

**From:** [donald.maurice@gmail.com](mailto:donald.maurice@gmail.com) on behalf of [Donald M. Kreis](#)  
**To:** [Nancy Kramer](#)  
**Subject:** minutes of your September 14 meeting  
**Date:** Wednesday, September 21, 2011 1:18:02 PM

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To the Selectboard:

I was not able to attend your meeting of September 14, at which you announced the Selectboard's agreement with departing Town Manager Pete Webster. Thus, via the draft minutes Nancy Kramer has just circulated, I am only now able to read the statement that Ed Childs offered at the meeting about the agreement with Pete.

I commend you, and Pete, for accomplishing such a dignified and respectful conclusion to Pete's tenure. As you know, feelings about this issue ran quite high and, thus, the temptation to embroil the Selectboard in the public discussion, if only to assure your constituents that your deliberations and decisionmaking were undertaken in good faith, must have been great. Understandably, previous selectboards have succumbed to this temptation. It is to your credit that you did not. It is also to your credit that you were able to unite around a resolution of the issue given that, surely, you must have had a few differences of opinion along the way.

Count me along those who think you have offered a sufficiently clear and thorough explanation of why the Selectboard decided that Pete should not be offered a new contract. You laudably (and correctly) praised Pete for his integrity and his accomplishments, explaining that the issue was a lack of an effective working relationship between the selectboard and the town manager. Like many citizens of Norwich, I myself had quite an effective (and convivial) working relationship with Pete. But, obviously, I was not collaborating with Pete on a day-to-day basis nor was I tasked with supervising him. In these circumstances, I have no difficulty in deferring to your judgment about this issue. That's particularly true given my impression that the current five selectboard members are not the only selectboard members who served during Pete's tenure and were concerned about the working relationship with him.

There is a pretty broad spectrum of active Norwich citizens who have weighed in with concerns and criticism. So I thought it might give you some comfort to know that at least one active Norwich citizen appreciates the way you have handled this difficult situation. I am quite certain there are others who share my views. Thank you for considering them.

Sincerely,

/s/ Don  
Donald M. Kreis  
11 Trumbull Lane