

## Holliston Public Schools officially 'not interested in regionalizing' with Millis

By THERESA KNAPP

Any possibility of a merger of the Holliston Public Schools and the Millis Public School District was put to rest in an email on Feb. 14 from Holliston School Committee Chair Daniel Alfred to Millis School Committee Chair Robyn Briggs.

In that email, Alfred said, "I would like to definitely state that the HSC [Holliston School Committee] is not [emphasis] interested in regionalizing the Holliston Public Schools with the Millis Public Schools, either in its entirety or just at the high school level."

In the correspondence, Alfred said Briggs mentioned the idea of regionalization and he presented the idea to the HSC for discussion, especially since Millis had been accepted into the Massachusetts School Building Authority program for a possible renovation or replacement of its Middle/High school.

Alfred's letter continued, "Since then, however, we have



**Millis School Committee Chair Robyn Briggs addressed the Millis Select Board at its Feb. 5 meeting regarding her talks with abutting school districts about possible regionalization.**

Source: Millis Community Media

learned that a new MSBA application would be required for a regional high school, making your current MSBA invitation inapplicable for this purpose. Additionally, Millis has experienced a second failed override in the span of six months, which raises significant concerns about whether your resi-

dents are prepared to finance such an endeavor."

On Feb. 5, the Millis School Committee and Millis Select Board endorsed a renovation/addition project for the Millis Middle/High School and will seek a debt exclusion in the fall. The plan was submitted to the MSBA in late February.

## Select Board supports concept of bike park at 260 Woodland Street

By THERESA KNAPP

The Holliston Select Board has approved the concept of moving forward with a bike park at town-owned land at 260 Woodland Street.

At a board meeting on Jan. 27, members of the town's Parks & Recreation Committee and Recreation Department described the proposed concept, seeking support from the Select Board because it is on town-owned land.

Director of Recreation Mark Frank told the board, "The Parks & Rec Commission recently voted to support the concept of a bike park... We're looking for the Select Board to say 'Yes, let's pursue this as the preferred use of 260 Woodland [Street]; see where it goes, and see if we can make it happen.'"

Shaw Lively, Chairperson of the town's Parks & Recreation Commission, explained why the project is getting a bump at this time.



Source: Facebook.com/HollistonBikePark

"The thing that really got the ball rolling in a more significant and serious way on this particular usage on this site was that we were granted a state allocation that's going to allow us to do a number of things, but one of the things it allowed us to do was contract with Nielsen Thomas to do a feasibility study of this site, 260 Woodland Street."

Lively said a recent town survey showed the town has two recreational priorities: pickle-

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**BIKE PARK**

*continued from page 1*

ball courts and a “bike-park-type-concept.” Lively said a town consultant determined the Woodland Street parcel would be ideal for a bike park, and said the Commission plans to seek Community Preservation Fund money to build pickleball courts at a different location.

“What we’re really looking to do tonight is just to make sure that the town is on board with the concept,” said Lively. “I think it’s an important first step before we get too far down that rabbit hole to make sure that the town has buy-in.”

In a presentation to the board, Mike Carvalho with the Holliston Bike Park group said his goal is to “build a community bike park in collaboration with local partners to enhance the Holliston Rail Trail and provide a recreational space for all ages.”

He said the project is a proposed collaboration between the



**The town-owned land at 260 Woodland Street has been selected as an ideal spot for a bike park.** Source: www.hollistonbikepark.org

town, its residents, and the New England Mountain Bike Association with a goal “to provide a recreational space that fosters outdoor activity, skill development, and community engagement.”

Carvalho said the park would be a “facility for [non-motorized] cycling activities like mountain biking, BMX, and dirt jumping” and would offer areas for riders of all skill levels.

In his presentation, Carvalho explained that, while the Holliston park has yet to be designed,

common features of a bike park include:

**Pump Track:** A continuous loop of small rollers and berms designed to be ridden without pedaling by using body movements (pumping).

**Skills Area:** A section with technical features like rock gardens, skinnies (narrow bridges), and small drops to help riders develop their handling abilities.

**Jump Lines:** Sequences of dirt jumps that range from beginner-friendly tabletop jumps to advanced gap jumps.



**A conceptual design of a possible bike park at 260 Woodland Street.** Source: bit.ly/HollistonBikeParkProposalJan2025

Carvalho said funding for the project would be from “grants, donations, and contributions from local businesses, partners, and residents.” They are not seeking town funds at this time. He noted, “The size and features of the park will depend on town approvals, community input, and the success of fundraising efforts.”

After the presentation and a public forum, the Select Board

voiced its unanimous support of the bike park concept on town-owned land at 260 Woodland Street.

The full presentation is available at bit.ly/HollistonBikePark-ProposalJan2025.

For more information, contact Carvalho directly at mcarvalho@nemba.org or visit www.hollistonbikepark.org or “Holliston Bike Park” on Facebook and Instagram.

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# Holliston Annual Town Meeting day and date changed to May 7, warrant closes March 10

BY THERESA KNAPP

This year’s Annual Town Meeting will take place on Wednesday, May 7.

Per the town bylaws, the “Spring Annual Town Meet-

ing shall commence on the first Monday following the first Friday in May” however “the normal Monday [is] not available,” according to the town website.

At a meeting of the Select Board on Feb. 10, Chair

Tina Hein said, “That date has changed to accommodate the schedules of elected officials who otherwise had conflicts.”

The meeting will take place at the Holliston High School Auditorium, and the warrant is open

until March 10.

For more information, visit [www.townofholliston.us/home/news/town-meeting-is-wednesday-may-7-2025](http://www.townofholliston.us/home/news/town-meeting-is-wednesday-may-7-2025)

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## Want to Find out More about Holliston Newcomers & Neighbors?

Holliston Newcomers & Neighbors (HNN) is a place to get to know your neighbors and give back to our great community. HNN is a not-for-profit volunteer organization that coordinates charitable, civic, and recreational events and activities. And no - you don't have to be new to be a newcomer. There is no time limit on when you can join or for how long you can be a member. Whether you've recently moved to Holliston, just moved across town, or have lived in Holliston for years - HNN is for you!

You could get involved with the Thanksgiving & Easter drives for the Holliston Pantry Shelf as well as Thanksgiving Meals for Seniors delivering a holiday meal to their homes. Or one of our fundraisers like the Great Pumpkin Trail Walk & Touch A Truck events which support community organizations including Holliston Parks & Recreations Summer Concerts & Holliston Public Library Museum Passes. Or just socialize through one of our many member groups and events for both



adults and children including a monthly Book Club, Children's Playgroup or Social Nights out like Halloween at Casey's or our recent social at La Cantina Winery.

**Want to know more?** Join us at our General Meeting Social on Wednesday, March 26th from 7:00pm-8:00pm at the Holliston Historical Society Asa Whiting House. Meet the Executive Board and Activity Committee members and hear how HNN might be the place for you. Coffee and a dessert table will be available. For more information, email [hnnexecutiveboard@gmail.com](mailto:hnnexecutiveboard@gmail.com) and check us out at [hollistonnewcomers.org](http://hollistonnewcomers.org).

Holliston Newcomers & Neighbors - Building Friendships, Building Community

## Fire Chief asks residents to 'adopt a fire hydrant'

By THERESA KNAPP

At a meeting of the Holliston Select Board on Feb. 10, Holliston Fire Chief Michael Cassidy asked residents to "adopt a fire hydrant" in light of recent and impending snowfalls.

"We ask that residents who are physically able would adopt the fire hydrant closest to their home to make sure that there is a path that is shoveled to the street and past the curb and completely around the hydrant so that, in the unlikely event that the fire department needs to access the hydrant to obtain a water supply for a structure fire, there are not unnecessary delays on our behalf," said Cassidy. He asked residents to help their neighbors as well.



**Does your hydrant look like this? The Holliston Fire Department asks residents to "adopt" the hydrant closest to their home and dig it out so it can be accessed in case of emergency.** Photo credit: Theresa Knapp

Cassidy added, "Sometimes we have a very mild winter but when we have storm after storm after storm, and people haven't gotten to it yet, we want to make sure that they get ahead of it before we need it."

## Nomination Papers Now Available, due April 1

Nomination papers are now available to run for an elected office in Holliston. Running for a town office can be a rewarding experience and is an opportunity to help your community. Holliston depends on its volunteers.

Holliston. Running for a Town Office can be a rewarding experience, nomination papers available February 3 and an opportunity to help your community. Holliston depends on its volunteers.

The following is a list of the offices:

- Moderator 3 year term 1 position
- Town Clerk 3 year term 1 position
- Select Board 3 year term 1 position
- Board of Assessors 3 year term 1 position
- Board of Assessors 1 year term 1 position
- School Committee 3 year term 2 positions
- Board of Health 3 year term 1 position
- Trustee of Public Library 3 year term 2 positions
- Finance Committee 3 year term 3 positions
- Park Commissioner 3 year term 2 positions
- Planning Board 5 year term 1 position

Housing Authority 5 year term 1 position

To qualify as a candidate you must be at least 18 years old, a registered Holliston voter, and collect 50 signatures from Holliston registered voters by April 1, 2025. The Town Election is May 20, 2025.

