

TOWN OF LONDONDERRY, VT

Housing Needs Assessment & Strategy

April 2023

Prepared by



Acknowledgements

The Town of Londonderry would like to thank the many individuals and organizations that contributed to the Housing Needs Assessment and Strategy. Your input for this important endeavor is greatly appreciated.

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1 EXECUTIVE SUMMARY

Project Background

The Town of Londonderry has long been a destination for seasonal residents and while the community has not seen significant housing developments, the building that has occurred has primarily been for relatively large homes for seasonal residents. While this has traditionally been part of the community’s identity, more recent trends have shifted the balance between homes for seasonal residents and housing for year-round households and workers.

Facing rapidly escalating price increases, a growing number of homes for seasonal residents and short term rental units, and overall declining availability of quality housing options to sustain a year-round population, the Town of Londonderry commissioned this study to provide detailed data and conclusions regarding the housing issues and needs facing the communities and to outline strategic approaches the Town can implement to help maintain a healthy balance that accommodates visitors and seasonal residents while ensuring that local households and workers can continue to call Londonderry home.

Key Findings

The results of the study indicate that the Town of Londonderry is facing a significant housing challenge today and into the future. Both long-term trends and more recent demographic and economic shifts have placed the community on a trajectory in which local households and workers will have an increasing difficulty in finding quality housing at attainable price points. The balance between year-round housing and seasonal homebuyers and short-term rental operators may threaten the viability and sustainability of Londonderry as a vibrant year-round community unless strategic interventions are made.

Today, Londonderry faces an immediate need of approximately 299 to 315 households that need new, improved, and/or alternative living arrangements within the Town. This includes nearly 190 households that are struggling with housing expenses as well as nearly 50 workforce households that are absent from the Town because of the lack of attainable housing. The results also indicate a need for housing interventions across the income spectrum and for a variety of housing types, including owner-occupied and rental housing options. While the problem is complex and inseparable from other issues such, the results indicate that, without action, it is likely that the housing need in Londonderry will continue to grow into the future.

Summary of Housing Need, By Category and Tenancy (Households)

Description	Owner-Occupied		Renter-Occupied		Total	
	Count	Percent	Count	Percent	Count	Percent
Cost Burdened	136	43%	53	17%	189	60%
Underhoused and Overcrowded	28	9%	11	4%	40	13%
Workforce: Displaced Workers	24	8%	10	3%	34	11%
Senior Households	17	5%	7	2%	24	8%
Obsolete and Substandard	12	4%	4	1%	16	5%
Workforce: Missing Workers	9	3%	3	1%	13	4%
Total (Low Estimate)	215	68%	84	27%	299	
Total (High Estimate)	227	72%	88	28%	315	

Source: Camoin Associates

Note: Totals may not sum due to rounding

Summary of Housing Need, By Income and Tenancy (Households)

Description	Owner-Occupied		Renter-Occupied		Total	
	Count	Percent	Count	Percent	Count	Percent
Less than \$15,000	22	7%	22	7%	43	14%
\$15,000 to \$19,999	10	3%	8	2%	18	6%
\$20,000 to \$24,999	8	2%	8	2%	15	5%
\$25,000 to \$34,999	19	6%	16	5%	35	11%
\$35,000 to \$49,999	94	30%	16	5%	110	35%
\$50,000 to \$74,999	42	13%	4	1%	46	15%
\$75,000 to \$99,999	9	3%	7	2%	16	5%
\$100,000 to \$149,999	12	4%	6	2%	18	6%
\$150,000 or more	12	4%	3	1%	15	5%
Total	227	72%	88	28%	315	100%

Source: Camoin Associates

Note: Totals may not sum due to rounding

Additional Key Findings

1. **SHIFTING BALANCE BETWEEN SEASONAL AND YEAR-ROUND RESIDENTS:** The recent influx of seasonal residents has shifted balance of housing between seasonal resident housing and housing available and affordable to local households and workers.
2. **SHORT TERM RENTALS ADVERSELY IMPACTING HOUSING MARKET:** Recent increases in the number of short-term rentals, while not solely responsible, have contributed to rising housing prices and a decline in the availability of long-term rental housing units.
3. **HOUSING PRICE INCREASES OUTPACING WAGE AND INCOME GROWTH:** Contributing to the lack of accessible housing is the fact that local housing prices have increased at a much faster rate than income. This is making it harder and harder for residents to be able to afford owning or renting a home in the town, even when taking on more than one job.
4. **LIMITED OPTIONS FOR CHANGING EMPTY NESTER/SENIOR HOUSING NEEDS AND PREFERENCES:** The local area and region lack options for empty nesters and seniors that either want to change their current housing situation (e.g., downsize, live closer to services, units with lower maintenance, etc.) or need housing with services as they age, such as assisted living facilities. The lack of options is causing seniors that would prefer to move to stay in their current single-family home, which is reducing turnover and inventory available for the workforce and families.
5. **WORKFORCE HOUSING SHORTAGE IS CONSTRAINING LOCAL ECONOMIC AND BUSINESS VITALITY:** Local businesses have identified that they are being impacted by the inability to attract and retain workers, specifically due to lack of housing. This has a ripple effect as certain establishments are opening for fewer hours, limiting their offerings, or moving towards a seasonal approach which will negatively impact residents, workers, and the overall economy. The tourism economy of Londonderry relies on the ability for certain establishments to be open, but without workers they are unable to expand their offerings.
6. **NEED FOR SEASONAL WORKER HOUSING OPTIONS:** Housing constraints are also impacting major businesses that rely on seasonal workers, particularly local ski resorts. Various housing options are cobbled together to meet needs, but the situation is far from ideal and more seasonal housing, including dormitory style and suite-style housing, is needed locally.
7. **HOUSING CHALLENGES ARE DISPLACING WORKERS OUT OF THE COMMUNITY:** Many of those working locally are being forced to commute long distances and would prefer closer housing if suitable housing at attainable price points were available.
8. **MANY HOUSEHOLDS ARE COST BURDENED BY HOUSING EXPENSES:** A large portion of households in the town are also cost burdened, indicating that a disproportionate amount of income is being spent on housing likely causing financial strain and affecting the quality of life for many residents. This also impacts their ability to make repairs or improvements.
9. **WORKFORCE HOUSING IS NEEDED ACROSS THE INCOME SPECTRUM – INCLUDING “MIDDLE INCOME” WORKERS AND HOUSEHOLDS:** The workforce housing shortage is affecting workers across the spectrum, including not only low-wage workers but also those in higher-earning salaried jobs and in households with multiple earners.
10. **CRITICAL CHALLENGES TO BUILDING NEEDED HOUSING:** Contributing to the lack of available workforce housing are housing development constraints, including limited land/site availability, construction industry labor constraints, increasing construction costs, and lack of infrastructure to support building housing with density.
11. **WITHOUT ACTION TO ADDRESS HOUSING ISSUES, THE NATURE OF LONDONDERRY WILL SHIFT TOWARDS AN EVEN MORE SEASONAL COMMUNITY:** Without interventions to sustain and grow the housing available to local households and workers, it is very likely that Londonderry will continue to shift towards being an unbalanced seasonal community with a greater proportion of homes for seasonal residents and a declining or stagnant year-round population.

Housing Strategy

Four overarching goals were established as the framework for the housing strategy. The goals cover the key housing challenges and needs within Londonderry. For each goal, specific strategies were developed that will help the Town and partner organizations accomplish each goal.

The Town faces a variety of complex housing issues and there will be no “silver bullet” solution. However, by leveraging existing resources, building partnerships, creating new capacity, and thinking creatively, the Town will be able to make meaningful strides towards addressing these housing issues and meeting the urgent needs found throughout the community.

Housing Goals and Strategies

Goal 1: Grow Capacity to Address Local Housing Needs

ID	Strategy
1A	Adopt Housing-Friendly Zoning By-Laws
1B	Undertake a public education campaign about the housing needs in Londonderry
1C	Establish a working group to guide implementation of the housing strategy
1D	Explore options for a local housing fund and dedicated funding sources
1E	Continue to pursue funding for infrastructure to support housing development
1F	Build a coalition of local, regional, and state partners to implement the “priority workforce housing development project.”

Goal 2: Sustain and Grow the Number of Homes Owned and Occupied by Local Workers

ID	Strategy
2A	Adopt short term rental regulations that strike a balance between seasonal and year-round housing
2B	Create “downsizing” options in the community for empty nesters and seniors
2C	Plan for a priority workforce housing development project
2D	Explore a voluntary deed restriction program

Goal 3: Expand the Number of Quality Long-Term Rental Units

ID	Strategy
3A	Support the use and creation of Accessory Dwelling Units (ADUs) and conversion of single-family homes to multifamily
3B	Create a property improvement funding mechanism
3C	Establish a Lease to Locals program
3D	Inventory existing affordable units and identify opportunity to expand onsite

Goal 4: Assist Local Residents and Workers to Acquire Local Housing

ID	Strategy
4A	Engage employers in creating solutions to housing challenges
4B	Explore creating a housing assistance program
4C	Promote home sharing in the community
4D	Create an online “Living in Londonderry” portal with housing resources

2 INTRODUCTION

Overview

Project Background

Even nestled in the serene valley of the West River, Londonderry cannot escape what is emerging as a national crisis of a lack of adequate workforce housing. Recent market turmoil caused by changing lifestyle needs during the COVID-19 pandemic have exacerbated what was already a simmering housing issue.

The Town of Londonderry, located in the heart of ski country surrounded by Bromley, Stratton, and Magic Mountain resorts, has seen growing interest among seasonal homebuyers and short-term rental operators. The Town has long been a travel destination but has seen recent increases in housing interest from seasonal homebuyers. The growing interest in Londonderry was reflected in Londonderry's identification in Travel and Leisure as one of the "7 Best Places in the U.S. to Buy a Ski Vacation Home" in 2023. Yet while the Town was recognized as a place to find a more affordable ski house than at other popular mountain destinations, the increased housing market pressure has resulted in housing prices that are well beyond the means of local workers and households.

Facing rapidly escalating price increases, the conversion of year-round housing to homes for seasonal residents and short term rental units, and overall declining availability of quality housing options to sustain a year-round population, the Town of Londonderry commissioned this study to provide detailed data and conclusions regarding the housing issues and needs facing the communities and to outline strategic approaches the Town can implement to maintain a healthy balance that accommodates visitors and seasonal residents while ensuring that local households and workers can continue to call Londonderry home. The housing challenges are complex and there is no single-solution that will resolve the community's housing issues.

Work Completed

The Housing Needs Assessment and Strategy included the following work:

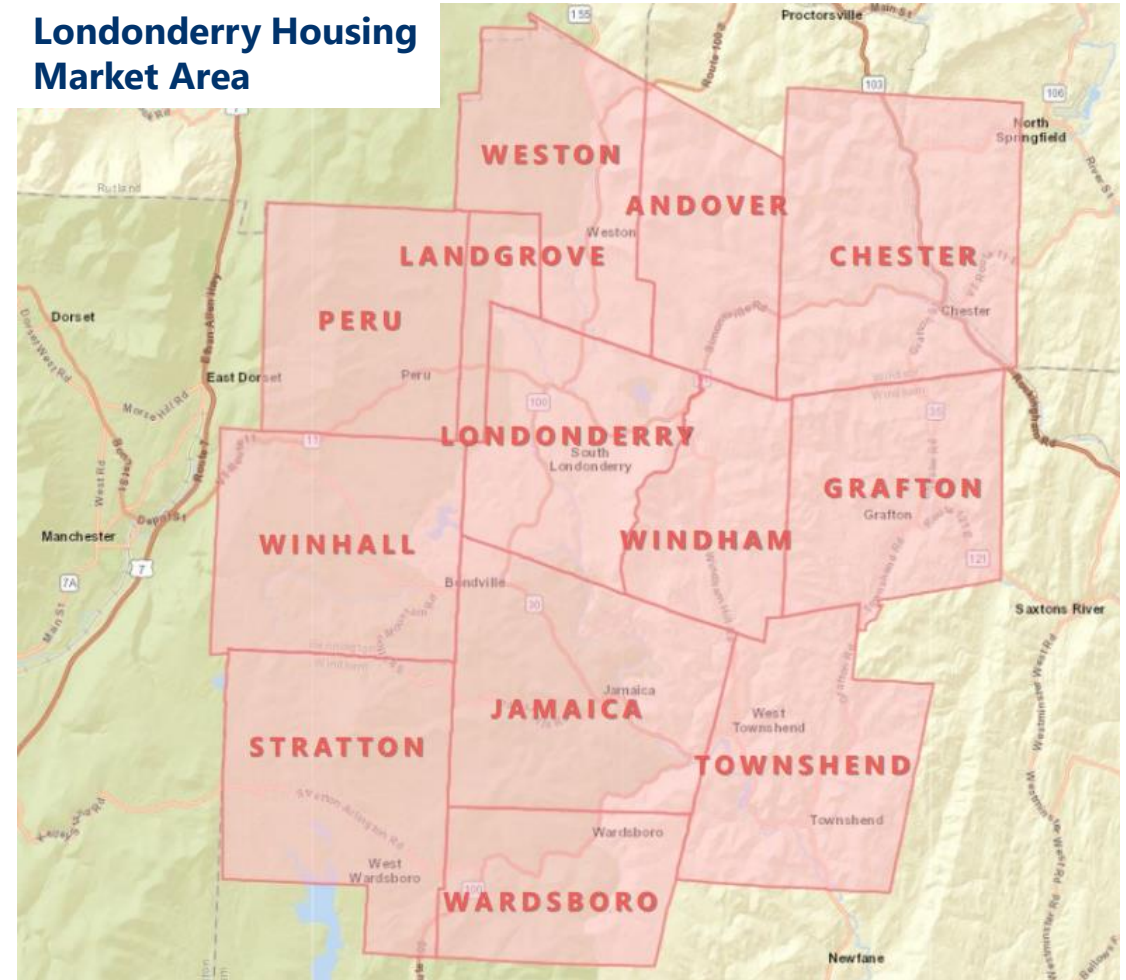
- ✓ **Stakeholder Engagement:** A wide variety of stakeholders provided input for this study, including through individual interviews and four (4) focus groups that were held throughout the process.
- ✓ **Community Survey:** An online community survey was promoted throughout the area to collect input directly from area residents and workers on the most pressing housing issues and needs.
- ✓ **Demographic and Economic Trends:** Analysis of demographic and economic trends was undertaken to identify key characteristics and changes of the local population and business sectors that are impacting housing needs
- ✓ **Housing Inventory Analysis:** The housing inventory analysis provides a comprehensive overview of the existing housing in the Town to understand how the current supply of housing is aligned or not with needs.
- ✓ **Housing Market Assessment:** Changing market dynamics, including the price and availability of housing in the community provides insights into how current workers and households are largely unable to compete in the current market environment.
- ✓ **Housing Needs:** The housing need in Londonderry is quantified by type of need, income level and price point, and renter vs. owner-occupied housing need.
- ✓ **Goals Strategy:** An action plan for the Town to address housing issues and challenges.

Study Areas

For many data points in this study, Londonderry is compared to benchmark geographies. The two geographies used for comparison are (1) a group of twelve nearby towns that represent the housing market area of Londonderry and (2) the state of Vermont.

A detailed map of the housing market area is shown to the right. The Housing Market Area was selected as a group of neighboring towns that share geographic and demographic similarities and would be part of the set of communities prospective renters or buyers would consider as an alternative to Londonderry.

Londonderry Housing Market Area



Community Housing Survey

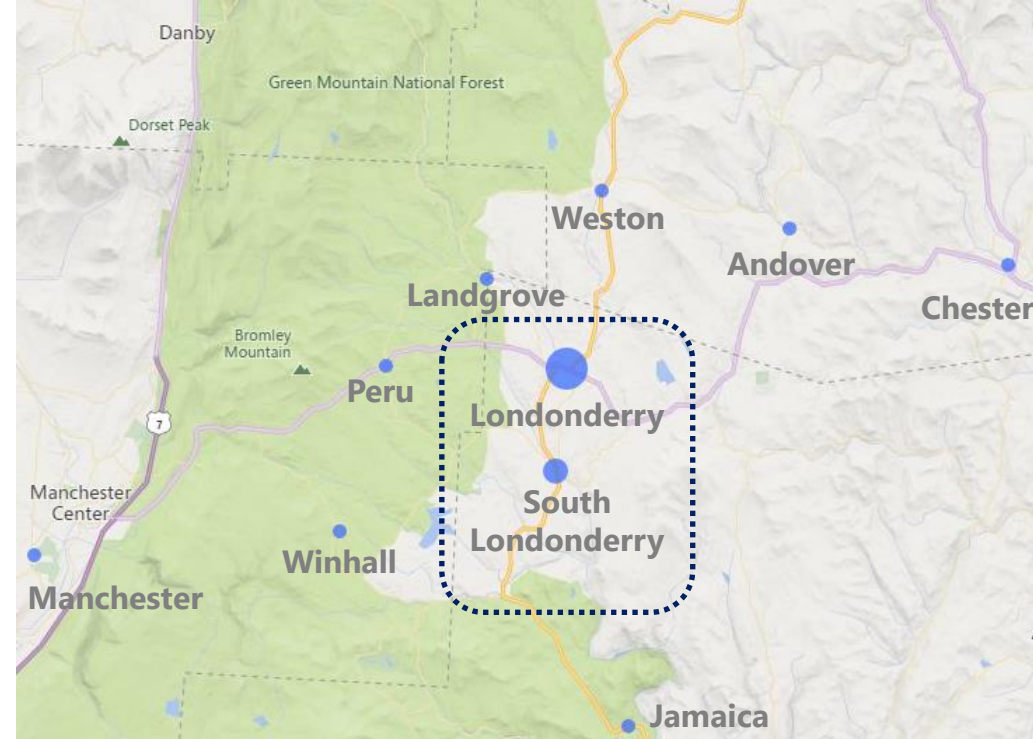
Community surveys are a commonly used tool to supplement public data sources with geographically targeted and civically engaged opinion on critical issues. Key benefits of this approach are:

- Creates an opportunity for direct input from the target community itself
- Information is current and reflects the most recent sentiment of those participating
- The survey format covers a broad set of issues related to housing and also allows customized responses to questions

The *Londonderry Community Housing Survey* was created to help understand the local perspective on housing issues and identify how much and what type of housing is needed now and in the future. It was open for over four weeks from 11/1/2022 until 12/1/2022. The survey was visited by 466 people from nearby towns in southern Vermont.

It is important to note that the community housing survey is not a scientific survey and should not be considered fully representative of the community. However, the responses provide helpful insights into the housing issues and needs facing the community.

Key findings from the survey are shown on the following pages. Detailed survey responses can be found in Appendix C.



Visited

466



Started

304



Avg. Time to Complete

14m



Completed

205



Completion Rate

67.43%

KEY SURVEY FINDINGS

Who Took the Survey?

The majority of respondents are regular long-time residents

- 69% have lived here 5 years (58% more than 10)
- 85% of respondents live here year-round

Survey respondents skewed relatively older and higher income

- Age: 62% are 55 years or older
- Income: 85% make > \$50k

Current Housing Situations

Most common situation is living in a single family and don't expect to move

- 79% of respondents own and live in a single-family home
- 69% don't expect to move

Two-person households are most common

- 56% are in a 2-person household

Seasonal Residents and Landlords

Among respondents, those that own units in Town that are not their residences primarily rent to long-term tenants

- Of the 13% of respondents that own a unit they do not live in...
 - 46% rent to a long-term tenant
 - 29% rent to short-term
 - 18% leave it vacant

Housing Costs and Affordability

The median monthly housing cost is \$1,000 - \$1,500

- Current monthly rent or mortgage of respondents was between \$1,000 and \$1,499

A portion of respondents are currently cost-burdened by housing costs

- 31% of respondents are cost burdened (>30% of income to housing costs)
- 9% are severely cost burdened (>50% of income to housing costs)

Housing costs are among most commonly cited housing challenges

- Together, answers related to recurring costs and maintenance made up 49% of responses.
 - Cost of property taxes (19%)
 - Cost of utilities (10%)
 - Repairs can't afford (8.6%)
 - Lack of reliable internet (7.4%)
 - Far from friends/family/social groups (6.6%)

Personal Housing Preferences for the Future

Single-family homes preferred

The top choices in order were:

- Small, single-story single-family home
- Large, multi-story single family home
- Retirement community
Tiny house
- Own and live in a multi-family building

Rural living preference in top home choice factors

- The most important home choice factors were:
 - Access to nature (17%)
 - Like the neighborhood (15%)
 - Yard (lot) size (14%)
 - Close to services (9.8%)
 - Scenic Views (8%)

Perception of Housing Needs in Community

Strong belief that there is not enough variety of housing

- 81% of responses answered the two most negative choices regarding the variety of housing in Londonderry

Respondents feel housing needs are not being met

- 95% of respondents feel housing needs are not being met
- 80% feel that "many" or "most" needs are not being met

Housing needs are changing

- Less than half of respondents chose their current living arrangements as those that will best suit them 5 years from now

Most Important Housing Issues:

- The most important housing issues in the community are:
 1. Prices not affordable for people to live and work in the area
 2. Lack of available quality rentals
 3. Too many short-term rentals

What housing do people want to see most?

- What housing do people want to see most in the Town?
 1. Single-family homes
 2. Mixed-use buildings
 3. Small clustered cottages
 4. Senior housing
 5. Apartments in existing buildings

Opinions about Strategies to Address Housing Needs

Programs to help renovate or improve existing housing had the greatest support

- What strategies are most supported in the community?
 1. Programs for the renovation/improvement of existing housing
 2. Allow accessory dwelling units and tiny homes
 3. More flexible zoning for different building types
 4. Limiting Short Term Rentals
 5. Public investment in infrastructure to support housing development

4 HOUSING NEEDS

Housing Attainability

A housing attainability analysis was conducted to examine the alignment (or misalignment) between local income levels, wages, and housing prices in Londonderry. This section summarizes the results of the analysis with additional detail provided in Appendix B.

Overall, the results indicate a substantial misalignment between housing prices and what local households and workers are able to reasonably afford. Specific findings include:

A median-priced home in Londonderry remains out of reach for a household making the median income. There is an income gap of \$64,144 between the Town’s current median household income and the household income needed to purchase a median priced home. This income gap means a typical household will need to nearly double its income to afford a typically priced home. Alternatively, a typical household will need the median home price to decrease by nearly \$157,000 to be within reach.

Wages and Earnings for local workers are substantially misaligned with house prices. Home prices are out of reach of most workers within the Town of Londonderry. The median worker earnings falls well short of the income needed to purchase a typical home. Even a two-salary household with both earning the median earnings would still not be able to afford a typical median priced home, which would require an additional \$40,000 in income to be affordable.

Current Rental Prices are Relatively Well Aligned with Renter Incomes. Current median rental rates compared to incomes for those units shows that the typical renter household can afford the median rental rate found in Londonderry.

Home Affordability Gap: Housing Prices vs. Income Levels

	Londonderry
Median Sale Price	\$414,500
Down Payment of 10%	\$41,450
Loan Amount	\$373,050
Principal & Interest Pmt (30 Year Fixed Rate at 6.5%)	\$2,346
Est. Property Tax	\$684
Est. Insurance and Utilities	\$265
Total Monthly Payment	\$3,295
Household Income Threshold (annual)	\$131,783
Median Household Income	\$67,639
Income Gap	\$64,144
Affordable Home Price Based on Median Income	\$257,551
Home Price Affordability Gap	\$156,949

Source: Camoin Associates

A typical household in Londonderry would need an additional \$64,000 in annual income to afford a typical home

Housing Needs

This section presents a *quantitative* housing needs analysis that estimates the number and type of households in need of new, improved, or alternative living arrangements in the Town of Londonderry. It is important to note that the housing need quantified in this section does not necessarily indicate the number of new housing units needing to be built as identified in this section can be met through a variety of ways that will be detailed in the housing strategy section. **Overall, the needs analysis found that approximately 299 to 315 households are in need of new, improved, or alternative housing arrangements in the Town of Londonderry.** This represents the number of needed interventions, which does not necessarily indicate the number of new housing units needing to be built in the community.

The housing needs analysis includes the following types of households, which are discussed further on the following pages. Detailed methodology and discussion can be found in Appendix B.

- **Cost Burdened Households:** Households spending a disproportionate and burdensome portion of their income on housing expenses.
- **Senior Households:** Senior households in need of alternative housing situations.
- **Workforce Need - Displaced Workers:** Households of workers that are employed in the Town but unable to obtain suitable housing in the community.
- **Workforce Need – Missing Workers:** Workers that local employers would like to hire but are unable to because of the lack of attainable housing.
- **Underhoused and Overcrowded Households:** Those that need their own housing but are living with others because of the lack of housing to meet their need.
- **Obsolete and Substandard Housing:** Households that are living in conditions that do not meet minimum quality standards.

Summary of Housing Need, By Category and Tenancy (Households)

Description	Owner-Occupied		Renter-Occupied		Total	
	Count	Percent	Count	Percent	Count	Percent
Cost Burdened	136	43%	53	17%	189	60%
Senior Households	17	5%	7	2%	24	8%
Workforce: Displaced Workers	24	8%	10	3%	34	11%
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Total (Low Estimate)	215	68%	84	27%	299	
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Source: Camoin Associates

Summary of Housing Need, By Income and Tenancy (Households)

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Less than \$15,000	22	7%	22	7%	43	14%
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\$20,000 to \$24,999	8	2%	8	2%	15	5%
\$25,000 to \$34,999	19	6%	16	5%	35	11%
\$35,000 to \$49,999	94	30%	16	5%	110	35%
\$50,000 to \$74,999	42	13%	4	1%	46	15%
\$75,000 to \$99,999	9	3%	7	2%	16	5%
\$100,000 to \$149,999	12	4%	6	2%	18	6%
\$150,000 or more	12	4%	3	1%	15	5%
Total	227	72%	88	28%	315	100%

Source: Camoin Associates

COST BURDENED HOUSEHOLDS

These households are currently spending an excessive amount of their annual income on housing costs (more than 30% including rent or mortgage, utilities, and taxes) and may be experiencing negative quality of life impacts as a result, including difficulty paying for other necessities such as groceries, healthcare, and heating costs. **Approximately 269 households are currently cost burdened in the Town of Londonderry.**

Cost Burdened Households By Tenancy and Age, 2021

Description	Londonderry			Vermont		
	Owner-Occupied	Renter-Occupied	Total	Owner-Occupied	Renter-Occupied	Total
15 to 24 years	0	0	0	684	5,518	6,202
25 to 34 years	2	19	21	3,087	6,704	9,791
35 to 64 years	134	34	168	24,249	14,138	38,387
65 years and over	62	18	80	18,734	7,864	26,598
Total	198	71	269	46,754	34,224	80,978

Source: ACS 5-Year

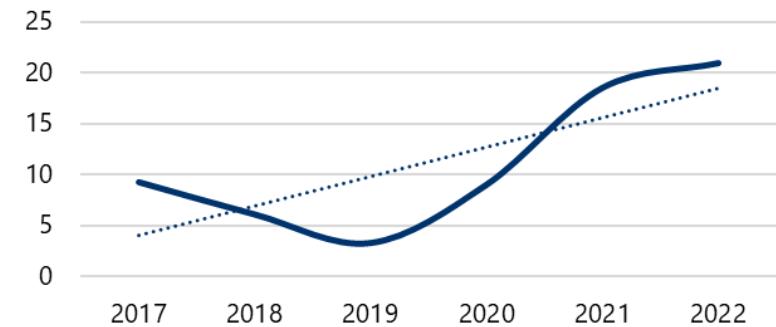
WORKFORCE NEED – “DISPLACED” WORKERS

Many workers in the town are increasingly “displaced” further away from their place of work due to rising housing prices. The proportion of workers not living where they work continues to rise and many workers are commuting exceptionally long distances to their workplace because of the lack of available affordable housing. There are over 120 workers commuting 25 miles or more to work in Londonderry and only 32% of those employed in the Town also live in the Town. **The analysis conservatively estimates that there is a need in the Town to accommodate at least 34 of these displaced worker households.**

WORKFORCE NEED - “MISSING” WORKERS

There are currently fewer jobs and workers in Londonderry than there would be if appropriate workforce housing were available. Employers have struggled to fill jobs and others have not created new jobs because of known housing issues. Economic and job data was examined to estimate the number of workers that are needed in the community but currently don’t live in Londonderry due to the lack of attainable housing. Based on this analysis, there is an estimated need for housing to accommodate approximately 10-15 “missing worker” households in Londonderry.

Londonderry Area Unique Job Postings (2017-2022)



Source: Lightcast

Job Postings Have Increased as Employers Struggle to Fill Positions Due to Local Housing Issues

UNDERHOUSED INDIVIDUALS & OVERCROWDING

Many individuals in the region, particularly young adults, are “underhoused” and live with parents, other relatives, friends, and roommates despite wanting or needing their own housing. Many of these young people cannot afford to purchase homes and struggle to find quality rental units, which have become increasingly scarce in the region. Approximately two out of three residents aged 18-34 are living with roommates or family members (excluding a partner or spouse), far exceeding “typical” rates. **The analysis indicates a housing need for 40 of these underhoused individuals that need their own housing.**

Underhoused Residents Aged 18-34, 2020

Living Arrangements	Londonderry		Vermont	
	Count	Share	Count	Share
With Parents	95	41%	31,609	26%
With Spouse	58	25%	28,653	23%
With Unmarried Partner	8	3%	21,867	18%
With Other Nonrelatives	32	14%	19,026	16%
Living Alone	11	5%	11,098	9%
With Other Relatives	29	12%	9,836	8%
Total 18 to 34 Year Olds	233	100%	122,089	100%
Total Living with Others (non-spouse/partner)	156	67%	60,471	50%
Expected (Typical) Number Living with Others	117	50%		
Estimated Underhoused In Need of Own Housin	40			

Source: ACS 2020 5-year estimates

Similar to underhoused individuals, overcrowded households are those where the number of occupants exceeds the capacity of space available — essentially a mismatch between the size of the home and the size of the household. Overcrowding has been shown to result in adverse physical and mental health outcomes. A relatively nominal number of households in Londonderry were found to meet overcrowding definitions.

