

**Town of Needham
Select Board
Minutes for Tuesday, May 13, 2025
Powers Hall and
Via ZOOM
<https://us02web.zoom.us/j/89068374046>**

- 6:03 p.m. Call to Order
A meeting of the Select Board was convened by Chair Heidi Frail. Those present were Vice Chair Cathy Dowd, Joshua Levy, Marianne Cooley, Kevin Keane, and Town Manager Kate Fitzpatrick. David Davison, Deputy Town Manager/Director of Finance and Katie King, Deputy Town Manager were also in attendance.
- 6:05 p.m. Public Comment Period

Dave Sherman, 100 Rosemary Way, criticized the Human Rights Committee's statement, as it failed to mention Antisemitism and Islamophobia. He commented that the prior statement of the Human Rights Committee in November 2023 enabled further acts of antisemitism. He recommended that the Select Board ask the committee to either expand the statement beyond its current form or condemn it as it is, and to consider impeachment proceedings against Human Rights Committee members. He further recommended screening committee members more carefully in the future.
- 6:08 p.m. Public Works Week Proclamation
Presenters: Carys Lustig, Director of Public Works, Shane Mark, Assistant Director of Public Works

Ms. Frail emphasized the significant role of public works professionals in Town activities and safety. Assistant Director of Public Works Shane Mark discussed Public Works Week activities along with the benefits and services residents see from the work DPW performs. Ms. Dowd then read the Public Works Week Proclamation.

Motion by Mr. Levy that the Board vote to approve and sign the 2025 Public Works Week Proclamation.
Second: Ms. Cooley.

Mr. Keane noted that he had the opportunity to tour the Jack Cogswell Building and thanked DPW staff for the extent of their work in the Town.

Unanimously approved 5-0.
- 6:18 p.m. Public Hearing: Eversource Grant of Location – 50 Brook Road
Presenter: Joanne Callender, Eversource Representative

Eversource Energy requested permission to install approximately 85 feet of conduit in Brook Road. The reason for this work is to provide service to 50 Brook Road. The Department of Public Works has approved this petition, based on Eversource Energy's commitment to adhere to the Town's regulation that all conduit installed must be 3" schedule 40 minimum; and, that when buried, that conduit must be placed at 24" below grade to the top of the conduit.

Motion by Ms. Cooley that the Board vote to approve and sign a petition from Eversource Energy to install approximately 85 feet of conduit in Brook Road. Second: Mr. Levy. Unanimously approved 5-0.

6:20 p.m. Public Hearing: Eversource Grant of Location – 99 Whitman Road
Presenter: Joanne Callender, Eversource Representative

Eversource Energy requested permission to install approximately 8 feet of conduit in Whitman Road. The reason for this work is to provide service to 99 Whitman Road. The Department of Public Works has approved this petition, based on Eversource Energy's commitment to adhere to the Town's regulation that all conduit installed must be 3" schedule 40 minimum; and, that when buried, that conduit must be placed at 24" below grade to the top of the conduit.

Motion by Ms. Dowd that the Board vote to approve and sign a petition from Eversource Energy to install approximately 8 feet of conduit in Whitman Road. Second: Ms. Cooley. Unanimously approved 5-0.

6:21 p.m. Public Hearing: Eversource Grant of Location – 60 Locust Lane
Presenter: Joanne Callender, Eversource Representative, Alex Kuzakovsky, Luna Luxury Development, Inc.

Eversource Energy requested permission to install approximately 8 feet of conduit in Locust Lane. The reason for this work is to provide service to 60 Locust Lane. The Department of Public Works has approved this petition, based on Eversource Energy's commitment to adhere to the Town's regulation that all conduit installed must be 3" schedule 40 minimum; and, that when buried, that conduit must be placed at 24" below grade to the top of the conduit.

Ms. Fitzpatrick noted that this work was completed prior to the Grant of Location. Mr. Kuzakovsky explained that he did not realize this requirement before work began. Ms. Fitzpatrick added that the work was completed to Town standards.

Motion by Ms. Cooley that the Board vote to approve and sign a petition from Eversource Energy to install approximately 8 feet of conduit in Locust Lane. Second: Ms. Dowd. Unanimously approved 5-0.

