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Montague Mass in Motion Committee Meeting
Gill Montague Senior Center   62 5th Street Turners Falls, MA
Monday March 27, 2023 3-4:30pm

AGENDA
This meeting will be held in-person at the location provided above. Members of the public are welcome to attend. Topics may start earlier than specified.

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1. 3:00 p.m. **Brief overview of Open Meeting Guidelines and meeting facilitation**

2. 3:10 p.m. **Committee members introductions including responses to the following:**
    -Name, relevant background. From your perspective what is a key issue/concern regarding our town becoming (more) "age friendly" for seniors?

3. 3:30 p.m. **Purpose and Main functions of the Mass in Motion Committee**
    -Four main areas of focus. See chart.

4. 3:45 p.m. **Regional Age- and Dementia-friendly Assessment Results and steps moving forward for Mass in Motion Age- and dementia-friendly planning.**
    Franklin Regional Council of Government (FRCOG) Guest: *Rachel Stoler*, Community Health Program Manager

5. 4:20 p.m. **Agenda items for next meeting; Tasks before next meeting; Dates and times for next 2 meetings.**
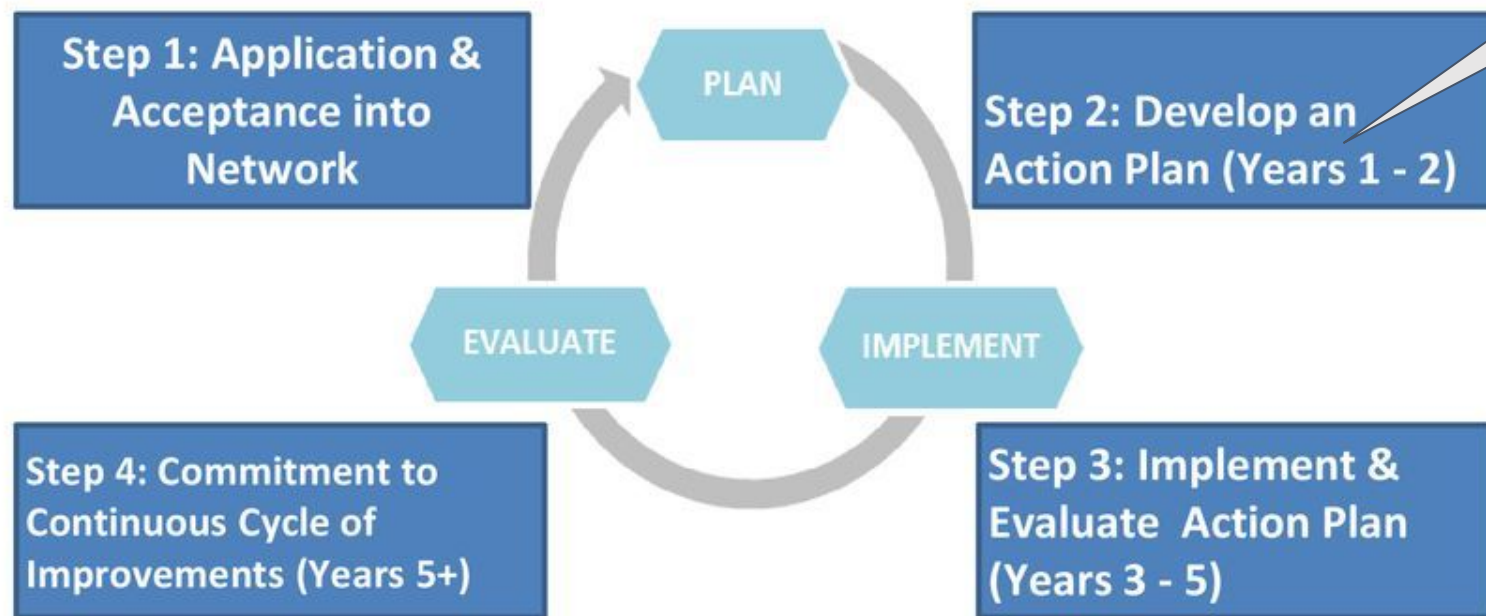
AGE-FRIENDLY
Franklin County & North Quabbin

Mass in Motion

Mass in Motion Age- and Dementia-Friendly Initiative In Montague

December, 2022

8 Domains of Livability
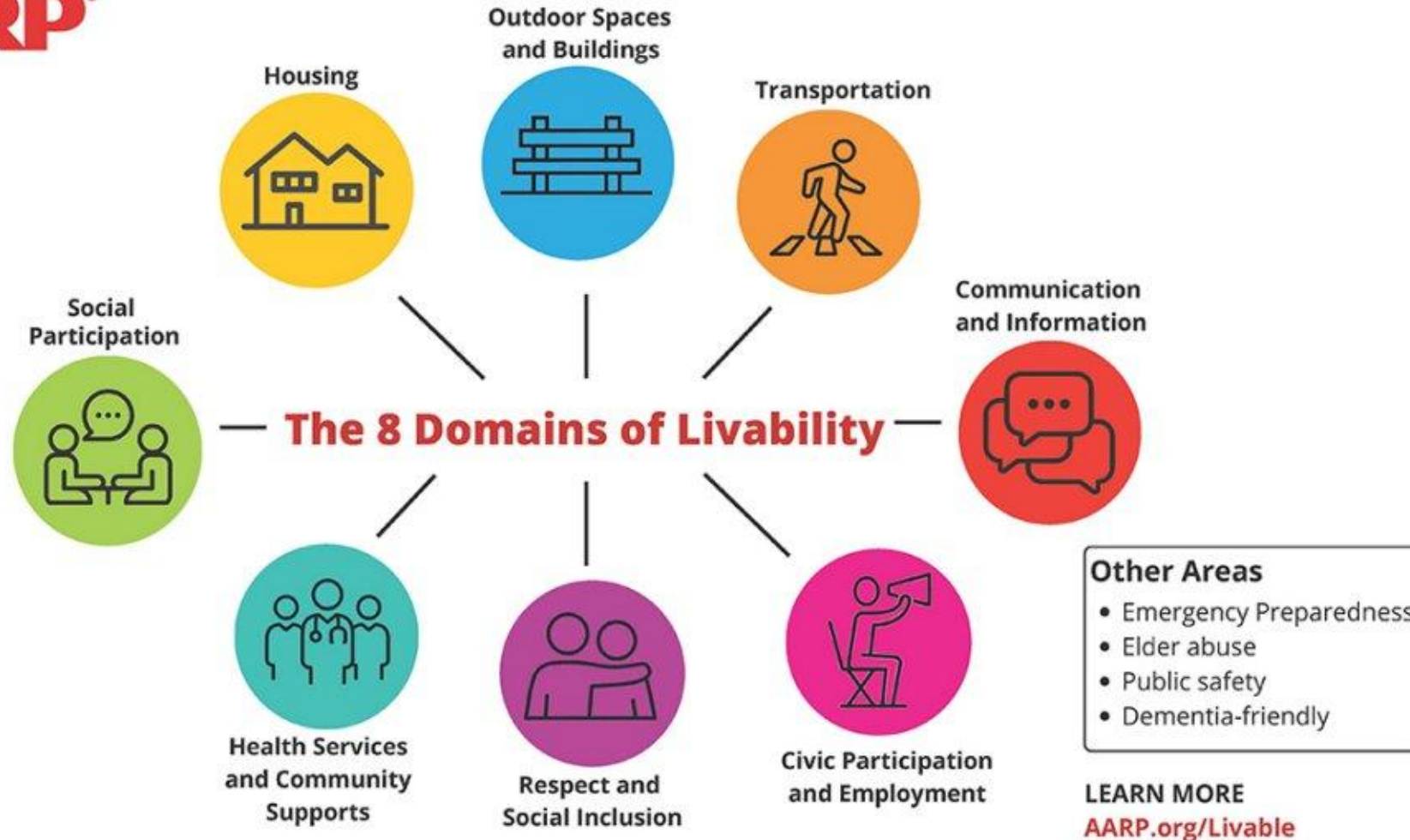
Mass In Motion

- Statewide movement that promotes opportunities for healthy eating and active living in the places people live, learn, work and play
- Mass In Motion Franklin County's grant is designed to complement LifePath's ongoing Age-Friendly project
- Changes community conditions by looking at long-term solutions to address root causes of problems
- Leading with race explicitly but not exclusively

Age- and Dementia- Friendly Franklin County Needs Survey Responses

Throughout slides:

Region wide info is given first,

Montague-specific info is listed second in red

Demographics of Survey Respondents

- 72% female, 25% male, 2% prefer not to say (66% female, 22% male)

- 25% live alone (45% live alone, 34% w/spouse or partner)

- 72% between ages of 60 and 79 (57% of respondents in Montague are between ages of 60 and 79, 21% 80 and up, 15% are 50-59 or caregiver)

Built Environment:
Housing, Public Buildings and Outdoor Spaces, and Transportation

Housing

- 47% (44%) of respondents own their own home
- 67% (61%) of respondents have lived in their current town for over 15 years (60% (53%) in the same home)
- 90% (83%) reported that it was important for them to stay in their town as they age, and 88% (84%) in their home.
- 33% (36%) reported good or excellent access to affordable housing options for people with their income level
- Motivations for changing housing in the future:
  - cost 52% (45%)
  - need for different type of housing 43% (41%)
  - need for better access to transportation 27% (23%)
  - cost of living in the area 26% region wide (19%)
  - need for better healthcare services 19% (17%)
  - need to be closer to family, social opportunities 29% (29%)
- Maintenance: respondents reported generally good access to home repair services (58%, 51%) and lawn care (53%, 51%), a quarter regionally report it to be unavailable

Outdoor Spaces and Buildings:

- 77% (69%) respondents report good access to public buildings for their current needs
- 42% (26%) either don't have access or don't know if they have access to outdoor spaces that are accessible to them and have adequate benches
- 69% (55%) of residents reported need for better lit and accessible streets and roads
- 61% (68%) of respondents report good traffic signs and pedestrian crossings – 38% (31%) report them to be poor or they don't know
- 81% (80%) of respondents report always feeling safe in their home and community

"Both local little grocery stores have steps to enter. No handicap access."

