

Town of Keene Age-Friendly Action Plan

December 2022

Presented by the Keene Age-Friendly Task Force

Executive Summary

In 2021, the Town of Keene became the first (and, so far, only) town in New York’s six-million-acre Adirondack Park to join AARP’s Age-Friendly Communities initiative as an outgrowth of the Town’s Strategic Plan, which seeks to thoughtfully and intentionally enhance the Town’s growth, while retaining our small-town atmosphere.

As a small community nestled in the heart of the largely state-owned Adirondack High Peaks, Keene has long nurtured – and relied upon – a vibrant spirit of volunteerism.

By participating in the Network of Age-Friendly Communities, the Town intends to continue its volunteer-led initiatives to enhance the Town’s livability by ensuring access to resources that serve seniors and young families alike; expand year-round housing for individuals working and retiring in Keene; support continued access to primary health care within the Town; expand recreational opportunities for residents; and support recreational tourism that is respectful of Town residents.

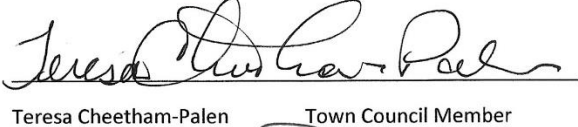
We are dedicated to being the best place to live, work, and play as we age. Our vision is to ensure that our community remains an age-friendly place to live by continuing to nurture strong social connections; foster inclusion and respect; ensure safe and accessible environments; and support programs and services of importance for older adults.



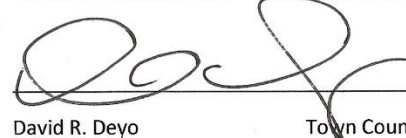
Joseph P. Wilson, Jr. Town Supervisor




Robert Biesemeyer Deputy Supervisor, Town Council Member



Teresa Cheetham-Palen Town Council Member



David R. Deyo Town Council Member



Chris Daly Town Council Member

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Town History

The Town of Keene was founded in 1808, originally encompassing what is now North Elba and parts of Jay and Elizabethtown. These towns and 14 others today comprise New York's Essex County. Keene's current town boundaries date from 1848.

The Town was settled early on by farmers living mostly in the flats along the East Branch of the Ausable River in the 1700s. Iron ore discovered in 1820 gave birth to some of the earliest structures in the town.

Keene was a stopping point for travelers coming from eastern and northern New York enroute to Lake Placid, which was another full day journey from Keene. Lodging was in high demand as early as the 1820s. Visitors stayed in local homes until around 1878, when multiple boarding houses and three large hotels were built.

In the 1900s the local iron ore industry lost out to more competitive larger operations. Lumbering declined as the supply of harvestable trees became exhausted and the state gradually enacted new forest and land management regulations. The automobile made short term travel easier and hotels struggled to maintain business.

Nonetheless, longtime summer residents remained, many at the 135-year-old Adirondack Mountain Reserve and Ausable Club (<https://www.ausableclub.org/about>). Completion of the Adirondack Northway (Route 87) in 1967 further contributed to the growth of the seasonal residences in the Town of Keene.

Today, the Town is within an easy day's travel for tens of millions of Americans and Canadians – it's closer to Montreal than Manhattan – making it a popular destination for hikers, climbers, paddlers, bicyclists, snowshoers and cross-country skiers. For people traveling from the east, it remains the key way station enroute to Lake Placid, home of the Winter Olympics in 1932 and 1980 and which continues to host many regional, national and international winter sports competitions along with an annual Ironman race, the bicycle portion of which uses two main roads in Keene; an annual marathon; and an annual horse show.

The popularity of hiking and other outdoor recreation pursuits makes the Town a popular vacation destination, sometimes to the detriment of local residents. Maintaining a balance between the tourism economy and quality of life for year-round residents is the challenge of our time.