If you would like to discuss the possibilities, or have your Nomination Papers Prepared, please call or stop by during business hours M, W, TH 8:30 AM to 4:30 PM, T 8:30 AM to 7:00 PM, F 8:30 AM to 1:00 PM.

Town Elections are non-partisan. Town Clerk's Office, 508-429-0601.

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# A Winning Addition – Dr. Kylee Eagles Brings Sports Medicine and Nutrition Expertise to Medway

By JENNIFER RUSSO

If you have ever experienced muscle or joint pain, you know that it greatly impacts quality of life. It can limit mobility, make daily tasks seem almost impossible to complete, and cause an incredible amount of frustration and stress. Maybe it was a rotator cuff tear in a baseball game or a pulled hamstring while out on your morning jog. Perhaps it was a strained back muscle caused by shoveling snow, knee pain caused by something you aren't sure of, or a case of tendonitis or arthritis. Whatever the malady, it is important to seek the care of a specialist to analyze the root cause so that further damage is avoided.

Dr. Kylee Eagles, renowned for her expert and compassionate care on the South Shore, has recently moved her practice to Medway, offering a welcoming space nearby for those looking to heal, regain their mobility,

## Business spotlight

or achieve their personal health goals. She is looking forward to continuing along the path that she believes she was born to follow.

"I grew up in the healthcare world, with both of my parents being chiropractors. I remember when I was twelve, I was helping my dad over the summer and one of his high school patients had some shoulder pain during a personal training session. He took him aside and adjusted his rib since it had misaligned, and I remember looking at him and telling him that this was what I wanted to do. I thought it was awesome that the patient was able to continue with his workout and not cause any additional injuries because of a doctor hav-



ing that knowledge and fixing it right away. Every decision I have made since that moment has been toward becoming the best sports medicine doctor I can be," shares Dr. Eagles.

And she truly loves what she does, believing that medicine isn't just about treatment, but building strong and meaningful relationships with her patients. With everything she learned in school,



her residency and fellowship, she still credits patients with teaching her new things every day.

"I believe in lifelong learning. You need to constantly learn new things in order to be great at what you do. In medicine, there are always advancements being innovated every day. Sometimes I will have patients come in with a unique issue and I'll investigate treatment options. If there is a new procedure that I think would be beneficial to them, I will do everything to learn that procedure so I can help. I want to fix their problem, that is my ultimate goal," says Dr. Eagles.

Dr. Eagles is triple board certified in family medicine, sports medicine, and obesity medicine, and has an additional certification in sports nutrition, so comprehensive care is the main focus of her practice.

"If an athlete has an injury or finds that there are repetitive injuries, it is critical to get to the root cause of the problem. Sometimes there is a nutrition deficiency, or they are not fueling themselves properly, or another issue that needs to be addressed. So, factoring in the nutritional conversations are just as important," shares Dr. Eagles.

As a runner, weightlifter, and former competitive swimmer herself, she genuinely strives to ensure that her patients have all the tools they need to remain strong and healthy. Understand-

ing what her patients are going through, she will try to find ways to help them (both athletes and non-athletes) stay active so that they don't become sedentary and find themselves injured again.

"We aren't meant to sit still. Not being active throughout our lives causes all of the side effects of that. Obesity, depression, diabetes, heart disease, joint pain, and even anxiety can all be caused by not moving our bodies. And injuries often happen when someone isn't being consistent in their movement," says Dr. Eagles.

When might you seek treatment for pain? Here's what to pay attention to.

"Any sharp pains, stiffness, weakness or limitations to being able to move around easily are red flags," she says. "Early care can ensure the ability to stay strong and active, enjoying all of life's moments as they come."

Dr. Eagles is now accepting patients of all ages at her new office, located at 68A Main Street in Medway. The building also includes a lab, x-ray, and urgent care so patients don't need to travel to multiple locations for treatment. Call to schedule an appointment at 508-321-2844 or visit <https://www.milfordregionalphysicians.org/doctors/eagles-kylee-do> for more information.

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**Muscle and joint pain can hold you back from the activities you enjoy, making even simple daily tasks feel challenging.**

Dr. Kylee Eagles is here to help. Treating patients of all ages, she specializes in managing musculoskeletal conditions, reducing pain, and improving mobility — so you can get back to living life to the fullest.

Board-certified in family medicine, sports medicine, and obesity medicine, Dr. Eagles offers a unique blend of expertise. She is certified in sports nutrition and has advanced training in exercise physiology, osteopathic manual therapy, trigger point therapy, nerve blocks, and ultrasound-guided diagnosis and treatment.

Whether you're an athlete looking to return to peak performance or someone seeking relief from chronic pain, Dr. Eagles provides personalized care and empowers you with the tools to stay active and feel your best.



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# Explore, Create and Inspire – Summer Programs for Young Artists Now Available at Hopkinton Center for the Arts

By JENNIFER RUSSO

It's never too early to start thinking about summer activities for the kids during their vacation months, and Hopkinton Center of the Arts (HCA) is already on top of it. Hopkinton Center for the Arts is a regional art center, a non-profit organization that aims to foster joy and engagement through various forms of art. They serve the MetroWest community through classes and events that inspire and celebrate creative expression in all its forms.

With an exciting variety of programming that includes everything from ceramics to dance, HCA brings an opportunity to learn something entirely new, build skills with immersive experiences, explore expression through different artistic mediums, and spark creativity in young minds throughout the area.

"We know families have a lot of options for summer programs and for those with kids who love art or want to mix it up or try something different than the traditional summer camp, we really have so much to offer," shares HCA Operations Director Sandee Buckley.

"Whether a kid comes in just in love with creating or is unsure of what they are interested in, we meet them where they are at. We have amazing instructors who work professionally in what they are teaching or who are used to working in a classroom setting, so they are very adept at working with students of all levels and abilities. They encourage and inspire students to be their very best and find the thing that they connect with personally."

Do you have a child or teen with a flair for drama? HCA offers acting and theater classes, including the preparation and performance of musicals including Alice in Wonderland and Frozen Jr, which includes workshops on performance, prop and set design, and filmmaking. The performances are open to the public so the community can enjoy the shows and students can show off their hard work to an audience. A Middle-School Intensive Theater program focusing on the work of Stephen Schwartz (Wicked, Pippin, etc.) is also available.



Younger kids who love to dance will learn to celebrate stories like Snow White and Beauty and the Beast through movement, where teens can participate in dance workshops featuring ballet, jazz, contemporary dancing, and more, exploring techniques and artistry. Additionally, there is a choreography workshop for kids in grades 6-12 who want to try their hand at creating dances themselves, which really begins to hone project management and collaboration skills too.

For the young visual artist, there are ceramic and clay workshops, which have become very popular in recent years. There are also classes on illustration and cartooning, printmaking, drawing faces, oil painting, fiber art, sculpture, and even designing a board game with characters and maps.

"Every week, we also bring in an entertainer for a special performance for all the campers, from musicians to puppeteers to storytellers. It's really fun and colorful and we work around different themes each week. We also have an art exhibition during the summer that is intended to be interactive and child friendly. As part of the program, students are able to meet the artists and learn from them. It really enriches their experience," shares Sandee.

In addition to the summer programming for kids and teens, there is also adult programming available for those who want to



expand their interests, abilities, or knowledge in the arts.

"Summer is a wonderful time for an adult who wants to dabble in an art form because it's a shorter commitment. We encourage adults to not ignore themselves and try something new," says Sandee.

The HCA also offers a weekend concert series in the summer for people of all ages to enjoy, which are "Pay what you can" events. Held outside in the amphitheater, bands and artists planned for this year include Hit the Bus, Professor Harp, Chris Fitz, the Fat City Band, and more.

Summer programs through HCA are an exciting chance for children and teens to immerse themselves in a creative environment, foster their passions for art, make new friends, and create lasting memories. If you are looking for an opportunity for kids to receive expert instruction and learn new skills but also gain confidence and learn how to express their individuality in a unique way, consider signing them up!

Full and half day programs are available beginning June 30th for kids from age four to eighteen, and both single and multi-week options are ready to book. Pricing varies and can be found on the HCA website at [www.hopartscenter.org](http://www.hopartscenter.org) and there is a scholarship program available for

those who may need some assistance. The HCA is located at 98 Hayden Rowe St in Hopkinton, MA. Email [info@hopartscenter.org](mailto:info@hopartscenter.org)

or contact them by phone at 508-435-9222 with any questions.

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# Homebuying in March: A Smart Time to Make Your Move?



Glenn Brown, CFP

March signals the beginning of homebuying season as the weather improves and more sellers list homes after waiting through the slower winter months.

Some buyers will wait in hopes of aligning closing with the end of school year; thus, buyers in March may have less competition and more options.

Before scrolling Zillow, open houses, and finding a real estate agent, let's discuss things you need to implement.

### Define Your Priorities.

Think about what you need in a home, make a list, and then prioritize #1-25, as not everything can be #1 or 1A. Consider factors like location, bedrooms, outdoor space, designated areas (i.e. office, kids' playroom), open concept, amenities, etc. Also know your preferences: move-in ready v. fixer-upper, few neighbors v. neighborhood, and public v. private school. And whatever you do, don't let listing photos redefine your priorities.

