;
- Council on Aging Activities – fees collected are used to fund Senior Center classes and programs;
- Council on Aging Van Transportation (MWRTA) – payments from the MetroWest Regional Transit Authority (MWRTA) and fares are used to pay salary and benefits of van driver and van operating expenses;
- Cemetery Revolving Fund – sale of lots and other fees excepting perpetual care funds are used to fund maintenance of Town cemeteries;
- Fire Department Permits – permit fees collected are used to fund expenses related to the issuance of permits, including salaries and benefits, purchase and maintenance of equipment required;
- Goodnow Library Meeting Rooms – fees from non-Town agency use of Library meeting rooms are used for maintenance and utility charges for those rooms;

- Goodnow Library Services – for use by the Library Director for the purposes of funding the replacement of books, CDs, DVDs, audio books and other materials lost or damaged by patrons in addition to incidental costs associated with services for patrons such as document copying, printing, passport acceptance applications, microfilm, and notary services, and including library programs offered to the public utilizing revenue from lost book fees, passport application fees, copying fees, and fees associated with other library services at the Goodnow Library;
- Recreation Programs – fees collected are used to fund recreation programs and activities;
- Bus – user fee collections are used to fund additional or supplemental school transportation;
- Instrumental Music – user fees are used to fund additional or supplemental instrument music lessons after school hours;
- Cable Television – fees and other income collected in connection with cable television are used to fund local access services and the Town institutional network (I-Net);
- Rental Property – receipts received from the rental of Town-owned houses are used to fund expenditures related to the upkeep of these houses;
- Dog – fees, fines, charges, and penalties imposed under the Town Bylaw, Art. V.3, Regulation of Dogs, and those costs required by the Massachusetts General Laws are used for making purchases or paying any expenses related to the regulation of dogs;

FINANCE

- Zoning Board of Appeals – application fees collected are used to fund consultants and part-time employee salaries;
- Solar Energy – receipts from renewables, solar arrays or similar equipment installed on land, buildings, or other property owned by the Town of Sudbury, excluding, Lincoln-Sudbury High School, are used for payment of electrical costs and funding of energy saving initiatives by the Energy Committee.

Fund	Revolving Balance	Balance 6/30/2024	Revenues	Expenditures	Balance 6/30/2025
1103	Bus	\$ 949,938	\$ 378,489	\$ 447,238	\$ 881,189
1111	Instrumental Music	12,016	17,610	19,970	9,656
1151	Recreation Programs	511,945	684,349	486,197	710,097
1162	Goodnow Library Meeting Rooms	28,124	4,225	426	31,923
1163	Cable Television	3,394	-	-	3,394
1166	Dog	159,209	65,398	47,195	177,412
1170	Fire Department Permits	183,251	36,639	9,444	210,446
1171	Council on Aging Activities	4,831	29,906	18,897	15,840
1173	Council on Aging Van Transportation (MWRTA)	81,307	126,936	138,258	69,985
1174	Conservation (Trail Maintenance)	29,529	3,650	170	33,009
1175	Cemetery Revolving Fund	93,440	14,519	25,573	82,386
1184	Conservation (Wetlands)	77,141	8,021	-	85,162
1189	Plumbing & Gas Inspectional Services	262,957	60,530	51,909	271,578
1190	Rental Property	363	28,650	6,003	23,010
1191	Zoning Board of Appeals	2,656	-	-	2,656
1192	Portable Sign Administration & Inspectional Services	87,475	5,500	2,006	90,969
1194	Public Health Vaccinations	50,173	12,435	14,561	48,046
1195	Solar Energy	984,778	529,834	706,187	808,425
1198	Goodnow Library Services	70,195	38,188	19,675	88,708
Total Revolving Funds		\$ 3,592,721	\$ 2,044,878	\$ 1,993,709	\$ 3,643,891

Respectfully Submitted,

Victor Garofalo
Assistant Town Manager/Finance Director

HEALTH & HUMAN SERVICES

CABLE ADVISOR

In 2025, the Cable Advisor monitored cable-company franchise compliance, answered questions from residents and the Town, and maintained an informational webpage (accessible from the Town website). Cable-related questions or problems should be sent to cableadvisor@sudbury.ma.us. Residents are encouraged to use this process to get help with cable-provider-related problems after attempts through normal channels have failed.

SudburyTV (a non-profit organization led by Sudbury residents) continued to provide Public, Governmental, and Educational Access programming on the channels shown below:

<u>Programming Type</u>	<u>COMCAST (Xfinity)</u>	<u>Verizon (Fios)</u>
Public	22	30
Governmental	8	31
Educational	9	32
Best of Sudbury TV (Hi-Def)	1074	2130

All programming is also available (live streams and video-on-demand) at <http://sudburytv.org>. People choosing to cancel cable TV (i.e., “cut the cord”) should be mindful that SudburyTV is completely funded by COMCAST and Verizon in amounts proportional to their Cable TV revenues in Sudbury (Internet and Phone revenues aren’t considered).

SudburyTV programming included continued coverage of numerous committees, commissions, and task forces, including live coverage of: Select Board, Finance, SPS School, L/S School. Recorded for later cablecast and VOD: Board of Health, Capital Improvement Advisory, Council on Aging, Commission on Disability, Conservation Commission, Community Preservation, Diversity Equity and Inclusion, Earth Removal, Energy and Sustainability, Goodnow Library Trustees, Historical, Historic Districts, Park and Recreation, Permanent Building, Planning Board, Rail Trails Advisory, Housing Authority, Housing Trust, Sudbury 250, Transportation, Tri-District School Committee,

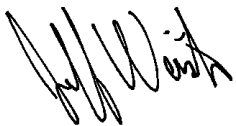
Tri-District Calendar Review Committee, Zoning Board of Appeals, Select Board Policies and Procedures Review and Handbook Subcommittees, and SPS Policy Subcommittee. Town Meeting, the Annual Town Forum, and special forums such as the Shermans Bridge Information Session were recorded but also cablecast live. Many of these meetings are held via ZOOM, facilitated by STV.

SudburyTV cablecast educational programming presented by groups such as L/S and Curtis Music Programs, L/S Sports, and L/S and Curtis Middle School Graduation ceremonies. SudburyTV also continued to cablecast community programs from the Goodnow Library, Sudbury Senior Center, Sudbury League of Women Voters Forums, L/S Civic Orchestra, Special Education Parent Advisory Council (SEPAC), Sudbury Chamber of Commerce, Sudbury Savoyards, Sudbury Valley New Horizon Music, Chinese-American Association, Sudbury 250 Events, and Memorial Day and July 4th Ceremonies. Finally, SudburyTV continued production of the original series, Global Village, which covers a variety of topics including books, music, and religion.

At the SudburyTV studio at L/S there is a full complement of broadcast and editing equipment. Residents can request personalized training, or attend our courses held in the spring and fall. After training, residents can use this equipment to create and edit quality programming at no charge, or volunteer to help cablecast existing programs. Equipment may be used in the studio or on location. We have rooms equipped with multiple cameras such that a single volunteer can record meetings in the Town Hall, Flynn Building and Police Station.

The essence of Access is programming produced for residents, by residents. Residents are encouraged to contact SudburyTV's Executive Director, Lynn Puorro, to discuss programming and/or training. Contact Lynn at 978 443 9507, or at info2@sudburytv.org. More information about SudburyTV (and a link to the Cable Advisor's webpage) can be found at <http://sudburytv.org>.

Respectfully Submitted



Jeff Winston

COMMISSION ON DISABILITY

The Commission is pleased to report that 2025 was another productive and impactful year.

This year, we worked to expand our collaborative relationships with other groups in town. We appointed liaisons to the Sudbury DEI Commission, the Sudbury Council on Aging, and Sudbury Parks and Recreation. We also collaborated on events with Sudbury Public Schools' SEPAC, Sudbury Pride, The Sudbury Foundation, and the Meadowbrook neighborhood of Sudbury. In addition, we continue to have a member appointed to the Sudbury Transportation Committee.

Our primary focus in 2025 was building community in Sudbury through collaboration and hosting inclusive events.

We volunteered at Sudbury Doing Good, an event organized by The Sudbury Foundation. At this event, we spoke with community members about the work of the Commission on Disability—both by welcoming visitors to our table and by engaging with other organizations to share information about our mission and initiatives.

We also volunteered at Sudbury Pride Day, where we showed support for our LGBTQ+ community and introduced attendees to the Sudbury Commission on Disability. In addition to hosting a table and speaking with community members, we distributed stickers and created a welcoming presence with bubbles floating from our table. We also collaborated with Sudbury Pride in advance and during the event to help ensure accessibility for all who wished to attend.

In 2025, we were honored to co-sponsor the event The Power of Affirmation: Nurturing Neurodivergent and Gender-Diverse Kids with Sudbury SEPAC and Sudbury Pride. The speaker, Rebecca Minor, LICSW, specializes in supporting families parenting neurodivergent and gender-diverse children. It was an inspiring and educational evening focused on understanding the needs of these children and identifying ways our community can better support them.

We also hosted two major community events in 2025.

The first was our annual Accessible Trick-or-Treat event, held in collaboration with the Meadowbrook neighborhood. Approximately 200 families attended. This event helped eliminate barriers such as stairs, anxiety triggers, food allergies, and sensory challenges. One family shared that it was the first time they truly enjoyed Halloween, as their child did not have to walk up to individual doors and knock—an experience that had previously caused significant anxiety. Instead, families visited neighbors' tables and were greeted warmly in an accessible and welcoming environment. While this event requires extensive coordination with the neighborhood and numerous volunteers, it remains one of our most rewarding traditions.

In November, we hosted an Accessible Bike Event in collaboration with All Out Adventures. All 50 time slots were filled—far exceeding expectations. All Out Adventures shared that first-time community events often receive only about 10 registrations, so the strong turnout was especially meaningful. This event provided access to physical and outdoor activities that can often be difficult for individuals with disabilities to access.

We witnessed several special moments that day: a teenager riding a bike independently for the first time, his excitement shared by everyone present; a father with a progressive condition enjoying a rare bicycle ride with his son; and an elderly couple participating in a bike ride together after years of being unable to enjoy one of their favorite pastimes. We were also fortunate to secure a grant from The Sudbury Foundation to host additional Accessible Bike events in 2026.

In addition to hosting and volunteering at events, we drafted a non-binding warrant article promoting the full inclusion of people with disabilities in Sudbury. This article will be presented at the 2026 Annual Town Meeting. We hope it will serve as a reminder of the importance of intentional inclusion in all aspects of our community.

We look forward to continuing this important work in 2026

Respectfully submitted,

Liesje Quinto, Chair

Karyn Jones, Vice Chair

Cheryl Wallace, Member

Elizabeth Struck, Member

Annika Hardy, Member

DIVERSITY, EQUITY, AND INCLUSION COMMISSION

The Sudbury Diversity, Equity, and Inclusion (DEI) Commission respectfully submits this Annual Report to the Select Board. The Commission's mission is to champion diversity, advance equity, and foster inclusion so that all members of the Sudbury community feel valued, respected, and able to fully participate in civic life.

Over the course of the year, the Commission balanced responsive advocacy with capacity building. Our work centered on addressing resident concerns, promoting inclusive practices, strengthening our internal structure, and building partnerships locally and regionally to support sustainable impact.

Resident Engagement and Advocacy

A core function of the Commission is to listen to residents and elevate issues affecting historically marginalized communities. Throughout the year, the Commission served as both a resource and a convener—creating opportunity for dialogue, centering lived experience, and bringing forward concerns that warranted broader community attention.

Gender-Expansive Policies in Schools

The Commission provided space for residents to share perspectives related to gender-expansive policies in Sudbury schools. Given the complexity of these conversations, the Commission emphasized the need for respectful engagement to ensure that differing viewpoints could be expressed constructively and that impacted community members felt heard.

Community Safety and Public Affirmation

Residents of Indian descent in Sudbury and the broader MetroWest area raised concerns about safety following incidents of theft. When those concerns were met in some public spaces with skepticism or a lack of empathy, the Commission issued public statements reaffirming Sudbury's values. The statements underscored the importance of listening to impacted communities, responding with care, and recognizing the legitimacy of residents' fears and lived experiences.

Engagement with Community Partners

Separately, the Commission met with representatives from the Sudbury Special Education Parent Advisory Committee (SEPAC) and with town social workers. These discussions informed the Commission's understanding of barriers to access, inclusion challenges, and opportunities to strengthen equity across town systems.

DEI COMMISSION DEVELOPMENT AND STRATEGIC FOCUS

In addition to responsive engagement, the Commission invested in strengthening its own effectiveness and clarity of purpose.

Engaging a DEI Consultant

To clarify strategic direction and improve impact, the Commission retained DEI consultant Dr. Raul Fernandez. Dr. Fernandez conducted an assessment of the Commission's goals, structure, and operating practices and provided a strategic roadmap for future work. His recommendations emphasized prioritization, clearer role definition, accountability measures, and sustainable support structures. This engagement marked an important step toward greater focus and long-term effectiveness.

Restructuring for Impact

Recognizing capacity constraints and the need for more streamlined operations, the Commission reduced its membership size to create a more nimble and engaged body. The restructuring was undertaken intentionally to improve participation, clarify roles, and support consistent follow-through.

COMMUNITY PRESENCE AND REGIONAL COLLABORATION

The Commission continued to expand its visibility and partnerships within Sudbury and across neighboring communities.

Community Events and Visibility

Commission members supported and participated in several community events, including Family Pride Day and Eid al-Fitr celebrations. Participation reinforced the Commission's commitment to relationship-building and visible support for inclusive community spaces.

Regional Partnerships

The Commission initiated dialogue with neighboring DEI and Human Rights Commissions, including those in Concord and Wayland, to exchange ideas and strengthen regional collaboration. The Commission also encouraged engagement between the Sudbury Select Board and Concord's Select Board to learn from Concord's approach to addressing Tercentenary Markers, reflecting a commitment to shared learning and thoughtful civic practice.

Building Connections Workshop

The Commission partnered with Human Rights Commissions from Arlington, Brookline, Cambridge, Lexington, Needham, Newton, and Watertown to co-sponsor a virtual workshop, *Building Connections: Effective Tools for Community Conversations*, led by Essential Partners.

The two-session workshop equips participants with tools to engage constructively across differences. Each participating community was allocated 25 seats, and the Commission reserved seats for Select Board members to support shared learning.

School Collaboration and Inclusive Calendars

The Commission continued engagement with educational leadership regarding inclusive school calendars, including recognition of cultural and religious holidays such as Eid, Lunar New Year, and Diwali.

The Commission's Co-Chairs met with the Lincoln-Sudbury Regional High School Principal/Superintendent and LSRHS' School Committee Chair. The meeting affirmed openness to collaboration and ongoing dialogue.

Additionally, a representative from Sudbury for Racial and Social Justice attended a Commission meeting to explore opportunities for collaboration, particularly around amplifying shared perspectives related to the Tri-District school calendar.

Engagement with the Sudbury Police Department

In October, the Commission held an in-person meeting at the Sudbury Police Department. Chief Nix joined the discussion and provided information about the Citizens Academy, community self-defense initiatives, and the PD's role in community engagement.

While Chief Nix declined a standing advisory role, he agreed to attend meetings (or designate a representative) when agenda items warrant police input. The discussion strengthened communication and mutual understanding between the Commission and the PD.

Community Forum on Food Insecurity

In November, the Commission hosted a public forum focused on food insecurity in Sudbury. Panelists included a representative from the Sudbury Food Pantry, Town Social Worker Kirstin Wilcox, and Sudbury resident Elizabeth Struck.

The forum highlighted an important reality: food insecurity exists within Sudbury, including among neighbors and friends, and is not confined to less affluent communities. Panelists shared local context, challenged common misconceptions, and outlined available resources. The discussion also provided concrete information on how residents can become involved, support local efforts, and share resources with individuals or families experiencing food insecurity.

Youth Engagement: Student Essay Competition

The Commission began developing a student essay competition open to Lincoln-Sudbury Regional High School students and other high school-aged Sudbury residents. Essay prompts will be developed by LSRHS and school-based, student-led groups.

The Commission is partnering with Sudbury for Racial and Social Justice, which has expressed willingness to collaborate. Prize funding will be secured from ARPA funds previously designated to the Commission. Proposed awards include \$500 for first place, \$300 for second place, and \$100 for third place. Submissions will be reviewed by a joint committee.

Commission Membership and Support

The Commission welcomed two new members this year. Kimberly Lezak was unanimously appointed by the Commission, confirmed by the Select Board, and sworn in in December. Isaac Tesfay also joined; his participation was initially delayed due to a communication error, which has since been resolved.

The Commission on Disability appointed Elizabeth Struck as a liaison to the DEI Commission, strengthening inter-commission collaboration.

James Goudie was appointed as staff liaison, serving in the Town Manager's stead. He has been actively engaged and supportive, and the Commission anticipates that his background and personal involvement in DEI work will further strengthen continuity and capacity.

Challenges and Lessons Learned

While meaningful progress was made in 2025, several challenges shaped the Commission's work:

- **Membership Stability:** Attrition and inconsistent participation affected continuity.
- **Capacity Constraints:** As a volunteer body, the Commission's bandwidth limited the pace of initiatives.
- **Role Clarity:** At times, the Commission's advisory role and scope were not widely understood.
- **Community Engagement:** Participation from community advisors was lower than anticipated.

These realities reinforced the importance of prioritization, structural clarity, and sustainable support—principles reflected in the consultant's recommendations and the Commission's ongoing refinement of its work.

Conclusion

The Sudbury DEI Commission remains committed to advancing equity, fostering inclusion, and strengthening community trust. Through responsive advocacy, strategic capacity-building, and collaborative partnerships, the Commission continues to serve as a resource to the Select Board and the broader Sudbury community.

We appreciate the Select Board's partnership and look forward to continued collaboration in the year ahead.

GOODNOW LIBRARY

This year brought new partnerships, programs and leadership to the Goodnow Library. In March, longtime library director Esmé Green left to pursue another opportunity. Karen Tobin, Assistant Library Director assumed the role of Interim Director, leading the library through a 4-month transitional period. Amy Stimac was selected as Goodnow's next library director and began her tenure at the beginning of August.

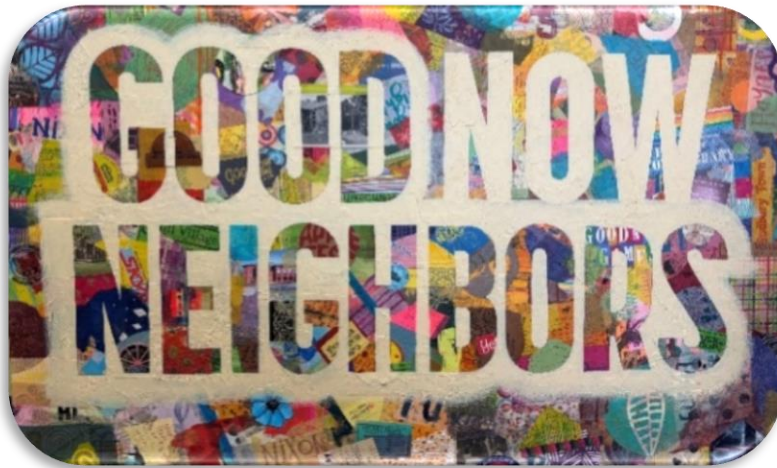
COMMUNITY COLLABORATIONS

Locally Grown Sudbury

The library was a principal partner of Locally Grown Sudbury, a two-year, \$92K grant initiative awarded to the town in late 2024. Accomplishments in 2025 included three library programs focused on gardening and a community wide read of *Animal, Vegetable, Miracle* by Barbara Kingsolver. The library also brought a pop-up library to the Locally Grown Farmers Market and Fair on May 31.



Good Neighbor Day



As a partner of the Massachusetts Coalition to Build Community & End Loneliness, the Goodnow Library held Good Neighbor Day on Saturday, September 27. This large event featured a community collage, food pantry drive, communal coloring project, and socializing while enjoying cider, coffee, and donuts. The

community collage was funded by a Cultural Council grant and is now a permanent part of the library's art collection.



PICTURED FROM LEFT TO RIGHT: MA REPRESENTATIVE DAVID LINSKY, AIDA GENNIS, CHRISTOPHER LINDQUIST, MA SENATOR JAMIE ELDRIDGE, AND MA REPRESENTATIVE CARMINE GENTILE

Legislative Breakfast

Goodnow hosted a collective advocacy library legislative breakfast in March. Legislators and library leaders from the communities of Acton, Lincoln, Maynard, Sudbury, Wayland, Weston were in attendance as well as the Director of the Massachusetts Library System and a commissioner from the Massachusetts Board of Library

Commissioners. Speakers included Goodnow Library trustee chair Jean Nam, Town Manager Andy Sheehan, and two members of the Teen Advisory Board.



Yellow Tulip Project

In partnership with the Sudbury Health department, Sudbury Garden Club, and Sudbury DPW, the library partook in the Yellow Tulip Project, a youth-based movement that seeks to break the silence around mental illness and suicide.

Communities plant yellow tulips that bloom in the spring,

serving as a living reminder that even after the darkest winters, hope returns. Yellow tulips were planted in front of the library and when they bloom in the spring of 2026 the library will offer programming around suicide prevention in conjunction with the Health department.

Sudbury for Digital Balance

Goodnow partnered with Sudbury for Digital Balance (SDB) on a series of events to aid parents in exploring ways to navigate their children's digital world with intentionality. The year began with a Goodnow Community Read of the book *The Anxious Generation* by Jonathan Haidt. A panel discussion with local experts on the topic was held mid-February. In March, the library partnered with over 30 other libraries across the state to host a virtual discussion of *Behind Their Screens* with authors Dr. Emily Weinstein and Dr. Carrie James. Throughout the spring, both the children's and teen departments offered screen-free programming including two Home Alone Safety programs sponsored by the Goodnow Library Foundation.



NEW INITIATIVES

Smart Lockers

Fully installed in late fall, Goodnow's Smart Lockers provide patrons with flexible 24/7 access to library materials. The Smart Lockers were provided by the Goodnow Library Foundation through a grant from the Sudbury Foundation.

LSTA Grant: "Unearthing Sudbury's Indigenous History"

Funded by a \$20,000 Library Services and Technology Act (LSTA) grant from the Massachusetts Board of Library Commissioners, this two-year project to unearth Sudbury's Indigenous History concluded in September. The culminating event was a well-attended and engaging presentation on the discoveries of this project by lead researcher, Jasmine Goodspeed. The collection is now available to the public, both in the library and online, for all to engage with.

EV Chargers

Eight electric car charging stations were installed in the library parking lot allowing Goodnow to provide greater services to the community.

Second Floor Upgrades

Significant upgrades were made to the second floor. The library has a new Reference Desk with space for two workstations and plenty of seating for Passport and Notary appointments. Thanks to the Goodnow Library Foundation, the teen area has new tables and new seating, providing teens with the flexibility to arrange the space to meet their specific study needs.



PROGRAMMING

Adult Programs

Responding to community requests for musical performances, the Adult Services Department established a seasonal music series featuring an artist each month from September through May. This series has been a hit with patrons. For the first time ever, Goodnow hosted a kickoff party for Adult Summer Reading. Held offsite at a local restaurant, 67 trivia goers joined in for a fun filled trivia night. To close out the year, Adult Services led a library wide celebration of the 250th birthday of Jane Austen. Highlights included a special afternoon High Tea, a Scents and Sensibility soap making event, a book group discussion of *Persuasion*, and a showing of *Pride and Prejudice*.

Teen Programs

2025 was a vibrant and engaging year for teen services, marked by a wide range of programs and activities supporting teens academically, socially, and creatively. Goodnow's Teen Advisory Board (TAB) continued to be an enthusiastic group helping to shape teen programming. Teen Study Weeks (TSW) provided structured study spaces with snacks, art supplies, and stress-relief activities including a visit with therapy goats. Innovative and fun programming, including Oreo Day, Pride Day, Summer Sweets, college essay writing help, and a teen clothing swap, offered teens creative outlets while fostering social connection and community engagement. Summer reading was a major highlight, with hundreds of teens participating. In addition to welcoming new furniture in the teen space, the tween collection was relocated upstairs to better integrate middle school students into the teen area.



Children's Programs

To better serve the changing needs of the community, special children's programming was introduced this year including Little Learners, Screen Free Saturdays, Friday Crafternoons, and Little Siblings Club. Home Alone Safety classes and a computer coding series were provided for older elementary students. Annual cultural celebrations such as Holi, Passover, Eid and Diwali were once held again this year. "Level up at your Library", the 2025 Summer Reading program, kicked off with Giant Library Candyland and ran from June 16th through August 27th. 790 children registered for summer reading and



collectively read 10,395 hours. 2025 collection development highlights included the addition of social/emotional titles to Popular Picks and the relocation of holiday books from storage into the Children's Octagon to provide easier access for the community.

ADDED AND EXPANDED SERVICES

To better serve the community and its needs, the library continues to add and expand services, including:

Library of Things: 26 new items were added to the collection this year including lawn games, party equipment and a second carpet cleaner and pressure washer which continue to be the two most popular items. Library of Things checkouts totaled 1,227 in 2025.

Passport Services: In the month of February, the library executed 118 passport applications—the highest number in a single month since starting accepting passports in 2019.

Expanded meeting room availability: Due to increasing demand for meeting and study spaces, the library's Small Conference Room is now available to the public free of charge and groups may sign up to use the room once per week.

Sara Sherman NOW Lab

2025 saw the addition of new and popular programs in the Sara Sherman NOW Lab. Makers and Mocktails, an evening program, brought together members of the community to make tasty mocktails and work on a craft while sipping and snacking.



Participants commented on how much they enjoyed the opportunity to engage with neighbors in a creative setting.

Due to a generous donation by the Goodnow Library Foundation, the library was able to purchase a new multi-color 3D printer and a photo scanner. In December, a member of the Sudbury Garden Club reached out to the NOW lab seeking assistance replacing a part in the electric

candles used for the Wayside Inn holiday decorations. A NOW lab volunteer was able to design a prototype and then mass produce twenty to help keep the Wayside Inn sparkling throughout the season. This exemplifies the community nature of the NOW lab.

Historical Collections



2025 brought increased focus to the diversity and uniqueness of the library's local history collections. Behind the scenes, the growth of the library's digital collections and ongoing digitization projects provide library patrons the opportunity to do research from the library or the comfort of their own homes. New programming, like the library's Spooky Tours held in October, introduced patrons to spaces and artifacts in the library not frequently seen by the public. The library also continues to re-envision its relationship with Indigenous artifacts held in the library's collections through the work of the Sudbury Indigenous History project. The Goodnow Library Foundation continues to support local history efforts through the purchase of specialized software and supplies.

The Local History Librarian position transitioned from part-time to full-time in 2025, strengthening the library's role as a steward of community memory. This has enabled the library to expand local history programming and accelerate the digitization of historical materials. As a result, more of the community's stories are preserved, discoverable, and accessible both in person and online, connecting residents with their shared past in new and meaningful ways.

Volunteers

The library is indebted to its many community volunteers for their continued support, without whom many daily tasks at the library could not be accomplished, including processing requests for books, movies, and other items, assistance with program preparations, and many other unseen tasks that enable the library to provide excellent service to the community.



Goodnow Library Foundation



Annual GLF Giving	2025
Book Nook Funds (materials, staff appreciation, Children's Room programs)	\$15,000
Teen Area Furniture	\$14,500
Digital Collection:	\$10,000
Director Discretionary:	\$10,000
Museum Passes:	\$7,000
Total	\$56,500

In 2025, the Library's Foundation (GLF) continued to prioritize the Permanent Fund, an Endowment Fund to support the Goodnow Library in perpetuity. The Foundation was fortunate to secure a significant \$50,000 gift made in memorial for the Permanent Fund this year. The GLF also funded the Museum Pass Program, an expansion of the digital collection, Sara Sherman NOW Lab needs, maintenance of the Civil War Statue, library director needs, and various programs. The Book Nook, a partner of the GLF held two large book sales, the proceeds of which funded programming for all ages, staff appreciation events, and the library's annual volunteer recognition luncheon.

The Goodnow Library Foundation hosted an "Explore the Goodnow Galaxy" open house on Sunday, May 4th to highlight programs and equipment funded by the Goodnow Library Foundation. Over 250 visitors enjoyed an Intergalactic Passport program, a Summer Reading Program preview, a science program run by the Ecotarium, and space-themed goodie bags.

STATISTICAL SNAPSHOT**Statistical Report**

Adult, Teen and Children's print circulation increased, while that of audiobooks and CDs continued to decline. Digital content use has been consistently increasing. Attendance at all programs continues to climb.