6:26 p.m. Public Hearing: Application for Multiple Amendments to an All-Alcohol License – Needham Wine & Spirits, LLC d/b/a Needham Wine & Spirits
Presenters: Michael F. O’Connell, LLC Manager – Needham Wine & Spirits, LLC, d/b/a Needham Wine & Spirits, Thomas P. Miller – Applicant Counsel

Needham Wine & Spirits, LLC d/b/a Needham Wine & Spirits has applied for multiple amendments to their existing Section 15 Package Store All-Alcoholic Beverages License at 1257 Highland Avenue, Needham, MA. The amendments reflect proposed changes in LLC Managers and Change in Corporate Ownership Interest to reflect Linda J. O’Connell’s assumption of 50% ownership interest in the store, previously owned by John A. Recco. Mr. Miller, the applicant’s counsel, explained how this transfer will occur between the two parties. He emphasized that there will be no change in the Manager of Record or in the daily operations. Ms. Frail asked who the license holder will be. Mr. Miller noted that the license holder will remain the same.

Motion by Ms. Dowd that the Board vote to approve the application for multiple amendments to a Section 15 Package Store All-Alcohol License submitted by Needham Wine & Spirits, LLC, d/b/a Needham Wine & Spirits, and if so approved, forward the application to the ABCC for review and final approval.

Second: Mr. Keane. Unanimously approved 5-0.

6:31 p.m. Public Hearing: Envision Needham Center
Presenters: Carys Lustig, Director of Public Works, Margot Spiller, PE, AICP, Principal, Apex Companies, LLC, Cassandra A. Thompson, Brand Manager, Apex Companies, LLC, Karen Fitzgerald, PLA, Landscape Architecture Practice Lead, Toole Design

Ms. Frail began the public hearing by reminding attendees that the Select Board voted on May 5, 2025 to delay the pilot for at least six months to address concerns raised by the public thus far. Subsequently, the Apex team provided a summary of project goals, history of outreach and project work, and concept designs. This included an explanation of a pilot phase application of these concepts. Ms. Lustig noted that a new proposed timeline for implementation will be presented to the Board in June. Ms. Spiller outlined the existing conditions and project goals: safety and mobility, sustainability and resilience, and beautification and placemaking. Ms. Fitzgerald presented the refined concept plan, highlighting strategies that will be used to create a safe multimodal environment. The full presentation can be found in the Select Board Agenda Packet for May 13, 2025 on the Town of Needham website. Ms. Lustig added that the potential funding sources include Chapter 90 funding and Town appropriation. Any state funding would require the Town to install bike lanes that are separated from the right of way.

Eileen Baker, owner of Proud Mary (1024 Great Plain Avenue) expressed her concern that the changes will create challenges for small business owners such as

herself who depend on street parking. She stated that opening her store has been a source of comfort, community, and friendship for her and that other small businesses feel this tight-knit community through their work as well.

Vipul Bhushan, 1654 Great Plain Avenue, commented that while he appreciates the innovation and vision to try to beautify the Town, he has concerns for those who live further from Needham Center who need to drive and require parking. He is also concerned about the speed of traffic and cost. He suggested adding resident parking and trialing traffic changes with temporary measures during high traffic times.

Kilpatrick Carroll, 101 Fair Oaks Park, commented that the plan is detailed and thoughtful. As a cyclist and father of three young children, he often rides into the Town center to patronize the small businesses. He commented that in his view the number of parking spaces being lost does not seem detrimental. Mr. Carroll asked what the impact of the plan will be on traffic and wait times for those driving through the Center.

Carys Lustig, Director of Public Works, explained that the traffic diversion analysis examines peak times of 8 a.m. and 5 p.m., and where traffic may be dispersed around the Town, and impact on other local roads. Ms. Lustig added that the next steps may include a full traffic analysis, previously completed with the prior Downtown Project. She expressed that the travel time through the Center will likely increase from approximately four minutes as currently estimated but that more analysis would be conducted before the implementation of a pilot.

Jami Strangio, co-owner of 2nd Hand Rose (937 Great Plain Avenue) commented that she is concerned about small business survival without parking spaces, especially on the street, as her businesses and those around her depend on parking nearby for customers to carry items and packages. She does not believe that the green spaces being added will be utilized. She believes the current plan does not seem to have any concern for businesses in the Center.

