



# **Voters' Guide**

## **2025**

**Town Election: April 1, 2025**

**Wayland Town Meeting: Monday, April 7 at 6:45 pm at the  
Wayland High School Field House  
and continuing on Tuesday, April 8 (if needed)**

**Click on the links to see the candidate information for the following offices:**

**Select Board (1 seat)  
Board of Assessors (1 seat)  
Board of Health (1 seat)  
Board of Health (1 seat)  
Board of Library Trustees (2 seats)  
Board of Public Works (2 seats)  
Planning Board (1 seat)  
Planning Board Associate (1 seat)  
Recreation (2 seats)  
School Committee (1 seat)  
Trust Fund Commission (1 seat)  
Housing Authority (1 seat)**

Please note that candidates were limited to 150 words in their question answer.



## Select Board (3-year term)

### Tom Fay (incumbent)

**ADDRESS:** 1 Happy Hollow Road

**OCCUPATION AND/OR PREVIOUS SERVICE TO THE TOWN:**

Attorney; Chair and member of the Wayland Select Board, May 2009 - 2012, May 2019 – present; Chair of the Wayland Library Planning Committee, January 2015 to February 2019; Chair of the Wayland Town Meeting Rules Advisory Committee, January 2014 – January 2015; Chair of the Wayland Hurricane Relief Steering Committee, August 2005 – March 2009

**CAMPAIGN WEBSITE AND/OR SOCIAL MEDIA, IF ANY:** TomforWayland.com

***Wayland is classified as an MBTA Adjacent Community. Both it and our Housing Production Plan call for two-family and community-scale multifamily dwellings and discourage teardowns. What types of housing that meet these requirements do you think would be best for Wayland?***

Some of the challenges the town faces to developing housing in Wayland include environmental hurdles, such as the topography and the type of soil available. Other challenges include large non-developable areas including the town's extensive waterways, such as Dudley Pond, the Sudbury River, and Heard Pond, as well as flood hazard areas, especially along the Sudbury River, and extensive wetlands. Moreover, Wayland enjoys ample conservation land throughout the community. More conversations are needed to address any housing requirements.

***How will the Board ensure that the COA and Recreation will have adequate space for their activities and not be restricted by outside groups wanting to use the space?***

The town is fortunate to have excellent staff people leading the Council on Aging and the Recreation Department. These two teams work well together and, to date, have had multiple conversations on scheduling models for the soon-to-open Council on Aging and Community Center ("COA/CC"). It is my understanding that a model has been set up that gives priority to the town and town-related organizations before any external third parties.

---

## **Board of Assessors (3-year term)**

**Steven P. Klitgord (incumbent)**

(no response received)

---



## **Board of Health (3-year term)**

### **Genevieve Anand**

**ADDRESS:** 9 Forty Acres Drive

**OCCUPATION AND/OR PREVIOUS SERVICE TO THE TOWN:** Physician, practicing Internal Medicine; prior Wayland Board of Health term from 2022 to 2025

**CAMPAIGN WEBSITE AND/OR SOCIAL MEDIA, IF ANY:** None

***How does the board make decisions and make health recommendations when there is so much conflicting information?***

The Board of Health meets once a month at an open town meeting and the Director updates members with information in between meetings. We have open discussions at meetings with Board of Health Members and the Director with regards to issues that come up. The Public Health nurse, other community members and associated organizations will also be present as needed. As a practicing Primary Care, Internal Medicine Physician, I keep updated with validated new health guidelines as they come out and am able to provide my view point and support to the Board as needed.

---

## **Board of Health (2-year term)**

### **Kathryn Stiff**

**ADDRESS:** 2 Plainview Road

**OCCUPATION AND/OR PREVIOUS SERVICE TO THE TOWN:** Nurse Practitioner

**CAMPAIGN WEBSITE AND/OR SOCIAL MEDIA, IF ANY:** None

***How does the board make decisions and make health recommendations when there is so much conflicting information?***

The problem of making decisions or recommendations in a setting of conflicting information is common. Problems facing a community related to public health are complicated. In complex decision making, I tend to follow a process that starts with clearly identifying the problem, then gathering information by listening to and discussing different perspectives, objectively analyzing the data, seeking expert advice, and asking questions. Information seeking as questions arise and acknowledging knowledge gaps, limitations in the information and existing uncertainties. Next, using the most reliable data in identifying potential solutions that align with the laws and board of health mission. Then assessing risks and benefits of the potential solutions. Once a potential solution is identified, further discussion and consensus building can help reach a decision in moving forward. An evidence based approach to problem solving helps to make informed and balanced decisions.