Current Community Profile

Keene's geography guides its demographics, social structure, culture and challenges. The Town lies wholly within the Adirondack Park, the uniquely public-private state park that is governed by special land use rules. Almost 75% of the land within Keene is state-owned forest preserve and state land use rules dictate that much of the private, buildable land outside the hamlets must be in large lots.

Keene is known as the "Home of the High Peaks," with one-third of the state's tallest mountains, including *the* tallest – Mount Marcy at 5,343 feet. It also includes the Ausable Lakes, the source of the Ausable River.

According to early 2020 U.S. Census estimates, Keene's official population is 1,144 individuals, most of whom are year-rounders and about 25% of whom are over 65. The median age is 50 and the median income is \$67,500, which is about 15% higher than Essex County's median income of \$58,109.

There continues to be a substantial seasonal population, many of whom have had second homes in Keene for generations, notably at the 450-member Ausable Club which is open for only about 12 weeks in the summer. The property taxes paid by our long-time seasonal homeowners are critical to supplementing those paid by permanent residents. These individuals have been and continue to be a major source of philanthropy and cultural influence.

COVID inspired several seasonal residents to stay for longer periods during the worst of the pandemic; it also inspired several new families to move to Keene, either permanently or seasonally.

However, the second-home market and the short-term rental business have increased housing costs, making it difficult for young families to settle here.

Keene's residents are clustered in and around three hamlets that lie along two-lane State Route 73, which brings traffic 15 miles from the Northway into Keene and another 15 miles through Keene to Lake Placid.

- Keene, the westernmost hamlet, is where the Town Hall, Community Center, U.S. Post Office, primary care health center, privately run pre-school, public library, St. Brendan's Catholic Church, Keene Volunteer Fire Department, a few small businesses and the town's only gas station are located.
- Keene Valley is home to Keene Central School; Keene Valley Congregational Church United Church of Christ; a few small businesses; a non-profit, state-licensed assisted living home; a non-profit library; Keene Valley Fire Department; the town's only full-service grocery store; and a hardware store that also provides limited postal services.

- St. Hubert's, the easternmost hamlet, is where the Ausable Club, a few year-round homes, and a seasonal Episcopal Church are located. The Ausable Club is also home to the Adirondack Mountain Reserve, which comprises 7,000 privately-owned acres which have been placed in an easement that enables year-round public access to several High Peaks.

In between the hamlets of Keene Valley and Keene lies Marcy Field, which has a grass airstrip used in part for mountain search and rescue operations; a Town-operated hiker parking lot and shuttle to nearby State trailheads; a mix of flat and moderately hilly Town walking trails; a community garden; the historic Holt House that now serves as the backdrop for summer music, dance and art shows; and the largest Farmers' Market in the Adirondacks. The Town also has a number of small parks and trails that are primarily used by locals.

Keene's geography is both blessing and bane. The blessings include clean air, clean water, four seasons of a wide variety of outdoor activities and a both year-round and long-term seasonal population that is deeply committed to maintaining Keene as a beautiful and bounteous place to live. The bane includes the traffic, trash and occasional disrespect of transient recreationists plus land use restrictions that severely limit the size of the property tax base.

The Town has assumed a disproportionate burden to enhance recreationist access to State trails by creating and maintaining parking lots and shuttles for hikers. The State only recently added its own, highly limited hiker shuttle routes and also worked with the Ausable Club to provide reservation-only hiker parking on its property to enable access to several State trails in the High Peaks and reduce illegal parking along State Route 73. As part of the 2021 Town Master Plan, a Hiker Parking and Recreational Infrastructure Workgroup addressed some of these issues; the recreation part of the workgroup continues to meet occasionally and has coordinated with the AFTF on enhancing resident recreation opportunities.