FY25 (July 1, 2024 - June 30, 2025)		
	FY2025	FY2024
Total Circulation	533,056	489,481
Visitors	145,042	138,889
Number of Children's Programs	494	536
Attendance of Children's Programs	22,856	21,440
Number of Teen Programs	103	87
Attendance of Teen Programs	1,906	1,784
Number of Adult Programs	710	755
Attendance of Adult Programs	2,354	1,299
NOW Lab & Self-directed Programs	228	124
NOW Lab & Self-directed Programs Attendance	17,732	12,531

FY25 (July 1, 2024 - June 30, 2025)		
	Revenue	Expended
Library Services Revolving Fund	\$38,310	\$19,677
Meeting Room Revolving Fund	\$4,225	\$426
State Aid	\$55,409	\$35,005

Financial Report

The Library Services Revolving Fund expenditure limit was \$25,000, and the Meeting Room Fund expenditure limit was \$10,500. The Library Services Fund supports many

Library services, including costs to fund the public copiers, passport services, and other programs. The Meeting Room Fund supports the maintenance of the library's meeting rooms. State Aid is awarded annually for maintaining minimum standards, such as providing service to all members who live, work or attend school in the Commonwealth, are open to the public a reasonable number of hours per week, including weekends and evenings, and that spend a minimum of the overall budget on purchasing books and materials for the collection.

Board of Trustees

Ingrid Mayyasi,
Chair

Jill Caseria, Vice-
Chair

Senior Library Staff

Amy Stimac, Director

Karen Tobin, Assistant Director

Michael Briody, Head of
Circulation

Elle Harms, Head of Reference

BOARD OF HEALTH

The Sudbury Board of Health is committed to addressing the diverse and evolving health needs of our community. Our mission is to protect and enhance the health and well-being of all Sudbury residents through progressive, innovative, and collaborative approaches to public health.

Our responsibilities range from traditional public health duties, such as site evaluations for subsurface sewage disposal, permitting and inspecting of food service establishments, summer camps, public swimming pools, stables, tanning salons, body art and bodywork establishments, trash haulers, septic installers and haulers, septic systems, and potable water and irrigation well installations. In addition, we address environmental health concerns of housing code violations, mosquito control, hazardous waste management, animal/rabies control, public groundwater supplies, and emergency preparedness. We also provide critical community-based services. Our Public Health Nurse offers direct care, health education, and disease prevention programs. Mental health wellness support is available through our dedicated Community Social Workers and Outreach Worker.

The Board of Health strives to provide residents concise information on current public health issues and resources through the Town website, brochures, cable TV, and local newspapers. Through community partnerships and forward-thinking strategies, we continue to promote a healthier, safer, and more resilient Sudbury.

NURSING SERVICES AND EMERGENCY PREPAREDNESS

The Public Health Nurse (PHN) plays a vital role in promoting health and wellness throughout the Sudbury community. In 2025, our Public Health Nurse, Katie Betts, continued with her Community Health training and engaged in multiple events towards our health department's operations.

The Public Health Nurse provided disease surveillance, health education, and community outreach. The role shifted from pandemic



SENIOR FLU CLINIC

management to addressing a broader spectrum of public health needs. Communicable diseases such as recreational waterborne and foodborne illnesses saw an uptick. Outreach initiatives focused on educating daycares and nursing home staff in the prevention of foodborne illnesses like salmonella. Education on the importance of vaccines in minimizing disease spread and severity was another priority. Over the summer and throughout the camp season, the Public Health Nurse conducted inspections of 11 local camps, during which she addressed operational safety, injury follow-ups, and communicable disease management.

In the fall, we held dedicated flu clinics for seniors, first responders, employees, and the broader community, administering 443 flu vaccines. Twelve (12) vaccines were administered to homebound residents. Two (2) childhood specific vaccines were administered. Vaccine uptake increased this year due to aggressive campaigning done through the Public Health Nurse and partnership with Sudbury organizations. Moving forward, public health education efforts will continue to prioritize addressing barriers to vaccination and reinforcing the benefits of immunization for community health.



KATIE BETTS, PUBLIC HEALTH NURSE, PRESENTING A CARDIOVASCULAR HEALTH SEMINAR AT THE SENIOR CENTER

The nurse's responsibilities also include conducting routine health clinics, such as blood pressure screenings and vaccination programs, which provide accessible preventive care to residents. Emergency preparedness remains a critical focus, with the PHN actively participating in planning and readiness initiatives to ensure Sudbury is equipped to respond effectively to public health emergencies. These services and initiatives reflect our ongoing commitment to maintaining a strong, proactive public health system for the community.

EASTERN EQUINE ENCEPHALITIS (EEE)



STATE ENTOMOLOGIST, DOUG BIDLACK, FROM EAST MIDDLESEX MOSQUITO CONTROL PROJECT SETTING UP A MOSQUITO TRAP TO SURVEIL WNV CARRYING MOSQUITO SPECIES.

The mosquito control strategy was developed in response to the 2019 confirmed case of EEE that attracted local and national media attention and continues to be a concern for the community. The Massachusetts Department of Public Health and the Eastern Middlesex Mosquito Control Project (EMMCP) continued their trapping and testing efforts to identify diseases in the mosquito population. The mosquito counts were high thus elevating the potential for West Nile Virus risk, while EEE remained below moderate risk.

The health department staff increased social media messaging on reducing the risk reduction to mosquito exposure. The Health Department collaborated very closely with both school districts and Parks and Recreation Department to amplify messaging for outdoor activities and sporting events.

TOBACCO CONTROL

Sudbury continued to participate in the MetroWest Tobacco Control Coalition, funded by a grant from the MetroWest Foundation. Sudbury, along with 15 other MetroWest communities, established a regional tobacco control program whose role is to prevent nicotine addiction and youth uptake. Parivallal Thillaigovindan, is the current Tobacco Control Program Manager for the MetroWest Tobacco Control Coalition and is a Health Agent for the Board of Health to conduct tobacco inspections, education and enforcement on our permitted establishments. All tobacco establishments have been inspected, with no violations.

SUBSURFACE DISPOSAL OF SEWAGE

To ensure that individual septic systems will not have negative impacts on the environment and public health, field evaluations were conducted for new single-family residential lots, multi-unit housing projects and commercial properties to determine groundwater elevation, suitability of soil, elevation of bedrock, and presence of wetlands. Septic system design plans were reviewed on an ongoing basis and approved prior to construction. In addition, septic replacement systems were evaluated and inspected for existing dwellings or buildings. Proposed additions to existing buildings were reviewed for adequate septic system capacity.

Under the State Environmental Code, Title 5, the Board of Health is required to record septic system inspection reports prior to property transfers. 107 permits were issued to construct, replace or repair septic systems in 2025. The increase in septic replacements and upgrades were directly related to the strong real estate market and extensive home renovations and improvements.



SEPTIC INSPECTION, AUGUST 14, 2025
LEFT TO RIGHT: HEALTH INSPECTOR SHAUN JEFFERY, AND REGIONAL HEALTH INSPECTOR ANN LOREE.

COMMUNITY SOCIAL WORKER

The Community Social Workers worked directly with Sudbury residents to address a wide range of needs, including financial hardship, housing instability, access to medical and mental health resources, camp and after-school programs, legal concerns, domestic violence, hoarding, substance use, older adult services, transportation, food insecurity, and employment support. Many residents experienced financial difficulties and were assisted with applications and referrals to local and state resources, including the Supplemental Nutrition Assistance Program (SNAP) and the Home Energy Assistance Program (HEAP) for fuel assistance.

A temporary federal government shutdown created uncertainty and delays in SNAP benefits, and stricter eligibility guidelines further impacted residents. These challenges increased financial stress for food-insecure households and contributed to negative physical and mental health outcomes. In response, Social Workers collaborated with local organizations and worked directly with residents to help ensure basic needs were met. The office also observed an increase in residents impacted by domestic violence, particularly related to long-term financial impacts. Housing affordability remained a significant concern, as rising rents and long waitlists for low-income housing made it difficult for some residents to remain in Sudbury or meet

basic expenses. Increased contacts and case management compared to the prior year reflected both higher resident needs and greater awareness of services available through the office.

Collaboration with local organizations and Town departments continued to expand. Social Workers partnered with HOPE Sudbury on backpack and holiday gift drives, conducting outreach and connecting residents to resources. Additional organizations provided support through gifts and gift cards, including the Presbyterian Church, St. Elizabeth's Church, Goddard School, Spencer Financial, Holiday Dreams, the Sudbury Garden Club, Sudbury Book Club, the Sudbury Villagers, and the Police Association. A coat drive held in collaboration with Memorial Congregational Church provided 120 winter coats to residents in need. In addition, a bi-monthly Community Resource Needs and Response (CCNR) meeting was launched to strengthen coordination among community organizations and address emerging needs.

The Social Work Office increased its visibility through participation in community events. Staff assisted with organizing and hosting a resource table at a well-attended Health Fair and participated in the Sudbury Locally Grown Farmers' Market, distributing market coupon booklets to lower-income residents and providing

outreach. The office also co-sponsored a health forum with the League of Women Voters focused on alcohol and health; hosted a Substance Use and Mental Health presentation with the Regional Substance Use Prevention Coordinator and Dr. Samuel Meisel; and helped organize an Overdose Awareness Month event featuring speakers and resource tables. Flags were planted throughout town to honor and raise awareness of individuals lost to overdose in 2025.

In recognition of May Mental Health Awareness Month, the office coordinated several events, including a presentation by Dr. Anastasia Galanopoulos on the connection between gut and mental health; a rock painting activity in partnership with the library; therapy dog visits at the Senior Center through Pets and People; a

miniature horse visit to Longfellow Glen Apartments provided by Lifting Spirits; and employee chair yoga classes led by one of our Social Workers. A Mental Health Awareness calendar was created and distributed town-wide. Additional outreach included staffing a resource table at the Sudbury Pride event and collaborating with the library on a Pride-themed drop-in craft program.

Additional involvement included participation on the Transportation Committee to support planning for community transportation needs and assistance with a transportation fair at the Senior Center. School-based collaboration included providing a resource presentation to K–8 clinical staff and following up on referrals from Sudbury Public Schools.

Services Supported by the Sudbury Board of Health Social Worker in 2025

• Social Work Referrals to Community Resources: 974	• Social Work Home/Office Visits: 277
• HOPE Sudbury Applications Processed: 98	• Social Work Case Management Contacts: 2874
• Social Work Meetings/Presentations: 174	• Other General Outreach: 1776
• Social Work Trainings Attended: 19	• Referrals from Police/Fire: 12



OVERDOSE AWARENESS FLAG PLANTING, AUGUST 30, 2025
STAFF FROM EVERY TOWN DEPARTMENT UNITED TO PLANT 1,763 FLAGS, EACH SYMBOLIZING A LIFE LOST TO OVERDOSE IN MASSACHUSETTS

Raising awareness about substance use was facilitated through effective use of Opioid Abatement funding. The Health Department partnered with other organizations and Sudbury residents to strategize how to reach residents experiencing issues involving substance use and to look at efforts of prevention. These included participating in “Hidden in Plain Sight” at the High School, participating in the Opioid Abatement Funds Informational Session, and helping organize the Overdose Awareness event which included displaying flags representing the number of MA deaths due to opioid overdoses.

HAZARDOUS WASTE

The Board of Health held a town-wide hazardous waste collection on March 29th, 2025. 272 households disposed of hazardous materials. In addition, the Board of Health continues to contract with New England Disposal Technologies (NEDT) located in Sutton, MA, where residents can dispose of household items such as oils, acids, thinners, cleaners, fuels, and paints throughout the year. The community continues to look for other economically suitable and accessible places to dispose of hazardous waste.



HOUSEHOLD HAZARDOUS WASTE DAY, MARCH 29, 2025

ANIMAL/RABIES CONTROL

Jennifer Condon, Animal Control Inspector/Officer, reported 376 calls during 2025 regarding complaints, lost dogs and cats, wildlife concerns, and miscellaneous questions. 47 animals were quarantined due to bites or scratches to humans or other animals. 39 barn inspections were conducted and reported to the Department of Animal Health and the Department of Agricultural Resources. 35 potentially rabid animals that had come in contact with pets or humans were submitted for testing to the State Laboratory.

MODERNIZATION PROJECT

In 2025, the Sudbury Health Department continued its efforts modernizing the department, building on the 2024 digitization project, where all paper records were converted into digital files as part of our commitment to becoming the first paperless department in the Town of Sudbury. This milestone enhanced operational efficiency and also aligns with our goals of sustainability and accessibility. In 2025, half of our permits have switched online to opengov portal. The introduction of online permitting, enables residents and business owners to complete applications, make credit card payments, and manage processes entirely online. This upgrade streamlines our services, allowing us to access files with ease and promptly share requested documents with residents, reinforcing our dedication to innovation and exceptional service delivery.

COMPLAINT INVESTIGATION/SURVEILLANCE

The Board continued its program of complaint investigation which allowed for public concerns to be addressed. Surveillance was ongoing to detect, monitor and investigate various issues contribute to illness and/or cause a nuisance. Sixty-four (64) complaints were investigated.



NOISE/NUISANCE INSPECTION, SEPTEMBER 4, 2025
LEFT TO RIGHT: DEP STATE INSPECTOR QUAN TRAN AND REGIONAL INSPECTOR ANN LOREE

RESTAURANT AND FOOD SERVICE

71 food service permits were granted in 2025 to restaurants, retail food stores and residential kitchens. 13 temporary food permits were granted to mobile food trucks and catered events. Food service establishments were inspected bi-annually to assure compliance with the State Sanitary Code. Inspections were conducted prior to the opening of new establishments, to investigate complaints with or without associated illness, or for temporary events. In 2025, the Health Department supported Lotus Blossom's extended fire damage renovations, which took over 6 months to reopen before the restaurant could reopen.

PUBLIC HEALTH EXCELLENCE SHARED SERVICES GRANT

The Town of Sudbury is proud to serve as the fiscal agent for the Great Meadows Public Health Collaborative (GMPHC), established in 2022 through the Massachusetts' Public Health Excellence Grant. This collaborative strengthens local public health capacity by ensuring access to core public health services across its seven member

communities: Bedford, Carlisle, Concord, Lincoln, Sudbury, Wayland, and Weston. Key personnel include Kelli M. Calo as the Shared Services Coordinator, Ann Loree as the Regional Public Health Inspector, and Erin Olson as the Regional Public Health Communications Specialist.



**GREAT MEADOWS PUBLIC HEALTH COLLABORATIVE, TABLING AT SUDBURY PUBLIC HEALTH FAIR DAY
LEFT TO RIGHT: SUSAN SAMA, OLIVIA DUFOUR, KELLI CALO**

In 2025, the GMPHC helped advance several public health initiatives in educating, engaging, and protecting the community. The Hidden in Plain Sight (HiPS) program at Sudbury Middle School equipped parents with tools to recognize signs of youth substance use and foster proactive conversations. Public health communication efforts included educational materials on tick-borne illnesses, rabies prevention, and flu clinics, tailored to Sudbury. These resources aimed to enhance awareness and encourage preventive practices among residents. Additionally, the Regional Public Health Inspector conducted 256 inspections in Sudbury, including food establishments, septic plan reviews, and other environmental health inspections. A newly implemented septic plan review sheet was developed by the regional inspector that streamlined review processes.

Sudbury also leveraged regional resources to address diverse public health needs, from supporting vaccination clinics to assisting with the Town's Hazardous Waste Day. The GMPHC hosted professional trainings for public health staff on food tiered inspections, hoarding, and tobacco regulations, thus fostering professional development. Sudbury led the establishment of an inter-municipal agreement (IMA) for pooling opioid settlement funds, directed towards the onboarding of a full-time Regional Substance Use Prevention Coordinator. The region welcomed Olivia Dufour as the Regional Substance Use Prevention Coordinator in December 2024. As the host agent, Sudbury now oversees these funds to support shared substance use prevention initiatives. These achievements reflect Sudbury's commitment to leading the opioid abatement strategies and being collaborative and engaged regionally in public health efforts.

BOARD MEMBERS AND PERSONNEL

Carol Bradford, Linda Huet-Clayton, and Susan Sama continued to serve as board members. Carol Bradford remained the Chair. Dr. Peter Hoenig continues to serve as the consulting Town Physician.

**SUDBURY BOARD OF HEALTH, VOLUNTEERING AT HOUSEHOLD HAZARDOUS WASTE DAY**

LEFT TO RIGHT: LINDA HUET-CLAYTON, CAROL BRADFORD, SUSAN SAMA

SUBMITTED BY:

Vivian Zeng, Health Director

Carol Bradford, Board of Health Chair

Susan Sama, Board of Health Member

Linda Huet-Clayton, Board of Health Member

SUDBURY HOUSING AUTHORITY

The SHA's mission is to develop and manage affordable rental housing for families, senior citizens, and disabled people. The SHA currently owns and manages 64 units of housing for the elderly/disabled at Musketahquid Village and 28 units of family housing, the latter of which is scattered throughout the town.

The twenty-eight units of SHA-owned family housing consist of both single-family homes and duplexes. Income limits adjusted for household size are determined annually by HUD and approved locally. Rent is 27–30% of income and tenants are responsible for the cost of utilities. Families tend to be small, with an average of less than one child per household.

At Musketahquid Village, residency is limited to elderly and disabled people, with the same income limits as are applied to families. Rent is 30% of income and includes the cost of utilities. Homeownership at the time of application does not disqualify an applicant. Five new residents were welcomed in 2025.

The SHA's operating budget is funded entirely by tenant rents. Routine maintenance is performed by housing authority staff. Capital projects are funded by a combination of SHA reserves, state bonds, and competitive funding.

Among other highlights in 2025 was the completion of a development-wide fire alarm upgrade at Musketahquid Village, as well as improvements to the emergency access road. Through the year, SHA continued to explore design, cost features and neighbor concerns related to its proposed redevelopment of four single-family homes to create additional, energy-efficient housing opportunities for families and individuals.

The SHA Board of Commissioners meets monthly, generally on the second Tuesday at 7:00 p.m. Visitors are always welcome. SHA is particularly interested in hearing from individuals interested in serving as associate members of the Board. Please contact Sheila Cusolito at 978-443-5112 or director@sudburyha.org if you are interested in volunteering time, either as an associate or member of the Board, or to work on a special project.

2025 Annual Town Report

Respectfully submitted by the Sudbury Housing Authority

EAST MIDDLESEX MOSQUITO CONTROL PROJECT

The East Middlesex Mosquito Control Project (EMMCP) conducts a program in Sudbury consisting of mosquito surveillance, adult mosquito control, larval mosquito control, ditch maintenance and public education. Sudbury appropriated \$57,845 for mosquito control services during FY25.

The following weather and mosquito activity report was prepared by EMMCP's Entomologist, Doug Bidlack, PhD.

Since long term weather conditions influence a mosquito season, it should be noted that the 2025 mosquito season was preceded by the third warmest (+4.40F) year since 1895 with close to average precipitation (+2.08") during 2024. Although the winter was warm (+2.20F), it was colder than any winter since the cold winter of 2014-2015. It was also the driest winter since 2011-2012. Despite total precipitation for 2024 being close to normal, it was the 7th wettest January through May (+7.33") on record but the 10th driest June through November (-6.14"). This year began with a warm and dry winter that was followed by a very warm and wet spring and a warm and dry summer.

In 2025, 9 people and no animals were diagnosed with WNV in Massachusetts. In addition, 451 mosquito pools were positive for WNV in the state. The number of WNV infections in people and the number of WNV positive mosquito pools were both higher than normal but still below the record highs of 49 human cases and 579 positive

mosquito pools from 2018. The number of *Culex pipiens/restuans*, our most important WNV and container-breeding mosquitoes, were above normal (138 percent of normal) in 2025. The high numbers of *Cx. pipiens/restuans* was likely due to our warm and dry summer which is typically necessary to produce high populations of these vectors of WNV.

We expected lower levels of Eastern Equine Encephalitis (EEE) in 2025 because of the drought conditions at the end of 2024 which we figured would heavily impact the overwintering larvae of both *Culiseta melanura* and *Coquilleltidia perturbans*. This year our *Cs. melanura* populations were 18% of what they were in 2024 (67% of the 2000-2024 median) and our *Cq. perturbans* populations were 33% of what they were in 2024 (121% of the 2000-2024 median), so we mostly got what we expected. Although 23 mosquito pools tested positive for EEE, no people or animals tested positive for EEE in Massachusetts in 2025. This is down from 4 human cases and 97

mosquito pools testing positive for EEE last year. None of the mosquito pools that we submitted from EMMCP tested positive for EEE which is in stark contrast to our record high of 13 EEE positive pools from 2024.

The dry winter after a very dry summer and fall led to below normal populations of spring *Aedes* mosquitoes (56 percent of normal) and the populations of our four most important summer floodwater species (*Ae. vexans*, *Ae. sticticus*, *Ae. trivittatus* and *Psorophora ferox*) were also low (55 percent of normal) due to the heat and low summer rainfall. Populations of all *Anopheles* and *Culex* species are continuing their long-term increase in numbers. *Anopheles walkeri* numbers were the highest we've ever recorded and nearly seven times higher than normal. We collected *An. crucians* for the third straight year but only a single specimen was captured in our light traps which is significantly lower than for last year. It is likely that the cooler winter temperatures, relative to the two previous winters, may be the reason for the lower number of *An. crucians*. The *Culex* spp. numbers in light traps were also especially high this year and more than four times higher than normal over the last 26 years. Our gravid traps picked up high numbers of both *Ae. japonicus* (180 percent of normal) and *Ae. triseriatus* (120 percent of normal) and we collected *Ae. albopictus* for the fourth year in a row, but the numbers have not been as high as for last year. As with *An. crucians*, it is possible that

the colder winter could have impacted *Ae. albopictus*.

It is possible that we might have even lower populations of *Culiseta melanura* and *Coquilleltidia perturbans* next year because this is the second year in a row that we have had a drought later in the year. If our two most important vector populations of EEE do continue to drop we will hopefully also continue to see a decline in EEE in those mosquitoes as well as in the humans and animals that they may infect. ~ Doug Bidlack

The adult mosquito surveillance program monitored mosquitoes from 32 Sudbury trap collections. 59 mosquito samples from those collections were sent to the State Public Health Laboratory to be tested for EEE and WNV. None of the samples tested positive for EEE, and two of the samples tested positive for WNV.

The larval mosquito control program relied on the larvicides *Bacillus thuringiensis* var. *israelensis* (Bti) and methoprene. Bti is classified by the Environmental Protection Agency (EPA) as relatively nontoxic. Methoprene is classified as relatively non-toxic when ingested or inhaled, and slightly toxic through dermal absorption. During the spring and summer, field crews made 36 site visits to do larval surveillance. Using backpack sprayers, crews applied Bti to 7.25 wetland acres. In the spring using a helicopter contractor, Bti was applied to 235 wetland acres to reduce the mosquito larvae inhabiting those waters. Methoprene

was applied to 1,500 catch basins to reduce the amount of *Culex pipiens/restuans* mosquito larvae. *Culex pipiens/restuans* mosquitoes are considered the primary vectors for WNV in Massachusetts.

For adult mosquito control, crews sprayed 8 times using truck-mounted aerosol sprayers. EMMCP uses a pesticide product called Zenivex E4 with the active ingredient etofenprox. The EPA classifies Zenivex E4 as a reduced risk pesticide. Advanced notification of spraying was done through notices on the town website and emails through the town's mosquito spraying alert listserver.

EMMCP's ditch maintenance program helps improve ditch drainage by removing sand, sediment and debris

that builds up over time, thus restoring the ditch to its original state. Cleaning out ditch channels helps improve water flow and therefore reduces potential mosquito breeding areas. Debris was cleared from 4,016 feet throughout Sudbury's ditch network.

The EMMCP's public education program is designed to develop awareness within the public and the private sectors as to their roles in mosquito control. The Project serves as a resource to residents, municipal officials and the local media on mosquitoes and mosquito borne diseases. A web page located at <https://sudbury.ma.us/emmcp/> provides residents with information on mosquitoes, control programs and related topics.

Brian Farless, Superintendent

East Middlesex Mosquito Control Project

PARK & RECREATION

The mission of the Park and Recreation Commission (Commission) is to serve the community of Sudbury and its residents, by acting as representatives for all park and recreational activities in the town and acting as a liaison between the community and town staff for all park and recreation matters. We strive to enhance the quality of life for the Town of Sudbury residents by providing clean, safe, and attractive parks and recreation facilities that promote a strong sense of community. The Commission remains committed to working closely with the community, other Town commissions, Town staff and the Park and Recreation Department through collaborative discussions, input gathering and brainstorming, while listening to concerns and limitations with respect to park and recreational activities in Sudbury.

The Park and Recreation Commission, a five-member elected board, serves three-year terms. The Commission oversees recreation facilities and programs managed by the Park, Recreation, and Aquatic Director. In 2025, the Commission continued to uphold its commitment to transparency, with regular meetings, community outreach, and the continued use of its adopted charter to guide its work and focus.

Sudbury Park and Recreation facilities include Atkinson Pool, Fairbank Community Center, Featherland Park, Feeley Park, Davis Field, Haskell Recreation Area, Ti-Sales Field, Cutting Field, Willis Pond Beach, and school fields. Also included are parks at Upper and Lower Grinnell and Heritage Park. In the future, a portion of Broadacres Farm will be developed for recreational use. These spaces host various recreational opportunities, from swimming and sports to community events.

1. COMMISSION FOCUS AND GOVERNANCE IN 2025

Building on its established mission and responsibilities, the Park and Recreation Commission's work in 2025 increasingly focused on governance, coordination, and long-range planning. As the Town undertook major capital projects and planning efforts affecting recreation assets, the Commission placed increased emphasis on its advisory and oversight role, public engagement, and interdepartmental collaboration.

During the year, questions arose regarding interpretation and implementation of the Park and Recreation Commission Charter by Town staff. While the Charter remains formally adopted and publicly posted, the Commission believes that clarification and reaffirmation of its role are essential to effective collaboration, particularly as the Town advances complex planning, funding, and capital initiatives. Addressing this issue will be a key priority moving forward.

2. ATKINSON POOL: RENOVATION, OPERATIONS, AND LONG-TERM SUSTAINABILITY

A major focus of the Commission's work in 2025 was the stabilization and renovation of the Atkinson Pool. Early in the year, operational challenges related to air quality, aging infrastructure, and water loss required emergency closures and short-term mitigation measures. These challenges highlighted the need for a comprehensive approach to pool rehabilitation rather than continued reactive repairs.

The Commission played an active role in advocating for necessary funding, educating Town boards and residents on pool usage and community value, and supporting coordination among Town staff, facilities leadership, and the Board of Health. Strong public input demonstrated broad community support for maintaining and improving the pool as a shared Town asset serving residents of all ages, instructional programs, and competitive swim teams.

Following rebidding and refinement of the project scope, the pool renovation advanced during 2025. The bulk of construction work was completed by year's end, and the pool reopened in December. Remaining Phase 2 elements are scheduled for completion in 2026. These improvements enhance air quality, safety, reliability, and long-term functionality while providing a clearer framework for future maintenance planning and funding decisions.

3. CAPITAL PLANNING AND COMMUNITY PRESERVATION INVESTMENTS

Capital planning became an increasingly central function of the Park and Recreation Commission in 2025. Rather than focusing solely on individual construction projects, the Commission supported a more deliberate and strategic approach to capital investment, particularly through the Community Preservation Committee process.

The Commission emphasized the importance of securing design funding as an essential first step in advancing recreation projects. This approach allows the Town to better understand costs, constraints, and tradeoffs before committing to construction and helps avoid multi-year delays caused by incomplete planning. Throughout the year, the Commission supported and reviewed CPC-funded initiatives related to fields, playgrounds, bathrooms, and outdoor amenities.

Equally important was the Commission's focus on sequencing projects responsibly. Staffing capacity, funding cycles, program schedules, and overlapping construction activity all informed discussions about timing and prioritization. By coordinating with Town staff and other boards, the Commission worked to ensure that capital investments align with community needs while remaining realistic about implementation constraints.

Major Projects and Status (2025)

Atkinson Pool Renovation

Status: Substantially complete; reopened December 2025

Next Steps: Phase 2 HVAC-related work scheduled for 2026

- **Smile/Lyons Playground at Haskell Field (Phase 2)**

Status: Design refinement and CPC funding advanced in 2025

Next Steps: Final design confirmation and construction

- **Feeley Field Phase 2**

Status: Design completed and construction funding secured

Next Steps: Bid and construction timeline development

- **Broadacres and Davis Field Planning**

Status: CPC design articles approved

Next Steps: Design development, public engagement, and prioritization planning

4. PLAYGROUNDS AND INCLUSIVE COMMUNITY SPACES

In 2025, the Park and Recreation Commission became more directly involved in playground planning at Haskell Field following completion of the initial playground construction. That initial phase was managed by the Town without Park and Recreation Commission involvement. While Phase 1 resulted in a functional playground, it did not fully deliver all elements originally envisioned and left several aspects of the project incomplete.

Phase 2 work is intended both to complete unfinished components of the original project and to enhance the playground beyond its initial scope. Planned improvements include upgraded surfacing, additional shade, and new play equipment, while addressing safety, durability, and long-term maintenance considerations. The Commission has been clear that this work is necessary to fully realize the original investment and better meet the needs of the community.

As planning progressed, the Commission emphasized accessibility and inclusive design, including a shift toward universal access standards rather than minimum ADA compliance. The Commission also supported community input prior to finalizing designs, recognizing the playground's importance as a shared space serving children of varying ages and abilities. This work reflects a continued commitment to creating recreational spaces that are welcoming, safe, and functional for all residents.