---



## **Board of Library Trustees (3-year term)**

**Anna Blazier**

**ADDRESS:** 11 Pollock Road

**OCCUPATION AND/OR PREVIOUS SERVICE TO THE TOWN:** Computational Biologist

**CAMPAIGN WEBSITE AND/OR SOCIAL MEDIA, IF ANY:** N/A

### ***What are the highlights of the library's new five-year strategic plan?***

Recently, the Wayland Free Public Library adopted a new five-year strategic plan for FY2026-FY2030. In this plan, four strategic priorities were identified: (1) Enhance accessibility, facility design, and sustainable practices, (2) Foster inclusivity and diversity for all, (3) Increase cultural, educational, and technology programs, and (4) Strengthen community engagement, communication, and outreach. As a member of the Board of Library Trustees, I am eager to provide a young family perspective in the execution of these strategic priorities.

---



## **Board of Library Trustees (3-year term)**

### **Emily Weintraub (incumbent)**

**ADDRESS:** 8 Trinity Place

**OCCUPATION AND/OR PREVIOUS SERVICE TO THE TOWN:** Art appraiser; currently at the end of a one-year term as a Trustee of the Wayland Free Public Library

**CAMPAIGN WEBSITE AND/OR SOCIAL MEDIA, IF ANY:** N/A

***Who is consulted and how are decisions made when selecting materials to purchase? What part do Wayland residents play?***

The Library's Collection Development Policy outlines the materials selection process, which is overseen by the Library Director in collaboration with staff. Criteria used to judge quality are: authoritativeness, relevance, need, demand, value and reception. Patron requests are valued and encouraged.

***What are the highlights of the library's new five-year strategic plan?***

The recently published 2026-2030 Strategic Plan of the Wayland Free Public Library focuses on several goals: enhancing building accessibility through modifications to entrances and paths and the redesign of some interior spaces, including the Children's Room, to improve functionality. The Library seeks to foster inclusivity and diversity through forums, workshops and events focus on civic issues and cultural understanding. Another goal is expanded programming, including after school events for kids and teens, and weekend offerings. The Library will also showcase local authors, artists and musicians. Finally, The Library will strengthen community engagement and outreach through partnerships with local organizations, town departments and local businesses.

---



## **Board of Public Works (3-year term)**

### **Tsung Chiang (incumbent)**

**ADDRESS:** 8 Alice Drive

**OCCUPATION AND/OR PREVIOUS SERVICE TO THE TOWN:** Board of Public Works

**CAMPAIGN WEBSITE AND/OR SOCIAL MEDIA, IF ANY:** N/A

***Water is a big issue everywhere. PFAS, droughts and water bans, lead pipes, etc. How will connecting to MWRA water help?***

Yes water is everywhere but good water is not.

We all know that humans can live without food for much longer than without water. Wayland has water but its quality is not good enough for drinking. Even with all of Wayland's water supply, it is not enough to meet the maximum daily demand. That is why we have water bans (restrictions) every year. Also, the water qualities are not meet the required standard, especially the PFAS and lead pipe issues. Connection to MWRA will provide us more water to meet our maximum water demand but also provide us with better quality water to meet the PFAS standard. Lead pipe and aged pipe would require time to replace and would need funding.

***The Board of Public Works has a very broad agenda. How do you make sure each department gets the full attention that it requires?***

The Board of Public Works work together very closely. Each of us is always willing to do what we know better and willing to do it. We all pay attention to identify the issues that need to be paid attention immediately. Also, the staff in the Department of Public Works are very knowledgeable about their work and work very hard.

---



## **Board of Public Works (3-year term)**

### **Michael Wegerbauer (incumbent)**

**ADDRESS:** 7 Blossom Lane

**OCCUPATION AND/OR PREVIOUS SERVICE TO THE TOWN:** VP, Learning Solutions @ M & R Consultants Corporation (MRCC) – prior Board of Health member, current Board of Public Works Chair

**CAMPAIGN WEBSITE AND/OR SOCIAL MEDIA, IF ANY:** N/A

***Water is a big issue everywhere. PFAS, droughts and water bans, lead pipes, etc. How will connecting to MWRA water help?***

A dual source approach where the majority of water comes from Wayland sources and a portion from MWRA is the option BoPW has voted to approve (after 4+ years of study supported by DPW staff and engineering and financial consultants). This provides the lowest long-term operating cost while providing redundancy. In simplest terms, Wayland water is a resource and asset that the Town already “owns”. It requires treatment and filtering to ensure it meets state and federal regulations. Using a temporary filtering solution at the Happy Hollow wellfield, Wayland is delivering water at non-detect level for PFAS, but a permanent solution under design is required. That said, Wayland does not have sufficient space at the other 4 wellhead locations to accommodate filtering to meet upcoming standards, and, therefore, tying into the MWRA system as a source is necessary for redundancy and to help support demand during peak season (summer months).