- Need for more access to transportation was the #1 issue mentioned in open responses
- 29% (23%) of older adults identified a potential need to change housing to get better access to transportation
- 90% (75%) drive themselves
- 23% (25%) have others drive them
- 20% (25%) walk or bike
- 2% (5%) report using special transit like Senior Center van
- 23% (30%) of respondents report there is no public transit in their area or it is too hard to get to 14% (30%)

"If someone is sick, they have to rely on a friend to take them to the doctor or to run an errand."

Social Environment:

Communication and Information, Social and Civic Participation, Health Services and Community Support, Social Activities

Health Services and Community Supports

Health Services and Community Supports

Health Services:

- 13% (22%) of respondents receive caregiving support
- 4% (3%) are primary caregivers of children
- 10% (9%) are the primary caregiver for an older adult
- 21% (25%) of respondents report access to adequate caregiver support (respite care, support groups)
- 22% (22%) of respondents say access to home health care providers is poor or unavailable

"As I start to have more health issues I am concerned (including cognitive issues). If anything happened to my husband, I'd be lost."

Health Services and Community Supports

Health Services

- 34% (46%) of respondents say access to healthcare professionals is poor, unavailable, or they don't know

- 37% (17%) say health and social services are not conveniently located or they don't know

- 56% (50%) of respondents report access to wellness programs such as nutrition, pain management, etc.

- 79% (79%) of respondents report lack of access or don't know access to mental health supports

Health Services and Community Supports

"Good healthcare choices are extremely hard to find, and very hard to get anyone within a reasonable distance of travel."

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Health Services and Community Supports

Community Supports

Village or Neighbor to Neighbor support groups:

- 44% (48%) of respondents are interested in volunteering in a Village support group
- 31% (29%) are interested in receiving support from a Village support group

Information about Services

- 49% (51%) report good access to easy-to-find information about services

Health Services
and Community
Supports

Health Services and Communication

Telehealth

- 72% (74%) of respondents have used telehealth at least once, 59% (66%) more than once
- Of those who used telehealth at all:
  - 70% (72%) had a good experience
  - 59% (54%) would prefer to see their provider in person
  - 90% (67%) found the technology was not confusing to use
  - 86% (49%) would choose to use it again, even after pandemic

Focus Group/Open Response Themes:

- Technical support needed to use telehealth services

Communication and Information

Health Services and Community Supports

"I would use telehealth again in the future, even after the pandemic."

Social Participation

Social Participation

- 34% (45%) of older adults live alone, 52% (34%) live with a partner or spouse, and 10% (15%) live with family or friends.
- 77% (74%) of respondents interact with someone outside of their household several times per week or more
- 8% (6%) interact with someone outside of their household less than twice per month
- 83% (80%) sometimes or often feel well supported
- 20% (23%) do not have or are unsure if they have someone they can call for help anytime of day or night
- Sense of community belonging is an unmet need for older adults

"My biggest worry is that I'm alone and I don't see people every day. I'm going to die in that apartment alone by myself."

Communication and Information

- Top sources of information identified were family and friends 52% (53%), social media/internet 54% (52%), COA/Senior Center 52% (44%), newspaper 51% (64%), town newsletter 27% (18%)

- Computer use and Internet access: 89% (89%) have reliable internet at home; 92% (92%) have a computer, tablet or smart phone and 86% (89%) know how to use them; 74% (66%) use Zoom or similar video chat. 31% (30%) want to learn to use new technology better

- Assistance needed for seniors wanting to use digital communication

- Lack of outreach and information leads to further isolation

"Since I don't use a computer, printed listings of services available to elderly that I could reach by phone."

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Civic Participation and Employment

Civic Participation and Employment

- 56% (47%) of respondents felt they had good or excellent volunteering opportunities
- 66% (40%) felt they had good or excellent opportunity for civic engagement (such as serving on Montague board or committee)
- 69% (61%) had good or excellent access to information about Montague updates
- 83% (84%) were unaware of or thought remote engagement opportunities for homebound older people were poor
- 86% (96%) of respondents were unaware of or thought flexible employment opportunities for older people were poor
- 25% (27%) of respondents report financial insecurity as their biggest problem or worry about getting by each month
- 43% (35%) feel ok financially now but worry about the future

"We need flexibility in the ability to keep working as we age, along with appreciation and respect of the older employee."

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Respect and Social Inclusion

- 54% (52%) of respondents feel they have conveniently located social and cultural activities
- 59% (53%) felt they had access to events that were affordable to them
- 69% (72%) did not have access to or did not know about intergenerational events
- 66% (59%) felt they had social participation opportunities in their language
- 67% (69%) of respondents had good access to fitness and outdoor recreation opportunities

Respect and Social Inclusion

"I don't want to be separated out as I get older - I want to live with all kinds and ages of people."

How do you rate Montague as a place to age?

Region

Good/Excellent   Fair/Poor

Montague

Fair/Poor
43.6%

Excellent/Good
56.4%

Timeline
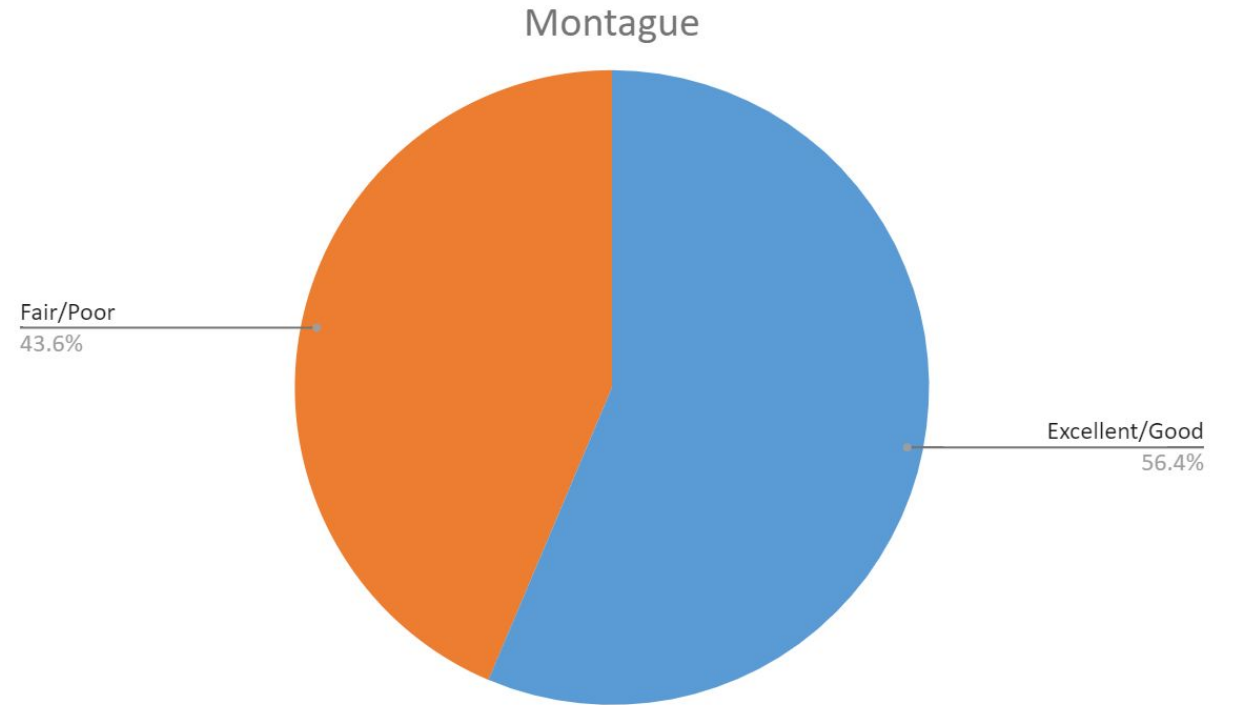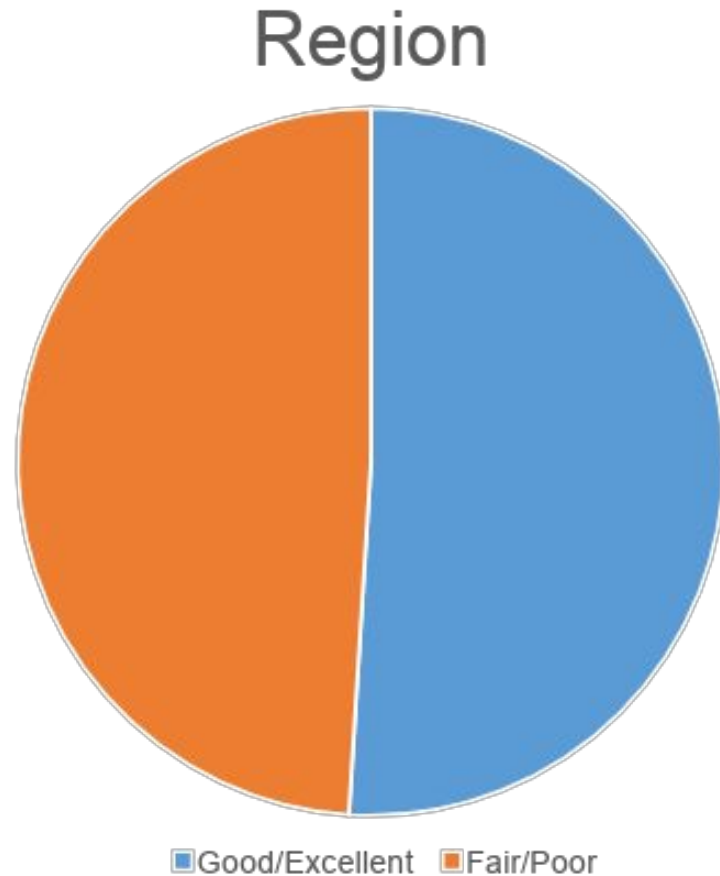
Nov/Dec	Dec/Jan	Feb	Spring/Summer
Initial meeting with Montague governance & stakeholders – review process, data	Convene work group to focus on local priorities	Health Equity Training	• Examine data,, answer additional questions about needs in Montague • Identify priorities, examine root causes • ID strategies to address priorities • ID structure moving forward (funding, implementation)