Lois Sockol, 1611 Greendale Avenue, expressed her opposition to the plan. While she used to bike, she explained that there is no way for someone in her stage of life to access Needham Center safely besides by car. She commented that she feels there is not enough parking in Town currently. She expressed her desire for a parking garage.

Elliot Steinberg, 29 Shady Lane, noted that he is a civil engineer by training and commented on the effects of the plan on traffic, especially concern for eliminating turn lanes that currently keep traffic moving. He added that with the MBTA Communities Act and an increase in residents, a traffic study is necessary in order to balance beautification improvements and accessibility for all residents, not just those using bicycles.

David Rush, 21 Rosemary Street, expressed his excitement for the plan ahead, especially for further outdoor dining and the creation of people-centered spaces.

Janet Bulian, 86 Peacedale Road, commented that she believes the process has not engaged stakeholders properly thus far. She has provided her feedback but does not feel heard. She noted the lack of parking already and her belief that adding bicycle lanes would cater to a small part of the population.

Louis Wolfson, 29 Cimino Road, expressed his opposition to the plan, stating that there are other needs for the money the Town would spend on this project and cited West Roxbury as an example of a similar project that he believes has created a danger to both cars and pedestrians by adding bicycle lanes and eliminating travel lanes. He asked for clarification on some of the plan, particularly the width of the lanes.

Jackie Kylie, 75 Ware Road, emphasized that not everyone can access Needham Center via bicycle or by foot and believes that the loss of even a few parking spaces will affect accessibility. She also noted that in the winter, snow reduces the number of parking spots further due to poor snow removal. She asked whether the grant requires the bicycle lanes to be added in the center of Town or if these can be added elsewhere in Town.

Doug McCarthy, 81 May Street, compared the plan to the City of Newton. He expressed that pursuing this extent of grant funding in Newton for the addition of bike lanes to the detriment of vehicular traffic has led to the backup of cars at traffic lights and removes the ability for cars to turn right on red. He believes that keeping traffic moving and adding parking will do the most to enhance the quality of Needham Center.

Susan Tanner, 1186 Great Plain Avenue, expressed her concern for the level of traffic as a resident on Great Plain Avenue. She also asked the team to count bikes as they perform other counts during temporary trial strategies, as she rarely sees bikes on Great Plain Avenue.

Krista McFadden, 46 Laurel Drive, expressed her concern for the speed of traffic in Town and the potential for cars to speed on side streets as a way of avoiding traffic if travel lanes are reduced. She referenced Lexington as an example of a town that completed a traffic study and subsequently installed traffic calming measures but kept two travel lanes in each direction. She noted that clients of her business, barre3, have been unable to find parking. She emphasized that these clients come from many other towns and will seek out services in other towns if Needham becomes an inconvenient choice.

William Tetreault, 208 Elmwood Road, commented that as a bicyclist and on behalf of other young people who bike, he would like the Town center to be safer. This project is a way to make the Town more accessible and support local businesses.

Mary Sprogell, 76 Wilshire Park, opined that businesses may not be hurt by reduced traffic and identified Wellesley Center as an example of one travel lane in each direction where cars drive slowly. She argued the design is more welcoming to customers who want to park and walk around to patronize the local businesses.

Sam Rowbotham, 182 Marked Tree Road, commented that as a cyclist he is appreciative of the direction of the plan. As a parent of two young children, the crossing times are very short. He suggested removing planters and other barriers separating bike lanes from traffic to allow bicyclists to make turns more safely.

Jacqueline DeWolfe, Envision Needham Center Working Group member, 242 Dedham Avenue, spoke as a resident regarding speed and safety and encouraged the team to be proactive in addressing safety concerns instead of reactive.

Max DeWolfe, 242 Dedham Avenue, drew and submitted a picture illustrating cars turning right on red while pedestrians are attempting to walk via the crosswalk safely.

Joe Leghorn, 40 Linden Street, raised the issue of the lack of traffic enforcement in Needham. He also noted his concern for decreased safety on side streets as a result of slower movement of traffic through Needham Center.

Bob Smart, 25 Mayo Ave, commented that bike lanes may not be necessary as many bicyclists avoid this area due to the many stoplights that slow them down. He suggested providing a parking area for bicycles at Greene's Field for bicyclists whose end goal is biking to Town Center. Regarding parking, he recommended evaluating the private parking spaces available and their utilization. Ms. Frail noted that the Town is examining redistribution of parking in Town.