***The Board of Public Works has a very broad agenda. How do you make sure each department gets the full attention that it requires?***

No question – it’s challenging to cover all aspects under BoPW purview, but the Board works closely with DPW staff, holds regular monthly meetings, and additional meetings and hearings as required. On a bi-annual basis we coordinate with the Planning Board to conduct shade/scenic road tree hearings. On an annual basis we review the 5-year paving plan, coordinated with the water main replacement plan, conduct hearings to set water, cemetery, and transfer station rates, review traffic calming requests, and review and discuss the operating and capital budgets for all departments, including the 5-year capital plan for each.

Beyond this, the Board initiates special projects such as the cross-departmental crosswalk analysis and improvement project designed to ensure Wayland road crossings are as safe as possible for children and adults. The Board welcomes public comment in each meeting and via e-mail and does its best to address comments as best possible.

---





## Planning Board (5-year term)

**Jesse Newberry**

**ADDRESS:** 29 River Road

**OCCUPATION AND/OR PREVIOUS SERVICE TO THE TOWN:** Principal Digital Solutions Technologist, HNTB. Prior to January 2025, Business Engagement Manager, MassDOT. Currently serving as Associate Member, Wayland Planning Board.

**CAMPAIGN WEBSITE AND/OR SOCIAL MEDIA, IF ANY:**

<https://www.linkedin.com/in/jessenewberry/>

***What will the Planning Board do to encourage developers to take advantage of Wayland's MBTA and Accessory Dwelling Unit bylaws?***

As an associate member, I have seen swift action by our Town Planner and the Planning Board to fulfill the requirements in both the MBTA Communities Act and the ADU regulations. The Planning Board can be a resource to inform town residents on these changes, directing them to resources at the state level. The Planning Board can also ensure that developers take these changes into account when proposing a project.

***There have been complaints for years about fixing our Zoning Bylaws. What needs fixing and what is the timeline for doing so?***

There is certainly a need for the Planning Board, Zoning Board of Appeals, and the Economic Development Council to partner up on this issue, hear concerns and new ideas, and bring about meaningful changes. I would propose that these three groups of decision makers, along with any other interested parties, meet together as a group to align on direction and next steps.

---



## **Planning Board Associate (4-year term)**

**Nick Munkengeck**

**ADDRESS:** 134 Pelham Island Road

**OCCUPATION AND/OR PREVIOUS SERVICE TO THE TOWN:** Architect/Non-Profit Owner's Project Representative

**CAMPAIGN WEBSITE AND/OR SOCIAL MEDIA, IF ANY:** N/A

***What will the Planning Board do to encourage developers to take advantage of Wayland's MBTA and Accessory Dwelling Unit bylaws?***

At the moment this is unclear but I plan to assist the planning board, with the knowledge I have gained representing non-profit organizations within the greater Boston construction industry for the past twenty plus years, in forming a 10 year plan to increase the quantity of affordable housing in a way that benefits the community interests and eliminates the threat of outside developers taking advantage of the 40B laws to profit off our town.

***There have been complaints for years about fixing our Zoning Bylaws. What needs fixing and what is the timeline for doing so?***

It is my understanding that many issues seem to be holding back outside investment in our vacant commercial spaces and that adjusting these bylaws could not only incentivize filling these empty spaces resulting in more cohesive activity centers but also lead to a reduction in residential taxes.

---

## **Recreation Commission (3-year term)**

**Asa B. Foster (incumbent)**

(no response received)



## **School Committee (3-year term)**

### **Erin Gibbons (incumbent)**

**ADDRESS:** 25 Mitchell Street

**OCCUPATION AND/OR PREVIOUS SERVICE TO THE TOWN:** Attorney and currently serving as Chair of the School Committee

**CAMPAIGN WEBSITE AND/OR SOCIAL MEDIA, IF ANY:** None for current campaign

***With costs increasing, especially for special education services, and enrollment declining, what steps can the SC take to contain or reduce the school budget?***

To address increasing costs, especially in the areas of special education and out of district transportation, and in light of an expected decline in overall enrollment, the School Committee should be working with Administration to consider cost-containment measures, resource reallocation, and strategic partnerships, while focusing on data-driven decision-making and community engagement.