SENIOR HOUSEHOLDS

The senior population of the town is growing and projected to grow into the future, driving an additional need for a variety of senior housing options. The town and region are relatively underserved by senior housing options and in many cases, seniors face a choice of remaining in their single-family homes even if they do not want to or have difficulty maintaining or living in these homes or relocating out of the area to live in more suitable housing that better meets their needs.

The community survey indicated that 9% are not very satisfied with their housing and 11% intend to move within the next five years. The data analysis also indicated that 80 senior households are cost burdened. **The needs analysis conservatively estimates that the Town has a need for approximately 24 senior households requiring different living arrangements that better meet their needs.**

HOUSEHOLDS IN SUBSTANDARD AND OBSOLETE HOUSING

The region’s housing stock is relatively old, and the condition of some housing units will decline. Households in these units are often living in housing that does not meet minimum safety standards, representing a need for new or rehabilitated housing. **Overall, there are an estimated 16 households living in substandard or obsolete housing in Londonderry.**

Total Obsolete and Substandard Housing Replacement Need, 2020

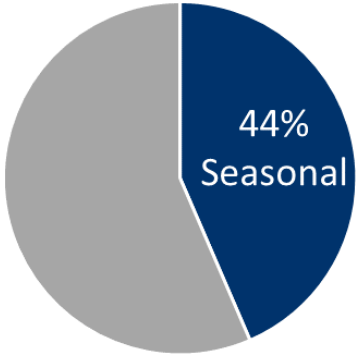
Description	Londonderry	Vermont
Substandard Housing	11	3,743
Obsolete Housing	5.5	2,058
Total	16	5,801

4 SUMMARY OF KEY HOUSING ISSUES AND NEEDS

Key Finding #1: SHIFTING BALANCE BETWEEN SEASONAL AND YEAR-ROUND RESIDENTS

The recent influx of seasonal residents has shifted balance of housing between seasonal resident housing and housing available and affordable to local households and workers. The town has become increasingly attractive to seasonal residents and investors due to its proximity to ski resorts and relative affordability compared to other resort communities **More than 4 out of 10 housing units are seasonal or homes for seasonal residents and not occupied year-round. In the decade between 2010 and 2020, the number of seasonal and homes for seasonal residents in Londonderry increased by nearly 32%.**

Seasonal Homes as Proportion of All Housing Units
Town of Londonderry (2020)



Source: U.S. Census Bureau

Key Finding #2: SHORT TERM RENTALS ADVERSELY IMPACTING HOUSING MARKET

Increasing numbers of short-term rentals have contributed to rising housing prices and a decline in the availability of long-term rental housing units. While short-term rentals are part of supporting a healthy local economy, there is evidence that they are have adverse impacts. **There are over 300 active short-term rentals in the Londonderry area, including those close to the resort areas as well as in traditionally year-round neighborhoods within the community. Active listings in the local area have increased by 62% over just the past three years.**

Active Rental Key Metrics For Housing Market Area

Market	Active Rentals 2022,Q3	Active Rentals, Change 2019,Q3 - 2022,Q3	Active Rentals, Change % 2019,Q3 - 2022,Q3	% Entire Home 2022,Q3	% Available Full Time 2022,Q3
Londonderry	116	+49	73%	100%	47%
South Londonderry	190	+68	56%	99%	43%
Bondville	292	+101	53%	93%	40%
Jamaica	147	+32	28%	96%	54%
Chester	114	+33	41%	86%	54%
Peru	96	+24	33%	96%	42%
Wardsboro	75	+31	70%	97%	51%
Weston	40	+5	14%	92%	61%
Grafton	35	+5	17%	93%	61%
Townshend	29	+13	81%	96%	45%
West Townshend	24	+2	9%	100%	45%

Source: AirDNA

Key Finding #3: HOUSING PRICE INCREASES OUTPACING WAGE AND INCOME GROWTH

Contributing to the lack of accessible housing is the fact that local housing prices have increased at a much faster rate than income. This is making it harder and harder for residents to be able to afford owning or renting a home in the town, even when taking on more than one job.

Housing prices were on an upward trend prior to the COVID-19 pandemic, but the demand that came from people looking to move out of more densely populated cities, ability to work remotely, and overall change in desired lifestyle has put increased pressure on communities like Londonderry and driven up home prices. This has created a stark mismatch in the prices of houses in the area and the amount that residents are able to afford without spending more than 30% of their income on housing.

Key Finding #4: LIMITED OPTIONS FOR CHANGING EMPTY NESTER/SENIOR HOUSING NEEDS AND PREFERENCES

The local area and region lack options for empty nesters and seniors that either want to change their current housing situation (e.g., downsize, live closer to services, units with lower maintenance, etc.) or need housing with services as they age, such as assisted living facilities. The lack of options is causing seniors that would prefer to move to stay in their current single-family home, which is reducing turnover and inventory available for the workforce and families.

Median Sales Prices, 2016 - 2022

Region	Median Sales Price				Change, %
	2016	2018	2020	2022	2016 - 2022
Londonderry	\$247,000	\$210,000	\$263,500	\$414,500	\$167,500
2-year Change		-15.0%	25.5%	57.3%	67.8%
Market Area	\$170,000	\$185,000	\$239,900	\$320,000	\$150,000
2-year Change		8.8%	29.7%	33.4%	88.2%
Windham County	\$190,000	\$205,000	\$246,000	\$339,000	\$149,000
2-year Change		7.9%	20.0%	37.8%	78.4%

Source: MLS (thru Oct 2022)

The Median Home Sale Price in Londonderry Increased nearly 68% from 2016 to 2022

Key Finding #5: WORKFORCE HOUSING SHORTAGE IS CONSTRAINING LOCAL ECONOMIC AND BUSINESS VITALITY

Local businesses have identified that they are being impacted by the inability to attract and retain workers, specifically due to lack of housing. This has a ripple effect as certain establishments are opening for fewer hours, limiting their offerings, or moving towards a seasonal approach which will negatively impact residents, workers, and the overall economy. The tourism economy of Londonderry relies on the ability for certain establishments to be open, but without workers they are unable to expand their offerings.

Key Finding #6: NEED FOR SEASONAL WORKER HOUSING OPTIONS

Housing constraints are also impacting major businesses that rely on seasonal workers, particularly local ski resorts. Various housing options are cobbled together to meet needs, but the situation is far from ideal and more seasonal housing, including dormitory style and suite-style housing, is needed locally.

Key Finding #7: HOUSING CHALLENGES ARE DISPLACING WORKERS OUT OF THE COMMUNITY

Many of those working locally are being forced to commute long distances and would prefer closer housing if suitable housing at attainable price points were available.

7 out of 10 people working in Londonderry live outside of the community



Key Finding #8: Many households are cost burdened by housing expenses.

A large portion of households in the town are also cost burdened, indicating that a disproportionate amount of income is being spent on housing likely causing financial strain and affecting the quality of life for many residents. This also impacts their ability to make repairs or improvements.

Key Finding #9: Workforce housing is needed across the income spectrum – including “Middle Income” workers and households.

The workforce housing shortage is affecting workers across the spectrum, including not only low-wage workers but also those in higher-earning salaried jobs and in households with multiple earners.

Key Finding #10: Critical challenges to building needed housing.

Contributing to the lack of available workforce housing are housing development constraints, including limited land/site availability, construction industry labor constraints, increasing construction costs, and lack of infrastructure to support building housing with density.

Key Finding #11: Without action to address housing issues, Londonderry will continue to shift towards being a more seasonal community.

Without interventions to sustain and grow the housing available to local households and workers, it is very likely that Londonderry will shift towards being an even more seasonal community with a greater proportion of seasonal residents and a declining or stagnant year-round population. The area’s businesses will likely struggle, particularly those outside of the tourism service industry, and the tax burden may continue to intensify for property owners.

5 STRATEGY

HOUSING GOALS AND STRATEGIES

Overview

This section lays out the four overarching goals of the housing strategy for Londonderry and the strategies that will help the Town and partner organizations accomplish each goal.

The Town faces a variety of complex housing issues and there will be no “silver bullet” solution. However, by leveraging existing resources, building partnerships, creating new capacity, and thinking creatively, the Town will be able to make meaningful strides towards addressing these housing issues and meeting the urgent needs found throughout the community.

The goals and strategies are summarized in the adjacent table with additional detail provided on the following pages, including example communities that have successfully employed some of these strategies to address similar housing needs.

Goal 1: Grow Capacity to Address Local Housing Needs

ID	Strategy
1A	Adopt Housing-Friendly Zoning By-Laws
1B	Undertake a public education campaign about the housing needs in Londonderry
1C	Establish a working group to guide implementation of the housing strategy
1D	Explore options for a local housing fund and dedicated funding sources
1E	Continue to pursue funding for infrastructure to support housing development
1F	Build a coalition of local, regional, and state partners to implement the “priority workforce housing development project.”

Goal 2: Sustain and Grow the Number of Homes Owned and Occupied by Local Workers

ID	Strategy
2A	Adopt short term rental regulations that strike a balance between seasonal and year-round housing
2B	Create “downsizing” options in the community for empty nesters and seniors
2C	Plan for a priority workforce housing development project
2D	Explore a voluntary deed restriction program

Goal 3: Expand the Number of Quality Long-Term Rental Units

ID	Strategy
3A	Support the use and creation of Accessory Dwelling Units (ADUs) and conversion of single-family homes to multifamily
3B	Create a property improvement funding mechanism
3C	Establish a Lease to Locals program
3D	Inventory existing affordable units and identify opportunity to expand onsite

Goal 4: Assist Local Residents and Workers to Acquire Local Housing

ID	Strategy
4A	Engage employers in creating solutions to housing challenges
4B	Explore creating a housing assistance program
4C	Promote home sharing in the community
4D	Create an online “Living in Londonderry” portal with housing resources

GOAL 1

Grow Capacity to Address Local Housing Needs

Addressing Londonderry's housing challenges will require enhancing local capacity by building partnerships and collaborations, identifying new funding mechanisms, and exploring new ways to utilize existing funding opportunities.

1A. Adopt Housing-Friendly Zoning By-Laws

Ensuring zoning regulations that are supportive of housing is foundational to creating the housing needed in the community. The Town should continue to evaluate and update zoning regulations on a regular basis to ensure that land use regulations are not serving as a barrier or constraint to developing new housing units or the creation of other housing through conversion or redevelopment of properties. General housing-friendly zoning principles include:

- Increasing density where appropriate through the reduction of lot size minimums and other minimum density standards.
- Allow "missing middle" housing typologies wherever single-family homes are allowed. These types include duplex and triplex units, townhomes, mansion apartments, and similar housing types.
- Provide flexibility for "tiny homes" and accessory dwelling units (see Strategy 3A)
- Adopting short-term regulations that balance seasonal and year-round housing (see Strategy 2A).
- Provide opportunities for non-traditional housing types such as clustered cottages

Keys to Success:

- Zoning laws should be treated as perpetual work in progress with continued evaluation for alignment with the community's housing goals.
- Monitor emerging best practices in zoning regulations including new innovative approaches
- Identify desired housing typologies and reverse engineer zoning laws to achieve those outcomes

1B. Undertake a public education campaign about the housing needs in Londonderry

Public awareness and understanding of the housing issues in the community will lay the foundation for successful plan implementation. Misperceptions of affordable and workforce housing are common – but must be addressed as these perceptions can lead to resistance and failure of town initiatives.

This Needs Assessment findings should be communicated to the public, including through public meeting forums. Local news and radio coverage as well as press releases can also be effective ways to help build awareness and understanding of the issues.

The proposed housing portal (see strategy 3D) should also be used as an educational tool that includes information (and a download link) to the needs assessment and includes a Frequently Asked Questions section that addresses common myths and misperceptions about housing issues and needs in the community.

Keys to Success:

- The messaging and framing of workforce and affordable housing needs is complex but there are proven techniques and models that lead to more successful outcomes in building community support. The Town should engage county and regional partners with experience in messaging and public education about housing issues to prepare key messaging/talking points and educational materials (e.g., flyer, infographic, FAQs, etc.)
- Host a community meeting on housing issues and present the results of the needs assessment to help frame the public discourse around housing issues.

1C. Establish a working group to guide implementation of the housing strategy

An implementation committee or working group should be formalized to sustain momentum, focus on implementation actions, and monitor progress. The membership should be evaluated with consideration for including key stakeholders in the community.

The committee should maintain a regular meeting schedule. Individual members or sub-committee groups should be assigned to lead specific implementation priorities and report back on progress.

Keys to Success:

- Establish committee membership as necessary to engage partners and stakeholders that will be able to help implement the plan strategies
- Identify priority implementation actions to focus efforts
- Tackle “low hanging fruit” to establish early success and to build momentum for implementation
- Prepare a brief annual report on implementation successes

1D. Explore options for a local housing fund and dedicated funding sources

While the Town should tap into county, regional, and state sources to the extent possible, a dedicated Londonderry Housing Fund will give the Town the greatest flexibility in creating programs and focusing resources to address the Town's most pressing housing issues.

A dedicated fund, such as a Housing Trust Fund, would be a restricted municipal account that is not part of the general budget. The fund could be administered by the Town or a board of trustees. The Town would establish the guidelines and requirements for use of the fund. Examples may include:

- Funding support for the "priority workforce housing development project"
- Gap funding (grants or low-interest loans) to developers building affordable/workforce housing to make projects feasible
- Loans/grants to incentivize/support use of accessory dwelling units (see strategy 2C)
- Funds to purchase deed restrictions (see strategy 1B)
- Providing matching funds to employers establishing employee-assisted housing programs
- Funding a "Lease to Locals" program (strategy 2C)

A housing fund could receive revenue from a number of sources. The Town could elect to allocate a portion of its budget to the fund or establish new dedicated funding streams. The Town currently does not have a local option sales or room tax but under Vermont law could adopt a 1% tax on either that could create revenue for a new housing fund (a room tax would also apply to short term rentals). The Town could also choose to adopt a tax on short term rentals directly. The Town should also pursue seed funding from state sources to establish a fund, particularly in a "revolving loan" model.

Keys to Success:

- Create a housing trust fund campaign to build support and undertake an effort to create the fund. Establish a "core group" to lead the effort. This can be an official town committee/task force or other stakeholder group.
- Involve stakeholders and "endorsers" that will show their support for the effort such as local banks, businesses, development organizations, and others.
- Develop a Housing Trust Fund Proposal that will ultimately be what is enacted into law. The proposal should specifically identify what the funds will be used for and who it will benefit. It should not be overly specific such that that it does not offer flexibility.
- Determine the preferred administration model and whether the Town will oversee administration (potentially with an advisory board) or board of trustees/independent board. Consider the pros and cons of incorporating the fund as a nonprofit. That would increase the fund's ability to accept donations and contributions.
- For additional guidance on how to establish a Housing Trust Fund visit: <https://communitychange.org/wp-content/uploads/2017/11/HousingTrustWorkbook1-1.pdf>

Example Communities:

Burlington, VT: Burlington established a Housing Trust Fund that provides grants and loans for affordable housing. Among its revenue sources are proceeds from a city tax on short term rentals. In 2023 it awarded over \$722,00 in funding.

Ithaca, NY: The city created a Community Housing Development Fund as a joint effort with Tompkins County and Cornell University. Funds are used to support workforce/affordable housing development projects. Revenue is generated in part through a fee-in-lieu program for development projects.

1E. Continue to pursue funding for infrastructure to support housing development

The Town has recently received funding to begin implementing wastewater infrastructure projects. Water and wastewater infrastructure will be critical in meeting housing needs over the long term by enabling housing to be produced at a scale that is more conducive to housing price points that are attainable for local workers. Infrastructure investments should be prioritized to serve sites and areas that are well suited for future housing development.

Keys to Success:

- Continue to pursue state funding for water and wastewater infrastructure expansion.
- Conduct planning studies and analyses as necessary to demonstrate the need for infrastructure and to plan for future service areas.

1F. Build a coalition of local, regional, and state partners to implement the “priority workforce housing development project.”

Building a broad coalition of partners will be essential to implement a workforce housing development project (see 1A). Partners should include: home builder(s), local lending institutions, nonprofit housing organizations (e.g., Habitat for Humanity and Windham Windsor Housing), regional organizations such as the Windham Regional Planning Commission, local business owners, Town staff, and other community stakeholders. Effort should be made to recruit partners that may be willing to donate time, effort, and/or resources including professional services (e.g., architecture and engineering), builders (labors), business owners (e.g., for funding or land donation), and others.

While partners should be engaged early in the process, having a project location and vision will help build momentum and best position the Town to recruit partners and build a coalition.

Keys to Success:

- Identifying a suitable property is a key hurdle that will need to be overcome before an effective coalition can be formed. A planning analysis may be helpful in identifying potential properties and prioritizing sites that would be feasible for workforce housing.
- Facilitate meetings at regular intervals to bring the partners together, assign next steps, receive feedback on progress, and make decisions.
- Participate in regional housing discussions and summits to identify new partners, ideas, and approaches that are proving successful for other communities.

GOAL 2

Sustain and Grow the Number of Homes Owned and Occupied by Local Workers

A significant number of workers employed in and around Londonderry have been pushed out of the area's tightening housing market. Many that work in the community are not able to afford the available homes. To maintain a vibrant local economy and meet the needs of these workers it will be imperative to create opportunities for home ownership for these workers and their families.

2A. Adopt Short Term Rental (STR) regulations that strike a balance between seasonal and year-round housing

The community has seen substantial growth in the number of properties being utilized for short-term rentals, including recently in neighborhoods that have traditionally housed year-round households. These short-term rentals have adversely impacted the housing market with local workers and households increasingly pushed out of the housing market.

Despite these adverse impacts, there are notable benefits of short-term rentals including positive economic benefits to the community and region from visitors and providing a source of income for existing residents with the ability to rent out their homes or other housing units they own.

Communities similar to Londonderry have implemented regulations to maintain a balance between seasonal and year-round housing. To ensure that short-term rentals do not tip the housing stock out of balance, it is recommended that Londonderry adopt short-term rental regulations that place reasonable, but effective, limitations on the use of residential properties for short-term rentals. Potential new regulations should be carefully evaluated to understand their impact to existing property owners and their impact to the town's future housing balance so that visitors can be reasonably accommodated in the community but do not substantially displace local workers and households.

In addition to adopting regulations, the Town should adopt a registration program that requires all short-term rental operators to register their unit with the town to ensure health, safety, and building code requirements are maintained. The Town should establish a transparent enforcement process and penalties for noncompliance with established regulations.

Keys to Success:

- Engage community members and stakeholders in the process to understand the diverse viewpoints of short-term rentals in the community prior to adopting regulations.
- Evaluate the positive and negative aspects of various regulatory approaches to determine the most appropriate regulatory approach in Londonderry (e.g., number of days, hosted vs. unhosted, by location within town, etc.). Publicize results of this evaluation to provide transparency to the process and reason behind decision making.
- Compliance is a difficult but critical component of establishing effective regulations. The Town should consider enforcement capacity through its existing code enforcement procedures and/or may wish to consider a third-party compliance company, of which several have been established to assist communities that do not have capacity to undertake needed enforcement actions.

2B. Create “downsizing” options in the community for empty nesters and seniors

Many seniors and empty nesters in the community currently live in larger-than-needed homes but lack alternative options for quality smaller units in the community such as apartments, small single-story homes/cottages, or condominiums. As a result, housing turnover is constrained in the community, which has reduced the inventory of homes available for workers and families. The Town should see to allow and encourage the new development and rehabilitation of these types of units through existing efforts and new programs (as discussed in other strategies).

Keys to Success:

- Ensure that land use regulations (zoning) permit the right housing types for downsizing seniors. This includes allowing multifamily housing development types such as duplex, triplex, and townhouse style units as well as consideration of increased density for housing typologies such as “clustered cottages” with densely clustered small single-story units.
- Aggressively pursuing additional infrastructure funding and implementation of water and sewer projects to support denser forms of housing that will provide smaller units, such as apartment buildings, apartments in mixed-use buildings, and others in places close to services and amenities.
- Prioritizing support for development and rehabilitation programs in any new housing programs.

2C. Plan for a Priority Workforce Housing Development Project

A “priority workforce housing development project” is an opportunity to build partnerships and focus on a specific project that can meet urgent workforce housing needs and serve as a future model for workforce housing. A development project will need to overcome many anticipated challenges, including finding a site, identifying funding sources (and overcoming cost challenges), and building partnerships. A coalition of partners will be critical in implementing a development project, which will be a significant and complex undertaking (see Strategy 4A).

An “ideal” project would feature a mix of housing types including both owner-occupied and rental options. Approaches such as co-housing or use of modular homes should be considered. A phased approach will likely be appropriate with the first development phase of a relatively few units serving as a model for subsequent phases and maintaining a manageable project.

Keys to Success:

- Engage partners early in the process to build a coalition that will lead and implement the project.
- Create an inventory of potential development sites that are suitable for development and have willing owners. Prioritize opportunities to acquire land or site control from donations or from below-market value purchase.

2D. Explore a Voluntary Deed Restriction Program

One of the critical housing challenges and conundrums facing Londonderry is the competition for housing between local workers and households and those households new to the area – for either permanent residence (e.g., retirees) or those buying seasonal homes. Deed restriction programs in similar communities have proven successful in ensuring that a portion of new and existing housing units are reserved in perpetuity for those working in the area.

While models can vary, deed restriction programs typically involve a property owner voluntarily selling the restriction on their property in return for a financial incentive. The deed restriction then becomes a legally binding restriction that the property can only be owned by someone living in a predetermined location (e.g., municipality, county, region, etc.). The Town should explore adopting a program as a mechanism for maintaining a supply of workforce housing within the community. It will be important for the Town to consider the benefit-cost of this type of program relative to other potential uses of funds.

Keys to Success:

- A sustainable funding source or sources will be key to establishing an effective program (see Strategy 4B).
- The Town should look to similar communities that have adopted programs to understand what has worked effectively, and what hasn’t. Vail, CO is an example of a community that has pioneered this approach (see inset).
- A PILOT program will help Londonderry explore the feasibility of adopting/scaling up a deed restriction program. The Town should seek initial funding to create a pilot program and then evaluate the feasibility of expanding.

Case Study: Vail InDEED

This program run by a partnership of Vail, CO municipal staff in conjunction with the local housing authority seeks to purchase deed restrictions from private sellers of residential properties on the open market. The program and its implementation are straightforward by design. The goal is to house residents that work in the area (within county, 30+ hours per week) and to prevent the observed trend of residential sales going almost exclusively to part-time residents or seasonal homeowners. Vail InDeed works as part of a larger initiative that includes public financing and other employee housing programs.



- **No Price Appreciation Caps**
- **No Income Limits**
- **No Monthly Rental Rate Limits**
- **No Household Size Requirements**
- **Local Resident Occupancy**

Vail InDEED

- 87 total transactions
- 169 new deed restrictions
- \$11.5M invested
- 140,943 sq. ft. GRFA
- \$82.18 per sq. ft.
- 386 Vail residents

GOAL 3

Expand the Number of Quality Long-Term Rental Units

Increasing the number of available long-term rental units in Londonderry will expand inventory and address the shortage of units accessible to the local workforce. Improving the quality of available long-term rental units will require renovations to existing units as well as building new rental housing.

3A. Support the use and creation of Accessory Dwelling Units (ADUs) and conversion of single-family homes to multifamily

There is a need an opportunity to make more efficient use of the existing housing stock in the town to meet more of the community's housing needs. This can be accomplished through the creation of Accessory Dwelling Units (ADUs) at existing residential properties and converted single-family homes into multi-family properties.

Accessory Dwelling Units are apartments located within or on the same property as a single-family, owner-occupied home. ADUs are typically additional buildings on a property or above a garage. ADUs have been identified as an important tool in creating additional, accessible housing in areas with expensive housing costs. In addition to adding to the rental inventory, they also can create additional income for the property owner.

Similarly, there are numerous single-family homes that are "underoccupied" with one or two residents living in a home with space that could be utilized as an additional housing unit (or more). Conversion projects to create multi-family buildings out of these single-family homes can help the existing owners through new rental revenue while providing much needed rental housing in the community. Conversion projects can have a substantial upfront cost including adding new entrances, fire escapes, sprinkler systems (in some cases), new kitchen and bath facilities, and other expenses. Providing financial resources and incentives to undertake these kinds of renovations is often more cost-effective than providing resources to create new long-term rental units.

Keys to Success:

- Conduct review of existing zoning and land use bylaws to ensure ADUs are allowed by right and have limited unnecessary restrictions.
- Review land use regulations and update as necessary so that small multi-family buildings (e.g., four units) are allowed in most single-family residential areas.
- Create a basic design and floorplan that property owners can use without requiring substantial review by the planning board. Streamlining the permitting process can make it less complicated and expensive for a property owner to pursue.
- Provide tax stabilization or tax credits to offset the potential increase in property value that will come with adding the ADU on the site.
- Consider mechanisms that will restrict the use of ADUs for short term rentals.

Example Community:

The City of Burlington worked to expand the use of ADUs through increased public awareness, education about the housing crisis, and streamlining of the permitting process. They made changes to their zoning ordinance in February 2020, including: streamlining permitting, eliminating parking requirements, increasing max ADU size, and providing additional lot coverage allowance.

3B. Create a property improvement funding mechanism

Working with local, regional, and national resources, establish a source of funds that can be used to encourage and support property owners in their efforts to improve existing units. Consider potential seed funding from existing property owners in the community who may be interested in participating to support their neighbors and the town. See also strategy 4B.

Keys to Success:

- Conduct an inventory of available funding sources to seed an effort like this. Consider Community Development Block Grant, assistance from the State of Vermont, federal government, tax credit programs, and other philanthropic organizations.
- Design program guidelines to align funding with the most critical needs of the community, including what types of project would be eligible for funding, any repayment requirements, and the goals of the overall initiative.
- Reach out to existing property owners to make them aware of available funding and help them through the process.

3C. Establish a Lease to Locals Program

Encouraging property owners to lease their units to “locals” is a way to ensure that units are available to the local workforce. However, there is not typically a financial incentive to the property owner to lease to a local when they could do a short-term rental to a non-local or sell to a non-local for more money. Creating a program that incentivizes the type of long-term, accessible rental units that are desired will help to increase the inventory of these units.

This incentive might come in the form of a tax credit that minimizes any reduced income the property owner will need to accept to lease to the local or an upfront payment. Property owners may be interested in participating to support the local community and to do their part in responding to the local housing crisis.

There are organizations that can assist with this, for example see the side bar about Landing Locals to the right, but this can also be done locally.

Keys to Success:

- Set clear goals of the program and guidelines regarding how to categorize “local”, any repayment requirements, and monitoring standards. Work with legal counsel to prepare any necessary documents, deeds, or other paperwork.
- Conduct a financial assessment to determine what the payment must be to make it “worth it” for the property owner to participate while protecting the public resources.



Landing Locals is an organization that works in seasonal towns to help connect local tenants with property owners that have underutilized properties. The organization partners with local governments to offer incentives to property owners who convert their units into seasonal and long-term rentals for locals.

Each community offers a different type of incentive to property owners to participate in the program and rent their homes long-term to local employees.

They are currently working primarily in the west, including:

- Truckee, CA
- North Lake Tahoe, CA
- South Lake Tahoe, CA
- Summit County, CO
- Wood River Valley, ID

How it Works



Truckee property owners who convert their properties and rooms can earn up to a \$18,000 grant from the Town of Truckee



To qualify a homeowner must sign a lease with a qualifying tenant whose household averages no more than 150% of the area median income.



Incentives are paid by the Town of Truckee in two installments — half up front and half at the end of the lease.

3D. Inventory existing affordable units and identify opportunity to expand onsite

Establishing an inventory of the existing housing in the community will help identify where there may be opportunities to expand and add additional units. Use the process as an opportunity to determine whether currently successful affordable housing operators are interested in investing in expansion and what they would need to make that happen.

Keys to Success:

- Facilitate conversations with existing property owners about whether they are interested in expanding their unit count and what type of assistance would be needed.

GOAL 4

Assist Local Residents and Workers to Acquire Local Housing

Providing educational, financial, and other assistance to local workers and households is a critical piece of solving the housing challenge in the community. Finding and purchasing or renting housing is a complex undertaking and many are unaware of the resources already available. This goal includes strategies designed to assist those in need of housing to secure housing that will meet their needs.

4A. Engage employers in creating solutions to housing challenges

The resources and capacity of any given employer is more limited than what can be accomplished through partnerships and the pooling of resources to implement new workforce housing solutions. There are and employers in and around Londonderry with the interest and capacity to play a meaningful role in creating long-term housing solutions for local workers.

There is great potential for a variety of initiatives and projects to emerge from collaboration among major employers, which may include:

- Creation of a development fund that employers can contribute to that will provide gap funding for workforce housing development projects.
- The provision of surplus or underutilized land for workforce housing development
- The collaboration and funding of a specific housing development project in which created units are reserved for the employees of participating employers

It is also important to educate and encourage local employers to focus on methods that they may employ to enact housing solutions through an employee assistance program. In addition to educating employers about potential models, the Town can also explore ways to incentivize businesses to create programs such as providing matching funds.

