Town of Berlin

2023 Plan of Conservation and Development Committee and Affordable Housing Plan Meeting #1
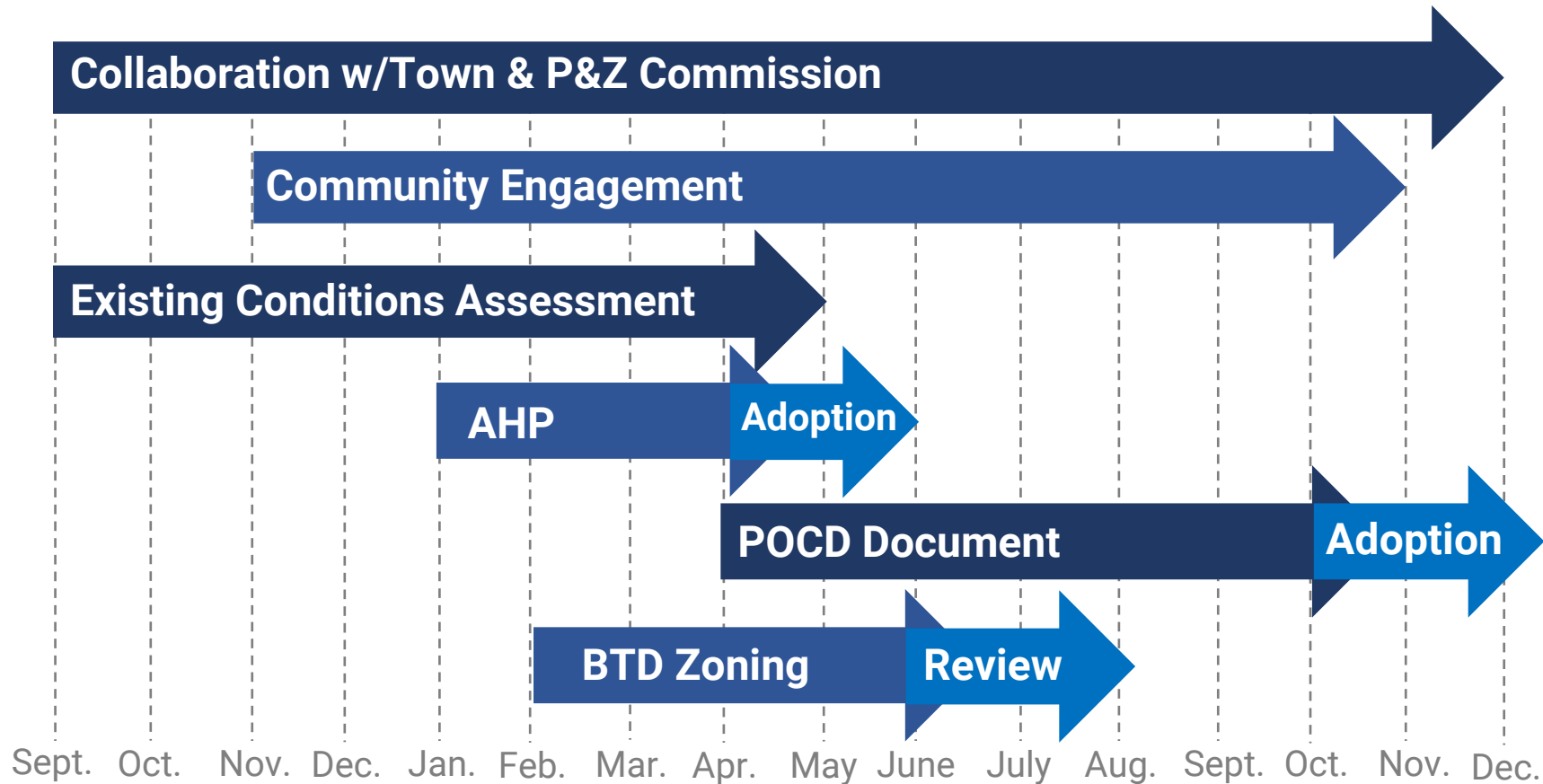**9/23/21**

FHI studio

Agenda

1. Review recommended project schedule
2. Review demographic and socioeconomic trends and findings
3. Review preliminary housing analysis data
4. Discuss demographic, socioeconomic, and housing findings, issues, and needs
5. Visioning Exercise (work towards establishing a vision statement for Berlin)
6. Next steps
7. Discussion of Affordable Housing Committee

Project Schedule

15 months (concluding by end of 2022)

Collaboration w/Town & P&Z Commission

Community Engagement

Existing Conditions Assessment

AHP — Adoption

POCD Document — Adoption

BTD Zoning — Review

Sept. Oct. Nov. Dec. Jan. Feb. Mar. Apr. May June July Aug. Sept. Oct. Nov. Dec.

Berlin Plan of Conservation and Development and Affordable Housing Plan

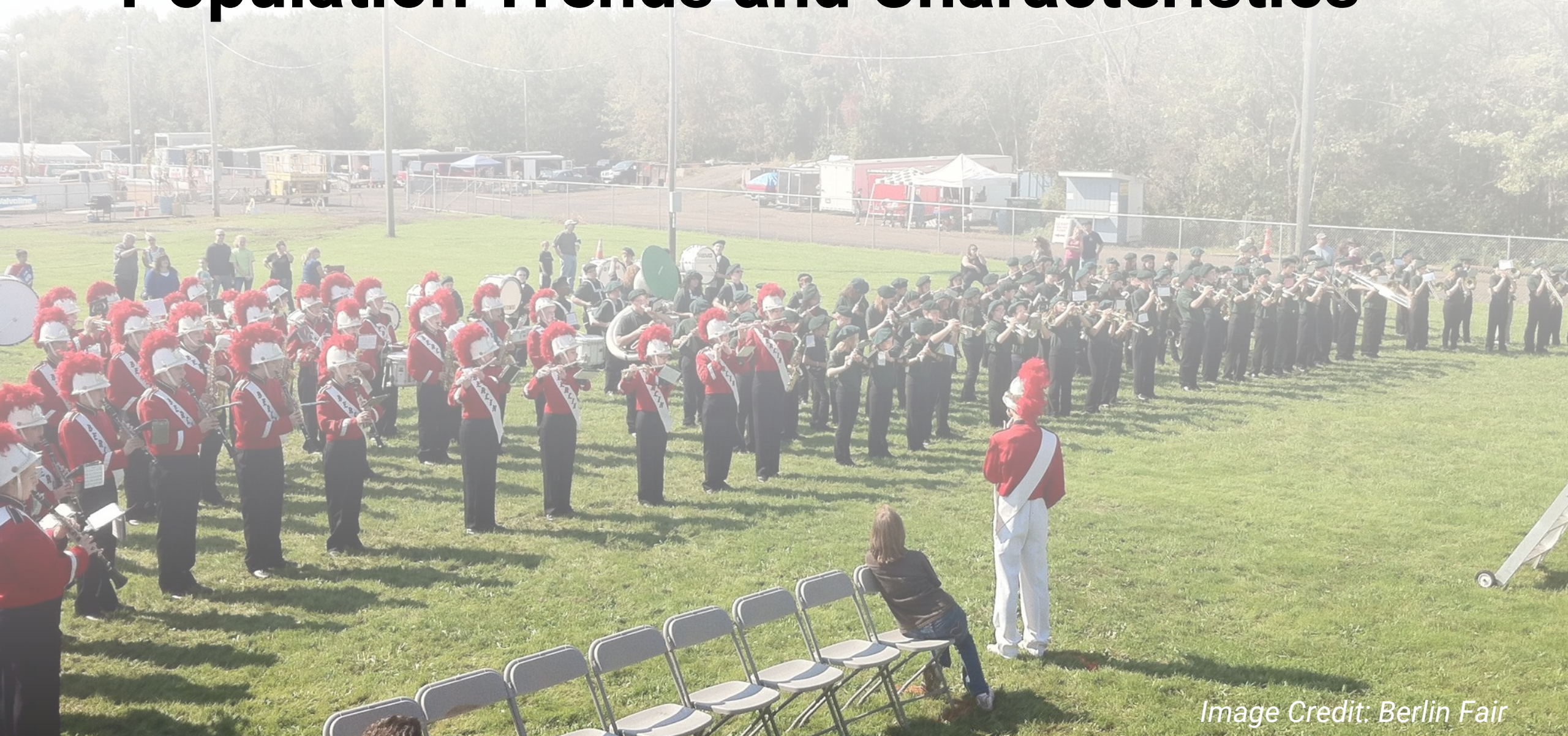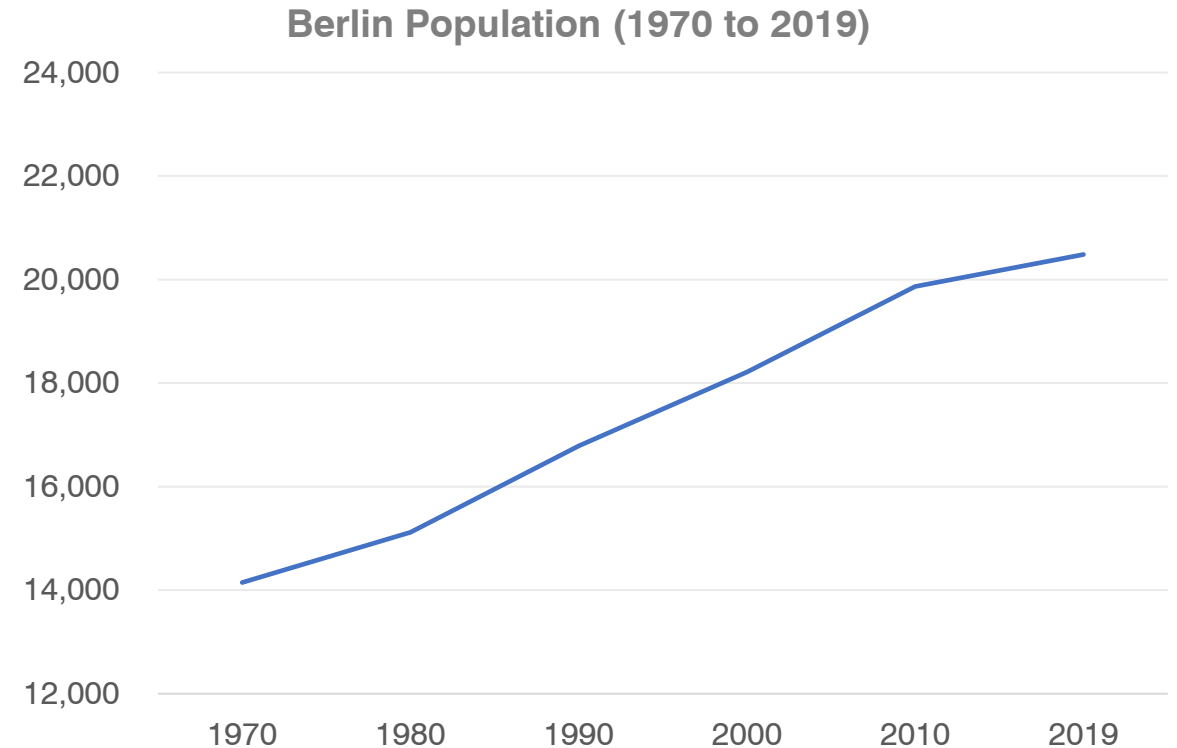# Population Trends and Characteristics

Image Credit: Berlin Fair

Population Change

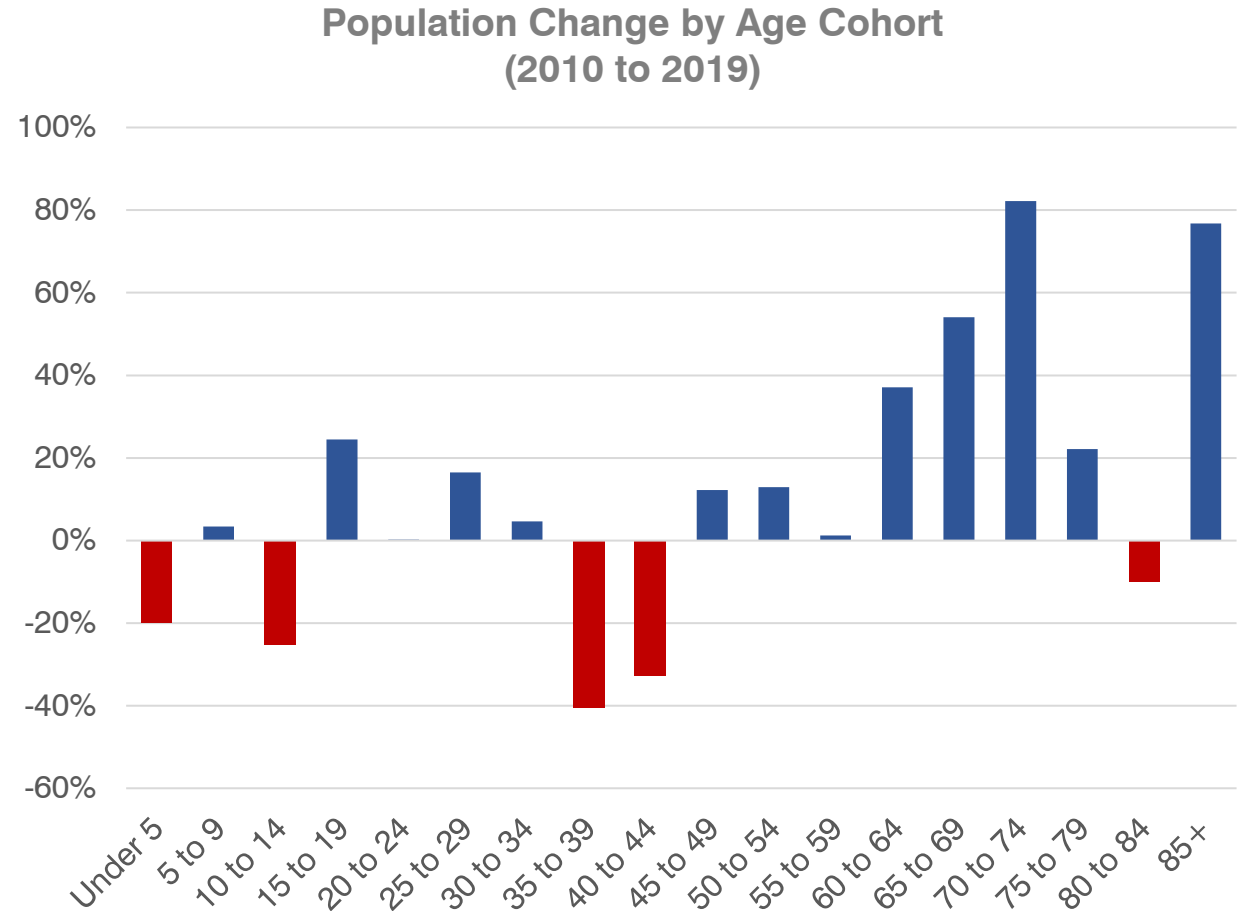- Berlin's population grew at a steady rate in the 30 years between 1980 and 2010.

- Growth has slowed since 2010

Berlin Population (1970 to 2019)

Source: US Census and American Community Survey

Berlin Plan of Conservation and Development and Affordable Housing Plan
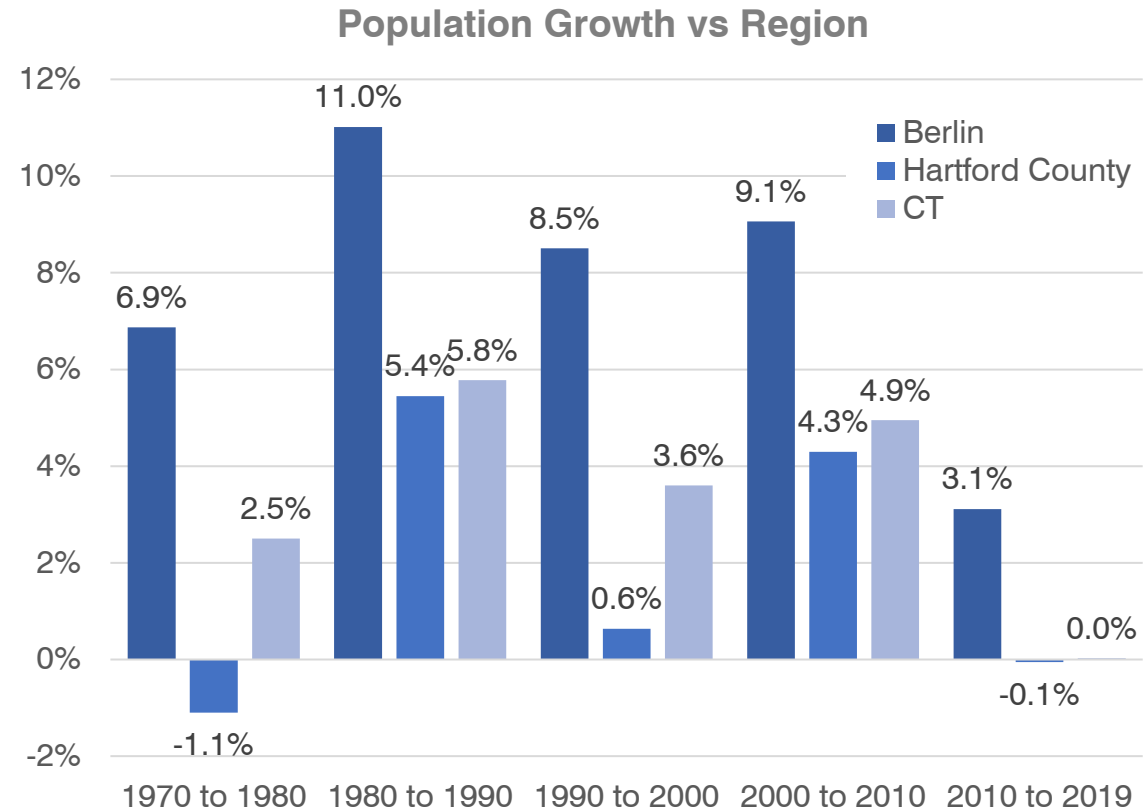
Population Change

- Berlin's population is growing in those age 45 and older with exception of ages 80-84.

- Population shrunk or grew at a slower rate in those below the age of 45.

Population Change by Age Cohort
(2010 to 2019)

Source: US Census and American Community Survey

Berlin Plan of Conservation and Development and Affordable Housing Plan
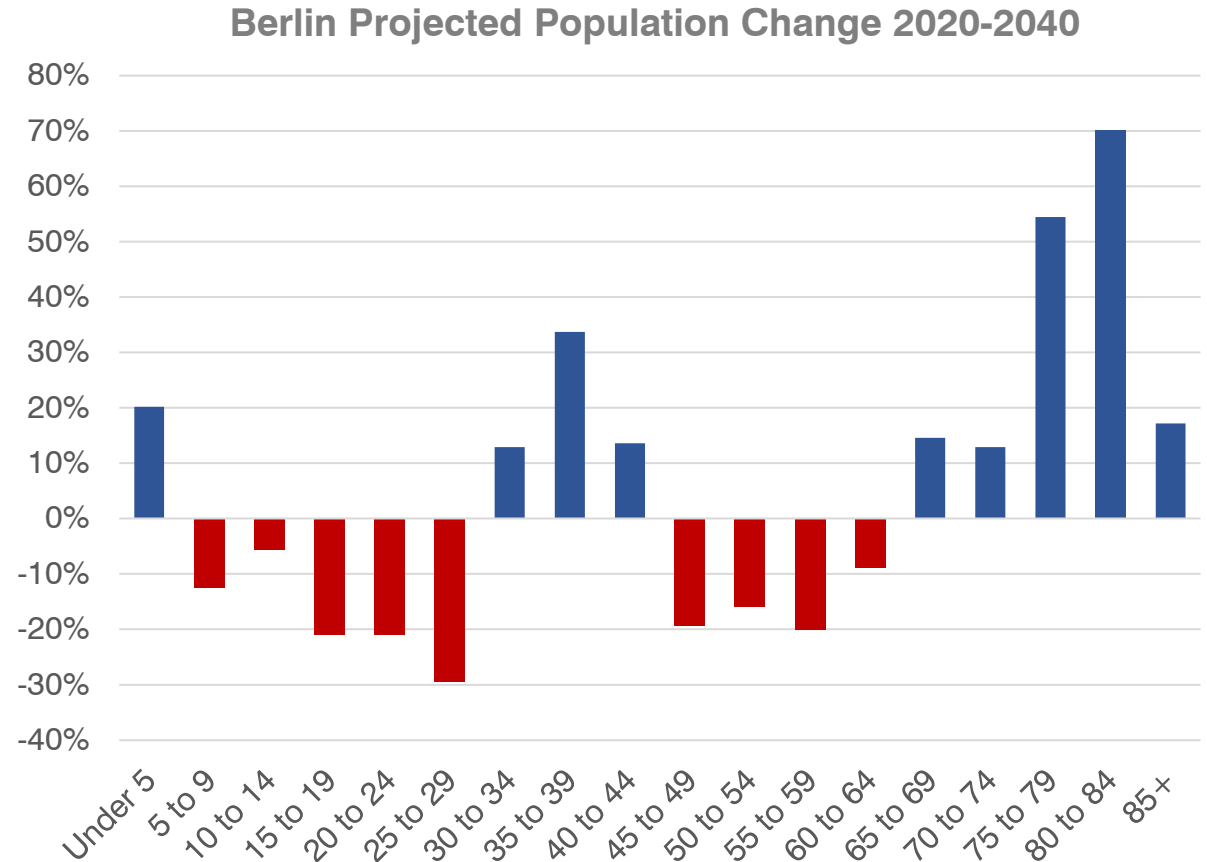
Population Change

- Berlin has consistently exceeded both Hartford County and the State in population growth over the past five decades.

- Growth in all three geographies was at a five-decade low in the past decade.