Mass in Motion and Health Equity

- Structural inequities and racism play large role in determining health and opportunities for health and wellbeing

- "Leading with race" important even in a Montague without much diversity

- Use Racial Justice Reframing Questions
  - Who benefits?
  - Who is harmed?
  - Who influences?
  - Who decides?
  - What are the unintended consequences?
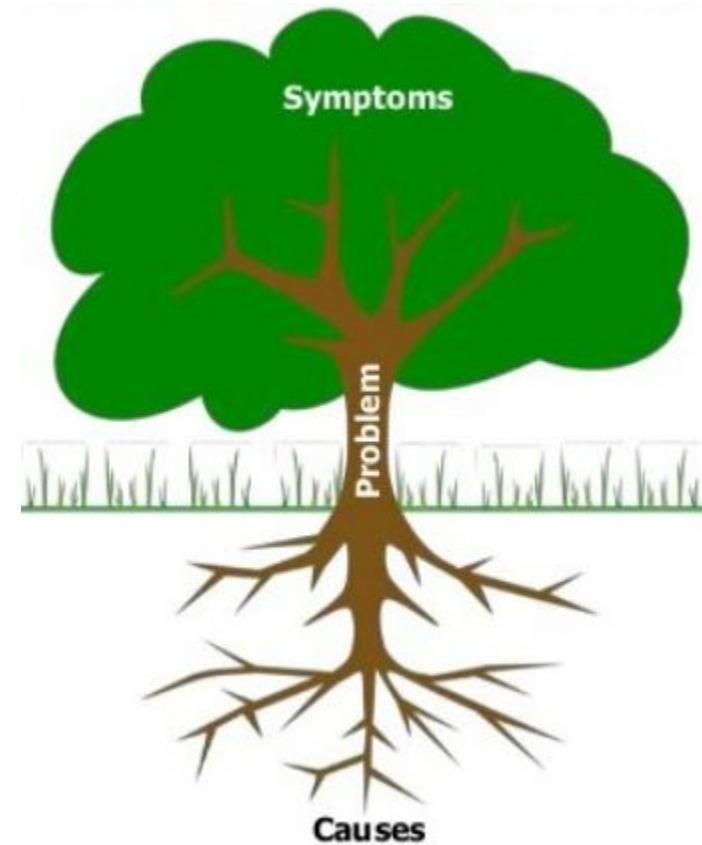
Practical Age- and Dementia-Friendly Examples

Housing

Neighbor support for small repairs through Village to Village networks or Senior Center

Transportation

Ensure people know of the existing resources like FRTA Access

Outdoor Spaces and Buildings

Install benches along popular town walking routes, formal or informal

Health Services and Community Supports

Provide first responders with special training to better serve older adults living with dementia or other age-specific issues when in an emergency

Social Participation

Specifically include older adults in community-wide events held in accessible venues

Civic Participation and Employment

Ensure that online town board meetings are always close captioned and that you have adequate microphones and audio boosters for in-person public meetings

Communication and Information

Use your town newsletter to share information on age-specific resources and supports

Respect and Social Inclusion

Establish a buddy system in schools to encourage intergenerational interacting and appreciation.

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Questions?

Contact Us

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www.lifepathma.org

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Five Villages: One Future

Montague Comprehensive Plan Survey

Responses collected June - October, 2022

352 fully completed surveys
6 in Spanish
346 in English

Demographics of Survey Respondents

Q1: Where do you live in the Town of Montague? *Select one.*

Answered: 501   Skipped: 5
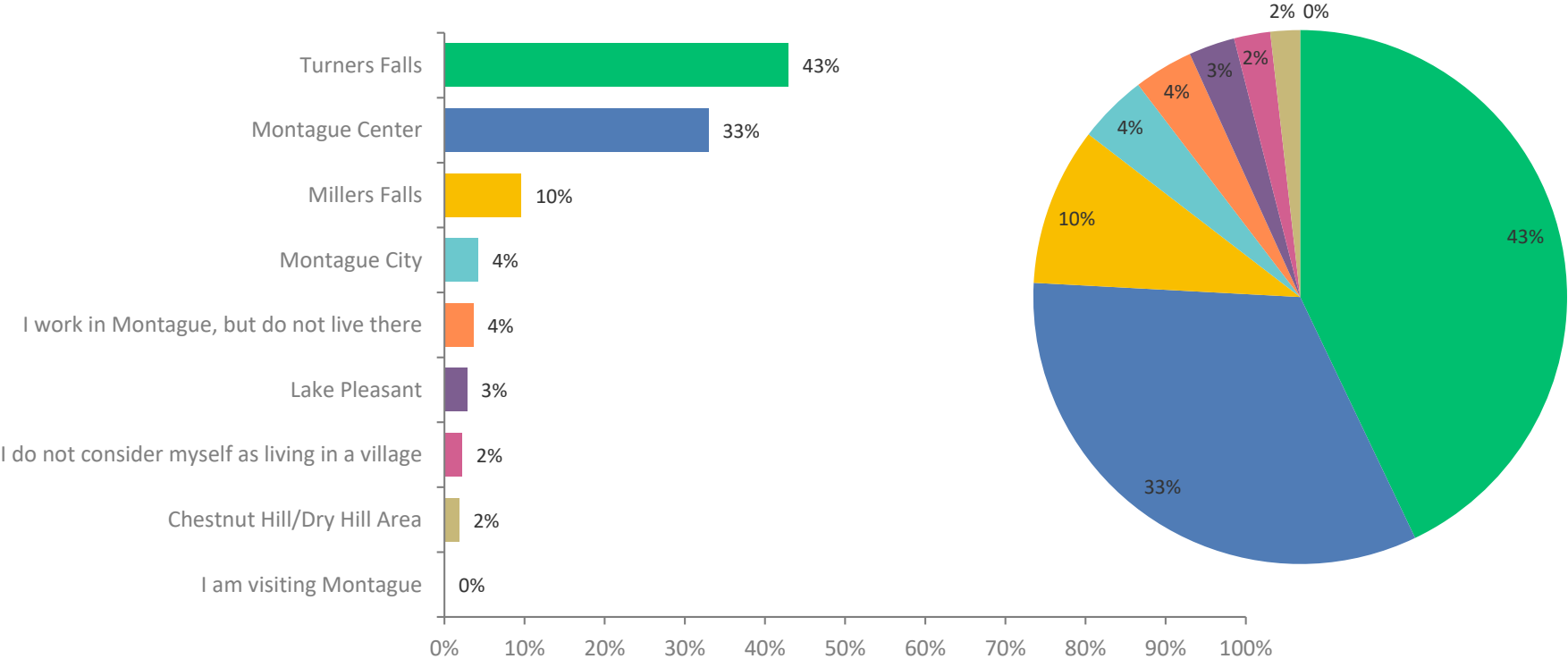
Q16: Select the phrase that best describes your housing. *Select one.*