Keys to Success:

- Regional collaboration with other housing organizations will help the Town be most effective in implementing this strategy. The Town can work with these organizations and other partners to conduct outreach to employers, plan roundtable meetings, create educational materials and sessions for employers, and provide technical assistance in establishing programs.
- The Town should also be a leading partner in convening major regional employers to explore new collaborative models. Coordinating employers to attend existing statewide and regional housing summits should be explored as an opportunity to bring major employers together to discuss common ground priorities/needs and identify opportunities for collaboration.

Seasonal Employee Housing

There is a need in the greater Londonderry region for housing to meet the needs of seasonal workers, particularly those employed during the winter season at the area's ski resorts. This need is best approached at the regional scale and effort should be made to explore regional solutions with surrounding communities, regional partners, and major seasonal worker employers. It is important to help employers address this need while continuing to balance the need for year-round housing.

Opportunities to collaborate on a seasonal workforce housing project or projects among multiple employers should be explored. Transportation linkages between seasonal housing and employment locations are also critical to consider and support.

4B. Explore creating a housing assistance program

A Housing Assistance Program would provide direct financial and/or other types of assistance to local workers and households to help find, purchase, rent, and/or maintain and improve housing. A program can provide one or more types of assistance, which may include (but is not limited to):

- Homebuyer education and housing counseling sessions
- Matchmaking services to connect employees with landlords and home sellers
- Low-interest loans for housing rehabilitation
- Grants to help with a down payment or closing costs
- Rental assistance for security deposit or first month's rent
- Emergency hardship financial assistance

The Town may wish to explore a revolving loan fund model as a sustainable model if limited resources are available for a program. Grant funding would likely be needed to seed a loan fund. The Town should explore partnerships with nonprofits and/or lending institutions to assist with the administration of such a loan program.

Keys to Success:

- A sustainable funding stream will help ensure the long-term sustainability and effectiveness of the program
- The Town should explore the feasibility and anticipated funding needed to establish various types of housing assistance programs

4C. Promote home sharing in the community

A home sharing program helps link current resident “hosts” who have extra private spaces in their homes with appropriate “guests” to share their space. There are many single-person households in the Town that live in housing with unused bedrooms and spaces such as accessory dwelling units (e.g., in-law apartments, garage apartments, etc.) that can help meet current housing needs while providing a source of income for these households. Home sharing is also an effective strategy to address senior housing needs providing opportunities for seniors to room together. Similarly, “board and care” models where supportive care is provided could help meet the need for more senior housing options.

A formal home sharing program will screen and match those looking for housing with those that are interested in sharing their home. This includes conducting background checks, checking references, conducting interviews, and making introductions and connections.

HomeShare Vermont is an existing program operated as a nonprofit that provides this structure. The program does not currently provide services in Windham County; however, the Town should explore potential partnership opportunities with the organization. It is important to note that home sharers can have this income exempted from income taxes in Vermont if there is a home sharing agreement with a non-profit home sharing organization.

Keys to Success:

- Home share programs have been very effective but require education and promotion. Emphasis should be placed on addressing common concerns among “hosts” including the process to screen and match guests.
- These types of programs are typically “low investment” options for municipalities; however, the Town should consider providing funding to establish and operate a program as fees are typically minimal and may not cover all program costs.

4D. Create an online “Living in Londonderry” portal with housing resources

An online portal will serve as a one-stop repository of all housing related resources and information in Londonderry to find, build, and improve housing in the community. There are a wealth of resources and programs that exist in the state, as well as information more specific to Windham County and Londonderry that will help current and prospective residents meet their housing needs.

The portal can operate as a single webpage as part of the Town’s website and evolve as needed over time.

Keys to Success:

- Recommended information to have on the portal includes:
 - Links to state grant and loan programs
 - Information on home sharing (see strategy 3C)
 - Details on (proposed) Short Term Regulations and how to register (see strategy 1C)
 - How to participate in the (proposed) deed restriction program
 - Information on how to add an Accessory Dwelling Unit
 - “Posting board” for landlords and those in need of housing

Examples:

- www.vailgov.com/government/departments/housing
- www.townoftruckee.com/government/housing
- www.newtonma.gov/government/planning/housing-community-development/housing/current-affordable-housing-opportunities

IMPLEMENTATION MATRIX

Overview

The Implementation Matrix is a tool for the Town and its partners to focus efforts, prioritize strategies, and organize implementation efforts. As resources and capacity to address the community’s housing issues are not infinite, it will be critical to focus on priority initiatives with the potential for greatest impact.

The matrix includes three categories by which each strategy is assessed:

- 1. Priority Level:** Priority level was assigned based on a number of factors including potential impact and alignment with housing needs as well as overall achievability. Priority level is indicated by the following:
 - Highest:** Priority initiatives for the town and its partners to focus on
 - High:** Important strategies to work to move forward, but not at the expense of the highest priority actions
 - Moderate:** Strategies to consider as resources and capacity allow after focusing on “highest” and “high” priority strategies.
- 2. Timeframe:** Timeframe refers to the appropriate period to focus on and implement each strategy:
 - Immediate:** Begin within the first year
 - Mid-Term:** Focus on in the next 1-3 years
 - Long-Term:** Work to implement in year 4 and beyond

- 3. Resource Level:** Resource refers to both financial and time effort to implement:
 - High:** Substantial undertakings for which new funding or staff capacity will likely be required to implement
 - Moderate:** Resource commitment is more manageable but will still require enhanced resources
 - Low:** Relatively minor time and financial resources required

The implementation matrix is provided in the following table. Strategies are ranked by priority level within each goal area.

Building Capacity as a Foundational Step

Goal 1 of the plan is to expand capacity to implement the plan and address housing issues. As such, these strategies represent an overarching foundation for addressing all other strategies. That is, to effectively implement the full plan, additional capacity, including financial resources, will be required to effectively address the community’s housing needs through the proposed actions.

Implementation Matrix

Goal 1: Grow Capacity to Address Local Housing Needs

ID	Task	Priority Level	Timeframe	Resource Level
1A	Adopt Housing-Friendly Zoning By-Laws	Highest	Immediate	Moderate
1B	Undertake a public education campaign about the housing needs in Londonderry	Highest	Immediate	Low
1C	Establish a working group to guide implementation of the housing strategy	Highest	Immediate	Low
1D	Explore options for a local housing fund and dedicated funding sources	High	Immediate	Moderate
1E	Continue to pursue funding for infrastructure to support housing development	High	Ongoing	Low
1F	Build a coalition of local, regional, and state partners to implement the "priority workforce housing development project."	Moderate	Mid-Term	Moderate

Goal 2: Sustain and Grow the Number of Homes Owned and Occupied by Local Workers

ID	Task	Priority Level	Timeframe	Resource Level
2A	Adopt short term rental regulations that strike a balance between seasonal and year-round housing	Highest	Immediate	Low
2B	Create "downsizing" options in the community for empty nesters and seniors	High	Ongoing	Moderate
2C	Plan for a priority workforce housing development project	Moderate	Mid-Term	High
2D	Explore a voluntary deed restriction program	Moderate	Long-Term	High

Goal 3: Expand the Number of Quality Long-Term Rental Units

ID	Task	Priority Level	Timeframe	Resource Level
3A	Support the use and creation of Accessory Dwelling Units (ADUs) and conversion of single-family homes to multifamily	Highest	Immediate	Moderate
3B	Create a property improvement funding mechanism	High	Mid-Term	High
3C	Establish a Lease to Locals program	High	Mid-Term	High
3D	Inventory existing affordable units and identify opportunity to expand onsite	Moderate	Mid-Term	Moderate

Goal 4: Assist Local Residents and Workers to Acquire Local Housing

ID	Task	Priority Level	Timeframe	Resource Level
4A	Engage employers in creating solutions to housing challenges	Highest	Immediate	Moderate
4B	Explore creating a housing assistance program	High	Mid-Term	High
4C	Promote home sharing in the community	High	Mid-Term	Moderate
4D	Create an online "Living in Londonderry" portal with housing resources	High	Ongoing	Low

APPENDIX

A DATA REPORT

Overview

This report is intended to serve as an internal working document for the Londonderry Housing Needs Study Committee. The information in this report includes data findings with respect to the demographics, economy, and housing in the Town of Londonderry and the surrounding region.

This data will be used to as a foundation for the study, including inputs for detailed housing needs analysis in subsequent tasks for the study. This data will also complement information collected from the community survey and stakeholder interviews to provide comprehensive findings regarding the community's housing issues, challenges, and needs. Therefore, while these data findings are a critical component of the study, they do not necessarily reflect final conclusions of the analysis.

DATA SOURCES

ESRI BUSINESS ANALYST ONLINE (BAO)

Esri combines demographic, lifestyle, and spending data with map-based analytics to provide market intelligence for strategic decision-making. Esri uses proprietary statistical models and data from the U.S. Census Bureau, the U.S. Postal Service, and various other sources to present current conditions and project future trends. (For more information, visit www.esri.com.)

CENSUS

Decennial Census - The U.S. census counts each resident of the country, where they live on April 1, every ten years ending in zero. latest release of the 2020 Census contains data for a limited number of variables, including: total population by race/ethnicity, population under 18, occupied and vacant housing units, and group quarters population. (For more information on the 2020 Decennial Census, visit: <https://www.census.gov/programs-surveys/decennial-census/decade/2020/2020-census-main.html>.)

The American Community Survey (ACS) is an ongoing statistical survey by the U.S. Census Bureau that gathers demographic and socioeconomic information on age, sex, race, family and relationships, income and benefits, health insurance, education, veteran status, disabilities, commute patterns, and other topics. The questions on the ACS are different than those asked on the decennial census and provide ongoing demographic updates of the nation down to the block group level. (For more information on the ACS, visit <http://www.census.gov/programs-surveys/acs/>.)

OnTheMap is a tool developed through the U.S. Census Longitudinal Employer-Household Dynamics (LEHD) program about where workers are employed and where they live. (OnTheMap tool can be found here, along with links to documentation: <http://onthemap.ces.census.gov/>.)

LIGHTCAST (FORMERLY EMSI)

To analyze the industrial makeup of a study area, industry data organized by the North American Industrial Classification System (NAICS) is assessed. Camoin Associates subscribes to Lightcast, a proprietary data provider that aggregates economic data from approximately 90 sources. Lightcast industry data, in our experience, is more complete than most or perhaps all local data sources, (For more information on Lightcast, see <https://lightcast.io/>).

AIRDNA

AirDNA tracks the daily performance of short-term rental properties and provides real estate analytics. Their scope includes over 10 million properties on Airbnb and Vrbo in 120,000 global markets as well as collecting data from a growing library of over 1 million partner properties. (For more information on AirDNA, see <https://www.airdna.co/>.)

LOCAL DATA

Assessor/Lister services for the Town of Londonderry provided recent data related to property valuation conducted by the town and sales data from MLS for sales from 2016 to present (October 2022). These relate price and sales history information, age of housing stock, ownership and structure characteristics and more.

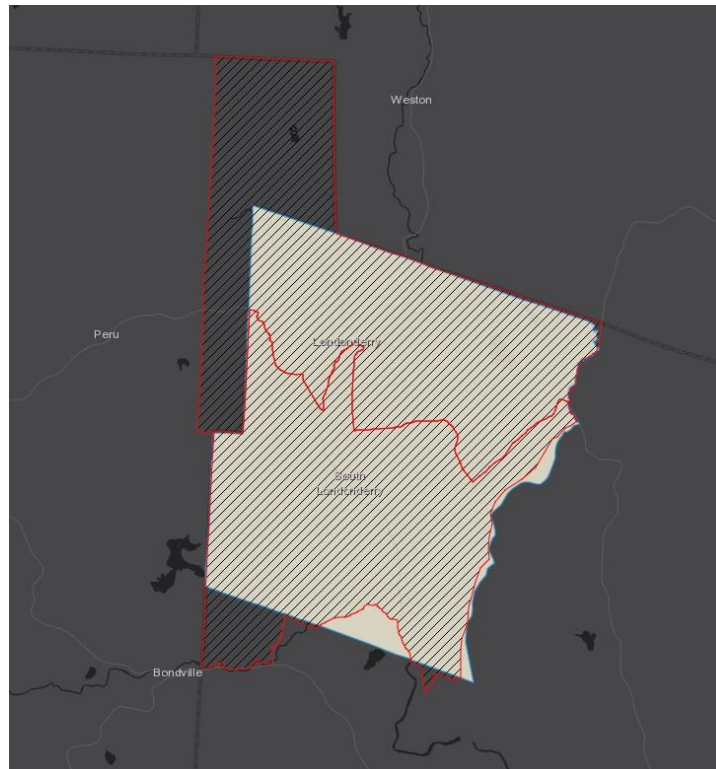
Economic and Industry Data

Geography of Lightcast data: From Town to Zip Code

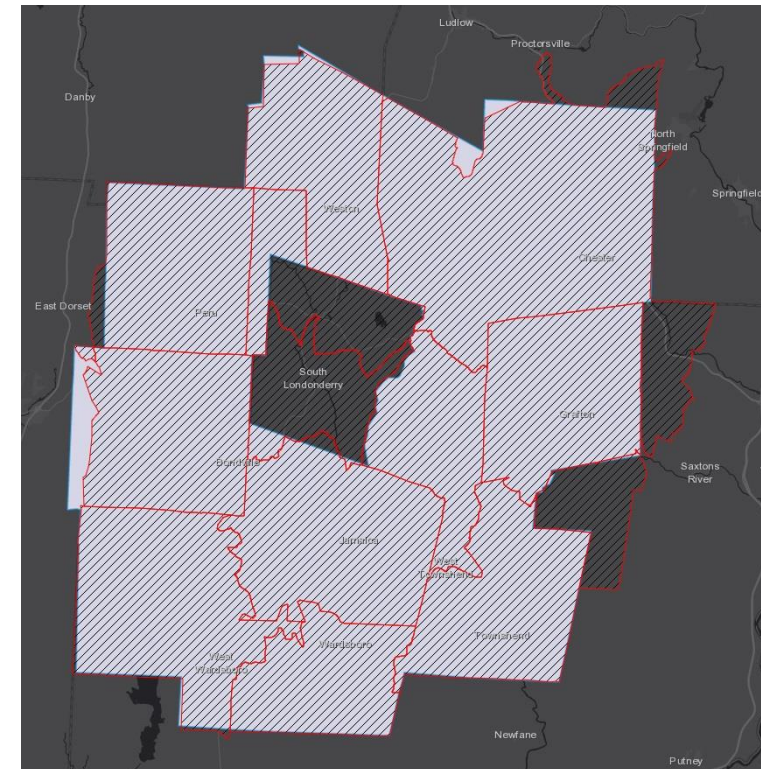
In sections related to socio-demographic data, analysis of these regions conforms to the (expected) incorporated city limits. However, data for Lightcast is limited for geographies below a certain population threshold: 65,000 people. For areas below this threshold, the geographic definition defaults to a (postal) zip code tabulation areas (ZCTAs).

In the maps to the right the difference between these geographic definitions are seen with the Londonderry city limits in a light-yellow color and the zip code in a **red outline**. Similarly, for the Market Area, the town boundaries are shaded in light-purple and the zip codes are, again, outlined in **red**.

Londonderry



Market Area



2. Demographic and Economic Profile

Key Demographic and Economic Data Findings

- **Londonderry has been growing reflecting a growing need for additional housing in the Community.** From 2010 through 2020, the Town grew by approximately 8.6% or 152 people resulting in an additional 65 permanent households in the Town.
- **Population projections suggest slowing growth but trajectory also depends on housing solutions.** Population projections indicate minor population declines in the coming years; however, the addition of new housing in the community has the potential to change the community's growth outlook.
- **Londonderry (and surrounding towns) have been seeing increased influxes of new out-of-area residents (and seasonal home buyers).** Migration data, available at the county level only, indicates migration to Windham County from a wide variety of locations. In 2020, the county saw over 2,000 people move to Windham County – a 23% increase from eight years earlier. This influx has put additional pressure on the local housing market with evidence suggesting this in-migration has continued through 2021 and 2022.
- **The Town's population skews relatively older and is projected to continue to age as a whole.** The population of Londonderry is considerably older than the state's population overall with a median age of 45.9 compared to 41.5 for the state. The proportion of children in the population is projected to decline with the age 65-74 cohort is expected to increase by the greatest amount.
- **Household Incomes are on par with surrounding communities – but at risk of not keeping pace.** The Town's median household income of approximately \$65,100 is similar to surrounding towns and slightly trails that of the state. However, income levels in the town are not expected to keep pace with households in surrounding towns and the state, which may affect future housing affordability.
- **Higher-income households are expected to grow faster than middle- and lower-income households.** Based on trends in recent years, projections indicate that households earning more than 100,000 will be a greater proportion of the population while households under \$50,000 will decline, trend likely driven in large part by housing affordability issues.
- **Londonderry's economy has fared worse in recent year compared to surrounding towns and the state.** Job trends show that the town was losing jobs in the years leading up to the pandemic while the state's job growth was relatively stagnant. The Town was hurt worse than other places during the pandemic and has recovered more slowly as of 2021.

Key Demographic and Economic Data Findings Cont.

- **Wages are relatively lower in Londonderry, contributing to housing affordability challenges.** Average earnings for workers in Londonderry (\$53,188) are approximately 13% below that of those in the surrounding communities and 17% below average earnings of workers statewide.
- **The Town's significant manufacturing sector has been more stable than its services sector.** Manufacturing, accounting for 409 jobs (25% of all jobs in the town) has proven to be more resilient than the service sectors, particularly the Accommodation and Food Services that lost half its jobs through the pandemic years. Both sectors are still significant and workers in these sectors contribute substantially to housing demand in the town.
- **Many of the most common jobs have relatively low wages.** Many of the most common job types do not provide wages that align with incomes needed to afford quality housing in the Town. For example, the median earnings for the most common job type, Production with 220 workers, is only \$37,600. The top 3 most common job types all have median annual earnings under \$40,000 per year.
- **Relatively few people working in Londonderry also live in the Town.** Less than one-third of those employed in Londonderry (31.8%) also live in the Town while the majority (68.2% or 401 workers) commute to their jobs in the town everyday. The percentage of those "in-commuting" has crept up in recent years from 2014 when 67% of those working in the Town were in-commuters.

POPULATION GROWTH

Londonderry grew significantly between 2010 and 2020.
The population of Londonderry rose to 1,919 in 2020 representing an increase of 152 people, or +8.6% growth from 2010. This growth rate outpaced both the Housing Market Area and State of Vermont during the period since 2010. It should be noted that population figures capture permanent residents and do not necessarily reflect any increases in seasonal residents.

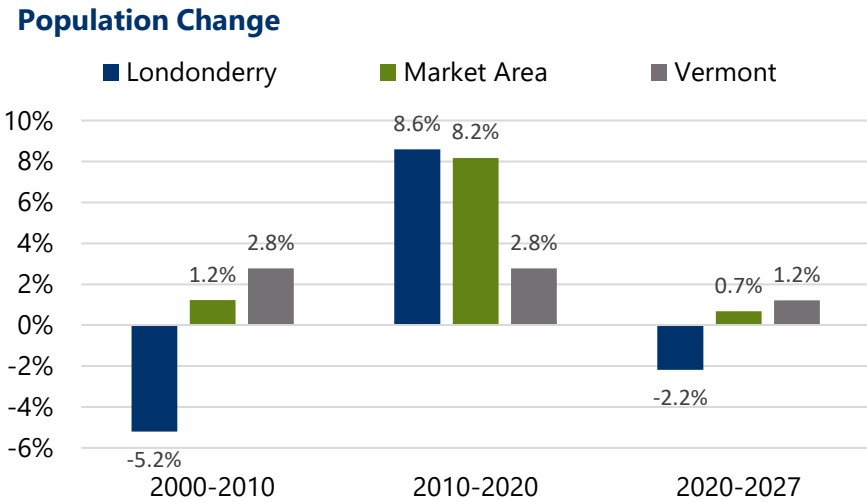
Population projections, although uncertain, indicate future population decline.
Esri's population forecast for Londonderry expects the Town's population to decrease back below 1,900 in 2027. However, the Market Area and the state are expected to still grow (albeit at a nominal pace).

Population				
Description	Population			
	2000	2010	2020	2027
Londonderry	1,864	1,767	1,919	1,877
Market Area	9,849	9,970	10,785	10,859
Vermont	608,827	625,741	643,077	650,853

Source: Esri

Description	Population Change		
	2000-2010	2010-2020	2020-2027
Londonderry	-5.2%	8.6%	-2.2%
Market Area	1.2%	8.2%	0.7%
Vermont	2.8%	2.8%	1.2%

Source: Esri



Source: Esri

TOTAL HOUSEHOLDS

Similar to population growth, the number of households grew relatively quicker in Londonderry than the surrounding area and the state.

The growth of households in Londonderry between 2010 and 2020 8.2% (+65) is the largest increase compared with the Market Area and Vermont (7.5% and 6.0% respectively).

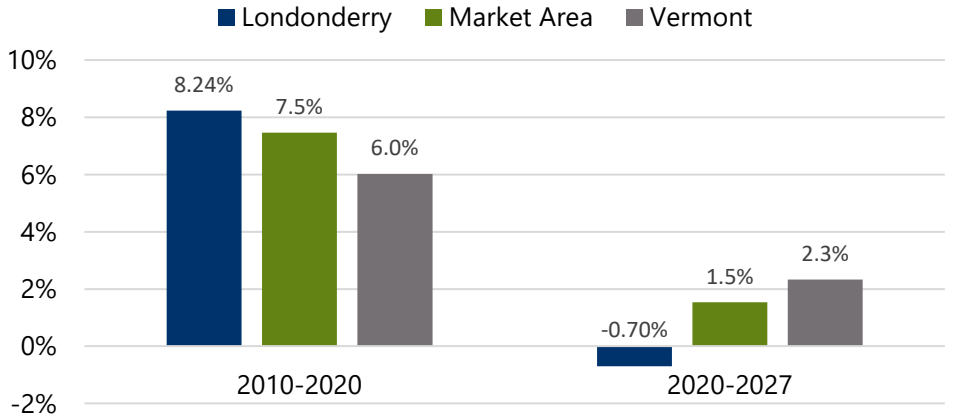
Londonderry projections negative as future trends moderate

According to ESRI's projections, Londonderry is expected to lose a small handful of households over the next few years, effectively indicating stagnant growth, which contrasts with its recent growth in households. This reversal of growth is unique to Londonderry as the other two regions are expected to have dampened but still positive growth over the next 5 years.

Households & Household Change					
Description	Households			Households Change	
	2010	2020	2027	2010-2020	2020-2027
Londonderry	789	854	848	8.2%	-0.7%
Market Area	4,472	4,806	4,880	7.5%	1.5%
Vermont	256,442	271,890	278,225	6.0%	2.3%

Source: Esri

Households Change, %



Source: Esri

MIGRATION TRENDS

Over 2,000 new residents in 2020, mostly from out of state

The largest influx of residents for Windham County comes from next-door New Hampshire’s Cheshire County. This is not the exception as the top originating locations for new inbound migrants include only two counties from Vermont. Near-abroad east coast states like New Hampshire, but also Massachusetts, New York and Connecticut are common sources of people looking to move to Windham County.

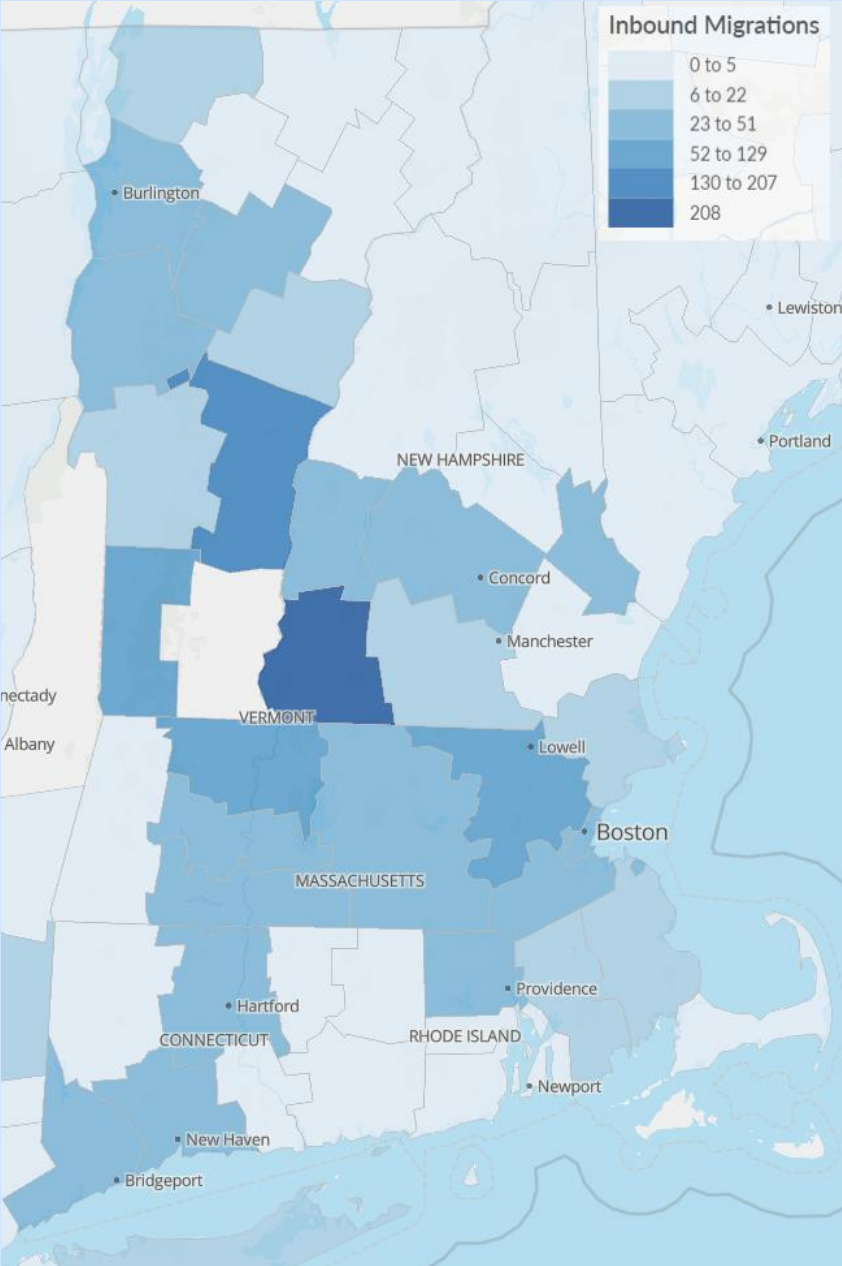
Windham County is losing migration to close neighbors

Two of the nearest counties, Cheshire (NH) and Windsor (VT), are both the largest contributors of inbound residents and the biggest sources of out-migration. Together they lured (net) 76 residents out of Windham County in 2020.

Windham County Migration Patterns, 2020

Top 10 Counties, Inbound Migrations			
County	Inbound	Outboun	Net
Cheshire County, NH	208	260	(52)
Windsor County, VT	130	154	(24)
Bennington County, VT	85	70	15
Franklin County, MA	80	56	24
New York County, NY	67	12	55
Middlesex County, MA	65	36	30
Kings County, NY	52	20	32
Hampshire County, MA	47	37	9
Fairfield County, CT	45	10	34
Hartford County, CT	36	8	29
Total	2,053	1,650	403

Source: Lightcast



Source: Lightcast

HOUSEHOLD SIZE

Londonderry’s average household size mirrors Market Area

The average household size for Londonderry is 2.23 in 2020, which is exactly on par with the Market Area. Both Londonderry and the surrounding market area have, on average, smaller households than the State as a whole. Vermont’s average household size for 2020 is 2.27.

Londonderry’s average household size inched lower between 2010 and 2020

The average household size has decreased (slightly) from 2.24 to 2.23 since the 2010 Census. This -1.0% change indicates an almost static situation for household size. This trend follows Vermont, which saw a decrease in the average size of households from 2.34 in 2010 to 2.27 in 2020. The Market Area household size was unchanged.

Average Household Size					
Description	Average Household Size			Change	
	2010	2020	2027	2010-2020	2020-2027
Londonderry	2.24	2.23	2.2	-1.0%	-3.0%
Market Area	2.23	2.23	2.21	0.0%	-2.0%
Vermont	2.34	2.27	2.25	-7.0%	-2.0%
Source: Esri					

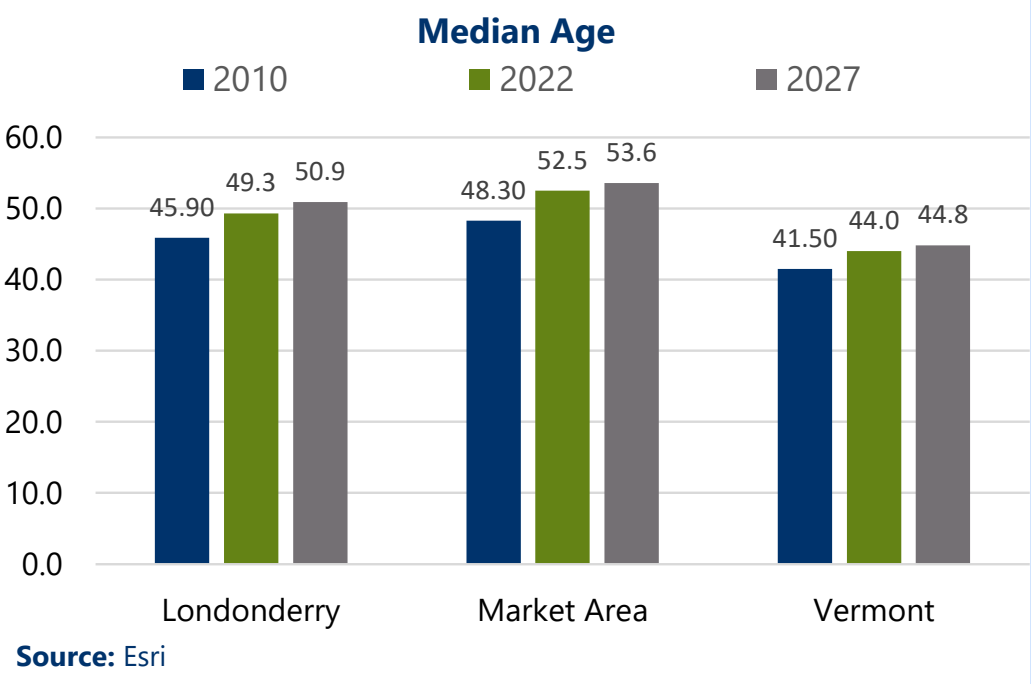
MEDIAN AGE

Londonderry is relatively older than Vermont but younger than neighboring towns.

