



**TOWN OF WARNER**  
**Housing Committee**  
**Meeting Minutes, January 21, 2026**

PO Box 265, Warner, NH 03278-0265  
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WarnerNH.gov

4 **CALL TO ORDER** at 5:05 pm

5 **PRESENT** Committee Members: Ruth Roudiez, Bob Holmes, Laura Hallahan, Ellie Brown, Ian Rogers,  
6 and Dana Myskowski  
7 Central NH Regional Planning Commission Representative Matt Monahan  
8 Planning Commission Representative Mike Tardiff

9 **ABSENT** Connor Spern, UNH Cooperative Extension Representative John Christ

10 **PUBLIC COMMENT** None

11 **APPROVAL OF MINUTES**

12 Reviewed Dec. 10, 2025, minutes. Laura moved to accept with edits; Ruth seconded.

ALL APPROVED

13 **ADU AMENDMENT UPDATES**

14 Ian: Planning Board was able to edit the proposed ADU Zoning Ordinance. There was a public hearing Monday, with  
15 no one attending, but we were able to finesse some of the language, fixing some errors.

16 Bob: The Planning Board took a long time to get to this point. There was a general desire to make it as short as possible.  
17 Some wanted to make people just look at the RSA, but there was some pushback on that within the Planning Board. So,  
18 it was interesting.

19 Mike: Think it's the difference between understanding what it takes to be able to build an ADU and otherwise having to  
20 try to understand how the RSA works into the town rules.

21 Bob: The public not only needs to get educated about ADUs, but the Planning Board needs to understand what an  
22 ADU is.

23 Matt: The RSA again states that three or more units is multifamily, and that an ADU is a second unit, so an ADU doesn't  
24 fall under multifamily rules.

25 Bob: Maybe in future suggestions for edits, we should do a memo to help the Planning Board and members of the public  
26 understand.

27 Ian: Perhaps we should also have someone at the meeting to introduce any proposal and answer questions, etc.

28 **UPDATES FROM CENTRAL REGIONAL (MULTIFAMILY, ETC.)**

29 Mike: This committee could come up with a potential plan to talk about multifamily. We should plan to build the base  
30 for 2027. A victory is retaining a lot of the narrative for the zoning. Hopefully, it passes; you would hope it would since it  
31 is laid out in RSAs now. Part of the audit that we're seeing now, there are bad zoning ordinances out there; but overall  
32 structure wise, Warner's is in a better starting place.

33 Matt: Housing needs assessment: Like many towns, supply is low and cost is high. Allenstown, Concord, Warner, it's a  
34 common trend. New home buyers are looking for the same size and priced homes that downsizers are looking for. What  
35 do we need to hit our needs? It came up in Hopkinton this past fall. It is an aspirational number, but it would meet with  
36 what the buyers are looking for. So, they came up with 15 units over the next 15 years. One per year, so it's not too  
37 many.

38 There are about 17 different recommendations such as ADUs pertaining to RSAs. Better clarity on Intervale district  
39 defining what it is so we have a better picture on what the town wants to do there.

40 Workforce Housing Ordinance - which is really a cluster ordinance - you see all kinds of density calculations. Some  
41 are simple. And then they'll often offer incentives. Other towns make theirs difficult to figure out. Want to make sure it is

42 easy to use and is doing what the town wants for kinds of housing units wanted, maintaining open space requirements,  
43 and keeping the community character.

44 Mike: There can be a simplification of your Workforce Ordinance. It's dense now, so there's some work to get to that  
45 point. It's almost a policy conversation. Do we want workforce housing or not? A half pager could simply lay out the  
46 rules...or it could extend all the way to a multi-page, super dense document in which lawyers will be needed to help with  
47 understanding it. We should be working on this beginning in the spring.