Mona Steinberg, 29 Shady Lane, commented that if bicyclists wish to be safer, they can access areas of Town by biking around Needham Center, as it is only two blocks. She noted that with increased housing in Town, there will be an increased need for parking. She highlighted the crosswalk next to Greene's Field across Great Plain Avenue as a particular area of concern for pedestrians.

Elizabeth Kaponya, 27 Highland Terrace, commented that she does not believe adding bike lanes and removing parking spots will increase business for local stores. She suggested that Needham could invest in electric shuttle buses that would transport people from the Commuter Rail stations and take the shuttle around local stops.

Karen Carpenter, owner of Copley Motorcars (37 Chestnut Street) and resident at 28 Douglas Road, expressed her disappointment that the meetings regarding the project were not more highly publicized. She expressed her concerns for pedestrian safety and noted that bicyclists are a minority compared to the Needham

community at large, for whom driving is their only mode of transportation, especially young families, older individuals, and individuals with disabilities. She concluded by suggesting the following: sync stoplights to the train, make walk light signals longer, add speed humps and better lighting at Pickering Street and Maple Street, and post speed limits approaching and in the Town Center. She believes this is more fiscally responsible than embarking on a much larger project.

Stu Carpenter, owner of Copley Motorcars (37 Chestnut Street) and resident at 28 Douglas Road, expressed that he is opposed to the proposed decrease in auto lanes. He supports green space and good sidewalks but does not support reduced parking. He concluded by stating that Route 135 is designated as a regional cut through, and businesses want to encourage this as it enables them to thrive.

Beth Tuck, founder of Let's Bike Needham, 549 High Rock Street, commented that she hopes Needham will be forward-thinking to incorporate multimodal transportation. Most of all, she is concerned about pedestrian and bicyclist safety.

Julie Ben-David, owner of Needham Florist (1091 Great Plain Avenue), expressed that her business and others depend on vehicular traffic, and it is not possible for them to conduct business via bicycle or on foot.

Barbara Jones, owner of Hearthstone Home (1038 Great Plain Avenue), 220 Nehoiden Street, commented that she is concerned about the rhythm of business on Great Plain Avenue, especially regarding emergency vehicles being able to travel through Town and how businesses will accept deliveries.

Paul Iantosca, 21 Ingleside Road, commented on traffic times for vehicles, expanding outdoor dining for local restaurants, and concerns about funding.

Elizabeth Craig, 59 Mount Vernon Avenue, commented that purpose-based visits to the Downtown area are just as desirable as destination-based visits. She reiterated her request that business owners be informed of the development of this project in a timely process.

Hilary Bruel, 87 Thornton Road, expressed that it does not feel safe driving or walking in Town and highlighted issues with emergency vehicle and school bus accessibility. She suggested incorporating a turning lane for left turns at the various intersections with one travel lane in each direction.

Charly Nanda, 38 Fuller Road, expressed her appreciation that the Envision Needham Center project incorporates public art and noted that traffic calming is one of the goals of Needham's Arts and Culture Action Plan using painted installations.

Gershon Gacs, 79 Pleasant Street, enjoys the walkability of Needham and as a cyclist believes that biking has to be looked at more holistically throughout the

Town and having a bike plan that does not only focus on the Center is important for cyclist safety.

Bob Hentschel, 11 Parkman Way, commercial landlord, asked about the scenarios previously mentioned that would not limit or eliminate parking and urged the Board to add economic vitality as one of the priorities of this project.

Phil Brandish, 44 Pleasant Street, expressed his concern for bicyclist safety while recognizing the frustrations that separated bike lanes can cause for drivers. He would like to see more enforcement of existing traffic laws that would protect bicyclists, such as when cars illegally turn right on red or run red lights.

Susan Herman, 13 Carey Road, commented that she is concerned about the narrowing of Highland Avenue with regard to the passage of public safety vehicles and diversion to side streets. She added that many people have moved from other areas seeking a less city-like experience.

Holly Clarke, 1562 Central Avenue, expressed her appreciation for the pause on the Envision Needham Center project. She emphasized that the information that local businesses offer as feedback is more valuable than the results of a study and should be more relevant to the decision-making process. She also noted that there are immediate action items, such as enforcement of traffic laws, that can be addressed immediately and do not need to wait for an updated project plan. Finally, she expressed that if a condition of the grant is to do something that the Town does not want to do, it is not of value to the Town.