The median age of residents of Londonderry in 2022 is 49.3 years old. This makes it substantially older than the state of Vermont by +5.3 years (statewide median age of 44). However, the group of towns comprising the Market Area around Londonderry skews older than the Town with a combined median age of 52.5.

Increases in median age are projected to slow in 2027

While there was a significant increase between 2010 to 2020, projections indicate a future moderation of this trend. All the other comparison geographies are predicted to see a similar slowing in the rate of age increase.



AGE BY COHORT

Londonderry's largest age cohort is 55-64.

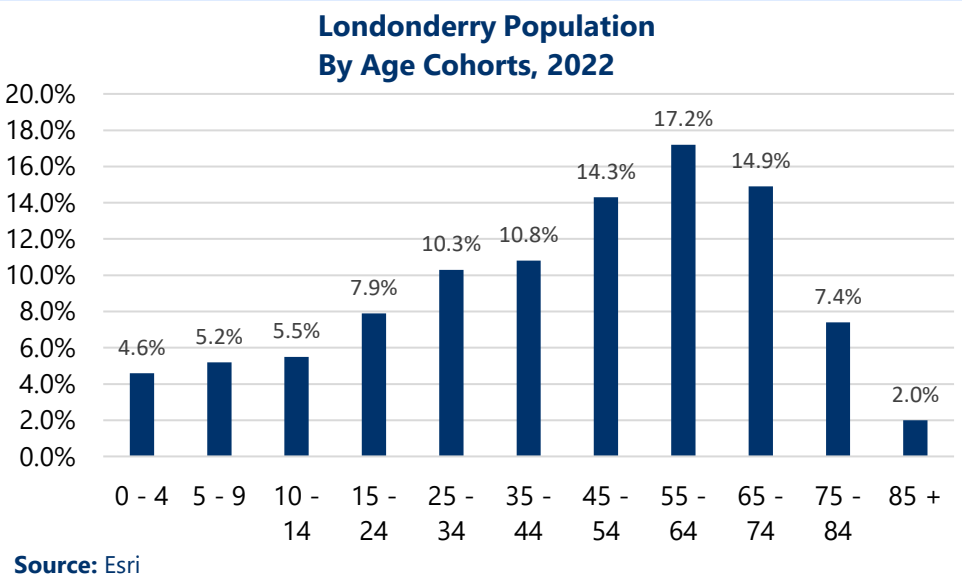
These are people nearing the end of their working life or are already retired and are often considered "empty nesters" with children having grown and left home. This is a regional and statewide trend as both the Market Area and Vermont have this cohort as their largest segment as well.

The Town has a relatively larger share of the youngest cohorts - but these are shrinking.

In 2022, Londonderry has a larger concentration of population in each of the three youngest age cohorts: 0-4, 5-9 and 10-14 compared to the Market Area and Vermont. However, these three sum to 15.3% of the town's total population which is down slightly from 2010's 15.4%.

The Fastest growing age cohort is recent retirees.

The cohort aged 65-74 may not be the largest, but it's the fastest growing. This group had 10.9% of Londonderry's total population in 2010 but added 4.0% to become the second largest cohort by 2022. Again, this is a trend shared by the Market Area towns and Vermont. In fact, Londonderry has trailed the pace of the other two regions, which have seen a greater increase in their proportion of households within this age range since 2010.



Population By Age Cohort, 2010 vs 2022

Description	Londonderry			Market Area			Vermont		
	2010	2022	Change	2010	2022	Change	2010	2022	Change
0 - 4	5.2%	4.6%	-0.6%	4.3%	3.7%	-0.6%	5.1%	4.4%	-0.7%
5 - 9	5.3%	5.2%	-0.1%	5.0%	4.3%	-0.7%	5.5%	4.8%	-0.7%
10 - 14	4.9%	5.5%	0.6%	6.2%	5.2%	-1.0%	6.0%	5.2%	-0.8%
15 - 24	10.0%	7.9%	-2.1%	9.2%	8.2%	-1.0%	14.4%	13.2%	-1.2%
25 - 34	9.2%	10.3%	1.1%	8.7%	8.9%	0.2%	11.1%	11.8%	0.7%
35 - 44	14.0%	10.8%	-3.2%	11.2%	10.4%	-0.8%	12.5%	11.6%	-0.9%
45 - 54	17.1%	14.3%	-2.8%	17.6%	12.8%	-4.8%	16.4%	12.5%	-3.9%
55 - 64	16.1%	17.2%	1.1%	17.9%	18.7%	0.8%	14.4%	15.6%	1.2%
65 - 74	10.9%	14.9%	4.0%	11.3%	17.2%	5.9%	7.9%	12.6%	4.7%
75 - 84	5.3%	7.4%	2.1%	6.3%	7.8%	1.5%	4.6%	5.8%	1.2%
85 +	2.0%	2.0%	0.0%	2.2%	2.9%	0.7%	2.0%	2.3%	0.3%
Total	100.0%	100.0%		100.0%	100.0%		100.0%	100.0%	

Source: Esri

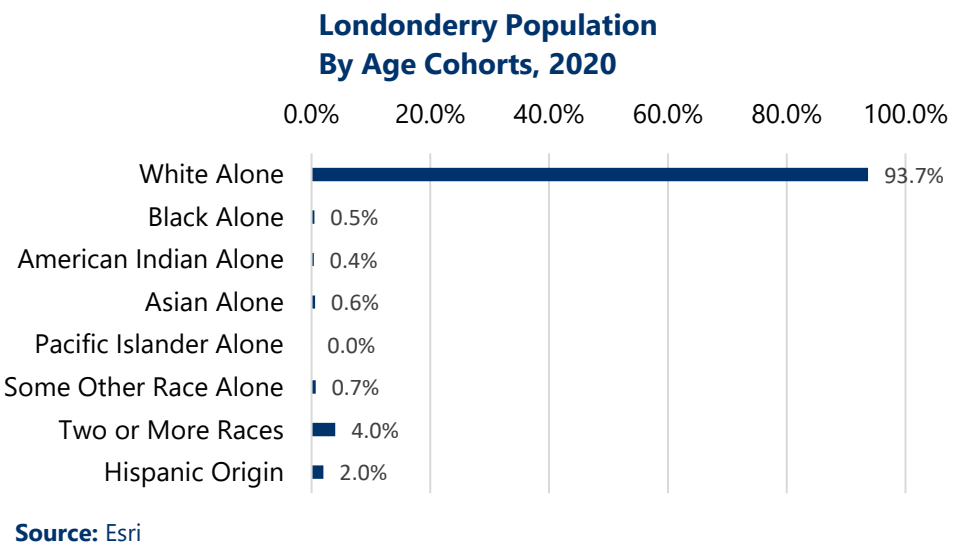
RACE AND ETHNICITY

Londonderry's population is predominantly "White Alone"

The town's population in 2020 is 93.7% White with no other race/ethnicity breaking above 5%. The town is only slightly less diverse than the Market Area.

The Town is slowly trending towards increased diversity

Londonderry has become slightly more diverse since 2010 (when the White Alone population was over 98%) with its Two or More Races population increasing by +3.1%; this is the largest positive change among race/ethnicity segments. This mimics trends in the Market Area and Vermont where Two or More Races is also the fastest growing segment.



Population By Race/Ethnicity, 2010 vs 2020									
Description	Londonderry			Market Area			Vermont		
	2010	2020	Change	2010	2020	Change	2010	2020	Change
White Alone	98.0%	93.7%	-4.3%	97.1%	92.8%	-4.3%	95.3%	89.8%	-5.5%
Black Alone	0.3%	0.5%	0.2%	0.5%	0.5%	0.0%	1.0%	1.4%	0.4%
American Indian Alone	0.1%	0.4%	0.3%	0.3%	0.4%	0.1%	0.4%	0.4%	0.0%
Asian Alone	0.7%	0.6%	-0.1%	0.5%	0.6%	0.1%	1.3%	1.8%	0.5%
Pacific Islander Alone	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Some Other Race Alone	0.0%	0.7%	0.7%	0.1%	0.8%	0.7%	0.3%	0.8%	0.5%
Two or More Races	0.9%	4.0%	3.1%	1.5%	4.9%	3.4%	1.7%	5.8%	4.1%
Hispanic Origin	1.0%	2.0%	1.0%	1.1%	2.2%	1.1%	1.5%	2.4%	0.9%
Total	100%	100%		100%	100%		100%	100%	

Source: Esri

COMPOSITION OF HOUSEHOLDS

Households are relatively small and trending smaller.
In 2021, the percentage of 1 person households was 26.5% and 2 person households was 56.2%. This makes small households more than eight out of ten households in Londonderry. Notably, the number of larger sized households (3 or more people) declined from representing 30.5% of households in 2010 to approximately 17% in 2021. While the 2021 data from the American Community Survey has a margin of error, the data suggests a clear trend towards smaller household sizes.

Households by People Per Household, 2010			
Description	Londonderry	Market Area	Vermont
1 Person Household	28.8%	30.1%	28.2%
2 Person Household	40.8%	40.6%	37.8%
3 Person Household	14.2%	13.6%	15.5%
4 Person Household	11.4%	10.4%	12.2%
5 Person Household	3.8%	3.6%	4.3%
6 Person Household	0.8%	1.1%	1.4%
7 + Person Household	0.3%	0.6%	0.7%
Total	100.0%	100.0%	100.0%

Source: Esri

Town of Londonderry People Per Household, 2021		
Household Size	Households	Percent
1-Person	210	26.5%
2-Person	445	56.2%
3-Person	41	5.2%
4 or more	96	12.1%

Source: US Census Bureau (2021 ACS 5-Year Estimates)

HOUSEHOLDS WITH CHILDREN AND SENIORS

Few households (less than one in four) have children under 18

In 2020, Londonderry only had 24.3% of households with people under 18 years old. This is a smaller share than state as a whole. The Market Area has a similarly low share of households with children under 18, 22.1%.

More than half of households have one or more people aged 60 or older living there

Data shows that 55.4% of households have a person aged 60 years or older living in it for the town of Londonderry. This is higher than the state of Vermont (42.6%), and above the Market Area as well (49.3%).

Londonderry also has the highest rate of seniors living alone with its 17.1% of households higher than the state by +4.1%.

Households by People Per Household, 2020

Description	Londonderry	Market Area	Vermont
Average family size	2.67	2.70	2.86
With one or more people under 18 years	24.3%	22.1%	25.9%
With one or more people 60 years and over	55.4%	49.3%	42.6%
With 65 years and over, living alone	17.1%	13.6%	12.9%

Source: ACS, 2020

MEDIAN HOUSEHOLD INCOME

The Town’s households have a median income lower than state

Londonderry’s median household income in 2022 is \$65,166. This level is below the state median income of \$68,916, though above the Market Area’s level of \$64,141. Median income serves as a useful benchmark as the midpoint of an area’s income spectrum.

Median income is growing, but Londonderry losing ground

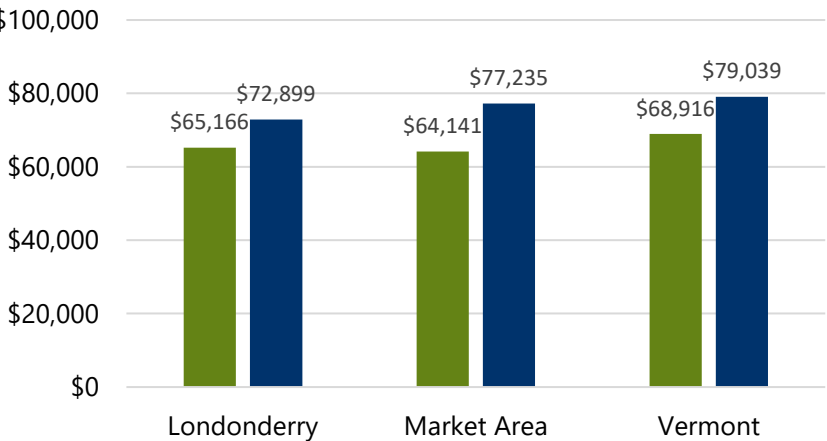
The town’s median income is projected to increase 11.9% or +\$7,733 from 2022 to 2027. Despite this anticipated increase, income growth won’t keep pace with neighboring towns in the Market Area (+20.4%, +\$13,094) or the state (+14.7% or +\$10,123).

Median Income

Description	Median Income		Change % 2022-2027
	2022	2027	
Londonderry	65,166	72,899	11.9%
Market Area	64,141	77,235	20.4%
Vermont	68,916	79,039	14.7%

Source: Esri

Median Income, 2022 - 2027



Source: Esri

HOUSEHOLDS BY INCOME

Households in income brackets below \$50,000 are decreasing
Londonderry’s households earning less than \$50,000 are projected to shrink, as a percent of total households between 2022 and 2027. They are anticipated to decrease from 35.5% of total households to 29.2%. The Market Area and Vermont see a similar trend, but the share is decreasing at a slower rate. The total share is decreasing, but in Londonderry’s case, each bracket is also decreasing individually.

High income households projected to see largest growth
The two highest earning brackets, the \$150,000 - \$199,999 and the \$200,000+ ranges, are expected to have the largest projected increases over the next five years. They are expected to increase by 4.2% and 2.1% respectively. These rates are faster than the other regions (except for the \$200,000+ bracket, which is equivalent to the rate of the same \$200,000+ bracket for the Market Area).

Households By Income Bracket, 2022-2027									
Description	Londonderry			Market Area			Vermont		
	2022	2027	Change	2022	2027	Change	2022	2027	Change
<\$15,000	3.3%	2.4%	-0.9%	7.3%	5.7%	-1.6%	8.1%	6.7%	-1.4%
\$15,000 - \$24,999	12.7%	10.4%	-2.3%	8.5%	6.7%	-1.8%	6.8%	5.4%	-1.4%
\$25,000 - \$34,999	9.9%	7.4%	-2.5%	8.7%	8.8%	0.1%	8.3%	7.3%	-1.0%
\$35,000 - \$49,999	9.6%	9.0%	-0.6%	13.5%	14.6%	1.1%	11.7%	10.2%	-1.5%
\$50,000 - \$74,999	20.9%	22.2%	1.3%	18.5%	13.2%	-5.3%	18.4%	17.6%	-0.8%
\$75,000 - \$99,999	9.2%	7.8%	-1.4%	12.1%	8.7%	-3.4%	13.7%	13.5%	-0.2%
\$100,000 - \$149,999	15.1%	15.3%	0.2%	16.7%	22.7%	6.0%	18.0%	20.4%	2.4%
\$150,000 - \$199,999	7.6%	11.8%	4.2%	7.1%	9.7%	2.6%	7.6%	10.0%	2.4%
\$200,000+	11.7%	13.8%	2.1%	7.8%	9.9%	2.1%	7.3%	8.8%	1.5%
Total	100%	100%		100%	100%		100%	100%	
Source: Esri									

AGE AND INCOME

Retirement age middle income households are the most common household type in Londonderry.

The largest segment for Londonderry households in 2022 are those aged 65-74 years with an income between \$50,000 and \$74,999. This income range is one of the consistently largest segments across ages with this being the most common income level for those younger than 25 years, aged 25-34 and aged 55-64.

The number of households earning over \$200k is small but stable and growing

The highest income cohort sees either stable or sees an increase in the number of households from 2022 to 2027. This is true for each age group and the two oldest age cohorts, 65-74 and 75+ are the cohorts that add the most high earning households.

Projections show few households earning less than \$50k until age 65+

Esri's projections expect there will be many more households with incomes greater than or equal to \$75k compared to those making less than \$50k for most age ranges until we get to age cohorts over 64. Three of the four income levels under \$50k hit double digits for those aged 65-74. For the aged 75+ income bracket, the single largest income level group is expected to be those with annual incomes of \$15,000 - \$24,999.

Households By Income Bracket and Age Cohort, 2022

Description	<25	25-34	35-44	45-54	55-64	65-74	75+
<\$15,000	1	2	3	5	9	5	3
\$15,000 - \$24,999	1	12	6	11	21	24	33
\$25,000 - \$34,999	2	9	3	7	12	22	29
\$35,000 - \$49,999	3	11	5	9	13	20	21
\$50,000 - \$74,999	5	25	16	30	36	48	18
\$75,000 - \$99,999	1	9	9	14	17	22	6
\$100,000 - \$149,999	0	10	27	37	30	20	5
\$150,000 - \$199,999	0	3	17	17	20	6	2
\$200,000+	0	7	17	16	25	23	12
Total	13	88	103	146	183	190	129

Source: Esri

Households By Income Bracket and Age Cohort, 2027

Description	<25	25-34	35-44	45-54	55-64	65-74	75+
<\$15,000	1	2	2	3	4	5	3
\$15,000 - \$24,999	1	8	4	7	14	20	34
\$25,000 - \$34,999	2	5	2	4	8	16	26
\$35,000 - \$49,999	3	7	4	6	10	22	24
\$50,000 - \$74,999	5	22	16	26	34	59	26
\$75,000 - \$99,999	1	6	7	10	12	23	7
\$100,000 - \$149,999	0	8	28	33	29	25	7
\$150,000 - \$199,999	0	3	27	23	30	13	4
\$200,000+	0	7	19	16	26	30	19
Total	13	68	109	128	167	213	150

Source: Esri

Income Renter vs Owner

Owner-occupied household incomes track higher than Renter-occupied incomes

For each period owner-occupied households in Londonderry are higher than those in renter-occupied households. The same is true for Vermont between 2010 and 2020.

The gap between renter and owner-occupied household income has been widening over time

In 2010 the difference in income between owner-occupied households and renter-occupied households in Londonderry was +\$13,313, but this gap increases over each period: +\$20,486 in 2015 and +\$22,743 in 2020.

Renter-occupied incomes in Londonderry have grown sharply between 2015-2020, but are only slightly higher than 2010 levels

Renter-occupied households in Londonderry saw median income grow by 42.6% between 2015 and 2020. This resulted in an increase of +\$13,412 in median income.

However, this trend only reverses significant median income losses occurring between 2010 to 2015 where median income declined by -\$11,141.

Median Houshold Income By Tenure

	2010-2015		2010-2015		2015-2020		2015-2020	
	2010	2015	2020	Change	Change,%	Change	Change,%	
Londonderry								
Owner-occupied	\$55,938	\$51,970	\$67,639	-\$3,968	-7.1%	\$15,669	30.2%	
Renter-occupied	\$42,625	\$31,484	\$44,896	-\$11,141	-26.1%	\$13,412	42.6%	
Vermont								
Owner-occupied	\$62,865	\$66,833	\$77,648	\$3,968	6.3%	\$10,815	16.2%	
Renter-occupied	\$29,580	\$32,276	\$37,210	\$2,696	9.1%	\$4,934	15.3%	

Source: ACS, 5-Year Estimates

TOTAL JOBS

Jobs have steadily declined from 2018 to 2021.

The number of jobs increased from 2016 to 2017, but then the trend reversed and the town has seen decreases each year. The total jobs lost in the four-year period is -470, a 22.5% decline between 2017 and 2021 and a -19.7% drop for the five-year period.

Londonderry lost jobs at faster rate than other regions.

Each of the comparison regions lost jobs during this period as well. Since 2016 the Market Area has lost 1,637 jobs (-11.2% decrease) and the state of Vermont has seen a net loss of 17,676 jobs (-4.9%). This means that Londonderry still experienced losses at nearly twice the rate of the Market Area and four times the rate of Vermont.

Pandemic job losses were more severe in Londonderry

For each of the regions the largest single year for jobs losses was 2020. However, Vermont actually rebounded in 2021 by adding back 7,895 jobs or over a quarter of the jobs it lost in the previous year.

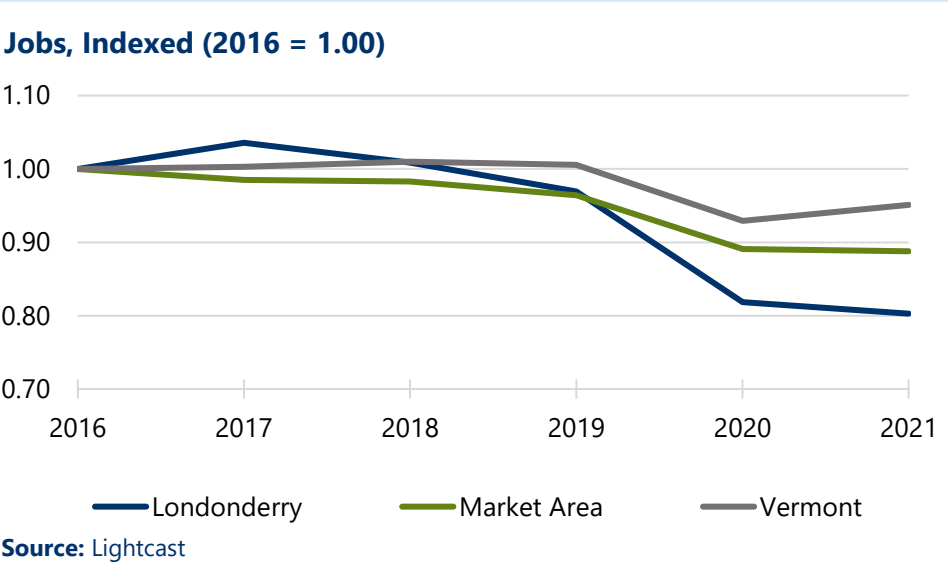
No come back occurred for Londonderry or the Market Area. Losses slowed, but 2021 was the fourth straight year of lost jobs for Londonderry and the fifth straight for the Market Area.

Total Jobs By Year						
Description	Jobs					
	2016	2017	2018	2019	2020	2021
Londonderry	2,019	2,091	2,036	1,958	1,652	1,621
Market Area	14,586	14,366	14,336	14,063	12,993	12,949
Vermont	362,042	363,131	365,674	364,000	336,471	344,366

Source: Esri

Jobs Change By Year						
Description	Jobs Change, Year Over Year					
	2016	2017	2018	2019	2020	2021
Londonderry		72	(55)	(79)	(305)	(31)
Market Area		(221)	(30)	(273)	(1,069)	(44)
Vermont		1,089	2,543	(1,674)	(27,529)	7,895

Source: Esri



AVERAGE EARNINGS

Job earnings are relatively lower in Londonderry

Through the six-year period from 2016 through 2021, average earnings per worker were lower in Londonderry each year compared with the other regions. Earnings started, in 2016, at \$41,928 per worker. This was lower than the Market Area’s \$48,245 and Vermont’s \$52,245. Over the next few years, the nominal and relative gap narrowed slightly, but with earnings in 2021 of \$53,188, the town still trails by a significant margin.

Earnings have continued to grow in recent years

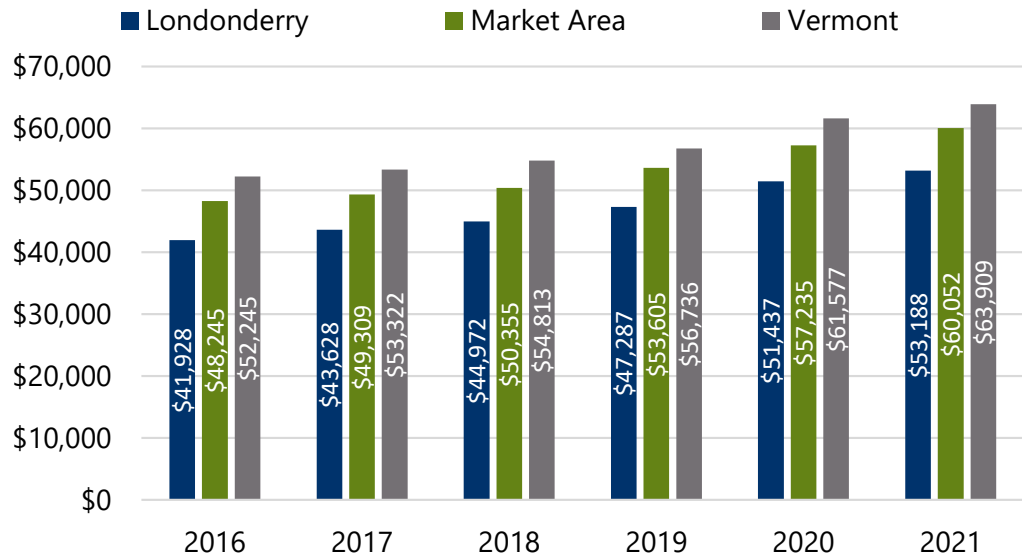
Despite job losses during this period, average earnings have continued to make gains. Even in 2020 when the pandemic caused losses across the board in jobs, earnings per worker saw gains. The total increase for Londonderry since 2016 is \$11,260 per worker per year, or +26.9%.

Average Earnings Per Worker

Description	Average Earnings					
	2016	2017	2018	2019	2020	2021
Londonderry	\$41,928	\$43,628	\$44,972	\$47,287	\$51,437	\$53,188
Market Area	\$48,245	\$49,309	\$50,355	\$53,605	\$57,235	\$60,052
Vermont	\$52,245	\$53,322	\$54,813	\$56,736	\$61,577	\$63,909

Source: Esri

Average Earnings Per Worker



Source: Lightcast

INDUSTRY OVERVIEW, LONDONDERRY

Manufacturing and Accommodations/Food are major industries

Londonderry's local economy features jobs in most of the high-level industry categories (as defined by 2-digit NAICS codes). The largest number of jobs is in Manufacturing, which has 409 jobs in 2021, or just over 25.2% of the total. The second largest sector is Accommodation and Food Services with 298 jobs; this is 18.4% of the total for that year.

Few sectors have had significant job growth

The town as a whole lost 398 net jobs during the five-year period since 2016. Administrative and Support and Waste Management Services added the most jobs, 26, which represents a +21.9% change. Finance and Insurance added 13 jobs and had the highest percent change at +41.4%. No other sector saw double digit increases in jobs during the five-year period.

The Accommodations and Food Services Industry saw severe declines

Accommodations and Food Services saw the largest losses of jobs during the period with a net loss of 334 jobs. This number is a -52.8% change since 2016 meaning that the industry has less than half the jobs it had previously before the pandemic.

Jobs 2-Digit NAICS, Londonderry

NAICS	Description	Jobs 2016	Jobs 2021	Jobs 2021 % of Total	Jobs Change	
					2016- 2021	2016- 2021 %
11	Agriculture, Forestry, Fishing and Hunting	32	29	1.8%	(3)	-8.6%
21	Mining, Quarrying, and Oil and Gas	0	0	0.0%	0	
22	Utilities	0	0	0.0%	0	
23	Construction	179	188	11.6%	9	5.2%
31-33	Manufacturing	459	409	25.2%	(50)	-10.9%
42	Wholesale Trade	15	13	0.8%	(2)	-10.1%
44	Retail Trade	158	148	9.1%	(10)	-6.3%
48	Transportation and Warehousing	37	30	1.8%	(7)	-19.1%
51	Information	0	0	0.0%	0	
52	Finance and Insurance	30	43	2.6%	13	41.4%
53	Real Estate and Rental and Leasing	6	7	0.4%	1	15.4%
54	Professional, Scientific, and Tech Services	31	34	2.1%	3	10.6%
55	Management of Companies	0	0	0.0%	0	
56	Administrative, Support and Waste Mgmt	117	142	8.8%	26	21.9%
61	Educational Services	31	34	2.1%	3	8.5%
62	Health Care and Social Assistance	54	59	3.7%	5	9.4%
71	Arts, Entertainment, and Recreation	0	0	0.0%	0	
72	Accommodation and Food Services	632	298	18.4%	(334)	-52.8%
81	Other Services (except Public Administration)	61	30	1.8%	(31)	-50.8%
90	Government	177	156	9.6%	(22)	-12.2%
Total		2,019	1,621	100.0%	(398)	-19.7%

Source: Lightcast

LARGEST INDUSTRY SUBSECTORS, LONDONDERRY

Biggest industry subsector is Hotels

With 13.7% of the total jobs, Hotels (except Casino Hotels) and Motels is the largest single 5-digit industry. This contributes more than two-thirds of the overall jobs to the Accommodations and Food Services sector discussed previously.

Two key manufacturers near the top

Sawmills and Wood Preservation and Dairy Product (except Frozen) Manufacturing are the #2 and #3 subsectors in terms of jobs in Londonderry among 5-digit NAICS industries. Together they make up more than one out of every five jobs in town.

Cluster of land improvement activities

Though they occupy different parts of NAICS codes, there are large jobs segments in (1) Site Preparation Contractors, (2) Residential Building Construction and finally (3) Landscape Services that together comprise 147 jobs or nearly 10% of the town's total jobs in industries dealing with transformation of property.