### Do Your Research.

Research the local market to understand pricing trends and gain an idea of what to expect when making offers. Learn what's going on with schools, public safety, property taxes, new ordinances, and city/town infrastructure. Also, if you don't want to live on a busy road, know the existing commercial and industrial zones.

### Get Pre-Approved for a Mortgage.

This shows sellers that you're a serious buyer and can afford the property. Pre-approval also helps you understand how much you can borrow. Don't confuse pre-approval with ability to pay,

as an underwriter is viewing your financial situation today - not what you have planned.

### Explore Loan Options.

When buying a home, securing the right mortgage is critical. Here are some common types:

**Conventional Loans** - Not backed by the government, these are offered by banks or private lenders. Down payments are 5-20% with required credit scores higher than 620, best rates for scores 780+. Benefits include competitive rates and flexible terms, however, there are limits on the amount borrowed.

**FHA Loans** - Government-backed Federal Housing Administration loans are designed to help first-time homebuyers or those with lower credit scores qualify for a mortgage. Down payments are as low as 3.5% for credit scores of 580 or higher. While lower down payment and easier to qualify, Private Mortgage Insurance (PMI) is required, which increases overall costs.

**Jumbo Loans** - A type of mortgage that exceeds the conforming loan limits set by

the Federal Housing Finance Agency (FHFA). Down payments are often 20%+ with higher credit scores, incomes, and investment assets.

### Adjustable-Rate Mortgages (ARMs)

- Offer a lower initial interest rate for a fixed period, typically 5, 7, or 10 years, then adjusts based on market conditions. Down payments are 5% or more with eligibility similar to conventional loan requirements. Ideal for those expecting to refinance or move again in 5-7 years. There's a risk of higher payments as rates adjust or if the refinancing or move doesn't (can't) occur.

### Understand the Full Costs.

At closing you may need more than the down payment, this includes escrow (property taxes and insurance), prepaid interest, and other closing costs for \$5-15K additional. This can be rolled into the mortgage, so get a breakdown from your lender to avoid surprises.

### About that Financial Plan.

As a CFP, I've helped many clients with their homebuying (and selling) process. What eases stress is knowing what happens

AFTER moving into your new home. Knowns include a new monthly budget, adjusted cash flow expectations, spending timelines on renovations, and any short-term lifestyle compromises. Additionally, we've run scenarios planning for the unexpected, family additions and/or desire to change jobs for greater work/life flexibility.

Through planning, you're confident in aligning your home with your financial independence.

The opinions voiced in this material are for general information only and are not intended to provide specific advice or recommendations for any individual.

Glenn Brown is a Holliston resident and owner of Plan-Dynamic, LLC, www.PlanDynamic.com. Glenn is a fee-only Certified Financial Planner™ helping motivated people take control of their planning and investing, so they can balance kids, aging parents and financial independence.

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## Easter Baskets

Holliston Newcomers & Neighbors say "Think Spring and Easter!"

Holliston Newcomers & Neighbors is once again helping the Holliston Pantry Shelf with Easter Gifts! Donations are being accepted through March 28th so that we can provide the gift cards to the families before Easter.

HNN is asking for monetary donations to purchase gift cards for children 0 - 17 years old (\$25 value.)

We do not have a count yet - so we don't know our goal - but you can donate online at <https://hollistonnewcomers.org/Donate> and select Easter Baskets, or you can mail a check to Holliston

Newcomers & Neighbors, PO Box 6581, Holliston and indicate Easter Gift on the check. If you have any questions, please email: [committee.newcomers@gmail.com](mailto:committee.newcomers@gmail.com)

Be a part of putting a smile on the faces of so many deserving kids in our community. The HNN Easter Gift committee thanks you in advance for your support!

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# Family-run Affordable Junk Removal takes the stress out of cleanups

By CHRISTIE VOGT  
CONTRIBUTING WRITER

Whether it's one old fridge in the garage or an entire home of unwanted goods, the team at Affordable Junk Removal offers a cost-efficient, stress-free approach to waste management. "You don't lift a finger," says owner Jason Schadler, who started the company along with his wife Christine in 2005.

The business offers same-day service for both residential and commercial clients across eastern and central Massachusetts and northern Rhode Island. In addition to junk removal, the company rents 15-yard dumpsters.

As a family-owned and operated company, Schadler says Affordable Junk Removal has lower overhead costs and is more accessible than national competitors. "I answer my phone 24 hours a day," he says. "I was on vacation in Italy and Portugal, and I was still answering my phone on the beach. When you call us, you get me — not an automated machine!"

Schadler says the company has an environmentally friendly approach to disposal in which it recycles items when possible, properly disposes of non-recyclables and resells many items at the Schadlers' secondhand



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store, Resellables. "We opened that store in Bellingham because we hated to see things thrown away," Schadler says. "We have four kids and sustainability is extremely important to us."

During the business's early days, Schadler provided junk removal on nights and weekends when he wasn't busy working at a machine shop. Eventually, the business grew into a full-time endeavor, and the Schadlers invested back into the company with new equipment and techniques. "When I first started, for example, we didn't have any tarps. I'm driving around and things are flying out of my truck," Schadler laughs. "I'm like, 'Oh my god, I need a tarp.'"

Schadler says his wife Christine "was equally as involved" in getting the business off the ground. "She handled the back-end while I did the heavy lift-

## Business spotlight

ing, all while she was working at EMC," he says. "Fast forward 17 years, and we both work full time managing the company as well as other endeavors. Business is doing great; it has grown tremendously to a fleet of trucks and dumpsters, and we've also been able to buy a pizza place in Holliston, The Corner Market."

In addition to delivering an in-demand service to the community, Schadler is appreciative that Affordable Junk Removal has helped provide a work-life balance that suits his family. "It allows me to be able to do what I like doing and spend time with my kids," he says. "I'm home to see my babies play softball and



Christine and Jason Schadler, shown here with their children, started Affordable Junk Removal in 2005.

do all that stuff. We are also able to give back to the communities we serve."

As for Holliston in particular, Schadler says they are proud to have many repeat customers and friends in the area. "In addition to our junk removal business, Holliston residents have been so important to The Corner Market, especially during the pandemic," Schadler says. "We have really appreciated their support." The Schadlers have also sponsored and hosted monthly fundraisers for several sports teams and organizations in Holliston.

One of the best parts of his job, Schadler says, is meeting and getting to know new people and developing relationships with returning customers. "We are really grateful for the repeat business and the chance to form connections with residents across the MetroWest area," he says.

To receive a free junk removal estimate, call 774-287-1133 or visit [affordablejunkremoval.com](http://affordablejunkremoval.com).

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# Buckley named Holliston Acting Town Manager

By THERESA KNAPP

At its meeting on Feb. 10, the Holliston Select Board appointed Kathleen Buckley as its Acting Town Manager, effective March 2 until the town has appointed a new full-time Town Manager.

Buckley was present at the meeting and thanked the board. She is the town's current Assistant Town Administrator and Human Resources Director.



Kathleen Buckley has been appointed Holliston Acting Town Manager, effective March 2 until a full-time Town Manager has been selected. Photo source: LinkedIn

# Climate Action Plan survey will soon be available

By THERESA KNAPP

**A new Climate Action Plan survey is expected to go live any day.**

As of press time, the survey was not available but was expected to be "launched in February."

According to the CAP website, "A Climate Action Plan is a comprehensive roadmap developed by municipalities, other government agencies, businesses, or organizations to reduce greenhouse gas emissions and adapt to the impacts of climate change. It outlines specific projects, programs, and policies to create a more sustainable and resilient community. These plans include strategies pertaining to a range of topics such as renewable energy, electric vehicles, building energy efficiency, waste reduction, natural resource management, flood mitigation, community building, and much more."

At a meeting of the Holliston



Logo – Holliston Climate Action Plan logo. Source: www.townofholliston.us

Select Board on Feb. 10, Town Manager Travis Ahern said, "The Climate Action Plan, if we can get that updated and finalized is going to be a major step forward to give to a new [Regional] Sustainability Coordina-

tor...It's a big deal for the group that has been pushing that."

To find the CAP survey, visit [www.townofholliston.us/sustainability/pages/climate-action-plan-introduction](http://www.townofholliston.us/sustainability/pages/climate-action-plan-introduction)

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# Women caregivers face financial challenges



Mark Freeman, CEPA

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Provided by Edward Jones

On March 8, we observe International Women’s Day. Although this event celebrates women’s achievements, it’s still true that women, especially caregivers, face significant financial hurdles. How can these challenges be met?

To begin with, let’s look at some concerning statistics connected to American women in the “sandwich generation” — those who care for children and parents or other relatives — from

a study by Edward Jones and research firms NEXT360 and Morning Consult:

- Nearly half of women report feeling financially strained.
- Almost two-thirds of women say caregiving duties have harmed their ability to save for their own financial goals.
- More than half of women have had to reduce their professional responsibilities due to caregiving, resulting in the loss of potential income.

