WHAT IS Workforce Housing?
Meet the Characters

John and Carol have recently moved into their home after many years living in a two bedroom apartment. They had a baby girl a few months ago and love the older, more established neighborhood. John works at a local business and Carol is a librarian. The move cut John’s commute to 10 minutes both ways and Carol can walk to childcare on her way to the library.

Daryll and Michelle have been friends with John and Carol since high school. Daryll works with a regional construction company as a project manager and Michelle is the manager of a local bakery. They live in a neighborhood a few miles from John and Carol’s new house and have been a part of the community for years.

David is a co-worker of John’s and recent graduate of the state university. He lives in an apartment 30 minutes from work due to high rents, student loans and the cost of gas. David would love to cut costs and move closer to his job and potentially bike to work.
WHOA, WHAT'S GOING ON OVER THERE? THAT SIGN'S NEW... I BETTER CHECK IT OUT.

HUH? "NOTICE OF PUBLIC HEARING"... "WORKFORCE HOUSING"... WHAT THE... YADDA YADDA... "MIXED USE PROPERTIES"... NO IDEA WHAT THAT IS... "ACCESSORY DWELLING" HUH?!!

ARE THEY SERIOUSLY GOING TO CHANGE THESE LOTS TO...

I DUNNO WHAT TO THINK. NEW WORKFORCE HOUSING - ISN'T THAT SOME SORT OF HOUSING PROJECT? WHAT'S GONNA HAPPEN?

WE JUST BOUGHT OUR HOUSE A YEAR AGO TO BE CLOSER TO WORK. MAN, HOW IS THIS GOING TO CHANGE OUR NEIGHBORHOOD?

WHAT CAN I DO ABOUT IT? I'D HATE TO HAVE TO MOVE AGAIN, I'LL ASK DARYLL TONIGHT WHEN HE COMES OVER... HE KNOWS ABOUT THIS SORT OF THING.
LATER THAT NIGHT...

THANKS FOR HAVING US ALL OVER, GUYS. GAME NIGHT'S ALWAYS A HIGHLIGHT.

YOU'RE ALWAYS WELCOME HERE. WELL, UNLESS WE HAVE TO MOVE AGAIN...

WHAT? DIDN'T YOU TWO JUST BUY THIS HOUSE?

YEAH, BUT TODAY I FOUND A SIGN A FEW BLOCKS OVER. YOU KNOW, THAT AREA OF EMPTY LOTS? IT SAID THE TOWN WAS GOING TO REVIEW A NEW HOUSING DEVELOPMENT - SOMETHING ABOUT "WORKFORCE HOUSING."

AND YOU WOULD MOVE BECAUSE OF IT?

WELL, I DON'T EVEN KNOW WHAT IT IS, THE SIGN SPOOKED ME A LITTLE. MAYBE I'LL SPEAK OUT AGAINST IT... START A NEIGHBORHOOD PETITION AGAINST IT... BUT...

HOW CAN YOU WHEN YOU DON'T KNOW WHAT IT IS? EXACTLY.
I'm going to grab more snacks for everyone, wanna help?

Sure.

You know, I know about planning lingo from work...

Yeah, I wanted to talk to you about this some time tonight.

Alrighty, hit me.

Well, I guess I'm just worried about what I read on that sign.

That's understandable, but I really don't think you've got too much to worry about—

Because workforce housing means, basically, people like you and I can afford to live here.

Take this old neighborhood you already live in.

Chances are it fits the definition of "workforce housing."

(See back of pamphlet for more info)
WAIT, HOW CAN I BE LIVING IN WORKFORCE HOUSING? MY WIFE AND I HAVE JOBS!

EXACTLY, THIS HOUSE IS AFFORDABLE FOR BOTH OF YOU AND IT IS CLOSE TO YOUR JOBS.

SO, WE'RE ESSENTIALLY TALKING ABOUT NEW HOMES FOR PEOPLE LIKE US?

YOU GOT IT!

SNACK BREAK, EVERYONE!

OK, SO WHAT ABOUT THE OTHER TERMS... LIKE "MIXED USE?"

WHEN JOHN TOLD THAT TO ME, I THOUGHT IT SOUNDED LIKE SOME KIND OF ZONING FOR A BAKERY... HA HA!
AND THAT OTHER DODGY TERM, WHAT WAS IT... OH! "ACCESSORY DWELLING." ACCESSORY TO WHAT? MY APPLIANCES?

WELL, CAROL, YOU AREN'T TOO FAR OFF...

IF THOSE WERE THE TERMS YOU READ, THEN IT SOUNDS LIKE SOMEONE WANTS TO BUILD SOMETHING THAT ISN'T MUCH DIFFERENT FROM OLD NEIGHBORHOODS.