Population Growth vs Region

Legend:
- Berlin
- Hartford County
- CT

Period	Berlin	Hartford County	CT
1970 to 1980	6.9%	-1.1%	2.5%
1980 to 1990	11.0%	5.4%	5.8%
1990 to 2000	8.5%	0.6%	3.6%
2000 to 2010	9.1%	4.3%	4.9%
2010 to 2019	3.1%	-0.1%	0.0%

Source: US Census and American Community Survey

Berlin Plan of Conservation and Development and Affordable Housing Plan
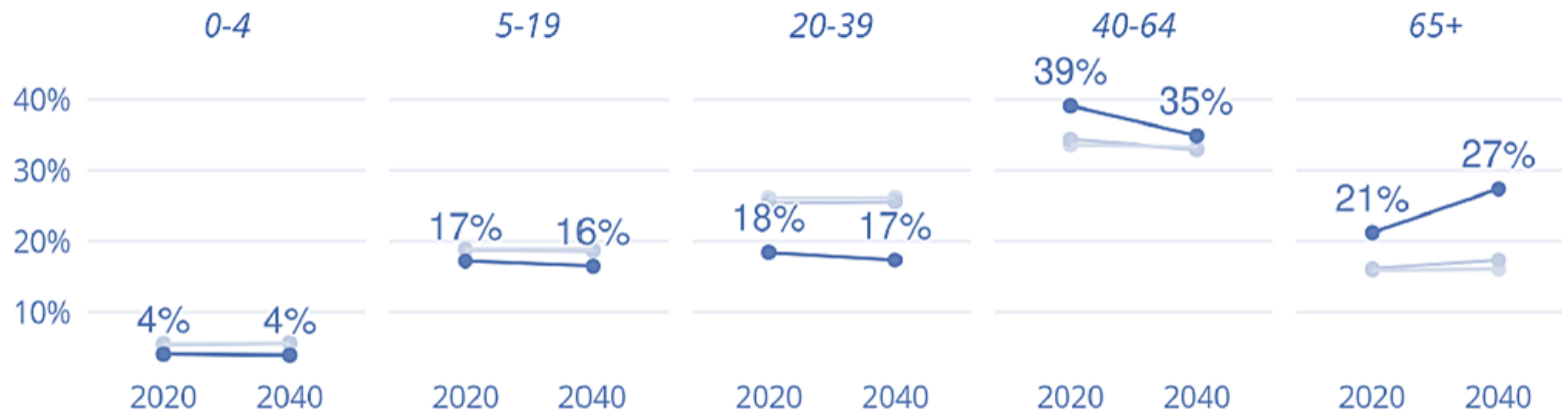
Population Projections

- According to projections conducted by the Connecticut Department of Economic and Community Development, Berlin's population is expected to contract in the age cohorts between 5 and 29 years old and 45 and 64 years old.

- *Projections were conducted in 2017 and may not reflect recent demographic shifts.*

Berlin Projected Population Change 2020-2040

Source: CT DECD

Berlin Plan of Conservation and Development and Affordable Housing Plan

Population Projections

- Berlin is projected to experience more growth than Hartford County and the State in those age 65 and older

- Berlin's population of between ages of 40 and 64 is expected to contract more than Hartford County and the State.
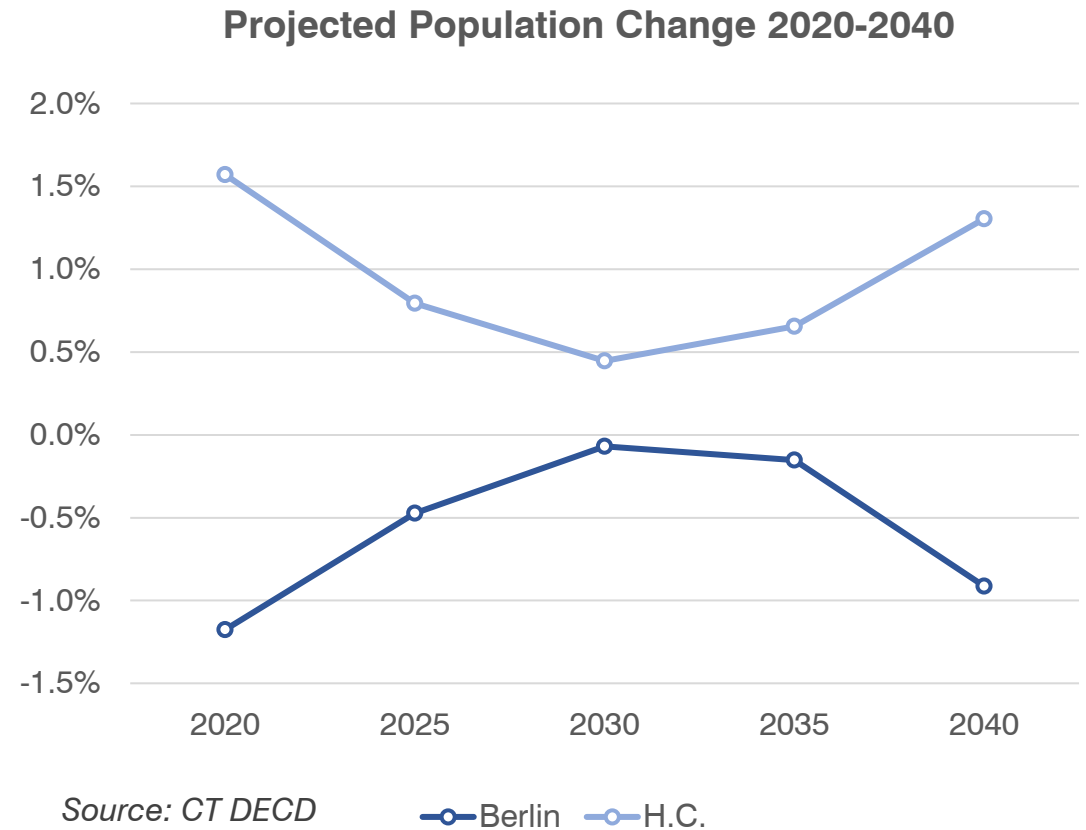

0-4   *5-19*   *20-39*   *40-64*   *65+*

4%   4%   17%   16%   18%   17%   39%   35%   21%   27%

2020   2040

Source: CT DECD   ● Berlin   ● Hartford County   ● Connecticut

Projections were conducted in 2017 and may not reflect recent demographic shifts

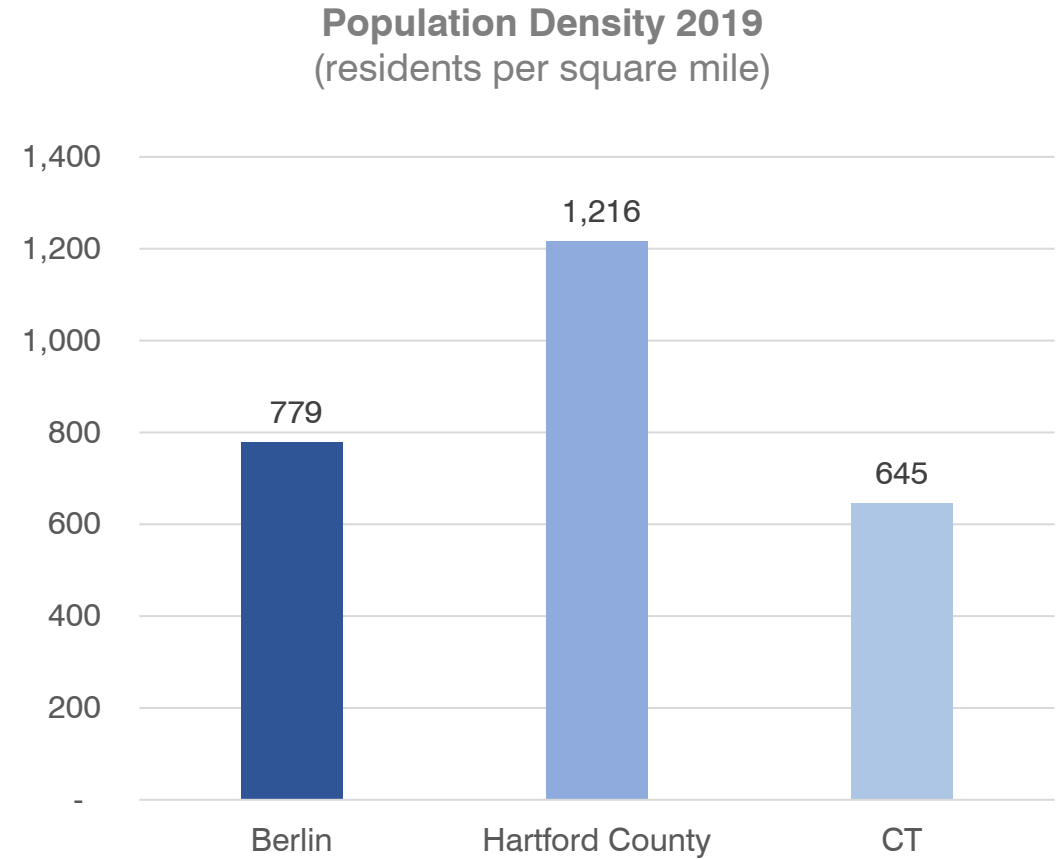*Berlin Plan of Conservation and Development and Affordable Housing Plan*

Population Projections

- Berlin's population change is expected to be negative through 2040.

- Berlin's population change is directly inverse of Hartford County's, which will remain positive through 2040.

- *Projections were conducted in 2017 and may not reflect recent demographic shifts.*

Projected Population Change 2020-2040

Source: CT DECD — Berlin — H.C.

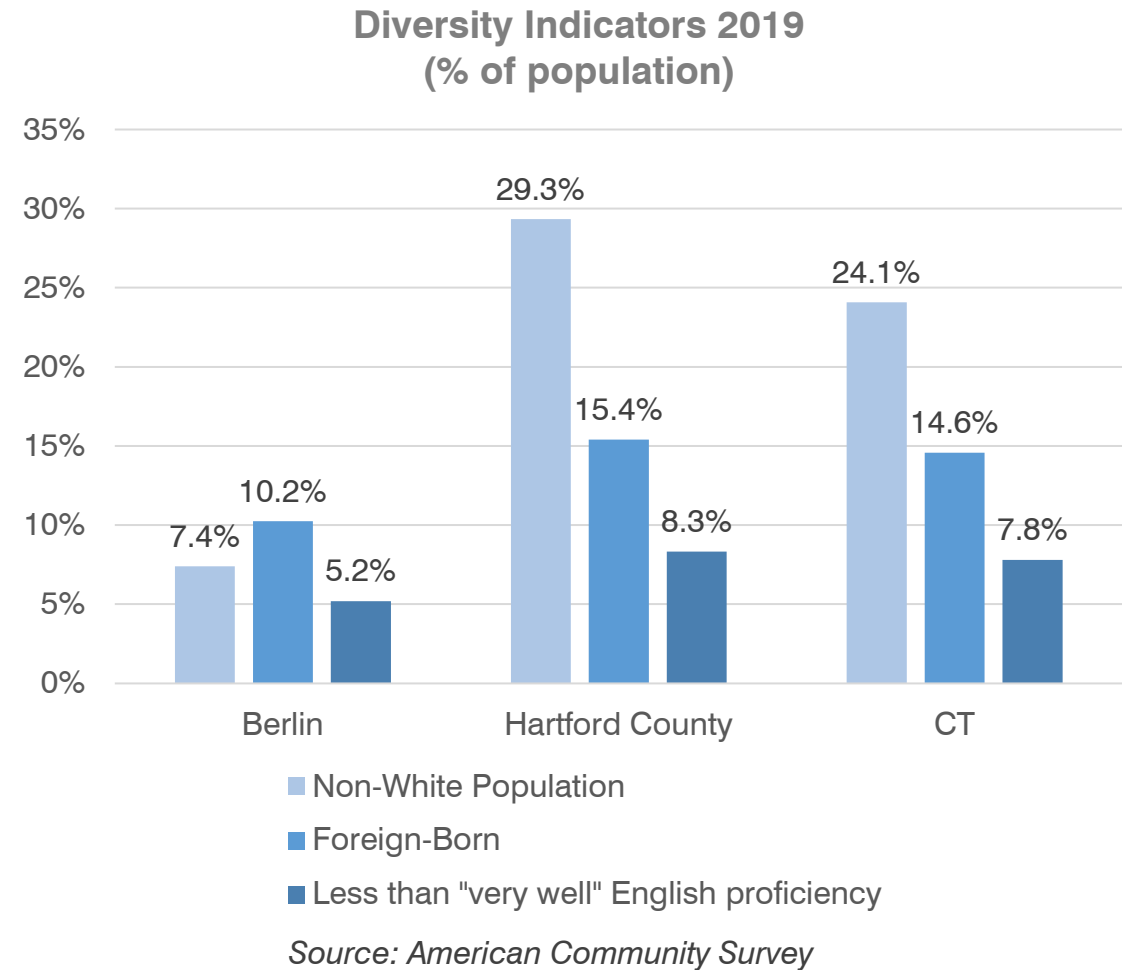*Berlin Plan of Conservation and Development and Affordable Housing Plan*

Population Density

- Berlin's population density is comparable to Connecticut's but is much lower than Hartford County's.

Population Density 2019
(residents per square mile)

Source: American Community Survey

Berlin Plan of Conservation and Development and Affordable Housing Plan

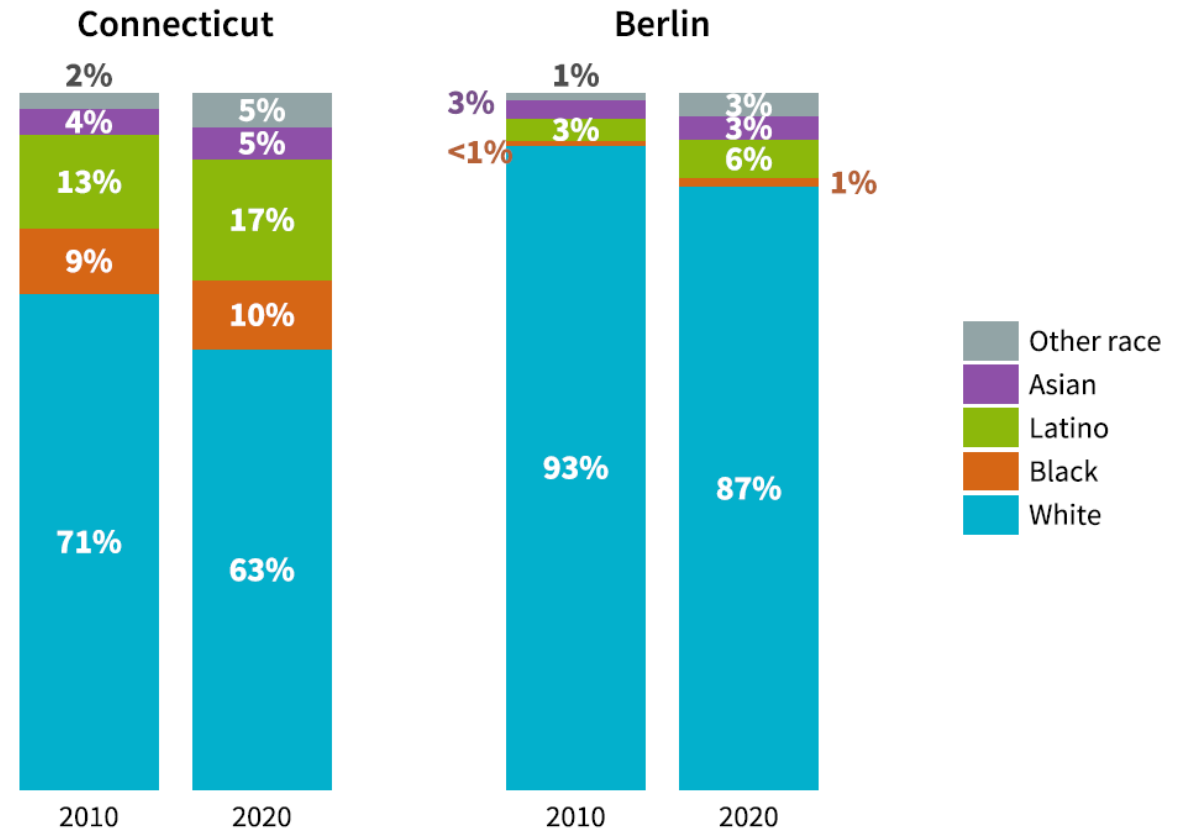# Population Race and Ethnicity

- Berlin is less racially and ethnically diverse than the State and Hartford County.

Diversity Indicators 2019
(% of population)

Non-White Population
Foreign-Born
Less than "very well" English proficiency

Source: American Community Survey

Berlin Plan of Conservation and Development and Affordable Housing Plan
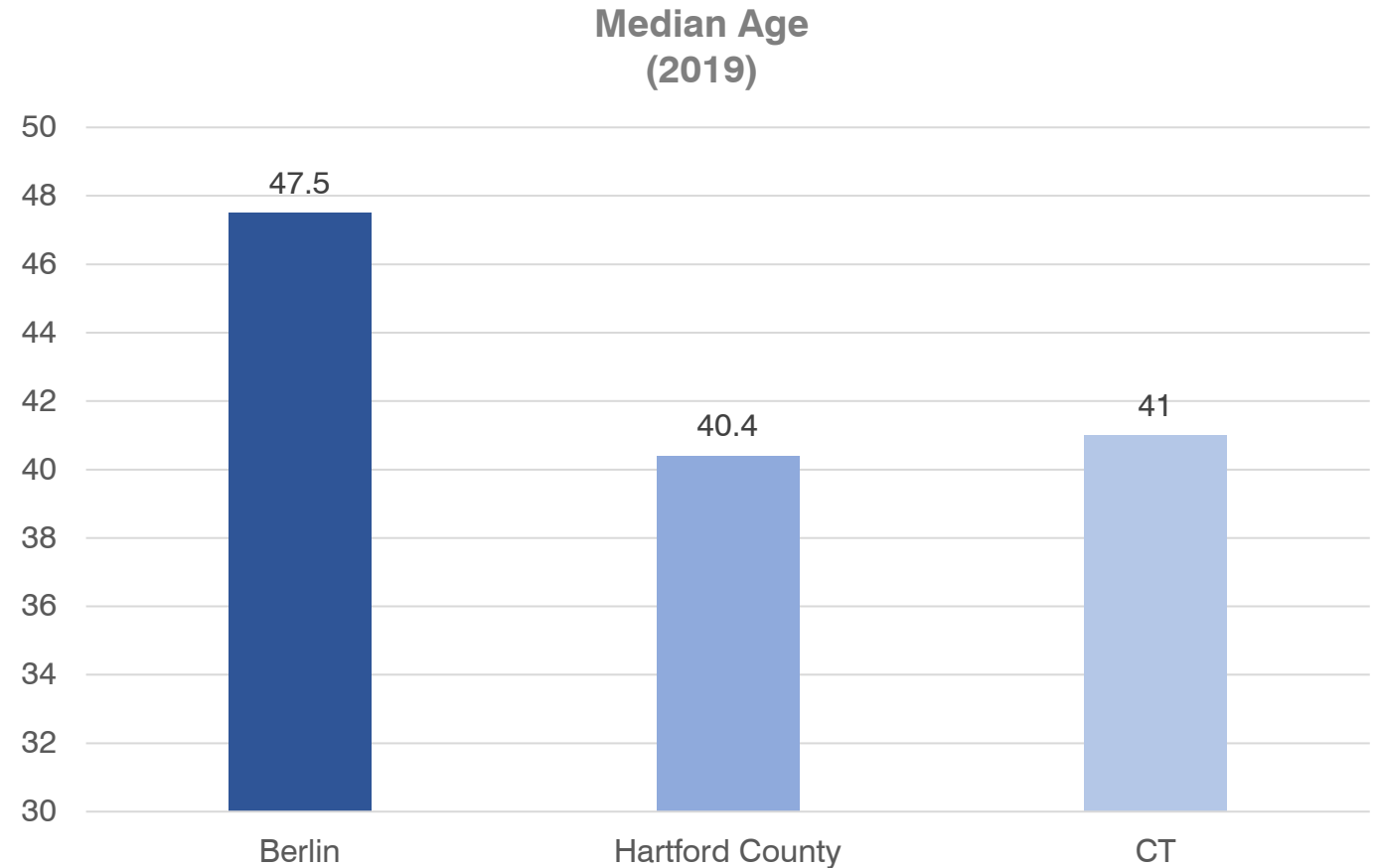
Population Race/Ethnicity

- Berlin is more racially and ethnically diverse now than it was in 2010.

- Connecticut experienced a greater shift in diversity over the same period.

Connecticut

	2010	2020
Other race	2%	5%
Asian	4%	5%
Latino	13%	17%
Black	9%	10%
White	71%	63%

Berlin

	2010	2020
Other race	1%	3%
Asian	3%	3%
Latino	3%	6%
Black	<1%	1%
White	93%	87%

Legend:
- Other race (grey)
- Asian (purple)
- Latino (green)
- Black (orange)
- White (teal)

Data Source: American Community Survey

Berlin Plan of Conservation and Development and Affordable Housing Plan

Resident Age

- Berlin's population is significantly older than both Hartford County's and the State's.

Median Age (2019)

Source: American Community Survey

Berlin Plan of Conservation and Development and Affordable Housing Plan

Poverty

- Berlin's poverty rate is substantially lower than both Hartford County's and the State's.