Top Employment Industries, 5-Digit NAICS, Londonderry

NAICS	Description	Jobs	
		2021	% of Total
72111	Hotels (except Casino Hotels) and Motels	222	13.7%
32111	Sawmills and Wood Preservation	199	12.3%
31151	Dairy Product (except Frozen) Manufacturing	132	8.1%
56173	Landscaping Services	116	7.2%
23891	Site Preparation Contractors	89	5.5%
44511	Supermarkets and Other Grocery (except Convenience) Stores	80	4.9%
72251	Restaurants and Other Eating Places	76	4.7%
90361	Education (Local Government)	69	4.2%
23611	Residential Building Construction	42	2.6%
62142	Outpatient Mental Health and Substance Abuse Centers	38	2.4%
90299	State Government, Excluding Education and Hospitals	38	2.3%
23821	Electrical Contractors and Other Wiring Installation Contractors	34	2.1%
81411	Private Households	30	1.8%
90399	Local Government, Excluding Education and Hospitals	28	1.7%
61111	Elementary and Secondary Schools	28	1.7%
11511	Support Activities for Crop Production	27	1.7%
48422	Specialized Freight (except Used Goods) Trucking, Local	25	1.5%
31152	Ice Cream and Frozen Dessert Manufacturing	25	1.5%
31142	Fruit and Vegetable Canning, Pickling, and Drying	23	1.4%
52213	Credit Unions	23	1.4%
44711	Gasoline Stations with Convenience Stores	21	1.3%
56111	Office Administrative Services	20	1.2%
54131	Architectural Services	20	1.2%
90120	Federal Government, Military	16	1.0%
54199	All Other Professional, Scientific, and Technical Services	14	0.9%
Subtotal		1,434	88.4%
Total (All Sectors)		1,621	100.0%

Source: Esri

MOST COMMON JOBS AND WAGES

Largest occupation: Production

With 220 jobs, Production workers are the most common occupation for people working in Londonderry. These jobs pay \$37,070 per worker in 2021 which is below the median for all occupations of \$46,031. This occupation has seen earnings increase by \$4,543 in five years since 2016 but this increase is also a lower increase than other workers (+6,405).

Management jobs numerous and relatively well compensating

There are 116 management jobs in Londonderry in 2021, the seventh most of any occupation. These have the highest median earnings of any occupation: \$71,178. However, this occupation was the only to see its median earnings decrease from 2016, a drop of \$2,402.

Top Employment Occupations, 2 Digit SOC, 2021

SOC	Description	Jobs, 2021	Median Annual Earnings		
			2016	2021	Change 2016-2021
11-0000	Management	116	\$ 73,581	\$ 71,178	\$ (2,402)
13-0000	Business and Financial Operations	49	\$ 54,449	\$ 65,914	\$11,465
15-0000	Computer and Mathematical	10	\$ 61,719	\$ 71,524	\$9,804
17-0000	Architecture and Engineering	20	\$ 53,435	\$ 60,742	\$7,306
19-0000	Life, Physical, and Social Science	14	\$ 54,068	\$ 61,134	\$7,066
21-0000	Community and Social Service	37	\$ 35,865	\$ 42,724	\$6,859
25-0000	Educational Instruction and Library	76	\$ 40,136	\$ 47,056	\$6,920
27-0000	Arts, Design, Ent., Sports, and Media	14	\$ 34,696	\$ 39,644	\$4,948
29-0000	Healthcare Practitioners and Technical	16	\$ 57,031	\$ 66,658	\$9,627
31-0000	Healthcare Support	12	\$ 26,841	\$ 30,633	\$3,792
33-0000	Protective Service	17	\$ 32,541	\$ 43,738	\$11,197
35-0000	Food Preparation and Serving Related	131	\$ 24,753	\$ 30,549	\$5,796
37-0000	Building and Grounds Cleaning and Maint.	186	\$ 25,443	\$ 34,280	\$8,837
39-0000	Personal Care and Service	25	\$ 22,782	\$ 27,725	\$4,943
41-0000	Sales and Related	112	\$ 25,582	\$ 29,917	\$4,335
43-0000	Office and Administrative Support	147	\$ 32,159	\$ 37,511	\$5,352
45-0000	Farming, Fishing, and Forestry	58	\$ 30,716	\$ 40,535	\$9,819
47-0000	Construction and Extraction	141	\$ 39,464	\$ 44,118	\$4,655
49-0000	Installation, Maintenance, and Repair	74	\$ 40,989	\$ 46,380	\$5,391
51-0000	Production	220	\$ 33,370	\$ 37,621	\$4,251
53-0000	Transportation and Material Moving	135	\$ 32,527	\$ 37,070	\$4,543
Total (All Occupations)		1,621	39,626	\$46,031	\$6,405

Source: Lightcast

Detailed Jobs and Wages

Largest occupations: Property Maintenance, Retail Workers and Production

The top occupations in Londonderry fall into three types of activity. The two largest occupations, Landscaping and Groundskeeping and Maids and Housekeeping Cleaners are directly involved with the maintenance of the outside and inside of properties.

The next largest occupation is cashiers (with general retail sales in the top ten). There are supply related occupations for either retail or other production operations: Operations Managers, Truck Drivers, Packaging and Filling Machine Operators and Freight and Stock Movers.

Few high wage occupations among most common job types

There is only one occupation in the top 10 that earns more than the town's median income, General and Operations Managers, which make \$90,544 per year.

Top 25 Employment Occupations, 5 Digit SOC, 2021

SOC	Description	2016 Jobs	2021 Jobs	Avg. Annual Earnings	Median Annual Earnings
37-3011	Landscaping and Groundskeeping Workers	77	84	\$ 37,833	\$ 34,648
37-2012	Maids and Housekeeping Cleaners	110	54	\$ 30,430	\$ 27,711
41-2011	Cashiers	64	45	\$ 28,287	\$ 28,886
51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	40	43	\$ 39,345	\$ 39,319
51-3092	Food Batchmakers	33	42	\$ 40,766	\$ 38,696
11-1021	General and Operations Managers	18	39	\$ 90,544	\$ 76,401
47-2061	Construction Laborers	27	34	\$ 40,439	\$ 36,708
53-3032	Heavy and Tractor-Trailer Truck Drivers	40	34	\$ 50,643	\$ 48,451
49-9071	Maintenance and Repair Workers, General	44	30	\$ 42,555	\$ 43,703
47-2031	Carpenters	25	27	\$ 47,849	\$ 40,985
51-9111	Packaging and Filling Machine Operators and Tenders	26	26	\$ 35,616	\$ 35,597
41-2031	Retail Salespersons	25	24	\$ 36,644	\$ 30,395
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	29	23	\$ 35,823	\$ 35,963
53-7065	Stockers and Order Fillers	19	22	\$ 31,566	\$ 28,891
35-3031	Waiters and Waitresses	65	22	\$ 33,631	\$ 29,161
35-3023	Fast Food and Counter Workers	47	21	\$ 29,930	\$ 29,396
43-3031	Bookkeeping, Accounting, and Auditing Clerks	36	21	\$ 45,794	\$ 46,216
45-4022	Logging Equipment Operators	4	19	\$ 44,352	\$ 42,175
51-1011	First-Line Supervisors of Production and Operating Workers	22	19	\$ 61,119	\$ 60,170
25-9045	Teaching Assistants, Except Postsecondary	15	18	\$ 34,472	\$ 34,528
43-6014	Secretaries and Administrative Assistants	26	18	\$ 41,816	\$ 37,114
47-2111	Electricians	19	17	\$ 50,327	\$ 45,673
51-7042	Woodworking Machine Setters, Operators, and Tenders	23	17	\$ 41,565	\$ 35,221
43-4081	Hotel, Motel, and Resort Desk Clerks	38	16	\$ 30,051	\$ 26,243
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	35	16	\$ 34,072	\$ 30,359
Total (All Occupations)		907	731	\$ 41,419	\$ 38,504

Source: Lightcast

REMOTE WORK

The number of Londonderry residents working remotely stays relatively static, but data not reflective of most recent trends

Londonderry saw its number of remote workers increase by +6 in the recent five-year ACS commuting survey from 101 workers to 107. However, since the overall number of residents working increased substantially (713 to 1,058), the town’s share of remote workers decrease from 14% to 10% at a time where the pandemic was causing many workers to change to this type of work. It should be noted that this data does not fully reflect shifts to remote work as a result of the pandemic and therefore the number of current remote workers may be larger than indicated.

Remote workers make up slightly higher share than state

Although its share of remote workers decreased from 14% to 10% this still makes up a larger share of the workforce than the state of Vermont, whose remote work share increased, but only to 9% in the 2016-2020 survey.

Remote Workers				
Region	Period	Total Workers	Remote Workers	% Remote Workers
Londonderry, VT	2015	713	101	14%
	2020	1,058	107	10%
Vermont	2015	317,275	21,399	7%
	2020	320,006	29,134	9%
Source: ACS Survey				

COMMUTING TRENDS

Most residents go elsewhere for work

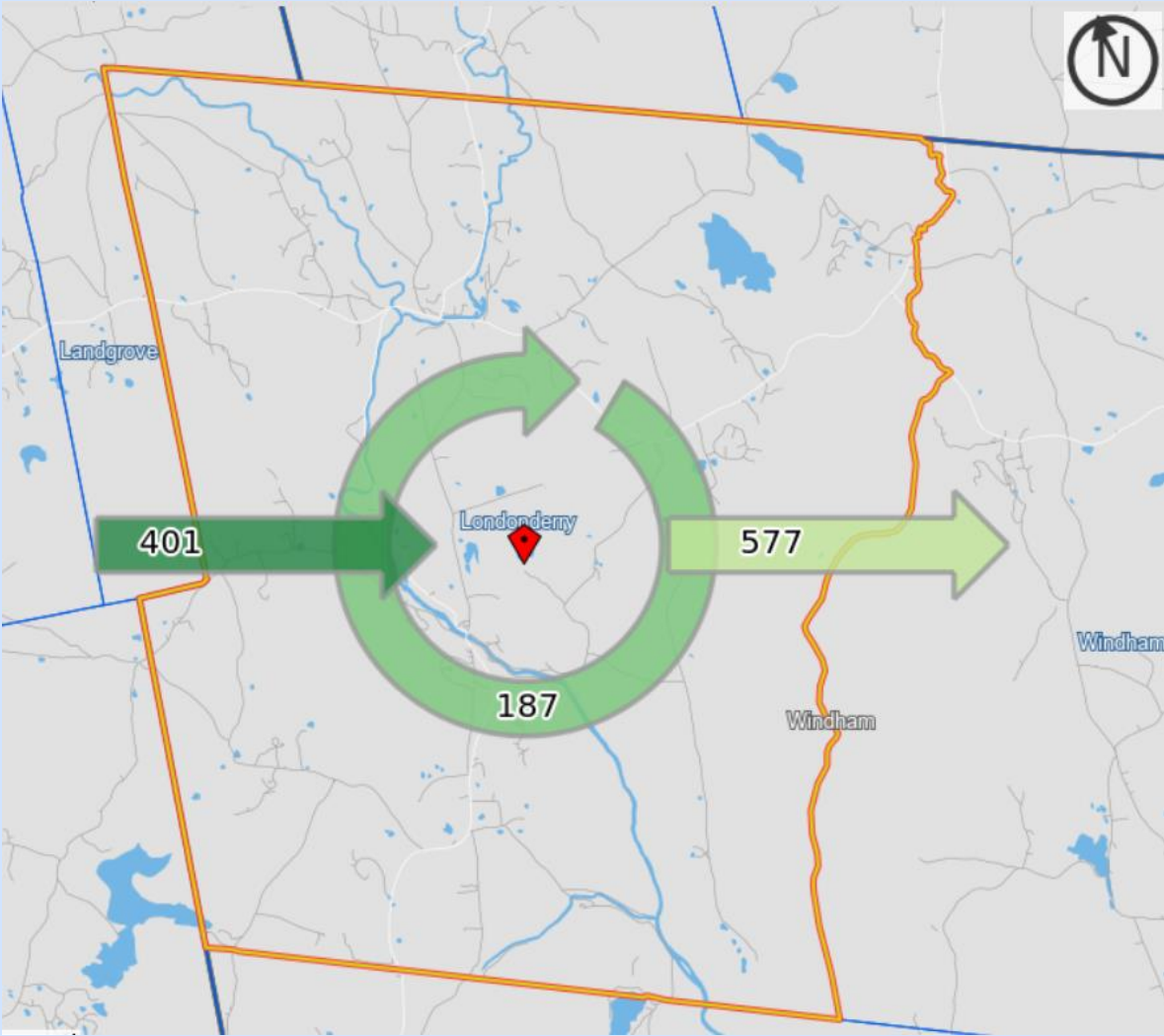
Londonderry sees 577 residents commute elsewhere every day (in 2019) for work. The top destinations for these residents are Manchester Center (4.5%), Manchester Village (2.4%) and Chester (1.6%)

Fewer commuters in than out

Compared with the 577 residents that leave the area, only 401 people commute into Londonderry. The top originating towns are Chester (2.9%), Springfield (1.7%), Rutland (1.4%) and Manchester Center (1.2%).

	Count	Share	} <u>Work:</u> Londonderry
All County Subdivisions	697	100.0%	
Londonderry town (Windham, VT)	172	24.7%	
Stratton town (Windham, VT)	123	17.6%	
Manchester town (Bennington, VT)	61	8.8%	
Winhall town (Bennington, VT)	43	6.2%	
Springfield town (Windsor, VT)	27	3.9%	
All Other Locations	271	38.9%	

	Count	Share	} <u>Live:</u> All
All County Subdivisions	562	100.0%	
Londonderry town (Windham, VT)	172	30.6%	
Chester town (Windsor, VT)	57	10.1%	
Springfield town (Windsor, VT)	20	3.6%	
Winhall town (Bennington, VT)	19	3.4%	
Wardsboro town (Windham, VT)	17	3.0%	
All Other Locations	277	49.3%	

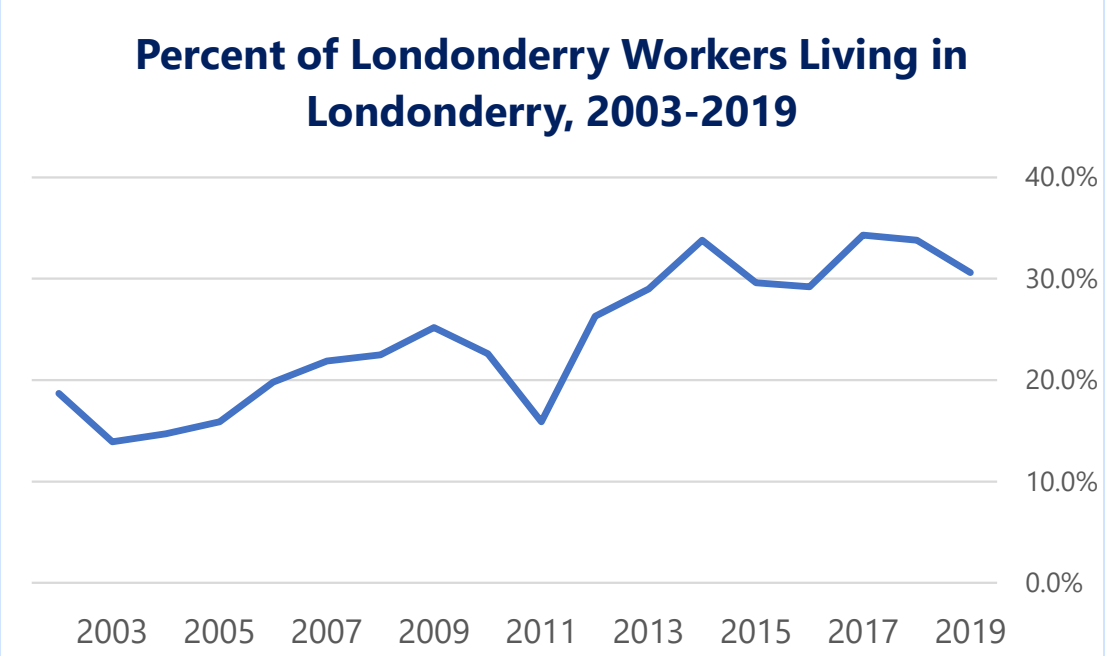


COMMUTING TRENDS

Only one out of three Londonderry residents work in Londonderry but this is increasing over time

Data from Census shows that 30.6% of Londonderry residents also work in the town. This number has fluctuated in recent years and has peaked at 33.8 in 2018.

Data starting in 2002 for Londonderry has residents as percent of workers at 18.7%, or less than one in five. This rate has steadily increased with a temporary reversal after the 2009 recession.



3. Housing Supply Analysis

Housing Supply Key Findings

- **Homeowners vastly outnumber renters in Londonderry.** Nearly three out of four permanently occupied housing units are owner-occupied, while renters account for only 27% of year-round occupied housing.
- **Single-family homes are the predominant housing type in the Town.** Detached single-family homes account for 75% of the Town's housing units. Despite this concentration, there are a range of multifamily building sizes in the Town accounting for 24% of all housing units.
- **Seasonal and homes for seasonal residents are a substantial portion of the town's housing stock.** Approximately 640 housing units in the Town are seasonal/homes for seasonal residents representing over 43% of the town's housing. Many homes are owned by those with a primary address that is out of the area. Property tax records indicate that nearly 46% of residential properties are owned by those with a primary address that is out of state including 197 Connecticut property owners, 155 New York property owners, and 104 New Jersey property owners.
- **There is a growing proportion of the housing stock used for Short Term Rentals (STRs).** In 2022, there were 306 active short term rental listings (in the third quarter of the year), which was a 62% increase from the same time period three years prior in 2019. A significant portion of these are utilized as full-time STRs. In the Londonderry area, 43% of listings are full-time while in the South Londonderry area 43% of STRs are full-time.
- **There is relatively little modern housing stock in Londonderry.** Very little of the Town's housing has been built since 2010; however, there was a notable uptick in housing construction in the preceding decade (2000-2009).
- **Home prices have skyrocketed in Londonderry.** While the median home sale price over the 2016 to Fall 2022 period was \$259,000, the median price in 2022 alone (through the Fall) was \$414,500. This represents a monumental 57% increase over just two years and a 68% increase from 2016 to 2022. Surrounding towns also saw similarly substantial increases over this time period; however, Londonderry's increase in the more immediate past two years was greater.

Housing Supply Key Findings Cont.

- **Rents are relatively reasonable in Londonderry, but also lag behind Short Term Rentals in income potential for landlords.** The median rent in the Town is approximately \$1,000 per month suggesting that rental rates are not a driving issue – and not as significant as potential quality and availability issues. However, the average daily rate for a short term rental is \$343 in Londonderry and \$446 in South Londonderry (which includes the Stratton Area). The median monthly revenue of \$4,300 in Londonderry therefore lags well behind the \$1,000 per month median revenue from year-round renters.
- **More subdued housing construction activity likely contributing to local housing issues.** Housing development activity in the town is at relatively low levels compared to the Town's historic levels of development despite evidence of very strong market demand. The data suggests the Town is likely experiencing an underproduction of housing that is contributing to a lack of inventory and affordability.

HOUSING UNITS

Londonderry has a large share of vacant units, but many are seasonal homes

As of 2022, there are approximately 43% of housing units are vacant in the Town. Many are seasonal homes, which are discussed on the following pages.

Londonderry rental stock is increasing as a share of total, but still lags the state

The share of rental housing units has increased from 15% in 2000 to 16% in 2022 (and reverses a dip to 13% seen in 2010). But it's still a lower ratio compared with Vermont which has 23% of its housing units as rentals in 2022.

More of Londonderry's year-round housing is owner-occupied

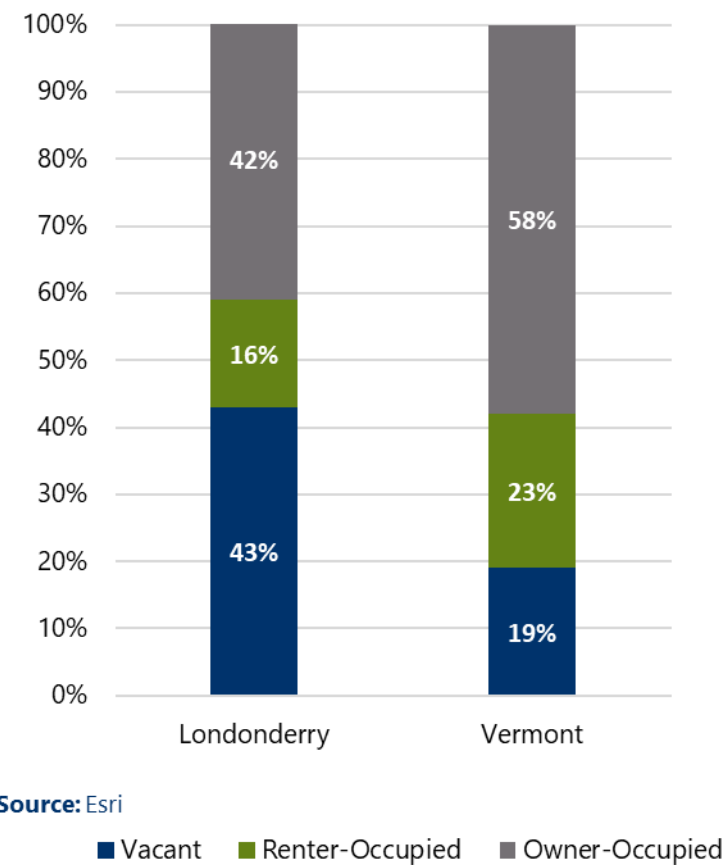
73% of year-round (occupied) housing or nearly three out of four units in Londonderry is owner-occupied. This is slightly higher than the state of Vermont which is 71% owner-occupied.

Housing Units By Status

	Housing Units						
	Census			Esri		Change	
	2000	2010	2020	2022	2027	2000 - 2022	2022 - 2027
Londonderry	1,315	1,473	1,479	1,483	1,483	168	-
Owner Occupied	40%	41%		42%	42%	1%	0%
Renter Occupied	15%	13%		16%	15%	1%	-1%
Vacant	45%	46%	42%	43%	43%	-2%	0%
Vermont	294,382	322,539	334,318	338,671	343,498	44,289	4,827
Owner Occupied	58%	56%		58%	59%	1%	1%
Renter Occupied	24%	23%		23%	22%	-1%	-1%
Vacant	18%	21%	19%	19%	19%	1%	0%

Source: Census, Esri

Housing Units by Status



Source: Esri

VACANT UNITS BY CATEGORY

Londonderry has a substantial number of seasonal homes.

Census tracking of vacancy includes seasonal/occasional use units. In Londonderry there 641 units in this classification, or 85.7%. These units are vacant in the sense commonly understood; they aren't unused but instead often serve as seasonal homes and/or short-term rentals. Typically, short term rentals fall into this category of vacancy. If we remove the Seasonal/occasional classified units as well as those units that are currently listed for sale, we're left with 104 units, of which only 13 are for rent. This means the real vacancy for rental properties in Londonderry is extremely low, signaling a tight rental market.

'Other' vacancies are much greater than 'For sale only' vacancy

Often times the "Other" classified vacant units are properties in the process of foreclosure, because they are neither for sale or for rent. Another common situation for this classification are units that are undergoing repairs for future use.

Household Units By Vacancy Characteristics, 2016-2020		
Description	Londonderry	
	Count	%
For rent	13	1.7%
Rented, not occupied	0	0.0%
For sale only	23	3.1%
Sold, not occupied	0	0.0%
Seasonal/occasional	641	85.7%
For migrant workers	0	0.0%
Other	71	9.5%
Total	748	100.0%
Source: Esri		

SEASONAL USE HOUSING

Londonderry has more housing units considered “Vacant” (includes seasonal rentals) than it does owner-occupied

There have consistently been fewer owner-occupied and far fewer rental housing units than those that are in the service of seasonal, recreational, or occasional use. The number of these units has increased from 487 in 2010 to 641 in 2020 (+154).

The number of seasonal, recreational, or occasional use housing units in Londonderry is also going up

In 2010, the Town had 487 seasonal homes. That number grew significantly by nearly 51% in 2015 before declining to 641 in 2020. The 2020 total still stands as a 32% increase over 2010.

Vacancy Status, Londonderry							
	Units			Units Change		% Change	
	2010	2015	2020	2010 - 2015	2015 - 2020	2010 - 2015	2015 - 2020
For seasonal, recreational, or occasional use	487	733	641	246	-92	51%	-13%
Other vacant	66	67	71	1	4	2%	6%
For sale only	15	19	23	4	4	27%	21%
Sold, not occupied	15	0	0	-15	0		
For rent	22	32	13	10	-19	45%	-59%
Rented, not occupied	17	14	0	-3	-14	-18%	
% Of Units For seasonal, recreational, or occasional use	78%	85%	86%				
Total:	622	865	748	243	-117	39%	-14%
Source: ACS							

AGE OF HOUSING STOCK

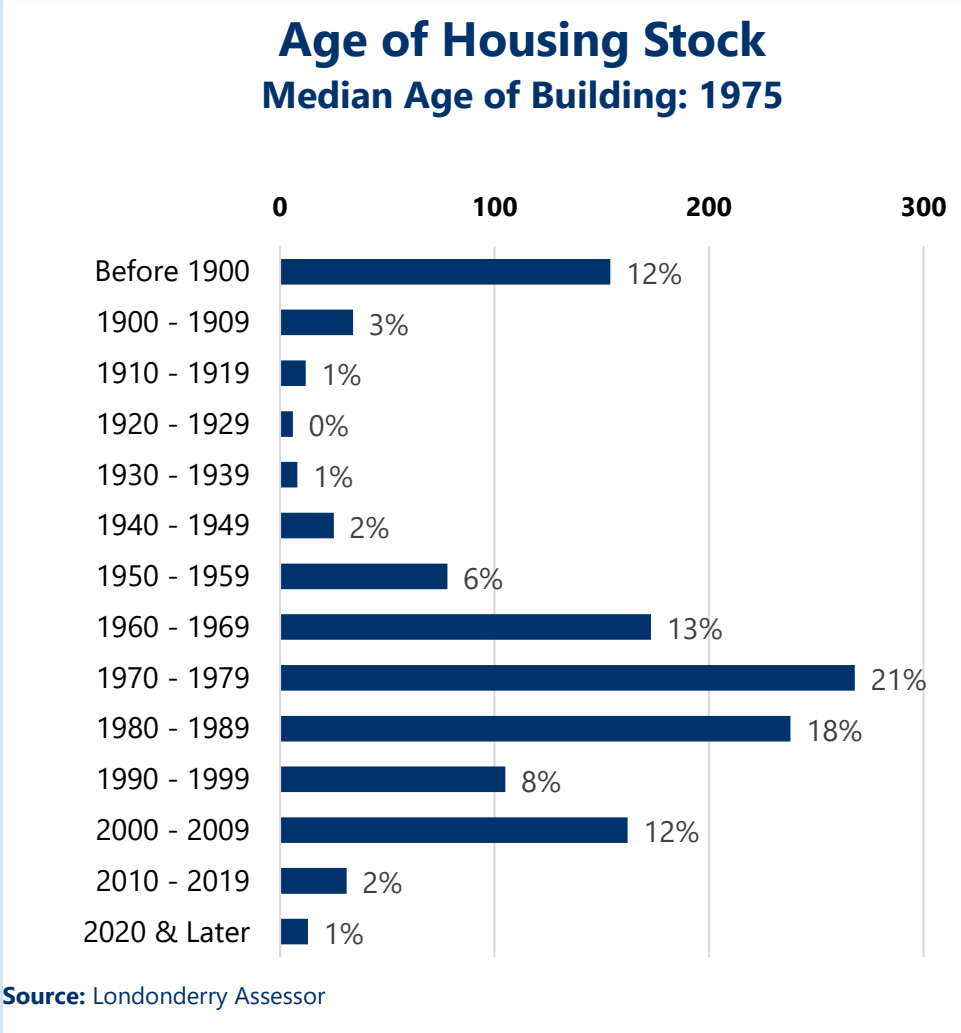
Most of the Town’s housing stock was built between 1960 and 1990

The median year built for Londonderry housing structures is 1975. This is similar to the state as a whole, which is 1974.

More than half, or 52% of Londonderry’s houses were built in the three decades between 1960 and 1990. The decade from 1970 to 1979 contributed the most to the housing stock overall with 21% of structures being built during these years.

Mini boom during 2000s housing run up with fewer units built in the past two decades

The national housing market saw a period of significant building and price increase during the period between the dot-com crash (2001) and the Great Recession (2009). For Londonderry this was the most productive modern period besides the three decades mentioned above. It’s especially striking how the lingering effects of the 2009 housing crash suppressed building in years since then.



HOUSEHOLD BY TYPE OF STRUCTURE

Single family homes represent the majority of the town’s housing stock

There are 1,152 single unit detached structures in Londonderry which accounts for three out of four units or 75.3%. If including mobile homes, which are almost exclusively stand alone 1-unit homes, this percentage would top 78%.

Mix of multi unit structures

Londonderry has a fairly even distribution of units across a range of multifamily structure sizes. There six different multi-unit ranges with 2% or greater of the total units in the town and none of them has more than 5.1% of the total share.

Housing Units By # Units In Structure (2020)

Description	Units	%
1, detached	1,152	75.3%
1, attached	7	0.5%
2	78	5.1%
3 or 4	31	2.0%
5 to 9	66	4.3%
10 to 19	39	2.5%
20 to 49	65	4.2%
50 or more	51	3.3%
Mobile home	41	2.7%
Total	1,530	100.0%
Source: Esri		

OWNER-OCCUPIED HOUSING UNITS BY VALUE

The median value of residential properties is \$203,800 according to property tax records.

Property tax records indicate that the median residential property in Londonderry is \$203,950, providing a separate estimate from Esri, which is based largely on census reported home values. The average residential property is \$286,000 in the Town. Notably, nearly 19% of residential properties have a market value under \$100,000 according to tax records.