So, if you’re a sandwich-generation woman, what can you do to improve your financial outlook?

Consider these suggestions:

- **Establish your own financial goals.** Depending on the length and complexity of your caregiving duties, your own financial goals could be affected. For example, you may need to change your retirement date from what you had originally intended, or else adjust the retirement lifestyle you had envisioned. However, this doesn’t mean you shouldn’t try to establish

your own short- and long-term financial goals and then create a strategy for achieving them. In doing so, you may find it helpful to work with a financial professional.

- **Contribute as much as you can to your retirement accounts.** Your caregiving obligations may be preventing you from working as many hours as you like, or perhaps even from accepting a higher-paying position. In either case, your ability to contribute to your retirement accounts may well be diminished. Nonetheless, each month try to put in as much as you can afford to your IRA and your 401(k) or similar employer-sponsored retirement plan. And if you do get salary increases, think about boosting your monthly contributions to your plan.
- **Don’t rush into taking Social Security.** You can start collecting Social Security as early as age 62, and you might be tempted to do so

if you’re feeling some financial pressure because of your caregiving responsibilities. But your monthly benefits can be bigger if you wait until your full retirement age, which will be age 67 if you were born in 1960 or later. So, if you can find other ways to bridge this gap — possibly through a spouse’s income or your own savings — it may well benefit you to wait as long as you can before collecting.

- **Maintain separate finances.** If your parents are concerned about falling behind on their bills, they might suggest combining their bank accounts with yours. This may not be a good idea — if your finances get tangled with those of your parents, you could end up paying for some of their expenses, even if they can afford to do so themselves. Consequently, try to keep your finances separate.
- **Create a financial power of attorney.** You may want to see whether your parents will

agree to give you a financial power of attorney, so you can make decisions on their behalf should they become incapacitated. Such an arrangement can help protect them and you.

There’s no sugar-coating it: Caregiving can be financially taxing on caregivers. But by taking the appropriate steps, you may be able to help reduce some of the stress involved.

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# The b.LUXE *beauty beat*

## Confidence From The Top – Wigs & Toppers For Hair Loss

BY GINA WOELFEL

Hair is a big part of how we express ourselves, and if it starts to thin or fall out, it can feel disheartening. But there's good news! At b.LUXE Hair and Makeup Studio in Medway, we're here to help with compassionate, personalized solutions designed to restore not just your hair but your confidence, too.

Last year, Heather Cohen, the owner of b.LUXE Hair and Makeup Studio expanded its services by introducing natural and synthetic wigs and toppers to help address hair loss and thinning. Many women face hair loss due to various factors such as stress, alopecia, medication side effects, and cancer treatments, often without an easy, non-medical solution for support.

Two years ago, Heather was diagnosed with rheumatoid arthritis, and the medication her doctors prescribed to help control her condition caused significant hair thinning. This experience gave her a deeper understanding of her client's struggles and a renewed passion for helping them feel beautiful.

"As a salon owner with access to the best hair care products in the business, I never imagined I would experience hair loss myself," Heather explained. "Over the years, I've worked with many clients dealing with this same issue, but I never had the right solutions to offer them."

Heather tried using extensions but found them uncomfortable due to her fragile hair and not as

versatile as she had hoped.

"That's when I discovered wigs and hair toppers," Heather revealed. "They completely transformed my look and boosted my confidence! I knew I wanted to offer these options at my salon."

With a small team of her most experienced stylists, Heather set out to obtain the education and certification needed to provide exceptional hair replacement and supplemental services.

The b.LUXE Studio now offers a wide selection of high-quality human hair and synthetic wigs and toppers, all designed to look and feel completely natural. With a diverse range of styles, colors, and textures available, you can book a consultation with our wig specialists to try on samples and discuss your options. During the consultation, we carefully take scalp measurements to ensure your wig or topper fits perfectly and securely. Each piece can be custom-colored and styled for a flawless, natural blend. You'll feel both confident and comfortable with your new hairstyle.

### Human Hair Wigs

Our human hair wigs offer a natural-looking and versatile solution for those seeking a realistic alternative to their own hair. These wigs are made from the highest quality human hair, closely resembling natural hair's texture, shine, and movement. They can be cut, colored, and styled just like your own. Advanced craftsmanship, such as

*Beauty is our Business!*



### HAIR LOSS SOLUTIONS

lace fronts and monofilament tops, creates a lifelike hairline and scalp. A monofilament wig features a transparent mesh layer with each strand hand-tied, providing a more natural look and feel that allows for versatile parting. These wigs offer a secure, comfortable fit that stays in place without shifting. While they do require some upkeep, human hair wigs are durable and long-lasting and can be heat-styled to provide various styling possibilities.

*Human Hair Wig Pricing: \$1000 - \$4000 | Includes cutting, coloring and styling*

*Human Hair Topper Pricing: \$400 - \$1800 | Includes cutting, coloring and styling*

### Synthetic Wigs

Modern synthetic wigs have transformed the hair loss experience by providing realistic, low-maintenance options that resemble natural hair. Advanced synthetic fibers now mimic real hair's texture, shine, and movement. Many of these wigs feature lace fronts and monofilament tops, which create a lifelike hairline and scalp appearance.

One advantage of pre-styled synthetic wigs is that they retain their shape even after washing, making them ideal for individuals seeking a quick and hassle-free solution. Additionally, they are lightweight and comfortable, and they hold their style well in various weather conditions, including humidity and rain. With proper care, synthetic wigs offer a convenient and affordable way to feel confident and polished every day.

*Synthetic Wig Pricing: \$200 - \$700 | Includes cutting, coloring and styling*



### Toppers

Human hair toppers are non-permanent hair accessories designed to enhance a person's natural hair's volume, length, or coverage. These toppers are made from real human hair and blend seamlessly with existing hair to create a natural, fuller look. They are available in various styles, colors, and lengths, can be dyed or cut to match your desired style, and are typically secured with clips, tape, or integrated bands. Toppers are ideal for individuals experiencing hair thinning, patchy hair loss due to alopecia, or anyone looking to change their hairstyle without making a permanent commitment.

### A Unique and Compassionate Approach

At b.LUXE, we take a unique and compassionate approach to hair loss, recognizing that each individual's journey is different. Heather's experience with hair loss due to rheumatoid arthritis medication has inspired the studio's commitment to providing realistic and empathetic solutions tailored to each client's needs. In addition to offering effective hair replacement options, b.LUXE embraces a holistic approach to beauty and well-being. We've designed our Scalp Spa Treatments to nourish and rejuvenate. They feature detoxifying scrubs, nutritive oil applications, and soothing massages to enhance scalp

health, calm the mind, and address issues such as dryness, itching, oiliness, clogged follicles, and hair thinning.

### Prioritized Client Comfort

At b.LUXE, we genuinely care about supporting you throughout your journey, offering a warm, safe, and welcoming space where you can feel at ease and valued. Our experienced team is here to guide you every step of the way, providing personalized one-on-one services in a private setting. We're deeply committed to your comfort and well-being, ensuring you receive the utmost care and attention with solutions thoughtfully tailored to your unique needs.

For clients experiencing hair loss due to cancer treatments, we are proud to partner with The MGH Cancer Center at Newton-Wellesley Hospital to provide effective hair loss solutions.

You're never alone here—we're with you every step of the way, offering expertise and compassion at every turn.

For more information and to view our introductory consultation video, scan the QR code to visit our "Hair Loss Solutions" page. To schedule a consultation, you can book online or feel free to contact our team directly at (508) 321-1624.

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# HELP WANTED: A guide to getting your next job

## You've landed an interview, now to prepare

By THERESA KNAPP

Congratulations, the company has noticed your résumé and they've scheduled an interview with you. Now what?

Now you prepare. Getting a job is difficult and time-consuming. The more prepared you can be, the more confident you can be, and the more successful you can be.

For the employer, the purpose of the job interview is to assess the candidate's skills, their motivation, and to see if they are a good fit with the company's culture and mission.

For the candidate, the interview can help assess if the job description is accurate, if you're comfortable with the "feel" of the company and its representatives, etc.

- Have your elevator pitch ready

### Your "elevator pitch" should be "u-nique"

An elevator pitch is your introduction. The pitch should be 30 to 60 seconds long and should address your professional history, accomplishments of which you're most proud of, and relevant career goals which tie in with the job for that you're applying.

The pitch should end with a fun fact about yourself, something that can help you stand out from the other candidates. It should be positive and not too personal.

Many employers receive hundreds of applications for each job. It will help your chances if you have a memorable interview.

- What past accomplishments are you most proud of?
- What three things do you want to get better at this year?
- What skills do you have that you've noticed differentiate you from your peers?
- What would your past or present colleagues say is the best thing about working with you?
- Where do you want to be in three or five years?

Take some time to think about your answers. An interview is the time to shine, to identify areas in which you are proud, and to share those accomplishments. Let the employer know what skills and energy you'll bring to their company.

If you're wondering how to highlight your strengths in an interview, Indeed [[bit.ly/IndeedPersonalStrengths](https://bit.ly/IndeedPersonalStrengths)] says focus on quality not quantity, back up your strengths with examples, and provide original answers to routine questions – you want to provide the answers they're looking for while standing out from the competition.