Poverty Rate (2019)

Source: American Community Survey

Berlin Plan of Conservation and Development and Affordable Housing Plan
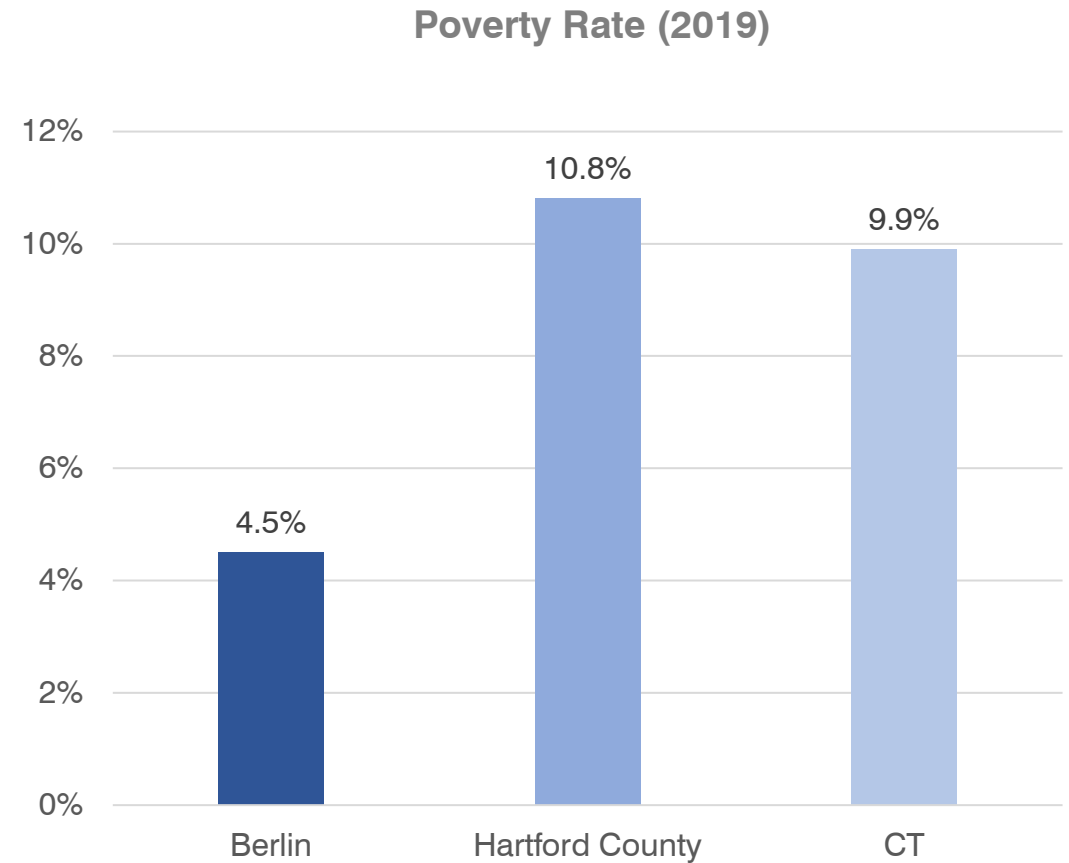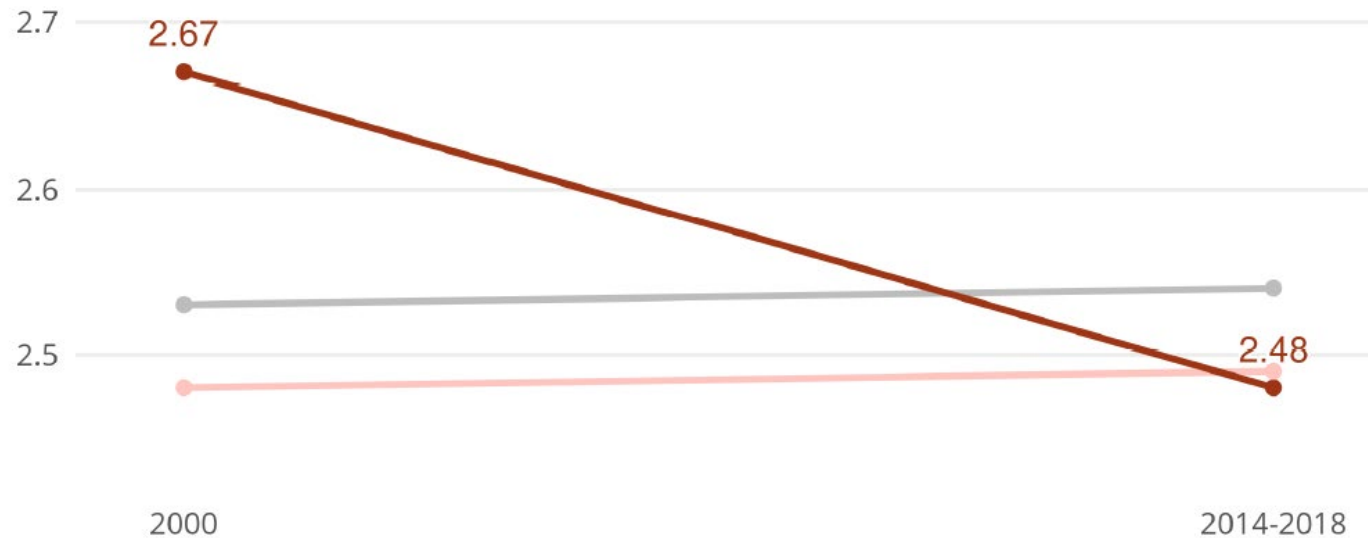
Household Characteristics

Household Size

- The average household size in Berlin declined from 2.67 to 2.48 between 2000 and 2018

2.67

2.48

2.7

2.6

2.5

2000   2014-2018

Source: US Census and American Community Survey

● Berlin   ● Hartford County   ● Connecticut

Berlin Plan of Conservation and Development and Affordable Housing Plan
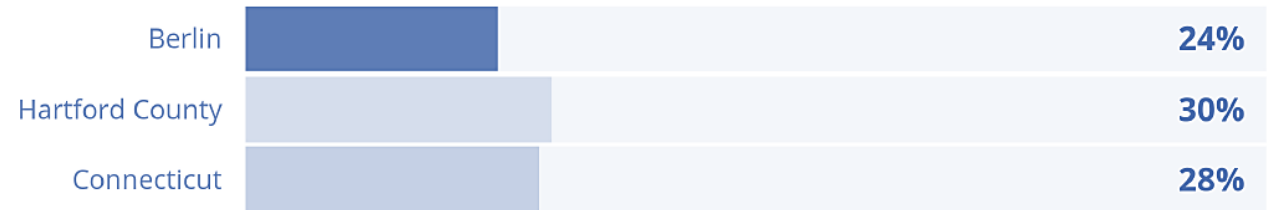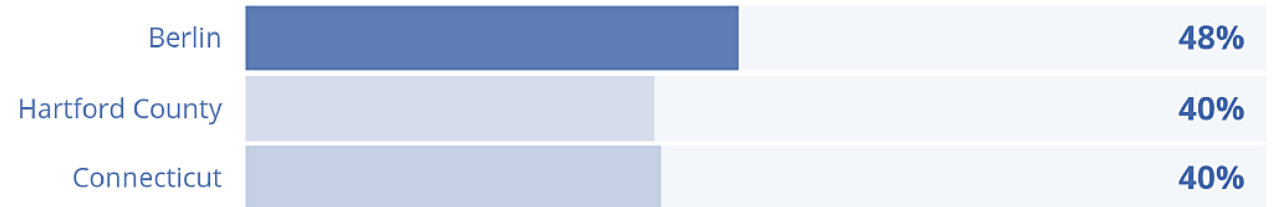
Household Type

- Berlin has fewer householders living alone than Hartford County and the State.

- Berlin has a greater share of households with someone older than 60 years old than Hartford County and the State.

- Berlin has fewer households with someone under 18 than the County or the State.

Household Types as a Percent of Total (2019)

Householder living alone

Berlin	24%
Hartford County	30%
Connecticut	28%

Households with someone older than 60

Berlin	48%
Hartford County	40%
Connecticut	40%

Households with someone under 18

Berlin	27%
Hartford County	30%
Connecticut	30%

Source: American Community Survey

Berlin Plan of Conservation and Development and Affordable Housing Plan
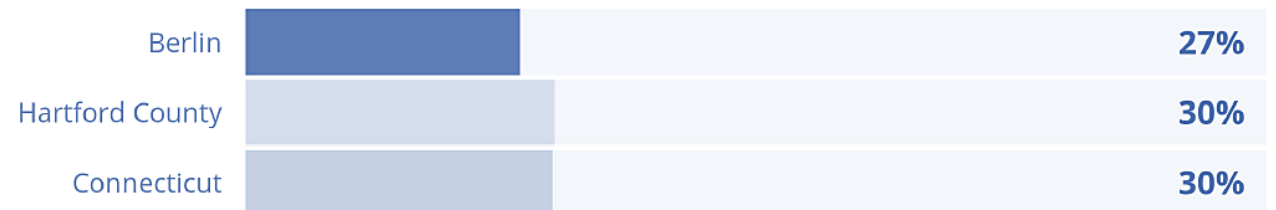
Median Household Income

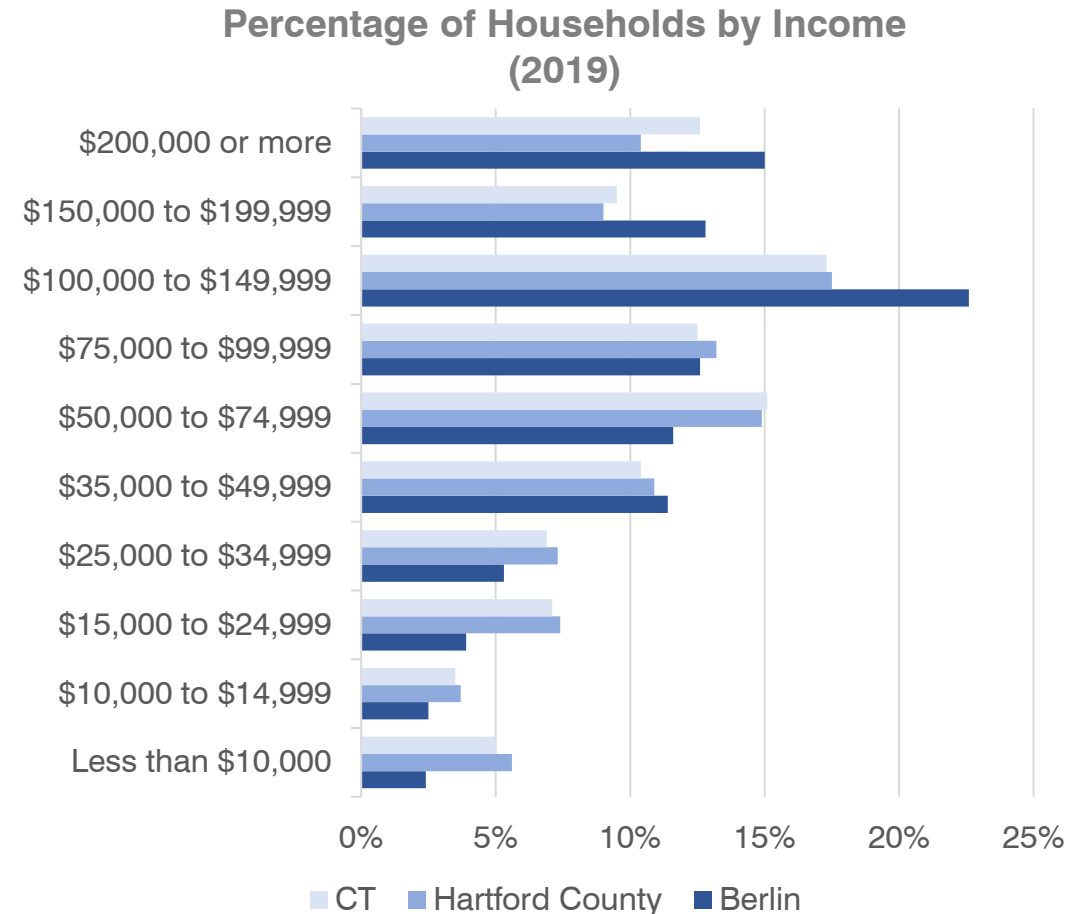- Berlin's median household income is higher than both Hartford County's and the State's.

- 35% higher than Hartford County

- 29% higher than Connecticut

Median Household Income (2019)

	Berlin	Hartford County	CT
	$101,127	$75,148	$78,444

Source: American Community Survey

Berlin Plan of Conservation and Development and Affordable Housing Plan
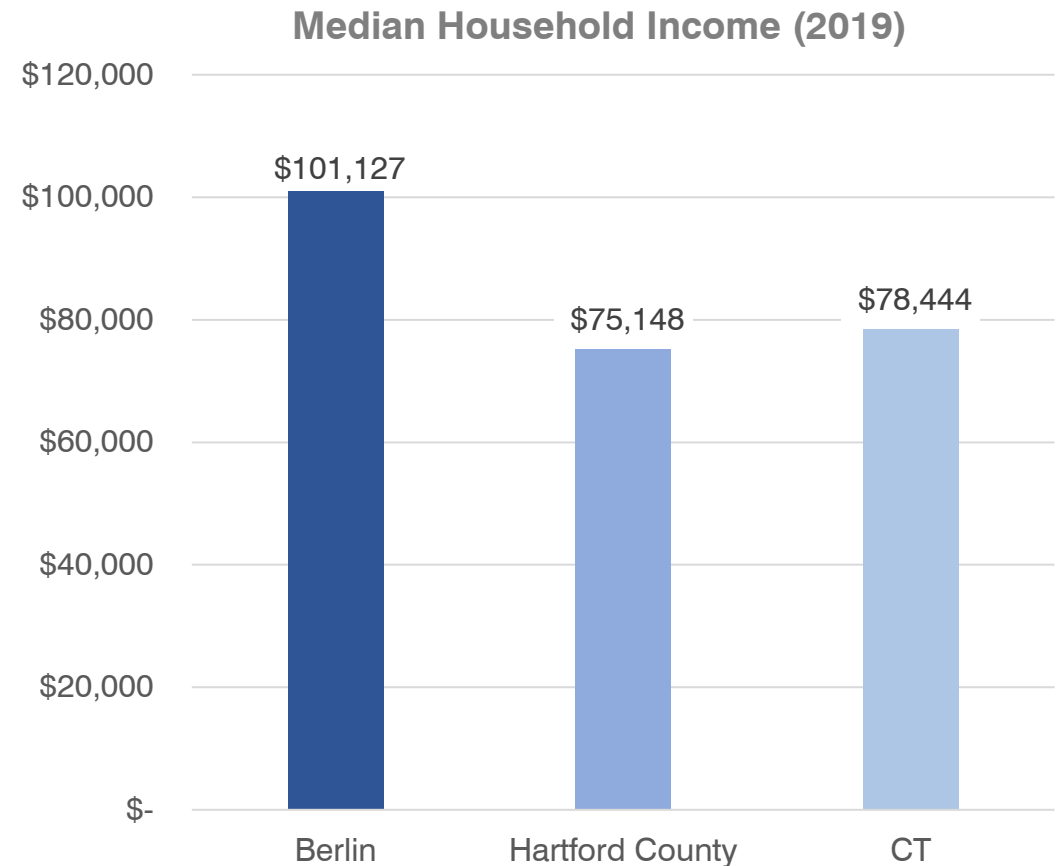
Household Income

- Berlin has a higher share of households in income brackets over $100k than both Hartford County and the State.

- Berlin also has a lower share of households in income brackets below $35k.

Percentage of Households by Income (2019)

Income brackets (top to bottom):
- $200,000 or more
- $150,000 to $199,999
- $100,000 to $149,999
- $75,000 to $99,999
- $50,000 to $74,999
- $35,000 to $49,999
- $25,000 to $34,999
- $15,000 to $24,999
- $10,000 to $14,999
- Less than $10,000

Legend: CT, Hartford County, Berlin

Source: American Community Survey

Berlin Plan of Conservation and Development and Affordable Housing Plan
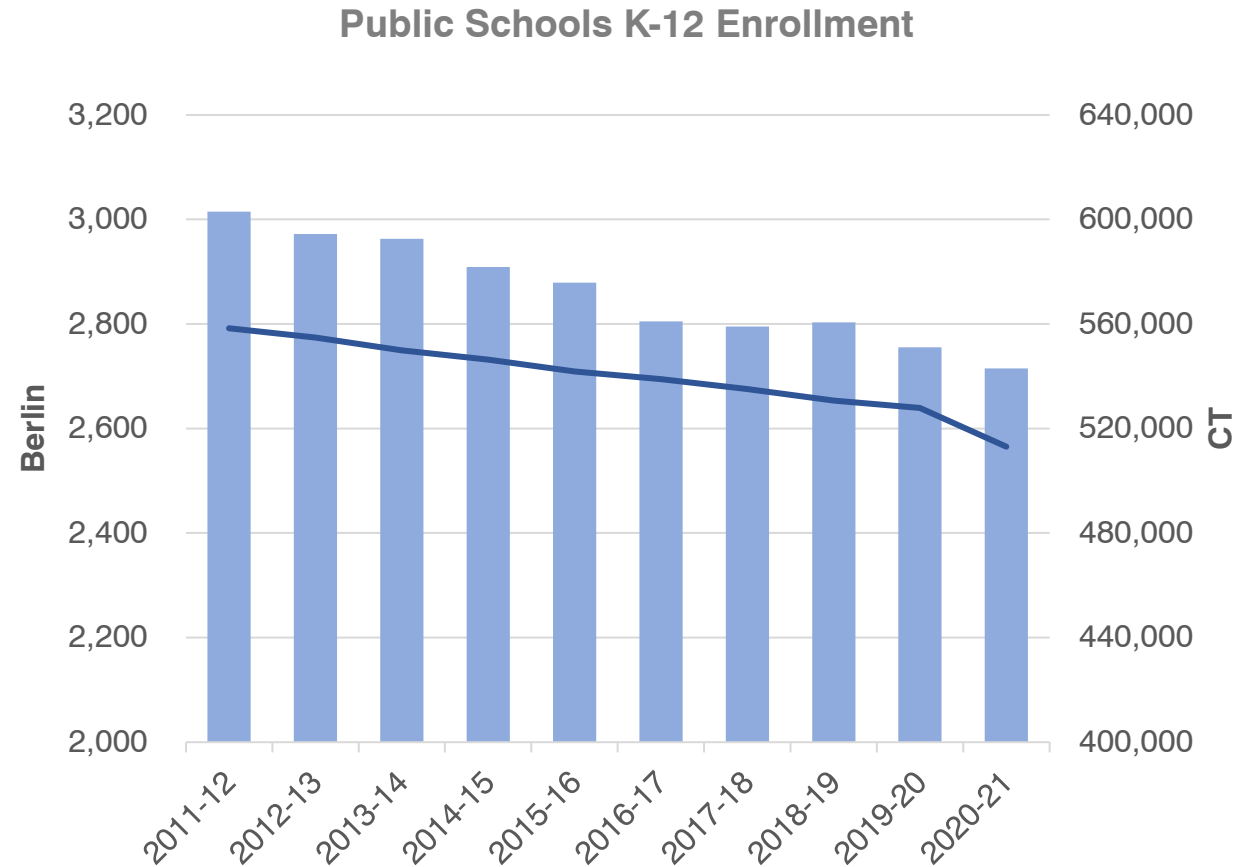
Schools and Educational Attainment

Image Credit: FIP Construction

School Enrollment

- School enrollment in Berlin's public schools has consistently decreased over the past ten years.

- This follows the same trend as school enrollment in the State.

Public Schools K-12 Enrollment

Source: CT Department of Education

Berlin Plan of Conservation and Development and Affordable Housing Plan

Student Race/Ethnicity

- Berlin's public school enrollment is less diverse than Connecticut's.

Connecticut   Berlin Sch. Dist.

Legend:
- White
- Black
- Latino
- Asian
- Other race
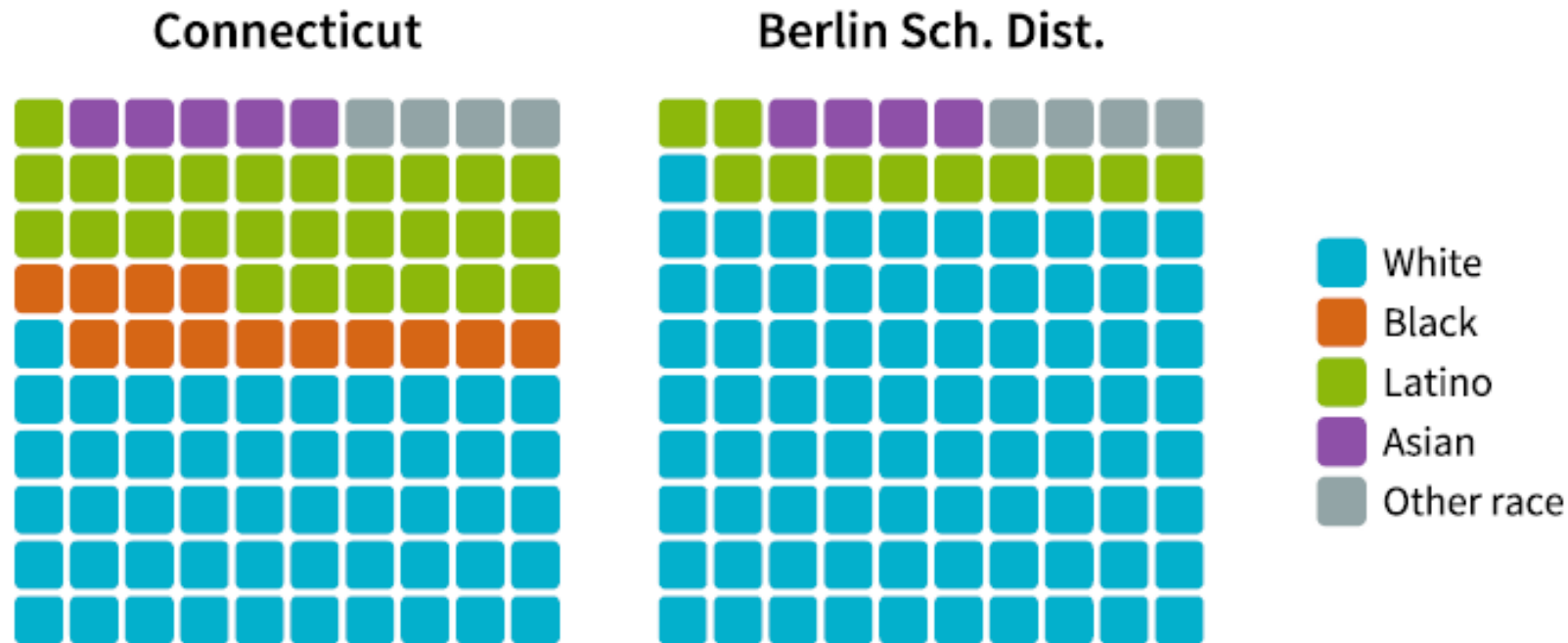
Source: 2021 Equity Profile, Datahaven and CT Department of Education

Berlin Plan of Conservation and Development and Affordable Housing Plan

Educational Attainment

- 41% of Berlin's residents have a Bachelor's degree or higher.