5. ATHLETIC FIELDS AND OUTDOOR RECREATION PLANNING

Athletic field planning in 2025 marked a transition from isolated project discussions to a system-wide, data-driven approach guided by the Field Needs Assessment. The Commission focused on understanding current conditions, usage patterns, and future demand across Town-owned and school-based fields, while acknowledging the operational and maintenance realities that shape what is feasible.

A central component of this work was identifying priorities emerging from the Field Needs Assessment and beginning to translate those findings into actionable next steps. The Commission examined how to prioritize parcels for future investment, explored opportunities to consolidate or better coordinate user groups, and discussed how field distribution and scheduling affect access and wear. Equal attention was given to identifying amenities required to support effective field use, including drainage, lighting, parking, bathrooms, accessibility, and maintenance infrastructure.

Planning efforts also included advancement of Feeley Field Phase 2, with design work completed and construction funding secured to address drainage improvements and overall field usability.

To support long-term planning, the Commission backed CPC design articles for key parcels, recognizing that thoughtful design work is essential before construction decisions are made. At the same time, the Commission acknowledged that not all needs can be addressed simultaneously and that prioritization will require continued discussion, public engagement, and alignment with available funding. This planning-first approach promotes sustainable investment, reduces inefficiencies, and helps ensure that future improvements align with recreational demand and the character of the Town.

6. FAIRBANK COMMUNITY CENTER AND SHARED-USE FACILITIES

As the Fairbank Community Center transitioned from construction to operation, the Park and Recreation Commission focused on access, shared use, and the impact of facility operations on recreation programming. While the building represents a significant investment in community infrastructure, its successful integration into the Town's recreation system requires careful coordination and ongoing discussion.

Throughout 2025, the Commission advocated for community and resident access to the facility while recognizing operational challenges including staffing, scheduling, acoustics, security, and funding for extended use. The Commission also raised concerns related to parking, site circulation, and the interaction between Fairbank operations and nearby recreation assets such as Haskell Field and adjacent outdoor spaces.

The Commission continued to work with Town staff to better understand how policies, revolving funds, and operational oversight will shape future use of the facility. These conversations remain ongoing and will be critical to ensuring that the Fairbank Community Center fulfills its role as a shared community asset that supports recreation, programming, and broader Town activities.

7. PROGRAMS, EVENTS, AND COMMUNITY ENGAGEMENT

Despite significant capital activity, facility disruptions, and staffing constraints, the Park and Recreation Department continued to deliver a wide range of programs and events in 2025. Summer camps, seasonal recreation programs, aquatics programming, and community events served residents across age groups and interests. Participation levels remained strong, reflecting ongoing demand for accessible recreation opportunities in Sudbury.

The Commission supported efforts to expand programming where feasible, including transportation initiatives and community events that brought residents together. At the same time, limitations related to space availability, staffing capacity, and shared facility use required careful management and, at times, constrained program growth. The Commission remained focused on balancing program demand with operational sustainability while advocating for future solutions that increase access and flexibility.

Community engagement extended beyond formal programming. The Commission regularly heard from residents, user groups, and volunteers on topics ranging from field use and playground design to facility access and capital priorities. This ongoing dialogue played an important role in shaping Commission discussions and reinforcing the connection between planning decisions and community needs.

8. ONGOING CHALLENGES AND CONSTRAINTS

Several challenges persisted throughout 2025 and continued to shape the Commission's work. Funding limitations, staffing capacity, aging infrastructure, and competing demands on shared facilities influenced decision-making across programs and capital projects. Enterprise and revolving fund structures, while essential tools, require careful management to balance operating costs, maintenance needs, and long-term capital investment.

Coordinating across multiple Town departments, boards, and committees also presented challenges, particularly as major planning and construction efforts overlapped. Deferred maintenance and rising costs further increased pressure on

existing resources, reinforcing the need for deliberate prioritization and long-range planning.

The Commission consistently highlighted these constraints while advocating for sustainable solutions that align available resources with community expectations. Addressing these challenges will require continued collaboration, clear governance, and informed decision-making about timing and scope.

9. ADDITIONAL ACTIVITIES AND ONGOING WORK

In addition to the major initiatives described above, the Park and Recreation Commission addressed a range of ongoing operational, policy, and coordination matters throughout the year. These included discussions related to site management and shared use of recreation assets, such as signage, dog leash requirements on Town recreation properties, and balancing competing uses of courts and fields.

The Commission also continued coordination with other Town boards, departments, and advisory groups, including school committees, the Rail Trail Advisory Committee, and the Select Board, on issues affecting recreation parcels and long-range planning. Support for staff operations, adjustments to programs during construction periods, and engagement with community partners and volunteers were also part of the Commission's work, reflecting the day-to-day stewardship required to maintain and improve Sudbury's recreation system.

10. LOOKING AHEAD: PRIORITIES AND PLANNING FOR THE COMING YEAR

Looking ahead, the Commission's work will be heavily informed by the outcomes of the Field Needs Assessment and the growing role of Community Preservation funding in advancing recreation priorities. A central focus will be moving from assessment to implementation by refining project priorities, advancing CPC-supported design work, and determining which parcels and improvements should move forward first based on readiness, impact, and available resources.

The Commission will also work to align Field Needs Assessment recommendations with the forthcoming Open Space and Recreation Plan, recognizing that these planning efforts are interconnected and will collectively guide recreation investment and land use decisions across the Town. Together, these efforts will inform not only capital projects but also broader discussions about access, equity, and long-term sustainability.

The Commission is also developing a Park and Recreation capital plan, with the intention of integrating it into the Town's broader Capital Plan to improve coordination, transparency, and long-term investment planning.

In 2026, the Park and Recreation Commission will be actively involved, in coordination with Town staff and the selected vendor (Activitas), in the Haskell Field and Fairbank outdoor space redesign project to ensure recreation priorities and community input are reflected in the final plan.

Funding and fees will be a critical area of focus in the coming year. The Commission expects to examine permit fees, enterprise and revolving fund structures, and long-term capital funding needs to ensure recreation assets can be maintained and improved responsibly. While policy development was discussed throughout 2025, establishing clear and consistent policies related to field and facility use, access, and expectations will be a critical focus in 2026.

Clarifying and reaffirming the role of the Park and Recreation Commission under its adopted Charter, particularly as it relates to planning, prioritization, and coordination with Town staff, will remain an important priority as these efforts advance.

The Commission encourages residents to share ideas, suggestions, and feedback and welcomes continued community input as these planning efforts move forward.

SUDBURY SENIOR CENTER

The Sudbury Senior Center experienced a year of transition, stability, and measurable growth in 2025. January marked the one-year anniversary of operations in the Fairbank Community Center, a milestone that highlighted both the success of the new facility and the department's continued evolution. With a new building and several staffing changes at the close of 2024, the focus in 2025 was on strengthening internal operations, supporting staff development, and expanding program delivery.

At the start of the year, Senior Center Director Debra Galloway, who faithfully served the community for over 19 years, announced her retirement. Debra's leadership was instrumental in the planning, development, and successful opening of the Fairbank Community Center. Her vision established a welcoming, inclusive environment designed to promote engagement, socialization, and lifelong learning for Sudbury's older adults.

Debra thoughtfully assembled and hired the majority of the current team, demonstrating strong foresight in building a cohesive and capable staff. She invested significant time in mentoring and training them to work collaboratively and effectively, fostering a culture of shared responsibility and mutual support. In preparation for her departure, Debra worked closely with staff to ensure continuity of operations, empowering the team to manage expanded responsibilities and support one another during the leadership transition.



SENIOR CENTER DEBRA GALLOWAY'S RETIREMENT

In April 2025, Nickole Boardman was hired as Director of The Sudbury Senior Center. Nickole brings 14+ years of experience in senior center operations across four communities, having served in roles including Outreach Coordinator, Van Dispatch, Administrative Assistant, and Interim Director. Upon her arrival, Debra generously provided orientation and historical context regarding the Center's programs, partnerships, and daily operations. This thoughtful transition preserved valuable institutional knowledge and ensured operational continuity. Debra continues to make herself available as a resource when needed, a gesture that is deeply appreciated and admired by the new director.

The Senior Center team in 2025 included Assistant Director/Outreach Coordinator Jill Dube (hired October 2024), Program Coordinator Palig Garabedian (hired August 2024), Volunteer Program Coordinator Sarah Green-Vaswani (hired December 2024), and Administrative Coordinator Chery Finley, who brings six plus years of dedicated service to the department. The front desk staff remain essential to daily operations, welcoming participants, coordinating registrations, and serving as a key communication link between members and staff. Cindy Regan joined as part-time front desk staff in December 2024, and Mary Murray transitioned from part-time to full-time status on July 1, 2025.

Program offerings continued to expand throughout 2025, reflecting both increased demand and the enhanced capacity of the new facility. Average daily attendance rose from approximately 72 participants to 102 participants per day, based on sign-in data recorded through the MySeniorCenter software system. As not all visitors consistently sign in, actual daily attendance is estimated to exceed reported figures.

The sustained growth in participation underscores the strength of the staff team, the effectiveness of the leadership transition, and the Center's ongoing commitment to providing high-quality, well-rounded programs and services that support the well-being of Sudbury's aging population.



FEBRUARY 2025

DRUMS ALIVE FITNESS CLASS WITH YC

The new Fairbank Community Center provides significantly more space than the former senior center, allowing for expanded programming and the ability to serve a broader segment of Sudbury's 5,132 older adult residents. The increased capacity has enabled the Senior Center to diversify offerings, accommodate higher participation levels, and respond more effectively to evolving community needs.

HEALTH AND WELLNESS PROGRAMMING

Physical wellness remains a cornerstone of Senior Center programming. In 2025, the Center continued to offer a robust schedule of exercise classes, including:

Fit for the Future	Tap Dance	Yoga Line
Tai Chi	Strength & Balance	Dancing(added 2025)
Zumba Gold	Drums Alive	
Mindful Living	Chair Yoga and Mat	

There are at least two exercise classes are offered on the daily schedule, and often three.

Due to growing participation, several popular classes have outgrown the designated exercise rooms and were relocated to the larger multi-purpose room to accommodate demand. Our instructors have become an integral part of the Center community, fostering strong relationships with participants and tailoring instruction to meet the needs of older adults at varying ability levels. Many of these exercise classes are also offered on Zoom to accommodate those who are unable to come to the center and participate.

In addition to fitness programming, the Senior Center continues to expand health-related services. The health office is utilized for:

Hearing clinics	SHINE (Serving the Health Insurance
Blood pressure screenings	Needs of Everyone)
Balance Assessments	Foot care (added 2025)

SHINE provides Medicare and insurance counseling. In 2025, preventative foot care clinics were introduced. These clinics are led by nurses specializing in foot health education and care for older adults and individuals with medical conditions that limit self-care.

The Center also partners with the Sudbury Health Department to host an annual influenza vaccination clinic and an annual Health Fair, strengthening collaboration across departments and promoting preventive health initiatives.

SUDBURY COUNCIL ON AGING (COA)

The Sudbury Council on Aging (COA) is a nine-member board responsible for establishing policy and working in partnership with the Director to ensure a broad range of services and programs meet the needs of Sudbury's older adult residents.

COA members serve as active liaisons to several Town boards and organizations. At monthly meetings, members provide updates from the

Friends of the Sudbury Senior Citizens,
Inc. The Sudbury Commission on
Disability The Board of Health
Diversity, Equity, and Inclusion (DEI)
The Sudbury Housing Authority

The Sudbury Housing Trust
Springwell
Goodnow Library
Transportation Committee

These connections strengthen interdepartmental communication and support coordinated services across the community.

In 2025, the COA completed its review and approval of revised Senior Center Policies and Procedures developed by Director Galloway and Senior Center staff. Updated policies, including the Code of Conduct and emergency procedures, are now clearly posted in each room of the facility.

In 2025, the COA initiated work on a new Strategic Plan, which will continue into 2026. The board also began meeting with other Town departments, including the Library Director and staff of the newly relocated and renovated Food Pantry, to explore partnership opportunities. In 2026, the COA plans to continuing meeting with other town departments to further identify collaborative initiatives that support older residents.

FRIENDS OF THE SUDBURY SENIOR CITIZENS, INC.

The Friends of the Sudbury Senior Citizens, Inc. ("Friends") is a nonprofit 501(c)(3) organization dedicated to fundraising and advocacy in support of the Sudbury Senior Center and the Town's older residents.

The Friends continue to play a vital role in enhancing programs, events, and services throughout the year.

Through their fundraising efforts, the Friends support entertainment, food, and supply costs for numerous special events and monthly luncheons. In 2025, these included holiday celebrations such as the St. Patrick's Day Luncheon, Mother's Day and Father's Day celebrations, Volunteer



OUTDOOR GAMES DONATED BY THE FRIENDS OF THE SENIOR CITIZENS, INC.

Appreciation events, the Red, White & Blue Luncheon, Halloween Luncheon, New Year's Eve Karaoke, monthly Taste of Sudbury luncheons, New England Conservatory performances, a Red Sox-themed luncheon, Tea, Treats & Trivia, and additional seasonal gatherings, events and activities.

The Friends also sponsor a wide range of educational lectures and hands-on workshops, including programs on:

Cryptocurrency Awareness
Scam Prevention (spam and phishing)
Chocolate History and Tasting
Gardening for Joy and Intention
Remembering the 1975 Red Sox

Artificial Intelligence Basics
Succulent Pumpkins and the History of
Pumpkin Décor
Indoor Gardening Education.

Musical luncheons featuring Jazz, Classical performances, and the Sheffield Chamber Players continue to utilize the piano generously donated by the Friends in 2024.

In 2025, a pool table was generously donated to the Senior Center by the family of John Beeler. The Friends funded the professional disassembly, relocation, and reassembly of the table. Room 3 is now open daily for both pool and ping pong. The Friends also arranged for introductory pool lessons and instructional sessions to help participants learn and enjoy the game. The Friends also purchased outdoor games—including horseshoes, cornhole, and bocce—while the Senior Center offered instructional programs that not only taught participants how to play, but also provided opportunities to connect with others and find partners for outdoor games.

The Senior Center is deeply grateful for the continued generosity and advocacy of the Friends of the Sudbury Senior Citizens, Inc. Their support meaningfully expands both the scope and quality of our programming and is essential in promoting connection, enrichment, and active engagement among Sudbury's older adults.



**POOL TABLE DONATED TO THE SENIOR CENTER BY THE
FAMILY OF JOHN BEELER**

EDUCATIONAL, SUPPORT, AND CULTURAL PROGRAMMING

Educational programming continues to be a highly valued component of the Senior Center's offerings. Programs are led by experienced professionals across a range of fields, including but not limited to:

Home Care Agencies	Physical & Occupational Therapists
Home Modification Specialists	Representatives from Springwell
Elder Law Attorneys	Medicare Specialists
Hospice Providers	Public Safety Professional

Many of these presentations are offered in a Lunch & Learn format, encouraging both engagement and discussion.

Topics presented in 2025 included but not limited to:

Fall Prevention	Medicare	Loneliness
Estate Planning	Long-Term Car Planning	Dementia Awareness
Nutrition	Home Care Options	
Downsizing	Fire Safety	

and other issues relevant to older adults and their families. These educational opportunities support informed decision-making, promote independence, and help residents plan proactively for the future. Participation in these programs has remained strong throughout the year.

The Center hosts a variety of support and discussion groups designed to foster connection, provide guidance, and build a sense of community among participants. These include:

Low Vision Support Group	Memory Café
Grief Support Group	Pathways Coffee Hour
Caregiver Support Group	

Memory Café is a dedicated program for individuals experiencing memory loss and their care partners. The Pathways Coffee Hour offers a welcoming and inclusive gathering space for LGBTQIA+ older adults and allies.

In addition, regularly scheduled interest-based groups such as:

Stamp Club

Book Club

Photography Club

The Knitty Gritty (knitting group)

Desi, Chai & Chat (South Asian

Americans get together)

continue to promote shared learning, creativity, and social engagement.



**SEPTEMBER 2025-KNITTY GRITTY KNITTING GROUP WITH
GROUP FACILITATOR JOANNE BENNETT**

The Center also provides free legal clinics, offering residents the opportunity to consult with legal professionals and receive guidance on a variety of legal questions. The Senior Center also hosts AARP-sponsored tax preparation services for eligible residents, providing free assistance with income tax return filing for those who qualify.

For those who enjoy film, the Center offers “Matinee Mondays,” featuring both classic movies and documentaries, providing

opportunities for shared cultural experiences and discussion.

Lifelong learning remains a priority. Through The Great Courses DVD series, participants engage in structured educational programs offered via Zoom. Topics this year included

Masterpieces of the Ancient World

Beethoven: His Life and Music

A History of Eastern Europe

The Symphony

Unsung Heroes of World War II

Understanding Japan

Dutch Masters: The Age of Rembrandt

Great Decisions Foreign Policy

Art Across the Ages

30 Greatest Orchestral Works

The Industrial Revolution

Offering these programs virtually allows homebound residents or those with limited mobility to remain actively engaged in educational opportunities.

TECHNICAL EDUCATION

For many older adults, navigating technology such as smartphones, laptops, and tablets does not come naturally. Recognizing the growing importance of digital literacy, the Senior Center was awarded the *Enhancing Digital Literacy of Older Adults* grant in 2024 from the Executive Office of Aging & Independence (formerly the Executive Office of Elder Affairs). This funding enabled the Center to expand technology education programming throughout 2024 and into 2025.

As a result of this grant, a wide range of iPhone and Android workshops were offered, and participation remained consistently strong. In 2025, KevTech Services led an extensive series of hands-on workshops designed to build confidence and practical skills. Topics ranged from foundational sessions such as “Back to Basics” and navigating iPhone settings, to more specialized classes including using smartphones during health emergencies, managing email, staying organized, and utilizing useful built-in tools.

Photography workshops were particularly popular, covering everything from taking and organizing photos to advanced editing techniques, outdoor photography, and creating projects using iMovie. Additional

sessions explored digital payments and tools such as Apple Pay, Wallet, Instacart, and Venmo; discovering music through Spotify; building a digital book library; and staying connected through messaging and communication apps. Workshops also addressed emerging technologies, including sessions on Safari, Google, and ChatGPT, helping participants better understand artificial intelligence and online search tools. Apple Watch classes focused on both beginner use and fitness tracking features. Intro to Android phones, Intro to AI & Android and Android Google Calendar classes were also offered.

These workshops have empowered older adults to increase their comfort with technology, enhance personal safety, maintain social connections, and access important online resources with greater independence and confidence.



UKULELE LESSONS AT THE SENIOR CENTER

Art programming remains a popular offering at the Senior Center, with monthly themed watercolor and painting classes that encourage creativity and skill-building. Sessions have included seasonal landscapes, floral and animal studies, portraiture, and exploratory workshops on color, light, lines, and textures. Drop-in watercolor sessions provide flexible opportunities for artists of all levels, fostering artistic expression, social connection, and lifelong learning.

Music and performance programming continue to bring the community together. In 2025, the Center introduced ukulele lessons and self-directed ukulele jam sessions in partnership with the Sudbury Goodnow Public Library. Additional offerings included sing-alongs with Mel Stiller, karaoke, and educational music and dance programs such as Rhumba! Samba! Tango! Mambo! – The History of Latin Music and I Love Flamenco! – Music & Dance.



**POLICE LUNCH & LEARN: OFFICER LATINI AND
OFFICER RICO, FEBRUARY 2025**

Together, these educational, cultural, and enrichment programs reflect the Senior Center's commitment to supporting lifelong learning, creativity, connection, and overall well-being for Sudbury's older adults.

The Senior Center has coordinated several community donation drives, including a Coat Drive and a Toys for Tots collection. The response to each initiative has been extraordinary, reflecting the generosity and compassion of Sudbury residents. Given the overwhelming community support and the meaningful impact of these efforts, the Center plans to continue sponsoring donation drives in 2026 and is grateful to past donors.

The Senior Center's luncheon programs remain highly popular and continue to demonstrate strong community demand. Monthly luncheons require advance

registration and accommodate up to 80 participants. Registration consistently fills, underscoring both the social value of shared meals and the need for expanded dining opportunities within the community.

During construction of the Fairbank Community Center, certain kitchen equipment purchases were deferred due to building cost overruns. Through the advocacy and support of State Representative Carmine Gentile and State Senator Jamie Eldridge,

additional funding was secured to complete the kitchen. This funding was utilized in 2025 and enabled the purchase of the remaining major equipment as well as the necessary small wares to make the kitchen fully operational. The completed kitchen will also allow the facility to function as an emergency shelter for the Town of Sudbury, should the need arise.

In 2025, planning efforts began to assess the feasibility of launching a regular meal program in 2026, with a strong focus on preparing for the rollout of a new nutrition program. This work has included researching staffing models, including the potential hiring of a kitchen manager; visiting senior centers with established meal programs to identify best practices; consulting with the Massachusetts Council on Aging dietitian; and evaluating operational requirements to ensure sustainability.

We are grateful for the strong partnership with the Facilities and Health Departments as we move toward opening. Four Senior Center staff members earned ServSafe Food Protection Manager Certification, providing knowledgeable in-house oversight. Preparations have also included ordering and stocking kitchen equipment and small wares, establishing food safety and sanitation procedures, training volunteers as kitchen helpers, and learning to operate commercial kitchen equipment.



TASTE OF SUDBURY: CELEBRATING CULTURES THROUGH CUISINE, OCTOBER 2025 DIWALI CELEBRATION

Significant steps are required to secure full permitting for kitchen operations, and progress has been made toward meeting those requirements. The goal is to obtain necessary permits in early 2026, begin with weekly meal service, and gradually expand to more frequent offerings — with the long-term vision of establishing a daily lunch program to further support Sudbury's older adult population.

DEMENTIA FRIENDLY SUDBURY

The Dementia Friendly Sudbury team is a collaborative partnership of Senior Center staff, local business leaders, service providers, and community residents. Established in 2019, the group's mission is to support caregivers and promote dementia awareness throughout the greater Sudbury community.

The current Dementia Friendly team includes representatives from Generations Law Group; Bridges by EPOCH Memory Care; Visiting Angels Home Care; Sudbury residents Susan McMahon, Neena Singh, Ruty Guzdar, Pat Carr, and Joan Buxton; and Sudbury Assistant Director/Outreach Coordinator Jill Dube. Together, the team works to strengthen resources, education, and support networks for individuals and families impacted by dementia.



CAREGIVER GIFT SUPPORT BAGS PRESENTED BY THE DEMENTIA FRIENDLY TEAM IN THE “DARK MONTHS”.

One meaningful initiative coordinated by the team is the creation and delivery of Caregiver Support Gift Bags to identified Sudbury residents. These bags are distributed during the “dark months” of October through March to acknowledge the unique challenges caregivers face and to offer encouragement and appreciation to these often-unsung heroes.

Jill Dube continues to facilitate a monthly Caregiver Support Group in partnership with Orchard Hill Assisted Living in Sudbury, providing a consistent and supportive space for caregivers to connect and share experiences.

In May 2025, the team supported the 6th Annual Dementia Friendly Workshop, bringing together Lincoln-Sudbury High School students and participants from Better Day Adult

Social Day Program for education, interaction, and shared activities. This intergenerational initiative remains an impactful component of community outreach.

A Memory Café is a supportive social gathering for individuals with memory loss and their care partners to connect and engage in a welcoming environment. The Senior Center hosted a monthly memory café from January until September at the Senior Center with support from Bridges by EPOCH of Sudbury and New Horizons of Marlborough, however, they were paused in October 2025 due to low participation. Director Nickole Boardman, Program and Publicity Coordinator Palig Garabedian, and Jill Dube have been collaborating with New Horizons of Marlborough to develop

new monthly activities aimed at supporting caregivers and their loved ones within the community in 2026.

Through continued collaboration and community engagement, Dementia Friendly Sudbury remains committed to increasing awareness, strengthening support systems, and fostering a more inclusive and understanding community.

TRANSPORTATION

Transportation remains a critical need for Sudbury residents, who rely on a variety of local options to maintain independence and access essential services. Residents use these services to attend medical appointments, shop for groceries and pharmacy needs, visit the library and Town Hall, and stay connected with friends and family. Life changes such as vision loss, reduced mobility, recovery from surgery, or even routine issues like car repairs can make public transportation essential. Local options include:

The Sudbury Connection van service, which provides medical and social rides

The MWRTA Dial-a-Ride program as a supplement to Sudbury Connection

The Go-Sudbury! program offering additional transportation support

Catch Connect Sudbury for on-demand rides

The Sudbury-Wayland Boston Hospital Shuttle for appointments in Boston

The Senior Center runs The Sudbury Connection and has 2 vans. In 2025, the vans completed 3036 vans rides to 198 different riders. Our vans are handicap assessable and run during the senior center hours of operation and are currently free to ride for Sudbury residents.

The Senior Center's leadership plays a key role in supporting and shaping these services. Director Nickole Boardman represents Sudbury on the MetroWest Regional Transit Authority (MWRTA) Board and serves as a core member of the Sudbury Transportation Committee. Jill Dube, Assistant Director/Outreach Coordinator, manages the day-to-day operations, including dispatching the Sudbury Connection vans, overseeing the Go-Sudbury! program, reviewing applications, and consulting directly with residents to meet their transportation needs.

In October 2025, the first annual Transportation Fair was held as a free, hybrid community event featuring an educational panel discussion and Q&A session. Panelists included representatives from the Transportation Committee, MWRTA, the Town Social Worker, and Senior Center staff. The well-attended program offered both in-person and Zoom participation and was recorded by Sudbury TV to ensure broader access.

To extend remaining grant funding, the Transportation Committee has made modifications to the Go-Sudbury! program, including stricter eligibility requirements and reduced resources. While the program continues to provide essential support, community feedback has underscored the ongoing need for reliable transportation beyond Sudbury, particularly for medical appointments in Boston.

OUTREACH

Outreach Coordinator, Jill Dube provides comprehensive support to residents through in-home visits, office appointments, and phone consultations. Over the past year, this included nearly 100 in-home visits, 111 office appointments, and more than 500 phone consultations.

Outreach services assist residents and families with applications for essential benefits such as SNAP (Supplemental Nutrition Assistance Program), fuel assistance, and other financial and family support programs. Residents also receive information and referrals for elder law attorneys, home health aide agencies, food resources, home modification programs, volunteer services, mental health supports, and medical providers.

Additional responsibilities include coordinating farmers' market coupon distribution, educating residents on available transportation options, facilitating a monthly caregiver support group, and managing the SHINE (Serving the Health Insurance Needs of Everyone) program. This includes coordinating schedules for two SHINE counselors to ensure timely and accessible Medicare counseling services for the community.

Through transportation coordination and outreach services, the Senior Center continues to support independence, access to resources, and overall well-being for Sudbury residents.

VOLUNTEERISM KEEPS OUR CENTER GOING

Many of the experiences that make the Senior Center so welcoming and vibrant are made possible through the dedication of our volunteers. When you enter the Center, chances are you are greeted warmly by a volunteer who helps you sign in. If it is your first visit or you are unsure where to go, a volunteer will guide you — and perhaps even offer a cup of coffee, likely brewed by another volunteer. At special events, parties, and Lunch & Learn programs, volunteers check participants in, serve refreshments, set up rooms, and assist with clean-up afterward.

More than 150 volunteers serve both within the Senior Center and throughout the community, many contributing in multiple roles. Their time, skills, and compassion are essential to the Center's daily operations and expanded outreach efforts.

Sarah Green-Vaswani, full-time Coordinator of Volunteer Programs, leads recruitment, screening, training, and coordination of volunteers, while also collaborating with Senior Center staff to develop and expand programming.

In 2025, we were especially proud to reopen, rethink, and launch several key initiatives.

In April, the Medical Equipment Loan Closet reopened after being closed since the move to the new building. Volunteers with specialized skills clean, refurbish, and organize donated equipment and assist residents in selecting and borrowing items. The program has been well received and continues to grow.

We are also in the process of developing a new Community Rides program, in which screened volunteers will provide transportation for seniors whose appointment needs fall outside existing transportation resources. We will continue to work on this program with the goal of starting it in early 2026.

One event that highlighted both volunteer dedication and interdepartmental collaboration was the Volunteer Appreciation Luncheon. The Coordinator of Volunteer Programs believes strongly that volunteers should be able to relax and enjoy an event held in their honor. In May 2025, several Town employees stepped in to assist with setup, decorating, serving, and cleanup to ensure the luncheon's success. We extend our sincere thanks to Town Manager Andy Sheehan for supporting this effort and to all who contributed their time and energy.



2025 HALLOWEEN CELEBRATION-

THE DOMINO TEAM

*JILL DUBE, CHERY FINLEY, NICKOLE
BOARDMAN, SARAH GREEN VASWANI,
PALIG GARABEDIAN*

SENIOR CENTER VOLUNTEER PROGRAMS

Volunteers support a wide array of programs and services:

Baked Goods Pickup: Three days per week, volunteers collect excess baked goods from local grocery stores, check expiration dates, and display items for participants. This year, the addition of a glass-front refrigerator and new storage cabinets enhanced both food safety and presentation.