Answered: 378   Skipped: 121

- ■ I own where I live
- ■ I rent where I live
- ■ I do not own my home but I live there for free
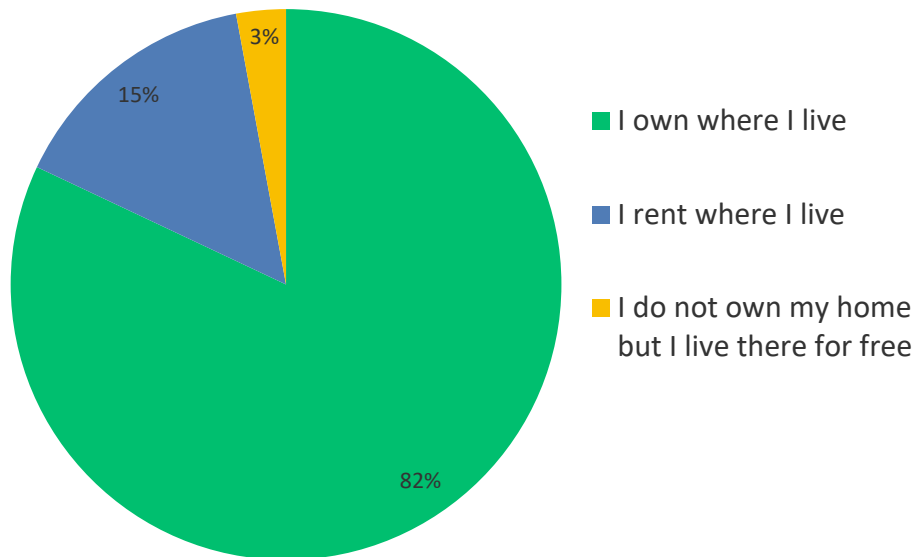
Q17: What is your age? *Select one.*

Answered: 386   Skipped: 120

- ■ Under 19
- ■ 19 - 24
- ■ 25 - 34
- ■ 35 - 49
- ■ 50 - 74
- ■ 75 or older
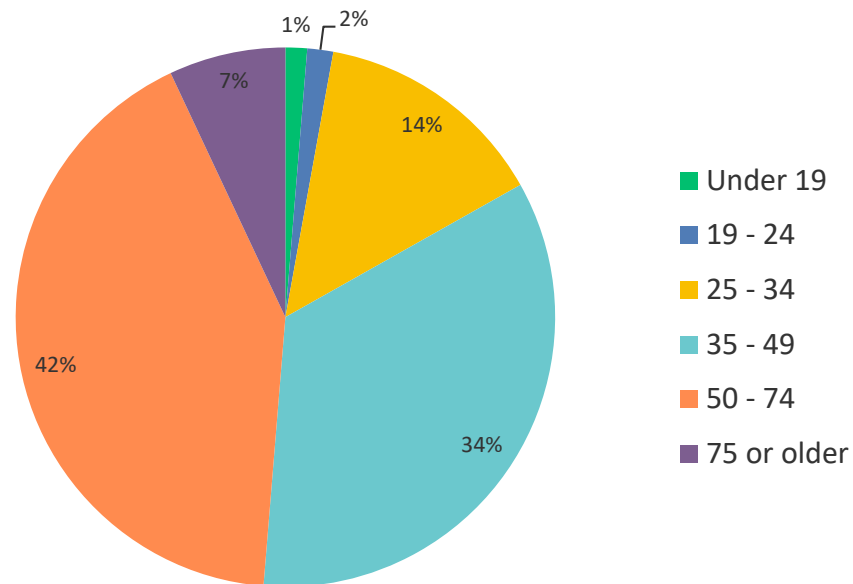
Q18: What is your current living situation? *Select one.*

Answered: 355   Skipped: 151
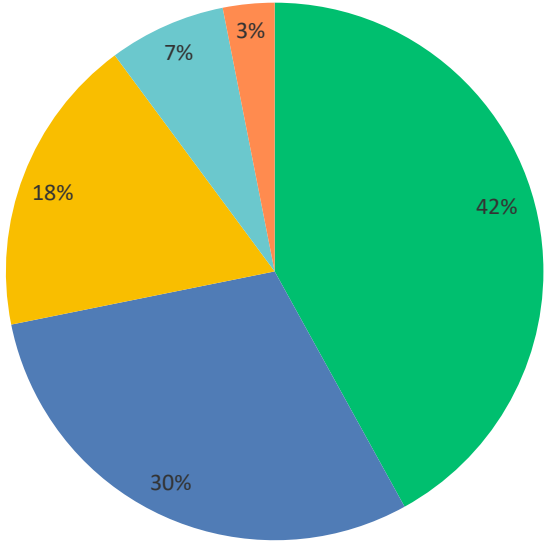
- Couple without children
- Couple with school-age children
- Single adult living alone
- Single adult - shared quarters
- Single parent with school-age children

Pie chart values: 42%, 30%, 18%, 7%, 3%

Q19: Where do your children attend school? *Open ended.*

School	% of respondents with school-age children
Hillcrest Elementary	23%
Elementary out-of-town	17%
Middle/high school out-of-town	16%
Turners Falls High School	13%
Sheffield Elementary	9%
Great Falls Middle School	6%
Gill-Montague Regional School District, unspecified	5%
Homeschool	4%
Gill Elementary	3%
Franklin Technical School	3%
Preschool in Montague	2%

Q20: What is your gender? *Open ended.*

Answered: 334   Skipped: 174

- **Female** — 61%
- **Male** — 36%
- **Non binary** — 3%
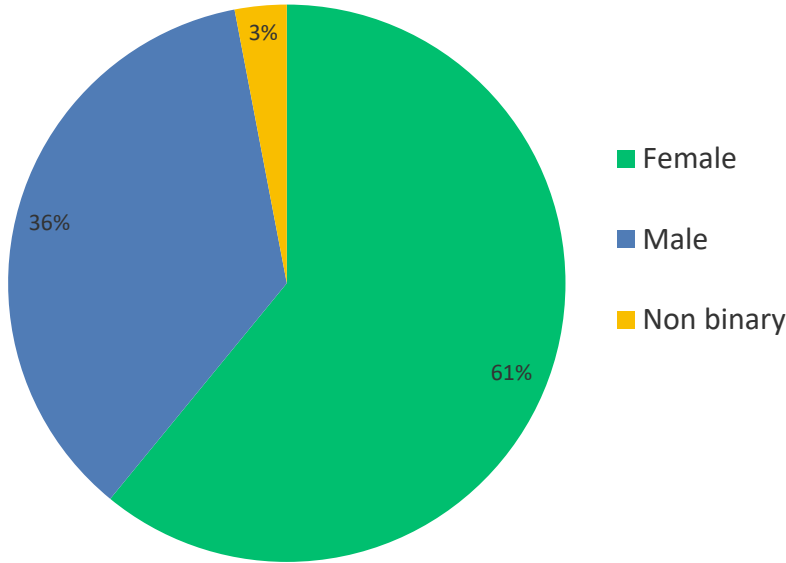
Q21: Which ethnic or racial group do you most closely identify with? *Open ended.*

Answered: 313   Skipped: 186

- **White** — 91.4%
- **Hispanic** — 3.4%
- **Jewish** — 3.1%
- **Mixed race** — 1.7%
- **Asian** — 0.3%
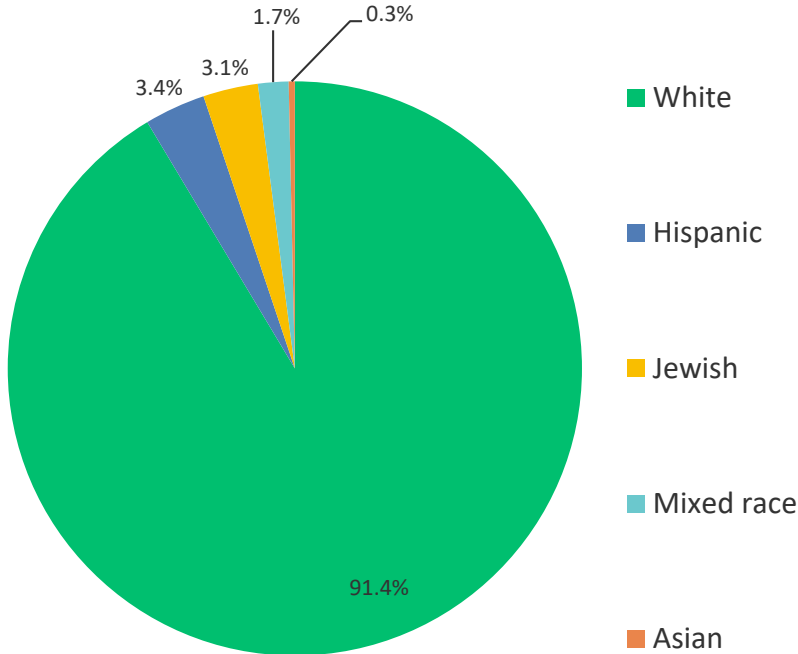
Q22: What is your approximate annual family income? *Select one.*