REMEMBER BACK IN COLLEGE WHEN YOU LIVED OVER OLD MRS. JACOB'S GARAGE? THAT APARTMENT WAS AN "ACCESSORY DWELLING UNIT" EVEN THOUGH NOBODY CALLED IT THAT BACK THEN...

...AND HOW ABOUT TIM'S MOM? SHE WAS GETTING OLDER, BUT SHE COULDN'T AFFORD HER HOUSE AS A WIDOW. TIM AND JILL WERE ABLE TO BUILD AN ADDITION ON THEIR HOUSE WHERE SHE COULD LIVE CLOSE-BY, BUT INDEPENDENTLY. THAT'S AN ACCESSORY DWELLING, TOO.
SAD TO BUNT IN, IS THIS GOING IN NEAR HERE? I'D LOVE TO GET A PLACE I CAN AFFORD THAT'S NOT SO FAR OUT OF TOWN.

YEAH, IT'S JUST A FEW BLOCKS OVER.

SWEET! I CAN RIDE MY BIKE ALL OVER TOWN.

AND THERE IS A CHANCE A BAKERY COULD COME IN A FEW BLOCKS OVER?

WELL, IT'S NOT FINALIZED YET, BUT MY BAKERY MAY BE PUTTING A CUPCAKERY A FEW BLOCKS OVER.

OK, HYPOTHETICAL CUPCAKES ASIDE... THIS MIXED USE THING IS ODD TO ME, DARYL...

LOOK AT IT THIS WAY - LOTS OF OLDER VILLAGES AND TOWNS HAVE STORES WITH APARTMENTS OR OFFICES IN THE UPPER FLOORS. THAT'S MIXED USE. MAYBE THIS PROJECT WILL HAVE ONE OR TWO BUILDINGS WITH A MIX OF SHOPS, OFFICES, AND APARTMENTS ALL IN ONE PLACE. YOU MIGHT GET A STORE, A COFFEE SHOP OR THAT BAKERY YOU GUYS WANT SO BADLY.
I'm all about efficiency! But will there be too many people? How can we make sure the project isn't too over the top?

That's what that public meeting is for. You should try to go to it and ask questions. Make sure you're comfortable with the idea - even offer some ideas. Like I said before, workforce housing's a good thing and we already live in it.

I'll suggest a cupcakey!

Whose turn is it anyway?

Bye! Have a safe ride home guys!

G'night!

You know what, honey?
WE ARE THE WORKFORCE.

IT WAS NICE OF DARYLL TO EXPLAIN ALL THAT. I STILL HAVE QUESTIONS, THOUGH.

I'M SURE THEY'VE GOT SOME INFORMATION AT THE TOWN OFFICE, YOU SHOULD CHECK IT OUT. MAYBE YOU COULD GET DARYLL TO GO WITH YOU.

WHAT IF IT ISN'T SO GREAT?

BUT WHAT IF IT IS? IT WOULD BE GREAT IF MORE YOUNG FAMILIES SETTLED IN TOWN. IT SOUNDS LIKE THESE NEW HOMES COULD GIVE FOLKS AN OPPORTUNITY TO START A GOOD NEIGHBORHOOD.

AND THE SMELL OF CUPCAKES IN THE AIR.

YOU SAID IT, NOT ME.
**Accessory Dwelling:** A second, smaller dwelling on a property that has sleeping, cooking and eating space and a bathroom. An example would be a single-family house with a small apartment either as part of the house or in a nearby building. Sometimes accessory dwellings are called “in-law apartments” because many families house elderly parents in a smaller, independent apartment on the property.

**Mixed Use:** Many municipal zoning ordinances treat different land uses, such as homes, commercial, and industrial properties differently. A mixed use building or development means a variety of different uses are allowed. A common kind of mixed use development in New England is combining a first-floor store with a second floor apartment.

**Workforce Housing:** Housing or kinds of housing generally affordable to “middle income” people in the workforce. According to New Hampshire State Law, “workforce housing” is affordable for those families whose income is at or below the median income level for their region. In the law it is defined as: housing affordable to a household at or below 100% of the area median income (AMI) for a 4-person household; or rental housing affordable at 60% of the AMI for a 3-person household.
Want some more information? Check out these web links:

New Hampshire Workforce Housing Council  www.workforcehousingnh.com
Vibrant Villages New Hampshire  www.vibrantvillagesnh.org
Plan New Hampshire  www.plannh.org

New Hampshire Housing Coalitions

CATCH Neighborhood Housing  www.catchhousing.org
Eastern Lakes Region Housing Coalition  www.elrhc.org
Heading for Home  www.headingforhome.org
Workforce Housing Coalition of the Greater Seacoast  www.seacoastwhc.org
Greater Nashua Workforce Housing Coalition  www.gnwhc.org
NeighborWorks Greater Manchester  www.nwgm.org
Mt. Washington Valley Housing Coalition  www.mwvhc-nh.org
Upper Valley Housing Coalition  www.uvhc.org

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