Fix-It Program: Skilled volunteers assist with small home maintenance projects, ranging from repairing clothing and replacing rotted wood to teaching proper care of a German clock.

Greeters: Volunteers welcome participants, assist with check-in, prepare coffee, provide tours, and support daily administrative needs.

Goodnow-To-Go: In partnership with Goodnow Library, volunteers deliver and return library books for seniors unable to visit in person.

Grocery Shopping Assistance: Volunteers provide grocery shopping support for seniors who are temporarily or permanently unable to shop independently.

Medical Equipment Loan Closet: Reopened in April 2025, the Loan Closet lends wheelchairs, walkers, adaptive devices, and now adult incontinence products to meet growing needs.

Newsletter Preparation: prepares nearly 1,500 newsletters for mailing each month.

Phone Buddies: Volunteers make scheduled friendly calls to seniors experiencing loneliness or isolation, fostering meaningful connections.

Sand Bucket Brigade: In partnership with Wayside Inn and the Department of Public Works, volunteers deliver sand and salt to help seniors maintain safe walkways during winter.

Space Heater Exchange: Funded by Friends of Sudbury Seniors, Inc., this program replaces unsafe heaters. Volunteers deliver new units, review safety guidelines, and remove old heaters.

Special Events and Projects: Volunteers decorate, set tables, serve meals, call Bingo, wash dishes, and assist with special initiatives including handmade cards, student-created gifts, Eagle Scout-built hallway organizers, and the bi-monthly Senior Profile feature.

Spoonfuls Food Recovery: Weekly deliveries from provide supplemental nutrition. Volunteers organize and display items in a welcoming, market-style format.

Tech Help: Volunteers offer weekly walk-in and by-appointment technology assistance, helping with apps, contacts, photos, and other device needs.

Leaf Raking: Each fall, a limited number of seniors are referred to local groups—including Scout Troops, the Curtis Angels, and the Chinese American Association—for one-time yard cleanup.

Snow Shoveling: The LSRHS Lacrosse team provides snow removal assistance.

Home Safety and Lock Box Program: In partnership with the Sudbury Fire Department, the Senior Center offers lock box installations and home safety evaluations to improve emergency access and reduce household hazards.

LSRHS Senior Service Day: This valued collaboration among LSRHS, the Senior Center, Better Day Adult Social Day Program, and Generations Law features Dementia Friends training for students, followed by a shared craft and lunch with seniors living with dementia, concluding with student reflection.

Volunteerism truly sustains the Senior Center. The generosity, compassion, and dedication of our volunteers enable us to expand services, deepen community connections, and enhance the quality of life for Sudbury's older adults

COMMUNITY GROUP USAGE

Private organizations and community groups have continued to express strong interest in utilizing the Fairbank Community Center for meetings, programs, and rental use. The facility is a shared space among the Senior Center, School Committee, and Sudbury Recreation Department. As each department continues to grow programming and fully integrate into the building's operations, important logistical considerations regarding scheduling, staffing, security, and maintenance have emerged in relation to outside usage.

The Town Manager's Office, in collaboration with the Community Center departments, has been working to develop a comprehensive rental agreement that clearly outlines policies, procedures, and expectations for space use. The goal is to establish a formalized rental structure in 2026 that balances community access with the operational needs of the departments housed within the facility.

TRAVEL TOURS

Travel in 2025 was both remarkable and enriching for our senior community. We launched 12 thoughtfully planned excursions, welcoming more than 275 participants

and creating meaningful opportunities for exploration, connection, and lasting memories.

Highlights included visits to the The Titanic Exhibit in Boston and the Newport Flower Show in Rhode Island, as well as exploring Amish Country in Pennsylvania. Travelers enjoyed a cruise to Bermuda, the tulip festival in Michigan, and the southern charm of Savannah and Charleston. Additional day trips featured the Ogunquit Playhouse in Maine, a cruise along the Charles River, a Vermont glass blowing and bakery tour, a Tribute to Olivia Newton-John performance, and the light show at Salem Cross Inn. Multi-day adventures included Michigan and Mackinac Island, a Bermuda cruise, Amish Country, and California.

Building on this successful year, trip coordinators Franci Martel and Joe Bausk are already planning another diverse and exciting lineup of excursions for 2026.

CONCLUSION

The year 2025 was one of growth, transition, and renewed energy for the Sudbury Senior Center. With the new Fairbank Community Center completing its first full year of operation, the Center has expanded both its programs and its reach, serving more residents than ever before. Attendance increased significantly, reflecting the growing need for social, educational, cultural, and wellness opportunities for Sudbury's older adults.

This year marked a leadership transition with the retirement of Director Debra Galloway, whose vision and guidance shaped the new Center and its team. Her dedication to mentoring staff, supporting volunteers, and facilitating a smooth transition to new leadership set the stage for continued success under Director Nickole Boardman. The staff, both long-standing and newly hired, have come together to create a welcoming, vibrant, and inclusive environment that meets the needs of a diverse aging population.

Programs across the Center flourished in 2025. Educational and lifelong learning opportunities, from Lunch & Learn talks to technology workshops and The Great Courses series, empowered residents with knowledge and new skills. Exercise, art, music, and cultural programs provided opportunities for creativity, connection, and physical well-being, while social support groups, Memory Cafés, and caregiver programs strengthened community ties and offered critical guidance. Volunteer engagement remained the backbone of the Center, sustaining programs, special events, and essential services such as transportation, grocery assistance, and medical equipment lending.

Transportation and outreach continued to be essential services, ensuring residents could access medical appointments, shopping, town services, and social engagement despite life changes or mobility challenges. The first annual Transportation Fair highlighted the range of local transportation options and the ongoing need for reliable services, particularly for trips beyond Sudbury. Outreach efforts, including in-home visits, phone consultations, and support for benefits and services, provided critical assistance and connection to hundreds of residents throughout the year.

The Center's collaboration with community partners—from the Friends of Sudbury Senior Citizens, Inc., to local businesses, schools, and health organizations—has strengthened programs, expanded resources, and fostered a true sense of community. Initiatives such as the Dementia Friendly program, donation drives, and volunteer-led projects demonstrate the Center's commitment to inclusivity, engagement, and support for all residents.

Overall, 2025 was a year that reflected both continuity and innovation. With strong leadership, a dedicated staff, an engaged volunteer base, and an enthusiastic community, the Sudbury Senior Center is well-positioned to continue providing meaningful programs, services, and connections that enhance the quality of life for older adults in Sudbury for years to come.



**NOVEMBER 2025 –THE 1LT. SCOTT MILLEY MEMORIAL
FOUNDATION SPONSORED VETERAN'S DAY LUNCHEON**

VETERANS' SERVICES DEPARTMENT

The Sudbury Veteran's Services Office provides Federal, State and Local benefits, information and services to the Town's Veterans who served from World War II to the present. The Spouses, Dependents and Widows/Widowers of Veterans may also be eligible for benefits. Veterans and those who are eligible for benefits are encouraged to call the Veteran's Agent at (978)639-3357, to schedule an appointment with either of the two veteran agents who service the community.

This Office assists Sudbury residents with processing Federal applications and requests for Service-Connected Disabilities, Non-Service-Connected Pensions, Health Care Benefits, procuring Service-related documents, replacement Medals, VA Health Care and many other Federal Benefits. For a complete list of Federal benefits please go to www.va.gov

The Veteran's Office also administers Massachusetts State Benefit Programs available to qualified Sudbury Veterans. Some of these benefits include Outreach and Counseling, Housing, Financial Assistance, Employment, Fuel Assistance, Medical Assistance and Education. A recent benefit offered to Veterans and Active Military Personnel is the Welcome Home Bonus Benefit(s). For a complete list of Massachusetts state benefits that Veterans may qualify for go to; <http://www.mass.gov/veterans/>.

There are also local benefits available to Sudbury resident Veterans such as Tax Abatements. Such abatements, Clause 22 Veterans, is a state benefit that is processed locally. More information can be found at, www.mass.gov/veterans/housing/subsidy-and-tax/property-tax-exemption-for-veterans.html. The deadline for applying for the Abatement Benefits is Mar. 30th with the Tax Assessors Office located in the Flynn Building at 278 Old Sudbury Rd. There is also a Tax Work-Off Program available for Sudbury Veterans.

The Town of Sudbury is very active in honoring our Soldiers and Veterans. Sudbury is certified as a Purple Heart Community by the Massachusetts Military Order of the Purple Heart. August 7th each year is designated as Purple Heart Day. Also, the

Sudbury community has welcomed home many soldiers with banners and proclamations naming a special day in their honor. The month of May has been declared as Military Appreciation Month. In November of each year there is a Veterans' Day Appreciation Luncheon held at the Fairbank Community Center honoring all Sudbury Veterans. The Town has a Military Album available for viewing at the Goodnow Library. Sudbury Military Families are welcome to submit pages of their military loved ones to be added to this album.

The Town of Sudbury thanks all those who serve our country.

Respectfully submitted,

Michael Hennessy

Veteran Services Director

OUR HERITAGE

HISTORIC DISTRICTS COMMISSION

In 2025, the Historic Districts Commission considered 44 requests for Certificates of Appropriateness and one Permit for Demolition or Removal. These applications included approval of plans for additions to existing structures; replacements and installations of doors, stairs, windows, gutters signs and roofs; installations of new stonewalls, solar panels, and new accessory structures. Regular and special meeting dates of the Historic Districts Commission were well publicized so interested residents could attend and participate.

All meetings of the Historic Districts Commission are conducted as open meetings to which the public is invited. All cases are a matter of public record and the documents pertaining to them are filed with the Planning and Community Development Department. The list that follows identifies matters considered by the Historic Districts Commission in 2025.

25-01 Ian Moore 12 King Philip Road,

Certificate of Appropriateness to add ad addition to the back of house.
APPROVED

25-02 Mark Evangelous, 29-2 Hudson Road,

Certificate of Appropriateness to replace existing sign.
APPROVED

25-03 Trinity Solar-Michael Blanchard, 49 Carriage Way,

Certificate of Appropriateness to install solar panels.
APPROVED

25-04 Michael Massaretti, 3 French Road,

Certificate of Appropriateness to build out attic for living space.
APPROVED

25-05 Matthew Chase, 16 Carding Hill Road,

Certificate of Appropriateness to replace windows, garage doors and repaint.
APPROVED

25-06 unused

25-07 Jaime Morin, 181 Dutton Road,

Certificate of Appropriateness to remove and replace 3 windows.
APPROVED

25-08 Savannah Polci, 363 Boston Post Road,

Certificate of Appropriateness to install signage.
APPROVED

25-09 Ryan Sax, 279 Old Sudbury Road

Certificate of Appropriateness to construct a Chicken coop and Greenhouse.
APPROVED

25-10 Bruno Duos, 57 Bigelow Drive,

Certificate of Appropriateness to replace shingles.
WITHDRAWN

25-11 Todd DeBonis, Lilly's Nail Salon, 348 Boston Post Road

Certificate of Appropriateness to install signage.
APPROVED

25-12 John Dudley, United Home Experts, 20 King Philip Road,

Certificate of Appropriateness to replace Shingles and new windows.
APPROVED

25-13 Sunrun Installation Services, 19 Maple Avenue,

Certificate of Appropriateness to install solar panels.
APPROVED

25-14 Ryan Corcoran, 123 Dutton Road,

Certificate of Appropriateness to Paint window trim and front door.
APPROVED

25-15 Bob Greene, 84 Peakham Road,

Certificate of Appropriateness to add eyebrow window.

APPROVED

25-16 Hilda & Luis Navarro, 22 Colburn Circle,

Certificate of Appropriateness to replace garage doors and siding.

APPROVED

25-17 Lorenzo & Mary Lee Majno, 10 Hudson Road,

Certificate of Appropriateness to install shed dormer and replace roof.

APPROVED

25-18 Sudbury Garden Club, Juj Len-Pang, 299 Hudson Road

Certificate of Appropriateness to install a sign.

APPROVED

25-19 Danny Murphy, 248 Concord Road

Permit of Demolition to demolish rotted building.

DENIED

25-20 Timothy Womer, 424 Concord Road

Certificate of Appropriateness to strip and re-roof shingles.

NOT NEEDED

25-21 Steven Kirby, St Elizabeth's Church, 1 Morse Road

Certificate of Appropriateness to replace windows.

APPROVED

25-22 Corbin Robichaud, 22 Rice Road

Certificate of Appropriateness to install solar panels.

APPROVED

25-23 Gramoz Mema, 11 Massasoit Avenue

Certificate of Appropriateness Repair roof, garage doors, existing retaining wall with stone veneer, repair and paint porch, railings and columns. Paint siding, trim, doors and shutters. Repair asphalt driveway.

APPROVED

25-24 David Kurzentkowski, 320-326 Boston Post Road

Certificate of Appropriateness to to install a second-floor sign.

APPROVED

25-25 Max Pedinoff, 115 Old Sudbury Road

Certificate of Appropriateness to replace 3 windows.

APPROVED

25-26 Brooks & Andrea Barhydt, 19 Colburn Circle

Certificate of Appropriateness to replace porch and entryway with granite and bluestone.

APPROVED

25-27 Brightway Energy, 68 King Philip Road

Certificate of Appropriateness to install solar panels.

APPROVED

25-28 John Green, 925 Boston Post Road

Certificate of Appropriateness to replace house identification number.

APPROVED

25-29 Sudbury Foundation, 326 Concord Road

Certificate of Appropriateness to replace gutters.

APPROVED

25-30 Jan Costa/Elin Neiterman, 334 Concord Road

Certificate of Appropriateness to Replace two signs and remove a third.

APPROVED

25-31 James & Mary Krumsiek, 20 Revere Street

Certificate of Appropriateness to replace roof.

APPROVED

25-32 Theodore Bascom, 67 Carriage Way

Certificate of Appropriateness to construct 22 x 26 accessory structure.

APPROVED

25-33 Philp Van Voorhies, 404 Concord Road

Certificate of Appropriateness to replace 2 windows.

APPROVED

25-34 Steve Pickford, Wayside Inn, 73 Wayside Inn Road

Certificate of Appropriateness for permanent use of timber framed crock tent pavilion.

APPROVED

25-35 David Friesorger, 230 Old Sudbury Road

Certificate of Appropriateness to replace two doors.

PENDING

25-36 Taryn & Chad Trexler, 230 Concord Road

Certificate of Appropriateness to replace garage doors and replace landscaping with stone a wall.

APPROVED

25-37 Sandra Duran, 322 Concord Road

Certificate of Appropriateness to install generator.

APPROVED

25-38 Peter & Cynthia Tunncliffe, 116 Bent Road

Certificate of Appropriateness to replace windows.

APPROVED

25-39 Max Pedinoff, 25 King Philip Road

Certificate of Appropriateness to replace windows.

APPROVED

25-40 Robert LeBlanc, 135 Peakham Road

Certificate of Appropriateness to replace windows.

PENDING

25-41 Adelma Gillespie, 52 Concord Road

Certificate of Appropriateness to replace windows and door, repair front steps.

PENDING

25-42 Phil Mastroianni, 12 Harvey's Farm Lane

Certificate of Appropriateness to install a boulder sign.

APPROVED

25-43 Orlando Builders, 19 Carriage Way

Certificate of Appropriateness to replace columns.

APPROVED

25-44 Anthony Alberico, 269 Old Sudbury Road

Certificate of Appropriateness to install new wood carriage doors.

PENDING

25-45 Donna Mays, 59 Carriage Way

Certificate of Appropriateness to install solar panels.

APPROVED

In 2022, Sudbury became a Certified Local Government (CLG). As a result, Sudbury is among a select group of Massachusetts communities eligible for enhanced technical and financial assistance from the Massachusetts Historical Commission (MHC) to strengthen local historic preservation programs. One requirement of the CLG designation is a joint meeting between the Historic Districts Commission and the Historical Commission, which occurred in May 2025. An outcome of this meeting was confirmation that a previously jointly established Sudbury Historic and Archeological Stewardship Working Group would continue to engage stakeholders in historic preservation.

The Historic Districts Commission supports the Historical Commission as it continues to work with the Town for the long-term lease/acquisition of the historic RR Section House and the c. 1952 South Sudbury replacement train station (yellow building known as Crumbles Station) from the MBTA. Both structures are located along the evolving Rail trail corridor.

Respectfully Submitted by the Historic Districts Commission:

Anuraj Shah, Chair

Taryn Trexler, Vice Chair

Christopher Hagger

Shervin Hawley

Pete Iovanella

Griff Noble

HISTORICAL COMMISSION

Year 2025 was a year of accomplishments for the Sudbury Historical Commission's (SHC) projects and efforts to preserve protect and develop Sudbury's historical and archeological resources. The SHC met 13 times in 2025.

This year included a significant focus on the historic Hosmer House Museum (HH). There were 3 important 2025 Town Meeting Articles related to the Hosmer House using CPA funds which all overwhelmingly passed. The first one presented by the SHC related to safeguarding the Hosmer House collections including Florence Hosmer's paintings. The approved scope includes hiring a triage archivist to archive and store Hosmer family historical material in a climate-controlled facility. The SHC has initiated procurement for the Triage Archivist. The scope also included installation of window light control to reduce damage to HH collections, developing a collections management policy and development of a strategic Management Plan to provide sustainable HH governance models. The SHC has initiated procurement for the Triage Archivist.

The second and third 2025 HH related Town Meeting Articles using CPA funds were related to the replacement of the HH roof using historically appropriate cedar roof shingles as existed on HH in the 1800's and restoration of exterior

clapboards and trim wood, doors, windows, shutters and brick masonry ends, HVAC improvements and exterior painting. These articles, fully supported by the SHC, were presented at Town Meeting by the Sudbury Combined Facilities Director. These Articles totaling \$1.026,000 were overwhelmingly passed. The SHC thanks the Town Meeting attendees for this support. The SHC has provided support to the Sudbury Combined Facilities Director for the procurement of the designer of the HH exterior building envelope restoration project.

The SHC also scheduled a robust calendar of HH Open Houses for the public which occurred monthly after reopening HH and on special occasions such as July 4th and over 3 days in December when the HH was decorated for the Holidays by several non-profit groups including the Sudbury Garden Club, the Thursday Garden Club, Sudbury Valley Trustees, Save A Dog, the Historical Commission, and the Sudbury Girl Scout Troops 70516 and 70519. Over 200 visitors enjoyed HH during these special occasions. The SHC wants to thank our HH decorators and wonderful volunteer docents for support at these events.

Using 2024 CPA funding, the SHC completed in January a major project that involved a team of professional consultants who prepared and

completed a Hosmer House Historic Structures Report and Cultural Landscape Report. The findings of this report assisted the Town who is responsible for the maintenance of the Hosmer House to submit CPA funding proposals for the HH roof and building exterior envelope and HVAC system as described above. This report can be found on the

SHC Town website and the SHC encourages the public to review the report. It contains a lot of historical information and pictures particularly showing the historical landscapes that existed at HH.

Based on prior CPC funding for a Phase V Sudbury Historic Resource Inventory Survey, the SHC completed work with a preservation consultant for the Phase V Sudbury Historic Resource Inventory Survey Project which updated/developed Historical Inventory Surveys on 41 buildings/structures. The SHC provided comments on the Sudbury Rt.20 Corridor Study conducted by the Sudbury Planning Department's consultant as it related to historical resources within the Corridor Study area.

In 2022, Sudbury became a Certified Local Government (CLG). As a result, Sudbury is among a small group of Massachusetts communities who will receive favored assistance from the Massachusetts Historical Commission (MHC) to enrich, develop and help maintain local historic preservation

programs. One of the requirements of the CLG designation includes a joint meeting between the SHC and the Sudbury Historic Districts Commission (SHDC), which occurred in May 2025. One outcome of this joint meeting was to confirm that a previously jointly established Sudbury Historic and Archeological Stewardship Working Group would engage Sudbury stakeholders in historic preservation.

The SHC, responsible for administering the Demolition Delay Bylaw passed by the Town of Sudbury in 2004, handled two new applications for partial/full demolitions of buildings built prior to 1940. Upon request, the SHC continued to provide new Historic House Markers as part of the SHC Historic House Marker program. The SHC worked with the Sudbury DPW Director on the repositioning of the Historic Granite Guideposts in the vicinity of the Union Ave./Concord Road intersection.

The SHC was involved in many other preservation efforts such as continuing to assist the MA DCR in the design of interpretive signage along the developing Mass Central Rail Trail. Our support to the MA DCR on the Mass Central Rail Trail included providing comments on the Diamond Junction Design and coordinating the placement of the Bridge 128 granite abutment blocks along the Rail Trail. The SHC completed its efforts for the Town of Sudbury in the design of interpretive signage for the Phase 2 Bruce Freeman Rail Trail. The SHC worked with the

Sudbury Combined Facilities Director to have the Kiosk roof rebuilt at the historic Training Field site.

The SHC continued to develop an updated Revolutionary War Cemetery kiosk panel and stanchion design. This CPC funded initiative included working collaboratively with the Sudbury Historical Society (SHC), an external consultant, and the Historic Districts Commission. This effort will replace the existing Revolutionary War Cemetery kiosk.

The SHC continues to work with the Town for the long-term lease/acquisition of the historic RR Section House and the c. 1952 South Sudbury replacement train station (yellow building known as Crumbles Station) from the MBTA, both of which are located along the evolving rail trails. The SHC

supported an article at the 2025 Town Meeting which passed authorizing a nominal dollar amount for the Town to acquire the MBTA properties.

The SHC evaluated the proposed rebuilding changes by the Towns of Sudbury and Wayland to the Historic

Sherman's Bridge which is located within both communities. At the November SHC meeting, the SHC determined unanimously that the Sherman's Bridge, originally built about 1740, and its landscape are historically significant and the SHC recommended any rebuilding of the bridge be conducted in a manner consistent with its historical significance. Several sources of information were used for this determination including references to the bridge in Alfred Hudson's *Annals of Sudbury, Wayland, and Maynard* (1891), the 1795 map of Sudbury owned by the Sudbury History Center, Henry David Thoreau's "A year in Thoreau's Journal – 1851", Town of Sudbury 1993 Annual Report referencing how this bridge was traversed by the Sudbury Minutemen on the way to Concord, photographs of the bridge from 1900 and 1925 and other sources. At the December SHC meeting, based on the proposed design plans provided, the SHC made numerous recommendations related to the design and materials to be used in the bridge rebuilding to honor its historical significance as a wood bridge since 1740.

MEMORIAL DAY COMMITTEE

Our Memorial Day Parade and ceremonies honor veterans of all wars that involved Sudbury residents, starting with King Philip's War in 1676, through today's conflicts in Operation Iraqi Freedom and Operation Enduring Freedom. Sudbury's Memorial Day was marked by somber respect for those veterans who fought and lost their lives.

Ceremonies began early in the morning at 7:30 AM with commemorative musket firings at the Minuteman statue in the New Town Cemetery, overlooking the Town Common and again at the Revolutionary War Cemetery. A bus took participants to the New North Cemeteries. Veterans were honored with a prayer delivered by Jane Graham and a musket salute by the Sudbury Companies of Militia & Minute (SCMM) marching to tunes played by the Sudbury Ancient Fyfe & Drum Company. TAPS was played after each musket salute.

Under the Command of Colonel James Wiegel US Army (Retired), the parade left the Rugged Bear parking lot at 9:30 AM heading east along Route 20. The parade was led by a Scout Color Guard. The 2025 Memorial Day Parade Grand Marshal was Allen Wallack, a US Air Force veteran.

The parade proceeded up Concord Road to the Goodnow Library where the SCMM fired a musket salute followed by the playing of TAPS. The parade moved on to Wadsworth Cemetery and the grave site of Alfred Bonazzoli, a founding member of SCMM, WWI veteran and ringleader of the "liberation" from Framingham of the WWI German howitzer that now sits in front of Sudbury American Legion Post 191.

The parade reassembled at the King Phillip monument, where the SCMM fired a musket salute. The parade stopped again at the front of Wadsworth Cemetery to honor the veterans of WWII, Korea and Vietnam. Rabbi Freeman from the Chabad Center of Sudbury delivered some prepared remarks about WWII and gave a prayer. Veterans raised each of their service flags to full staff along with the US Flag as CAPT Paul Mawn played "To the Colors" followed by a musket firing and CAPT Mawn playing TAPS as he did at all venues that day.

The parade continued marching north where the Daisy/Brownies and Tiger/Cub Scouts joined the parade at Ascension Parish Church and proceeded to Grinnell Park.

At Grinnell Park, COL Wiegel delivered some opening remarks as Master of Ceremonies. Saesha Shetiya, a 7th Grader, sang the National Anthem, followed by a rousing musket salute. Mr. Steve Milley delivered the opening prayer. Two co-presidents of the Thursday Garden Club of Sudbury, Joy DiMaggio and Petra Longtine, dedicated a new granite bench to Grinnell Park and the WWI Memorial.

Our 2025 Parade Marshall, Allan Wallack delivered some remarks about the Tactical Reintegration Project he created to assist veterans in their transition to civilian life including some aqua therapies. The Sudbury Fyfe & Drum played the Battle Hymn of the Republic followed by Girl Scouts singing "My Country Tis' of Thee." The US Flag was brought to full staff as "To the Colors" was played by CAPT Mawn. COL Wiegel then read the names of veterans who had passed on since last Memorial Day followed by some thank you announcements and the playing of TAPS. This concluded the ceremony.

Thank you to the supporters of the event: First Student school bus company, Town employees, Leila Frank and Charlie Flynn, Boy Scout Troops 60, 61, 63, the LT Scott Milley Ranger Foundation, the Sudbury Companies of Militia & Minute and the Sudbury Ancient Fyfe & Drum Companie.

As always, the best way to see this parade is to be in the parade. Please come and join us next year.

Respectfully submitted,

James A. Wiegel, COL(Ret.) US Army

Chairman, Memorial Day Committee

SEPTEMBER 11TH MEMORIAL GARDEN

September 11, 2025 marked the 24th anniversary of the terrorist attacks that took the lives of three Sudbury residents who are honored at Sudbury's September 11th Memorial Garden, located in Heritage Park: Geoffrey Cloud, Cora Hidalgo Holland, and Peter Morgan Goodrich. In commemoration, the September 11th Memorial Garden Oversight Committee organized a public ceremony, during which a Color Guard comprised of members of the Sudbury Police and Fire Departments, raised the flag, First Parish of Sudbury tolled the bells, and family and friends of those lost placed a wreath and flower baskets around the Memorial Garden center stone. The event was well-attended by residents, including local and State officials, and Town of Sudbury employees.

The Committee wishes to thank Sudbury Police and Fire Departments for the Color Guard, and First Parish Church for the tolling of its bells. Police Chief Scott Nix and Fire Chief Tim Choate assisted directly by together placing the wreath at the front of the stone. The Sudbury Police Department members in the Color Guard were Lieutenant John Peroudeau, Lieutenant Wayne Shurling, Sergeant Zackary Shay, Sergeant Paul Wigmore, Officer Andrew Gower, Officer Jeremy Curley, and Officer Brett Rand. Officer Ethan Karol was crossing attendees at the road. Members of the Sudbury Fire Department in the Color Guards were Asst. Chief Kyle Gordon, Capt. Steve Glidden, Lt. Tim Devoll, FF Josh McLeod, Capt. Bill Francis, FF Bob Rhodes, FF Allan LaRochelle, FF Gabe Frias, FF Nate Turnbow, FF Dan Wells, and FF Celso Nasciemento.

The Committee also gratefully acknowledges everyone who attended the morning gathering or who visited the Garden during the day, as their presence underscored the Garden's significance to the Town of Sudbury.





Throughout the growing season, Committee members regularly watered the Garden, pruned vegetation, weeded and mulched beds, planted annuals, and replaced perennials as needed, including around the adjacent flagpole. Two plants around the flagpole were replaced during 2025, and the light shining on the flagpole was repaired. The Massachusetts Master Gardeners provided hands-on and much-appreciated assistance early in the spring and at various times during the summer.

The Committee welcomed new member, Dan Scudder, this year. Dan, a resident of Sudbury, lives in a nearby neighborhood to the Garden and admired it when walking through the park with his family.

Two long-standing members of the Committee resigned this year. Kathy Newman, a founding member since the Committee was chartered in 2001, moved out of Sudbury and gave up her tireless roll as Secretary for the last 24 years. Kathy became involved out of her friendship with Cora Holland's family, as they were next door neighbors.

Also rolling off the committee this year due to moving out of Sudbury was Connie Marotta. While Connie had been on the Committee for the last 10 or so years, she participated in the Commemoration nearly every year since 2002, representing the lives of the pilots and flight attendants lost that day. Connie is a former American Airlines flight attendant who was familiar with several of the pilots and flight attendants who died on September 11th. The passion and dedication given by Kathy and Connie to maintain and improve the Garden will be missed.