The School Committee and Administration have been working closely together to increase the collection of data as well as the ease in use of collected data to make the best decisions for our District. The District is working to analyze data to most effectively and efficiently provide early intervention to students. The District is also looking at expanding the reach and impact of existing staff by streamlining processes and shifting resources.

We should also be looking to take advantage of grants and other funding sources to supplement the school budget.

---



## **Trust Fund Commission (3-year term)**

### **Adam Gutbezahl (incumbent)**

**ADDRESS:** 48 Rice Spring Lane

**OCCUPATION AND/OR PREVIOUS SERVICE TO THE TOWN:** Wayland Cultural Council (2017-2021); Wayland Finance Committee (2019-2021); Wayland Select Board (2021-2024); Wayland Trust Fund Commission (2019-present)

**CAMPAIGN WEBSITE AND/OR SOCIAL MEDIA, IF ANY:** NA

### ***What funds do the Commissioners oversee? Where did they come from and how are they used?***

The Commission oversees the administration of 11 funds. Two funds (the Perpetual Care Fund and Robsham Cemetery Trust) concern maintenance and care of the Town's cemeteries. Five of the funds are dedicated to use by the Library. The four remaining funds are: (i) the Gossels Public Ceremonies Fund (the "GPC Fund"); (ii) the Leavitt Fund; (iii) the Greaves Fund; and (iv) the Croft Fund.

- The GPC Fund assists with commemorating the recipient of the annual C. Peter R. Gossels Good Government Award.
- The Leavitt Fund provides scholarships to Wayland youth attending Norwich University in the ROTC program.
- The Greaves Fund supports programs, performers, and events at the schools.
- The Croft Fund awards trophies to youngsters in the Recreation Department's programs.

These funds originate from generous gifts left to the Town, with some dating back to the mid-19th Century and the most recent established within the past two to three years.

### ***How are the funds increasing other than earned interest?***

In addition to accrued interest, the funds increase through sound investment strategies. The Commission works with Bartholomew & Company, a financial wealth management company under contract with Wayland that possesses decades of experience advising municipalities. The Commissioners vet each disbursement request to ensure that the funds may remain in perpetuity and continue to grow so that they remain available for many years to come.

---



## **Housing Authority (5-year term)**

### **Susan Weinstein (incumbent)**

ADDRESS: 279 Concord Rd

**OCCUPATION AND/OR PREVIOUS SERVICE TO THE TOWN:** Currently Executive Director, Families for Depression Awareness ([www.familyaware.org](http://www.familyaware.org)); Elected and/or appointed offices in Wayland since 1992 (partial list): Housing Authority, Community Preservation Committee, Municipal Affordable Housing Trust Fund, Board of Selectmen (previous), Growth Policy Committee (previous)

**CAMPAIGN WEBSITE AND/OR SOCIAL MEDIA, IF ANY:** None

***The Wayland Housing Authority is federally funded. Are there concerns about budget cuts? If that were to happen, what options does the Housing Authority have?***

In the current period of indiscriminate slashing of funding and government staff, of course we have concerns about funding reductions. For the time being, our public housing and housing voucher programs are maintaining funding levels. We also have completed a variety of capital improvements that will help preserve our housing structures. Should we need to overcome a shortfall, the Housing Authority has reserve funds that could serve as a stopgap measure. Should the funding be further reduced, HUD would need to issue or waive regulations regarding tenancies and rent levels, and we would need to evaluate our position then. I believe the WHA will continue serving our elderly, disabled, and family residents for as long as possible in the most compassionate and fair way possible.

***What are the needs for additional affordable housing?***

Wayland's housing stock is primarily owner-occupied, single-family, market-rate, detached homes. They are expensive and becoming even more so. Because of house and lot size requirements and the dearth of rental properties, moving to (and sometimes staying in) Wayland is not feasible for young people, older people, and even what we would characterize as middle-class people. I am hopeful that the Accessory Dwelling Unit law will enable more families to keep multiple generations at one property and generate income that could help a homeowner afford to stay here. I also am hopeful that the Town will open the way for shared housing for individuals living with intellectual or developmental disabilities. I'd also love for the Town to explore ways to accommodate multiple households (e.g., tiny houses) within a collective served by a common community building. I think that would be exciting!

---