Answered: 346   Skipped: 153
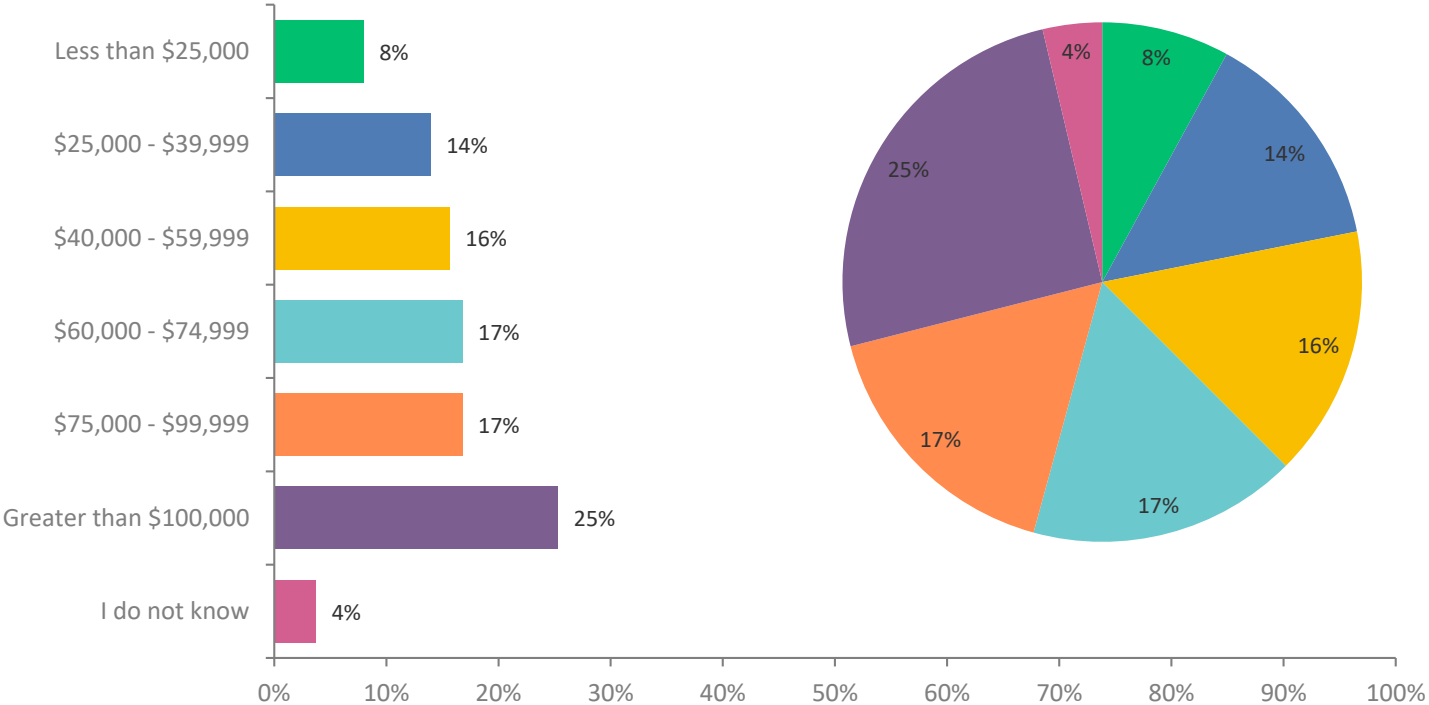
Summary of Demographics of Survey Respondents Relative to Montague Population

Villages:

The majority of respondents are from the villages of Turners Falls and Montague Center. Turners Falls residents are slightly underrepresented, and Millers Falls residents are very underrepresented. (Table 1)

Housing:

Homeowners are overrepresented in the survey, at 82% compared to the actual rate of 61%.

Age:

Three-quarters (77%) of survey respondents were between the ages of 35 and 74, while this group represents 54% of the population. This survey was geared towards adults, so it was not expected to have a representative response rate from children and youth.

Table 1. Villages

Village	% of Responses	% of Current Pop.
Turners Falls	43%	45%
Montague Center	33%	
Montague City	4%	
Millers Falls	8%	14%
Lake Pleasant	3%	

*Current population as defined in U.S. Census. The Census only provides statistics for Turners Falls and Millers Falls

Summary of Demographics of Survey Respondents Relative to Montague Population

Gender:

Nearly 2 times as many female-identifying respondents (60%) took the survey as male-identifying (36%) and non-binary (3%) combined.

Race:

91.5% of survey respondents identified as white, closely matching the current population who is 90% white. Latinx respondents represented 4% of survey takers, closely matching the 4.7% of current residents.

Income:

The ratios of other income groups who responded corresponds fairly closely with current population, although the higher income groups are more represented in the survey, and people who earn less than $25,000 are not well represented. (Table 2)

Table 2. Income

Income bracket	% of Responses	% of Current Pop.*
Less than $25,000	8%	22%
$25,000 - $39,999	14%	15%
$40,000 - $59,999	16%	18%
$60,000 - $74,999	17%	6%
$75,000 or more	42%	38%

2020 American Community Survey 5-Year Estimates, U.S. Census
*% of the current population in brackets $25,000 - $39,000 and $40,000 - $59,000 had to estimated in order to match the survey question categories.

Quality of Life

Q2: How do the following factors affect your life in the Town of Montague?

Answered: 424 Skipped: 82

Ranked by those answering "Very positively affect"

Factor	Very positively affect
Access to natural resources and the outdoors	68%
Ability to walk and bike places	60%
Small-town feel	53%
Feeling of safety	48%
Sense of community	45%
Access to parks and playgrounds	44%
Access to arts/culture/entertainment	33%
Good place to raise children	28%
Access to restaurants and retail	29%
Close to employment	28%
Quality of schools	14%
Access to public transportation	13%
Urban feel	8%

Legend:
- Very positively affect
- Somewhat positively affect
- Do not affect
- Somewhat negatively affect
- Very negatively affect
- I do not know

Q2: How do the following factors affect your life in the Town of Montague?

Answered: 424   Skipped: 82

Ranked by those answering "Somewhat positively affect"
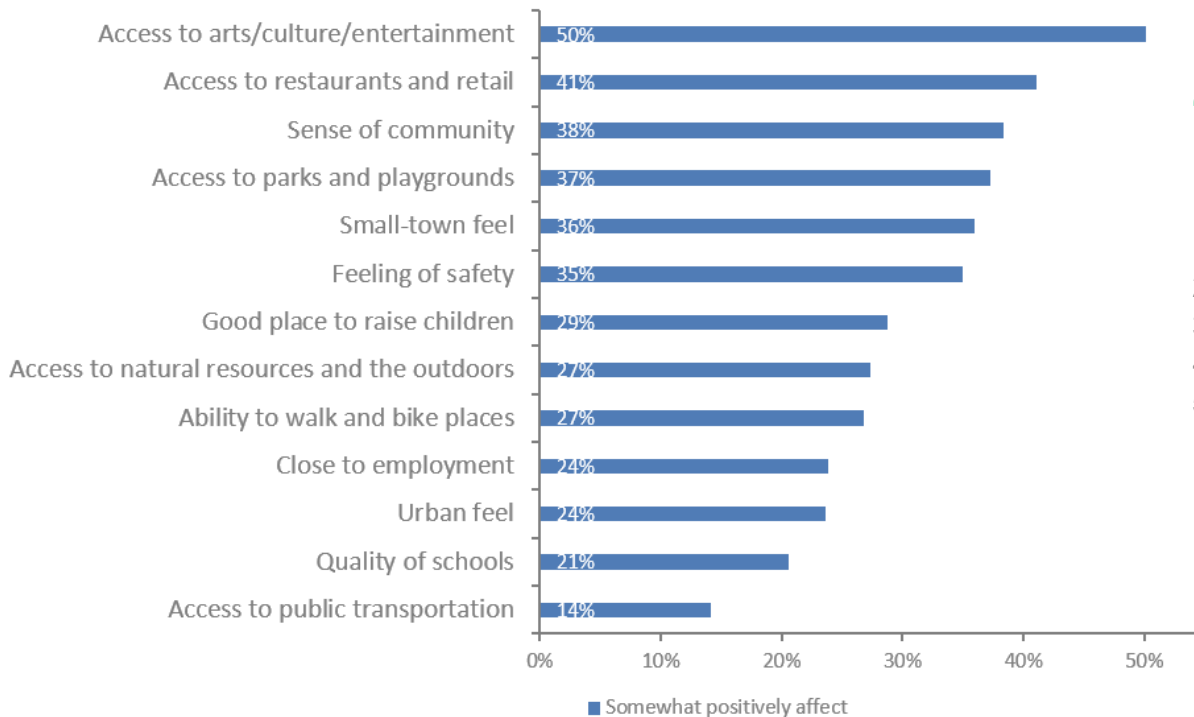
"Very positively" and "Somewhat positively" combined top 5 ranking:

1. Access to outdoors
2. Small-town feel
3. Ability to walk and bike
4. Sense of community
5. Access to arts/culture/entertainment

Factor	Somewhat positively affect
Access to arts/culture/entertainment	50%
Access to restaurants and retail	41%
Sense of community	38%
Access to parks and playgrounds	37%
Small-town feel	36%
Feeling of safety	35%
Good place to raise children	29%
Access to natural resources and the outdoors	27%
Ability to walk and bike places	27%
Close to employment	24%
Urban feel	24%
Quality of schools	21%
Access to public transportation	14%

Q2: How do the following factors affect your life in the Town of Montague?