While 2025 was a quiet year of maintenance, the Committee looks forward to the 250th Anniversary of the Declaration of Independence in 2026, and plans to collaborate with the Town and the Historical Society in planning events

SUDBURY TOWN HISTORIAN



The Sudbury 250 Committee was the main focus this year. It kicked off in 2024, working to set up the series of celebrations. In 2025, in addition to 20 planning meetings, we started the celebrations with a bang on April 19th, the 250th anniversary of the Battle of Concord in 1775. In addition, there were further presentations and celebrations throughout the year. In the fall, we began planning for our last major celebration, Sudbury 250 Day on May 16. Please refer to the Sudbury 250 Committee Annual Report for more details.

The other major project was organizing the digital versions of Town archives. I am very grateful to everyone who helped shepherd this several year CPA-funded effort. There are 86 items that were conserved and digitized over the course of the project. These are mostly books, but there are also a handful of boxes of folders of papers and the flat file for Ezekiel How's commissions.

From last year's report: "My goal for 2025 is to work on getting the digital versions of the documents uploaded to the Sudbury Archives. There is still much sleuthing and packaging to prepare the digitized records." That goal proved overly ambitious, particularly given the demands of the Sudbury 250 initiative.

As the project extended over five years, there are five different conventions of organization, which makes it difficult to locate the different sets of records within the Town's historical files disk drive. It has been slow progress to match the names on the archival boxes to the files. Of the 86 items, 12 are in a temporary location on the web until they can be further organized and added to the Sudbury Archives. Another 44 items are in the process of being organized. There are about 20 that are fairly certainly matched to files on the Town's drive but have not yet been started. Finally, there are five items for which the digital versions have not yet been found.

The remaining tasks for the digital Town archives are: 1) complete the matching from digital files to physical boxes, 2) implement a consistent naming scheme for the files, 3) create an index for the collection, and 4) publish it on the web. That project will likely take a couple of years.

The historian's email inbox received several inquiries. Topics included Babe Ruth, Memorial Forest, and town politics in 1776. There was a question about James Carter's burial in the Old Town Cemetery. Descendants wanted to know if there was a military requirement to be buried there. Even though the cemetery is now the Revolutionary War Cemetery, there has never been a military requirement for internment.

Other historical tidbits: Francesco Buccella became the Director of the Sudbury Historical Society. The Society acquired the draft map used by Mathias Mossman for the 1795 maps of Sudbury and Wayland. Abi Smith became the Local Historian at the Goodnow Library.

Respectfully submitted,

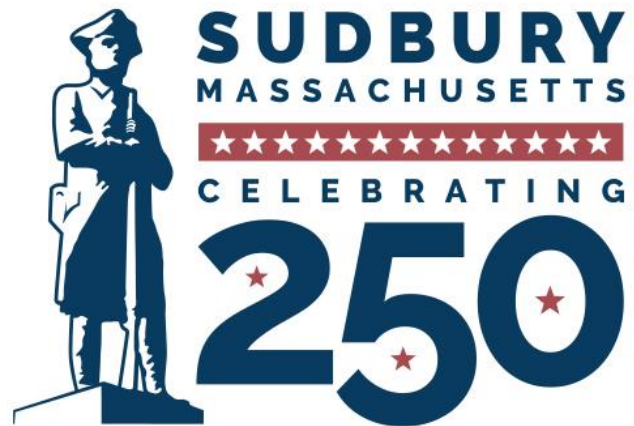
Jan Hardenbergh

Town Historian

SUDBURY 250 COMMITTEE

PREAMBLE

When in the course of commemorating the 250th anniversary of the commencement of the American Revolution, it became necessary for the Sudbury Select Board to establish the Sudbury 250 Committee on 5th of December in the year 2023, the Board submitted the following in the mission declaration: “It is anticipated that many of the observances will take place in the early spring through late winter of 2025, although the Committee may plan later events, such as the July 4, 2026 observances.”



Sudbury 250 Committee (“The Committee”, “We”) wishes to augment the commemorations by including Sudbury’s role in the events leading up to the American Revolution and beyond.

PURPOSE

The Committee agreed that its work will serve these purposes:

- To celebrate and commemorate the 250th anniversary of the American Revolution through various planned events,
- To have the said events take place mostly between April 19, 2025 and July 4, 2026, while encompassing events in the American Revolutionary history,
- To include and engage all Sudbury citizens, starting with our children and students,
- To tell and record stories that are untold or under-told, and
- To inform and entertain.

2025 EVENTS AND PRESENTATIONS

- 3/16/2025: Inaugural **presentation** on ‘**Sudbury History: Before the Revolution**’ by **Jane Sciacca** (author and former National Park Service Ranger) on 3/16/2025 at 4 PM, Martha Mary Chapel. [The presentation is now available on SudburyTV.org](#)
- 4/19/2025: [Sudbury Minutemen March on 4/19/2025 \(250th anniversary of Patriots’ Day\)](#) at 5:45 AM, Town Center
- 4/19/2025: [Sudbury Celebrates 250 with Colonial Music](#) at 4/19/2025 at 4 PM, Martha Mary Chapel. [The concert can be viewed on SudburyTV.org](#)
- 5/18/2025: [Deborah Sampson: A Revolution of Her Own](#) – 5/18/2025 at 4 PM, Martha Mary Chapel, Presentation and re-enactment of Deborah Sampson, a hero of the American Revolution when she disguised herself as a man and joined the Patriot forces and served in the Continental Army, by **Judy Kalaora**
- 6/5/2025: **Lincoln Sudbury Regional High School – 250th Essay Contest**, Award Ceremony for 9-11 Grades, **Winners: Molly Hatcher** (Class of 2028), **Marin Raniere** (Class of 2027), **Goeun Rottman** (Class of 2027); Here is an excerpt from the essay contest announcement.
 - ◆ “This is an opportunity to reflect on the historical significance of this milestone and explore how the history of our local communities has shaped our understanding of American history and the foundational ideals of liberty, equality, and democracy.

Essay Theme:

Students are encouraged to consider the following questions in their essays:

- ◆ How has living near historic sites influenced your perspective on American history and the principles outlined in the Declaration of Independence and the Constitution?
- ◆ In what ways do you see these promises fulfilled—or unfulfilled—today?
- ◆ What actions, whether personal or local, can help ensure that these founding ideals are fully realized in our communities?

Essays may explore any of these questions or other relevant themes surrounding the significance of the nation’s 250th anniversary.”

- 7/4/2025: [2025 Fourth of July Parade: Independence Day – The Sudbury Way:](#)
 - ◆ Parade successfully organized by the Sudbury Chamber of Commerce
 - ◆ Sudbury 250 Committee float donated by A Blade of Grass (thanks)
 - ◆ Recorded music
 - ◆ Thanks to Leila Frank and community members for decorating the float, which won 2nd place
 - ◆ Town Manager Andy Sheehan, Select Board Chair Lisa Kouchakdjian, Vice Chair Janie Dretler participated in the 250 regalia (T-shirts)
 - ◆ Sudbury Chamber of Commerce redesigned brand new banners featuring Sudbury 250 Logo and Town businesses along Route 20 Commercial Corridor
- 9/4/2025: [Global Village](#), a production of Sudbury TV, hosted by **Soterios Zoulas**; interviews John Neuhauser and Radha Gargeya about Sudbury 250 and upcoming activities
- 9/21/2025: **Presentation and firing of cannon** to commemorate the movement of **Ticonderoga Cannon** to Dorchester Heights under the command of Henry Knox, 9/21/2025, Wayside Inn Grounds; sponsored by Sudbury 250
- 9/27/2025: **Sudbury Colonial Faire and Muster of Fyfe & Drum**, 9/27/2025, Wayside Inn Grounds; sponsored by Sudbury 250; Jan Hardebergh and Radha Gargeya at the Sudbury 250 table
- 10/25/2025: [Re-enactment of Battle of the Red Horse Tavern](#): 10/25/2025, Wayside Inn Grounds; sponsored by Sudbury 250; Jan Hardebergh and Radha Gargeya at the Sudbury 250 table
- 12/6/2025: Sudbury 250 table at the **Sudbury Holiday Village**, Fairbank Community Center; Jan Hardebergh, John Neuhauser, and Radha Gargeya at the Sudbury 250 table



FYFE & DRUM AT THE COLONIAL FAIRE



**250 DAY MERCHANDISE FOR SALE
AT THE SUDBURY HISTORICAL
SOCIETY**

2026 UPCOMING EVENTS AND PRESENTATIONS

- 1/25/2026: [Henry Knox and the Noble Artillery Train](#), presentation by **Steven Glovsky**, Firing of Cannon by **Crane's Third Artillery**, 1/25/2026 4 PM, Martha Mary Chapel
- 2/15/2026: Wayside Inn History, presentation by Brian Plum, 2/15/2026 4 PM, Fairbank Community Center
- 3/15/2026: Ezekiel Howe, second in command of all militia at the Battle of Concord, April 19. 1775; presentation by Tony Howes, Fairbank Community Center
- 4/12/2026: **Concert – What a Glorious Crash They Made**, Live performance of music and songs published in New England during the American Revolution, performed by **Richard Donohue**, Goodnow Library
- TBD: Indigenous Perspectives
- **5/16/2026: Sudbury 250 Day**, Sudbury's own unique festival to commemorate the 250th anniversary, Sudbury Town Center, 10 AM to 3 PM, Sudbury Town Center
- 5/17/2026: **Each Hath a Hand**, presentation by **Peter Abair**
- 7/4/2026: 2026 Fourth of July Parade to mark the 250th Anniversary of the Declaration of Independence, organized by Sudbury Chamber of Commerce, and participation by Sudbury 250 Committee

DONATIONS AND FUNDRAISING

Sudbury Farms donated bagels, pastries, and water for the early morning (5:30 AM) attendees as the Sudbury Minutemen marched from Sudbury Town Center on 4/19/2025, the 250th anniversary of the Battles of Lexington and Concord.

Sudbury Farms donated Sudbury-250-Logo adorned cupcakes at the evening Colonial Music performance at Martha Mary Chapel on 4/19/2025.

Sudbury 250 collected donations and sold merchandise to raise funds at 2024 Colonial Faire, 2024 Holiday Village, 2025 Colonial Faire, 2025 Battle of Red Horse Tavern, 2025 Holiday Village.

Sudbury Historical Society has been gracious in displaying and selling Sudbury 250 merchandise.

We will be pursuing outside grants, sponsorships, and donations which will defray our costs.

OUTREACH AND ENGAGEMENT

The big event for 2026 is the **Sudbury 250 Day on 5/16/2026** from 10 AM to 3 PM at the Sudbury Town Center.

We are committed to including all of Sudbury. We are continuing to collaborate with our schools, community organizations, businesses, town historians, and various town committees and boards. The goal is to have the entire town and folks from neighboring towns turn up for the Sudbury 250 Day. That day and all the 250th events offer an enlivening, unifying, and reflective opportunity across Sudbury.

We are also working with the 250 Committees of neighboring towns to collaborate and coordinate our activities.

BUDGET AND FINANCES

We are grateful to Sudbury Select Board and the Town Manager for allocating \$25,000 of ARPA (expand) funding to The Committee. We are grateful to the Town for allocating \$15,000 to the Committee at the Annual Town Meeting.

We are attaching a finance report for Sudbury 250. This is a preliminary report that includes some estimated expenses and does not include invoices not yet received. We will also verify the numbers from the Town Manager's office, Sudbury Historical Society, and other receipts.

Respectfully,

Sudbury 250 Committee

<u>Tim Cobbett</u>	Faculty, History Department, Lincoln Sudbury Regional High School; Sudbury resident.
<u>Leila Frank</u>	Ex-officio member, Select Board Office Supervisor, and Information Officer
<u>Radha Gargeya</u>	Chair, Sudbury 250 Committee; Member, Sudbury Select Board
<u>Josh Gilman</u>	Faculty, History Department, Lincoln Sudbury Regional High School
<u>Jan Hardenbergh</u>	Vice Chair, Sudbury 250 Committee; Sudbury Town Historian
<u>John Neuhauser</u>	Commander, Sudbury Companies of Militia and Minute
<u>Jim Wiegel</u>	Trustee Wayside Inn, VP Finance Mass Air Space Museum, Retd. Col. US Army

OUR HERITAGE

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Date		Amount	Remaining Amount
9/6/2024	Initial Merchandise	(3,433)	(3,433)
11/19/2024	Select Board and Town Manager: funds allocated		
4/19/2025	Colonial Music	(750)	20,817
May-25	Annual Town Meeting: funds allocated	15,000	35,817
5/18/2025	Deborah Sampson: performance and presentation	(880)	34,937
6/5/2025	L-S essay contest (split evenly with Lincoln)		
6/20/2025	Merchandise restock	(361)	34,276
7/4/2025	Fourth of July parade costs	(250)	34,026
8/26/2025	Merchandise restock	(1,863)	32,164
9/21/2025	Ticonderoga Cannon - Sudbury Minutemen, Crane's Artillery	(700)	31,464
9/27/2025	Donations: Colonial Faire	516	31,980
9/27/2025	Colonial Faire - Sudbury Minutemen, portable toilets, honorariums for living history demonstrators	(5,500)	26,480
10/25/2025	Battle of Red Horse Tavern - Sudbury Minutemen, portable toilets, honorariums for living history demonstrators	(4,250)	22,230
10/25/2025	Donations: Battle of Red Horse Tavern	20	22,250
12/31/2025	Money raised from Merchandise sold:	4,884	27,134
	- 2024 Colonial Faire		
	- 2024 Holiday Village		
	- 2025 Colonial Faire		
	- 2025 Battle of Red Horse Tavern		
	- 2025 Holiday Village		
	- Sudbury Historical Society		

PLANNING & COMMUNITY DEVELOPMENT

RAIL TRAILS ADVISORY COMMITTEE

The Rail Trails Advisory Committee was established to advise the Select Board and the Town Manager in advancing the design, development, construction, and long-term maintenance of the two rail trails in Sudbury: the north-south Bruce Freeman Rail Trail (BFRT) and the east-west Mass Central Rail Trail (MCRT). The Committee has been tasked to objectively and critically consider the interests of trail users, residents, abutters, businesses, sensitive environmental areas, historic resources, and input from Town staff and relevant Town boards, committees, and commissions to facilitate an enjoyable experience that increases the overall quality of life for residents and visitors.

Members are appointed by the Select Board and three other Town boards/commissions (Planning Board, Park and Recreation Commission, and Conservation Commission). There were 11 regular meetings in 2025. This past year Lana Swarcz resigned from the RTAC. The Committee wishes to extend its gratitude for her service to the community and commitment to progressing these trails. The Committee welcomed two new members to the RTAC – Chris Menge and Jason Wellemeyer, appointed by the Select Board in July.

Over the past year, the Rail Trails Advisory Committee has:

- Received regular updates on the construction of BFRT Phase 2D, design of BFRT Phase 3, construction of the MCRT, and design of Parkinson Field driveway and parking lot improvements from Town staff.
- Continued to discuss issues raised by the public (e.g., trail user etiquette, vandalism, trespass, communication, traffic, handicapped accessibility, etc.).
- Attended MassDOT's 25% Design Public Hearing in May, which was both virtual and in person to provide additional plan information to residents of Sudbury and Framingham.
- Reached out to the owner of Chiswick Park regarding parking issues and concerns, which led to preliminary discussions about the potential use of property for additional rail trail parking near the Diamond intersection of the BFRT and MCRT.

- Reached out to the Sudbury Valley Trustees, Sudbury Conservation Commission, and the Massachusetts Department of Conservation and Recreation to explore the potential for improved handicapped access to privately-owned and publicly-owned trails from the MCRT, which included several site walks along the MCRT.
- Supported the Planning Department's two applications to the Community Preservation Committee submitted in September for funds to complete construction of the Parkinson Field driveway access and parking lot improvements and Trail Connections along the Mass Central Rail Trail at Dutton Road.
- Prepared letters of support to the Boston Region Metropolitan Planning Organization for inclusion of year-two construction funding in the FFY2026-2030 Transportation Improvement Program, which added the final 50% of the funding needed for BFRT Phase 3 to FFY2030 in the amount of \$4.263 million.

Additionally, some Committee members have:

- Attended other Board and Committee meetings when rail trail projects were discussed.
- Participated in community events to share updates about the BFRT Phase 2D construction and Phase 3 design concepts.
- Worked with local railroad enthusiasts, Historical Commission members, Town staff, and a graphic design consultant to develop the content for the historic interpretive panels and information panels, which were installed at various locations along BFRT Phase 2D.
- Supported efforts of the Sudbury Commission on Disability to host an "All Out Adventures" event to bring people with mobility issues to the BFRT, providing the equipment and a safe environment for participants.

The Committee will continue to provide input on the design of BFRT Phase 3, advise on advancing the project to a timely completion, and report to the Select Board as requested. Information associated with the Rail Trails Advisory Committee is posted on the webpage, <https://sudbury.ma.us/bfirt/>

In 2026, the Committee plans to:

- Meet with representatives from the Sudbury Police Department to address trail user safety concerns and education of new riders about trail usage.
- Collaborate with MassDOT and Engineering Design consultant Fuss and O'Neill to continue work toward 75-100% design plans.
- Provide opportunities for community members and groups, local businesses and Town committees to participate in discussions about design, amenities, concerns, and opportunities related to trail usage.
- Continue work to develop a process for the Select Board of accepting memorial plaques, benches and other items along the trail.
- Provide input on directional, informational, and wayfinding signage along the MCRT and BFRT Phase 3.
- Continue to discuss additional amenities that may be desired once construction is complete, such as additional parking, fencing, signage, restrooms, artwork, and plantings.
- Encourage trail use by all members of the community through creation and enhancement of connections to schools, commercial areas, and neighborhoods.
- Participate in regional rail trail-related activities to inform decisions in Sudbury and maintain awareness of opportunities that might benefit these trails.
- Continue to provide the Select Board, Town Manager, and others with recommendations as requested.

Finally, the Committee would like acknowledge and thank Interim Rail Trail Coordinator Marcia Rasmussen for her professionalism and commitment in supporting these projects.

John Drobinski, Chair
Glenn Pransky, Vice Chair
Laurie Eliason
Ken Holtz
Chris Menge
John Sugrue
Jason Wellemeyer

COMMUNITY PRESERVATION COMMITTEE

Sudbury Town Meeting adopted the Community Preservation Act (CPA or Act, MGL Chapter 44B) in 2002 at the highest level and assessed a 3% surcharge on real estate taxes. Since then, Sudbury has received the highest possible allocation of state matching funds to combine with local taxes to appropriate for the allowable purposes. Under the Act, funds may be used for the acquisition, creation, and preservation of open space; acquisition, preservation, rehabilitation, and restoration of historic resources; acquisition, creation, preservation, rehabilitation, and restoration of land for recreational use; acquisition, creation, preservation, and support of community housing; and the rehabilitation or restoration of open space and community housing that is acquired or created through the CPA. The Community Preservation Committee (CPC) includes nine standing members, with representatives from the Town's Conservation Commission, Finance Committee, Historical Commission, Housing Authority, Park and Recreation Commission, Planning Board, Select Board, and two at-large citizen members appointed by the Select Board. The CPC is supported by the staff of the Planning and Community Development Department.

The CPA funds raised in FY25 through the local tax surcharge equaled \$2,670,553. The Town also received a revenue match from the State CPA trust fund totaling \$514,348 and interest earnings of \$469,596, bringing total FY25 revenues to \$3,654,497. From FY03 through FY25, Sudbury has received \$15,983,551 from the State in matching funds. The local surcharge raised has been \$39,575,732. Approximately \$2,582,675 has been earned in interest and an increase in market value on these funds. Sudbury Town Meeting has approved the use of these funds to conserve 574 acres of open space including the acquisition of fee ownership or restriction interests in six farms and the Nobscot Mountain. As required, Town Meeting has approved or reserved for future projects the mandatory 10% of estimated annual revenue each year for community housing, open space and recreation, and historic preservation. The CPC is mindful of its obligation to the taxpayers when considering and recommending projects to Town Meeting for approval. The Committee uses, the estimated annual revenue minus fixed expenses as its annual budget guide for expenditures. The CPA strives to stay within that limit each year. When there is a large or compelling project, reserved funds may be used.

At the May 2025 Annual Town Meeting, CPA projects for FY26 were approved in the areas of:

● Historic Resources

- ◆ To preserve, protect and catalog the art and other documents in the Hosmer House,
- ◆ To replace the rotten and deteriorated wooden clapboards and trim, any rotten infrastructure, as well as the design and installation of an HVAC system for the Hosmer House, and
- ◆ To replace the roof on the Hosmer House with an historically accurate wooden roof.

● Open Space and Recreation Opportunities

- ◆ Further work on the remediation of the water chestnuts in the Hop Brook waterway, and
- ◆ To create a Landscape Master Plan for the development of Haskell Field and the Fairbank Community Center grounds and installation of a multisport court and Pavilion.

● Community Housing

- ◆ Sudbury Housing Trust's acquisition, creation, preservation, and support of affordable housing, and
- ◆ The Regional Housing Services Office yearly membership fee.

The total of all new projects approved at the 2025 Town Meeting was \$2,468,500. In addition, debt service expenses of \$628,943 for prior land acquisition projects and \$118,050 for administrative and operational needs of the CPC for FY26 were appropriated, bringing the total anticipated expenditures for FY26 to \$3,215,493.

Since the inception of the CPA in Sudbury, Town Meeting has approved approximately 142 projects as of May 2025. Some projects are completed within a year and others are ongoing. To maintain oversight of these projects, the CPC requires that proponents submit an Annual Report of the status of the project stating whether the project is completed and, if so, whether there are remaining funds. Any remaining funds are returned for future use under the CPA by vote of Town Meeting, as has happened in 2010, 2014, 2018, 2020, 2022, 2023, 2024, and 2025. Any excess administrative funds not spent in the current fiscal year remain in the Community Preservation General Fund.

At the end of FY25, the CPA fund had a cash balance of \$11,822,200. Of that amount, \$4,509,399 is reserved for projects appropriated through FY25, and \$3,215,493 is reserved for projects, debt and expenses approved at the 2025 Annual Town Meeting as stated above.

Many CPA funded projects are underway. Look for our signs noting “Sudbury Community Preservation Funds at Work!”

Respectfully Submitted by the Community Preservation Committee:

Sherrill Cline, Sudbury Housing Authority, Chair

Sam Markuse, At-Large Member, Vice Chair

Jan Costa, Historical Commission

Harry Hoffman, Conservation Commission

Kirsten Roopenian, Planning Board

Granger Atkeson, Park and Recreation Commission

David Kaplan, At-Large Member

Dan Carty, Select Board

Andrew Bettinelli, Finance Committee

CONSERVATION COMMISSION

The Conservation Commission plays an essential role in protecting the natural resources and ecological integrity that make Sudbury such a special place to live, work, and enjoy the outdoors. The Commission cares for and manages the town's conservation lands to ensure they remain healthy, accessible, and sustainable for the future, in accordance with the Conservation Commission Act. Additionally, the Commission works to protect wetlands, streams, and important natural ecosystems through the administration of the Massachusetts Wetlands Protection Act, a state law designed to prevent environmental degradation, and the Sudbury Wetlands Administration Bylaw, which provides further local safeguards. Through these responsibilities, the Commission works to protect water resources, wildlife habitat, and the town's natural beauty, supporting the community's environmental goals now and into the future.

Conservation Commission Members and Staff

The Conservation Commission is composed of seven Sudbury residents appointed by the Town Manager to serve staggered three-year terms. Commission members generously volunteer their time and expertise to protect and manage the town's natural resources. This is illustrated in the adjacent picture showing Commissioner Holtz donning his bee keeper suit to relocate a wasp nest that was affecting a trail entrance. The Commission is currently chaired by David Henkels, with Kenneth Holtz serving as Vice Chair. Other members include Jeremy Cook, Luke Faust, Bruce Porter, Kathleen Rogers, and Mark Sevier.



COMMISSIONER HOLTZ RELOCATING WASP NEST

The Commission strengthened its capacity by welcoming Victor Sulkowski as a new Associate Member and appointing Associate Member Harry Hoffman to the Community Preservation Commission and the Land Acquisition Review Committee. Associate Members are non-voting participants who provide valuable support to the Commission by offering input on key matters and assisting with projects focused on protecting Sudbury's wetlands, conservation lands, and natural habitats. Ken Holtz was re-appointed to his role on the Rail Trail Advisory Committee. Together, the Commission

works collaboratively to advance the town's conservation goals and promote environmental stewardship for the benefit of the entire community. The Commission is supported by three full-time staff members.

Lori Capone continues to serve as the Town's Conservation Coordinator, bringing extensive expertise and dedication to her multifaceted role. She manages the operations of the Conservation Department, ensuring efficient and effective administration. Lori conducts professional reviews of proposed projects within wetland resource areas, provides technical guidance to applicants, and ensures compliance with applicable environmental regulations. She prepares detailed project reviews and decisions and actively monitors construction activities to verify adherence to both the Massachusetts Wetlands Protection Act and the Sudbury Wetlands Administration Bylaw, protecting the town's sensitive ecological areas.

This year Lori was invited to present at the International Erosion Control Association Northeast Chapter Conference, where she shared her experience as an accomplished municipal conservation professional and presented best practices for navigating projects from planning through construction oversight to completion, to foster responsible development of the land.

Conservation Assistant Robert Bosso continues to manage complex administrative workflows, maintain and improve critical databases, and ensures accurate recordkeeping that strengthens the Department's ability to administer the Wetlands Protection Act and local bylaws with confidence and consistency. He is an essential link between field operations, regulatory oversight, and public service, contributing directly to the Department's overall effectiveness and long-term planning efforts.

Joseph Miller's role as Sudbury's Land Manager has delivered substantial and measurable benefits to the Town by strengthening land stewardship, expanding public access, and advancing proactive conservation initiatives. His leadership on projects and exceptional standards on trail maintenance, habitat management, and public education efforts directly supports ecological health while also improving community understanding and engagement. Joe consistently advances Sudbury's conservation goals and enhances the stewardship of its natural resources. Of particular note, Joe presented at a public forum on behalf of the Commission regarding Second Generation Anticoagulant Rodenticides.

This year, the Conservation Department also benefited from the support of six Tax Work-Off participants who assisted with a wide range of important tasks. Their contributions included office support, scanning and cataloging historic records, and fieldwork to improve conservation trails, including the construction of bridges and kiosks. With their assistance, we were able to digitalize 497 files and continue an audit of our wetland database. The Commission extends its sincere appreciation to Dan Clawson, Kevin Deware, Melissa Emerson, Martin Hensel, Bob Lamkin, and Edward Lubar.

Wetland Protection Administration

In their role as administrators of the Wetlands Protection Act and Sudbury Wetlands Administration Bylaw, the Conservation Commission conducted 100 hearings over 22 meetings focused on residential projects within buffer zones and riverfront areas, multiple tree removal requests driven by safety concerns, and after-the-fact work requiring mitigation and long-term monitoring. These hearings underscored the Commission's ongoing commitment to balance ecological integrity while pragmatically addressing development requests. These reviews resulted in the issuance of 24 Orders of Conditions and 18 Determinations of Applicability. The Commission issued 26 Certificates of Compliance, closing out projects constructed in compliance with their respective Orders of Condition. Additionally, two enforcement actions were issued for work carried out within jurisdiction without prior approval from the Conservation Commission. The Conservation Commission focused on several significant initiatives involving environmental stewardship, regional collaboration, and critical ecological restoration. Throughout the year, the Commission collected \$7,947.50 in Bylaw fees and \$2,012.50 in State fees.

Persons contemplating any work within or near wetlands should seek information about wetland regulations at the Commission's Department website:

<https://sudbury.ma.us/conservationcommission/wetland-permitting/>

Major Wetland Permitting Projects Undertaken in 2025

Rail Trails

Work continued on the design and installation of historic, interpretive, and wayfinding signage along the rail trail corridors, along with ongoing corridor maintenance, and efforts to improve connections to trails on adjacent conservation lands. Planning also advanced for the next phase of both rail trails as they continue toward Sudbury's



**PLANTING RAIN GARDEN ON THE
BRUCE FREEMAN RAIL TRAIL**

borders, with the Bruce Freeman Rail Trail extending from its intersection with the Mass Central Rail Trail at Union Avenue to the Framingham town line, and the Mass Central Rail Trail extending from the Eversource Substation to the Wayland town line. After two construction seasons, the Bruce Freeman Rail Trail and the Mass Central Rail Trail are nearing completion and should be officially opened in 2026.

Water Chestnut Removal in the Hop Brook and Sudbury River

The aquatic management program for the Hop Brook Ponds (Stearns Mill, Carding Mill, and Grist Mill ponds) focused on control of invasive water chestnut (*Trapa natans*) continue to be highly successful. Water chestnut management in the Sudbury River did not get funded this year due to the government shutdown.

Early season surveys of the mill ponds found trace to sparse densities of water chestnut in all three ponds, along with other aquatic vegetation such as common waterweed (*Elodea canadensis*), duckweed, and invasive curly-leaf pondweed. Based on these survey findings, targeted foliar herbicide treatments using Clearcast (imazamox) was conducted in July and early August. Treatments achieved good coverage and were supplemented by hand-pulling for smaller patches.