In addition, the short-term rental market has exploded in recent years in the Town of Keene, as throughout the Adirondack region and the nation as a whole. The positives include economic opportunity for local families, small businesses and an increase in revenue from the Essex County Occupancy Tax. In some cases, providing a short-term rental creates enough supplemental income for local residents to afford to live in Keene. The challenges include noise complaints, parking issues, safety concerns, and loss of neighborhood character, especially in the hamlet of Keene. As part of the Town Master Plan process, a Short-Term Rentals Workgroup was convened and delivered recommendations to the Town Council for enhanced oversight of such rentals.

Because of the Adirondack Park's land restrictions, most of the housing is single-family and those homes outside of the hamlets are on large lots spread over a mix of paved and dirt roads. Other than the Ausable Club's main building and the Keene Valley Neighborhood House assisted-living facility, there are no significant multi-family dwellings in the Town. Given the scarcity of year-round housing in Keene, its cost has also risen. This double-whammy of scarcity and cost has impacted recruitment of new teachers and other workforce to Keene. As part of

the Town Master Plan process, an Achievable Housing Workgroup was created and continues to meet with the goal of developing housing that would be affordable for teachers and others who work in town. Similar initiatives focused on both rental and owned housing are underway in nearby Lake Placid.

Residents are predominantly white. There have been and continue to be substantial efforts to support and encourage a diverse population. There is an active, all-volunteer Diversity Committee with which the Keene Age-Friendly Task Force has worked in regards to improving physical access to Town and State lands and facilities. And the Town's now-annual Pride Parade is not to be missed!

Our local government is small. It consists of a five-member elected Board; the Town Supervisor serves as the Board Chair. There is an elected Town Clerk/Tax Collector and a Highway Supervisor. The Highway Department maintains all Town roads and bridges year-round. There is a Water Department that maintains the town water supply for two special districts. The Parks Department maintains Town buildings and grounds including the cemeteries and Marcy Field. The Code Enforcement Officer and Planning Board, which is comprised of appointed members, review and approve building projects based on the Town of Keene Site Plan Law.

Volunteerism is the bedrock on which Keene's culture is built and thrives. The all-volunteer East Branch Friends of the Arts brings nationally and internationally renowned musicians and other artists to Keene for performances and shows in virtually every month of the year. Volunteers created and finance the Keene Valley Library which, in turn, hosts a wide variety of programming, including working with the Alzheimer's Disease Caregiver Support Initiative (<https://www.plattsburgh.edu/about/centers/cnbh/adcsi/index.html>) at SUNY Plattsburgh to create a monthly "memory café" program for individuals with dementia and their caregivers. A call goes out at least annually for volunteers to "Clean Keene", focusing on local roads, and parks and also helping seniors with clean up projects. Keene Central School has a volunteer "Seniors Helping Seniors" program that also helps senior adults with a host of seasonal and other chores. Both the Keene and Keene Valley fire and rescue departments are all-volunteer. Mercy Care for the Adirondacks (<https://www.adkmercy.org/>) volunteers visit and provide transportation for otherwise isolated seniors.

Keene's Age-Friendly Initiative

Keene's age-friendly initiative is an outgrowth of the Town's 2021 Master Plan process, which itself was largely conducted by volunteers and a few elected and appointed Town officials. The Master Plan was organized around the work of five workgroups, one of which focused on Seniors and Health Care. The vision and scope for that workgroup were:

Vision: In 10 years, the Town of Keene will continue to be a desirable community for seniors, with convenient access to health care and other senior services.

Scope: Explore solutions to maintaining access to health care in our community. Note that while the focus of this working group is to ensure health care access for the senior

population, this will also benefit the younger population in our community. Explore other senior services (recreation, housing, transportation, arts and culture, local businesses, technology support, etc.) that are important for the community.

The workgroup recommended, and the Plan affirmed, that Keene should pursue age-friendly designation, in part to continue planning efforts in these areas. We started our initiative with the premise that Keene already is age-friendly – a great natural environment, lots of civic engagement, convenient access to a wide variety of health and wellness services that is highly unusual for such a rural area, convenient access to fresh food that is also highly unusual for a rural area, and much more – but cognizant that there are opportunities to improve in certain areas.