48 Ian: What is workforce housing?

49 Mike: It's housing for teachers and planners, police and nurses, totaling over a \$100,000 income.

50 Matt: State law offers some analysis of who can buy. Starts with \$2349 per month for mortgage and \$1409 rental  
51 affordability.

52 Mike: Is that total payment?

53 Matt: Yes. Mortgage. Taxes. Utilities. The income breaks down to \$116,752 in 2023 households. Fabricators and  
54 assemblers earn about \$40,000, police \$62,000, teachers \$84,000, so it represents double income households.

55 Mike: That's part of the education. It's double-income families. Then there's a conversation about the number of kids.  
56 Well, that's going the other way now since kids are expensive. Our demographics in New Hampshire and New England  
57 and everywhere show there are fewer kids per family. People will fall back to the 1990's when it was the typical 2.5 kids:  
58 well, it's now less than that. And it's a lot smaller than that when you get into multifamily units.

59 Matt: And it's not like one or two kids adds a fixed extra cost to a school. You can think of a school being like parking  
60 spaces. If you have the available parking spaces, then you can park extra cars there; if you have room in classrooms, then  
61 you can add extra kids. When you end up needing to add parking spaces, it can be expensive; if your classrooms are  
62 already crowded, then it can be expensive.

63 Mike: Every conversation regarding schools comes down to special education. There are a lot of things going on in the  
64 state where we are seeing a downshifting of the costs to communities.

65 Bob: My observation is that Warner has the Kearsarge Regional School District where there are many people and towns  
66 that are part of it. Last year when the budget was introduced, one voter block showed overwhelming support, while the  
67 other half wanted to reduce the school budget. As the number of kids go down, the costs should go down, but it doesn't  
68 happen since often the numbers of teachers and administrators is not going down too.

69 New Hampshire Housing did a study: what do multifamily units do to school costs? There were several studied. All  
70 but one did not add any costs to local schools. The one that added to school costs had three-bedroom units. The others  
71 that did not add to school budgets offered one or two bedrooms. I don't think the public understands this.

72 Mike: There are so many factors that go into school funding, such as healthcare costs as well.

73 Ian: Want to go back to the first thing.

74 Mike: Education of multifamily - you as a group need to decide if you want to take it forward. It's dense; could be  
75 simplified. Maybe that's part of our public process: Is it begrudging? Or is it something that is welcomed? Smaller scale  
76 housing is in demand for young families and for seniors. And we have concerns with aesthetics and scale, while not  
77 changing Warner.

78 Ian: I like the idea of having the conversation: Is this important? Maybe 2026 we could add education in that.

79 Bob: Yes, I think there needs to be education about who workforce housing is for.

80 Mike: Yes, that it's for police, teachers, nurses, planners. This should be a process to see if the town is willing to add  
81 workforce housing and what it is.

82 Bob: Canada has a housing design catalogue, where you can download an approved plan and take it to an architect to  
83 modify for your particular property. It might be possible to crunch data from latest town assessment and see where  
84 buildable lots are in the village. We need to know where the water department reaches.

85 Mike: I have that information. We've always struggled for digital tax maps. I think it's important information, if you want  
86 to have that conversation. I will talk to our mapping guys and see what there is. We can also talk to Ray Martin and see  
87 what the policies are on extensions of water and sewer lines.

88 Bob: At exit 7, could water and sewer from Contoocook be extended?

89 Mike: I don't think it extends nearly that far. To exit 6 but not exit 7. For the next meeting: Matt can go over the needs  
90 assessment and the audit. Go over the process with you to determine what the low and high priorities are.

91 Matt: Do you want to combine land use documents?

92 Bob: Site plan and subdivision together?

93 *5:45 Matt left.*

94 Mike: Major and minor subdivision. But site plan is only triggered when there is a commercial component or  
95 multifamily.

96 Bob: James Gaffney pointed out that when it comes to affordable housing, it is not possible to build affordably now.

97 Ian: Do people have thoughts about what to talk about in the future?

98 Bob: There are some changes in the multifamily that are going to scare some people, because some areas will allow it by  
99 RSA where it's not allowed now.