- Only 7% of residents lack a High School Diploma
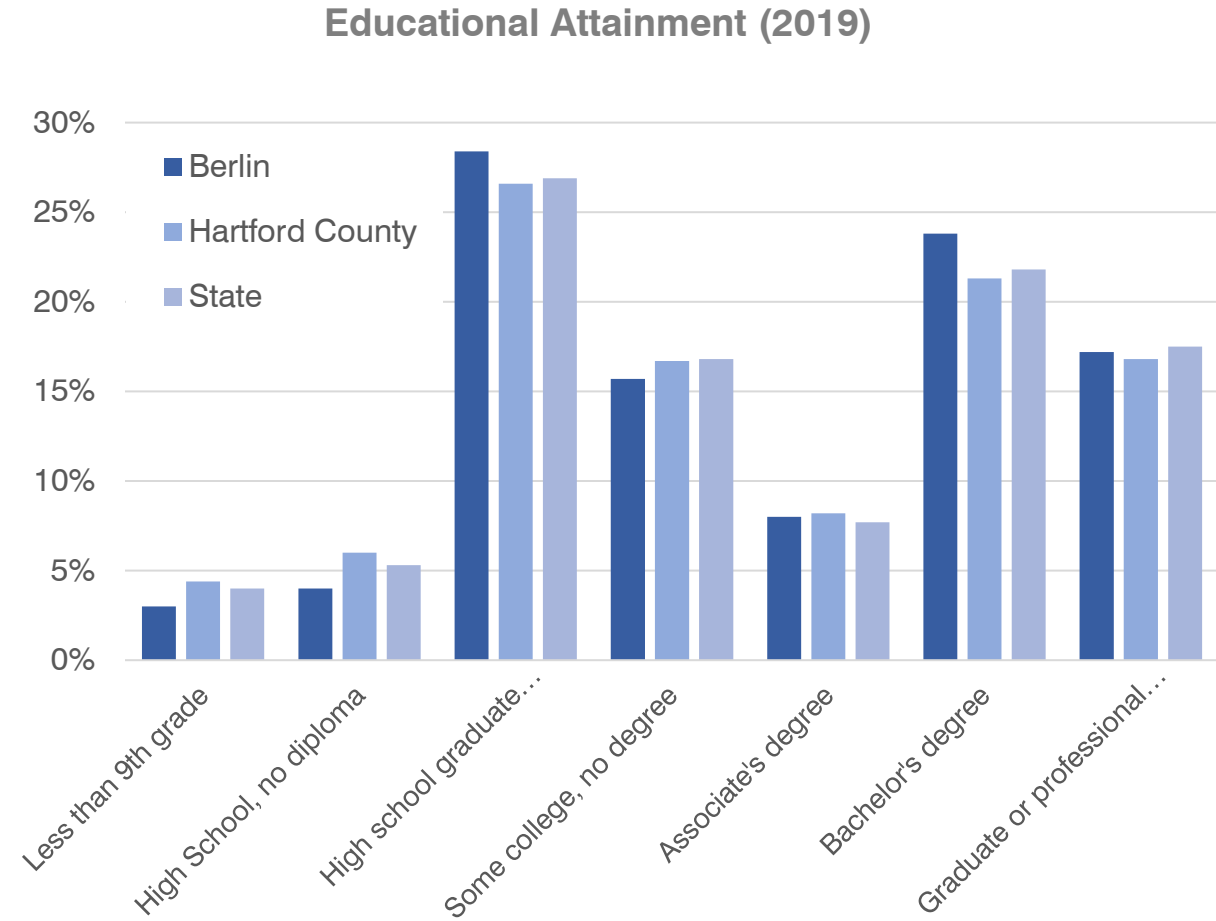
Educational Attainment (2019)

Less than 9th grade 3%

High School, no diploma 4%

Graduate or professional degree 17%

Bachelor's degree 24%

High school graduate (includes equivalency) 28%

Associate's degree 8%

Some college, no degree 16%

Source: American Community Survey

Berlin Plan of Conservation and Development and Affordable Housing Plan
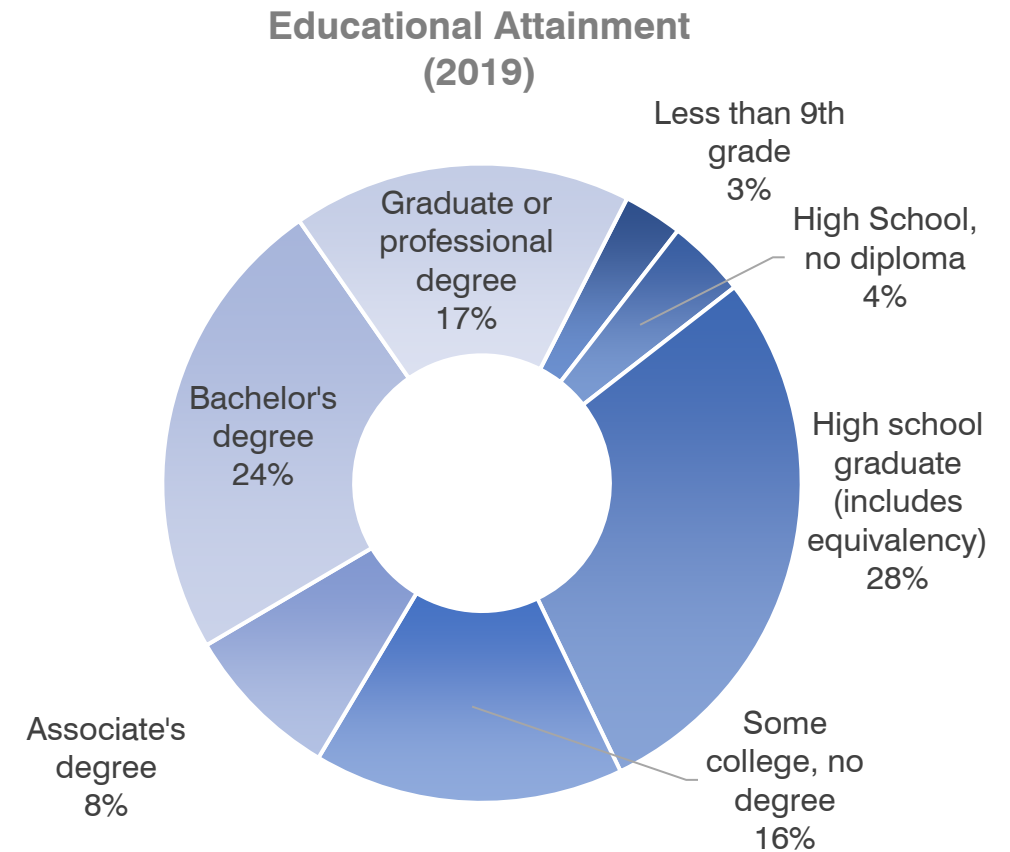
Educational Attainment
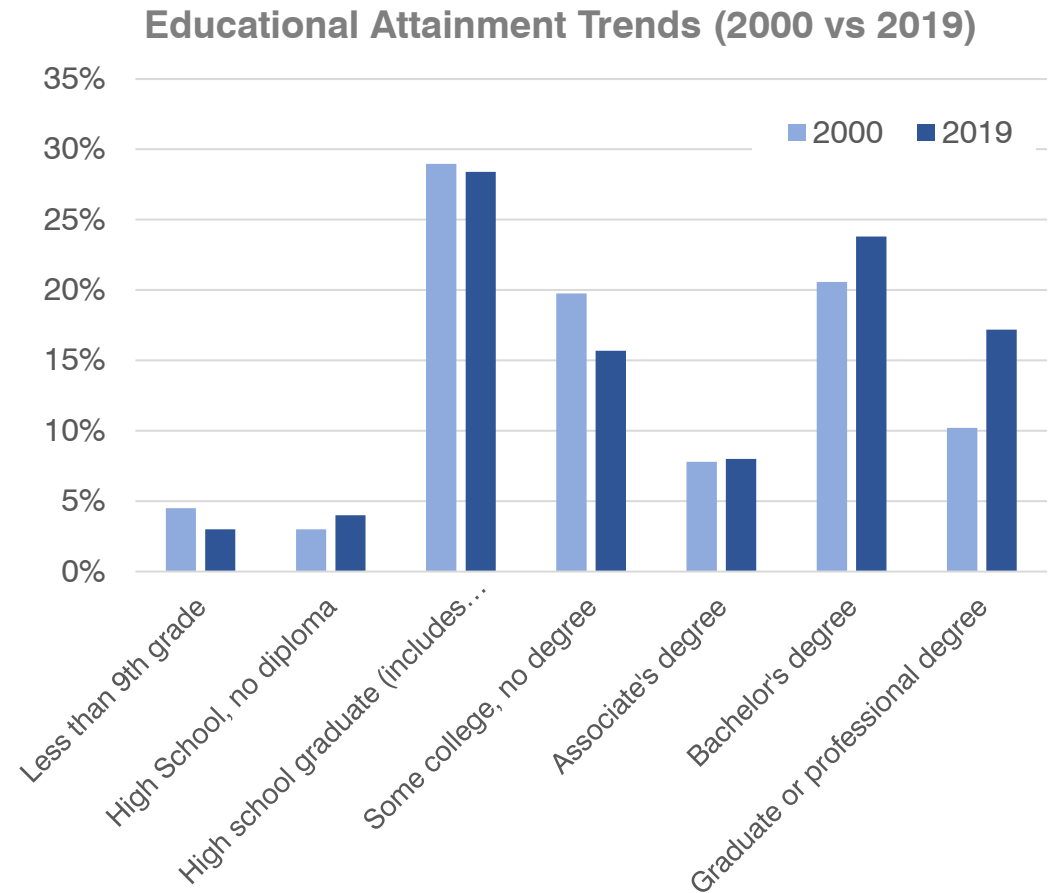
- Berlin's population has higher educational attainment than both Hartford County's and the State's.

Educational Attainment (2019)

Legend: Berlin, Hartford County, State

Categories: Less than 9th grade, High School, no diploma, High school graduate..., Some college, no degree, Associate's degree, Bachelor's degree, Graduate or professional...

Source: American Community Survey

Berlin Plan of Conservation and Development and Affordable Housing Plan

Educational Attainment

- Berlin's population shifted towards more educational attainment between 2000 and 2019.

- The greatest growth in educational attainment was seen in those with a Bachelor's or Graduate or Professional Degree.

Educational Attainment Trends (2000 vs 2019)

Legend: 2000, 2019

Y-axis: 0%, 5%, 10%, 15%, 20%, 25%, 30%, 35%

X-axis categories: Less than 9th grade, High School, no diploma, High school graduate (includes..., Some college, no degree, Associate's degree, Bachelor's degree, Graduate or professional degree

Source: US Census and American Community Survey

Berlin Plan of Conservation and Development and Affordable Housing Plan
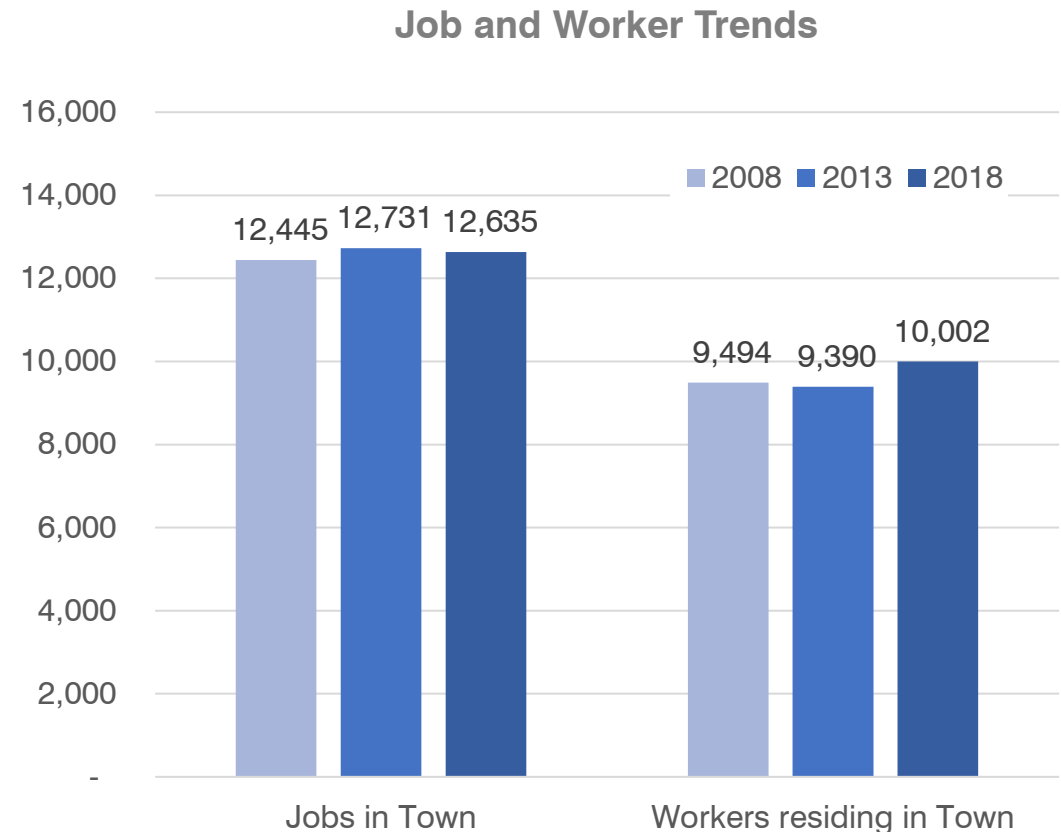
Jobs and Employment

Image Credit: Forrest Machine Inc.

Job and Worker Trends

- Berlin has more jobs in the town than workers residing in the town.

- The number of workers residing in town grew by 5% between 2008 and 2018.

- The number of jobs in town grew by 1.5% over the same period.

Job and Worker Trends

2008   2013   2018

Jobs in Town: 12,445   12,731   12,635

Workers residing in Town: 9,494   9,390   10,002

Source: USCB Longitudinal Employer-Household Dynamics

Berlin Plan of Conservation and Development and Affordable Housing Plan

Jobs by Industry

- Berlin has a high share of jobs in the health care, management, retail, and manufacturing industries.

- Berlin leads Hartford County in share of jobs in management, retail, and manufacturing, but lags the County in share of jobs in health care.
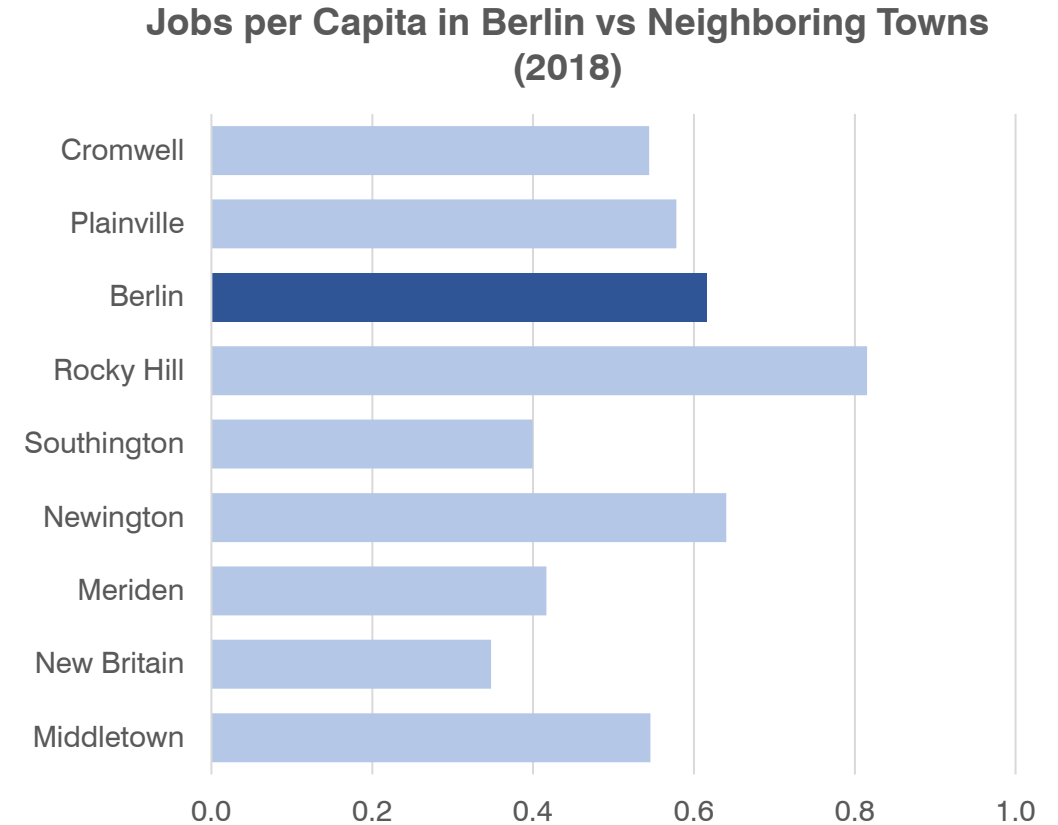
Share of Jobs by Industry (2018)

Source: USCB Longitudinal Employer-Household Dynamics

Berlin Plan of Conservation and Development and Affordable Housing Plan
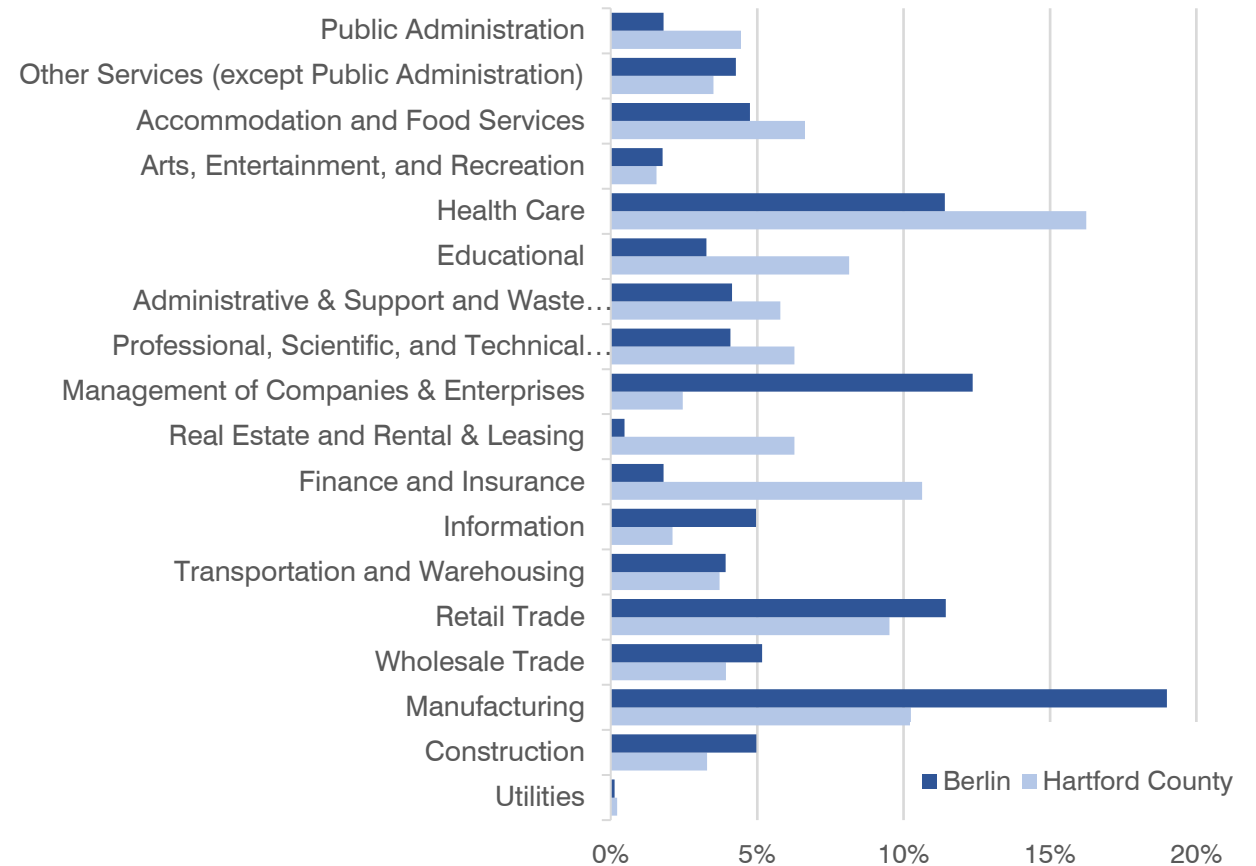
Jobs in Berlin vs Region

- Berlin has a comparable number of jobs per capita as Cromwell, Plainville, Newington, and Middletown.