Across the Hop Brook Ponds system, water chestnut densities were dramatically reduced. Very few scattered individual plants were observed by post-treatment surveys, indicating that the combined strategy of early monitoring, precise herbicide application, and follow-up hand removal is effectively suppressing the invasive population. Water quality conditions such as dissolved oxygen remained healthy throughout the season. Overall, conditions in the ponds continue to improve with habitat quality enhanced as a direct result of the management activities.

Because water chestnut can re-establish from seed in the soil, continued annual surveys and adaptive control measures, potentially including additional hand-pulling or refinements to herbicide timing will be necessary to maintain the gains achieved and work toward long-term suppression.

Land Management and Stewardship

This year marked another ambitious and diverse season of improvements across our conservation lands. Trail maintenance reached a new benchmark, surpassing prior efforts in both scope and quality. Special emphasis was placed on combating invasive species, fostering biodiversity, monitoring Conservation Restrictions, and ensuring trails remain accessible and well-maintained for public enjoyment.

Broadacre Farm

Staff continued to enhance Broadacres Farm by thoughtfully integrating natural, historical, and sustainable elements into a cohesive and immersive landscape near the midpoint of the Bruce Freeman Rail Trail. Improvements included extensive repairs to the perimeter fencing, targeted invasive species removal, and the installation of a new kiosk at the parking area and a bench within the meadow, making the site more welcoming and informative for trail users. A particularly notable effort involved the creative reuse of historic farm equipment that had been discarded in the woods. These farm implements were carefully arranged around a newly planted, pollinator-friendly garden designed to enhance meadow diversity and habitat value while reestablishing the visual character of an active agrarian landscape.



FARM EQUIPMENT IN A FIELD

Native Habitat Restoration

Native habitat restoration remained a central focus throughout the year. The Department continued its cold stratification native planting program and installed new

pollinator gardens at Barton Farm and Broadacres Farm, as well as expanding the existing native meadow at Davis Farm.



MONARCH CATERPILLAR ON BUTTERFLY MILKWEED ALONG THE BRUCE FREEMAN RAIL TRAIL

The Conservation Department partnered with OARS, Inc. and was awarded a \$40,000 grant from the Sudbury Foundation to install rain and pollinator gardens along the Sudbury section of the Bruce Freeman Rail Trail at Morse Road. The project is a nature-based solution that aimed to address inadequate stormwater runoff controls along the newly constructed rail trail. The gardens used native plants to filter pollutants and replace invasive species with native flowering plants to create a sanctuary for local pollinators. The gardens were planted in June with the assistance of the Thursday Garden Club newly constructed rail trail. The gardens used native plants to filter pollutants and replace invasive species with native flowering plants to create a sanctuary for local pollinators. The gardens were

planted in June with the assistance of the Thursday Garden Club of Sudbury and A Yard and a Half. By August the butterfly milkweed was already being used as a host plant for a Monarch Butterfly caterpillar. In the spring of 2026 informative signage will be installed to teach trail users about nature-based solutions and inspire similar home projects.

Invasive Species

Active invasive plant management continued across multiple town properties through targeted herbicide treatments of Japanese knotweed, mugwort, and oriental bittersweet. The Department also increased mechanical removal efforts to address species less suited for chemical control, including Japanese hops, buckthorn, multiflora rose, and other priority invasives. This

integrated approach—combining chemical and mechanical methods—allowed staff to address a broader range of infestations while minimizing ecological disturbance.

The Department continued its fight against the recently introduced Japanese hops (*Humulus japonicus*) and newly discovered Japanese stiltgrass

(*Microstegium vimineum*) and Lesser Celandine (*Ficaria verna*) along the Bruce Freeman Rail Trail, each posing a growing threat to the ecological integrity of this heavily used greenway. These species spread rapidly along disturbed corridors like rail trails, where foot traffic, maintenance activities, and stormwater runoff facilitate seed dispersal. Japanese hops aggressively climbs and smothers shrubs and young trees, while Japanese stiltgrass and lesser celandine form dense mats that outcompete native grasses and wildflowers, reducing biodiversity and degrading wildlife habitat. Left unmanaged, these invasives would quickly dominate trail edges and adjacent wetlands, increasing long-term control costs and diminishing the trail's value as a natural and recreational resource. Early detection and proactive

management are therefore critical to prevent widespread establishment, protect native plant communities, and preserve the ecological function and scenic quality of the Bruce Freeman Rail Trail.

Building on the successful Garlic Mustard Removal program, the Department launched adopt-a-trail initiatives along the Bruce Freeman Rail Trail, engaging residents and local scout troops to take responsibility for designated trail segments and conduct regular sweeps for invasive species, trash, and other unsavory discarded items. These efforts not only reduced invasive pressure along a major recreational corridor but also strengthened community stewardship of conservation lands.

Public Education

The Conservation Department joined a regional effort to raise public awareness about the significant ecological risks posed by second-generation anticoagulant rodenticides (SGARs), potent poisons that not only kill rodents but can accumulate in the bodies of predators such as hawks, owls, foxes, and coyotes that eat poisoned rodents. Because SGARs persist in animal tissues and cause delayed internal bleeding, they can harm or kill wildlife far from the original site of application, weakening populations of natural predators critical for ecosystem balance. The initiative educates residents and businesses about safer, wildlife-friendly alternatives like eliminating food sources, sealing entry points, using snap traps, and encouraging natural predators.

Scout Projects:

Staff met with numerous scouts this year regarding various projects including a meadow restoration and installation of a fitness trail at Hop Brook Conservation Land. Of particular note was the approval of an Eagle Scout project that will improve trail connections to the Bruce Freeman Rail Trail from the developments near Frost Farm. Additionally, scouts conducted an archeological dig at Lincoln Meadows Conservation Land where they unearthed numerous artifacts from its prior inhabitant.



LINCOLN MEADOW ARCHEOLOGICAL DIG

Turtle Fencing Pilot Project

At the urging of a resident, the Department launched a pilot project to help stem the decline of the turtle population in South Sudbury. While the temporary fencing installed along the swamp crossing on Raymond Road was viewed by some as an eyesore, staff devoted many weeks over the summer to installing and maintaining it at this well-known turtle mortality hotspot. The fencing safely guided turtles, and other aquatic wildlife, to use the culvert under the roadway, rather than risking crossing the road. Almost immediately after installation, staff observed a dramatic decline in wildlife fatalities. Conservatively, this effort prevented the loss of approximately 90 percent of the turtles that would otherwise have been killed along this 600-foot stretch of road. A volunteer assisted the Department in creating a website that documents this project through narrative and pictorial media

(<https://sudbury.ma.us/conservation/native-species-of-turtles/>).



RAYMOND ROAD TURTLE PROJECT – TRAIL CAM FOOTAGE



BRETT VALERIO MOVING FARM EQUIPMENT

BRETT VALERIO ON FARM EQUIPMENT



Agricultural Activities

The Commission continues to support Sudbury's agricultural heritage by overseeing Agricultural Licenses for local farmers on 77 acres of conservation land and managing the community garden at Lincoln Meadows. This year, more than 40 gardeners cultivated the 70 plots available at the Lincoln Meadows Community Garden, each offering a 30-by-30-foot space for growing annual and perennial crops. To further support the community garden and advance conservation initiatives, we installed an irrigation well with funds granted by the Community Preservation Committee.

Deer Management Program

2025 marked the 26th year of Sudbury's Bow Hunting Program, which engages responsible, highly vetted archers under the oversight of the Conservation Commission to help manage the local deer population and protect forest health. By reducing excessive deer browse, the program plays a critical role in sustaining native vegetation and sensitive habitats. This year, wildlife management efforts were expanded to include Landham Brook Marsh, participation increased from 19 to 25 hunters, and six new archers were successfully onboarded. Collectively, these efforts support the long-term ecological health and resilience of Sudbury's conservation lands. New and veteran bowhunter's assisted in stewardship efforts across Sudbury's conservation properties, expanding the capacity of the department. They also continued efforts to monitor for illegal hunting, including the

removal of four unpermitted deer stands. This year, 11 deer were harvested from Town land. For more information, please visit the Conservation Commission's Deer Management Program webpage at

<https://sudbury.ma.us/conservationcommission/deer-management-program/>

Christmas Bird Count

Commissioner Luke Faust coordinated the Christmas Bird Count on December 28th, 2025, which included 19 volunteers counting birds in Sudbury. There were 1,583 birds counted in Sudbury (a 5 year low) across 48 species. 162 Black-capped Chickadees, 149 Dark-eyed Juncos, and 111 Blue Jays were the high counts. A Clay-colored Sparrow was found in SW Sudbury, which was the 4th in the 50 year history of the broader Concord area count.

The Commission thanks all its residents and volunteers that assist us improve the environment in Sudbury.

SUBMITTED BY: Conservation Commission

DESIGN REVIEW BOARD

The Design Review Board, a subcommittee of the Planning Board, in cooperation with various other Town boards and committees, the Building Inspector, and business owners advocates architectural, graphic, landscape, and environmental design quality in the public and commercial sectors of Sudbury.

This year the Design Review Board received and reviewed 25 sign applications. The Design Review Board also received and reviewed 2 site plan, architecture, exterior building changes and landscape design applications, for the projects at 439 Boston Post Road, Roche Bros./Sudbury Farms, and the proposed Bright Path Child Care Center located at 694 Boston Post Road.

The Design Review Board recommendations are directed to the Applicants, the Building Inspector, the Town Manager, the Historic Districts Commission, the Zoning Board of Appeals, the Planning Board, and the Select Board. We appreciate the cooperation we have received from all participants.

The Design Review Board held all of their 14 meetings virtually in 2025 through the conferencing platform Zoom, a meeting format allowed by a special decree from the governor due to the COVID pandemic.

The members of the Board would like to thank James Flavin, for his service and commitment to the Town. James resigned from his position in August.

The members of the Board welcomed new members, Scott Utke joining in March and Ark Pang joining in July.

EARTH REMOVAL BOARD

The Earth Removal Board is appointed by the Select Board for a term of one (1) year. It is the Earth Removal Board's responsibility to hear petitions for the removal of soil, loam, sand, gravel, stone, or other earth materials from land in the town not in public use. It operates under Article V(A) of the Town of Sudbury General Bylaws.

The Earth Removal Board had no meetings in 2025.

Respectfully Submitted by the Earth Removal Board.

ENERGY AND SUSTAINABILITY COMMITTEE

Efforts continued in 2025 to advance Sudbury's commitment as a municipal leader in sustainability and climate resilience. Following a vacancy in the Sustainability Coordinator position for several months in early 2025, the position was successfully filled in June and efforts were renewed.

GREEN COMMUNITIES PROGRAM

Designated as a Massachusetts Green Community by the Department of Energy Resources (DOER) in 2010, Sudbury continues to pursue its obligation to reduce annual municipal energy use, including a 17.1% reduction in FY25 compared to a 2009 baseline. The Town secured a grant from the Green Communities program in early 2025 for \$30,000 to put towards the purchase of two battery electric vehicles (BEV) to replace aging combustion-fueled vehicles in the



ELECTRIC TOYOTA BZ4X PURCHASED FOR THE FACILITIES DEPARTMENT

municipal fleet. One BEV was purchased for the Facilities Department in 2025, and another will be purchased for the Building Department in mid-2026. The Town has also been working to complete requirements needed to apply to DOER for Climate Leaders Community certification – a designation that would recognize Sudbury as a municipal leader in sustainability commitments and practices among Massachusetts communities, and would qualify the Town to pursue significantly more DOER funding for projects and purchases that promote decarbonization of our municipal buildings and fleet. In support of the application, the Sustainability Coordinator secured free technical assistance from DOER in 2025 to work with Power Options, an energy services consultant, to create a required Decarbonization Roadmap for our municipal buildings and fleet. Work on the Roadmap is underway with completion expected in mid-2026. Efforts were also initiated to adopt a required Zero-Emissions Vehicle First policy to encourage the continued purchase of electric vehicles for the Town fleet whenever feasible.

CLIMATE RESILIENCE

Evidence of a rapidly changing climate and its associated impacts (increased storm frequency and intensity; shifting flooding, wind, and drought risks,

increasing heat stress, etc.), are quickly becoming evident across Massachusetts and the region. The Town began efforts in 2025 to develop a Climate Change Vulnerability Assessment (CCVA) and to simultaneously update the existing Hazard Mitigation Plan (HMP). Working with Weston & Sampson as a consultant, a quantitative all-hazards climate vulnerability and risk assessment is being created to geospatially identify populations and assets that are vulnerable to various climate threats. This effort is using regional climate modeling and projections to assess future risks and vulnerabilities in the face of climate change, positioning the Town to be better informed to prepare and invest for both near- and long-term risks to property, infrastructure, services, and lives. The Town is also updating the existing Hazard Mitigation Plan, which is required to be updated every five years to be in compliance with Federal Emergency Management Agency (FEMA) guidelines and funding eligibility. Both projects are anticipated to be completed by mid-2026.

Work continued in 2025 on two climate resilience projects funded by the MA Municipal Vulnerability Preparedness (MVP) program. The MVP 2.0 project is focused on building social resilience – i.e., building community capacity through relationships and resources to better respond to climate change impacts. Led by the Sustainability Coordinator, Town staff and community liaisons worked with a consultant to build capacity among stakeholders in

Sudbury and to develop a scope of work for a related pilot project to create a Climate Resilience Coaching Program for the Town. The Town is consulting with the Metropolitan Area Planning Council (MAPC) to develop materials and training resources for a cohort of five pilot coaches who will provide guidance to residential property owners to make their homes and properties more climate resilient.

With support from a MVP Action Grant, the Town implemented Locally Grown Sudbury, an initiative to build climate resilience and food security across the community through programming, resources, and the creation of a local farmers' market. A series of community-based programs and events occurred in Spring 2025 with the support of the Health Department, Recreation Department, and Goodnow Library, including a successful Farmer's Market and Fair on May 31st at the Fairbank Community Center. The event attracted hundreds of participants from the community, and included providing coupons for eligible lower income and at-risk individuals and families that could be redeemed for purchases from vendors at the Farmer's Market. Efforts are currently underway for another series of project programming in Spring 2026, including a second Farmer's Market event in June 2026.

BUILDING AND TRANSPORTATION ELECTRIFICATION

In support of building electrification in Sudbury, the Town adopted the Massachusetts Specialized Stretch Energy Code at Annual Town Meeting in 2025. This opt-in building code employs pathways that accelerate the full electrification of new residential and commercial buildings and major renovations, and also increases the energy efficiency of any qualified buildings that elect to include the use of any fossil fuel infrastructure. This policy will promote the elimination of a significant source of greenhouse gas emissions both in the present and across future decades over the lifespan of new building stock, and will help owners avoid expensive electrification retrofits in the future.

The Town continued to support the electrification of vehicles within and beyond Sudbury through the expansion of publicly-available EV charging infrastructure. The Facilities Department led efforts to successfully install four new dual-port charging stations at the Goodnow Library in 2025, bringing the total number of public Level 2 charging stations to eleven (photos can be seen in the Facilities Department section). The Town also implemented a new fee-based structure for the use of all public chargers (currently \$0.42/kWh) and the proceeds will be held in a new EV Charging Revolving Fund that was created to offset the electricity costs

and regular maintenance of the chargers.

RENEWABLE ENERGY

In Spring 2025, a 199.9 kW rooftop solar array was placed in service on the DPW Office Building and Garage following roof replacement projects. The new array, coordinated by the Facilities Department, supports Sudbury's goal of increasing renewable energy production and has already resulted in lower energy supply costs for the Town (photos can be seen in the Facilities Department section).

The Facilities Department, supported by the Sustainability Coordinator and the Energy and Sustainability Committee, also worked to advance three potential solar canopy projects on municipal properties, including the parking lots at Haskell Field, the Middle School, and the Police Station. Working with Solect, a solar energy vendor, efforts were successful to take action to 'safe harbor' the projects so that they can remain eligible for significant Federal incentive programs that were abruptly scheduled to be discontinued in 2025. Outreach to key internal stakeholders began in 2025 in anticipation of seeking approval for the projects at 2026 Annual Town Meeting. The projects provide significant opportunities for the Town to secure stable, long-term, competitive electricity rates, and to leverage existing Town property to generate clean, renewable energy for

the regional grid. If successful, the projects are expected to advance to construction in later 2026 and be in service in 2027.

SUDBURY COMMUNITY ELECTRICITY AGGREGATION

In 2017, Sudbury established an opt-out community electricity aggregation (CEA) program to provide new electricity supply options and more renewable energy to Sudbury residents and businesses. Since its inception, the

program has collectively saved \$9.2 million or residents, or \$1,660 per average residential customer, compared to Eversource's basic supply cost. The Town Manager's Office and Facilities Department negotiated a new CEA contract for Sudbury in early 2025, ensuring that Sudbury residents and other property owners will continue to have access to competitive electricity supply choices that save money and encourage renewable energy investments. The new contract rates went into effect in December 2025 and will extend through December 2029.

PERMANENT BUILDING COMMITTEE

2025 was a quiet year for the Permanent Building Committee (PBC). After a number of busy years managing multiple projects simultaneously, there were no continuing or new projects in 2025 overseen by the PBC. The committee met virtually on just 3 occasions – in February, May, and September– to be informed about and assist the Combined Facilities Director with post occupancy contract work at the Fairbank Community Center as well as the Atkinson Pool Renovation projects. Three members of the Committee were reappointed in May, member Anuraj Shah stepped down, and Michael Cameron was appointed to the Committee by the Sudbury Public School Committee. Chairmanship changed hands as Elaine Jones stepped down from these duties after a long run of several decades.

FAIRBANK COMMUNITY CENTER (FCC)

The Fairbank Community Center achieved Substantial Completion in June 2024, but work continued under separate contracts managed by the Combined Facilities Director, Sandra Duran, into 2025. The PBC played an advisory role in the following work:

The enhanced audio visual package, contracted with the Ockers Company, the same contractor that installed the audio video equipment and infrastructure under the FCC base contract with General Contractor Colantonio, Inc., was completed in

February. A change order to Colantonio's contract provided acoustic remediation to offices in the Sudbury Public Schools and Park and Recreation offices during the summer. The acoustic work was monitored by the FCC Owner's Project Manager (OPM), The Vertex Companies LLC (Vertex), under an extension of their FCC base contract, and the project architect, Bargmann Hendrie + Archetype, Inc. (BH+A).

ATKINSON POOL PROJECTS

The Committee was minimally involved only in an advisory role for the Atkinson Pool work under the direction of the Combined Facilities Director with oversight by Vertex as the OPM. Titan Roofing replaced the roof over the pool, and J.J. Cardosi provided HVAC upgrades, tile work, and pool leak repair.

Permanent Building Committee 2025

Craig E. Blake, Co-Chair

Jennifer K. Pincus, Co-Chair

Elaine L. Jones

James F. Kelly

Kathleen Bell

John Mann

Michael Cameron

PLANNING BOARD

The Sudbury Planning Board exists under Section 81A of Chapter 41 of the Massachusetts General Laws. Its five full members are elected by the town and its duties are largely defined by state statute. In addition, other duties have been added from time to time by vote of Town Meeting, including long term planning studies, stormwater management reviews, traffic circulation plans, and bylaw codification.

At the Annual Town Meeting in May, the Planning Board presented a bylaw amendment to the Zoning Bylaws, by striking and replacing language in Ch 295 Section 5500, and amend Section 7110, permitting accessory dwelling units in residence districts by-right to comply with Section 3A of Chapter 40A of the General Law also known as the Affordable Homes Act of 2024. The purpose of this bylaw is to increase housing opportunities in Sudbury by allowing the utilization of the existing housing stock to offer different housing styles reflective of a more diverse population, in terms of age, family size and income. The type of housing allowed under this bylaw may benefit several sectors of the population - current residents whose lifestyles no longer fit into the usefulness of a larger dwelling will be able to supplement their income by renting a portion of their home, and those not capable of home ownership, financially or otherwise, may be able find suitable housing in these units - without substantially altering the appearance of the Town. This type of diverse housing is in accordance with the 2021 Master Plan, the 2005 Community Housing Plan, and the 2024 Affordable Homes Act, and ensures compliance with zoning standards, regulations regarding building design, and requirements of the health, safety, convenience and general welfare of the inhabitants of the Town. This Warrant Article passed by majority vote.

Additionally, as the Master Plan Implementation Committee, the Planning Board monitored and supported the advancement of a number of Short-Term Action Items to completion in 2025. The Historical Commission oversaw the completion of the Historic Structure and Cultural Landscape Report for the Hosmer House; and the Planning and Community Development Department completed a Planning and Economic Development Corridor Plan for Boston Post Road. The Planning Board continued its annual Master Plan implementation progress meeting with the Select Board and continue to work to advance additional Short and Medium Term Action Items in 2026.

2025 was a very active year for the Planning Board with 16 applications for Stormwater Management Permits, 6 Approval Not Required (ANR) Plans, 3 Site Plan

PLANNING & COMMUNITY DEVELOPMENT

Review applications, 1 Subdivision application, 1 Preliminary Subdivision application, 0 Water Resource Protection Overlay District Special Permit, 1 Inclusion of Affordable Housing Special Permit, and 0 Scenic Road Permits approved by the Board. Significant projects permitted in 2025 included; a six lot Definitive Subdivision Application and Inclusion of Affordable Housing Special Permit for Bonnie Brook Estates off Maynard Road, Site Plan Approval for a Child Care facility at 694 Boston Post Road, Site Plan Approval for an equine- assisted therapy, agricultural programs and, community based services, known as Bina Farms located at 0, 30 and 38 Field Road.

Several developments under construction or close to completion were continually monitored for compliance with all approvals, including the Herb Chambers Mercedes at 141 Boston Post Road, Celebree School at 631 Boston Post Road, Primrose School at 225 Boston Post Road, Cold Brook Crossing residential development at 435 & 437 Cold Brook Drive, the Sudbury Swim & Tennis Club at 60 Hemlock Road, and Chase Bank at 527 Boston Post Road.

The following table sets forth new residential developments under construction or still within the authority of the Planning Board during 2025:

DEVELOPMENT NAME	DATE APPROVED	LOTS/UNITS PERMITTED	LOTS/UNITS DEVELOPED
Fairbank Farm	1999	3	0
Whitehall Estates II	2001	3	1
Northwoods	2015	19	19
Highcrest, Farmstead Lane	2017	57	57
Maiden Way, FKA 212 Pratt's Mill Road	2018	2	2
69-71 Brewster Road	2018	2	0
Landon Estates, FKA Greenscape Park	2019	3	1
Cold Brook Crossing	2020	274	274
Bonnie Brook Estates	2025	6	0

The Planning Board collected the following fees during fiscal year 2025:

FINANCIAL DATA

July 1, 2024 – June 30, 2025

Grouse Hill Resale Certificates	\$1,500.00
Approval Not Required (ANR) Applications	\$ 350.00
Stormwater Management Permits	\$1,300.00
Water Resource Protection Overlay District Special Permits	\$ 0.00
Site Plan Applications	\$ 550.00
Scenic Road Permits	\$ 0.00
Definitive Subdivision Applications	\$ 0.00
<u>Public Records Request</u>	<u>\$ 125.00</u>
TOTAL	\$ 3,825.00

The Planning Board membership experienced great stability in 2025 with seats continuing to be filled by existing or incumbent members. Member Justin Finnicum chose to not pursue another term in office. While Member Anuraj Shah ran again and Kirsten Roopenian ran for the first time, both winning three-year full seats. Stephen Garvin served as Chair, Justin Finnicum served as Vice Chair, and John Sugrue served as the Clerk through May 2025. The Board reorganized after the May 2025 Annual Town Meeting. Stephen Garvin remained chair, John Sugrue as Vice-Chair and Anuraj Shah as the Clerk. The Board would like to thank Justin Finnicum for his seven years of dedicated service. Justin's insightful leadership and commitment have been instrumental in creating significant positive change in the community.

Planning Board members continue to be active on various other Town committees dealing with land use and planning issues. Kirsten Roopenian was appointed as the Planning Board's representative to the Community Preservation Committee; Stephen Garvin was appointed as the Planning Board's representative to the Land Acquisition Review Committee; and John Sugrue served as the Planning Board's representative to

the Bruce Freeman Rail Trail Advisory Task Force. The Planning Board also appointed Director of Planning and Community Development Adam Burney to serve as Sudbury's representative for the Metropolitan Area Planning Council's subregional committee, the Minuteman Advisory Group on Interlocal Coordination, also known as MAGIC. The Planning Board is supported by the Planning and Community Development Department.

The Planning Board held all of their 20 meetings virtually in 2025 through the conferencing platform Zoom, a meeting format allowed by a special decree from the governor due to the COVID pandemic.

The current projects of the Planning Board follow the recommendations of the Master Plan in its attempt to balance the needs of the community. The Board continues to solicit citizen input regarding planning and development issues affecting the Town, and encourages public participation at meetings and regarding special projects.

Respectfully Submitted by the Planning Board:

Stephen Garvin, Chair

John Sugrue, Vice Chair

Anuraj Shah, Clerk

Julie Zelermyer Perlman

Kirsten Roopenian

SUDBURY HOUSING TRUST

The Sudbury Housing Trust was formed by the April 2006 Town Meeting accepting MGL Chapter 44, Section 55C. The Housing Trust was formed to focus on affordable homeownership and preservation opportunities and to show performance against the minimum 10% Community Preservation Act (CPA) spending requirement on affordable housing under the statute.

The Housing Trust charter was developed with the Town's interests in mind. The charter allows a range of powers though requires Select Board approval for certain transactions. The Town Treasurer is the custodian of the funds. The purpose of the Housing Trust is to provide for the preservation and creation of affordable housing in the Town of Sudbury for the benefit of low and moderate-income households. The Housing Trust has taken a number of positive steps toward those goals and plans to build on these successes.

In the years since the Housing Trust was chartered in 2007, the Housing Trust has directly created 14 units of housing (8 units through Home Preservation, 2 Habitat for Humanity, 3 Maynard Road Homes, and 1 buy-down on Old County Road) and assisted in the creation of another 126 units (Coolidge Phase I and II, and Sudbury Housing Authority).

The Housing Trust is actively doing due diligence, a wetland delineation and concept design for creating new housing opportunities at 77 Hudson Road. The Trust has requested Community Preservation Act funds for this purpose. Other exploratory affordable housing initiatives include a possible Historic Preservation/Community Housing project located on a portion of the previous Broadacres Farm as well as initial talks with the Division of Capital Asset Management and Maintenance (DCAMM) to acquire the State Police Crime Lab on Horse Pond Road; both of these properties offer unique opportunities to not only provide affordable housing, but provide it in a way that is beautiful and enhances the rural, historic character of Sudbury.

The Housing Trust administers programs to assist residents in making housing more affordable. One such program is the Small Grant Program to help seniors and other moderate income homeowners fund health and safety repairs to their homes. These repairs include window replacements, accessibility modifications, and plumbing and heating replacements. The Program accepts grant applications on a rolling process,

and applications are reviewed and potentially funded on a first-come, first-served basis. From its inception, through December 31, 2025, the Program has awarded 88 grants for \$323,000. The Town contributed \$75,000 of ARPA funds for this program. The easy-to-submit application can be found on the Town's website.

The Housing Trust offers a Mortgage Assistance Program to income eligible households with loss of income generously funded by \$75,000 of State ARPA funds, with up to \$3,000 of benefit payable to the mortgage holder. The Program continues to accept new applications through FY26 and has funding for an additional 9 households.

Under the direction of the Housing Trust the Regional Housing Services Office (RHSO) performs lottery, resale, and monitoring agent services for Sudbury and other neighboring communities providing a revenue stream for the Housing Trust Small Grant Program, as well as providing local opportunities for eligible buyers with connections to Sudbury and others looking for affordable housing in the area.

Through a collaborative effort with the Housing Authority, the Housing Trust held an affordable housing public education forum in October 2025. The event was well attended and well received. Guest speakers from Citizens' Housing & Planning Association (CHAPA) the 495/MetroWest Partnership and Regional Housing Services Office spoke to residents about affordable housing. The event focused on community engagement and was successful in educating the public about the benefits of affordable housing and encouraged housing advocates to share the information provided. The Trust plans to continue this work to humanize affordable housing while illustrating how diverse communities are thriving communities.

The Sudbury Housing Trust was instrumental in the creation of the updated 2025 Sudbury Housing Production Plan (HPP). The HPP has now been adopted by the Planning Board, the Select Board and approved by the Executive Office of Livable Communities (EOHLC) in October 2025. This was a complete rewrite of the plan which took in excess of a year to finalize. The approved HPP includes strategies to increase and support affordable housing in Sudbury. The Housing Trust has already begun using some of the strategies outlined in the HPP such as collaboration with the Housing Authority to create a Housing Roundtable. The Roundtable will aim to bring affordable housing stakeholders together to strategize and work collaboratively to increase the Subsidized Housing Inventory.

The FY25 fiscal year started with a carryover balance of \$262,370 and collected fee revenue and interest income of \$44,871. The expenses for the FY25 fiscal year were \$108,323 including feasibility, Home Preservation, Mortgage Assistance, the Small Grant Program, lottery advertising expenses, salaries and RHSO membership fee. The Housing Trust received \$672,000 in CPA funds and ended the Fiscal Year on June 30, 2025 with a balance of \$870,924.