Given that Keene’s Age-Friendly initiative is an outgrowth of the Town Master Plan, several individuals associated with the Master Plan workgroups assumed new roles on an Age-Friendly Task Force (AFTF) to direct this Action Plan. Our Mission and Vision Statements are also reflective of the Master Plan:

Mission: The Town of Keene is dedicated to being the best place to live, work, and play as we age.

Vision: The Town of Keene will ensure that our community remains an age-friendly place to live by continuing to nurture strong social connections; foster inclusion and respect; ensure safe and accessible environments; and support programs and services of importance for older adults.

Age-Friendly Task Force

The AFTF’s core members are:

- Jeannie Cross, chair; retired from careers in journalism and health policy
- Teresa Cheetham-Palen; Town Council member and owner of Adirondack Rock & River
- Monique Weston Clague; retired college faculty member and current member of Keene Diversity Advisory Committee and Friends of Refugees and Immigrants
- Susan Doolittle; retired journalist and attorney
- Milton Dudley; retired non-profit leader
- Lorraine Duvall; award-winning author and former educator, and active in Adirondack environmental initiatives.

- Melissa Eisinger; retired nonprofit administrator and current President of the Board of Mercy Care for the Adirondacks
- Carolyn Peterson; retired public official and certified in gerontology
- Barbara Strowger; founder of East Branch Friends of the Arts and founding member of High Peaks Education Foundation
- Peg Wilson; semi-retired educator

In addition, several other Town residents participate in individual components of the planning process and/or in providing feedback and we expect still more to engage in future actions.

Assets and Challenges

The AFTF began meeting in September 2021 and immediately began to identify Town assets and challenges.

Assets include:

- Sidewalks in the hamlets of Keene and Keene Valley;
- Town trails and beaches (because most of these are easy, some are accessible to persons with limited mobility, and none are overrun by tourists);
- Access to the Adirondack's High Peaks;
- Keene Fitness Center and Adirondack Health's Lake Placid Health and Medical Fitness Center;
- Adirondack Health's Keene Health Center;
- Libraries in the hamlets of Keene and Keene Valley;
- Town shopping bus and Essex County bus routes;
- Valley Grocery that caters to residents' needs; Stewart's for gas and some fresh and some prepared food; and other boutique markets;
- Kinney Drugs in neighboring Elizabethtown will deliver to Keene;
- Farmers' Market at Marcy Field and local farm stores in Keene and nearby;
- Local arts events that don't require much driving:
 - East Branch Friends of the Arts events
 - Keene Arts
 - Events at Keene Central School
 - Corscaden Gallery
 - Music on the Back Porch of Holt House
 - library lectures
 - Upper Jay Arts Center in neighboring Upper Jay
- Mercy Care for the Adirondacks;
- Seniors Helping Seniors KCS program;
- Neighbors who keep an eye out for each other;
- Local churches;

- Wide range of volunteer opportunities; and
- Meals-on-wheels

Challenges include:

- Ensuring the availability of easy-to-find, up-to-date information on services that seniors – and others – need and want. As a result, one of the first action steps taken by AFTF members was to develop a “resource guide” to existing services both within Town borders and in nearby communities or at the County level.
- Ensuring reliable 24/7/365 internet and cellular telephone service, especially through Keene’s principal providers – SLIC/KVVI and Verizon, respectively. This is crucial to ensuring seniors’ access to telehealth (especially during a pandemic); schoolchildren’s access to remote learning; and the Town’s overall economy (merchant billing, reservations, etc.). Although improvements have been made on both fronts, there continue to be glitches that need resolution. In addition, some higher-income households have been able to obtain high-speed internet through Starlink in areas still not served by broadband.
- Ongoing maintenance and improvement of Town infrastructure such as hamlet sidewalks.
- Maintaining the culture of volunteerism, while cautious that over-reliance on volunteers can result in gaps and lapses. For example, the Golden Peaks seniors’ group that used to hold monthly potlucks and shopping trips on a Town-owned van has essentially dissolved, partly because of the impossibility of meeting during COVID but also because of the aging out of its volunteer leadership.