### 10 common job interview questions and how to answer them

According to the *Harvard Business Review* [[bit.ly/HBR10CommonInterviewQuestions](https://bit.ly/HBR10CommonInterviewQuestions)], the following questions are often asked during a job interview:

- Could you tell me about yourself and briefly describe your background?
- How did you hear about the position?
- What kind of work environment do you prefer?
- How do you deal with pressure or stressful situations?
- Do you prefer working independently or on a team?
- How do you keep yourself organized when balancing multiple projects?
- What did you do in the last year to improve your knowledge?
- What are your salary expectations?



- Are you applying for other jobs?
- Can you explain a time gap on your résumé?

Be prepared to respond to these questions with the answer and, when appropriate, why that is the answer.

For helpful detailed responses, visit [bit.ly/HBR10CommonInterviewQuestions](https://bit.ly/HBR10CommonInterviewQuestions).

### "What is your greatest weakness?"

Another often-asked and often-dreaded interview question is, "What is your greatest weakness?" The purpose of this question is to see if you're honest, self-aware, and open to self-improvement; it gauges your emotional intelligence.

According to [themuse.com](https://themuse.com) [[bit.ly/MuseGreatestWeakness](https://bit.ly/MuseGreatestWeakness)], there is a simple formula to answer this question:

- Clearly describe your weakness [ex. Delegating]
- Give a short example of a time your weakness affected your work [ex. The meeting started late because I did all the prep work myself, I should have delegated.]
- Talk about what you've done to improve your weakness. [ex. I now look to my team or coworkers to ask for assistance at the beginning of a project.]

When answering the question, be sure to answer concisely and focus on the solution, not the weakness. And always leave the answer on a positive note.

### "Do you have any questions for us?"

At the end of most interviews is one last question: "Do you have

any questions for us?" Your answer should always be "yes" even if the employer has answered every question you had. It is important you ask at least one question, preferably 1-3 questions as time allows. Suggestions include:

- How would you define success in this role?
- How is success measured in this role?
- What is the most challenging aspect of this role or this team?
- What do you like about working here?
- How many other members are in this department?
- How would you define company culture?
- What opportunities do you offer for professional development?
- Questions related to information on their website, blog, or social media
- What are the next steps in the hiring process? [this should not be your only question]

It's always best to ask some of these questions during the interview but be sure to save one or two questions for the end.

For the "70 best questions to ask in an interview," visit [bit.ly/Indeed51QuestionsToAsk](https://bit.ly/Indeed51QuestionsToAsk).

*This article includes original content and information from Indeed.com, the-muse.com, Harvard Business Review, and PositivePsychology.com*

### First impressions count

According to the American Psychological Association, first impressions can have a real impact on your professional success. Ways to strengthen your chances of making a good first impression include:

1. **Know your audience:** Know who you're interviewing with so you can speak to them directly
2. **Exude confidence:** Speak slowly and calmly, make eye contact
3. **Field questions gracefully:** Don't get defensive, you don't know an answer, it's okay to say so
4. **Prepare and practice:** You cannot overprepare
5. **Be a good listener:** Pay attention, make eye contact, nod, don't interrupt or finish their sentences

Source: [www.apa.org/gradpsych/2012/11/first-impressions](https://www.apa.org/gradpsych/2012/11/first-impressions)

### Preparation is key

- Read the job description thoroughly, research unfamiliar terms and acronyms
- Research the company through its website, blog, and LinkedIn page
- Search for company reviews on sites like GlassDoor, Indeed, Jobcase, etc.
- Search for the company in the news, is there anything about the culture, stock, etc., you should (or should not) discuss during the interview? A quick Google search could reveal important information
- Be familiar with the office location (even if it's a virtual position or interview)

What makes you "u-nique"? Employers often ask each candidate the same list of questions so they can make accurate comparisons, and they often hear similar answers from each applicant. By sharing something unique about you – that you can directly relate to the job responsibilities – your chances of standing out can increase. Do you speak several languages? Do you have a unique hobby? Did you audition for American Idol? Were you at the 2004 Red Sox World Series Game?

### Five questions to ask yourself as you prepare

According to the job search engine Indeed.com [[bit.ly/Indeed5Questions](https://bit.ly/Indeed5Questions)], five questions to ask yourself before a job interview include:



# HELP WANTED: A guide to getting your next job

## Digital footprints, yours and theirs

By Theresa Knapp

According to Business News Daily, “It’s no longer that a great resume and a solid interview dictate whether you get a job offer. Your personal social media profiles can potentially seriously affect your professional life.”

Business News Daily suggests the following tips for passing social media screenings:

1. Don’t erase your profile: This can imply you have something to hide and does not guarantee the profile is completely deleted (but do re-

2. Use social media to your benefit: Use your socials to promote content that shows your knowledge, professionalism, achievements, etc.

3. Google yourself to see what others will see when they do the same

4. Consider making your profile private: It is legal for employers to check public social media accounts, and be wary of hiring managers requesting information beyond what’s available online

(this is similar to employers asking inappropriate questions during interviews and should raise a red flag)

Source: [www.businessnewsdaily.com/2377-social-media-hiring.html](http://www.businessnewsdaily.com/2377-social-media-hiring.html)

There are ways to make social media work to your advantage during the interview process, including updating your social media profiles with up-to-date information, this includes Facebook, Instagram, LinkedIn, TikTok, X – anywhere you have an active account; and like/follow companies that interest you and

companies where you are interviewing.

LinkedIn.com offers the following tips to improve your LinkedIn profile:

1. Choose the right profile picture
2. Add a background photo
3. Make your headline more than just a job title
4. Record and display your name pronunciation
5. Grow your network
6. List your relevant skills

7. Request recommendations
8. Showcase your passion for learning
9. Add comments

Follow relevant influencers in your industry  
Source: [bit.ly/LinkedInProfileTips2024](http://bit.ly/LinkedInProfileTips2024)

*This article includes original content and information from Business News Daily and LinkedIn.*

### INTERVIEW PREP

continued from page 11

#### “What’s your greatest weakness?” possible responses

When a potential employer asks this question, and they usu-

ally do, the following topics can be good answers as long as the ‘weakness’ is not directly related to the job you’re seeking. For example, if you’re applying to be a salesperson, you would not say your weakness is cold calling; and if you’re applying to be an auditor, you would not say your

weakness is math. Other possible responses relate to:

- Public speaking
- Delegation
- Time management
- Writing

- Organization
- Attention to small details
- Cold calling
- Confidence
- Decision-making
- Explaining complex or technical topics
- Feedback, giving or receiving

- Grammar
- Math
- Patience
- Self-esteem
- Understanding when and how to say no

A full list can be found at [bit.ly/MuseGreatestWeakness](http://bit.ly/MuseGreatestWeakness)

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### What is emotional intelligence?

Questions like “What is your greatest weakness” test your emotional intelligence, to see how you would behave, engage, and react in certain situations. Other questions used to gauge emotional intelligence, and could easily be asked during an interview, include:

1. How do you de-stress after a bad day at work?
2. What’s something you’ve achieved that you’re most proud of and why?
3. Who are some of your top role models, why do they inspire you?
4. How do you celebrate success?
5. How do you respond when a co-worker challenges you?
6. Have you ever had to change your behavior, either at work or home, if so, why did you have to change, and how did you change?
7. How do you recover from failure?
8. When have you felt demotivated, and what did you do to overcome this?
9. How would some of your closest friends describe you?
10. What kind of behavior makes you angry/annoyed?

Source: [positivepsychology.com/emotional-intelligence-interview-questions/](http://positivepsychology.com/emotional-intelligence-interview-questions/)

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# HELP WANTED: A guide to getting your next job

## Résumés, cover letters, and references

By THERESA KNAPP

Résumés and cover letters are important because they help job seekers convey their qualifications, experiences, and skills to potential employers. Your resume and cover letter should be tailored to each specific job and should mention several of the qualifications listed in a job description.

Many companies use an Applicant Tracking System (ATS) so it is important to use as many keywords from the job description as possible as this will increase your chances to make it past the initial filter.

### Résumés

Résumés provide a first impression to the employer and should put your best foot forward. The ideal resume is one page long, but two pages is common.

The layout should include your name, email address (be sure it is a professional email address), and phone number at the top of the page, your home address is not necessary. The next section can be a Professional Summary or Objective (optional), then Experience (in reverse chronological order) in paragraph or bulleted list form. Follow this with Education, and end with an optional Achievements or Skills section.

Do not include a Reference section on your resume. According to indeed.com, resume tips to help you land an interview include:

- Look for keywords in the job posting and include those on your resume
- Review resume examples for your industry
- Résumés should be simple and brief
- Include concrete achievements and metrics when possible
- Include only relevant information
- Use a professional font, 12 points, black font (unless your industry prefers color and creativity)

- Margins should be one inch (expand to 1.15 or 1.25 inches if you don't have a lot to fill the document)

- Call attention to important achievements within a job description or in a separate "Achievements" or "Skills" section at the bottom of the resume

- Proofread, proofread, proofread

- Make multiple versions of your resume

Source: [www.indeed.com/career-advice/Résumés-cover-letters/10-resume-writing-tips](http://www.indeed.com/career-advice/Résumés-cover-letters/10-resume-writing-tips)

Coursera [[www.coursera.org](http://www.coursera.org)] suggests using action words such as *generated, reviewed, crafted, analyzed, developed, compiled, arranged, secured, collaborated, documented, presented, administered, refined, produced, accomplished, increased, grew, improved, managed, delivered, transformed, fulfilled, engaged, negotiated*, etc.