Answered: 424   Skipped: 82

Ranked by those answering
"Very negatively affect"

Ranked by those answering
"Somewhat negatively affect"

Factor	Somewhat negatively affect
Quality of schools	18%
Access to restaurants and retail	17%
Access to public transportation	15%
Urban feel	10%
Close to employment	9%
Feeling of safety	7%
Good place to raise children	7%
Access to arts/culture/entertainment	5%
Access to parks and playgrounds	4%
Ability to walk and bike places	4%
Small-town feel	4%
Sense of community	4%
Access to natural resources and the outdoors	1%

■ Somewhat negatively affect

Factor	Very negatively affect
Access to public transportation	11%
Quality of schools	10%
Urban feel	5%
Access to restaurants and retail	4%
Close to employment	4%
Feeling of safety	3%
Good place to raise children	2%
Ability to walk and bike places	2%
Small-town feel	1%
Access to parks and playgrounds	1%
Sense of community	1%
Access to arts/culture/entertainment	0%
Access to natural resources and the outdoors	0%

■ Very negatively affect

"Somewhat negatively" and "Very negatively" combined top 5 ranking:

1. Quality of schools
2. Access to public transportation
3. Access to restaurants and retail
4. Urban feel
5. Close to employment

Q3: What is the best thing about our town? *Open ended.*

Answered: 352   Skipped: 154

Historic character
Quietness
Town government is approachable and helpful
Friendliness
Preservation of open space
Will to make Montague a better place
Downtown vibrancy, improvements
Gatherings and events
TF streetscape
Natural landscape and features
Agriculture   Everything
Unique, distinct character of villages
Newpaper   Discovery Center
Arts, culture, entertainment
Nothing   Sense of pride in Montague   Bikability
Quality of school system
Sense of community
Proximity to nature/access to outdoors
Libraries
Access to outdoors and work/commerce/transportation at the same time
Bike path   Neighbors, the people   Beauty
Small industry   Fish ladder   Sports   Up-and-coming feel
Unity Park   Connecticut and Sawmill Rivers
No political drama   Privacy   Diversity of resources
Affordability   Small-town feel
Parks, playgrounds, and programming
Book Mill
Diversity of people
Restaurants/bars/cafes
Sense of safety   Walkability
Retail and local businesses
Landscape diversity

Q4: What is your biggest concern about our town? *Opened ended.*

Answered: 354   Skipped: 152
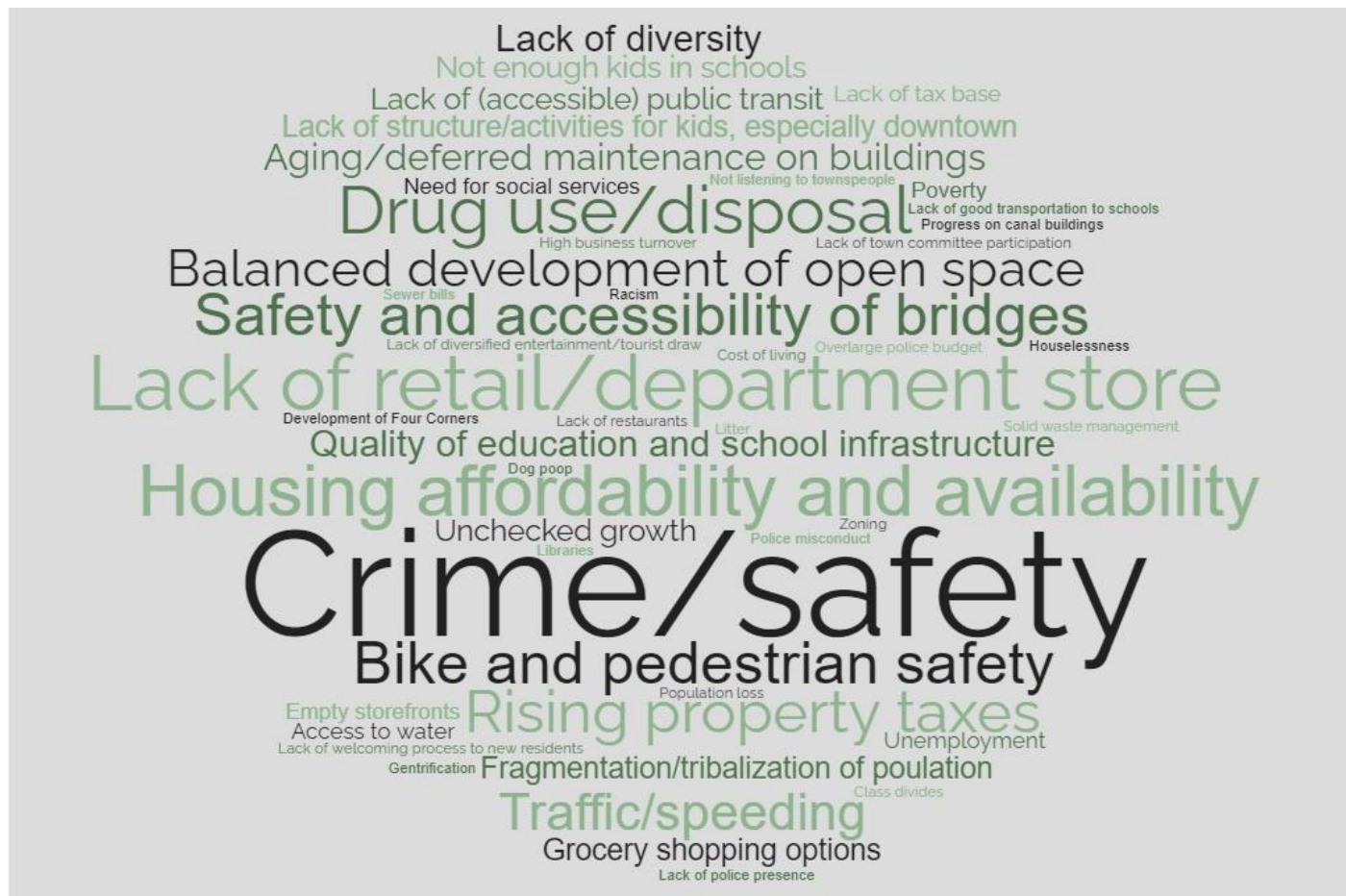
Housing

Q5: Do you agree with the following statements concerning housing in Montague? *Select all.*

Answered: 353   Skipped: 153

I am concerned about the energy costs of my house — 67%

I am concerned about being able to afford repairs to my house — 47%

I am concerned about the future affordability of my housing — 47%

I am concerned about the present affordability of my housing — 26%

I am concerned about being able to stay in my house as I age due to accessibility issues within my house — 25%
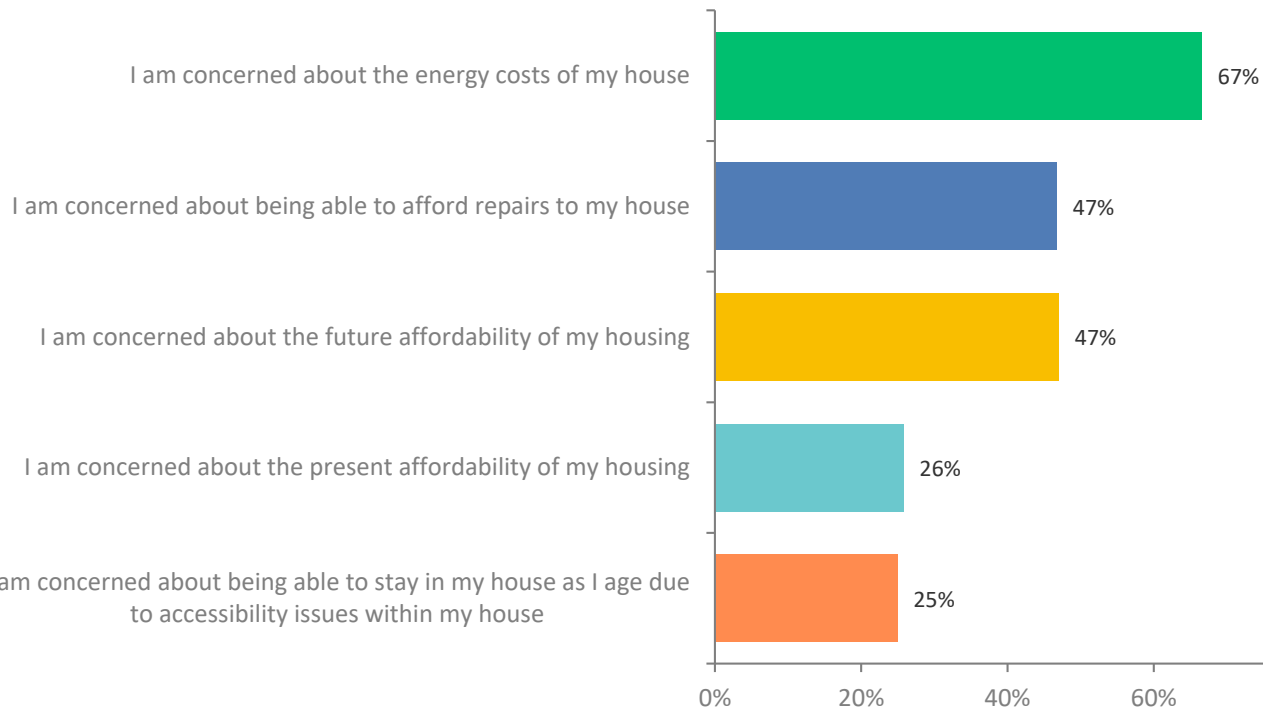
Renters were much more likely to be concerned about the present affordability of their housing (at 56%) and the future affordability of their housing (at 86%).