Residential Properties By Assessed Value, 2022

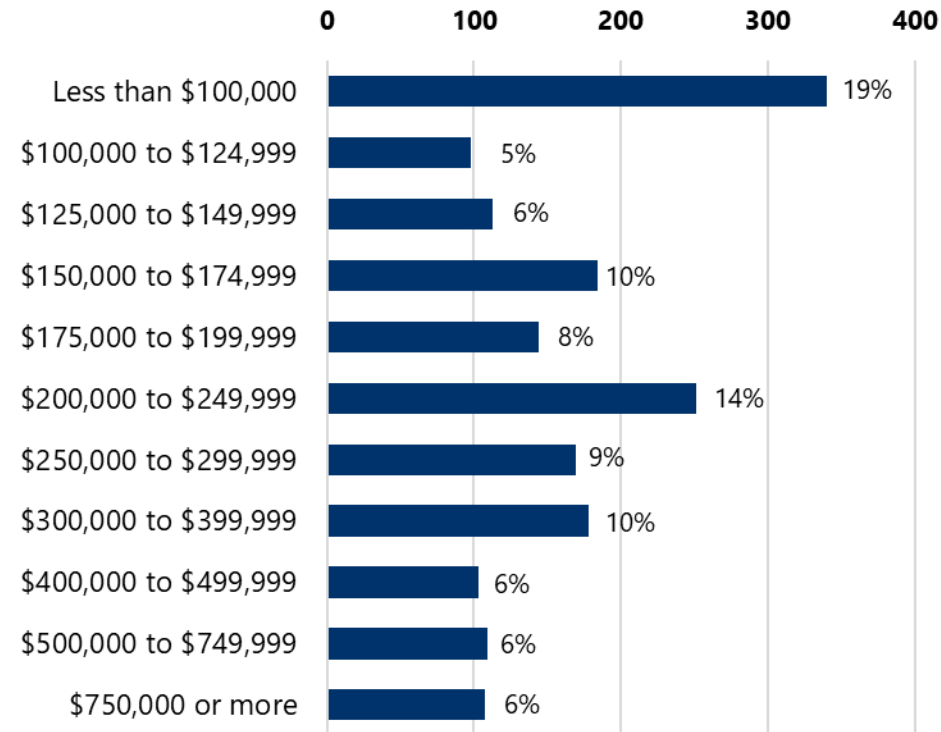
Description	Londonderry	
	Count	%
Less than \$100,000	340	18.9%
\$100,000 to \$124,999	98	5.5%
\$125,000 to \$149,999	113	6.3%
\$150,000 to \$174,999	184	10.2%
\$175,000 to \$199,999	144	8.0%
\$200,000 to \$249,999	251	14.0%
\$250,000 to \$299,999	169	9.4%
\$300,000 to \$399,999	178	9.9%
\$400,000 to \$499,999	103	5.7%
\$500,000 to \$749,999	109	6.1%
\$750,000 or more	107	6.0%
Total	1,796	100.0%

Source: Assessor

Residential Properties By Assessed Value, 2022

Median Value: \$203,850

Average Value: \$285,884



Source: Assessor

OWNER-OCCUPIED HOUSING UNITS BY VALUE

The most common home value falls in the \$250,000 to \$299,999 range.

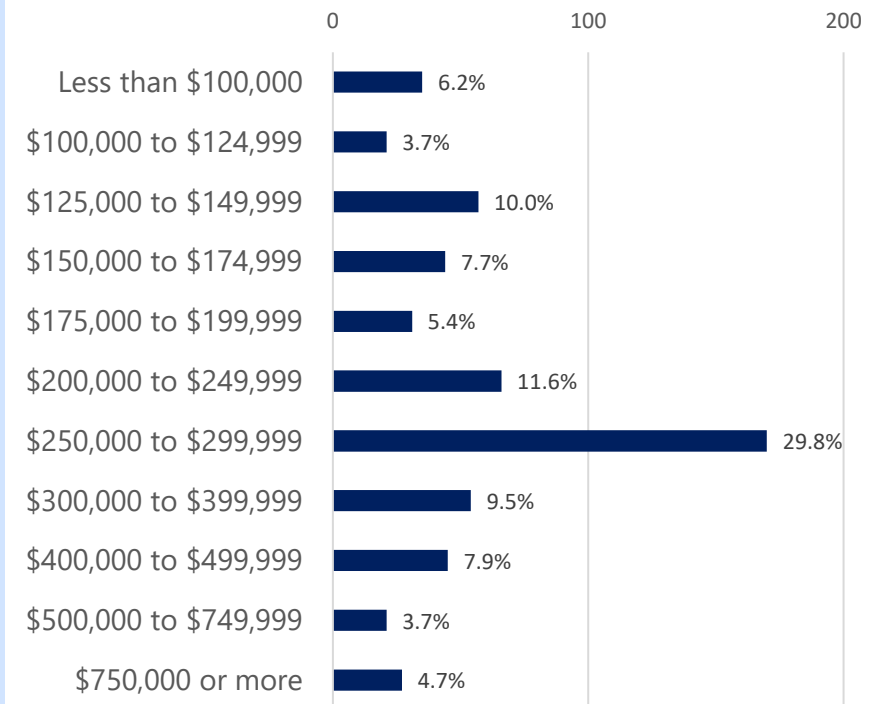
Data from American Community Survey for Londonderry in 2020 shows 170 units that are owner-occupied and valued between \$250,000 and \$299,999. This is the most common valuation range and nearly triple the next closest common range. The mix of housing unit values follows a rather normal distribution so that values slightly below and slightly above this range are also well represented.

Owner-occupied Housing Units By Value, 2020

Description	Londonderry	
	Count	%
Less than \$100,000	35	6.2%
\$100,000 to \$124,999	21	3.7%
\$125,000 to \$149,999	57	10.0%
\$150,000 to \$174,999	44	7.7%
\$175,000 to \$199,999	31	5.4%
\$200,000 to \$249,999	66	11.6%
\$250,000 to \$299,999	170	29.8%
\$300,000 to \$399,999	54	9.5%
\$400,000 to \$499,999	45	7.9%
\$500,000 to \$749,999	21	3.7%
\$750,000 or more	27	4.7%
Total	571	100.0%

Source: Esri

**Owner-Occupied Housing Units
By Value, 2020
Median Value: \$259,300**



HOME PRICE SALES TRENDS

Median sales prices for Londonderry are higher than the Market Area and have increased the most since 2016

Residential sales in Londonderry have seen the largest jump in prices compared to the Market Area (and Windham County). Price growth of +\$167,500 or +57% in the last two years brings the median cost of a home to \$414,500.

Price growth strong across the region

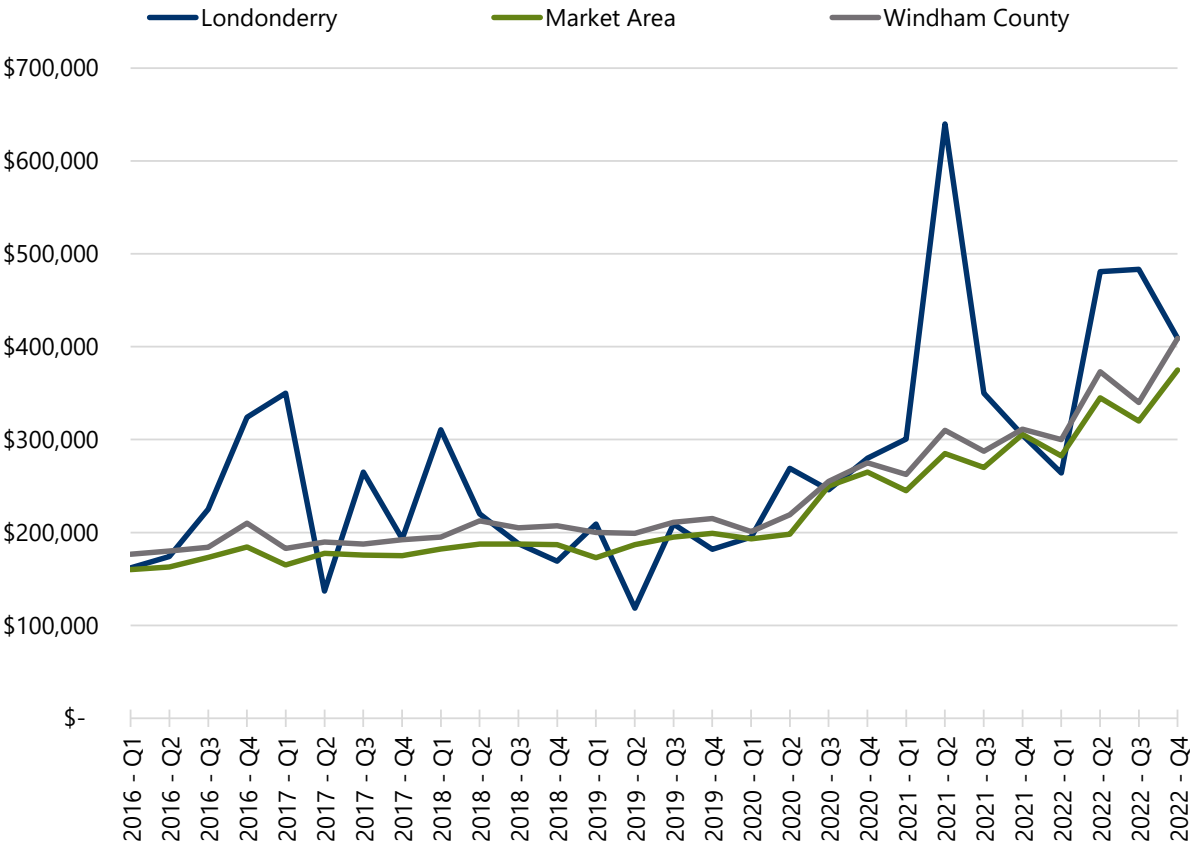
Even with the meteoric rise in prices experienced by Londonderry, the rate of growth for the Market Area and Windham County has been even greater. Since 2016, the Market Area (+88%) and Windham County (+78%) have grown faster on a percent basis than Londonderry and now have median prices above \$300,000. This indicates broad demand for housing in the region.

Median Sales Prices, 2016 - 2022

Region	Median Sales Price				Change, % 2016 - 2022
	2016	2018	2020	2022	
Londonderry	\$247,000	\$210,000	\$263,500	\$414,500	\$167,500
2-year Change		-15.0%	25.5%	57.3%	67.8%
Market Area	\$170,000	\$185,000	\$239,900	\$320,000	\$150,000
2-year Change		8.8%	29.7%	33.4%	88.2%
Windham County	\$190,000	\$205,000	\$246,000	\$339,000	\$149,000
2-year Change		7.9%	20.0%	37.8%	78.4%

Source: MLS (thru Oct 2022)

Median Sales Price By Quarter
Residential Properties



Source: MLS
(thru Oct '22)

HOUSING SALES PRICES

Median sale price is \$259,000

Sales data from MLS listing for the years from 2016 to Fall 2022 show that the median sale price during this time was \$259,000.

Condo values trend lower

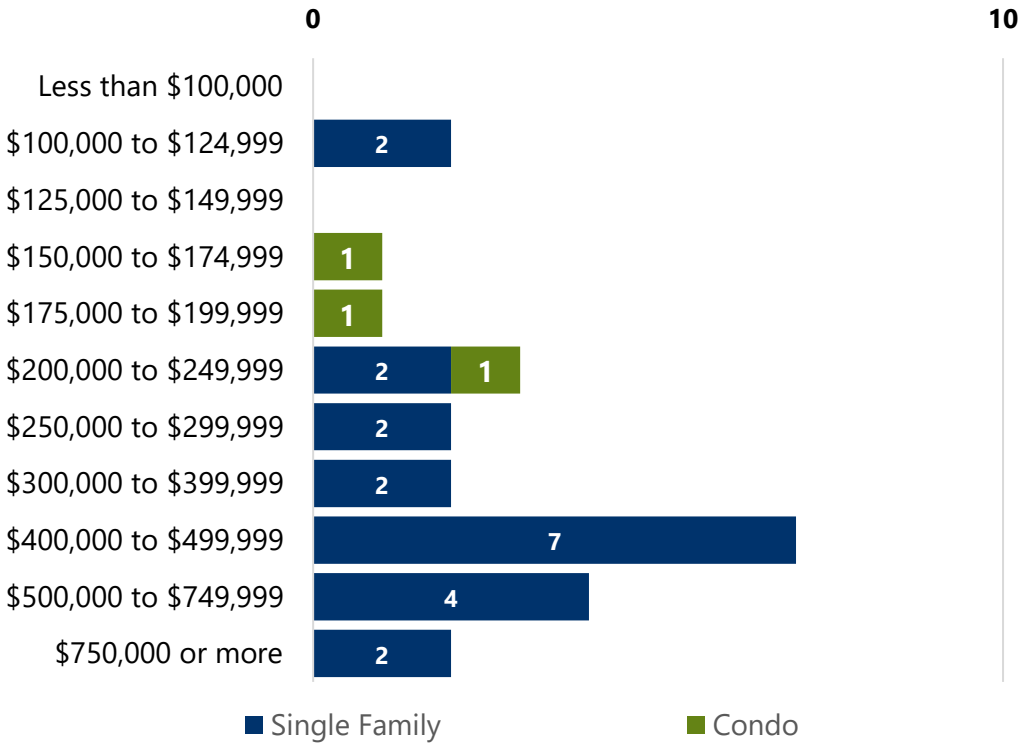
Sales of condos in Londonderry are markedly lower than other sales, with 90% of condos selling for less than \$200,00. The largest price range for condos is the lowest segment: sales valued at less than \$100,000.

Housing Sales Prices, 2022 (Jan - Oct)

Description	Single Family		Condo		Total	
	Count	%	Count	%	Count	%
Less than \$100,000						
\$100,000 to \$124,999	2	95.2%			2	83.3%
\$125,000 to \$149,999						
\$150,000 to \$174,999			1	33.3%	1	41.7%
\$175,000 to \$199,999			1	33.3%	1	41.7%
\$200,000 to \$249,999	2	95.2%	1	33.3%	3	12.5%
\$250,000 to \$299,999	2	95.2%			2	83.3%
\$300,000 to \$399,999	2	95.2%			2	83.3%
\$400,000 to \$499,999	7	33.3%			7	29.2%
\$500,000 to \$749,999	4	19.5%			4	16.7%
\$750,000 or more	2	95.2%			2	83.3%
Total	21	100.0%	3	100.0%	24	100.0%

Source: MLS

Housing Sales Prices Londonderry Single Family & Condo Median Sale Price \$414,500



Source: MLS (Jan to Oct 2022)

HOUSING RENTAL RATES

Median rent is \$999 per month

The median rent in Londonderry is \$999 per month and the largest range for rent is the \$1,000 to \$1,249 segment which includes one out of every three rental units or 33.6%.

Two clusters of rental pricing, the other is much lower

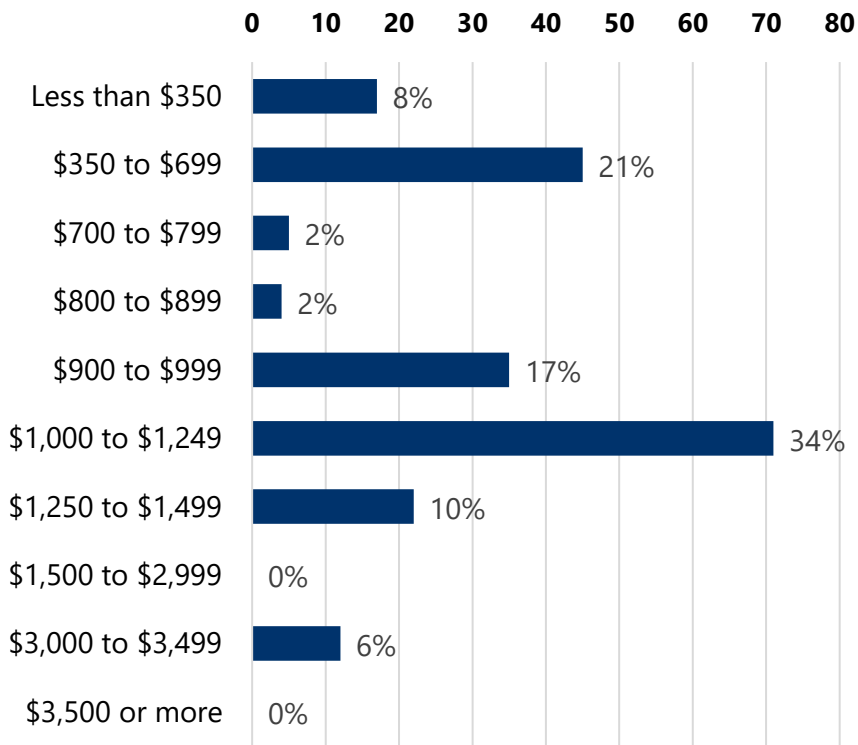
Rents in Londonderry follow a kind of bi-modal distribution. The first and largest group is those rents clustered around the median, the three segments between \$900 and \$1,499. There is also a second grouping around units rented in the range of \$350 to \$699.

Housing Rental Rates

Description	Single Family	
	Count	%
Less than \$350	17	8.1%
\$350 to \$699	45	21.3%
\$700 to \$799	5	2.4%
\$800 to \$899	4	1.9%
\$900 to \$999	35	16.6%
\$1,000 to \$1,249	71	33.6%
\$1,250 to \$1,499	22	10.4%
\$1,500 to \$2,999	0	0.0%
\$3,000 to \$3,499	12	5.7%
\$3,500 or more	0	0.0%
Total	211	100.0%

Source: ACS 2020

Renter-occupied Housing Units
By Gross Rent
Median Rent: \$999, AVG Rent: \$989



Source: ACS 2020

NONLOCAL HOUSING OWNERSHIP

Over half of owners from Vermont

There are 958 properties with owners who live in Vermont in Londonderry. This accounts for over half, or 54.3% of residential properties. This eclipses a group of neighboring states to the south: Connecticut, New York and New Jersey that together make up nearly 30% of the rest of properties.

Condos are majority out of state

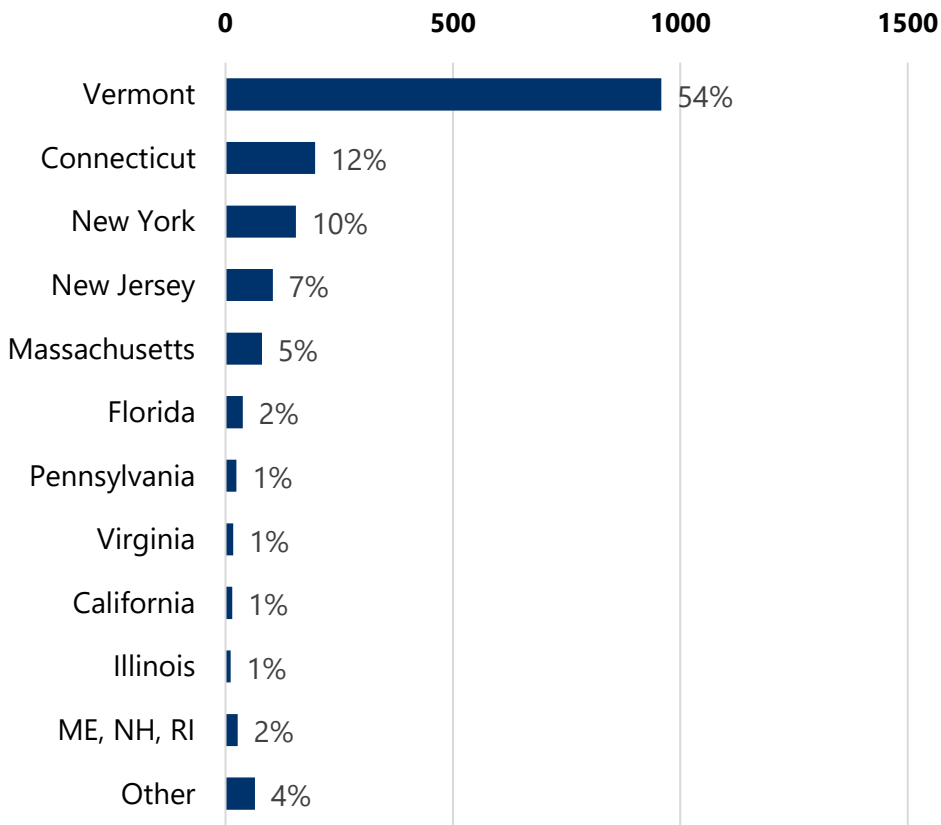
Condos make up a small share of overall residences; the 97 condos are only 5.4% of the total. These types of properties have only 13% of owners that live in the state.

Owner Address of Londonderry Properties

Description	Count		Total	%
	Single Family	Condo		
Vermont	958	13	971	54.3%
Connecticut	197	25	222	12.4%
New York	155	22	177	9.9%
New Jersey	104	18	122	6.8%
Massachusetts	80	11	91	5.1%
Florida	38	1	39	2.2%
Pennsylvania	24	2	26	1.5%
Virginia	17	0	17	1.0%
California	15	1	16	0.9%
Illinois	11	0	11	0.6%
ME, NH, RI	27	3	30	1.7%
Other	65	1	66	3.7%
Total	1,691	97	1,788	100.0%

Source: Londonderry Assessor

Owner Address of Londonderry Properties



Source: Londonderry Assessor

SHORT-TERM RENTAL TRENDS

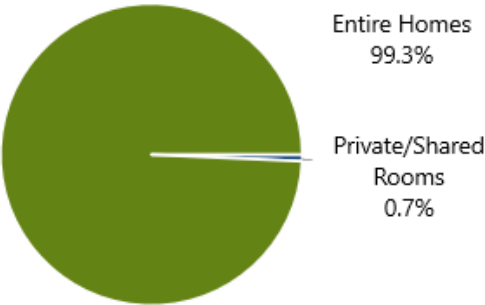
Growth of STRs accelerates into 2022

Data from AirDNA indicates there are 306 active rentals in the Londonderry and South Londonderry area (note this includes rentals near Stratton Mountain). This figure is up by +117 (+62%) since the 3rd quarter of 2019 just before the pandemic. Different periods have seen significant growth in both markets.

The rental type in this market is for entire homes

AirDNA divides market availability into types of rental options by: (1) Entire homes, (2) Private rooms and (3) Shared rooms. The diversity of rental options that may be present in some markets that offer Private/Shared rooms is not available in Londonderry (0/116 in 2022) or South Londonderry (2/190). With 99.3% of rentals being "entire homes", this means that single family residences that might have been part of the local supply of sales and rentals are allocated for short-term rentals.

Short-Term Rentals, Rental Types
Londonderry, South Londonderry

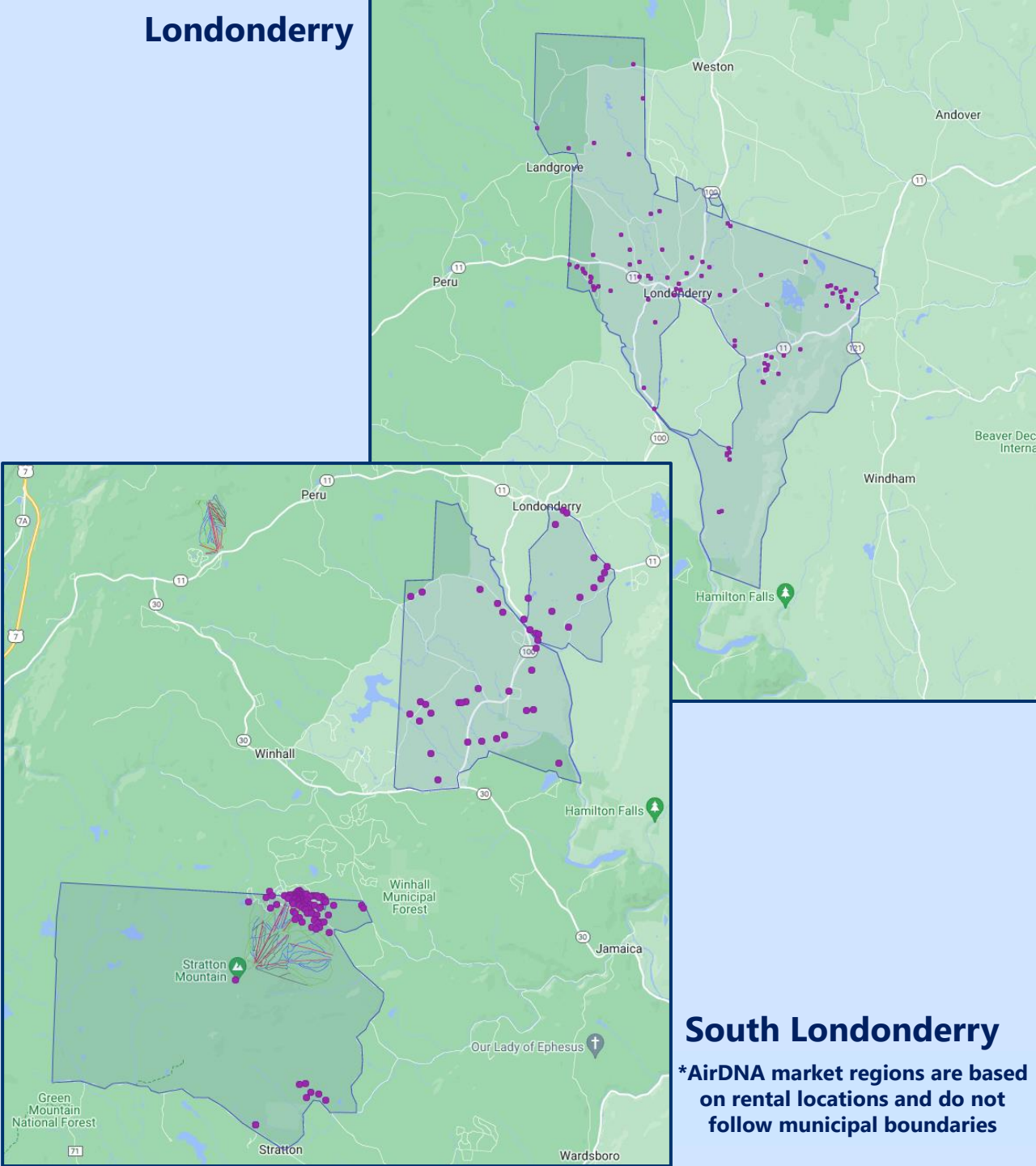


Source: AirDNA

Short-Term Rentals in 3rd Quarter By Year

Market	Active STRs in Q3			
	2019	2020	2021	2022
Londonderry	67	62	83	116
South Londonderry	122	135	141	190
Total	189	197	224	306
12mo Change		+8	+27	+82

Source: AirDNA



South Londonderry

*AirDNA market regions are based on rental locations and do not follow municipal boundaries

SHORT-TERM RENTAL TRENDS

There are now over 300 short-term rental units in the Londonderry and South Londonderry, +100 added since 2019

Data from AirDNA tracks 306 venues for short-term rental agreements in the areas for Londonderry and South Londonderry. These two are some of the fastest growing compared to other towns in the housing market area; both increasing the number of units by +50% since 2019.

Median revenue for rentals are some of the highest among nearby towns and substantially higher than long term rents

The median monthly revenue for STRs in Londonderry and South Londonderry is \$4,308 and \$4,872, respectively. Only Bondville and Jamaica have higher revenues.

Active Rental Key Metrics For Housing Market Area

Market	Active Rentals 2022,Q3	Active Rentals, Change 2019,Q3 - 2022,Q3	Active Rentals, Change % 2019,Q3 - 2022,Q3	% Entire Home 2022,Q3	% Available Full Time 2022,Q3	Occupancy Rate 2022,Q3	AVG Rate 2022,Q3	Median Monthly Revenue 2022,Q3
Londonderry	 116	+49	 73%	100%	47%	56%	\$343	\$4,308
South Londonderry	 190	+68	 56%	99%	43%	52%	\$446	\$4,872
Bondville	 292	+101	 53%	93%	40%	52%	\$562	\$6,360
Jamaica	 147	+32	 28%	96%	54%	61%	\$353	\$4,426
Chester	 114	+33	 41%	86%	54%	60%	\$310	\$3,750
Peru	 96	+24	 33%	96%	42%	47%	\$390	\$4,218
Wardsboro	 75	+31	 70%	97%	51%	52%	\$371	\$4,050
Weston	 40	+5	 14%	92%	61%	56%	\$262	\$3,855
Grafton	 35	+5	 17%	93%	61%	48%	\$236	\$2,844
Townshend	 29	+13	 81%	96%	45%	47%	\$281	\$3,017
West Townshend	 24	+2	 9%	100%	45%	53%	\$271	\$3,335

Source: AirDNA

HOUSING PERMITS

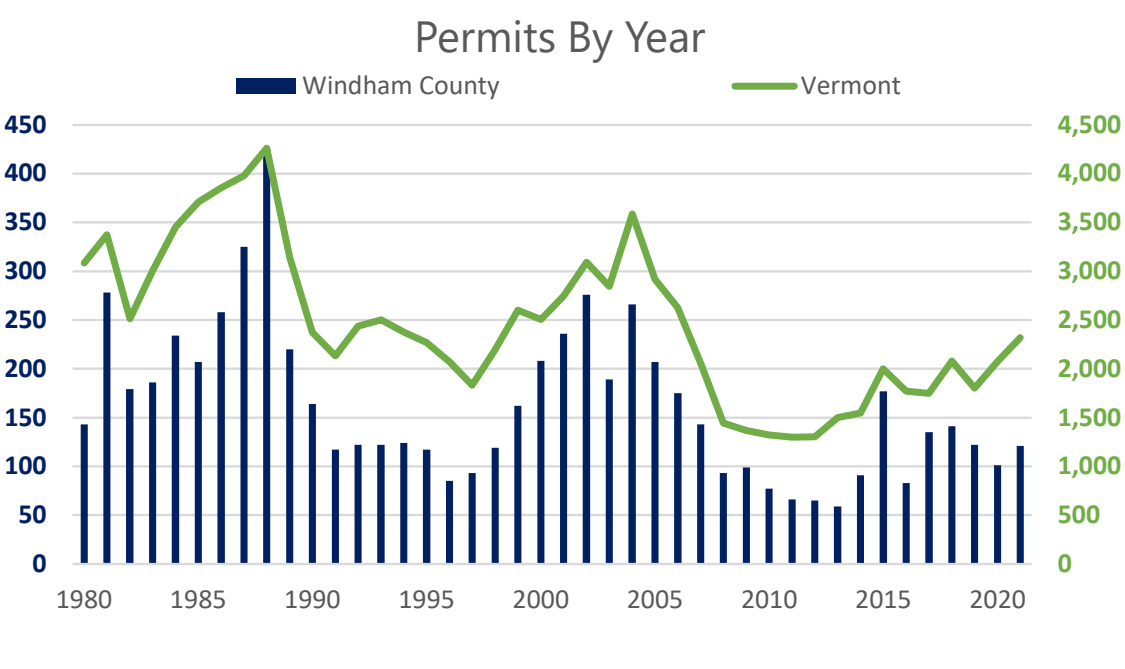
Trends in permits for Windham County and Vermont follow a similar cycle

The rate of permits per year for Windham County and Vermont follow the national trends for housing, with peak periods of activity in the late 80s, mid-2000s and in the last few years.

