



**WINDHAM
COUNCIL, STAFF & PUBLIC
COMMENTS
November, 2018**

ISSUES

COUNCIL

Need to teach the Planning board and other boards how to follow the Comprehensive Plan
Need to have the Smith Cemetery developed as intended when purchased with lots created etc.
Take a hard look at our Economic development plan
Policies needed on watershed protection and cleanup
Engage with our non-profits when allowed to help develop parks and open spaces
Need to keep local taxes low

DEPARTMENT HEADS & STAFF

Commit to it and make strides to implement the Strategic and Comprehensive Plans, 21st Century Downtown
Wastewater Treatment implementation
Need to develop a Community Center to unify community events
Need Housing for elderly population
Need an assigned position for community outreach to provide consistent communication
Private roads – How much should the Town be involved (costly \$\$)
Overbearing, over involved, distracted and unproductive Council
Council should focus on big picture issues and stay out of the weeds
Managing growth issues
Infrastructure issues – Sewer and Water
Developing a strategy for Growth and Zoning
Adequate staffing to meet the demands for services in growing community
Preserving the rural character of the Town while allowing for growth

Beautification of the Route 302 corridor
Traffic issues
Pride in the community
Longer term planning for municipal building improvements
Need for Project management software – MUNIS
Need a long-term Capital Improvement Program
Foreclosures on matured liens
Council dysfunctional
Modernization of Community-Broadband, technology

PUBLIC

Develop Smith Cemetery as originally planned to include developing new lots
Improve appearance of North Windham Fire Station
All waterways need to be protected
Develop a community like Falmouth with open areas
Keep the rural character of the Town
Need to take action on the Comprehensive Plan
Get town infrastructure in place

CHARACTERISTICS

COUNCIL

A bi-partisan leader who says what they mean and does what they say
Equality – On enforcement of ordinances and same attention to ALL residents and districts
Someone with the ability to manage growth
Strong communication skills to keep Council informed on issues as they arise and productive during meetings to avoid getting de-railed
Someone who plans ahead strategically and develops a plan-based budget
Transparency
Relationships/Teamwork/Trust- from employee to employee and resident to employee needs rebuilding
Someone who helps guide the Council and all Council members
A leader who is strong enough to overcome personal issues in Town Hall and have the ability to do it while respecting everyone
Strong financial background including budgets
Strong personal and communication skills
Ability to say “No”
A person who has common sense
Someone who will follow through with tasks
A good listener

Someone with grant writing ability
Someone accessible with an “open door policy”
A person visible in the community
Previous experience as a Manager
Outside of the box thinker
Strong willed
Ability to manage staff
Fiscally astute
A person who is confident with MUNIS technology

DEPARTMENT HEADS AND STAFF

Leadership
Ability to balance policy and administration
Ability to keep open lines of communications with department heads and staff
Be forward thinking to deal with a growing community with development changes
A person who is pro-active and not reactive to plan for issues facing Windham
5 – 10 years out
Someone who is approachable with an “open door policy”
A strong communicator to ALL levels of the organization
Ability to develop a cohesive team with the same goals
Ability to cooperate and collaborate
Keep employees involved and accountable
A person who is confident and can make the tough decisions
A sense of humor and positive demeanor
A detailed oriented person
Supportive of staff and trust of department heads, not a micro manager
A strong leader who leads by example; has a backbone
A person who is easy to talk with
Open minded and unbiased
Ethical, fair, patient, consistent and respectful
Seasoned municipal manager with 10 years’ experience
Does what is best for all citizens
A person who will be personally invested in the Town
Trustworthy, Honesty, integrity
Good with conflict resolution
Creative and develop a shared vision between Council and staff
A good listener
Ability to manage the demographics of the Town
A person who participates and is invested in the community and encourages staff to do likewise
Someone who is engaging
Hold staff accountable and appreciate staff accomplishments
A person who will empower staff and provide feedback
Ability to make everyone feel part of the team

Ability to delegate
Someone to provide direction and assist the Council in decision making
Visionary and flexible to see the big picture
Personable and approachable
Ability to stand-up to Council when needed
Experience with MUNIS Financial Systems
Cheerleader for Windham and immerses themselves in Windham
A continual learner
A mentor and teacher
Understands and ensures the roles of the Manager and Council are followed
Support Employees but when necessary take corrective action
Organized
Delegate—not involved in everything
Stand up to council
Understanding and ability to use social media effectively
Ability to understand ordinances, charter, council rules and Maine law

PUBLIC

Rigorous transparency
Highly skilled in consensus building
Understanding of transition of rural versus growth
Strong collaborator
Someone to pull the community together, including Council
Inspirational leader
Experience with zoning issues
Experience with environmental and engineering issues
Professional – understands boundaries between Council and Manager
Understands role of Manager – more important than expertise in certain areas
A person to provide info. To Council without bias
A collaborator who will get departments to work together and Council to work together
Transparent to how the Town operates
Integrity
Community builder and leader
Willing to compromise
Confident
Provide options on development issues
High awareness of Non-profit and community service organizations