100 Mike: I think we have a lot of work to do. A good place to start is doing a super deep dive into the regulations and  
101 ordinances. I think there are some good things that the Planning Board can use. I would love to give you an example of a  
102 site order review. Time is money as you go through the process.

103 Ian: Regulations and lower fees are concerns.

104 Mike: I would think it would be a goal.

105 Dana: Going back to your question about what committee members would like to see: I'd like to build in more  
106 opportunities to learn about all this—multifamily units, workforce housing, site plans, etc.—so I can feel more comfortable  
107 talking knowledgeably about this with neighbors and townspeople.

108 Mike: We can do that.

109 Dana: Maybe we could do something akin to a garden tour, but instead showing some ADUs to people—like my mom's  
110 single-floor unit she lives in at a home in Warner where the upper two floors are rented to a couple, and her one-floor  
111 walk-out unit on the lowest level is a good example of an ADU.

112 Mike: Not sure we could get people out to visit in person, but maybe some video tours.

113 Ian: Virtual tours might be informational. And well accepted. A lot of good information was shared during the first  
114 Housing Committee's gathering where about 45 people or so attended to talk about housing and listen to each other.

115 Laura: People also don't understand that building fewer units is more costly than building larger units.

116 Ruth: I think it's good that Catch Housing came to Warner with their proposals and people saw that 40 and 60 units are  
117 too big for our town; maybe townspeople will now accept a six unit more easily.

118 Laura: Do we wait until we can have what people want, or do we try to build what we need? We can't wait. We need  
119 housing.

120 Bob: I think if we can at least get zoning to change from one unit to six units, then at least we have that on the books.

121 Ian: Most important is that these go before the voters. New London had a bunch of zoning changes that failed last year.  
122 They were disappointed after all their hard work. They thought they had more town support.

123 Bob: I think the message the town is sending is that we don't want anyone here at all since our zoning requires large  
124 acreage, which results in million-dollar homes.

125 Laura: Yes, rather than the affordable housing so many people want and need.

126 **SURVEY**

127 Ian: The survey – any take aways?

128 Bob: Disappointed that there were people who did not want any housing at all.

129 Mike: Quite some tension.

130 Ian: Maybe when they are in a group, they hear what others are saying, and they think about housing in a different way.

131 Mike: There was support for multifamily and mixed use, on a small scale. How hard is it to develop that? And is the  
132 business side of mixed-use retail? Restaurant? Office space? Everyone wants to live above a quiet business, but they need  
133 to be businesses that can make enough money. What else? Walkability. You guys are different because of the village that  
134 you have. It's aspirational for some folks to be close to that. And then it's what is large scale? Catch Housing. Okay, then  
135 what is a little less large scale?

136 Laura: The incentives discussion was interesting.

137 Mike: The ADUs were a smaller group. ADUs are a tool as a housing plan for some people.

138 Bob: Permits are expensive; the fees were raised a few years ago and have received many complaints.

139 Ian: Maybe our low hanging fruit might be offering a clearer, simpler, or more predictable approval processes.

140 Mike: Maybe it's offering a super-simple process, and here are three designs you can use. Maybe we can suggest to the  
141 legislature the tax structure changes.

142 Ian: Page four I thought the overall summary was interesting. The significant tension that we have all seen:

143 "...residents of Warner are grappling with a significant tension between their desire to maintain the town's rural  
144 character and the increasing demand for flexible, affordable, and family-friendly housing options."

145 And the next to last sentence:

146 "...the feedback illustrates a community that is not entirely against growth but is highly protective of its identity, is  
147 cautious of unintended consequences, and is eager for clearer regulations."