Both regions have a trend of a dampening cycle (fewer permits per growth period as time goes on) and Vermont has a higher floor

The cycles of permit activity may follow the national trends, but whereas high growth areas in the south and west of the U.S. have increased the rate of housing growth over time, in Vermont and in Windham County each successive up period in the housing market creates fewer and fewer permits.

The other pattern is that while each market corrects after a growth period, Vermont has a more stable lower bound of permit activity. Windham County slows considerably during the housing doldrums of the mid-90s and early 2010s.



APPENDIX

B HOUSING NEEDS TECHNICAL ANALYSIS

Overview

This interim report presents a housing attainability gap analysis and the draft *quantitative* housing needs analysis that estimates the number and type of households in need of new, improved, or alternative living arrangements in the Town of Londonderry. It is important to note that the housing need quantified in this section does not necessarily indicate the number of new housing units needing to be built as the needs identified in this section can be met through a variety of ways that will be detailed in the housing strategy section.

The analysis includes the following housing need categories:

- **Cost Burdened Households:** These households are currently spending an excessive amount of their annual income on housing costs (more than 30% including rent or mortgage, utilities, and taxes) and may be experiencing negative quality of life impacts as a result, including difficulty paying for other necessities such as groceries, healthcare, and heating costs.
- **Workforce Need – Displaced Workers:** Many workers in the town are increasingly “displaced” further away from their place of work due to rising housing prices. The proportion of workers not living where they work continues to rise and many workers are commuting exceptionally long distances to their workplace because of the lack of available affordable housing.
- **Workforce Need – Missing Workers:** There are currently fewer jobs and workers in Londonderry than there would be if appropriate workforce housing were available. Employers have struggled to fill jobs and others have not created new jobs because of known housing issues.
- **Underhoused Individuals:** Many individuals in the region, particularly young adults, are “underhoused” and live with parents, other relatives, friends, and roommates despite wanting or needing their own housing. Many of these young people cannot afford to purchase homes and struggle to find quality rental units, which have become increasingly scarce in the region.
- **Overcrowded Households:** Similar to underhoused individuals, overcrowded households are those where the number of occupants exceeds the capacity of space available — essentially a mismatch between the size of the home and the size of the household. Overcrowding has been shown to result in adverse physical and mental health outcomes.
- **Senior Households:** The senior population of the town is growing and projected to grow into the future driving an additional need for a variety of senior housing options. The town and region are relatively underserved by senior housing options and in many cases, seniors face a choice of remaining in their single-family homes even if they do not want to or have difficulty maintaining or living in these homes or relocating out of the area to live in more suitable housing that better meets their needs.
- **Households in Substandard and Obsolete Housing:** The region’s housing stock is relatively old, and the condition of some housing units will decline. Households in these units are often living in housing that does not meet minimum safety standards, representing a need for new or rehabilitated housing.

Key Findings

HOUSING ATTAINABILITY

- **Key price points for affordability in Londonderry differ whether attempting to rent or own a residence. But in either case, affordable housing is tough to find.** The typical (median income) household can afford between \$1,250 and \$1,875 per month in rent or a home priced between \$190,387 and \$285,580.
- **A median-priced home in Londonderry remains out of reach for a household making a median income.** There is an income gap of \$64,144 between the Town’s current median household income and the household income needed to purchase a median priced home. This income gap means a typical household with need to nearly double its income to afford a typically priced home. Alternatively, a typical household with need the median home price to decrease by nearly \$157,000 to be within reach.
- **Wages and Earnings for local workers are substantially misaligned with house prices.** Home prices are out of reach of most workers within the Town of Londonderry. The median worker earnings falls well short of the income needed to purchase a typical home. Even a two-salary household with both earning the median earnings would still not to be able to afford a typical median priced home, which would require an additional \$40,000 in income to be affordable.
- **Current Rental Prices are Relatively Well Aligned with Renter Incomes.** Current median rental rates compared to incomes for those units shows that the typical renter household can afford the median rental rate found in Londonderry.

QUANTIFIED HOUSING NEEDS

The quantitative housing needs analysis examined several categories of housing need to determine an estimated number of households needing a new, improved, or alternative housing situation in the Town of Londonderry. The analysis indicates a current housing need for 299 to 315 households in the Town of Londonderry, representing needed interventions that may include new housing, renovated housing, or other types of interventions.

Summary of Housing Need, By Category and Tenancy (Households)

Description	Owner-Occupied		Renter-Occupied		Total	
	Count	Percent	Count	Percent	Count	Percent
Cost Burdened	136	43%	53	17%	189	60%
Senior Households	17	5%	7	2%	24	8%
Workforce: Displaced Workers	24	8%	10	3%	34	11%
Workforce: Missing Workers	9	3%	3	1%	13	4%
Underhoused and Overcrowded	28	9%	11	4%	40	13%
Obsolete and Substandard	12	4%	4	1%	16	5%
Total (Low Estimate)	215	68%	84	27%	299	
Total (High Estimate)	227	72%	88	28%	315	

Source: Camoin Associates

2. Housing Attainability Gap

HOUSING ATTAINABILITY PRICE POINTS

In order to assess the attainability of housing options in Londonderry, the current distribution of households by income is considered based on corresponding housing values that are affordable based on income.

Measures of affordable rent and home value are based on a maximum of 30% of income spent on housing expenses; this is the threshold designated by the US Department of Housing and Urban Development (HUD) whereby households spending above 30% are considered “cost burdened”. Housing expenses include rent or mortgage payments, utilities, taxes, and insurance.

Maximum affordable rent and home prices are calculated by income bracket as shown in the table to the right. For home values, this calculation assumes a 10% down payment, a 6.5% fixed-rate mortgage, and typical local property tax, insurance, and utility costs.

Approximately two out of three households could *not* comfortably afford a rental above \$2,500. What’s more, well over one-third (approximately 36%) of households cannot afford rents over \$1,250 per month.

For house purchases, only around 35% of households can afford homes of \$381,000 or greater. Approximately 57% of existing households cannot afford a home greater than \$286,000 (36% cannot afford to purchase a home greater than \$190,000).

While there are other factors affecting housing affordability and the ability to purchase a home, these figures provide a framework for understanding income levels and potentially affordable housing price points discussed below.

Londonderry Income Brackets and Housing Affordability				
Household income Bracket	Number of Households	Percent of Households	Max. Affordable Rent	Max. Affordable Home Value
Less than \$24,999	136	16%	Less than \$625	\$95,193 or less
\$25,000 - \$49,999	166	20%	\$625 - \$1,250	\$95,193 - \$190,387
\$50,000 - \$74,999	178	21%	\$1,250 - \$1,875	\$190,387 - \$285,580
\$75,000 - \$99,999	78	9%	\$1,875 - \$2,500	\$285,580 - \$380,773
\$100,000-\$149,999	129	15%	\$2,500 - \$3,750	\$380,773 - \$571,160
\$150,000-\$199,999	65	8%	\$3,750 - \$5,000	\$571,160 - \$761,546
More than \$200,000	100	12%	\$5,000 or more	\$761,546 or above
Note: Assumes 10% Down Payment and 6.5% 30 Yr Fixed Mortgage.				
Source: Camoin Associates				

HOUSING ATTAINABILITY GAP FOR TYPICAL HOUSEHOLDS

Comparing typical (i.e., median) income levels to typical (median) housing prices provides a helpful illustration of housing affordability alignment (or misalignment). The affordability of current housing prices for a median income household (Esri, 2022) in Londonderry is delineated in the table to the right.

Considering a median home sale price of \$414,500 (MLS, 2022), after a 10% down payment the mortgage amount is \$373,050. Based on current mortgage rates (6.5%), this yields an expected monthly payment for principal and interest of \$2,346. Adding local taxes (Londonderry Treasurer) and insurance (market rates) would then bring the monthly cost of financing the median-priced home to \$3,295. Following the guideline that housing costs should not exceed 30% of household income, the median-priced Londonderry home requires an annual income of at least \$131,783.

Comparing this threshold to the actual median household income for Londonderry of \$67,144, reveals an “income gap” of \$64,144 (the additional income a typical median-income household would need to afford a median-priced home)

The affordability gap can also be understood in terms of housing prices. A typical household in Londonderry can afford a home with a maximum sale price of \$257,600. Compared to the current typical home sale price of \$414,500, there is a price affordability gap of \$156,949 (the reduction in price that would be necessary for a median-income household to afford a median-priced home).

This analysis based on typical incomes and prices illustrates the order of magnitude of the affordability gap faced by households in the community.

Home Affordability Gap: Housing Prices vs. Income Levels	
	Londonderry
Median Sale Price	\$414,500
Down Payment of 10%	\$41,450
Loan Amount	\$373,050
Principal & Interest Pmt (30 Year Fixed Rate at 6.5%)	\$2,346
Est. Property Tax	\$684
Est. Insurance and Utilities	\$265
Total Monthly Payment	\$3,295
Household Income Threshold (annual)	\$131,783
Median Household Income	\$67,639
Income Gap	\$64,144
Affordable Home Price Based on Median Income	\$257,551
Home Price Affordability Gap	\$156,949
Source: Camoin Associates	

HOUSING ATTAINABILITY GAP FOR TYPICAL WORKERS

Separate from a review based on household income (prior slide), affordability can also be evaluated based on wages paid to local workers (earnings). This section explores affordability further for a median earnings worker in Londonderry – those both living in Londonderry and those who commute from other communities. The threshold comparison splits into two columns at the bottom to assess affordability for both a single-earner household and a two-earner household.

Cost assumptions are identical to the previous example and arrive at a threshold annual income of \$131,783.

Comparing this threshold to a single worker in Londonderry making the median level of annual earnings (\$46,031) reveals an income gap of \$85,752 (the additional income a typical “median earnings worker” would need to afford a median-priced home) and a price affordability gap of \$239,226 (the reduction in price that would be necessary for a median income household to afford a median-priced home).

When comparing the threshold to a two-earner household (assuming both make the median earnings level), the income gap shrinks to \$39,721 and the price affordability gap shrinks to \$63,953; however, even for a household with two workers earning typical wages, a typical single-family home is out of reach (unaffordable).

Home Affordability Gap: Housing Prices vs. Median Earnings		
Description	Singe Earner Household	2-Earner Household
Londonderry Median Sale Price	\$414,500	
Down Payment of 10%	\$41,450	
Loan Amount	\$373,050	
Principal & Interest Pmt (30 Year Fixed Rate at 7.1%)	\$2,346	
Est. Property Tax	\$684	
Est. Insurance and Utilities	\$265	
Total Monthly Payment	\$3,295	
Household Income Threshold (annual)	\$131,783	
Median Earnings	\$46,031	\$92,062
Income Gap	\$85,752	\$39,721
Affordable Home Price Based on Earnings	\$175,274	\$350,547
Home Price Affordability Gap	\$239,226	\$63,953
Source: Camoin Associates		

HOUSING ATTAINABILITY GAP FOR RENTERS

Rent affordability is based on a similar consideration that housing costs should not exceed 30% of household earnings. Beyond this level is considered cost burdened and this criterion is applied to the annualized median rent for Londonderry (ACS, 2020). An hourly wage threshold is calculated representing the hourly wages a worker would need to afford the typical rent in the Town. Recognizing that many hourly jobs are not full-time, the wage threshold for part-time workers is also shown.

The median household income for Londonderry renter-occupied units (ACS, 2020) is \$44,896. This is greater than the affordability threshold with annualized rent making up only 26.7% of the income. This suggests that current rental rates are relatively aligned with income levels and that the rental housing market is not experiencing the same severe affordability gap that the for-sale market is currently experiencing.

Rent Affordability Gap: Median Gross Rent and Median Renter Household Income	
	Londonderry
Median Gross Monthly Rent	\$999
Annualized Rent	\$11,988
Household Income Threshold (annual)	\$39,960
Hourly Wage Threshold (Full-Time)	\$19.21
Hourly Wage Threshold (3/4-Time)	\$25.62
Hourly Wage Threshold (1/2-Time)	\$38.42
Median Renter Household Income	\$44,896
Median Rent % Median Income	26.7%
Source: Camoin Associates	

Job Wage Misalignment with Housing Prices

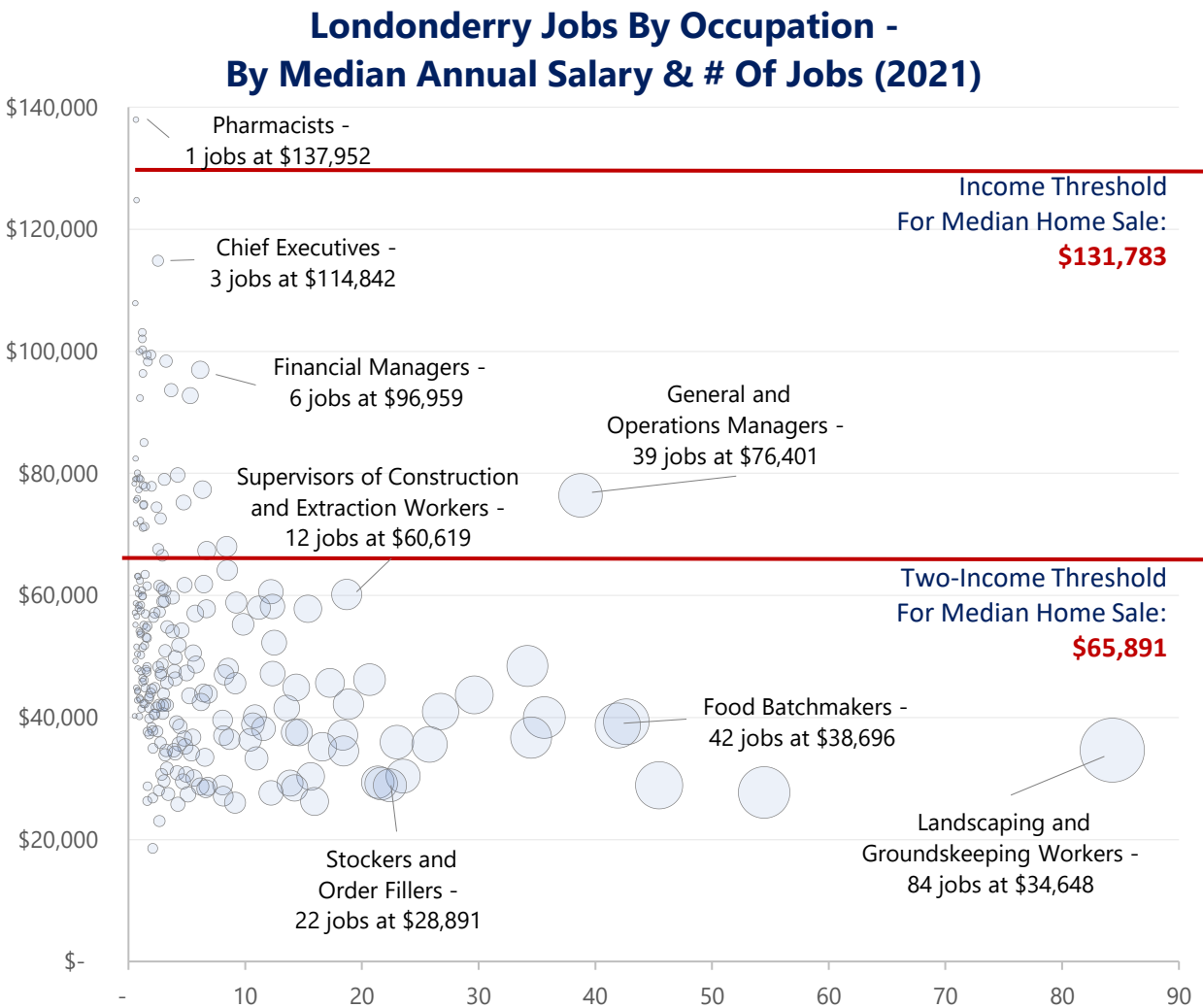
When previously comparing the median earnings of those working in Londonderry, even the 2-earner household was short of affording the median sales price of a home in Londonderry by nearly \$40,000.

This chart provides additional detail on different types of jobs and how the median earnings for these occupations compare to those same affordability thresholds. The two red lines highlight thresholds for either single or 2- earner households. The vertical axis relates to the median earnings for occupations. The horizontal axis *and* the size of the bubble reflect the number of those jobs in Londonderry (Lightcast, 2021).

The most common occupation in Londonderry is Landscaping and Groundskeeping Workers with 84 jobs in 2021. However, the median earnings for those jobs are \$34,648. This is lower than even the 2- earner household threshold and by nearly half. This implies that it would take a household with four people working this job to afford a home in Londonderry.

As another example, there are 39 General and Operations Managers jobs in Londonderry with a median salary of \$76,400. These workers are above the “two-income threshold” to afford a median home (that is, two workers earning the typical earnings of General and Operations Managers can afford a typical single-family home price in Londonderry).

Again, while it is unlikely that two earners in a household would have the exact same earnings, the analysis is helpful in demonstrating the housing affordability challenge in Londonderry with many households unable to afford a typical home price, even with two employed earners.



3. Housing Needs Analysis

Cost Burdened Households

Overview

The burden of housing costs for Londonderry residents has changed in various ways in the last decade. In 2021 there were 269 households classified as “cost burdened”, meaning that these households spend more than 30% of their income on housing costs. This is an additional 22 households compared to the same ACS survey from 2011 and brings the proportion of households in Londonderry that are cost burdened above one in three.

This increase in housing cost burden is felt most acutely by renter-occupied units. These households have seen their numbers increase by 3-fold since 2011, from 23 households up to 71 in 2021. Severely cost burdened households (those spending greater than 50% of income) have decreased in the last decade. From the 119 households seen in 2011, that number dropped to 78 in 2021 - only 10% of total households.

Londonderry’s percentage of cost burdened households has worsened compared to the overall state. In 2011 Vermont’s rate was 4% higher than Londonderry, but by 2021 that situation has nearly reversed, with Londonderry’s rate standing at 3% above the statewide pace.

For the purposes of this metric, monthly owner housing costs include payments for mortgages, deeds of trust, contracts to purchase, or similar debts on the property; real estate taxes; fire, hazard, and flood insurance; utilities (electricity, gas, water, and sewer); and fuels (oil, coal, kerosene, wood, etc.). It also includes, where applicable, monthly condominium fees and mobile home costs.

Monthly renter housing costs are comprised of gross rent, as defined previously.

Cost Burdened Households By Tenancy

Description	Londonderry			Vermont		
	2011	2016	2021	2011	2016	2021
Cost Burdened						
Owner-Occupied	224	157	198	60,579	55,177	46,754
Renter-Occupied	23	98	71	34,967	35,735	34,224
Total	247	255	269	95,546	90,912	80,978
Severely Cost Burdened						
Owner-Occupied	101	70	70	22,220	21,357	19,003
Renter-Occupied	18	36	8	17,146	17,816	16,737
Total	119	106	78	39,366	39,173	35,740

Source: ACS 5-Year

Cost Burdened Households By Tenancy as a Percent of Total

Description	Londonderry			Vermont		
	2011	2016	2021	2011	2016	2021
Cost Burdened						
Owner-Occupied	37%	33%	33%	33%	30%	25%
Renter-Occupied	16%	49%	38%	48%	47%	47%
Total	33%	38%	34%	37%	35%	31%
Severely Cost Burdened						
Owner-Occupied	17%	15%	12%	12%	12%	10%
Renter-Occupied	12%	18%	4%	23%	24%	23%
Total	16%	17%	10%	15%	15%	14%

Source: ACS 5-Year

Cost Burdened Households

Housing Cost Burden by Income Level

The 30% level for determining cost burden is an empirical guideline, but it is most applicable to households at the lower end of the income distribution. These are households whose ability to afford other basic goods is most impacted when they are forced to allocate more than 30 percent of income to housing.

In 2021 the largest cohort of cost burdened households in Londonderry were those with earning between \$35,000 and \$49,999. Representing 111 households, this level registered almost twice the number seen in the next largest cohort (56 cost burdened households earned less than \$20,000). This cohort of cost burdened households is also heavily represented by owner households (about ten to one vs renters).

Although fewer in number, the renter-occupied households that are cost burdened are much more likely to be in the bottom two income brackets, those earning less than \$20,000 and those earning \$20,000 to \$34,999. These make up 47 out of the 71 cost burdened renter-occupied households, or 67%.

Also, Londonderry's middle-income owners are more cost burdened than in the rest of Vermont. Nearly half of all owner-occupied households earning \$35,000 and \$49,999 in Londonderry are cost burdened - more than twice the rate seen at the state level.

Cost Burdened Households By Tenancy and Income, 2021

Description	Londonderry			Vermont		
	Owner-Occupied	Renter-Occupied	Total	Owner-Occupied	Renter-Occupied	Total
Less than \$20,000	30	26	56	11,349	13,792	25,201
\$20,000 to \$34,999	24	21	45	11,727	10,564	22,314
\$35,000 to \$49,999	98	13	111	8,323	5,502	13,913
\$50,000 to \$74,999	38	0	38	8,890	3,521	12,338
\$75,000 or more	8	11	19	6,431	807	7,350
Total	199	71	269	46,721	34,187	81,117

Note: totals may not sum due to rounding

Source: ACS 5-Year

Cost Burdened Households By Tenancy and Income as a Percent of Total, 2021

Description	Londonderry			Vermont		
	Owner-Occupied	Renter-Occupied	Total	Owner-Occupied	Renter-Occupied	Total
Less than \$20,000	15%	37%	21%	24%	40%	31%
\$20,000 to \$34,999	12%	30%	17%	25%	31%	28%
\$35,000 to \$49,999	49%	18%	41%	18%	16%	17%
\$50,000 to \$74,999	19%	0%	14%	19%	10%	15%
\$75,000 or more	4%	15%	7%	14%	2%	9%
Total	33%	38%	34%	25%	47%	31%

Source: ACS 5-Year

Cost Burdened Households

Housing Cost Burden by Age

The housing cost burden impacts all ages in Londonderry. For owner-occupied households in Londonderry, however, the demographic between 35 years and 64 years old registers the highest percentage of burdened households. Half (134 of 269) of all cost burdened households of any tenancy are those that are owner-occupied between the ages of 35 and 64 years.

For renter-occupied households, the most burdened are the young and old. More than four out of five (83%) of renter-occupied households between the ages of 25 years to 34 years are cost burdened. This is more than twice the rate for the same demographic in Vermont as a whole.

As striking as that ratio is, Londonderry's senior renters, those over 65 years of age, are almost all cost burdened. Of the 19 households in this cohort, 18 (95%) are cost burdened. Again, this rate is nearly twice the state's percentage of 51% for the same demographic.

Cost Burdened Households By Tenancy and Age, 2021

Description	Londonderry			Vermont		
	Owner-Occupied	Renter-Occupied	Total	Owner-Occupied	Renter-Occupied	Total
15 to 24 years	0	0	0	684	5,518	6,202
25 to 34 years	2	19	21	3,087	6,704	9,791
35 to 64 years	134	34	168	24,249	14,138	38,387
65 years and over	62	18	80	18,734	7,864	26,598
Total	198	71	269	46,754	34,224	80,978

Source: ACS 5-Year

Cost Burdened Households By Tenancy and Age As Percent of Total, 2021

Description	Londonderry			Vermont		
	Owner-Occupied	Renter-Occupied	Total	Owner-Occupied	Renter-Occupied	Total
15 to 24 years	0%	-	0%	43%	65%	61%
25 to 34 years	11%	83%	51%	20%	39%	30%
35 to 64 years	38%	24%	34%	22%	44%	27%
65 years and over	28%	95%	33%	29%	51%	33%
Total	33%	38%	25%	25%	47%	31%

Source: ACS 5-Year

Housing for Seniors

The Londonderry area has very limited options for seniors that need or prefer housing options different from their current situation. These needs were assessed based on an analysis of the community housing survey.

The housing survey received responses from 74 individuals that identified themselves as age 65 or older and living in Londonderry or South Londonderry. Key findings from these responses show:

- Approximately 9% are not very satisfied with their current housing (level of satisfaction rated as level 7 or lower out of 10)
- 11% intend to move within the next five years
- Of those that intend to move, two out of three think that a retirement community or assisted living housing will best meet their needs. Approximately 44% believe a small single-story single-family home will best meet their needs
- Also, of those intending to move, nearly 63% prefer to buy a home with the remainder unsure about whether they would rent or buy.

In addition to the survey responses, the cost burden data indicates that 80 senior households in the Town (25% of all senior households) are currently cost burdened by housing expenses. Population projections indicate that the senior population will grow, particularly as those aged 55 to 64 age into the 65-74 cohort. It is likely that these demographic shifts will generate the need for new housing options for seniors.

Based on the available data, it is conservatively estimated that between 5% and 10% of seniors need alternative housing to meet their needs, indicating the need for an estimated 24 senior housing units.

Projected Changes in Londonderry Households by Age of Householder and Income (2022-2027)

	55-64	65-74	75+
<\$15,000	-5	0	0
\$15,000-\$24,999	-7	-4	1
\$25,000-\$34,999	-4	-6	-3
\$35,000-\$49,999	-3	2	3
\$50,000-\$74,999	-2	11	8
\$75,000-\$99,999	-5	1	1
\$100,000-\$149,999	-1	5	2
\$150,000-\$199,999	10	7	2
\$200,000+	1	7	7
Total	-16	23	21

Source: Esri

Estimated Housing Need for Seniors in Londonderry

Current Senior Households	319
Estimated % Needing Alternative Housing (Low)	5%
Low Case Estimate	16
Estimated % Needing Alternative Housing (High)	10%
High Case Estimate	32
Average High and Low Case	24

Source: Camoin Associates

Workforce Need

Displaced Workers

Since workers will balance time spent commuting against other preferences, they typically want to live as close to work as possible. This means demand for housing comes not only from current residents but also from those who work in town but, due to lack of housing availability and high prices, must live somewhere besides Londonderry. Currently, 68.2% of “primary” jobs in the Town are filled by those that commute to their job from other communities.

Two approaches were used to estimate the housing needs coming from displaced workers. The first examines those workers commuting very long distances (25 miles or greater). It is expected that a significant portion of these workers would move to Londonderry if the right housing were available. Assuming 30% to 40% of these households are inclined to relocate given more favorable opportunities, approximately 42 workers are estimated to be displaced specifically due to housing.

A second approach focuses on increasing the share of “resident workers”. Currently, 31.8% of local workers reside in Londonderry. Based on the research and analysis conducted for this study and similar assessments in other communities, a more appropriate share for the town would register in the 35% to 40% range. Based on these target shares, an average of the low and high estimates indicate the need for an additional 34 housing units.

Based on these two approaches, a conservative estimate shows a need for 34 additional housing units in Londonderry suitable for these displaced workers.

Displaced Worker Housing Need	
Estimate 1: Capture Potential	
Workers Commuting 25 Miles or Greater	121
Low Case (30% Capture)	36
High Case (40% Capture)	48
Average	42
Estimate 2: Capture Potential	
Total Primary Jobs In Londonderry	588
Workers that Live/Work in Town (Resident Workers)	187
Workers that Live/Work in Town (%)	31.8%
Workers that Commute into Town	401
Workers that Commute into Town (%)	68.2%
Low Target For Resident Workers (35%)	206
High Target for Resident Workers (40%)	235
New Resident Workers (Low)	19
New Resident Workers (High)	48
Average	34
Summary	
Average Estimate 1 and 2	38
Housing Unit Need*	34
*Assuming 10% of displaced workers live with other in-town displaced workers	
Source: U.S. Census Bureau OnTheMap; Camoin Associates	

“Missing Workers”

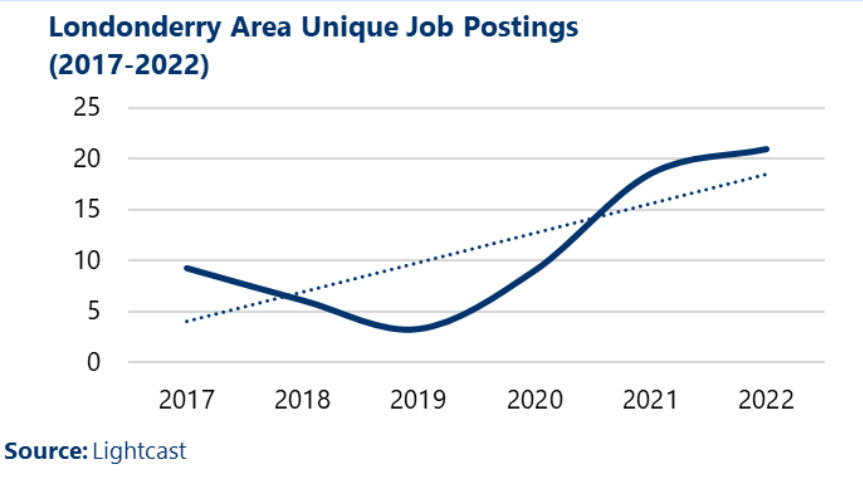
Interviews and focus groups conducted for the needs assessment revealed that many businesses have been unable to fill job openings, or have not created desired jobs, because of housing issues. That is, if appropriate suitable and affordable housing were available there would be more occupied jobs in the Town. As a result, Londonderry has a need for housing to accommodate these “missing workers” that are currently absent from the local economy.