The Housing Trust is currently organized with Chair Carmine Gentile as, Vice-Chair John Ryan, Select Board representative Janie Dretler, and at-large Trustees Kay Bell, Jessica Cerullo Merrill, Gabe Ciccariello, Cynthia Howe, Jeff Levine, and John Riordan. The Housing Trust is supported by the RHSO and the Planning and Community Development Department.

Respectfully Submitted by the Sudbury Housing Trust:

Chair Carmine Gentile

Vice Chair Jack Ryan

Kay Bell

Jessica Cerullo Merrill

Gabe Ciccariello

Janie Dretler

Cynthia Howe

Jeff Levine

John Riordan

SUDBURY TRANSPORTATION COMMITTEE

The Sudbury Transportation Committee continued to work diligently in 2025 to serve the neediest Sudbury residents by continuing to offer the two Go Sudbury! programs (Uber and Taxi), the MetroWest Regional Transit Authority (MWRTA) CatchConnect service as well as a Boston Hospital Shuttle run in collaboration with the MWRTA and Town of Wayland. The Go Sudbury! Taxi Rides Program was started in 2020 with Metropolitan Area Planning Council (MAPC) grant money for those aged 50 or older, 18 years old+ with a disability that limits driving, active-duty military, or military veterans, those with a financial need, or essential workers requiring transportation for work. The Go Sudbury! Uber Rides Program was initially funded by a Community Compact Cabinet grant (*Making the Connections*) in 2021 for the same target groups. On July 1, 2024, the committee launched the GoSudbury Catch Connect Shuttle (curb-to-curb transportation in partnership with the MWRTA), funded via a Community Transit Program grant, and August 6, 2024, saw the launch of the MWRTA Boston Hospital Shuttle, funded by a FY24 Regional Transit Innovation grant from MassDOT (Department of Transportation). 2025 saw significant changes to the GoSudbury! Uber and Taxi programs as well as CatchConnect. On September 15, MWRTA Catch Connect hours of operation were

expanded from noon-6pm Monday through Friday to 8am-6pm Monday through Friday. With CatchConnect expansion coming, on September 1 GoSudbury! Uber and Taxi changed from 4 rides a month available to Adults 60+, adults aged 18+ with limited financial means, adults aged 18+ with a disability that limits driving, and military members to a voucher-based system, where adults aged 18+ with limited financial means and/or with a disability that limits driving could enroll for a single \$30 voucher each month. As designed, GoSudbury ridership dropped and CatchConnect rose.

For Uber, 982 rides were provided January through August and 150 September through December. The 1,132 total Uber rides in 2025 were down from 1,467 in 2024. When the GoSudbury! program wound down on September 1, 354 people were enrolled in the taxi program and 345 in Uber, with 155 individuals signed up for both programs, resulting in 544 unique individual enrollees, as compared to 313, 295, 129, and 479 in 2024.

Through the end of November, 2,683 one-way rides were provided via MWRTA CatchConnect, up from 885 in 2024, with approximately 51% of pickup or drop-off locations being at affordable housing locations (e.g. The

Coolidge, Musketahquid Village, Longfellow Glen), 60% being grocery or pharmacy in nature (e.g. Sudbury Plaza, Sudbury Crossing), and other popular sites being Goodnow Library, Fairbanks Community Center, and Lincoln- Sudbury High School. There were 320 one-way rides via the Boston Hospital Shuttle, January through November, with Wayland accounting for 253 rides and Sudbury 62.

The Committee met 25 times in 2025, details of those meetings can be found here:

<https://sudbury.ma.us/transportation/meetings/>, and details of all services described can be found here <https://sudbury.ma.us/transportation/>.

The Committee began 2025 with an available funds balance of \$201,326.73, made up of \$135,000 of ARPA funds, \$31,250 of state earmark funds, \$32,892.55 of 2023 Annual Town Meeting funds (\$2,096 from the MassDevelopment grant, and \$88.18 of 2022 Annual Town Meeting funds). In January, the Committee created their 2024 annual report and began planning for expanded CatchConnect hours of operation.

February saw the beginning of planning for a transition to the Uber voucher system, and a FlashVote survey regarding transportation was sent out to Sudbury residents. In March, the Committee met with Mitch Cohen, Select Board member from Northborough, to discuss options in that town, and

continued their planning for a transition to Uber vouchers.

In April, the Committee reengaged with the Town Social workers. The Committee learned that Deb Galloway would be retiring from Sudbury and that Council on Aging member Bob Lieberman's term was ending, so two members would be leaving the group. They also were informed that State Representative Carmine Gentile had secured \$50,000 to be dedicated to the Go Sudbury! Program in the State Budget. Members were busy in May, with some meeting with the MWRTA to begin planning the expansion of CatchConnect and others planning transportation to a Farmers Market being held in town. Contracts with Uber and taxi companies were discussed, as was sunsetting the agreement with CrossTown Connect for dispatch services. New member Nickole Boardman, Senior Center Director, joined the group, and the Select Board extended the committee charge and membership for another year. In June Mary Brauer joined the committee, representing the Council on Aging, and plans for the CatchConnect expansion and GoSudbury contraction took shape.

Finalization of the revisions to GoSudbury and the Uber voucher program was a highlight of July, as was a memorandum of understanding between the town and MWRTA for the expansion of Catch Connect. On August 1 communication to the GoSudbury rider base went out explaining the changes to the program, and system

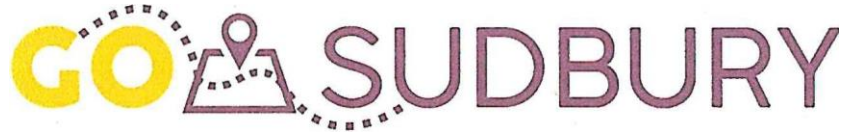
changes needed for program and voucher enrollment were completed. In September qualified riders began using Uber vouchers, CatchConnect service hours expanded, and planning for a "Transportation Fair" commenced. The group began discussing an emergency ride home service that Uber offers and how it might work in Sudbury.

In October the town's IT staff provided the group with the email address gosudbury@sudbury.ma.us to communicate to riders, the Transportation Fair was held at the Fairbank center on October 16, and alternate wheelchair accessible vehicle (WAV) providers were discussed. With recent program changes in place, beginning in November the Committee changed their bi-weekly meeting cadence to monthly, and also met with Uber to discuss their emergency ride program. And in December the group began planning for a Select Board presentation to be held in January.

Financially the program ended the calendar year with \$154,104.78.66 of funds remaining, made up of \$75,304.78 of ARPA funds and \$78,800 of state earmark funds. \$80,000 of those funds are encumbered for payment of CatchConnect services in FY26, and a request at 2026 Town Meeting is expected in order to fully fund Catch Connect into FY27.

The Transportation Committee, composed of both volunteers as well as Town staff, is proud to see our work on

behalf of residents continue to show positive results.



Transportation Committee FY 25 - July 2024 - June 2025			
	*Note this is for fiscal year, not calendar		
FUNDING SOURCES			
\$ 6,904.02	2022 ATM Article 14		
\$ 37,924.91	ARPA funds		
\$ 101,373.12	2023 ATM Article 14		
\$ 146,202.05	TOTAL		
EXPENSES			
\$ 18,280.90	Town of Acton Dispatch FY25	July 2024 - June 2025	
\$ 64,667.35	Tommy's Taxi	July 2024 - June 2025	
\$ 26,467.00	JFK Taxi	July 2024 - June 2025	
\$ 1,508.69	Annex Transit	July 2024 - June 2025	
\$ 35,278.11	Uber	July 2024 - June 2025	
\$ 146,202.05	TOTAL		

Respectfully Submitted by the Sudbury Transportation Committee:

Daniel E. Carty, Chair

Adam Burney

Nickole Boardman

Mary Brauer

Alice Sapienza

Cheryl Wallace

ZONING BOARD OF APPEALS

The Zoning Board of Appeals (ZBA) is comprised of five regular members appointed by the Select Board for five-year terms. Associate members, appointed to one-year terms by the Select Board, serve in place of the regular members as necessary and also typically serve as full members of the Earth Removal Board. In 2025, regular members of the ZBA included John Riordan (Chair), Frank Riepe (Clerk), Michael Hershberg, Jennifer Pincus. Associate members were, William Ray, Jeffrey Rose, and Alexander Dorjets.

The ZBA derives its authority and jurisdiction from Massachusetts General Law (MGL) Chapter 40A, as well as from Sudbury's local Zoning Bylaws. The ZBA acts as one of Sudbury's Special Permit Granting Authorities, with a broad range of responsibilities on issues regarding property development and land use. The ZBA also hears applications for Comprehensive Permits for proposed housing developments under MGL Chapter 40B. The ZBA additionally considers requests for relief from the Town's Zoning Bylaws when Applicants believe literal enforcement would cause hardship, and that granting such relief would not significantly impair public welfare or cause detriment to adjoining lots.

The ZBA strives to provide fair and impartial hearings, and to act upon applications in a manner consistent with its interpretation of the Town's Zoning Bylaws. In 2025, ZBA members heard many different perspectives and were challenged to consider diverse views on a broad range of zoning issues. The ZBA's hearings include testimony from residents and other interested parties representing a cross-section of the community. The applications reviewed by the ZBA in 2025 continue to reflect the growth of the town.

As part of its decision-making process, the ZBA receives assistance from various Town employees and boards. As development issues become more complex, the sharing of information is critical, and the ZBA benefits greatly from such input. Of particular importance is the assistance received from the Town's Planning and Community Development Department, Building Inspector, and Design Review Board.

All ZBA meetings are conducted as open meetings to which the public is invited. All cases are a matter of public record and the documents pertaining to them are filed with the Town Clerk and the Planning and Community Development Department. The list that follows identifies matters considered by the Board in 2025. The denial of an application means that, except under special circumstances, an Applicant may not

reapply for the same relief for a period of two years. A withdrawal without prejudice of an application enables an Applicant to reapply if desired. Variances or Special Permits are granted (or denied) subject to conditions, which in the ZBA's judgment, were necessary to safeguard the public good.

During the 2025 calendar year, the ZBA received the total sum of \$4,919.20. Of this, \$2,750.00 was from Applicants in the form of non-refundable application fees and \$2,169.20 was for escrow accounts (for legal advertisements).

Thirty-four (34) new cases were filed during 2025. Action on new and pending cases in calendar year 2025 is summarized as follows:

- 21 Special Permits
- 5 Special Permit Renewals
- 5 Variances
- 2 Modifications
- 1 Appeals
- 3 Applications were withdrawn without prejudice
- 1 Application was denied
- 1 Applications were continued to April 2026

25-01 Evan Ruppell, 28 Firecut Lane

Special Permit renewal to raise chickens. APPROVED

25-02 Connie Steward, Harvey farm Lane

Appeal Stormwater management Permit. RESOLVED

25-03 58 Massasoit Avenue, 58 Massasoit Avenue

Special Permit modification for slight pitch change. DENIED

25-04 Fred Hanna, 331 Hudson Road

Variance to construct a 1,551 sq ft addition 4.4 feet from property line.
APPROVED

25-05 Seth and Noelle Gold, 62 Peakham Road

Special Permit renewal for a home business. APPROVED

25-06 Vinicus Machado, 615 Boston Post Road

Special Permit for event space. APPROVED

25-07 Bobbianna Neubert-Langille, 9 Willard Grant Road

Special Permit to raise chickens. APPROVED

25-08 Youping Wen, 142 & 144 North Road

Special Permit for an adult day care. APPROVED

25-09 Orchard Hill, 761 & 781 Boston Post Road

Comprehensive Permit modification for a determination of Special Permit Change. WITHDRAWN

25-10 Mike Bolduc, 32 Hollow Oak Drive

Special Permit to build an addition on a pre-existing non-conforming lot. WITHDRAWN

25-11 Ryan Sax, 279 Old Sudbury Road

Special Permit to raise chickens. APPROVED

25-12 Fast Shapes (Target Painting), 708 Boston Post Road

Special Permit to replace sign. APPROVED

25-13 Scott Melching Architects, 30 Beechwood Avenue

Variance to add 77sq ft mudroom. APPROVED

25-14 Thomas Schauweker, 267 North Road

Special Permit to raise Chickens. APPROVED

25-15 Jovan Tanasijevic, 19 Colonial Drive

Special Permit rebuild 3,016 sq ft house. APPROVED

25-16 Asbury Sudbury LR. LLC, 83 Boston Post Road

Special Permit to transfer ownership. APPROVED

25-17 Asbury Sudbury LR. LLC, 68 Old County Road

Special Permit to transfer ownership. APPROVED

25-18 American Legion, 676 Boston Post Road

Variance to use property as a private clubhouse. APPROVED

25-19 Michael Carpenter, 355 Maynard Road

Special Permit to alter a pre-existing non-conforming lot. APPROVED

25-20 John Breckner, 422 Dutton Road

Special Permit to alter a pre-existing non-conforming lot. APPROVED

25-21 Jim Newton, 42 Wolbach Road

Special Permit for a dog kennel. APPROVED

25-22 Susan Moylan Brennan, 8 Tanbark Road

Special Permit for a dog kennel. APPROVED

25-23 Joseph & Anne Burke, 74 Brookdale Road

Variance to build an addition, on a pre-existing non-conforming lot. APPROVED

25-24 Janice Ritter, 14 Russet Lane

Special Permit to renew a chicken coop. APPROVED

25-25 Nadja Lamute, 16 Richard Avenue,

Special Permit for a Personal Dog Kennel. APPROVED

Respectfully Submitted by the Zoning Board of Appeals:

John Riordan, Chair

Frank Riepe, Clerk

Michael Hershberg

Jennifer Pincus

Alexander Dorjets, Associate

William Ray, Associate

Jeffrey Rose, Associate

PUBLIC SAFETY

INSPECTOR OF BUILDINGS & ZONING ENFORCEMENT AGENT

The Building Department is responsible for issuing building, electrical, plumbing, gas, sign, and sheet metal permits. A total of 2,788 permits were issued in 2025. The department provides inspections for permitted work, and periodical certifications for compliance with the Massachusetts State Building Code. In 2025 there were 4,406 combined trade inspections conducted and 1,028 requests for information and zoning enforcement/complaints. We handle complaints for safety issues, zoning, weights and measures, seek compliance and enforcement for non-compliance and maintain public files on properties in Sudbury.

As a public service department, we are here to meet with and assist the public with public information requests, questions and answers, permit applications, code and zoning interpretations, special permits, variances and building and zoning appeals.

We work in conjunction with such departments and committees as the Zoning Board of Appeals, Assessors, Board of Health, Conservation, Design Review Board, Engineering, Fire, Historical Commission, Historic District Commission, Planning and Police.

The Building Department staff consists of:

Andrew Lewis, MCBO, Building Inspector, Zoning Enforcement Agent

Scott Barbato, CLI, Assistant Building Inspector

Charles Flynn, Electrical Inspector

Robert Dempsey, Plumbing/Gas Inspector

Krista Butler, Administrative Assistant

Vykki MacKenzie, Clerk

Respectfully submitted,

Andrew Lewis, Building Inspector

FY'25 Building Department Deposits

	Building	Electrical	Plumb	Gas	Insp/Fees	Copies	Wgts/Mea	Sheet Metal	Port Signs	Totals
July	44,690	12,480	3,153	1,446	450	0.00	0.00	2,955	1,250	66,424
August	40,425	13,713	2,578	1,189	230	0.00	0.00	6,075	1,750	65,960
Sept	66,821	18,590	3,350	1,611	360	0.00	0.00	2,171	1,000	93,903
Oct	125,043	43,443	5,702	2,476	590	82	0.00	6,088	500	183,924
Nov	81,420	9,777	2,592	2,445	570	0.00	0.00	3,424	0.00	100,228
Dec	50,739	11,371	2,082	2,408	360	0.00	0.00	1,916	250	69,126
Jan	27,380	10,816	3,420	1,380	580	0.00	0.00	8,818	0.00	52,394
Feb	47,717	11,833	4,020	1,748	450	75	480	2,790	500	69,613
March	46,785	29,889	2,886	1,528	490	75	2,785	3,548	0.00	87,986
April	45,483	8,895	3,278	1,436	570	0.00	530	2,855	250	63,297
May	42,449	10,640	2,464	1,900	760	25	850	4,064	0.00	63,152
June	133,485	24,259	3,904	1,534	500	0.00	0.00	3,398	0.00	167,080
TOTAL	752,437	205,706	39,429	21,101	5,910	257	4,645	48,102	5,500	1,083,087

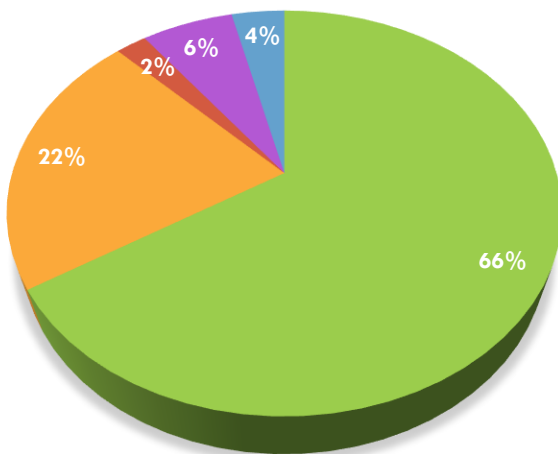
2025 - Sealer of Weights and Measures

Type of Device	# Tested	# Sealed	Fees
Gasoline Pumps	48	48	\$2,880
Scales 0 lbs - 10 lbs	3	3	\$135
Scales 10 lbs - 100 lbs	98	98	\$5,880
Scales 100 lbs - 1000 lbs	6	6	\$540
Total	155	155	\$9,435

PUBLIC SAFETY

BUILDING PERMITS

Type of Permit	Number of Permits	Fees Collected	Construction Cost
Express: Roofing, Siding, Windows	278	\$103,365.00	\$8,733,743.00
Remodel, Alteration, Repair	424	\$283,101.00	\$24,048,430.00
*New: Primary Building	13	\$119,163.00	\$9,197,669.00
Demolition: Primary Building	4	\$1,086.00	\$84,900.00
Addition (incl. with Remodel)	32	\$105,647.00	\$8,855,145.00
Solar	108	\$44,768.00	\$4,117,945.00
Foundation Only	0	\$0.00	\$0.00
Other	3	\$182.00	\$12,850.00
Pool	16	\$10,316.00	\$853,451.00
New: Accessory Building	6	\$6,216.00	\$516,896.00
New: Accessory Dwelling Unit	3	\$9,636.00	\$803,000.00
Demolition: Accessory Building	2	\$807.00	\$56,000.00
Sign, Awning, Canopy	16	\$2,135.00	\$131,765.00
Deck, Porch	30	\$13,566.00	\$1,101,730.00
Express: Temporary Tent	16	\$1,701.00	\$104,694.00
Express: Solid Fuel Appliance	10	\$752.00	\$50,676.00
	961	\$702,441.00	\$58,668,894.00

TOTAL REVENUE**ELECTRICAL PERMITS**

Electrical Permits Issued	Fees Collected
840	\$231,161.00

GAS PERMITS

Gas Permits Issued	Fees Collected
369	\$22,934.00

MECHANICAL PERMITS

Mechanical Permits Issued	Fees Collected
207	\$68,420.00

PLUMBING PERMITS

Plumbing Permits Issued	Fees Collected
411	\$39,582.00
Total Revenue:	\$1,064,538.00

ANIMAL CONTROL / DOG OFFICER

Prepared by: Jennifer Condon TOWN OF: Sudbury

Boardmans Animal Control Inc. BARN INSPECTION REPORT

Jennifer A. Condon - Inspector/Officer January 1, 2025 - December 31, 2025

	Total #
1 CATTLE	31
2 GOATS	33
3 SHEEP	2
4 SWINE	4
5 LLAMAS/ALPACAS	1
6 EQUINES	70
7 CHICKENS	264
8 RABBITS	3
9 WATER FOWL	21
10 OTHER	---

Totals 429

Barns completed 33

Barn Reports submitted to Department of Animal Health 12/31/24

PUBLIC SAFETY

MONTH	TOTAL # CALLS	COMPLAINT CALLS	LOST DOG	LOST CAT	OTHER CAT RELATED	WILDLIFE
JANUARY	23		1	1		3
FEBRUARY	24	1	3	1	1	2
MARCH	28	1	1		1	4
APRIL	34	1	3		1	5
MAY	35	1	1			9
JUNE	40	2		3		15
JULY	36	1	2		1	5
AUGUST	29		1			6
SEPTEMBER	26	5	1			4
OCTOBER	39	5	3	1	2	4
NOVEMBER	16	2			2	1
DECEMBER	46	4	1	1		2
TOTAL 2025	376	23	17	7	8	60

MONTH	MISC CALLS	PICKUPS	HUMAN/ ANIMAL- ANIMAL BITE	QUARANTINE ORDERS ISSUED/ RELEASED	DECEASED ANIMALS	BARNs/ KENNELS INSPECTED 2025
JANUARY	2		4	4	3	5 Kennels
FEBRUARY	4		4	5	3	
MARCH		1	3	3	14	
APRIL	3	1	5	6	9	
MAY	4		3	7	10	
JUNE	4	1	2	2	10	1 Kennel
JULY	9		5	5	8	
AUGUST	5	1	5	5	6	
SEPTEMBER	4	1	3	4	4	
OCTOBER	7		1	4	12	
NOVEMBER	3			2	6	
DECEMBER	3				2	33 Barns
TOTAL 2025	48	5	35	47	87	39

FACILITIES DEPARTMENT

The year 2025 marked a pivotal period for the Sudbury Combined Facilities Department. Operating under the directive of the Combined Facility Director, the department successfully navigated a year of significant long-term planning, essential infrastructure renewals and critical safety upgrades across both municipal and Sudbury Public Schools (SPS) buildings. The department's primary focus was the stabilization of aging assets while aligning with the Town's newly unveiled 15-year Capital Plan.

TOWN

Major Municipal Projects

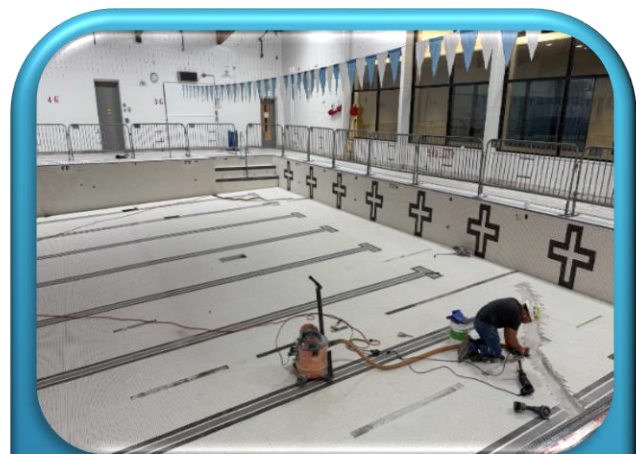
The department completed several high-priority renovations and accessibility improvements to ensure town services remain safe and inclusive.

Alyn Flynn Building Upgrades

Completed the design of the accessible ramp to meet modern ADA compliance standards. The ramp will be competitively bid with the intent to replace the ramp in the spring of 2026. Other upgrades included extensive interior painting and surface preparation to revitalize the municipal office space.

Asset Management

Completed a 20-year renewal forecast for the town, identifying a maintenance backlog and prioritizing "envelope" repairs (roofs, windows, masonry) to prevent structural degradation.



TILE REPAIRS BEING DONE ON THE LAP POOL



Atkinson Pool Renovation

Phase I of the Atkinson Pool Renovation began on August 15, 2025 and

PUBLIC SAFETY

successfully completed on December 1, 2025 opening in time for the swim team season. During Phase I, comprehensive water leak and pressure testing was conducted on the pool piping systems. A break in the dive well skimmer piping was discovered and corrected. Leak testing confirmed that there was no water loss at the lap pool. All four skimmers of the dive pool were replaced along with damaged/loose tile within the pool basin and the pool deck. Both pools and pool deck were fully regROUTED. Concurrently, the pool roof was replaced and the pool

mechanical room was renovated with two new pool sand filters and associated piping installed as well as a separation of the pool chemical room with appropriate exhaust. Phase II of the project, which will include the installation of a new roof top dehumidification unit, is scheduled to be completed during the month of May 2026. Phase I was complete on time and within budget. The renovations were designed to support the increased, long-term recreational needs of the Sudbury community.



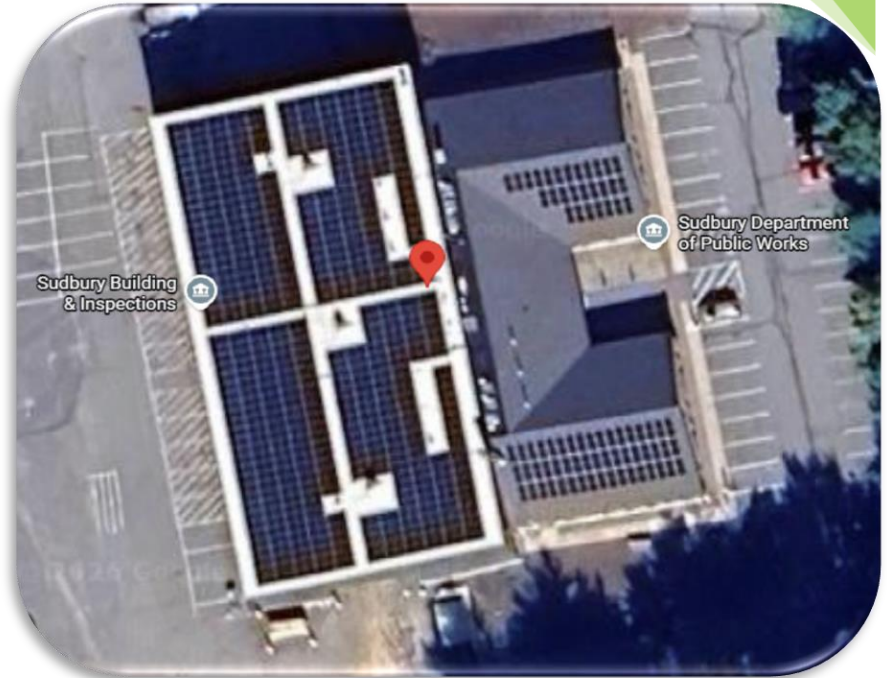
LEFT: ATKINSON POOL ROOF
REPLACEMENT
WOOD ROOF DECK SHOWN

RIGHT: ATKINSON POOL ROOF
REPLACEMENT IN PROCESS



DPW Roof and Solar Installation

In the fall of 2024, the 199.9 kW AC solar panel installation project began at the DPW Office Building and Garage following a metal roof restoration and an EPDM and shingle roof replacement. In April 2025, after the new transformer and electric meter were installed, Eversource gave permission to the Town to operate the system. Since that time, the Town has received lower supply costs and the solar system has generated an overproduction of energy which has resulted in a credit to the overall DPW Eversource bill.



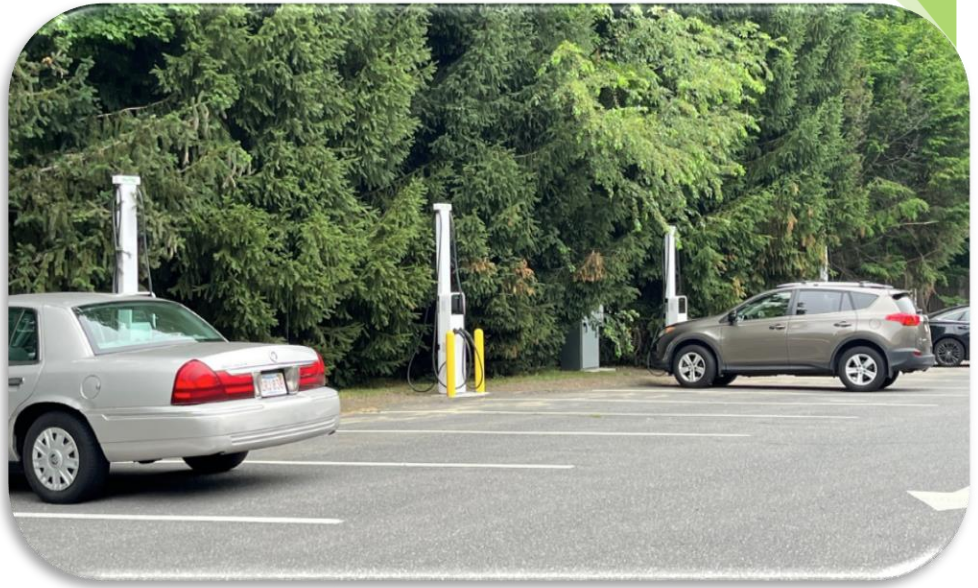
TOP: DPW OFFICE BUILDING AND GARAGE SOLAR PANEL COMPLETED PROJECT

BOTTOM: SOLAR PANEL INSTALLATION ON GARAGE METAL ROOF



Energy Efficiency and Sustainability

EV Charging infrastructure expansion continued with the installation of four (4) Level II EV Charging stations at the Goodnow Library. These units came on line in late spring of 2025 and align with the Town's climate adaptation goals.