People with family incomes below $60,000 were much more concerned about present affordability of their housing (at 40%); and slightly more concerned about the future affordability of their housing (at 56%), being able to afford repairs to their housing (at 54%), and about aging in their home (at 33%).

Q6: How should new housing be prioritized over the next 15 years?
Select all that apply.

Answered: 385   Skipped: 114

New housing should be made more intentionally affordable for those in the workforce (teachers, firefighters, laborers, small business owners, etc.) — 79%

New housing growth should be directed to established village areas — 54%

New housing should be set aside for seniors — 45%

New housing should include more market-rate housing — 27%

New housing growth should be directed outside of village areas — 19%

Renters were more likely to feel that new housing should be more affordable for workforce populations (85%) and be directed to established village areas (62%).

People with family incomes below $60,000 are more likely to feel that new housing should be set aside for seniors (55%); and less likely to feel that new housing should be market-rate (21%) as compared to higher income families.

Transportation

Q7: What could make walking and biking feel safer in town? *Select all that apply.*

Q8: Where would you take public transportation if it were available? *Select all that apply.*

Answered: 389   Skipped: 117

Location	Percentage
To downtown Greenfield	50%
To Northampton	45%
To shopping areas	38%
I would not use public transportation	36%
To other villages in Montague	34%
To UMass Amherst	31%
To recreation areas	28%
To Greenfield Community College (GCC)	19%
Other locations (please specify)	15%
To Athol-Orange	11%
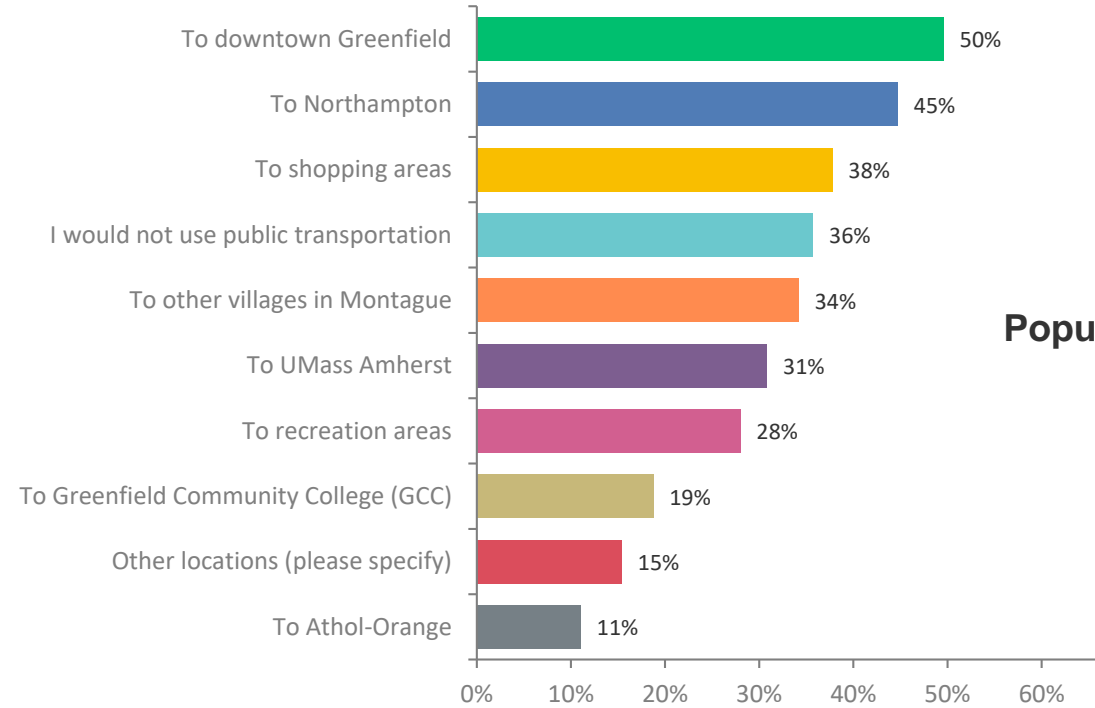
Popular other locations by # of mentions:

boston

downtown amherst northfield

sunderland

Q9: Would you use the following public bus services if they were available? *Select all that apply.*

Answered: 367   Skipped: 132
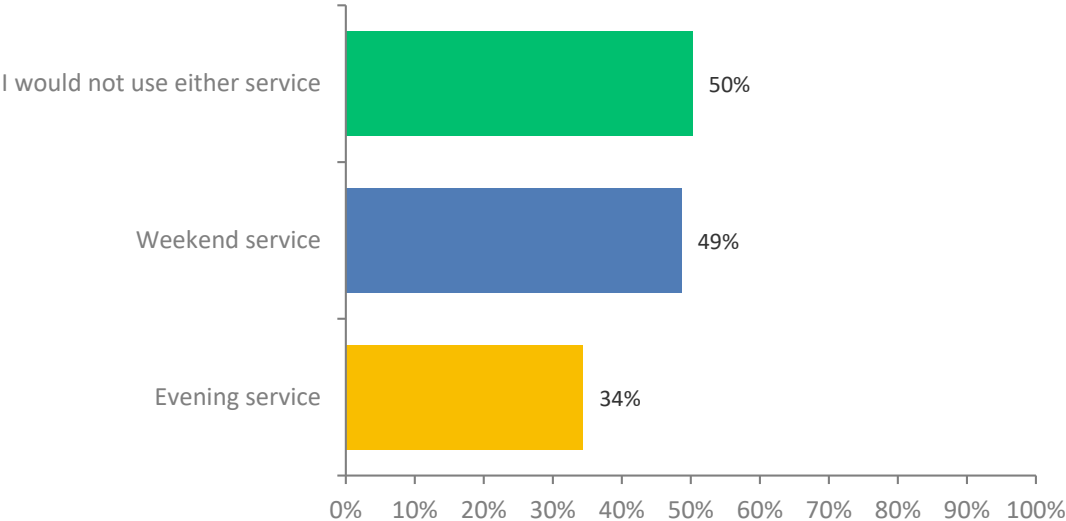
Natural and Cultural Resources

Q10: How should the Town prioritize the following natural and cultural actions?
Select top TWO most important.

Answered: 398   Skipped: 108
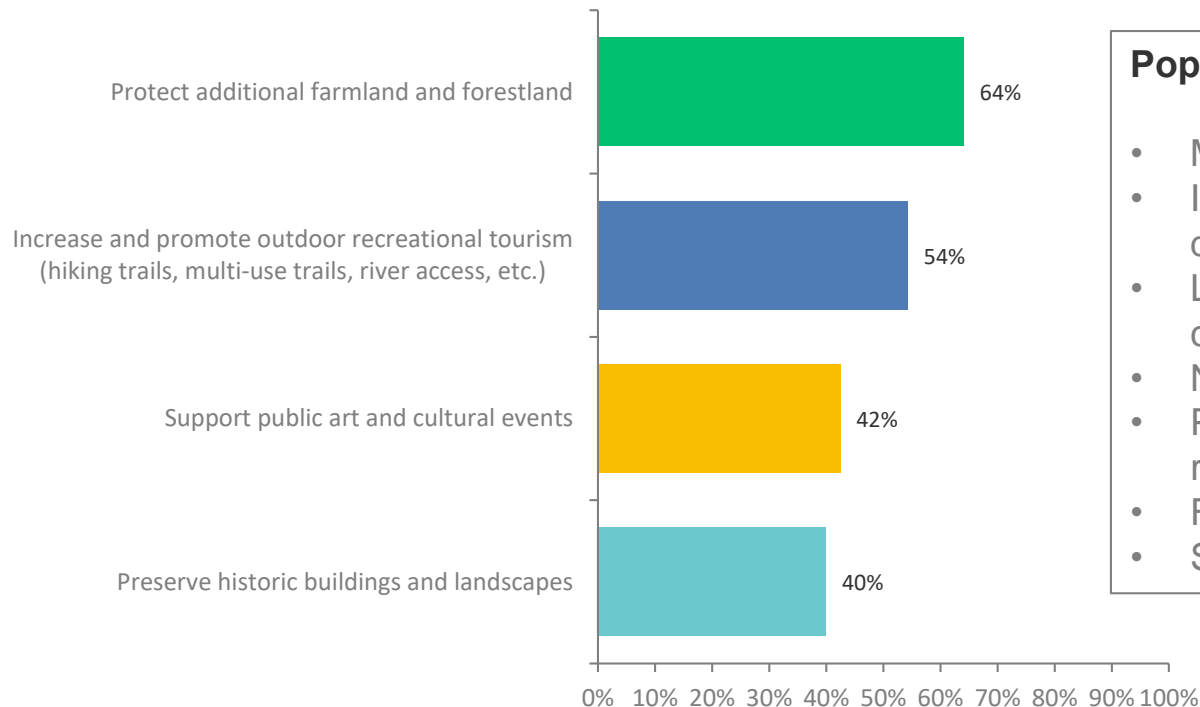
Popular "Other" answers:

- Multicultural activities
- Increase commercial development/reuse
- Land repatriation/support indigenous community
- New library
- Promote ecosystem health and resilience
- Focus on outdoor recreation tourism
- Support small business

Protect additional farmland and forestland — 64%

Increase and promote outdoor recreational tourism (hiking trails, multi-use trails, river access, etc.) — 54%

Support public art and cultural events — 42%

Preserve historic buildings and landscapes — 40%

Climate, Energy and Sustainability

Q11: Extreme weather and other environmental disasters are increasing due to climate change. Which of these top priorities should Montague focus on?
Select top TWO most important.

