

40 Oakland Avenue  
Arlington MA 02476  
August 3, 2018

Dear Ms. Zwirko;

I am writing to you for consideration as a member of the newly formed Arlington Housing Plan Implementation Committee.

I have lived in Arlington for 31 years and have watched the town grow and change from working class to white collar. My husband and I bought our home on Oakland Avenue in 1987 for \$220,000 at the top of the market. Today the house is valued by Zillow at \$777,000. We could have never afforded it today.

Arlington is now a fairly elite market. This should be of concern to those who live here. It is a tremendously limiting factor (socially, economically, racially and ethnically) for those who want to buy and live in our community. I am eager to help the town look at this and make decisions about how to diversify our population in a way that will enhance the lives of all concerned.

Attached is a copy of my résumé. If you have any questions, I will be happy to answer them. I can be reached at 781-799-2029 or by email [syrl@sagecoach-cac.com](mailto:syrl@sagecoach-cac.com). I look forward to your consideration.

Sincerely,  
*Syrl Silberman*  
Syrl Silberman

TO: Arlington Housing Plan Implementation Committee

FROM: Syrl Silberman

RE: Application to join HPIC...Response to questions sent by Erin Zwirko

DATE: August 20, 2018

1. **Q.** Which 2016 Housing Production Plan strategy do you think the Town and HPIC should prioritize and why?
  - A.** Because of Arlington's land size, the density of its population, the small number of potential land development opportunities and some complicated and restrictive zoning regulations, it appears to me that the most viable first step in giving Arlington more affordable housing in the near future would be to "*Update existing housing and produce more, diverse housing for extremely-low to middle- income households to address documented need.*" The population in need and properties already exist as a unit to be approached and worked with toward creating viable affordable housing which in turn helps keep out town diverse.
2. **Q.** What do you see as barriers to residential development in Arlington?
  - A.** Developable land is, perhaps, the biggest barrier. With a population of 45,052 and growing, living in an area of 5.2 sq mi which averages 8,239 individuals per sq mi and with a variety of zoning laws in place, Arlington may be looking at limited growth. This is likely to drive housing prices higher and higher and could be an impediment to creating the 10% affordable housing in the town.
3. **Q.** How have you supported increasing residential development in the community?
  - A.** I have not been involved in residential development here in Arlington.
4. **Q.** What types of new housing do you think are needed within the community?
  - A.** I have lived in the same house/neighborhood since moving to Arlington in 1987 and have watched it change from working class--for the most part—to upper middle class. We paid \$220,000 for the modest home we live in. Today the market value for this house (no major work has been done on it) is approximately \$780,000. This appears to be the pattern throughout Arlington. Based on this, first and foremost I believe the town needs more affordable housing—converting eligible single families as well as adding more apartments and condominiums to the affordable housing stock so the aging population of Arlington has a viable choice to stay in the town as well as options for potential low-income newcomers. I think this falls squarely within the goals of the Envision Arlington committee.
5. **Q.** What do you see as barriers to preserving housing affordability and how do you think the HPIC can address these barriers?
  - A.** This, I believe, is going to be a continuing source of dialogue with the community and in some ways is at the heart of what kind of community the Arlington residents want. The survey put out by the Envision Arlington committee might be useful in answering this question. Perhaps the HPIC can work with the committee to find some questions that address this directly. I don't know what would preserve affordability. But a buy-in by the community is very important. Something that comes to mind as a possible help would be reviewing criteria for teardowns and restrictions. But this would only be one part of an overall cohesive plan that addresses what the future of Arlington housing looks like.

Syrl Silberman  
40 Oakland Avenue Arlington MA 02476  
Home: 781-641-4726  
Cell: 781-799-2029  
Email: Syrl@SageCoach-cac.com

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| <b>Profile</b> | <ul style="list-style-type: none"><li>▪ Years of experience heading agencies for underprivileged families, children and young adults from wide-ranging racial, ethnic and cultural backgrounds.</li><li>▪ Leadership coupled with the capacity to mentor.</li><li>▪ Strong organizational management, financial and fundraising skills.</li><li>▪ Ability to recognize and manage large projects as well as individual needs.</li><li>▪ Understand and work with the complexities of social and economic change.</li><li>▪ Dedicated to working in a settings that give children from underserved, low-income and minority communities the opportunities to thrive.</li></ul> |
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<b>Education</b>	<p><b>M.Ed.</b> Harvard University School of Education <b>B.A.</b> Brandeis University <b>Certified Professional Life and Career Coach</b> Coaches Training Institute, San Rafael CA</p>
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| <b>Employment</b> | <p><b>Consultant:</b> Coaching in Boston public schools helping teachers and staff develop and sharpen skills that enhance their abilities to work successfully with an underserved population. Coaching students helping them recognize their potential.</p> <p><b>Executive Director, Cambridge Camping Association, Cambridge, MA</b></p> <ul style="list-style-type: none"><li>• Enhancing and promoting summer camp and out-of-school time youth-development programs for inner-city children and young adults.</li><li>▪ Developing and putting into practice programs that engage the participants in their social, emotional and intellectual growth and development.</li><li>▪ Hiring, training and supporting direct-service staff.</li><li>▪ Mentoring program participants.</li><li>▪ Developing program evaluation tools.</li><li>▪ Creating and fostering supporting relationships with arts and educational organizations, local governments, schools and other agencies.</li><li>▪ Agency's public face and spokesperson.</li></ul> <p><b>Executive Director, Neighborhood Arts Center, Boston, MA</b></p> <ul style="list-style-type: none"><li>▪ Out-of-school time arts programs for low income children.</li></ul> <p><b>Television Producer/Director/Writer, WGBH Educational Foundation, Boston, MA, Freelance, New York City</b></p> <ul style="list-style-type: none"><li>▪ Produced, directed and wrote a wide variety of programs for Public Television</li></ul> |
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References upon request