For 150 resume action words, visit [www.coursera.org/articles/resume-action-words](http://www.coursera.org/articles/resume-action-words). According to Forbes.com, the top skills to put on your resume in 2025, if applicable, are:

- Data analysis and project management
- AI and machine learning
- Software engineering and IT infrastructure
- Critical and strategic thinking
- Problem-solving
- Adaptability and agility
- Collaboration and teamwork
- Communication skills

Source: [www.forbes.com/sites/rachelwells/2025/01/10/top-skills-to-put-on-your-resume-in-2025/](http://www.forbes.com/sites/rachelwells/2025/01/10/top-skills-to-put-on-your-resume-in-2025/)

### Cover letters

If a job description says a cover letter is not required, you don't have to submit one. If it says a cover letter is optional, it's in your best interest to submit one.

A cover letter is a short letter that accompanies your resume

and illustrates how your experience would directly relate to the specific position to which you're applying.

According to the Columbia University Center for Career Education, the goal of a cover letter is to highlight your qualifications, showcase your motivation, and reflect your voice and written communication skills. To write an effective cover letter, you should review the job description and research the company and its values and mission. The Columbia website says, "As you craft your cover letter, use examples that demonstrate your relevant skills, knowledge, and interests."

The standard format includes a heading that matches your resume (centered), the address of the company (against left margin), then a salutation (if no name is given use "Hiring Manager or the title mentioned in the job description). The first paragraph is the introduction where you say what job you're applying for and why; and the second paragraph (this could be two paragraphs, if need be) can highlight one or two skills or experiences and how they are relevant to the job for which you are applying. The last paragraph is a conclusion where you recap what you would bring to the organization and your interest in the position, and thank them for their consideration.

Source: <https://www.careereducation.columbia.edu/resources/how-and-why-write-great-cover-letter>

### References

References are typically not requested until a job offer is pending, though some companies may request them up front.

Be sure to alert the people you are using as references so they are not surprised when they receive an email or phone call related to your application.

Carefully consider who in your current job you can use as a reference that will not compromise your current work situation.

When choosing your references, the American Association of University Women (AAUW) says you should find colleagues you can trust, pay attention to ti-

ties, be prepared (always keep an updated list of references, keep them updated with current information), follow up after they provide a reference with a thank you note and tell them if you got the job. And finally, never misrepresent your references or yourself.

Source: [www.aauw.org/resources/career/boost-your-career/providing-references/](http://www.aauw.org/resources/career/boost-your-career/providing-references/)

This article includes original content and information from the American Association of University Women, [coursera.org](http://coursera.org), [forbes.com](http://forbes.com), [indeed.com](http://indeed.com), and Columbia University.

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# HELP WANTED: A guide to getting your next job

## Job search and technology, what you need to know about AI

By VICTORIA RAYEL  
CAREER COUNSELOR AND  
LIFE COACH

If you're thinking about starting the new year with a new job, it's important to be clear about your job targets, ideal industry,

find top applicants and expedite the process.

To stand apart in this market, you need to know what to expect when it comes to technology in the job search. Three tips to ensure you don't get lost in the application 'black hole' include

application materials match the job for which you're going. You can use tools like Jobscan and free AI Chatbot's (ex. ChatGPT, Perplexity, Gemini) to help make sure you match the skills and experiences the job requires.

For example, upload your

Type "Create a list of key skills this job is looking for and list where they come up on my résumé. Put this list in a grid"

### Consider "Apply for me" Tools

Sites like Ladders and Lazy-Apply apply to jobs on your behalf for a fee. You will fill out a series of questions, select the jobs that are interesting, then the tools will submit your application. Job searching can be a tedious task, and technology can help you save time in applying. Now you can spend more time on important things like interview preparation, upskilling, and the next tip.

### Networking

Roughly 15% of positions are filled through online applications, so it is suggested job seekers spend at least 50% of their job search time on reconnecting with their existing networks and build-

### WHAT IS "ARTIFICIAL INTELLIGENCE"

According to NASA, citing the National Defense Authorization Act of 2019, "Artificial intelligence refers to computer systems that can perform complex tasks normally done by human-reasoning, decision making, creating, etc."

[www.nasa.gov/what-is-artificial-intelligence](http://www.nasa.gov/what-is-artificial-intelligence)

ing new relationships. If online applications are not helping you get interviews, start having conversations. Coffee chats, phone calls, networking events, LinkedIn Group discussions, Discord, Facebook and any community groups you're involved in can be an amazing resource to connect to people.

Finally, don't let AI intimidate you. It's time to embrace the new normal and leverage technology to help you succeed.



location, pay, and have a résumé. With an increasing number of applicants due to a changing business environment, geopolitical landscape and overall economic changes, recruiters use tools like AI to help them quickly

using artificial intelligence (AI), helpful automatic tools, and networking.

### Use AI to Beat AI

When applying for a position, it's important to make sure your

résumé and the job description into ChatGPT, then try these prompts:

Type "Select three accomplishments from my résumé that match this job best" or







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# Glow for It: The Glow Factory Delivers Lasting Beauty with Permanent Makeup Solutions

By JENNIFER RUSSO

There are moments when it just doesn't feel like we have enough time for things. With all of life's "to-do lists", perhaps work, kids, school, errands, appointments, getting workouts in, and other extracurricular activities, many will throw their hair up in a messy bun, dab on some lip gloss or mascara, and call it a day – if they even have time for that.

Imagine not having to think about putting on makeup but already having it on when you roll out of bed in the morning. At one point, the very idea of this would seem absolutely unthinkable, but with revolutionary advancements today, the impossible is real. The perfect brows every day, eyeliner that doesn't smear in the rain or after a run, lip color that doesn't fade or end up on a drinking glass...all easily within reach.

The Glow Factory in Medway specializes in permanent makeup solutions that enhance the natural beauty of their clients. Their goal is to make life simpler, helping people to save time in their daily routines and boost their confidence as they go about their busy lives.

Permanent makeup is a technique where cosmetic tattooing is done to enhance and define features using subtle color. For example, for someone who has thinning eyebrows due to age, alopecia or chemotherapy, matching color can be used to create fine hair-like lines and make the brows look fuller. Someone with pale-colored lips can have a boost of color and more defined lip border, making their mouth more noticeable.

Let's not forget about the cost savings - especially now that beauty products are becoming increasingly expensive. The average American woman spends between \$300 and \$500 per year

on makeup products alone. Investing in permanent makeup removes the need for constant replacement.

Jessie Dillon, The Glow Factory's owner and lead artist, became a licensed cosmetologist in 2013 and worked for a big-box beauty retailer for several years, working with almost all the major beauty brands and managing the education of a large team of artists. In 2017, she pivoted back toward her passion for cosmetology and focused on learning how to do permanent makeup, earning multiple licenses, and going into business for herself.

Invested in continuous learning for herself and the artists on her team, always staying on top of innovations in procedures and latest trends and holding to their commitment of the strictest safety standards, The Glow Factory has been enormously successful. They even won the 2024 MyFM Quest for the Best Award for permanent makeup.

"Permanent makeup benefits not only active people who want to simplify their routine but is also great for those who want to correct a symmetry issue, someone who has a difficult time applying makeup due to any number of reasons, or someone who may have skin allergies to certain kinds of makeup products. It can even help fill in some scarring in the brows or lip line," shares Jessie.

For those worried about any pain associated with their service, numbing products are used to greatly reduce discomfort, and many clients are surprised that it is more comfortable than they had expected.

In addition to offering permanent brows and eyeliner, ombre lip color and permanent freckles, The Glow Factory is also the only studio locally that offers what is called a "frozen



## Business spotlight

lip" which creates a unique diamond like sparkle. They also provide microneedling, which helps to prevent and treat signs of aging, and some paramedical tattooing including radiation mark camouflaging (a free service to recolor the marks to look like natural freckles). They also offer areola re-pigmentation for clients who may have had a mastectomy or who have undergone gender-affirming surgeries, a service that some insurance companies will reimburse.

"We know that making the decision to have permanent makeup done is a big one, so we highly encourage anyone that is on the fence to come in for a \$50 consultation (put toward the cost of a service once complete).

These can be booked right on our website and can be done in-studio or virtually," says Jessie.

"We are highly committed to listening to our clients and fully customizing their looks, being there for them throughout the healing process, and making sure the end results are perfect. We offer a 100% satisfaction guarantee and a 6-week, interest free pay later option to make the decision even easier."