In January 2022, the AFTF distributed a community survey created on the Qualtrics platform that drew responses from more than 10% of the Town’s population. The results were shared on the Town website and are highlighted below:

- Respondents ranged in age from 29 to 84, with most in their 60s (38 of 121 respondents) and 70s (41).
- Two-thirds were women, which is only slightly higher than what the most recent available U.S. Census data for Keene show.
- 13 respondents identified as seasonal residents.
- Just over 70% thought Keene was a good or very good place to age though several suggested actions that would ensure/improve Keene’s age friendliness. Less than a third indicated interest in moving out of Keene or out of their current homes. The principal reasons cited for moving would be wanting to be closer to family or to move into an

independent living retirement community/facility. At the same time, 32% said they need repairs/remodeling to stay in their homes long-term and 19% have no one to contact in an emergency.

- According to respondents, the Town's three most important assets are:
 - Our local markets and stores (93% said these were important).
 - The transfer station (86%), although there were several suggestions in the comment box for enhancing ease of access and the ability to recycle.
 - Town trails and parks, including Marcy Field (84%).
- Also highly ranked were:
 - Town streets (93% ranked as good or excellent).
 - Free access to computers and the internet in public places, such as the libraries (91%, good/excellent).
 - A range of volunteer opportunities (88%, good/excellent).
- Weak points were:
 - Unreliable cell service (53% said it was poor).
 - Activities specifically geared to seniors (also 53%, poor).
 - Unreliable internet (47%, poor).
 - Access to community information in one central source (46%, poor). This was underscored by the number of respondents who said they wanted information on health and social services (68%) and information on support services for family caregivers (56%). Fifty-six percent also said they could use help with repairs and chores like snow shoveling, with several commenting that they do not know who to contact for such help.
- Most people said they get around Keene by car, although several also walk. Several commented that they felt the sidewalks in the hamlets need to be upgraded and regularly serviced. Some also wished for more benches along the sidewalks and some trails. There also was a request for public bathrooms.
- There also were a few comments that Keene's public buildings, parks and the transfer station need to be Americans with Disabilities Act-compliant, e.g., accessible to persons with mobility, vision and other limitations. This is something that the Keene Diversity Advisory Committee has also prioritized.
- Several respondents indicated interest in activities for elders and some sort of central gathering spot. Few seemed aware of Golden Peaks or used the Community Center, where Golden Peaks used to meet.
- Some respondents also mentioned the need for affordable housing, primarily for workforce.

- 36 respondents were interested in house-sharing as they age.

Based on these results, the AFTF is considering or has started on the following next steps:

- Develop a guide to local services of interest to seniors and widely disseminate it such as at Town Hall, churches, the libraries, on the Town website, etc. As per the Keene Strategic Plan, for accountability and web page security purposes, we will seek to have a town employee charged with updating the guide at least annually. *Mr. Dudley and Ms. Wilson are the leads on this.*
- Obtain grant funding for handicap-accessible picnic tables at Town parks and other public spaces. *Ms. Cross and Ms. Eisinger are the leads on this.*
- Encourage the Town to make the transfer station, sidewalks, Town Hall, Community Center and other Town-owned facilities truly accessible to persons of all ages and mobility. On behalf of the AFTF, *Ms. Cross submitted specific recommendations to the Town Council for consideration beginning in the 2023 Town budget.*
- Ensure the age-friendliness of Town trails by:
 - Working with Keene Central School to restore/improve the walking trail around Lake Winifred. *Ms. Strowger is the lead on this.*
 - Supporting the development of the hamlet-to-hamlet walking/biking trail in Keene.
 - Supporting the Youth Commission's multi-use trail development on County-owned land in Keene and Upper Jay.
 - Supporting the Diversity Committee's concept for developing wheelchair-accessible trails and campsites on State-owned land in Keene.
- Amend the existing Town map to highlight where Town parks are located and where residents can find opportunities like easy walks, bicycling, ice skating, etc. This will be oriented to locals and not promoted to outsiders. *Ms. Cross is the lead on this.*