Gerry Connolly, 14 Tower Ave, commented that the expensive projects that have been executed to add separated bike lanes have resulted in gridlock in many places in Needham. He pointed out that even if grants fund this project, that is still using taxpayer money.

Oscar Mertz, 67 Rybury Hillway, is concerned about spending money unnecessarily but finding a balance with addressing issues raised over many years. He urged the Board to focus on safety as the top priority, suggesting that the pilot be used to announce the Downtown using various inexpensive temporary strategies such as raised table or speed bumps, so drivers are aware they are entering an area with many pedestrians.

Fred Hartman, 919 Great Plain Avenue, commented that that he believes the plan does little for most of the residents and businesses in Needham. He suggested fixing trip hazards in sidewalks and enforcing traffic regulations. He believes it is a mistake to accept funds attached to bike lanes, even as a cyclist. As an EMT in another town, he believes safety should be the Town's top priority, especially considering the diversion of traffic onto quiet, residential side streets.

Lauri Chmielewski, co-owner of 2nd Hand Rose (937 Great Plain Avenue) commented that separated bike lanes are not necessarily safe, citing examples of car passengers opening doors and hitting bicyclists. She stated that as a driver, it is confusing to navigate new traffic patterns that are built around bike lanes. Finally, she emphasized the need for enforcement.

Ken Buckley, 221 Warren Street, commented that given some data points from the consultants, a reduction in auto lanes would slow traffic down and divert traffic in a way that would make side streets unsafe.

Discussion ensued among Board members with regard to balancing the needs of the Town such as economic vitality and safety. Public engagement was also a focus of discussion with Board members commenting that this is an essential part of this process. The Board also discussed turning lanes, safety at crosswalks, and potential funding sources. Vice Chair Cathy Dowd asked the project team to generate several more plans with different features that have not been incorporated yet. Chair Heidi Frail recommended to the Board that at their Goals meeting this summer they focus on parking management in Town. Ms. Cooley recommended creating an FAQ document for stakeholders.

9:31 p.m. Appointment Calendar and Consent Agenda
Motion by Ms. Dowd that the Board vote to approve the Appointment Calendar and Consent Agenda.
Second: Ms. Cooley. Unanimously approved 5-0.

APPOINTMENT CALENDAR

1.	Liz Hay	Envision Needham Center Working Group Term Exp: June 30, 2027
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CONSENT AGENDA

1.	Amend Open Session Minutes of April 15, 2025, Approve Open Session Minutes of April 22, 2025, Approve Executive Session Minutes of April 22, 2025, Approve Subcommittee for Town Manager Negotiations Minutes of May 5, 2025.
2.	Accept the following donation made to the Needham Free Public Library: \$15,750 from the Friends of Needham Free Public Library
3.	Accept the following donations made to Needham's Aging Services Division: \$20 from Debra Budd \$20 from Malka Young
4.	Accept the following donation made to Needham Youth & Family Services: \$750 from Needham Resiliency Network
5.	Accept the following donations made to the Needham Community Revitalization Trust Fund: \$1500 from The Exchange Club of Needham \$200 from the Charles River Center

6.	Approve a request from Sam Snekvik, Executive Operations Coordinator of Bikes Not Bombs, to hold the road event “2025 Bike-A-Thon” in Needham. The event is scheduled for Sunday, June 8 th , 2025, starting at 10:00 a.m. The event and route have been approved by the following departments: Fire, Police, and Public Works.
8.	Approve and Sign Water Sewer Abatement 1340

NOTICE OF APPROVED BLOCK PARTIES

Name	Address	Party Location	Date	Time	Rain Date
Katherine Calzada	9 Morton Street	Morton St. from Webster to Village Club Entrance	9/6/25	11am-3pm	9/7/25

NOTICE OF APPROVED ONE-DAY SPECIAL ALCOHOL LICENSES

Hosting Organization	Event Title	Location	Event Date
Knights of Columbus	Ryan E. Sullivan Memorial Scholarship Event	1211 Highland Avenue	5/02/2025
League of Women Voters	LWV Needham Annual Meeting	300 Hillside Avenue	5/22/2025

9:31 p.m. Human Rights Committee Statement
Presenter: Keith LaFace, Co-Chair, Needham Human Rights Committee

Co-Chair Keith LaFace presented to the Board the Needham Human Rights Committee statement regarding their continued commitment to ensuring Needham is a place where people of all backgrounds can feel welcome, safe, and valued. Mr. LaFace noted that this statement was motivated by comments from residents over the past few months as a response to the drawback of diversity, equity, and inclusion policies at the federal level. Following lengthy discussion regarding the specific wording of the statement, the following motion was proposed.