EV CHARGERS LOCATED AT THE GOODNOW LIBRARY

Fairbank Community Center and Haskell Field

The department initiated a comprehensive Landscape Master Plan designed to integrate the new community center footprint with surrounding recreational fields,



CONCEPTUAL DRAWING OF FAIRBANK COMMUNITY CENTER WITH FUTURE SPORT COURT AND PAVILION

PUBLIC SAFETY

focusing on pedestrian safety, accessibility enhancements, universal design and sustainable operation and maintenance practices. Community engagement will occur in March with the Landscape Master Plan developed by May 2026. Included in this project is the design and construction of three early action items, a second multi-sport court and Pavilion on the Fairbank Community Center grounds and a circuit path along the outside perimeter of the Haskell Field. Construction is targeted for the fall with final surfacing of the sports court in the spring of 2027.



HASKELL FIELD WITH CIRCUIT PATH (FROM ADA SELF ASSESSMENT AND TRANSITION PLAN)

Fire Station 2 Roof Design

In the fall of 2025, a roof designer was engaged to complete a roof replacement design and solar installation over the original portion of the fire station. Structural review indicates that the original section of the



SUDBURY FIRE STATION 2 ORIGINAL SECTION



FIRE STATION 2 CHIMNEY, DETERIORATED FLASHING, PATCHED SHINGLES

Fire Station does not have the structural capacity to install solar panels. The roof project will include demolition, chimney repointing, deck replacement allowance, new gutters, downspouts, flashing, disconnection & reconnection of the lightning protection system. The roof

design is scheduled to be completed in the late winter with construction targeted for the summer of 2026 pending Town meeting approval of funding.

Goodnow Library

Directed the millwork modifications design and solicited bids to undertake renovations at the Historical Room preserving the town's archival integrity while improving the room's functionality for researchers. The project is targeted to begin in the late winter of 2026 with completion by early spring 2026.



FRONT EVALUATION OF HOSMER HOUSE PRE-RENOVATION

Hosmer House Roof, Envelope and HVAC Design

In early 2025, the design for the replacement of the Historic Hosmer House roof was initiated. In May 2025, the 50% design received a 5-0 unanimous vote for a Certificate of Appropriateness to remove the existing asphalt shingles and replace it with a historically correct cedar shingle roof with copper ventilation caps, flashing, gutters and downspouts.

In May 2025, the Town voted to approve funding for the replacement of the roof as well as the design and renovation of the full envelope and HVAC system. The Request for Qualifications (RFQ) was issued for essential architectural and mechanical designer services, focusing on HVAC enhancements, and structural preservation for this historic town asset. The RFQ was available in November 2025 and the Town received qualifications from three experienced designers and intends to award the design contract in March 2026 with construction targeted in late 2026.

SUDBURY PUBLIC SCHOOLS

Major Sudbury Public Schools Projects

Infrastructure at our educational facilities saw significant movement, particularly regarding long-term capital planning, funding for large projects and life safety enhancements.

Accelerated Repair Program (General John Nixon and Josiah Haynes Elementary Schools).

Following a successful application to the Massachusetts School Building Authority (MSBA), the town secured a 41.32% reimbursement grant for the replacement of the roofs at the General John Nixon and Josiah Hanes Elementary Schools.

The total project costs are estimated at \$11.8 million, with the Town's share redacted to approximately \$7.3 million thanks to the MSBA partnership. Voters approved the funding at the December 1, 2025 Special Town Meeting and the subsequent December 16 Special Town Election, ensuring the funding necessary to begin construction in the summer of 2026.

Asset Management

Completed a 20-year renewal forecast for schools, identifying a maintenance backlog and prioritizing "envelope" repairs (roofs, windows, masonry) to prevent structural degradation.

Curtis AV & Lighting Project

This project was initiated in the summer of 2024 with the receipt of a grant from the Massachusetts Office on Disability and the installation of a new sound system, screen, projector and assisted listening system. In the summer of 2025, the Curtis Auditorium theatre lighting was upgraded to wireless LED theatre lights and a new light board. This project was completed within budget.



CURTIS AUDITORIUM STAGE WITH STAGE LIGHTS ON

Curtis/Haynes HVAC project

During the summer of 2025, HVAC roof top units that serve the Josiah Haynes Elementary School library, computer lab and administrative offices were replaced. As

part of this project the Curtis Middle School Roof Top units that serve numerous classrooms, the auditorium, administrative offices and the library were rebuilt. The project was completed within the allocated funding and on time.



CURTIS ROOF TOP UNITS UNDER REPAIR

Exterior Security Camera Replacements

In the summer of 2025, the department led a project to replace all exterior cameras at the Ephraim Curtis Middle School. The project was completed on time and within budget

Life Safety & HVAC Systems

In the summer of 2025, procurement and contracting for a district-wide HVAC Engineering Study and a comprehensive design project for Fire Alarm, Emergency Lighting and Bi-Directional Amplification (BDA) systems was initiated. These initiatives aim to modernize emergency communication and air quality across all PreK-8 facilities. The targeted timeline for installation of new Fire Alarm, Emergency Lighting and BDA installations in the Nixon and Haynes Schools are targeted for the summer of 2026. The remaining schools' replacements are targeted for subsequent years.

Strategic Planning & Sustainability/15- year Capital Plan

The department played a lead role in developing the draft 15-year Capital Plan released in October 2025. This "living document" provides a blueprint for addressing Sudbury's aging infrastructure through 2040.

FIRE CHIEF & CIVIL DEFENSE

The Sudbury Fire Department's responsibilities covers the spectrum of fire suppression, emergency medical services, hazardous material response, technical rescue, emergency management and community risk reduction.

2025 was a year of change for the Sudbury Fire Department. After serving the Sudbury Fire Department for 14 years, seven as Fire Chief, John Whalen retired after 40+ years in the fire service. Assistant Fire Chief Timothy Choate was promoted to and sworn in as the Chief of Department on February 3rd. Shortly thereafter, Kyle Gordon was promoted to Assistant Fire Chief and Michael MacGregor was promoted to the rank of Fire Lieutenant. In April

Firefighter/Paramedic Noah Evangelista successfully completed and graduated from the Massachusetts Firefighting Academy Recruit Training Program.

Sudbury Fire began 2025 with numerous vacancies and we were able to fill most of them after an aggressive recruitment campaign. We would like to welcome aboard Firefighter/Paramedics Nate Turnbow, Stephanie Scoles, Curry Whalen, Anna Bakita, Carlos Menchaca, Tyler Chapman and Olivia Fraini. All are scheduled to complete the Recruit Training in 2026.

The Sudbury Fire Department established two social media accounts, Facebook and Instagram, to provide information to the residents and businesses on Fire Department events and public safety messaging. Feedback have been positive and Sudbury Fire will continue to be part of this communications chain of media messaging services.



SWEARING-IN OF TIMOTHY CHOATE, FIRE CHIEF



SWEARING-IN OF KYLE GORDON, ASST. FIRE CHIEF



SWEARING-IN OF LT. MICHAEL MACGREGOR

Emergency calls for service to the Sudbury Fire Department in 2025 saw an approximate 6% increase in responses resulting in the busiest year on record. The Sudbury Fire Department responded to 3,009 emergency calls of service. 1,820 (60%) of these calls were classified as EMS related which include medical emergencies and motor vehicle accidents. Of these incidents, there were 1,408 transports to the emergency room of hospitals. Levels of care again still remain consistent where nearly two-thirds of all transports are at the Advanced Life Support level and the balance at the Basic Life Support level. The remaining 1,189 (40%) were classified as fire or emergency management related.

Of the 3,009 calls for emergency services, 49% were on the southern side of Sudbury along the Route 20 corridor, 21% were north of the town center, 20% were on the north-west side of town, and the remaining 10% dispatched to support mutual aid communities.

Sudbury Fire had a busy year with significant critical calls for service. In early January the Fire Department received a 911 call reporting fire coming from a structure on Powers Road. Crews arrived to find a garage/office to have heavy fire venting from the roof. Due to the volume of fire and cold weather conditions a second alarm was transmitted bringing in additional mutual aid crews. On a hot humid day in the summer crews were dispatched to a basement fire at a residence on Indian Ridge Road. Crews arrived to find smoke coming from all levels of the home, and due to the weather conditions quickly sapping the energy of firefighters, a second alarm was called to bring in additional resources. Two local restaurants had kitchen fires that were held in check by the built-in fire suppression systems. In early December the Fire Department was dispatched to an industrial accident involving a tree removal service. One employee was seriously injured resulted in the Paramedics requesting a Med-Evac. Helicopter from Boston Med-Flight.



TWO FIRE ENGINES AND A MEDFLIGHT HELICOPTER



PREScribed BURN OF "THE DESERT" MARCH 2025

Sudbury Fire took part in two major planned events in the region. The Sudbury Valley Trustees and the MA Dept. of Recreational collaborated with Conservation and Fire officials of Marlborough and Sudbury to conduct a prescribed burn of a large portion of land called "The Desert. In March two successful days of fires were conducted to help restore natural habitat. On April 19th Sudbury Fire assisted the Town of Concord and the Concord Fire Department with the Town's celebration of the 250th anniversary of the "Shot Heard Around the World."



TRAINING WITH THE ICE RESCUE CRAFT

In the May 2025 annual Town Meeting voters approved the replacement purchase of an ambulance and pumper truck. The pumper truck approval provided the opportunity to purchase what is referred to as a "stock truck". Purchasing such a truck made that delivery time significantly shorter. The new pumper was delivered in early October and was prepared and outfitted to meet department needs by mechanic FF Bob Boyd and Lt. Tim Devoll.



TRAINING WITH THE ICE RESCUE CRAFT

Sudbury Fire was fortunate enough to be the recipient of grants from the MA Dept. of Fire Services (DFS), the MA Emergency Management Agency (MEMA) and from our good friends at HOPE Sudbury. The DFS grants provided funding for the department to purchase protective turn out gear

PUBLIC SAFETY

for some members as well providing funding to our fire and life safety educational programs of SAFE and Senior Safe. The MEMA grant provided the funding for an inflatable water/ice rescue sled. HOPE Sudbury has been a great friend to Sudbury Fire and we were grateful for their support of a grant that allowed our department the ability to obtain a new air monitoring meter to check homes and business for gases such as carbon monoxide. We are also grateful to Hope Sudbury for their invitation to their fishing derby at Camp Sewataro. On and off duty personnel from the Fire Department showed up to take part and spend time with the community.

Code enforcement, community risk reduction, and emergency management planning are a large part of the departments non-emergency responsibilities. The goal of these actions is to prevent and or minimize the effects of an emergency.

The Sudbury Fire Department issued permits in the following categories:

Open Burning: 463	Smoke detector: 257	Oil burner: 75	Tank removal: 60
Propane: 34	Flammable liquid: 26	Battery storage: 24	Res. fire alarm: 23
Comm. Sprinkler: 22	Comm. Fire alarm: 21	Welding: 8	Food truck: 8
Res. Sprinkler: 6	Comm. Suppression: 1	Special: 1	
	Fees Collected: \$29,830	Total Permits Issued:	1,029

Capt. Alex Gardner made several visits to the schools in town and the Senior Center to instruct on fire and life safety skills via the DFS SAFE and Senior SAFE programs. In October, as part of Fire Prevention Week, Sudbury Fire hosted an open house. For over 30 years Papa Gino's has supported open houses for fire departments across Massachusetts. Sudbury's Papa Gino's graciously provided the pizza for attendees. During the open house we had visits by Smokey Bear from MA Bureau of Fire Control as well as Officer Rico and staff from Sudbury Police. Booths were established for the Town's hazardous mitigation planning, Town's Medical Reserve Corps and Community Emergency Response Teams. The focus on this year's open house was emergency preparedness.

Emergency preparedness is the cornerstone of developing a strong emergency management plan for homes, businesses, and the Town. The Sudbury Fire Department

and Health Department initiated a joint project to develop a preparedness plan to support the residents of Sudbury in their times of need. Additionally, the MA Emergency Management Agency conducted a training program for Senior Officials at the Fairbank Senior Center in the fall on emergency planning and incident management coordination.

The accomplishments of the Sudbury Fire Department are a direct result of the dedication and efforts of the staff who work tirelessly every day to make a difference. None of this could occur without the support of fellow Town Departments and the support of the businesses and citizens of Sudbury.

Respectfully submitted by;

Timothy E. Choate

Fire Chief/Emergency Management Director

2025 ROSTER OF THE SUDBURY FIRE DEPARTMENT

Fire Chief

Timothy Choate

Assistant Fire Chief

Kyle Gordon

Captain

Kevin Cutler

William Francis

Alex Gardner

Stephen Glidden

Lieutenant

Timothy Devoll

Matthew MacDonald

Michael MacGregor

Daniel Stanton

Firefighter

Anna Bakita

Christopher Bartone

Robert Boyd, Jr.

Katrina Diiorio*

Noah Evangelista

Gabriel Frias

Nicholas Howarth

Gary Isaacs

Kristoffer Keraghan

Clayton Landry

Alan Larochelle

Matthew Lawhorn

Ben Maron

Michael Matros

Joshua McLeod

Carlos Menchaca

Daniel Mulgrew

Celso Nascimento

Kathleen Neel

Russell Place

Robert Rhodes

Gregory Richardson

Leo Rogers

Stephanie Scoles

Steven Schnepf

Brian Stamp

Nate Turnbow

Daniel Wells

Curry Whalen

*=Military leave

POLICE DEPARTMENT

As the nation celebrates its 250th anniversary, we, the younger Sudbury Police, spent the year celebrating our centennial. According to our research, Seneca Hall was appointed as the police chief in 1925 and led our community's first police department. In honor of this, residents may have noticed that we made a slight change to our uniform, as we adopted a replica of the first badge that was issued to Chief Hall.

After wearing the badge for a large portion of the year, our officers were proud of the new look, and we decided to keep the style, maybe even for the next 100 years. This isn't the only tradition that has continued with the department over the last century. During the same time, Henry Ford moved to Sudbury and purchased the Wayside Inn. As a donation, he provided Chief Hall with the Town's first police cruiser, a Ford Model T, though the looks have changed, we have continued the tradition, and our fleet of patrol vehicles continues to be procured through Ford.

In keeping with our historical theme for 2025, the town continues to repurpose one of our earliest forms of transportation. The Framingham and Lowell Railroad and the Central Massachusetts Railroad are in use again today, although the trains have ceased operation, traveling hasn't stopped. Now known as the Bruce Freeman Rail Trail and Mass Central Rail Trail, these have developed into amazing opportunities for people to connect and stay healthy. The police department has focused on education on these trails to make sure that those who use them are doing so safely, as they share crossings with motor vehicle traffic. In 2026, when they are officially open, we intend to utilize the grant money secured



TOP: BADGE ISSUED TO SENECA HALL

BOTTOM: UPDATED REPLICA BADGE



in 2025 to host safety events along the routes. We intend to host “Whistle Stop” tours, which is how our public servants used to spread messages across the country. Our “whistle stops” will be pop-up educational opportunities to connect with the community and promote safety in a unique and historical way.

Along with our community events, we also documented and responded to approximately 16,500 incidents in town. This number includes our department conducting over 4476 motor vehicle stops and a combination of criminal summons and arrests for a variety of offenses, including Operating Under the Influence, Drug Violations, Sexual Offenses, Stolen Motor Vehicles, Warrants, and Violent Assault and Battery. The department also responded to over 477 motor vehicle crashes.

In 2025, our regional team was able to save an estimated cost of \$435,171 between Arrest and Emergency Room Diversions combined. This translates to a total of 43 behavioral health conditions being diverted away from arrest, and we decreased hospital emergency room referrals by 58 individuals with the JDP facilitating other recommendations. These cost savings are combined estimates between the towns of Hudson and Sudbury, it represents an increase in savings above \$140,000 from FY24.

In conclusion, the Sudbury Police Department continued our recruitment of police officers to fill open positions. We are proud to report that we were able to hire 4 officers, 3 of whom we sent to the police academy and 1 who was formerly an officer at an area department. This leaves our department with one open police officer position, which is anticipated to be filled by an internal candidate. The Regional Jail Diversion program, which we share with the Town of Hudson, continues to be successful. The program has been in Sudbury for 8 years, this is an opportunity for a full-time Master’s Level Mental Health Clinician to respond alongside police officers to calls involving individuals who are experiencing a mental health or substance use crisis, among other circumstances. The clinician, available to Hudson and Sudbury on a rotating basis, has been facilitating arrest diversions on the scene through treatment-based alternatives to reduce costly and unnecessary referrals to hospital emergency departments.

The Police Department collected the following fees during FY25:

Licensing Fees	\$6,987.50	<u>Total</u>	\$43,116.19
Pd Dtl Admin Fees	\$36,128.69		

PUBLIC WORKS

ENGINEERING DIVISION

The Engineering Division is responsible for the planning, design and construction of public roadway and infrastructure projects. They assist with maintaining compliance with various State and Federal programs such as National Pollutant Discharge Elimination System (NPDES), Phase II Stormwater Program, and managing the town's street opening permit and trench opening permit programs. They also review development and redevelopment plans to ensure roadway and utility changes conform to the town's construction standards and inspect modifications and expansions to the roadway and stormwater networks. This past year The Engineering Department completed approximately 200 inspections of drainage structures throughout the Town.

The Engineering Division also lends their expertise to other divisions within the Public Works Department as well as other town departments, boards, committees and commissions. They maintain the Town's large collection of irreplaceable paper plans and documents. The Engineering Team also assists the IT Department in updating the

Town's Geographical Information System (GIS).

One example of how the Engineering Division assists other departments is through Stormwater Inspections. This year The Division conducted approximately 15 inspections with the Planning Department to ensure the multiple projects (new construction and additions) abide by the Town's Stormwater Management Bylaws.



INFILTRATION CHAMBERS DURING INSPECTION

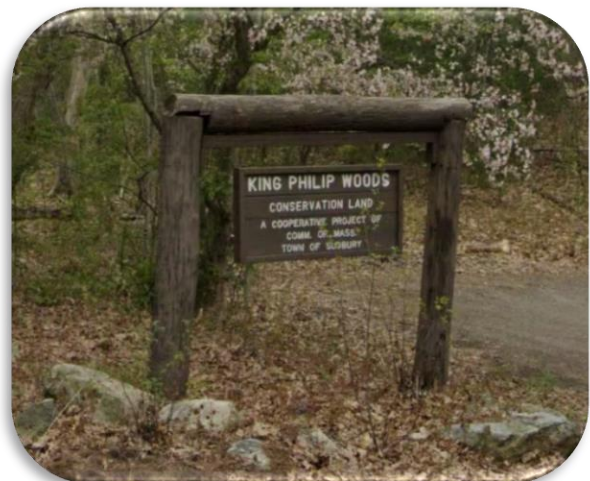
Every 5 years the Engineering Division is tasked with locating and marking all town boundary markers for the Town Perambulation. There are approximately 40 of these markers on the corners of the town boundaries that were marked and recorded. This work was completed in November 2025.

**BOUNDARY MARKER #17****SUDBURY AND WAYLAND**

In the Fall of 2025 the Engineering Division facilitated, as part of our Complete Streets Program, the

improvements of the intersection at Concord Road, Union Avenue and Old Lancaster Road.

Throughout the year the Engineering Division also provided boundary surveys for numerous Town Right-of-Ways and town-owned parcels of land including Davis Field Conservation Area and King Philip Woods.

**KING PHILIP WOODS SIGN****CONCORD ROAD, UNION AVENUE, OLD LANCASTER ROAD INTERSECTION**

Respectfully submitted,

Tina Rivard

Director of Public Works

HIGHWAY DIVISION

The Highway Division is responsible for the maintenance and repair of the town's roadway and walkway infrastructure including pavement markings, granite and bituminous curbing, street and regulatory signage, stormwater utilities and traffic islands.

The Highway Division maintains over 1,200 regulatory/informational (not including street name) signs installed throughout town and paints all crosswalks, stop lines and parking lots throughout town.

Stormwater Management

The Stormwater Management System consists of more than 58 miles of surface and subsurface drainage systems, 2,735 catch basin, 1,867 manhole structures, 166 culverts and more than 661 drainage outfalls. In 2025 there were 107 repairs/installs made to manholes and catch basins.

In order to comply with the U.S. Environmental Protection Agency's (EPA) Stormwater Permit, the Highway Division continues to make every effort to remove silt, sand, and debris from the roadways and catch basins. Infrastructure age and various deficiencies in the stormwater systems throughout the town are a major cause of unscheduled overtime and emergency repair cost incurred.

In an effort to minimize the amount of sand entering and further diminishing the capacity of the system, the Division uses salt brine, straight salt, and pre-treated salt for winter snow and ice

operations. In addition, an aggressive and comprehensive post-winter street cleaning program is performed in the spring and the fall to minimize the accumulation of debris in the drainage system.

Pavement Management

The Division performed scheduled maintenance, responded to various emergency repairs, and filled over 280 potholes in 2025.



HUDSON RD @ MAYNARD ROAD PAVING

The Division maintained and replaced damaged guardrail, replaced more than 1,800 feet of walkway and installed berm throughout town.



**FOG SEALING PARKING LOT APPLICATION
@ FIRE STATION**

The Highway Division shares maintenance of the Sherman Bridge with the Town of Wayland. Drainage upgrades on Washington Drive, Willow Rd and Dutton Rd were completed this fall. Improvements included



WILLOW ROAD DRAINAGE PROJECT

replacement of catch basins and manhole structures, the addition of catch basins, and the replacement of failed corrugated metal piping.

Public Works Week Open House



**2025 PUBLIC WORKS WEEK POSTER –
PEOPLE, PURPOSE, PRESENCE**

The Sudbury Department of Public Works held its annual Open House on Saturday, May 17, 2025, welcoming more than 800 residents and community members. The DPW Open House provided an opportunity for attendees to meet our employees, learn about the responsibilities of each division, and explore the equipment used to carry out work throughout the Town.

Respectfully submitted,

Tina Rivard
Director of Public Works

PARKS & GROUNDS DIVISION

The Parks & Grounds Division provides safe and well-maintained facilities along with the Parks & Recreation Division.

Many of the tasks performed this year include the following:

- Mowed, maintained, and striped more than 132 acres of public land, parks and school fields
- Annual maintenance of Cutting Field turf
- Bi-annual mowing at Town Conservation Fields
- Spring and fall cleanups
- Aerated Haskell Field & Featherland Park
- Renovated infields at Feeley Field, Haskell Field, Peter Noyes, Crime Lab and Featherland Park
- Seeded Grinnell Park, Feeley and Upper Haskell Field
- Maintained/repaired Town irrigation systems
- Maintained ice rink at Featherland Field
- Performed renovations at Parks and Grounds building
- Maintained dock at Willis Lake
- Emptied rubbish barrels and dog waste receptacles
- Maintained/repaired playground and equipment at Haskell Field playground
- Maintained/repaired all Park and Grounds related equipment
- Maintain tennis/pickleball courts and nets at Featherland and Feeley fields.
- Spread stonedust on paths at Heritage Park.



- Excavate flower beds at Heritage park for garden club.
- Install and remove seasonal water apparatuses and winterize buildings, restrooms and concession stands.
- Assist Park and Recreation with camps, tournaments, road race and events as needed.

Respectfully submitted,
Tina Rivard
Director of Public Works



CUTTING FIELD LINE STRIPING

TRANSFER STATION

The Transfer Station is responsible for managing the Town's solid waste and recycling to preserve and protect public health and the environment. The Division manages the collection of refuse and recycling from approximately 25% of the residents. Compacting units have enabled the town to collect more recycling and make fewer trips to the recycling center for drop off.

In 2025, the Division sold 2,035 sticker permits to residents providing access to the solid waste and recycling services offered at the facility. The Transfer Station continues to provide excellent customer service at reduced costs to the residents through fees collected for divisional services and marketing of the recyclables. The Transfer Station hauled approximately 377 tons this year in refuse and collected approximately 410 tons in recyclables.

Respectfully submitted,
Tina Rivard
Director of Public Works



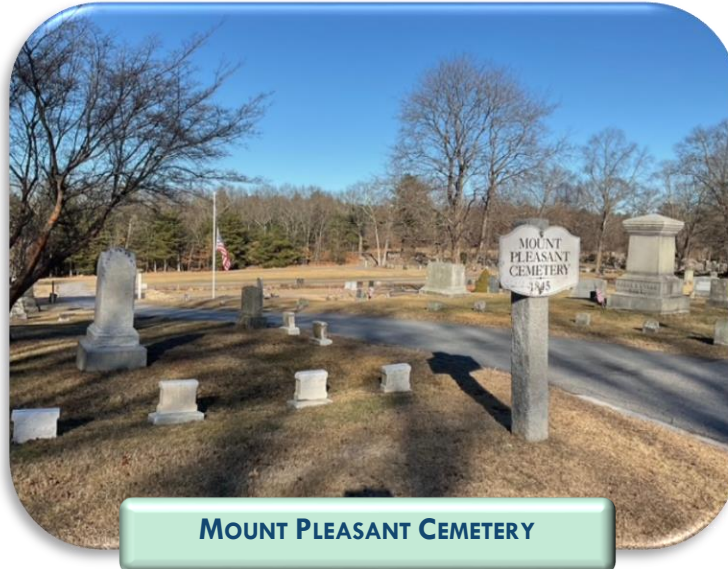
TRANSFER STATION – UPPER LOT



TRANSFER STATION – LOWER LOT

TREE & CEMETERY DIVISION

The Tree & Cemetery Division is responsible for the management of the Town's estimated 5,600 public shade trees. The Town's shade trees, while providing a great public amenity to the town, require routine maintenance so they do not become a public liability. The tree crew performs regular visual surveys to determine hazardous trees and diseases and takes corrective action to minimize damage and response during severe weather events.



The Division is responsible for the cleanup and removal of storm debris. Roadside mowing was performed on 61 roads as well as line-of-sight and tree pruning along various roads and critical intersections throughout town.



The Tree Division routinely responds to resident's inquiries and requests for service. During 2025, 63 trees were removed from the town's right-of-way as well as 59 stumps were ground by the town's contractor.



The Cemetery Division staff continues to perform grave openings and performed 57 interments at the Town's 7 cemeteries.

Respectfully submitted,

Tina Rivard

Director of Public Works

IN MEMORIAM

2025

Robert Ali- Oglu (1933- 2025)

Sudbury School Bus Driver

William F. Baldwin (1926-2025)

Sudbury resident: 1926 -2025

Sudbury School Department (43 years)

Alice Louise Card (1933 - 2025)

Sudbury resident: 1958-2017

Election Officer: 1972-2017

Mavonne Carol Curtis (1935- 2025)

Sudbury resident: 1966-2025

Conservation Committee: 1966-1972

Carol J. Cushing (1935- 2025)

Sudbury resident: 1956 -1961

SPS 3rd Grade Teacher: 1960-1996

IN MEMORIAM

Marion D. Glaser (1932- 2025)

Sudbury resident: 1959-2025

Election Officer: 2001-2023

Historic District Recording Secretary: 1996-2014

Talent Search Committee: 1963-1964

Selectmen Office Assistant

Dr. Sophia B. Harrell (1937- 2025)

Sudbury resident: 1988-2025

Finance Committee: 1988 -1990

Lt. Col Mary Jane Hillery (1931 – 2024)

Sudbury resident: 1965-2008

Veteran's Agent: 1990 - 2004

W. James Hodder (1941- 2025)

Sudbury resident: 1941-2025

Historical Commission: 2004-2011

Sudbury Centre Improvement Advisory Committee: 2005-2013

Pamela Moon Hollocher (1931- 2025)

Sudbury resident: 1962-2024

Election Officer: 2007-2013

IN MEMORIAM

Jacqueline M. McGuire (1930 - 2025)

Sudbury resident: 1956-2025

Committee on Disability: 1994-1998

Carol Galloway Oram (1933- 2025)

Sudbury resident: 1967-2025

Council on Aging: 1995-2001

Ron Riggert (1937 -2025)

Sudbury resident: 1962-2025

Council on Aging: 2002-2005

Election Officer: 2004-2018

Marjorie Siegel (1930- 2025)

Sudbury resident: 1962-2025

LSRHS Librarian: 1978-1992

Theodore Vander Els (1939- 2025)

Sudbury resident: 1992-2025

Election Officer: 2012

Septage Committee for Wayland Sudbury Septage Facility: 1997-2000

Claire Wigandt (1936- 2025)

Sudbury resident: 1964-2025

Senior Center Admin. Coordinator: 1998 -2017

IN MEMORIAM

Richard C. Williamson (1939- 2025)

Sudbury resident: 1978 -2025

Bike Trail Committee: 2002-2025

Bruce Freeman Rail Trail Design Task Force: 2021-2024

Bruce Freeman Rail Trail Design Task Force (Park & Rec Representative): 2022

Fairbank Study Committee: 2013- 2016

Master Plan Steering Committee: 2019- 2021

Park & Rec Commission: 2010- 2022

Rail Trail Conversion Advisory Committee: 2004- 2015

SUDBURY HOLIDAY VILLAGE

DECEMBER 6, 2025



FRONT COVER: ATKINSON POOL FOLLOWING RENOVATION