Answered: 394   Skipped: 112

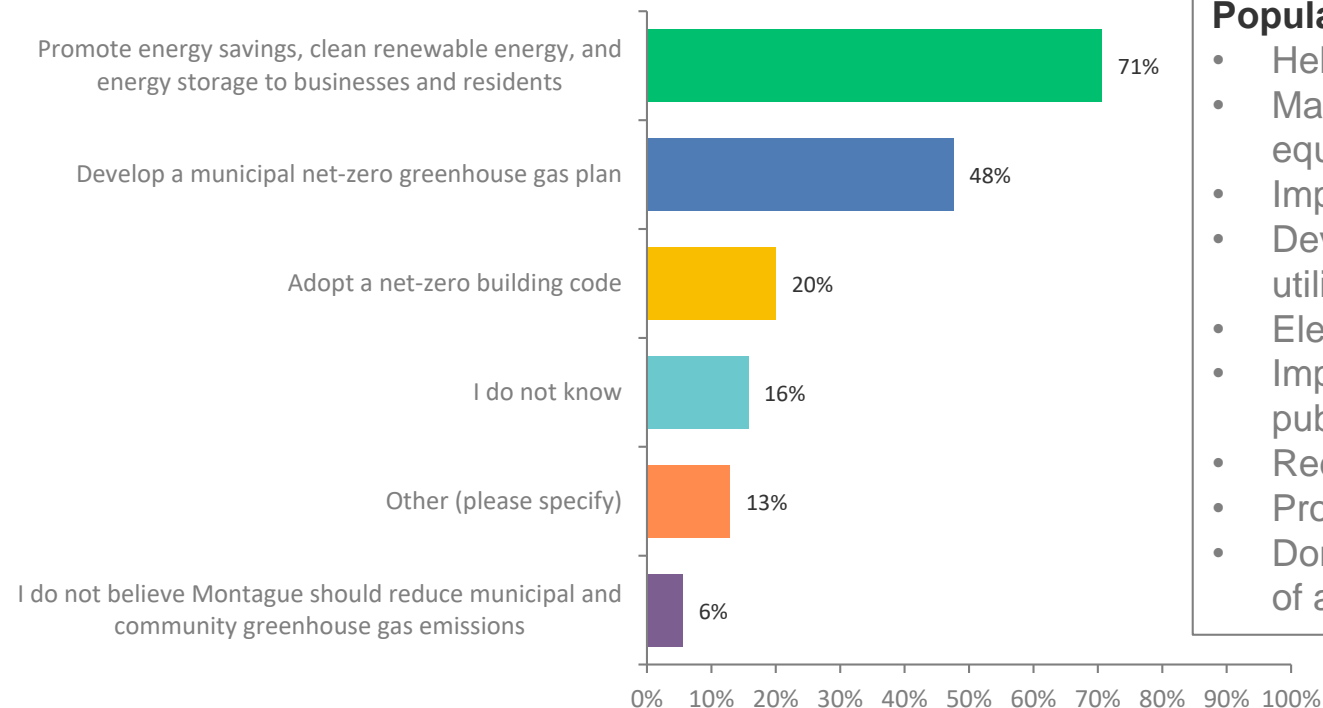| Category	Value
Improve transportation, energy, water, and wastewater infrastructure	64%
Create village "resilience hubs" to provide emergency food, water, power, first aid, and communications for extended disaster periods	62%
Provide community education and support to prepare for emergencies and strengthen neighbors' ability to help each other	37%
Improve Lake Pleasant's wildfire preparedness	10%
I do not know	9%

Popular "Other" answers:

- Preference for development and business growth over climate change adaptation
- Recreation center that acts as cooling and warming shelter

Q12: How should Montague reduce its polluting emissions to reduce climate change and protect health? *Select top TWO most important.*

Answered: 395   Skipped: 111

Answer	Percentage
Promote energy savings, clean renewable energy, and energy storage to businesses and residents	71%
Develop a municipal net-zero greenhouse gas plan	48%
Adopt a net-zero building code	20%
I do not know	16%
Other (please specify)	13%
I do not believe Montague should reduce municipal and community greenhouse gas emissions	6%

Popular "Other" answers:
- Help with residential energy transition
- Make sure net zero plan/code is equitable and financially sustainable
- Improve solid waste services
- Develop municipal solar/public energy utilities
- Electrify municipal landscaping tools
- Improve pedestrian, ride-share, and public transportation
- Reduce municipal and private mowing
- Promote solar
- Don't believe climate change is enough of a concern

Other ideas related to the environment, climate, energy, and sustainability (Q10 thru Q12)

Support net zero building
Do not need a Montague net-zero plan b/c already moving in that direction
Town's Greenhouse Gas Emissions are too insignificant to put work into
Install LED lighting with "dark sky" glare restrictions

Invest in commercial and business transition/growth
Sustainable building standards
Adaptive re-use of historic buildings with preservation parameters

Put solar on roofs instead of land
No more solar panels

Increase tax base
Lower tax rate for farmers
Lower tax rate for first responders

Allow for smaller houses and communal living
Mix uses so culture, living, work are all together and accessible
Stop spending public funds on land and building preservation
Limit short term rentals
Allow ADUs
Increase supply of market rate housing in Turners Falls village
Protect town from predatory holding companies
Stop gentrification

Home weatherization assistance
Incentivize homeowners to reduce carbon footprint

Create shuttle services to access shopping areas
More EV charging stations
Masks on vehicle tailpipes

Regenerative land management
Keep forests intact
Reforest trees when cut
Community gardens
Pollinator corridors

Return trash cans to The Patch
Reduce water pollution
Reduce pesticide use

Reduce risk of climate-related disasters
Clean up hazardous waste sites vulnerable to climate disasters
Clean stormwater drains
Improve areas of flooding
Decommission FirstLight dam

Stock emergency provisions on a town-wide scale
Improve emergency communication channels

Support skateboarding community
Boat launch ramp for non-motorized boats
Create a town swimming area
Outdoor art

Community Facilities and Services

Q13: Please rank the following actions that the Town could take in order of importance to you.

Answered: 371   Skipped: 128

**Average ranking where
1 = most important
4 = least important**

#1 Invest in energy efficiency, renewable energy, and climate resilience for all facilities owned by the Town.   **1.9**

#2 Invest to make municipal facilities more available for public use, social and cultural events, and/or recreational uses.   **2.3**

#3 Improve the quality of municipal facilities and services.   **2.7**

#4 Each of the five villages should have a physical space for community gatherings.   **2.9**

People with family incomes below $60,000 were slightly more likely to regard improvement of municipal facilities and services and community gathering space at in each village as most important.

Renters and **people with children** were less likely to find each of the four actions as important.

Q14: Is there a municipal service or facility that is not offered that the Town should consider providing? Please describe.

Answered: 162   Skipped: 344

Sidewalk maintenance
Dog park
Full time/widespread fire and EMS
Community center/resilience hub in each village
Community safety program/mental health support
Recreational river access
Community kitchen/processing facility
Adult enrichment
Compost pickup
Town WIFI and high-speed internet
Public pool/outdoor swim area
Pickleball courts   Village Neighbors group Yard waste removal
Improved solid waste management
Trash disposal at transfer station
Tool library   Better hours at transfer station
Updated/accessible libraries
Indoor rec/fitness center
More youth programs
Support for new/existing businesses
Public playground improvement
Reuse shed at transfer station

Q15: What municipal improvements or municipal priorities would you like Montague officials to focus on over the next 15 years?

Answered: 221   Skipped: 278

Top 5

1. Libraries

2. Transportation infrastructure

3. Schools

4. Bike and pedestrian infrastructure

5. Affordable housing

General

Q23: Is there anything not addressed in this survey that you believe to be important in planning for the future of our community?

Answered: 166   Skipped: 340

Common topics covered by open-ended responses were also covered in open-ended responses to earlier questions. Specific ideas related to long-term comprehensive planning will be captured in the written plan.

Montague Mass in Motion Worksheet

PRIORITY ISSUES	ROOT CAUSES	STRATEGIES	IMPLEMEN-TATION	RESOURCES	OTHER

Montague Mass in Motion Worksheet

PRIORITY ISSUES	ROOT CAUSES	STRATEGIES	IMPLEMEN-TATION	RESOURCES	OTHER