Other proposals that continue to be reviewed for feasibility include:

- Develop an "Angie's List" type of resource for house repairs, odd jobs, snow removal, etc.
- Organize a Neighbor-to-Neighbor program, encouraging individuals to make contact and soliciting volunteers for emergency contacts.
- Work with Keene Central School and/or volunteer fire departments on a program to replace smoke/carbon monoxide detector batteries in October for those who would like/need that service.

We also hope to schedule community outreach/feedback sessions to further inform our work.

Domain-Specific Action Plans

Outdoor spaces and buildings

Given that Keene is wholly located within the Adirondack Park with its many trailheads and has numerous Town parks, trails and walking routes, the AFTF's focus is on ensuring that residents are aware of what is available to them and enhancing access for persons with physical limitations. To meet this goal, the AFTF plans to (1) enhance Keene's existing Town map, which currently focuses on local businesses, to include more of the Town's recreational opportunities and (2) to obtain wheelchair-accessible picnic tables for several Town parks and the outdoor pavilion at the Town Community Center. The tables are designed in such a way as to also be helpful to families with children in strollers, enabling the children to sit next to parents and siblings and easily be fed at the table. They are made by Essex Industries, which employs Adirondack Park residents with intellectual disabilities.

Transportation

Although most residents rely on individual automobiles to get around, there is some limited Essex County public transportation between Keene, Elizabethtown and Lake Placid. Trailways offers bus transportation from Keene to spots farther afield. For seniors with limited automobility and isolation, Mercy Care for the Adirondacks can provide some volunteer assistance.

Given the existing options, the AFTF's only plans in this domain are to highlight Mercy Care's services and the Essex County bus service in the resource directory and to review the feasibility of resuming the Town's monthly "shopping bus" to the City of Plattsburgh.

Housing

Besides supporting the ongoing work of the Town's Achievable Housing Workgroup, which is primarily focused on housing for people who work in Town, the AFTF plans to explore and provide information on various models supportive of aging in place. Specific models under review include:

- The Village model (<https://www.vtvnetwork.org/>), in which a group of seniors creates a non-profit membership organization to provide support and social engagement to seniors wanting to maintain independence. The nearest such Village to Keene is in Glens Falls (<https://aipgf.clubexpress.com/>).
- Shared housing facilitated by an independent entity such as Silvernest (<https://www.silvernest.com/>)
- Deed restrictions to bar homes from being used as short-term rentals and that will keep the homes' future cost reasonable.

Social participation

Keene already has a wide variety of ways in which residents – year-round and seasonal – can engage with each other and participate in the Town’s cultural life, including through the Keene Valley Library and Keene Valley Congregational Church-sponsored social activities. In addition, we have an online Nextdoor site (Nextdoor Keene, launched and led by a local senior) that is a digital bulletin board to social, cultural and government events in town. Our Resource Guide also lists a number of volunteer opportunities.

Respect and social inclusion

Keene has an active Diversity Committee whose work the AFTF supports. As noted previously, our main contributions in this domain are to obtain handicap-accessible picnic tables; urge the Town to improve its hamlet sidewalks for ease of walking; and make the Town Hall and Community Center bathrooms wheelchair accessible.

Work and civic engagement

There are many opportunities in Keene for work and civic engagement. In fact, there are more salaried jobs available than there are locals to fill them, partly because of the aforementioned housing crunch. As for civic engagement, the Town Council welcomes residents to its meetings – even holding them outdoors during COVID when weather permitted and via Zoom when not. As noted earlier, the Town engaged a large number of volunteers in its 2021 Master Plan process and unanimously endorsed the Age-Friendly initiative.