The Glow Factory is located at 165 Main St in Medway, MA. For a free informational e-book and to get more details on their services, artists, and current specials, check out their website at [www.TheGlowFactoryMA.net](http://www.TheGlowFactoryMA.net). You can also follow them on Instagram at [@jessiedillon\\_](https://www.instagram.com/jessiedillon_) and on Facebook at [facebook.com/theglowfactoryma](https://www.facebook.com/theglowfactoryma).

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# Holliston Senior Center

National Book Month: Book Club on 3/14 at 1:30pm		MARCH			National Women's History Month
MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	
<p><b>3</b></p> <p>9:00 <b>AARP Tax Service***</b>                      9:30 Coffee &amp; Coloring                      11:00 <b>Yoga Off-Site</b>                      12:00 <b>Lunch***</b>                      1:00 Tai Chi                      1:15 Games Day</p>	<p><b>4</b></p> <p><b>10:00 Writers' Group</b>                      10:00 <b>Coffee HPD</b>                      10:30 Energy Focus Movement                      11:00 <b>Rainbow Coffee</b>                      12:00 Zumba Gold</p> 	<p><b>5</b></p> <p>9:30 Walking Fitness                      11:00 Yoga                      12:00 <b>Lunch***</b></p>	<p><b>6</b></p> <p>9:00 Pilates                      10:30 Energy Focus Movement                      1:00 Mah Jong Open Play</p>	<p><b>7</b></p> <p>9:30 <b>Select Chat</b>                      10:00 Brain &amp; Body Wellness Exercise</p> <p>10:00 <b>Dull Men's Club</b> </p> <p>1:00 Tune Timers</p>	
<p><b>10</b></p>  <p>9:00 <b>AARP Tax Service***</b>                      9:30 Coffee &amp; Coloring                      11:00 <b>Yoga Off-Site</b>                      12:00 <b>Lunch***</b>                      1:00 Tai Chi                      1:15 Games Day</p>	<p><b>11</b></p> <p>9:00 <b>Monthly Breakfast***</b>                      10:00 <b>Legal Advice***</b>                      10:30am <b>Memory Cafe</b>                      10:30 Energy Focus Movement</p> 	<p><b>12</b></p> <p>9:30 Walking Fitness                      10:00 <b>Hopkinton Audiology Cleaning***</b>                      11:00 Yoga                      12:00 <b>Shamrocks and Shimmies Luncheon***</b>                      12:00 <b>SHINE***</b>                      1:00 <b>COA Meeting</b></p>	<p><b>13</b></p> <p>9:00 Pilates                      10:30 Energy Focus Movement                      1:00 Mah Jongg Open Play</p> 	<p><b>14</b></p> <p>10:00 Brain &amp; Body Wellness Exercise                      10:00 <b>Dull Men's Club</b>                      1:00 Tune Timers  <b>1:30 Book Club</b></p> 	
<p><b>17</b></p> <p>9:00 <b>AARP Tax Service***</b>                      9:30 Coffee &amp; Coloring                      11:00 <b>Yoga Off-Site</b>                      12:00 <b>Lunch***</b>                      12:30 <b>Spilka's Office - Listening Hour</b>                      1:00 Tai Chi                      1:15 Games Day</p>	<p><b>18</b></p> <p>10:00 <b>Meditation</b>                      10:00 <b>Notary Service***</b>                      10:30 Energy Focus Movement                      12:00 Zumba Gold</p> 	<p><b>19</b></p> <p>9:00 <b>Podiatry***</b>                      9:30 Walking Fitness                      11:00 Yoga                      12:00 <b>Lunch***</b></p>  	<p><b>20</b></p> <p>9:00 Pilates                      9:30 <b>SSF Meeting</b>                      10:30 Energy Focus Movement                      11:00 <b>Vet's Coffee</b>                      11:45 <b>Genealogy Series***</b>                      1:00 Mah Jong Open Play</p> 	<p><b>21</b></p> <p>10:00 Brain &amp; Body Wellness Exercise</p> <p>10:00 <b>Dull Men's Club</b> </p> <p>1:00 Tune Timers</p>	
<p><b>24</b></p> <p>9:00 <b>AARP Tax Service***</b>                      9:30 Coffee &amp; Coloring                      10:00 <b>Legal Advice***</b>                      11:00 <b>Yoga Off-Site</b>                      12:00 <b>Lunch***</b>                      1:00 Tai Chi                      1:15 Games Day</p>	<p><b>25</b></p>  <p>10:30 Energy Focus Movement                      12:00 Zumba Gold</p>	<p><b>26</b></p> <p>9:30 Walking Fitness                      11:00 Yoga                      12:00 <b>Lunch***</b>                      12:00 <b>SHINE***</b>                      2:00 <b>Dementia Friends Training***</b></p> 	<p><b>27</b></p> <p>9:00 Pilates                      9:30 <b>Java with Jay***</b>                      10:30 Energy Focus Movement                      11:45 <b>Genealogy Series***</b>                      1:00 Mah Jong Open Play</p>	<p><b>28</b></p> <p>10:00 Brain &amp; Body Wellness Exercise                      10:00 <b>Dull Men's Club</b>                      12:00 <b>Lunch &amp; Learn*** In Sherborn,</b>                      1:00 Tune Timers</p>	
<p><b>31</b></p> <p>9:00 <b>AARP Tax Service***</b>                      9:30 Coffee &amp; Coloring                      10:00 <b>Metrowest Mediation***</b>                      11:00 <b>Yoga Off-Site</b>                      12:00 <b>Lunch***</b>                      1:00 Tai Chi                      1:15 Games Day                      2:00 <b>Opioid Presentation</b></p>			<p><b>***RESERVATIONS ARE REQUESTED IN ADVANCE. CALL THE CENTER AT 508-429-0622</b></p>		



# Sports

## First Year Running Indoor Track Results In Records

By CHRISTOPHER TREMBLAY  
STAFF SPORTS WRITER

Upon entering Holliston High School Connor Teague joined the football team as well as the basketball team for the Panthers. While he continued to play football up until this, his senior year where he was named the Tri-Valley League Most Valuable Player, he gave up basketball following his junior campaign to run indoor track.

Although the senior was replacing basketball with his final winter season at Holliston, he was no stranger to the sport. According to Teague, his father was a runner in college, so he grew up running.

“I probably began running around five or six years old,” he recalled. “Eventually I was running road races with my dad and I liked being on the move at all times; it utilized my athleticism. There wasn’t a lot of kids running so my dad would slow down and stay with me. During those races.”

Teague would also put his running ability to the test for the Holliston outdoor track and field team where he would run the 100 and 200 meter events, while also taking part in the long jump beginning the spring of his sophomore year.

During his junior basketball season, Teague injured his shoulder and would miss pretty much the entire basketball season; thus, the decision to forgo basketball his final year at Holliston.

“I really enjoyed football and basketball, but as I got older I found that track was becoming my number one sport. I felt that it fit my skill set performance more,” Teague said. “It was a much more individual sport with everything relying on yourself. I really didn’t have a feel to how good I was or could be until I got to high school.”

As a sophomore he saw where he stood amongst the other athletes and knew where he excelled. Spring track was originally something he was doing for fun because he enjoyed it, but it quickly turned into a sport he took very seriously.”

“There was no competitiveness – it was just a fun activity to do,” he said. “But eventually I saw I could be somebody and started to train harder, especially seeing how good everyone else was. I felt that I had the potential but was not reaching it at that time.”

As a basketball player who could jump Teague felt that the long jump would be an event at which he could excel.

“It’s a very different event where you’ve got to run perfectly every time while hitting your mark before jumping,” he said. “You need to stay consistent. It was difficult at first but I kept practicing and it allowed me to adapt and get better.”

Being a sprinter, while his dad was a distance runner Teague had to rely on you-tube videos and his track coach on perfecting his running. Prior to taking his start in the blocks for his races he would become very anxious waiting for the gun to go off. He learned how to calm himself down, get low and fast and take long strides to become successful.

Coming into his first winter season he was looking to etch his name in the Panthers record books.

“I knew that I was close to a couple of school records and I really wanted to accomplish getting those,” Teague said. The 55-meter was definitely within reach and my personal best on the long jump was not far off; I had jumped 20’ 9 1/2” during the spring season.”

Indoor track coach Aaron Ladd originally didn’t know what he what he was going to get out of the senior due to his basketball injury.

“I was not exactly sure what he could do,” Ladd said. “I started him with the 55-meter and then just kept adding from there.”

At the time of this writing, Teague was taking part in three events for the Panther and was ranked high within the states in each event. In the 55-m he was ranked third in the state; 8th in the long jump and was in the low teens for the 300-m.



Teague went out and currently owns the two records he was looking for – he has run a 6.57 in the 55-meter elapsing the original record of 6.71 and has jumped 20’ 11” in the long jump.

“Connor had fouled three times, disqualifying him in the long jump and literally had a few minutes to collective himself and get over to his 55-meter race,” the Coach said. “There he set the school record with a time

of 6.62 seconds and has since broken that. It just shows what he is capable of doing, especially after fouling out just minutes earlier of another event.”

Ladd added that the senior has also taken the titles at both the TYVL Showcase and at the Track at New Balance.