- Berlin exceeds communities such as Southington, Meriden, and New Britain in jobs per capita

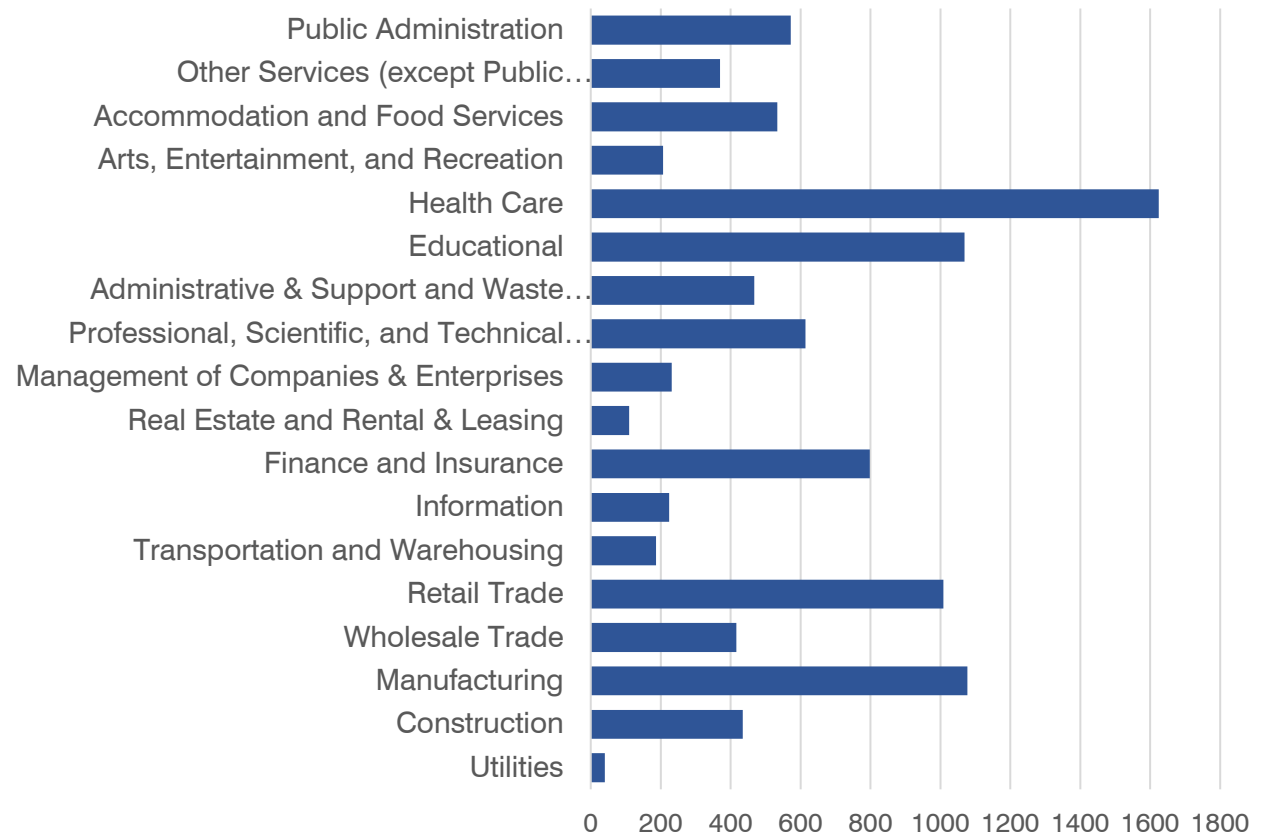- Berlin lags Rocky Hill in jobs per capita

Jobs per Capita in Berlin vs Neighboring Towns (2018)

Source: USCB Longitudinal Employer-Household Dynamics

Berlin Plan of Conservation and Development and Affordable Housing Plan

Resident Employment

- The greatest share of resident employment is in the health care, education, retail, and manufacturing industries.

- Resident employment is well aligned with the industry sectors of jobs in Berlin.

Resident Employment by Industry (2018)

Source: USCB Longitudinal Employer-Household Dynamics

Berlin Plan of Conservation and Development and Affordable Housing Plan
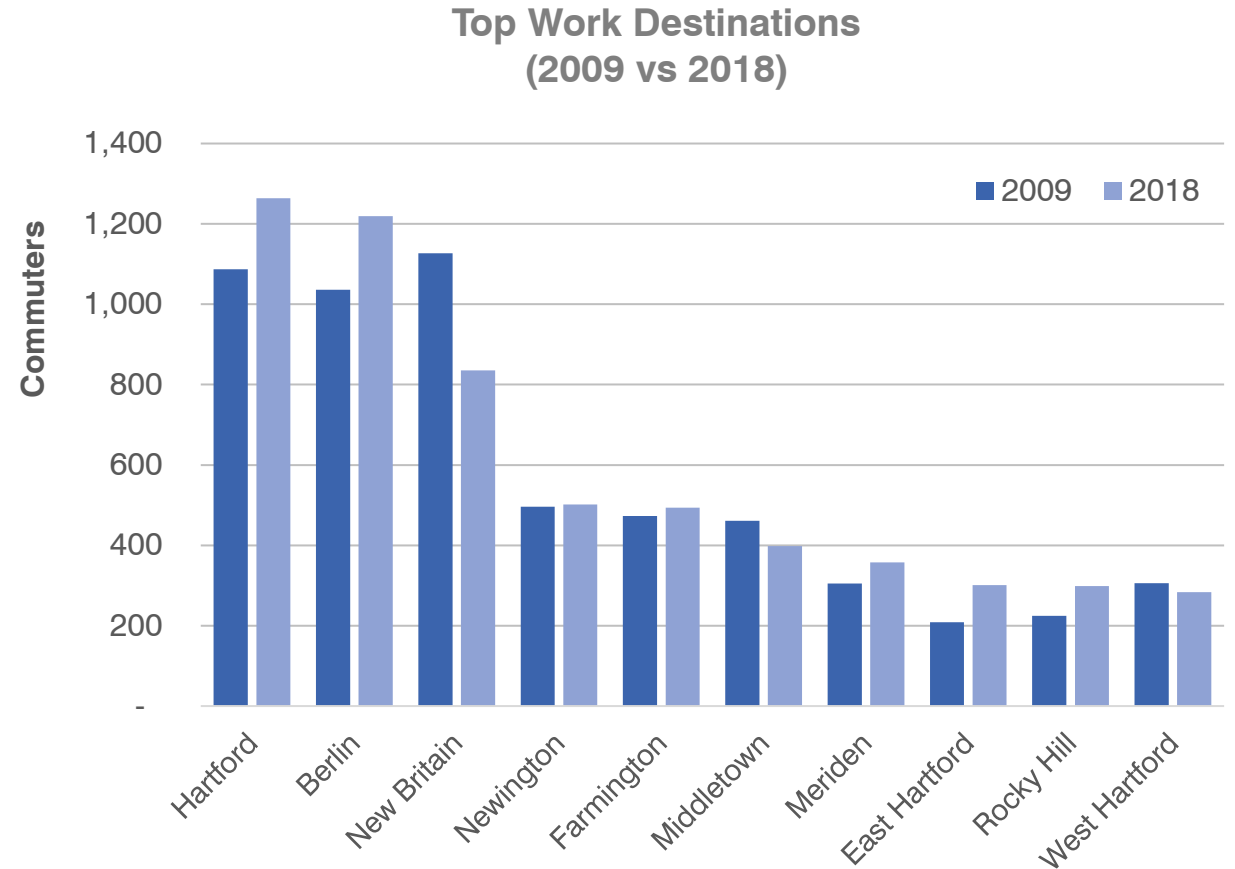
Resident Employment

- Resident employment contracted in industry sectors such as management and information but grew in multiple other sectors between 2008 and 2018.

Resident Employment Shifts by Industry (2008 vs 2018)

Berlin Plan of Conservation and Development and Affordable Housing Plan

Source: USCB Longitudinal Employer-Household Dynamics
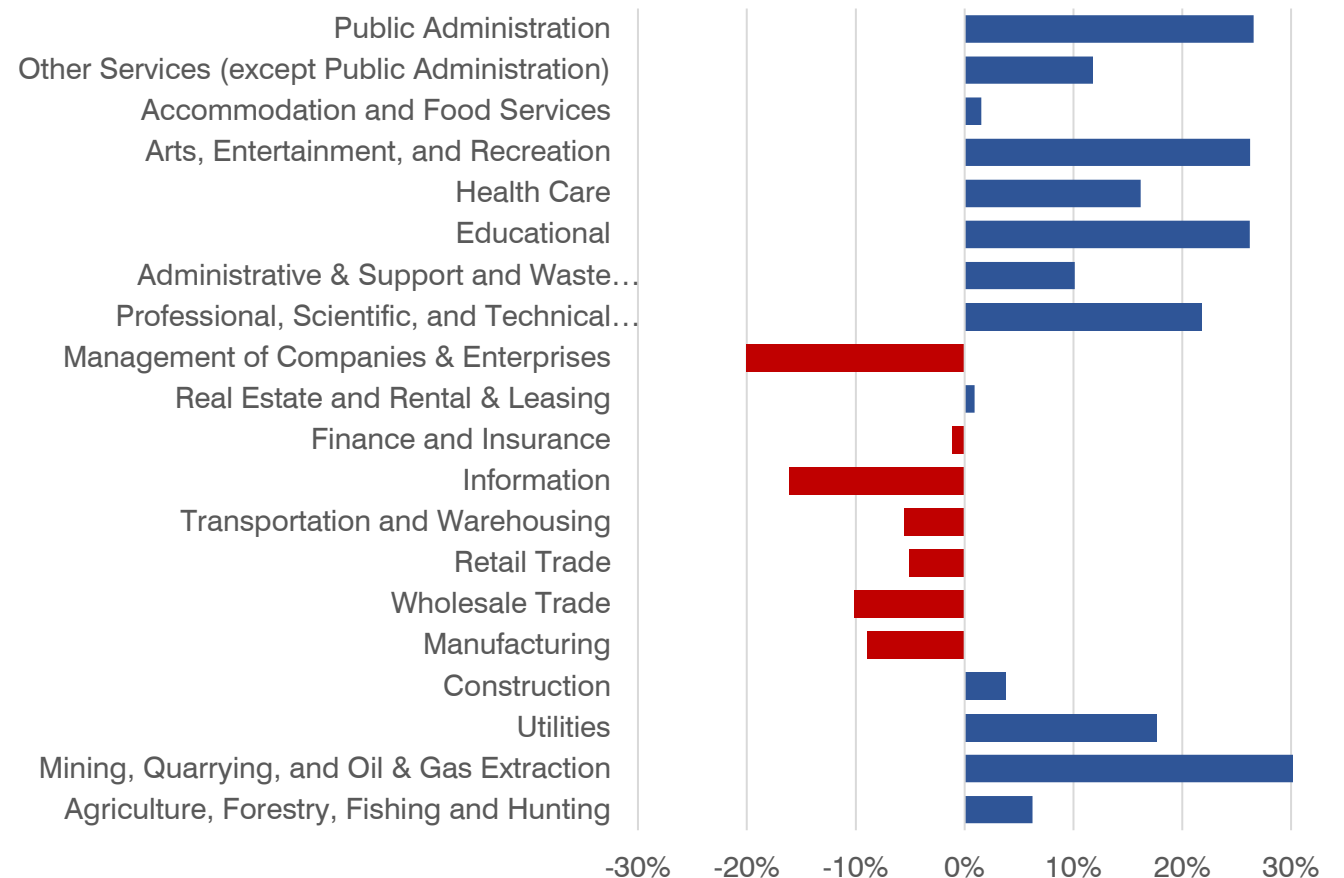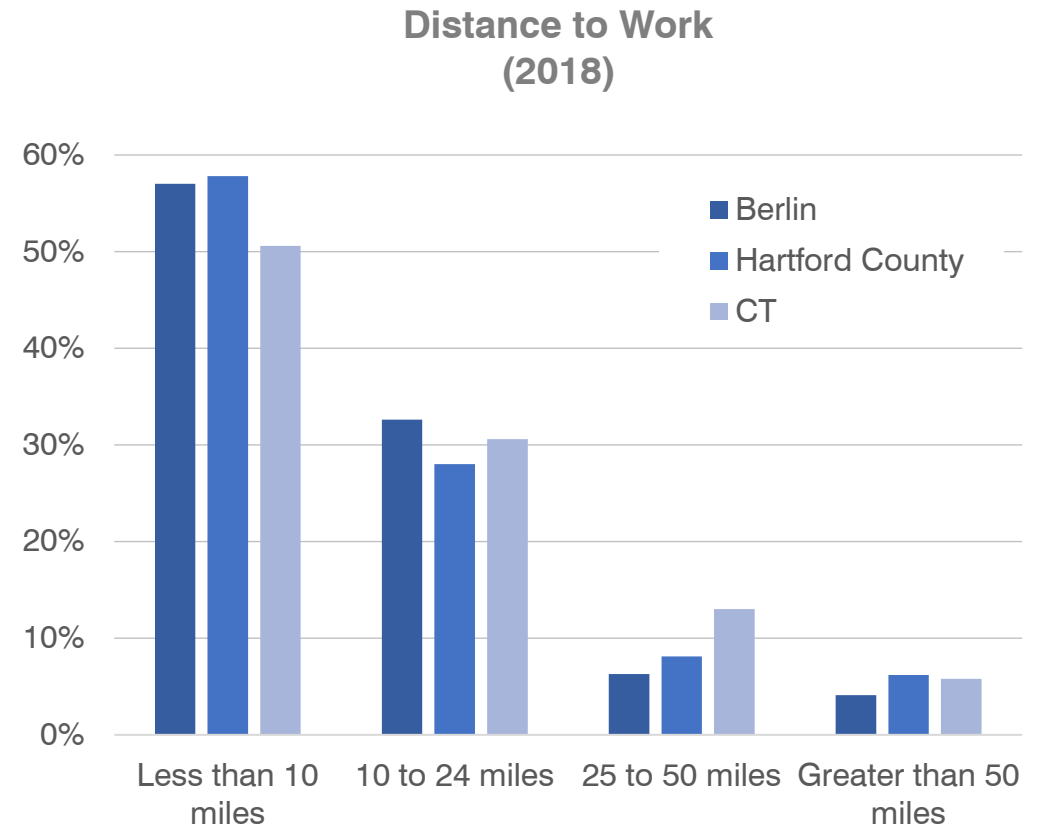
Resident Employment Locations

- Hartford, Berlin, and New Britain are the top employment locations of the town's residents.

- Resident employment in Hartford and Berlin grew by approximately 11% between 2009 and 2018.

- Resident employment in New Britain contracted by 26% over the same period.

Top Work Destinations
(2009 vs 2018)

Source: USCB Longitudinal Employer-Household Dynamics

Berlin Plan of Conservation and Development and Affordable Housing Plan

Distance to Employment

- Berlin's workers work close to home, with 57% working within 10 miles of home.

- This is comparable to the commuting ranges of both Hartford County and State residents.

Distance to Work (2018)

Legend: Berlin, Hartford County, CT

Source: USCB Longitudinal Employer-Household Dynamics

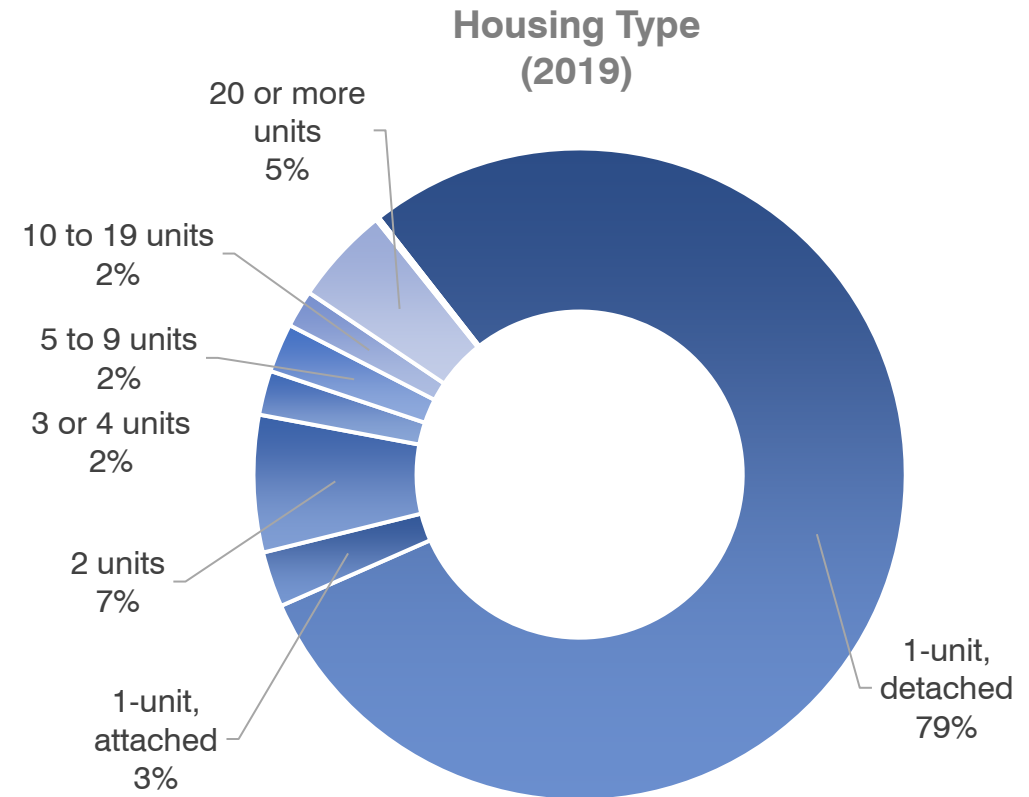*Berlin Plan of Conservation and Development and Affordable Housing Plan*

Housing Characteristics

Image Credit: *SmartMLS*

Housing Supply

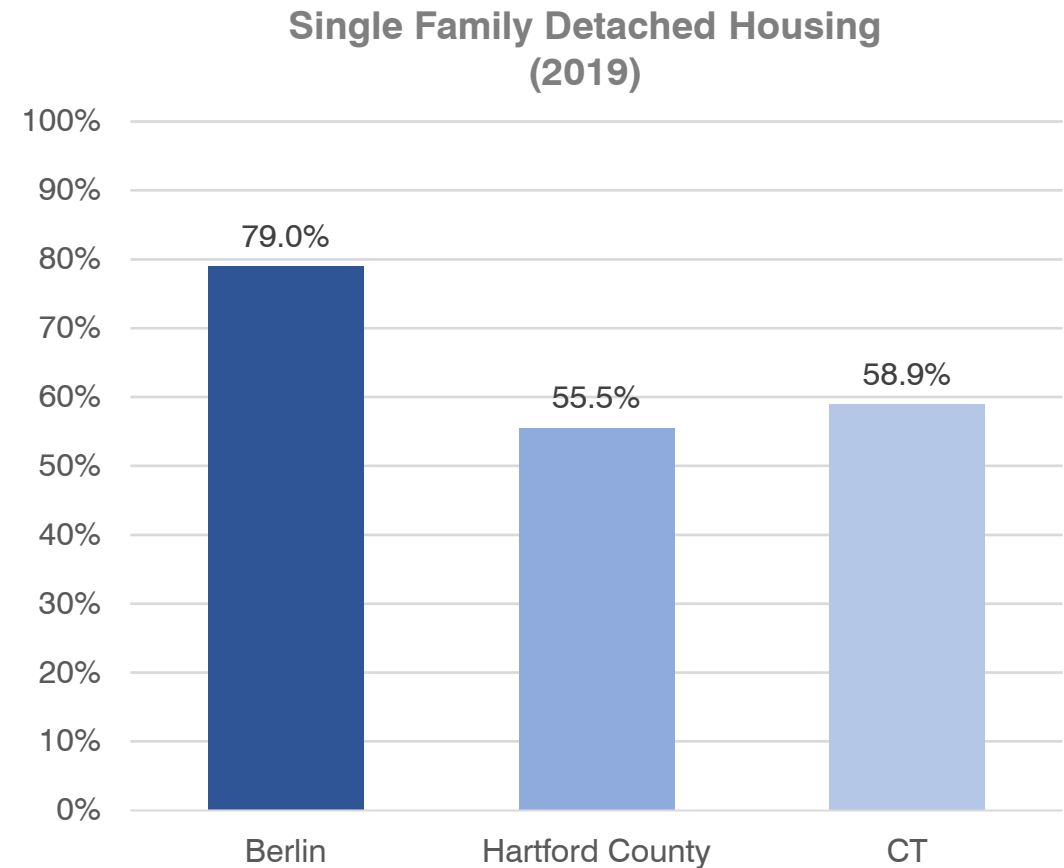- Most (79%) of Berlin's housing is single-family detached housing

- Housing with 20 or more units comprises 5% of the town's housing.

Housing Type (2019)

20 or more units
5%

10 to 19 units
2%

5 to 9 units
2%

3 or 4 units
2%

2 units
7%

1-unit, attached
3%

1-unit, detached
79%

Source: American Community Survey

*Berlin Plan of Conservation and Development and Affordable Housing Plan*

Housing Supply

- Berlin's housing supply is oriented more towards single family housing than Hartford County or the State.

Single Family Detached Housing (2019)

Source: American Community Survey

Berlin Plan of Conservation and Development and Affordable Housing Plan

Housing Permit Activity 1990-2017

- Housing permit activity in Berlin followed similar trends as both Hartford County and the State between 1990 and 2017.