Communication and information

Ensuring that both long-time and new residents know what services are available to them, both within the Town and elsewhere in the area, is the key focus of the AFTF. Nextdoor Keene and the Town website (<https://www.townofkeeeny.com/>) are both useful resources but we think the latter, especially, could be enhanced with a simple directory that encompasses a variety of emergency, social, health, and other services and that the directory should be made available in print for those who lack internet access. A map that shows all of the Town-owned recreation sites is also needed.

Community and health services

For a rural town of 2,000, Keene is unusual in having primary care services within its borders; access within 15 miles to two emergency rooms (albeit one is expected to close); a fitness center in Town plus another with a pool 15 miles away; and an assisted living center in Town. There also are independent and subsidized senior apartments available within a 30-mile radius. Three hospitals are within a 40-mile radius, and a tertiary medical center is 50 miles away in neighboring Vermont.

That said, as in many areas of the U.S., home-based personal or health care is hard to find given workforce shortages. As noted previously, Mercy Care for the Adirondacks provides limited support for seniors who are aging in place but it has greater need than volunteers to fill it.

As noted in the housing section, AFTF members have discussed whether a Village model might work in Keene, but it's unclear if there is sufficient interest. This remains an option worth exploring further as does the option of intergenerational shared housing.

Summary Table

	Goal	Action Items	Completion date	Progress indicators	Status
Outdoor spaces and building		1) Work with the local school to improve nearby walking paths. 2) Highlight the existing town trails map for accessible trails.		1) Path around Lake Winifred restored. 2) Map revised to include new park, trail locations.	
Transportation		Ensure that seniors know what transportation options are available.	Nov. 22	Include Essex County, local Trailways, Mercy Care options in resource guide	Done
Housing		1) Support Achievable Housing Task Force's work. 2) Explore Village concept. 3) Shared housing for aging in place.	As public interest expressed.		
Social participation		1) List volunteer opportunities in resource guide. 2) Involve volunteers in wheelchair-accessible picnic table acquisition.	1) Nov. 2022. 2) Thru Spring 2023	1) Opportunities listed. 2) If grant is awarded, volunteers help transport and stain tables.	Done

Respect and social inclusion	Support an age inclusive and ability inclusive Keene.	<ol style="list-style-type: none"> 1) Support the Diversity Initiative. 2) Improve hamlet sidewalks. 3) Seek grant funding for wheelchair-accessible picnic tables. 4) Ensure that town facilities are handicap accessible. 	<ol style="list-style-type: none"> 1) ongoing 2) By 2025 3) Spring 2023 4) By 2025 	<ol style="list-style-type: none"> 1) Assign a liaison from aging group. 2) Recommend Town create a plan for improving and routinely maintaining hamlet sidewalks, starting with 2023 budget. 3) Grant application(s) written and filed; grant awarded; tables purchased and put in place. 4) Recommend Town create a plan for bringing the Town Hall and Community Center into full ADA compliance, starting with 2023 budget. 	<ol style="list-style-type: none"> 1) ongoing 2) Recommendation made to Town Board Sept. 2022 3) Initial grant received Dec. 2022; seeking additional funds in progress 4) Recommendation made to Town Board Sept. 2022
Work and civic engagement					
Communication and information		guide to local services	1/1/2023	<ol style="list-style-type: none"> 1) Complete collection of information. 2) Prepare a document. 3) Distribute the document. 4) Host the document on the town webpage including someone to update it. 	<ol style="list-style-type: none"> 1)-3) Done Oct-Nov 22 4) In progress
Community and health services	<ol style="list-style-type: none"> 1) Keep seniors in their homes. 2) Ensure health care is reasonably accessible. 	<ol style="list-style-type: none"> 1) Explore Village concept, shared housing for aging in place. 2) Support local providers' efforts to continue offering services locally. 	<ol style="list-style-type: none"> 1) As public interest is expressed. 		