Motion by Mr. Keane that the Board vote to formally endorse this statement and authorize the Human Rights Committee to distribute it to other boards and committees for their review and potential endorsement.
Second: Ms. Cooley.

Board members discussed the implications of passing the above motion, including what it means to endorse a statement and the consequences of naming specific vulnerable groups and the concern that a group may feel excluded. The Board concluded that they would continue this discussion at a subsequent meeting.

Mr. Keane withdrew his motion.

9:55 p.m. Transfer Equipment to Norfolk County
Presenters: Katie King, Deputy Town Manager, David Davison, Deputy Town Manager/Director of Finance

The Town no longer has use for an oil tank trailer which used to be brought to commercial establishments that sold oil by the Weights and Measures Official who would pump a specific amount of oil into the proofer so that person could then verify that the amount shown on the truck's dispensing meter is accurate. The Town is seeking to transfer it to the County. Norfolk County provides the required weights and measures services to Needham businesses on behalf of the Town of Needham. The County will accept the transfer of the trailer and equipment from the Town.

Motion by Mr. Keane that the Board vote to authorize the Town Manager to transfer ownership of the weights and measures red light duty trailer with Proofer to Norfolk County for no fee.

Second: Ms. Dowd. Unanimously approved 5-0.

9:59 p.m. Town Manager

Town Manager Report

- Town observance of Memorial Day will take place on Monday, May 26, 2025. Further details can be found on the Town website.

10:01 p.m. Board Discussion

Town Manager Appointment

At its meeting on April 1, 2025, the Select Board voted to appoint Katie King as Town Manager subject to successful negotiation of an employment contract and further voted to appoint the Chair and Vice Chair as a subcommittee to conduct contract negotiations with the successful candidate. It was agreed that the Chair and Vice Chair for the negotiations subcommittee would be Mr. Keane and Ms. Frail.

The subcommittee, with the assistance of Town Counsel Chris Heep, has completed its work and recommends that the Board vote to approve and sign an employment agreement between the Town of Needham and the Town Manager, Katie King, effective July 5, 2025. Mr. Heep provided further details regarding negotiations and answered questions from Select Board members.

Motion by Ms. Dowd that the Board vote to approve and sign the employment agreement between the Town of Needham and the Town Manager, Katie King, effective July 5, 2025.

Second: Mr. Keane. Unanimously approved 5-0.

Committee Reports

Mr. Keane commented on the completion of Town Meeting, in particular the concern regarding the management of the budget and what is approved at Town Meeting.

Mr. Levy also commented on Town Meeting and the budget priorities presented.

Ms. Cooley reported that the Affordable Housing Trust Fund met and emphasized the need for the Town to think through upcoming decisions carefully to investigate relevant questions.

Ms. Frail reported that the Tree Preservation Planning Committee is holding a public listening session on Wednesday, June 4 at 7:00 p.m. in Powers Hall and via Zoom. At the next meeting, the Committee will hear from the City of Newton about their tree bylaw.

10:15 p.m.

Adjourn

Motion by Ms. Frail that the Board vote to enter into Executive Session pursuant to Exception 2: To conduct strategy sessions in preparation for negotiations with non-union personnel or to conduct collective bargaining sessions or contract negotiations with non-union personnel (Fire Chief), and not to return to Open Session prior to adjournment.

Second: Mr. Frail. Unanimously approved 5-0 by roll call vote.

A list of all documents used at this Select Board meeting is available at:

<http://www.needhamma.gov/Archive.aspx?AMID=99&Type=&ADID>

The next Select Board meeting is scheduled for Tuesday, May 27, 2025, at 6:00 p.m.

A video recording of the May 13, 2025 Select Board meeting can be found at https://www.youtube.com/watch?v=IFQoLV_rcRE&ab_channel=TownofNeedhamMA or at <https://www.needhamchannel.org/2025/05/needham-select-board-5-13-25/>.