- Housing permit activity in Berlin has been relatively low since 2010.
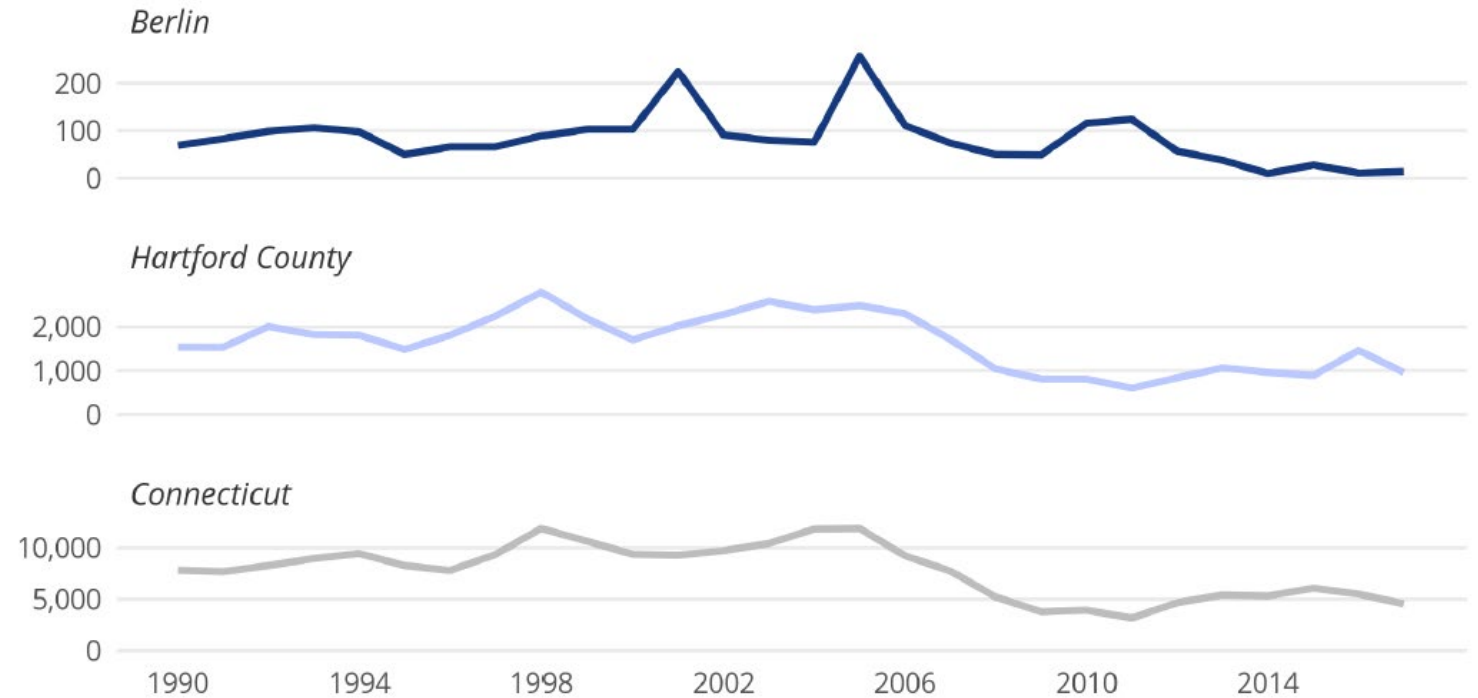
Source: Connecticut Department of Economic and Community Development

Berlin Plan of Conservation and Development and Affordable Housing Plan

Housing Permit Activity 1990-2020
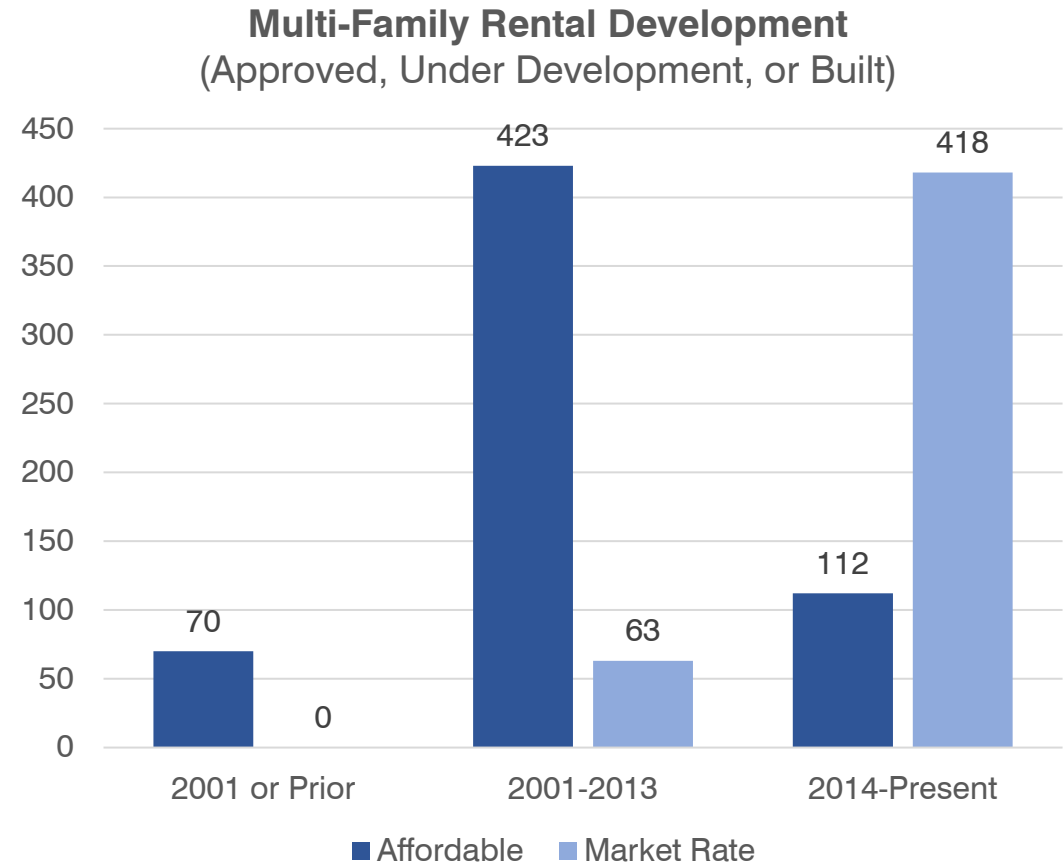
- Housing permit activity is at a 30+ year low over the past 8 years.

- Average housing permit activity is 22 units per year over the past 8 years.

- This compares to an average of 99 housing permits per year between 1990 and 2012.

Housing Permit Activity in Berlin
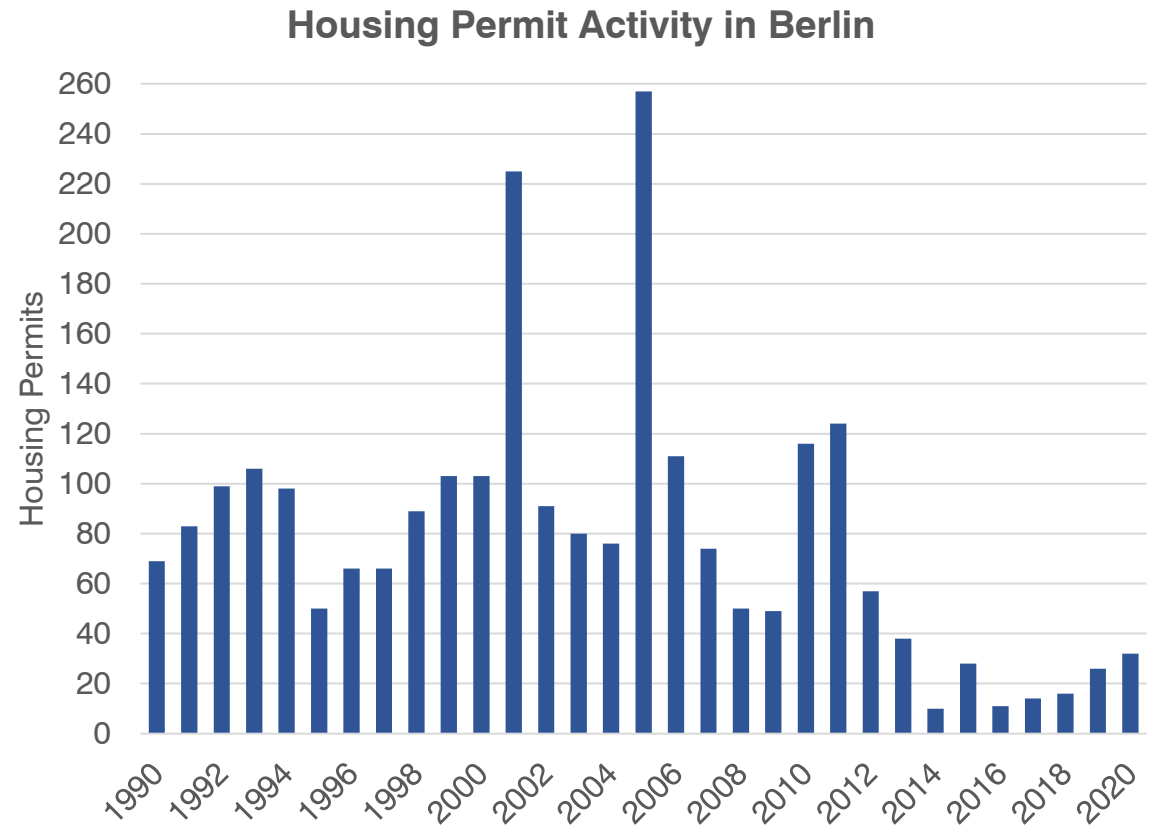
Source: CT DECD, Town of Berlin

Berlin Plan of Conservation and Development and Affordable Housing Plan

Multi-Family Rental Development

- 530 housing units in multi-family residential developments have been approved or are under development in Berlin since 2014.

- 556 housing units in multi-family residential developments were built in Berlin prior to 2013.

- Built and approved developments include a mixture of market rate, mixed income, age restricted mixed income, and age restricted affordable apartments.

Multi-Family Rental Development
(Approved, Under Development, or Built)

	2001 or Prior	2001-2013	2014-Present
Affordable	70	423	112
Market Rate	0	63	418

■ Affordable ■ Market Rate

Source: Town of Berlin

Berlin Plan of Conservation and Development and Affordable Housing Plan

Age of Housing

- Berlin's housing ranges in age with 47% of housing constructed more than 50 years ago.
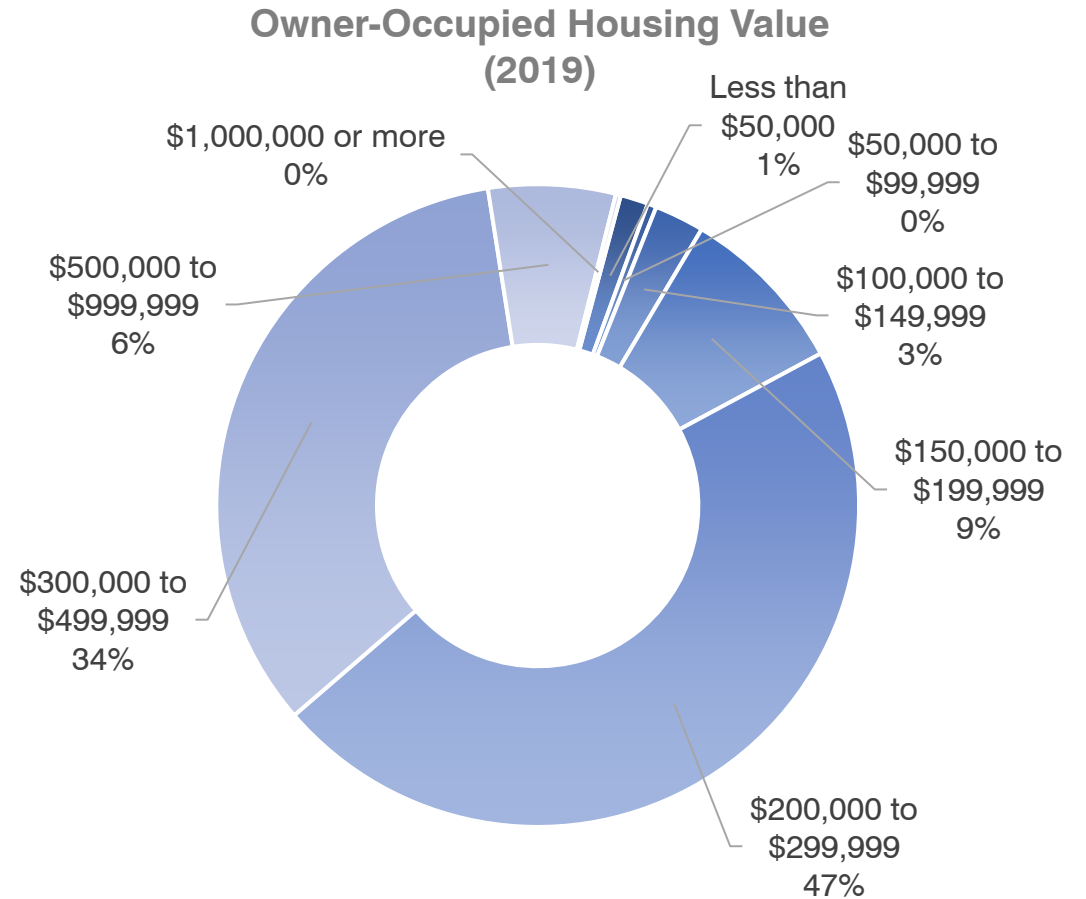
- Only 3% of the town's housing has been constructed since 2010.

Housing by Year Built (2019)

1939 or earlier — 15%
1940 to 1949 — 4%
1950 to 1959 — 17%
1960 to 1969 — 11%
1970 to 1979 — 13%
1980 to 1989 — 14%
1990 to 1999 — 10%
2000 to 2009 — 13%
Since 2010 — 3%
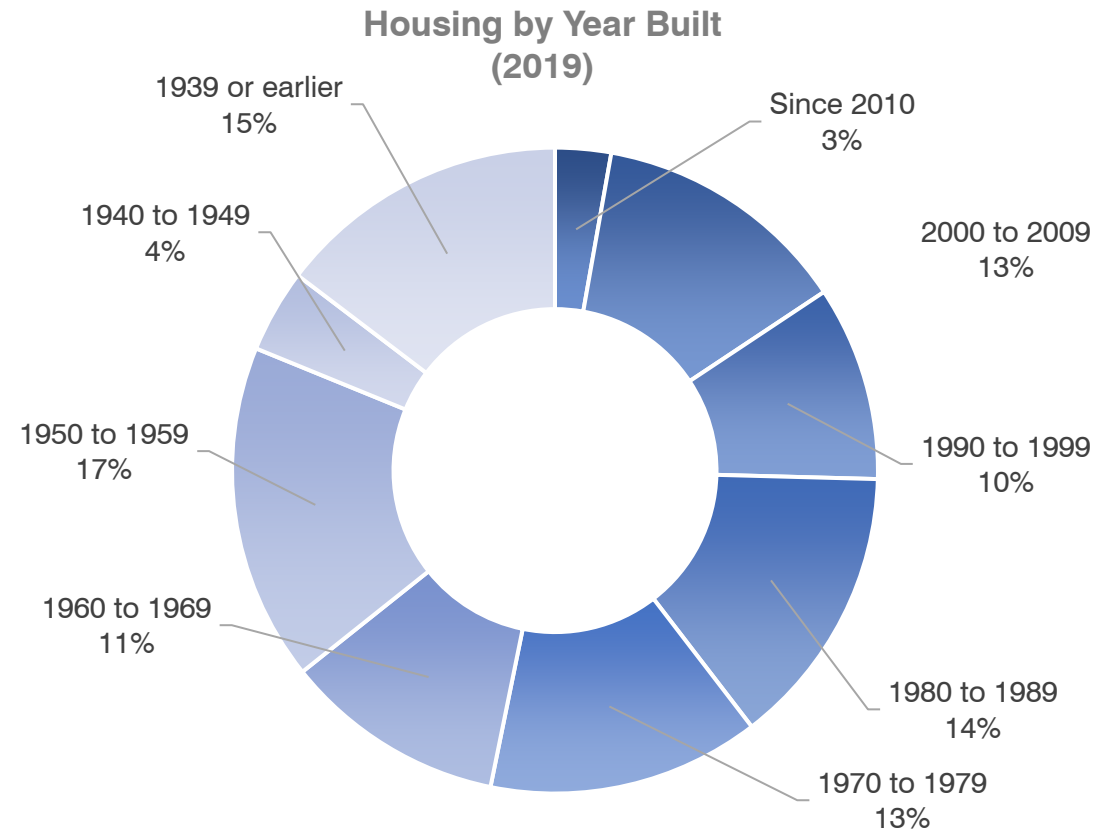
Source: American Community Survey

Housing Value

- 40% of Berlin's housing stock is valued at more than $300,000.

Owner-Occupied Housing Value (2019)

Less than $50,000 — 1%

$50,000 to $99,999 — 0%

$100,000 to $149,999 — 3%

$150,000 to $199,999 — 9%

$200,000 to $299,999 — 47%

$300,000 to $499,999 — 34%

$500,000 to $999,999 — 6%

$1,000,000 or more — 0%

Source: American Community Survey

Berlin Plan of Conservation and Development and Affordable Housing Plan

Housing Value vs Region

- Berlin's median housing value is higher than both Hartford County's and the State's.

Median Owner-Occupied Home Value (2019)

Source: American Community Survey

Berlin Plan of Conservation and Development and Affordable Housing Plan

Housing Tenure

- Berlin's has lower housing turnover than both Hartford County and the State.

Same Residence as One Year Prior (2019)

Source: American Community Survey

Berlin Plan of Conservation and Development and Affordable Housing Plan

Housing

- Most of Berlin's housing is owner occupied

Owned vs Rental Housing (2019)

Renter Occupied 16%

Owner Occupied 84%

Source: American Community Survey

Berlin Plan of Conservation and Development and Affordable Housing Plan
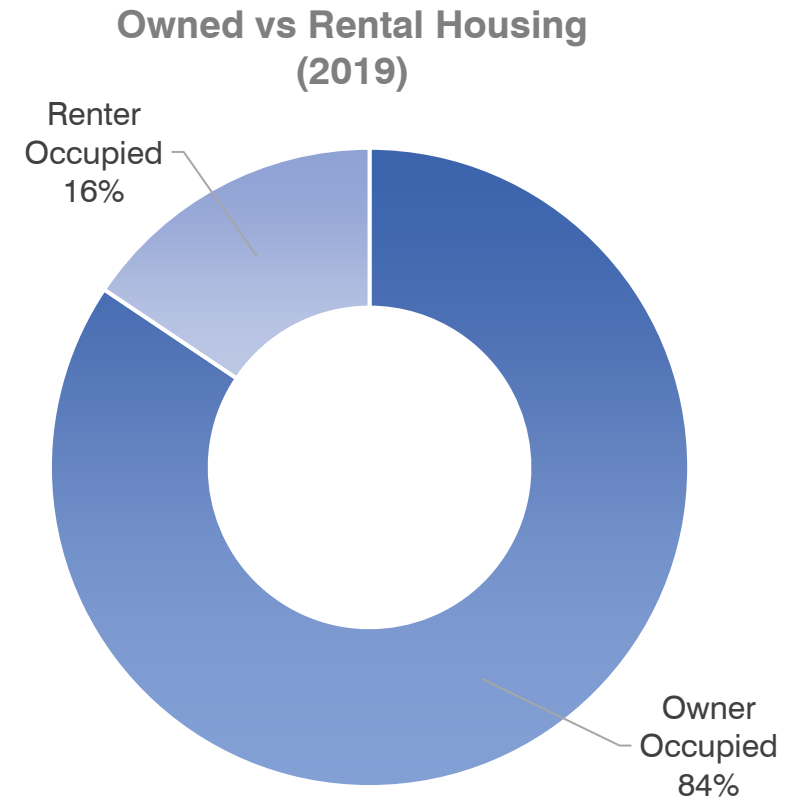
Home Ownership Rate

- Berlin has a higher home ownership rate than both Hartford County and the State

**Home Ownership Rate
(2019)**

Source: American Community Survey

Berlin Plan of Conservation and Development and Affordable Housing Plan
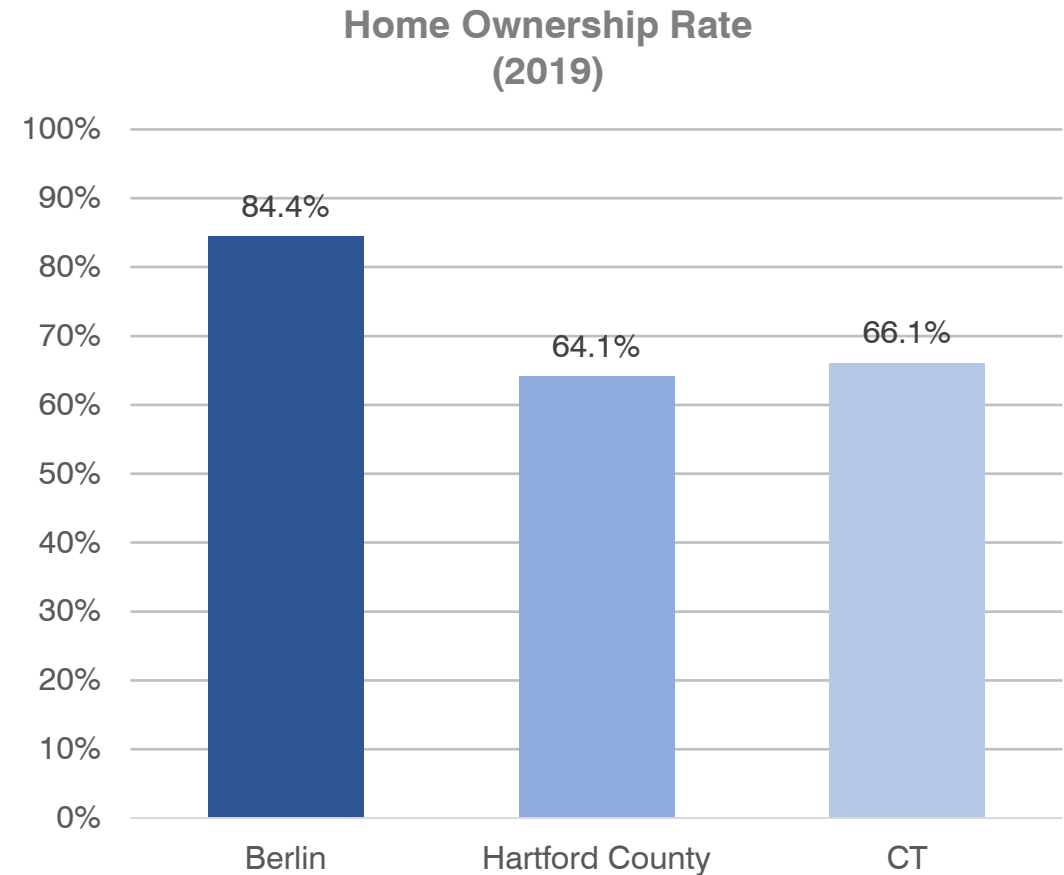
Ownership Cost vs Income

- 25% of homeowner households <u>with</u> a mortgage spend more than 30% of their income on housing costs.