Teague will be entering the Division 4 State Tournament as the number one 55-meter runner and he is looking to finish strong in that event as well as the long jump.

“Right now, I am hoping that I can finish in the top three of the 55-m in the Division 4 Tournament while I top five in the long jump would also be nice,” he said. “If I could add a league MVP that would also be nice to go along with my football MVP. Getting the school record just shows what you can accomplish with hard work.”

With still yet another season of track to take part in Teague is looking to going to college next fall where he has two football scholarship offers at Endicott College in Beverly MA and Saint Anselm College in Manchester New Hampshire. At this point he is still undecided where he will go to play football but is also weighing his options if he’ll walk to the track team and try to make a name for himself there as well.

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# Real Estate Corner



The 4-bed, 5-bath, 4,496-square-foot house at 80 Chamberlain Street in Holliston recently sold for \$1,599,900. Image credit: www.zillow.com. Source: www.zillow.com / Compiled by Local Town Pages

## Recent Home Sales

Date	Holliston	Amount
02/13/2025	42 Westfield Drive	\$625,000
02/12/2025	39 Prospect Street	\$695,000
02/11/2025	9 Courtland Street	\$650,000
02/10/2025	307 Marked Tree Road	\$620,000
02/07/2025	136 Jerrold Street	\$630,000
01/31/2025	7 Danforth Drive	\$1.51 mil
01/31/2025	621 Norfolk Street	\$775,000
01/31/2025	58 Balancing Rock Drive	\$630,000
01/27/2025	623 Winter Street	\$1.22 mil
01/23/2025	80 Chamberlain Street	\$1.6 mil

## Holliston Historical Society's March and April Programs

On Tuesday, March 18th at 7:30 PM the Historical Society is pleased to welcome back Denis Semprebou, Holliston resident and owner of Beacon Hill Restorations. Denis will present a talk: Restoring Architectural Carvings and Mouldings: Milton Academy and the Mayflower Society House based on his restoration work on the carved friezes at Milton Academy and the ongoing work at the Mayflower Society House in Plymouth. Denis said they have been working there for over two years now, with plans to continue well into 2025. They recently restored two stunning entrances with beautifully carved pediments. Join us for what is sure to be another interesting presentation! The talk will be held in the house at the Holliston Historical Society, 547 Washington St. It is free and open to all!



Shows a detail of the carved frieze at Milton Academy.



Sheryl Faye depicting Eleanor Roosevelt.

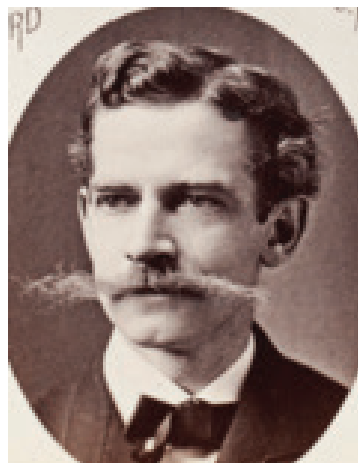
more about the actor and her performances at sherylfaye.com.

In cooperation with the Friends of the Holliston Public Library, the Historical Society is pleased to co-present Sheryl Faye as Eleanor Roosevelt, the longest-serving First Lady of the United States. The performance is entitled Eleanor Roosevelt – The First Lady of The World and it is a one-woman, multi-media, fully immersive production! The show will be at the Holliston Library on Monday, March 24th at 6:30 PM. This program will be free, but please visit the Library website (hollistonlibrary.org) to register in advance. You can read

Holliston and Baseball? Joanne Hulbert, our town's historian, will answer that question on Thursday, April 3 at 7:30 PM. Joanne will explain the meaning of Fast Day and how baseball history changed Holliston- and Massachusetts - AND all of America! Come and celebrate spring with us - and learn a thing or two, perhaps more about Mr. Flagg's prodigious mustache and his connection to baseball in Holliston. This program will be held in the Asa Whiting House at 547 Washington St. Also coming up is the Train Show on April 26th.



Shows the pediment at The Mayflower Society House in Plymouth.



George Augustus Flagg from 1877.

The Holliston Historical Society is a non-profit group whose mission is to preserve Holliston's history and share it with our community. Programs are open to the public and are generally followed by a social hour and refreshments. We hope you will see something of interest and join us!

## New logo chosen for 'The Center,' design by Shannon Tuttle

In the process of rebranding Holliston's Senior Center, recently renamed "The Center," an attractive logo was selected from among several submitted to its Logo Contest. The creation of Holliston resident Shannon Tuttle, the selected logo features the words "The Center" bisecting a tree trunk, with leafy branches above and the tree's roots below. The words "connect • learn • thrive" appear under the graphic.

Shannon said she chose the universal Tree of Life symbol for the new logo because "The roots represent The Center's foundation; people will come and go from Holliston, but The Center will always be grounded in its mission and goals to offer support to such important members of our community."

Shannon selected blue, her favorite color, and used gradients of this color in the logo because "it felt inviting and calming." She reasoned that the shades of blue "would subtly represent that The Center offers so much more than just a 'place to go'... There is so much offered that many may not expect, including peer support, exercise classes, and groups and clubs. All of this falls within the 'shade' of The Center's tree—different forms of support all from one entity, which is what makes The Center such a focal point for Holliston's 55+ community."



Recommendations presented to the community in 2023 based on results of a survey conducted by UMASS Boston Gerontological Institute included rebranding with a change of name and making an effort to broaden its appeal to 55-65-year-olds who are not only a growing population, but who also do not consider themselves "seniors." Recent additions to programming have included an array of presentations on topics of interest to the broader older adult community and an expanded focus on service to and support for older adults.

Shannon's design will feature prominently in The Center's rebranding efforts. The Center is presently planning a spring Open House on May 3 from 11 a.m. to 1 p.m. to acquaint the older adult community with the facility and its many offerings

SUBMITTED BY HOLLISTON COUNCIL ON AGING





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# New Town Manager Screening Panel selected

By THERESA KNAPP

A seven-member Town Manager Screening Panel has been appointed to work with Paradigm Associates, the firm hired by the Town of Holliston to conduct an executive search for the town's new Town Manager.

The Select Board chose the members for the panel. Each panelist was chosen to align with one of the seven priority categories in the town's Strategic Plan.

At a meeting of the Select Board on Jan. 27, Chair Tina Hein said, "We were looking for individuals who really represented areas within the strategic plan of which there are seven."

The categories and members are:

- Diversity, Equity & Inclusion: Marlene Fine (Envisioning Future Holliston)
- Education & Enrichment: Hilary Bresnahan (School Committee)

- Environmental Sustainability & Natural Resources: Carolyn Dykema (former State Rep.)
- Financial Stability: Jeff Marshall (Board of Assessors)
- Flourishing Economy: Mark Ahronian (business owner)
- Robust Infrastructure: John Cronin (Sewer Commission)
- Thriving & Engaged Community: Sara Zarrelli (Historical Commission)

Bernie Lynch of Paradigm attended the meeting.

"Our job is to try to attract candidates that have the backgrounds and the experiences that will tie in with those [strategic goals] and be able to elicit from them during the interview process their direct experience in those areas," Lynch said. "That's something that, working with your screening committee, we will develop topic questions and interview assessments that we'll be able to determine just how much experience they have in

those areas and what they could bring to the table...They'll be able to bring what they've done in other communities to the table so that we can determine who's best ready to move forward, to move your strategic goals forward for the town."

According to its charge, the screening panel is responsible for "presenting the names of 2-4 individuals, who shall be considered finalists, to the Holliston Select Board for consideration as appointment as the Town Manager of Holliston."

They will "compare the experience, qualifications, and interview performance of candidates to identify and choose up to 4 unranked finalists for presentation to the Select Board, contingent upon a satisfactory reference background review by [Paradigm]."

The panel's chairperson will present names and resumes of the finalists to the Select Board who will ultimately name the next Town Manager.

# State approves Select Board-Town Manager form of government

By THERESA KNAPP

On Jan. 10, 2025, the State Legislature approved Holliston's request to adopt a Select Board-Town Manager form of government as approved by 2024 Fall Town Meeting.

Holliston has had a "Town Administrator" since 1994 when the state enacted that change.

This official change is helpful as Holliston seeks to replace current Town-Administrator-turned-Town-Manager Travis Ahern who will leave his position on March 1.

According to the Massachusetts Municipal Association, "The powers, duties and responsibilities of a town management position, by whatever title, are determined and defined locally. Most towns operating under home rule charters, special acts with the force of a charter, or a special act establishing a management position define the

duties and authority of such positions. The office of "town manager" or "town administrator" is not defined in state law, and there is no statutory job description for this role beyond a provision in state law allowing towns to appoint an executive secretary or town administrator.

"The long-held view that town managers have more authority than town administrators has no basis in state law. Some town manager positions have fairly modest authority, and some town administrators have significant authority." For the full text, visit [bit.ly/MMA\\_townmanager\\_administrator](https://bit.ly/MMA_townmanager_administrator).

To read the full "Act Creating Select Board-Town Manager Form of Government in the Town of Holliston," visit <https://malegislature.gov/Laws/SessionLaws/Acts/2024/Chapter405>



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