148 Bob: Permits. I am on the Planning Board and have no idea how they work. I do know there's not a consistent process.

149 Mike: We need to make the permitting process clear. Who do you go to? And how? And how expensive?

150 Bob: And the town has a new building inspector. Not sure how it works.

151 Mike: Should we extend the survey? There were only 190 survey responses. It'd be nice to get a few more. We could say  
152 something like, "Haven't filled out the housing survey yet? One last chance!" on that flashing sign of yours.

153 Ian: I think we could do that. Could we get it in the library newsletter again?

154 Dana: Yes, I could email Nancy Ladd at the library first thing in the morning. However, the survey is no longer on the  
155 Town website; should we wait a week and get it up there first?

156 Ian: Okay. Can we get a motion to extend with a deadline for Feb. 6?

157 ***MOTION: To extend the survey to February 6, with notice on the flashing sign, the town website, and in the library  
158 newsletter. Made by Bob. Seconded by Laura.*** **ALL APPROVED**

159 Mike: Next time: We'll have Matt's audit—all the analysis, the final survey results, and the water district mapping.

160 Bob: In our existing workforce housing there is a map that shows where it is allowed; since we prepared that map, the  
161 areas have increased, but the map has not yet changed. At the Zoning Board – one of the reasons a project was not  
162 allowed was because the map had not been updated.

163 Mike: That's my first question to Matt tomorrow. When was the change made?

164 Bob and Ian are not sure.

165 **COMMUNICATIONS AND OTHER BUSINESS**

166 Ian: This committee needs to submit a report to the Town Annual Report. Wondering if anyone has thoughts about that.  
167 I noted some ideas of areas to touch upon, such as an introduction to the Housing Committee, aka who we are; what the  
168 HOP grant is and the tasks we were designed; what we've done so far—ADU regulations, survey, maybe summarize brief  
169 survey results and what the town residents would like to see in the future of the town, maybe include the first line in bold  
170 in the summary of the survey.

171 Bob: Tension and need for growth line, yes.

172 Ellie: Careful. Maybe people would feel empowered since tension may be a loaded word.

173 Ruth: Yes, if you show the people there's conflict it might make it easier for those who want to create more conflict to do  
174 so.

175 Ian: Good observations. I won't use the word tension.

176 Ruth: "Eager for clearer regulations" could be added.

177 Ian: Is that something we could add?

178 Mike: I'd word it, "Potential for."

179 Ian: Yes, potential for.

180 ***MOTION: To authorize Ian to write the Housing Committee Report for the Annual Town Report. Made by Bob.  
181 Seconded by Laura.***

**ALL APPROVED**

182 Ruth: To your earlier question where do we want to go from here? My thought is that for anything we bring to the  
183 Planning Board or the public, if we can first bring less controversial items that are easier to digest, then that would set a  
184 good point for our committee.

185 Mike: That could be a win – by setting up some things for town meeting 27, though with RSAs some of them are set to  
186 begin this year.

187 Bob: The Planning Board could make changes to the site plan.

188 Mike: I wouldn't want to go down the long road of making changes to a long document, and then have the Planning  
189 Board asking what is this?

190 Ian: The way things are presented to the Planning Board is important. The email was not successful. Working with  
191 Barrack Greene was successful. Having a page to show some notes. Maybe there can be a sample or a flow chart.

192 Mike: Maybe we wait a couple months before we present to the Planning Board.

193 Bob: Maybe there are other towns that we can refer to as well.

194 Mike: It will be helpful to go through the audit that Matt and Steve went through. It is kind of the next step. It could be a  
195 win to both the committee and for the Planning Board.

196 Ian: Community engagement piece: John may join us in another couple months.

197 **ADJOURN:** Laura moved to adjourn; Dana seconded. Meeting adjourned at 6:55 pm. **NO OBJECTIONS**

198 **NEXT MEETING:** February 18, 2026, 5 p.m. at the Pillsbury Free Library meeting room.

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2026.01.21 Housing\_Minutes\_DRAFT  
Noted by Dana Myskowski