Ownership Cost as a Percentage of Income Homes with a Mortgage (2019)

- 35.0% or more 18%
- 30.0 to 34.9% 7%
- 25.0 to 29.9% 12%
- 20.0 to 24.9% 16%
- Less than 20.0% 47%

Source: American Community Survey

Berlin Plan of Conservation and Development and Affordable Housing Plan
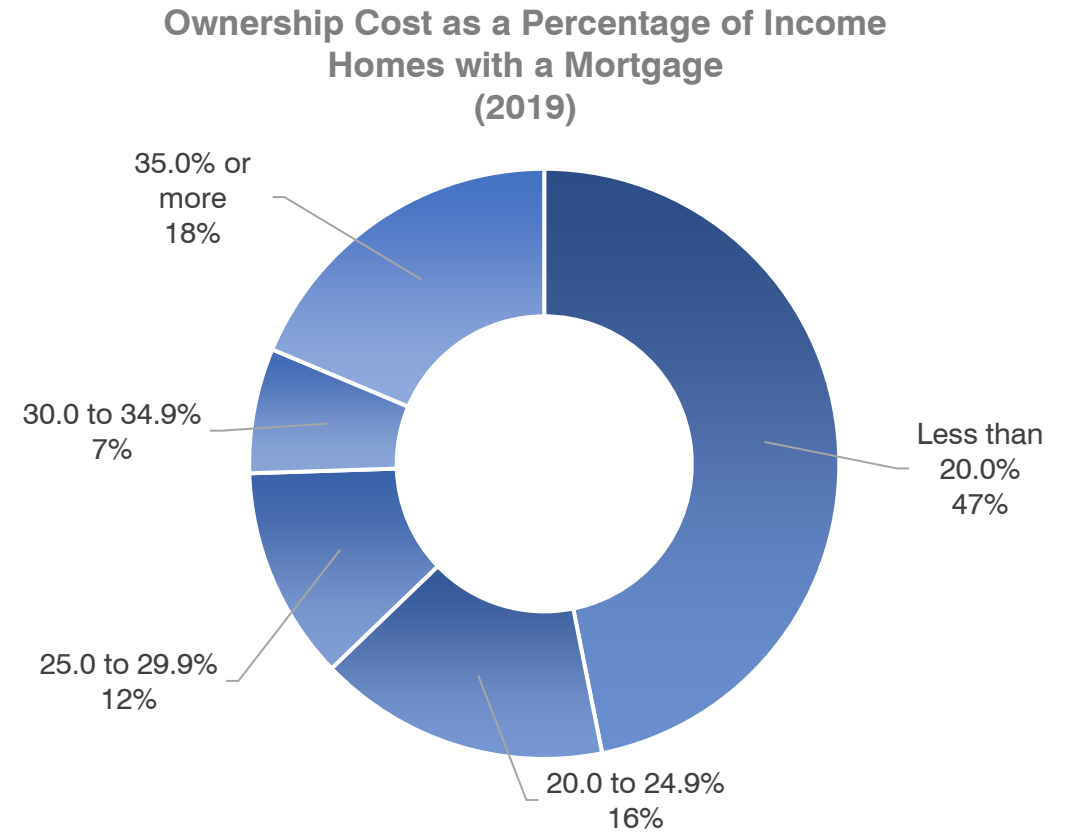
Ownership Cost vs Income

- 15% of homeowner households <u>without</u> a mortgage spend more than 30% of their income on housing costs.

Ownership Cost as a Percentage of Income Homes without a Mortgage (2019)

- 35.0% or more — 11%
- 30.0 to 34.9% — 4%
- 25.0 to 29.9% — 5%
- 20.0 to 24.9% — 11%
- 15 to 19.9% — 13%
- 10.0 to 14.9% — 21%
- Less than 10.0% — 35%

Source: American Community Survey

Berlin Plan of Conservation and Development and Affordable Housing Plan
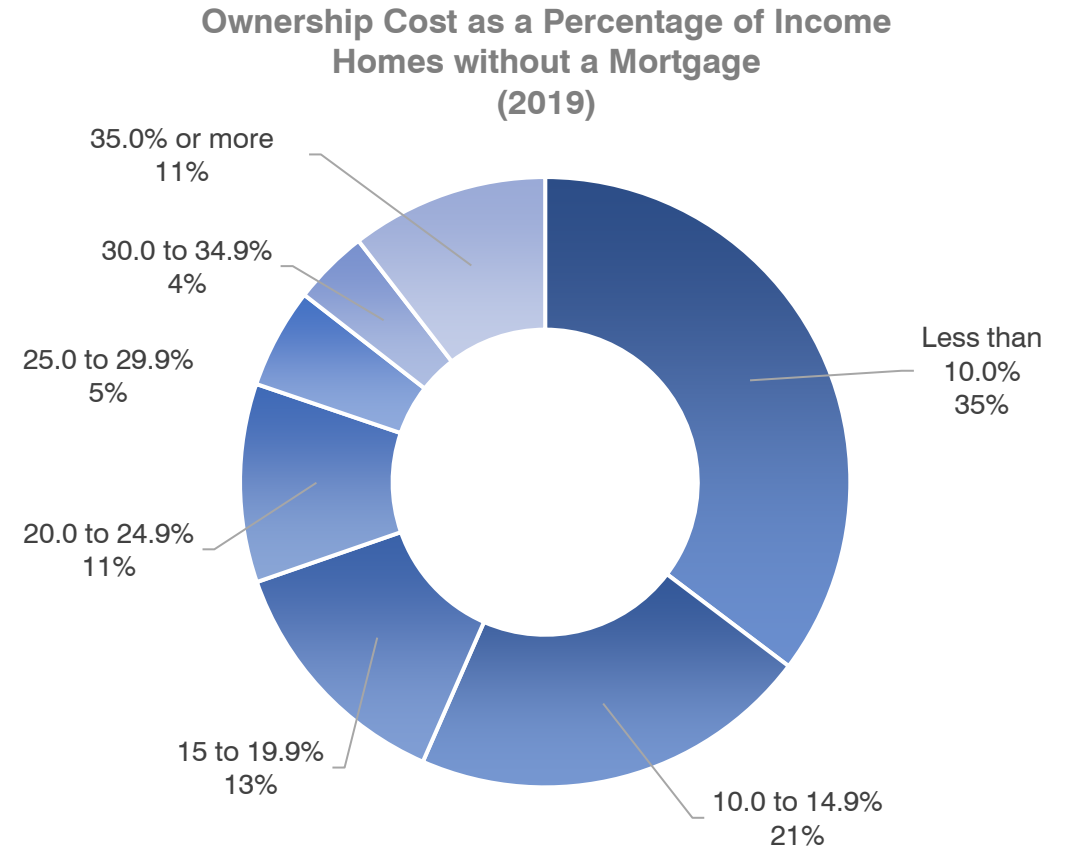
Rental Cost

- Most of the town's rental housing costs between $1,000 and $1,499 per month.

- Only 15% of the town's housing costs less than $1,000 per month.

Gross Monthly Rent (2019)

$3,000 or more
1%

$2,500 to $2,999
0%

$2,000 to $2,499
2%

$1,500 to $1,999
11%

Less than $500
6%

$500 to $999
9%

$1,000 to $1,499
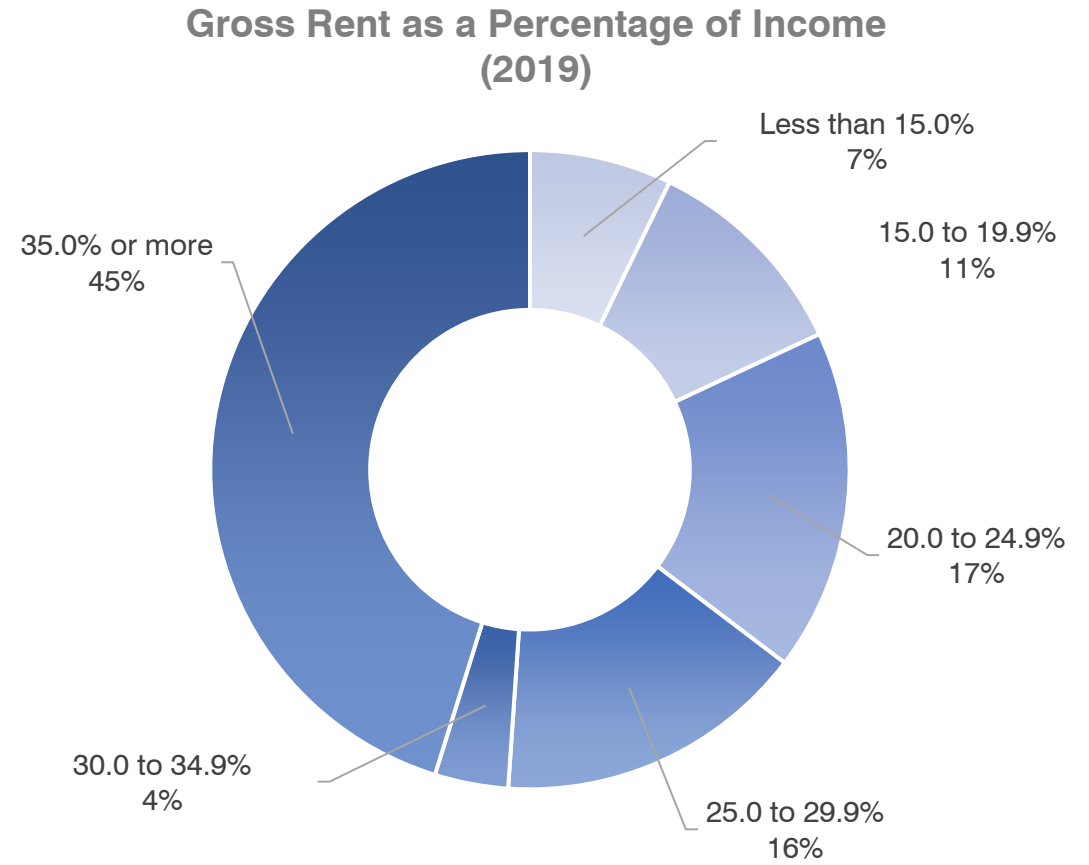71%

Source: American Community Survey

Berlin Plan of Conservation and Development and Affordable Housing Plan
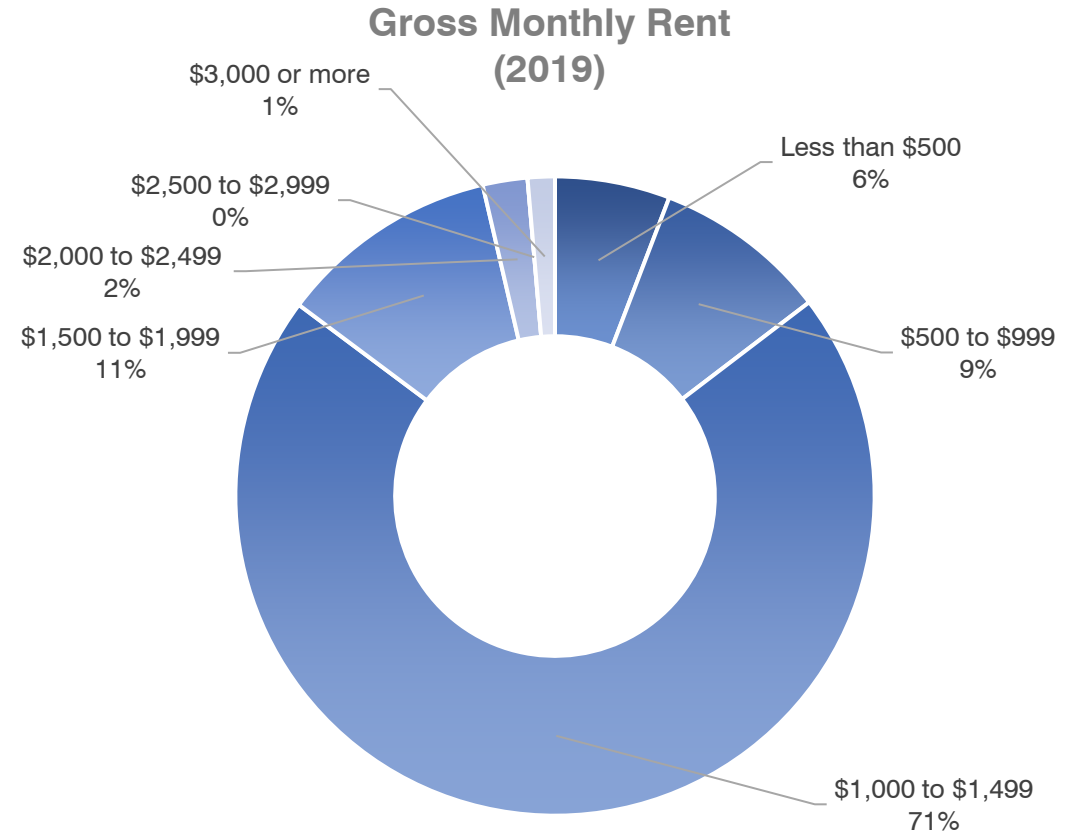
Rental Cost vs Income

- Almost half (49%) of renters in Berlin spend 30% or more of their income on rent

Gross Rent as a Percentage of Income (2019)

Less than 15.0%
7%

15.0 to 19.9%
11%

20.0 to 24.9%
17%

25.0 to 29.9%
16%

30.0 to 34.9%
4%

35.0% or more
45%

Source: American Community Survey

Berlin Plan of Conservation and Development and Affordable Housing Plan

Housing Cost Burdened Households

- Berlin has a lower share of housing burdened households than both Hartford County and the State.

- This includes renter and homeowner households.

Share of Households with Housing Costs of 30% or more of Household Income (2019)

Berlin: Renters 48.9%, Owners (Mortgage) 25.5%, Owners (No Mortgage) 14.5%
Hartford County: Renters 49.7%, Owners (Mortgage) 28.0%, Owners (No Mortgage) 19.8%
CT: Renters 51.6%, Owners (Mortgage) 31.1%, Owners (No Mortgage) 21.2%

■ Renters   ■ Owners (Mortgage)   ■ Owners (No Mortgage)

Source: American Community Survey

Berlin Plan of Conservation and Development and Affordable Housing Plan
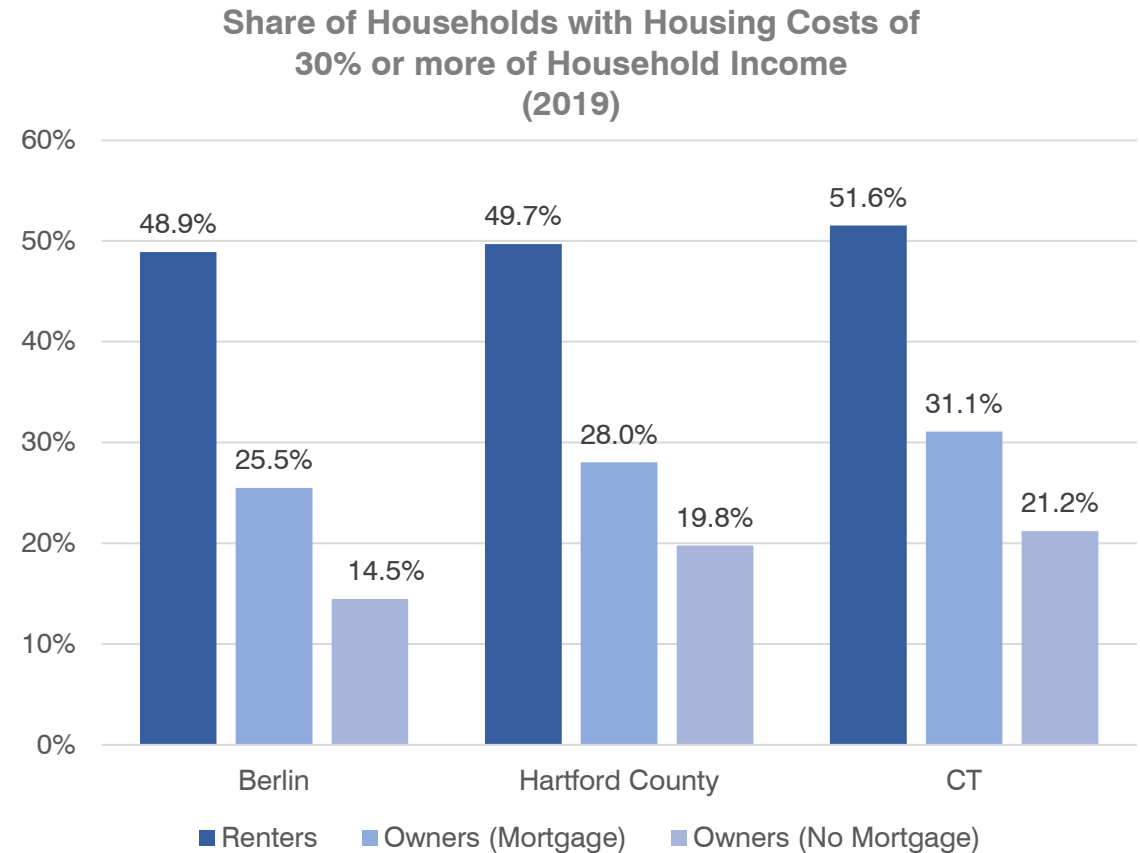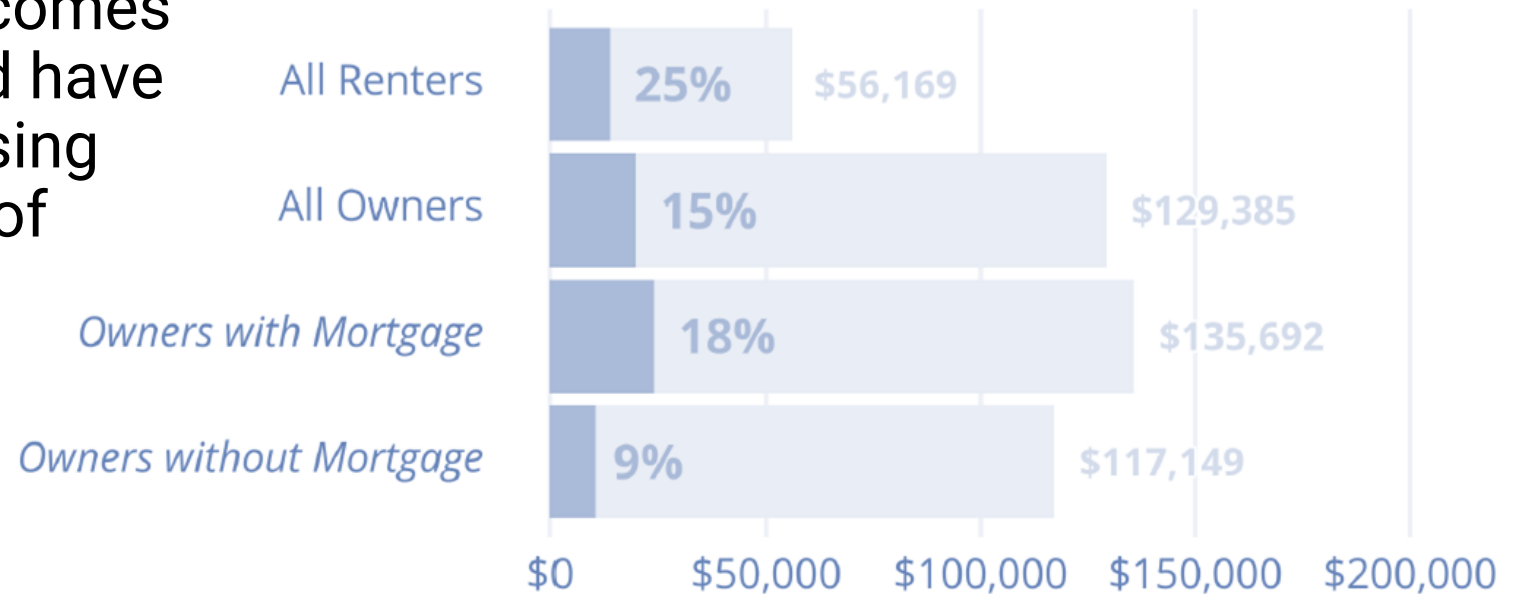
Housing Cost

- Renters in Berlin have substantially lower incomes than homeowners and have a higher share of housing cost as a percentage of their income.

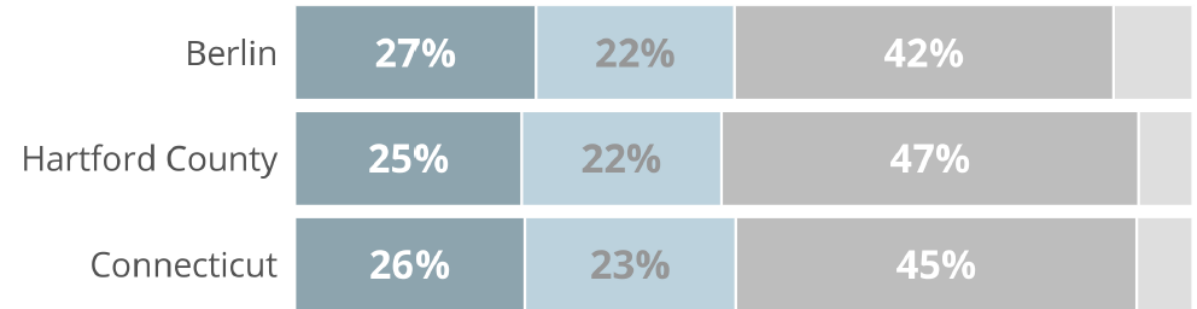**Housing Cost as a Percent of Income** (2019)

All Renters	25%	$56,169
All Owners	15%	$129,385
Owners with Mortgage	18%	$135,692
Owners without Mortgage	9%	$117,149

$0 $50,000 $100,000 $150,000 $200,000

Source: American Community Survey

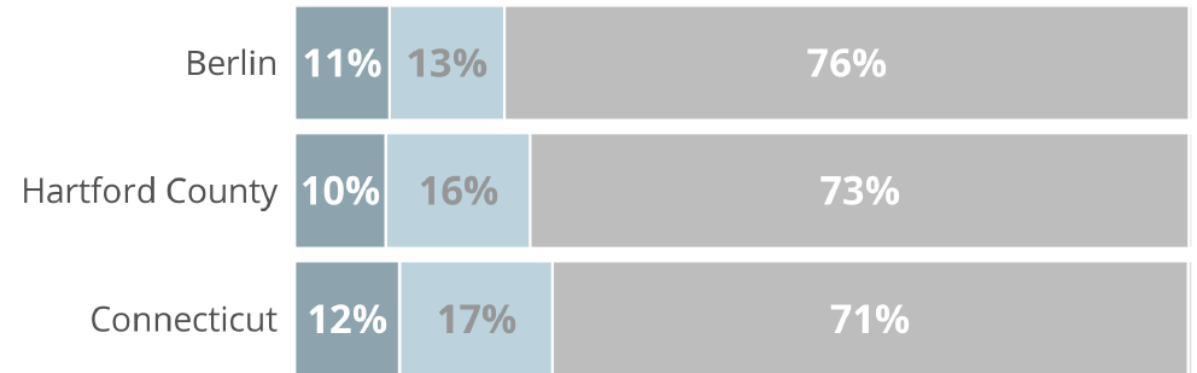*Berlin Plan of Conservation and Development and Affordable Housing Plan*

Housing Cost

- Housing cost burden in Berlin is slightly lower than both Hartford County and the State

Housing cost burden for renters (2019)

	Severe burden	Moderate burden	Not burdened	Not Computed
Berlin	27%	22%	42%	
Hartford County	25%	22%	47%	
Connecticut	26%	23%	45%	

Housing cost burden for owners (2019)

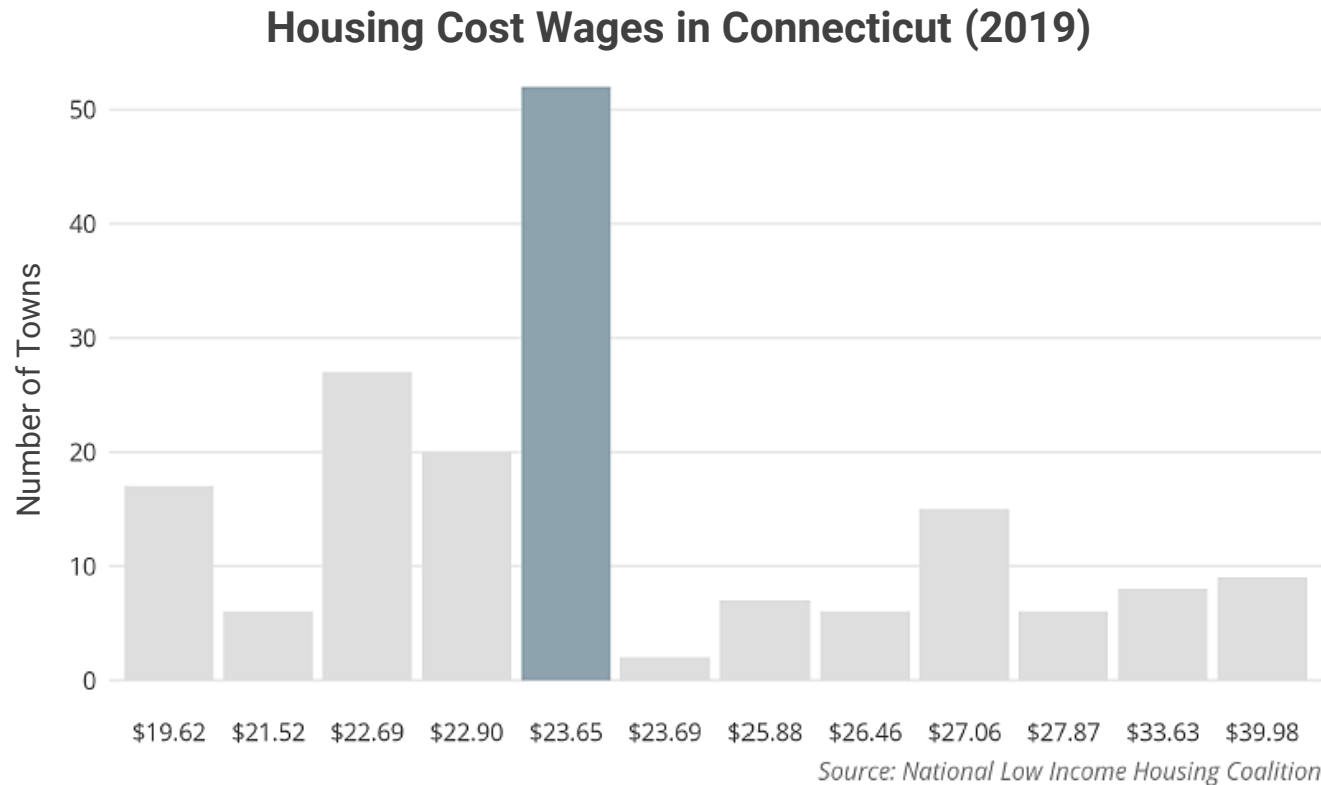|	Severe burden	Moderate burden	Not burdened	
Berlin	11%	13%	76%	
Hartford County	10%	16%	73%	
Connecticut	12%	17%	71%	

Severe burden (50% or greater)   Moderate burden (Between 30% and 50%)   Not burdened (Less than 30%)   Not Computed

Source: Partnership for Strong Communities 2020 Housing Data Profile, American Community Survey

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Housing Cost

- Berlin is one of 52 towns in Connecticut with an hourly housing wage of $23.65

Housing Cost Wages in Connecticut (2019)

Source: National Low Income Housing Coalition

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Affordable Housing

Image Credit: Google Earth
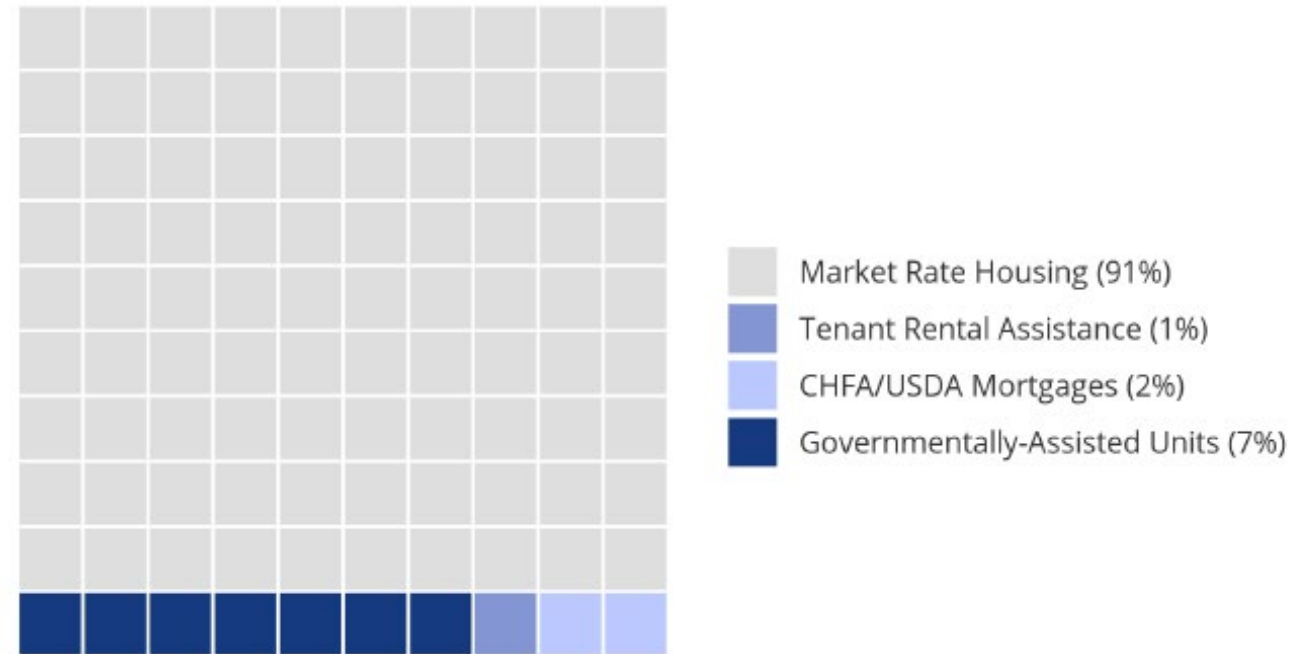
Affordable Housing

- 8,140 housing units in Berlin (based on 2010 Census)
- 556 government assisted
- 50 tenant rental assistance
- 142 CHFA/USDA mortgages
- 4 deed restricted
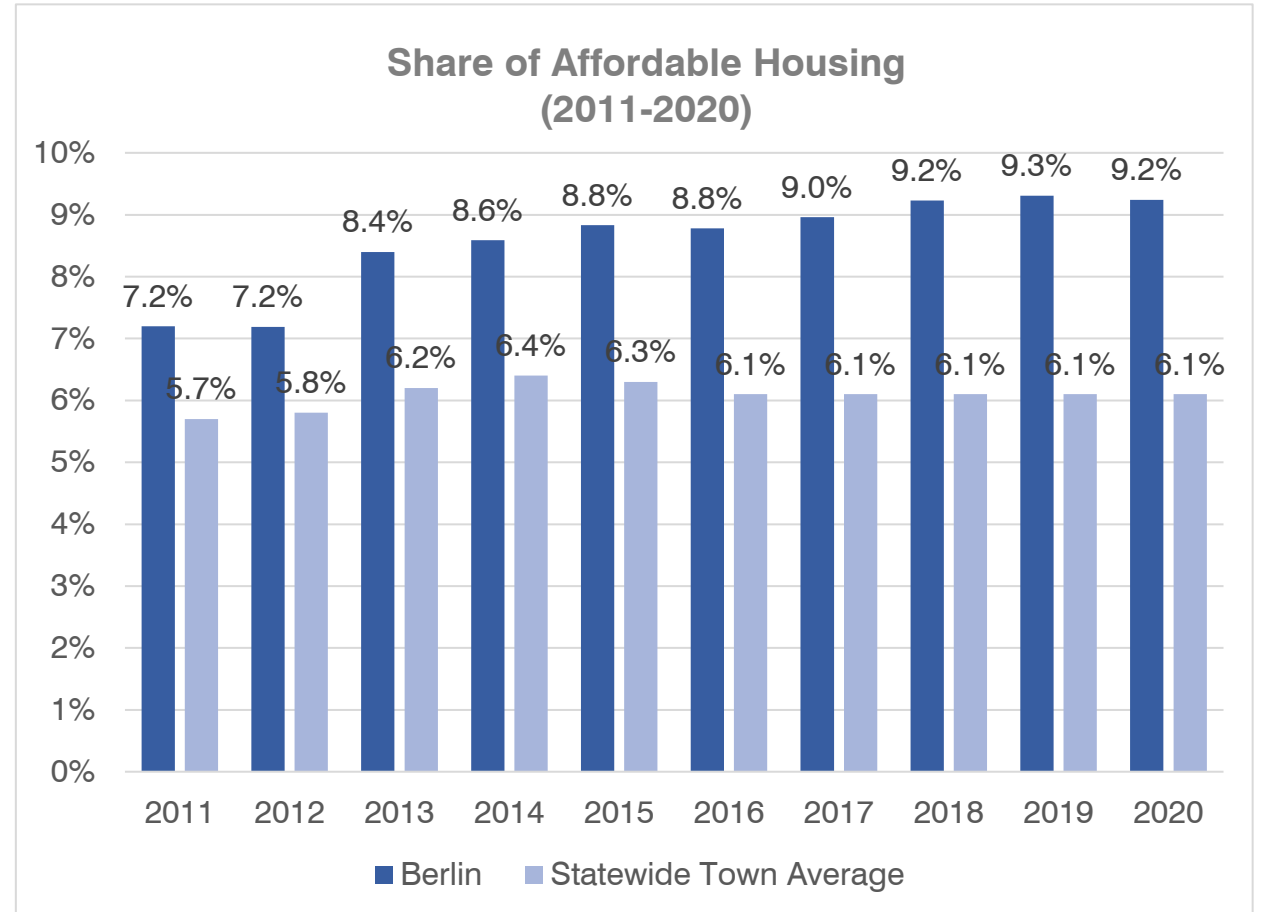- 752 total assisted units
- 9.24% affordable

Affordable units by type

Market Rate Housing (91%)
Tenant Rental Assistance (1%)
CHFA/USDA Mortgages (2%)
Governmentally-Assisted Units (7%)

Source: Connecticut Department of Housing

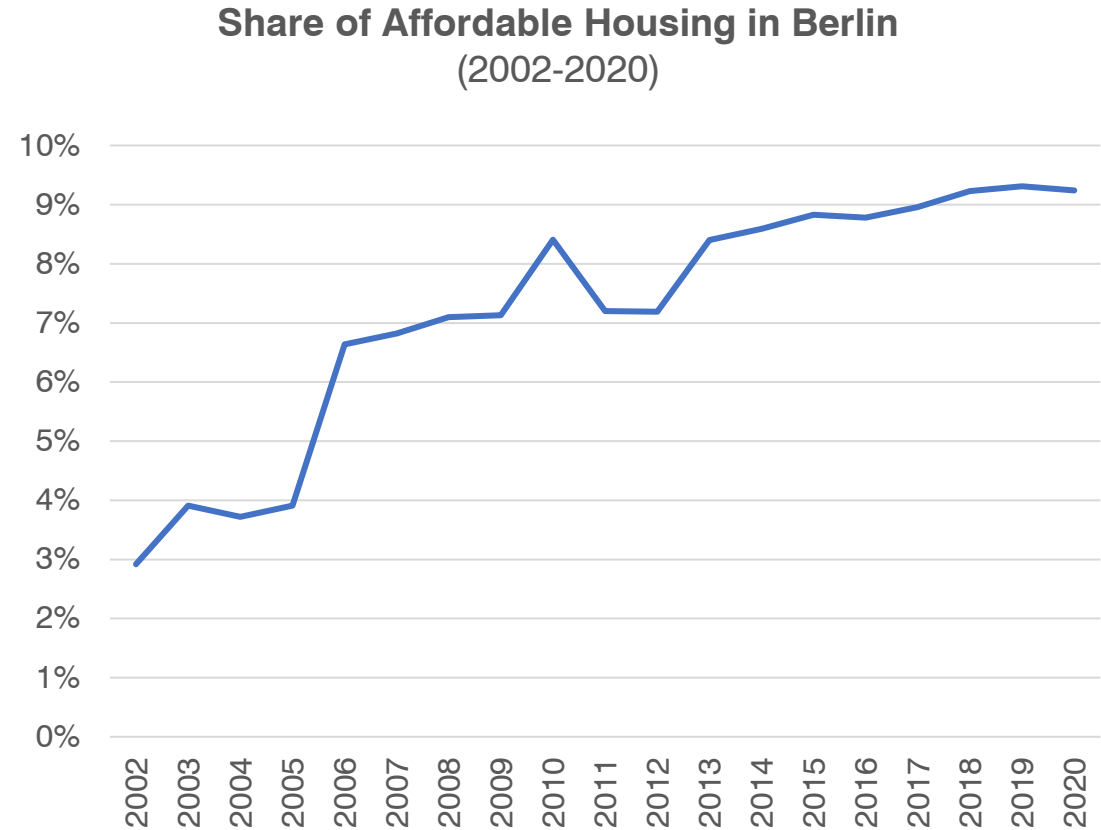*Berlin Plan of Conservation and Development and Affordable Housing Plan*

Affordable Housing

- Berlin is close to meeting the State's mandate of 10% affordable housing (as defined by the State).

- Berlin's share of affordable housing has increased consistently since 2011.

- Berlin exceeds the statewide average for affordable housing by approximately three percentage points.

Share of Affordable Housing (2011-2020)

Year	Berlin	Statewide Town Average
2011	7.2%	5.7%
2012	7.2%	5.8%
2013	8.4%	6.2%
2014	8.6%	6.4%
2015	8.8%	6.3%
2016	8.8%	6.1%
2017	9.0%	6.1%
2018	9.2%	6.1%
2019	9.3%	6.1%
2020	9.2%	6.1%

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Affordable Housing

- Berlin's share of State qualified affordable housing increased from 2.9% in 2002 to 9.2% in 2020.

Share of Affordable Housing in Berlin
(2002-2020)

Source: CT Department of Housing

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Discussion

- Do any of these statistics or trends surprise you?

- What concerns you the most?

- Are there recent changes or developments that might alter these statistics and trends?

- What issues do you think need further exploration?

- Is there a particular issue that the POCD should directly address?

Visioning Exercise

Berlin Plan of Conservation and Development and Affordable Housing Plan

Image Credit: rethinkurban.com

Visioning Exercise

What do you value most about Berlin?

- Location, location, location, geographic center of State

- Farmlands, small town feel, water courses, meandering roads, walking trails (more)

- Accessibility to outdoor activities and conservation spaces, parks

- History of town, historic properties, history of industry, heritage, agriculture (3rd generation farmer)

- Peaceful atmosphere and community

Visioning Exercise

What would you like to see more of in Berlin?

- Develop more businesses along Berlin Turnpike
- Provide more water supply from aquifer
- Further establish greenways
- Improve Kensington Center
- More entertainment venues
- Summer concerts in the park, more opportunities for the community to come together, more cultural opportunities
- Better pedestrian access, more sidewalks and bikeways
- Make Kensington Center more walkable and attractive
- Work with surrounding towns to make a regional walking and biking network
- Capture people from New Britain Bees traffic for restaurants

Visioning Exercise

What concerns do you have for Berlin's future?

- The Town's water resources need to be protected

- Tax base needs continued expansion, growth has been good over last couple of years under economic dev. Director

- Character of town potentially being lost due to development

- Future of emergency services, particularly firefighters, may need greater share of paid employees in the future

Next Steps

- Launch Community engagement efforts
  - Develop press release and social media content
  - Begin development of online surveys and mapping tool
  - Develop list of key stakeholders for interviews/focus group meetings
- Coordinate mapping with NEGEO
- Continue collection of data for the Affordable Housing Plan
- Conduct Land Use and Zoning assessment

Recommended Meeting Topics through April 2022

- **October:** Land Use and Zoning

- **November:** Conservation, Open Space & Recreation

- **December**: Cultural and Historic Resources

- **January:** Facilities and Infrastructure

- **February:** Mobility

- **March:** Economic Development

- **April:** Affordable Housing

- *Discussion and updates on Community Engagement progress will be conducted at all meetings*

Berlin Plan of Conservation and Development and Affordable Housing Plan

Affordable Housing Plan

- We are considering establishing a steering committee for the Affordable Housing Plan

- The State's Affordable Housing Guidebook recommends establishing a committee, although this is not required

Building Support for an Affordable Housing Plan

CREATING AN AFFORDABLE HOUSING COMMITTEE

One of the most critical factors for success in any planning effort is local leadership. A key first step in creating a local affordable housing plan is to identify a leadership team to spearhead the effort.

Strong and vocal leaders who believe in the effort and are willing and able to put in the time necessary to recruit, support, communicate and carry out an inclusive planning process is essential to developing a meaningful plan.

A champion can be a chief elected official who is passionate about the issue of affordable housing or a group of community leaders who come together to form a local affordable housing committee. Ideally both the chief elected official and community leaders are working together towards the common goal of elevating the issue of affordable housing in the community. A local affordable housing committee can form organically with a group of concerned citizens coming together to advocate and

plan for affordable housing in collaboration with the municipality. Or a committee can be appointed by the municipality's elected officials to take on the role and lead the effort. In both cases, leadership should work to ensure the committee consists of a diverse group of people representing different demographics and perspectives.

The affordable housing committee plays several important roles:

► Bringing together local leaders to proactively plan for affordable housing.

► Creating a constituency of advocates for more affordability in the community.

► Providing support to elected and appointed local officials on decision making related to affordable housing development.

Your affordable housing committee leaders can help your town identify the most effective ways to engage different sectors of the community. Elected officials, business owners, community advocates, and others involved in the planning process know the most effective ways to engage their sectors of the community. By sharing the message out broadly across the community via social media, news outlets, or other communication tools throughout the planning process, members of your leadership team can create sustained, broad-based support for your affordable housing plan.

Image by Iyrina Alex and RPA

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Berlin Plan of Conservation and Development and Affordable Housing Plan

Next Meeting

- Thursday, October 28th at 7:00 pm

Berlin Plan of Conservation and Development and Affordable Housing Plan