Workforce availability issues are complex and cannot be tied solely to local housing issues. The local and state economies are currently facing a general labor shortage and many workers also lack the necessary skills to fill available jobs. Nevertheless, housing rates among the more critical issues affecting local economic health.

To understand the housing need, employment data and job posting data were examined. The number of unique postings for jobs in the Londonderry and South Londonderry zip codes increased significantly from approximately 9 in 2017 to 21 in 2022 reflecting, in part, the difficulty in attracting and retaining workers. The most common job postings are indicated in the table to the right (2015-2022)

Employment data was also examined to show how unique local housing issues may be affecting economic growth relative to the state as a whole. This data shows economic growth rebounded stronger in Vermont than it did locally. Had Londonderry rebounded at the same rate seen throughout Vermont there would be an additional 30 jobs in the community.

Based on this data along with qualitative findings, it is conservatively estimated that there is a need for an additional 10 to 15 housing units to accommodate “missing” workers.



Top Londonderry Area Job Postings 2015-2022			
Company	Total Postings	Unique Postings	Median Posting Duration
Intrawest	285	236	37 days
Stratton Mountain Resort	232	193	32 days
Steamboat Ski And Resort Corporation	210	174	48 days
Flood Brook School	121	87	31 days
Springfield Medical Care Systems	43	40	18 days
People's United Bank	54	28	22 days
Vermont Information Consortium	19	19	29 days
Sylvan Learning Center	91	15	n/a
Murdock Consulting	55	13	n/a
Stratton Mountain School	12	12	57 days
BAYADA Home Health Care	12	12	17 days
Werner Enterprises	14	12	18 days
Note: Includes Londonderry and South Londonderry Zip Codes			
Source: Lightcast			

Underhoused and Overcrowded Young Adults

The underhoused needs analysis focuses on young people that are living with others because of the lack of attainable and suitable housing options in the region. While these living arrangements may be common and in and of themselves do not represent a housing challenge, the analysis considers only the proportion of those living within this arrangement beyond “typical” levels.

Within Londonderry, 156 residents aged 18-34 live with parents, other relatives, or other nonrelatives (roommates), and a proportion of these may potentially be underhoused. In Londonderry, these residents account for 67% of this age segment compared to 50% at the state level indicating that an atypical number of young adults are living with others in the Town.

To estimate the additional units needed to appropriately house this cohort, the number of young adults living with others is calculated as if the Town were to mirror the same rates seen at the state level. This analysis provides an estimate of 40 additional housing units needed to accommodate these underhoused young adults in the Town.

Overcrowding analysis as a housing need evaluates whether data on the number of occupants per household implies unmet demand for housing due to more people living in a space than is considered acceptable from a health and safety perspective.

The four units that comprise less than 1% of total units show that there is little housing need in the Town due to overcrowded housing conditions.

Underhoused Residents Aged 18-34, 2020

Living Arrangements	Londonderry		Vermont	
	Count	Share	Count	Share
Living Alone	11	5%	11,098	9%
With Spouse	58	25%	28,653	23%
With Unmarried Partner	8	3%	21,867	18%
With Parents	95	41%	31,609	26%
With Other Relatives	29	12%	9,836	8%
With Other Nonrelatives	32	14%	19,026	16%
Total 18 to 34 Year Olds	233	100%	122,089	100%
Total Living with Others (non-spouse/partner)	156	67%	60,471	50%
Expected (Typical) Number Living with Others	117	50%		
Estimated Underhoused In Need of Own Housing	40			

Source: ACS 2020 5-year estimates

Overcrowded Households, 2020

Housing Units	Londonderry	Vermont
Owner Occupied Units	4	650
Percent Owner Occupied Units	0.5%	0.2%
Renter Occupied Units	0	1,457
Percent Renter Occupied Units	0.0%	0.6%
Total Occupied Units	782	262,852
Percent a Total Occupied Units	0.5%	0.8%

Note: Households with over 1.5 occupants per room

Source: ACS 2020 5-year estimates

Obsolete and Substandard

Especially in regions with a longer history of settlement, there are some residential structures that become outmoded or are not maintained to modern standards of habitation. Homes that don't have a functional kitchen area or that don't have modern plumbing facilities can be classified by Census as substandard. Additionally, residences that have come into disrepair either through age, environmental damage or deferred maintenance can be unsuitable for occupation and are classified as obsolete.

Out of the 782 occupied housing units in Londonderry, there is a small minority (11 units or 1%) classified as substandard. Of these units, all were found to have complete plumbing. Eleven units, however, were without complete kitchen facilities.

In 2023 Londonderry will be celebrating its 253rd year since it was chartered. Many of its historical structures have been carefully maintained and many others have been replaced. But there are 183 residential structures that were built prior to 1939 and a small share are considered to be obsolete.

Together these units that are regarded as either substandard or obsolete total 16 units, or 2% of the town's current housing stock.

Substandard Housing, 2020		
Description	Londonderry	Vermont
Total Occupied Housing Units	782	262,852
Units with complete plumbing	782	261,507
Units without complete plumbing	0	1,345
Percent without complete plumbing	0.0%	0.5%
Units with complete kitchen facilities	771	260,454
Units without complete kitchen facilities	11	2,398
Percent without complete kitchen facilities	1.4%	0.9%
Minimum Number of Substandard Units	11	3,743
Source: ACS 2020 5-year estimates		

Obsolete Housing, 2020		
Description	Londonderry	Vermont
Housing Units Built Prior to 1939	183	68,611
Estimated Percent Obsolete	3%	3%
Estimated Obsolete Units	5.5	2,058
Source: ACS 2020 5-year estimates		

Total Obsolete and Substandard Housing Replacement Need, 2020		
Description	Londonderry	Vermont
Substandard Housing	11	3,743
Obsolete Housing	5.5	2,058
Total	16	5,801

Housing Need Summary

The results of the quantitative needs analysis indicate that there are an estimated 299 to 315 households in need of new, improved, or alternative housing arrangements in the Town of Londonderry.

A range is provided as some categories of housing need may potentially have overlapping households (i.e., households that fall into more than one category). The low estimate is based on the categories that are mutually exclusive and do not have the potential for overlapping categories. For this analysis that includes all categories except for households living in obsolete and substandard units.

Cost burdened households represent the largest proportion of the housing need with 189 cost burdened households (excluding cost burdened senior households). Workforce need (including displaced and “missing” workers) ranks second with 47 households associated with current and needed workers needing housing in the Town.

The greatest need for housing is for owner-occupied households accounting for 72% of the overall town housing need. Renters account for the remaining 28% of the need. By income level, the greatest housing need is for households in the \$35,000 to \$49,999 income level with 110 households with housing need in this bracket. Approximately 30% of the housing need is for households with incomes greater than \$50,000. Overall, the income distribution suggests a need for housing across the income price and rent spectrum.

Summary of Housing Need, By Category and Tenancy (Households)

Description	Owner-Occupied		Renter-Occupied		Total	
	Count	Percent	Count	Percent	Count	Percent
Cost Burdened	136	43%	53	17%	189	60%
Senior Households	17	5%	7	2%	24	8%
Workforce: Displaced Workers	24	8%	10	3%	34	11%
Workforce: Missing Workers	9	3%	3	1%	13	4%
Underhoused and Overcrowded	28	9%	11	4%	40	13%
Obsolete and Substandard	12	4%	4	1%	16	5%
Total (Low Estimate)	215	68%	84	27%	299	
Total (High Estimate)	227	72%	88	28%	315	

Source: Camoin Associates

Summary of Housing Need, By Income and Tenancy (Households)

Description	Owner-Occupied		Renter-Occupied		Total	
	Count	Percent	Count	Percent	Count	Percent
Less than \$15,000	22	7%	22	7%	43	14%
\$15,000 to \$19,999	10	3%	8	2%	18	6%
\$20,000 to \$24,999	8	2%	8	2%	15	5%
\$25,000 to \$34,999	19	6%	16	5%	35	11%
\$35,000 to \$49,999	94	30%	16	5%	110	35%
\$50,000 to \$74,999	42	13%	4	1%	46	15%
\$75,000 to \$99,999	9	3%	7	2%	16	5%
\$100,000 to \$149,999	12	4%	6	2%	18	6%
\$150,000 or more	12	4%	3	1%	15	5%
Total	227	72%	88	28%	315	100%

Source: Camoin Associates

APPENDIX

C

COMMUNITY HOUSING SURVEY RESULTS

COMMUNITY HOUSING SURVEY

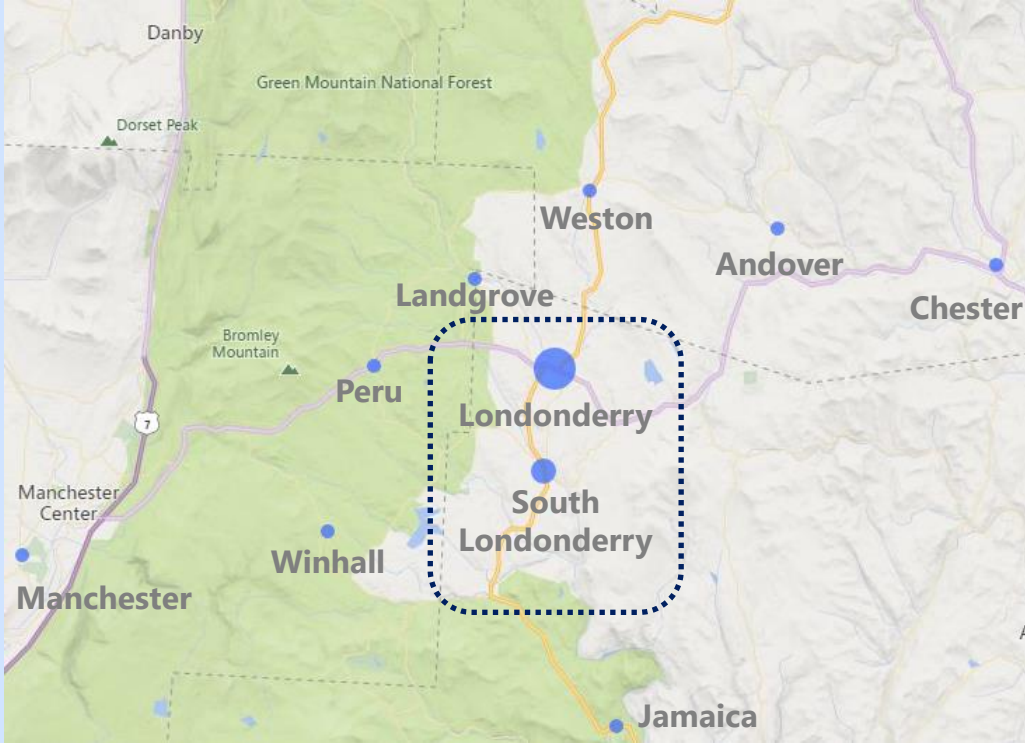
Community surveys are a commonly used tool to supplement public data sources with geographically targeted and civically engaged opinion on critical issues. Key benefits of this approach are:

- Creates an opportunity for direct input from the target community itself
- Information is current and reflects the most recent sentiment of those participating
- The survey format covers a broad set of issues related to housing and also allows customized responses to questions

The Londonderry Community Housing Survey was created to help understand the local perspective on housing issues and identify how much and what type of housing is needed now and in the future.

It was open for over four weeks from 11/1/2022 until 12/1/2022. The survey was visited by 466 people from nearby towns in southern Vermont. This engagement highlights the larger community interest in housing as well as the regional nature of housing as a policy issue. However, the analysis [of the survey in this report is limited to those respondents from Londonderry \(including South Londonderry\)](#). Additional survey analysis will be conducted for those living outside of the Town.

Given the size of the community, the type of survey, and our experience with similar surveys, we feel the number of responses illustrates a good representation of the target area. The following pages contain key findings from the survey responses followed by the response data to each survey question. **It is important to note that the community housing survey is not a scientific survey and should not be considered fully representative of the community. However, the responses provide helpful insights into the housing issues and needs facing the community.**



Visited

466



Started

304



Avg. Time to Complete

14m



Completed

205



Completion Rate

67.43%

COMMUNITY HOUSING SURVEY – Key Findings

Who Took the Survey?

The majority of respondents are regular long-time residents

- 69% have lived here 5 years (58% more than 10)
- 85% of respondents live here year-round

Survey respondents skewed relatively older and higher income

- Age: 62% are 55 years or older
- Income: 85% make > \$50k

Current Housing Situations

Most common situation is living in a single family and don't expect to move

- 79% of respondents own and live in a single-family home
- 69% don't expect to move

Two-person households are most common

- 56% are in a 2-person household

Seasonal Residents and Landlords

Among respondents, those that own units in Town that they do not live in primarily rent to long-term tenants

- 13% of respondents own a unit they do not live in...
 - 46% rent to a long-term tenant
 - 29% rent to short-term
 - 18% leave it vacant

Housing Costs and Affordability

The median monthly housing cost is \$1,000 - \$1,500

- Current monthly rent or mortgage of respondents was between \$1,000 - \$1,499

A portion of respondents are currently cost-burdened by housing costs

- 31% of respondents cost burdened (>30% of income to house costs)
- 9% are severely cost burdened (>50% of income to house costs)

Many can't afford current house prices

- 41% of respondents list a price range that is below the median selling price for the region

Housing costs are among most commonly cited housing challenges

- Together answers related to recurring costs and maintenance made up 49% of responses.
 - Cost of property taxes (19%)
 - Cost of utilities (10%)
 - Repairs can't afford (8.6%)
 - Lack of reliable internet (7.4%)
 - Far from friends/family/social groups (6.6%)

COMMUNITY HOUSING SURVEY – Key Findings

Personal Housing Preferences for the Future

Single-family homes preferred

The top choices in order were:

- Small, single-story single-family home
- Large, multi-story single family home
- Retirement community
Tiny house
- Own and live in a multi-family building

Rural living preference in top home choice factors

- The most important home choice factors were:
 - Access to nature (17%)
 - Like the neighborhood (15%)
 - Yard (lot) size (14%)
 - Close to services (9.8%)
 - Scenic Views (8%)

Perception of Housing Needs in Community

Strong belief there is not enough variety of housing

- 81% of responses answered the two most negative choices regarding the variety of housing in Londonderry

Respondents feel housing needs not being met

- 95% of respondents feel housing needs are not being met
- 80% feel that “many” or “most” needs are not being met

Housing needs are changing

- Less than half of respondents chose their current living arrangements as those that will best suit them 5 years from now

Most Important Housing Issues:

- The most important housing issues in the community are:
 1. Prices not affordable for people to live and work in the area
 2. Lack of available quality rentals
 3. Too many short-term rentals

What housing do people want to see most?

- What housing do people want to see most in the Town?
 1. Single-family homes
 2. Mixed-use buildings
 3. Small clustered cottages
 4. Senior housing
 5. Apartments in existing buildings

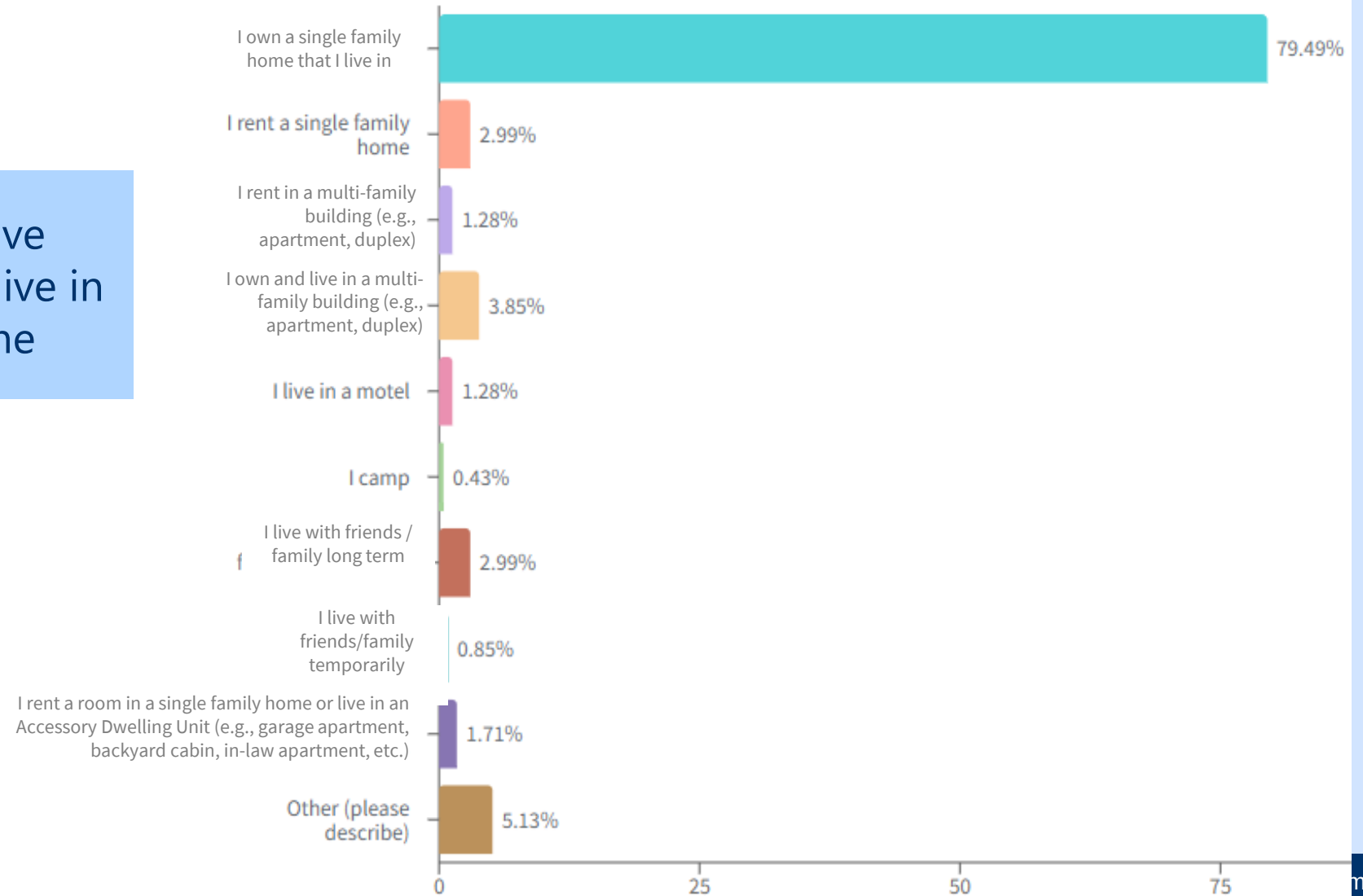
Opinions about Strategies to Address Housing Needs

Programs to help renovate improve existing housing had the greatest support

- What strategies are most supported in the community?
 1. Programs for the renovation/improvement of existing housing
 2. Allow accessory dwelling units and tiny homes
 3. More flexible zoning for different building types
 4. Limiting Short Term Rentals
 5. Public investment in infrastructure to support housing development

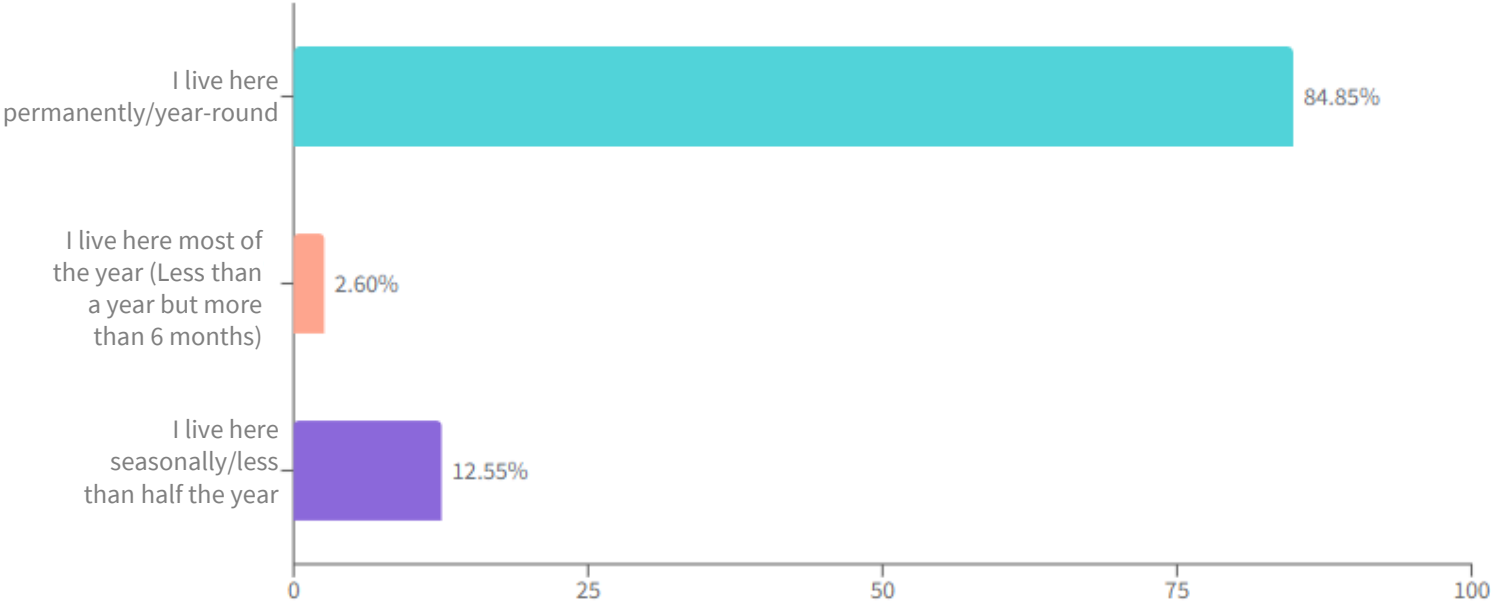
What best describes your housing situation?

Nearly four out of five respondents own and live in a single-family home



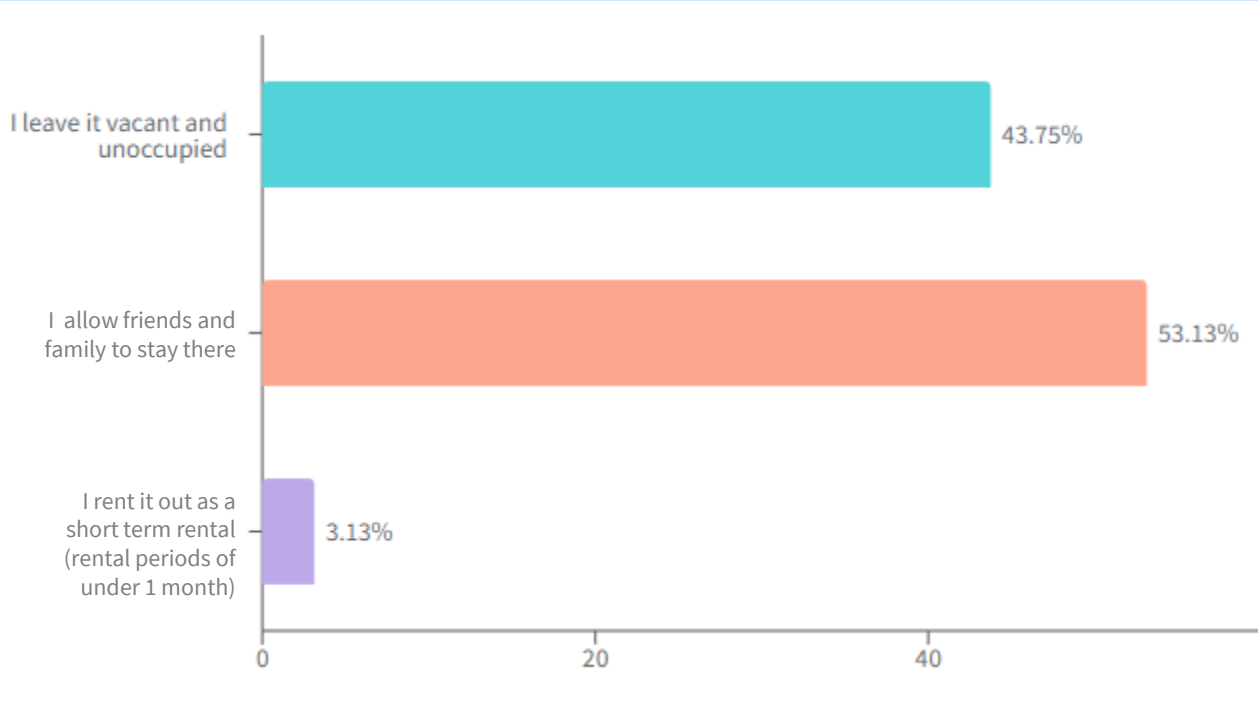
Please describe how often you are living at your current housing situation in the Londonderry area.

Approximately 85% live in Londonderry permanently while the remainder of respondents are seasonal residents



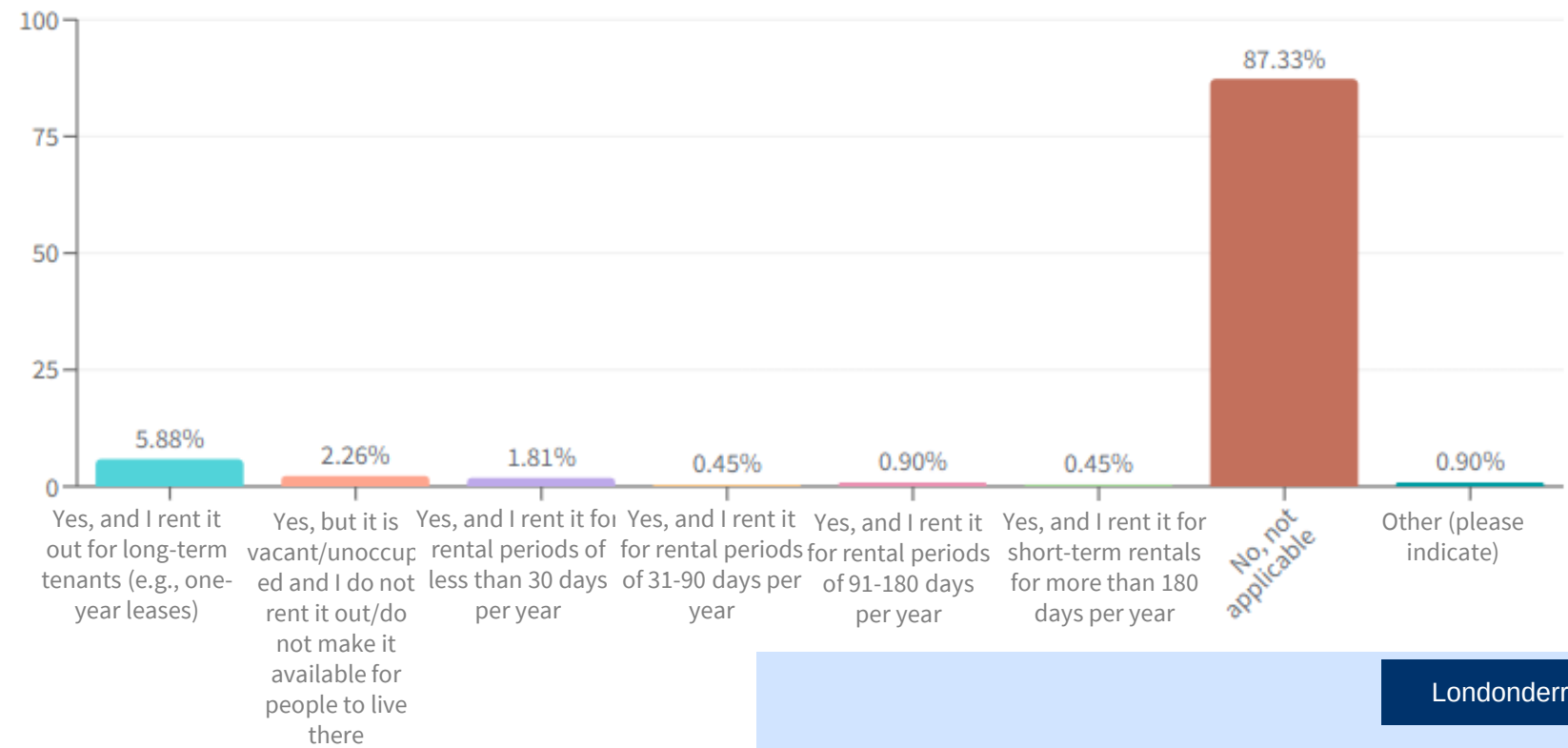
(For Those that answered they live here less than full-time year-round) please tell us what you do with your residence while you are not living in it.

The majority of respondents that don't live in the community year-round either leave their home vacant or make it available for friends and family



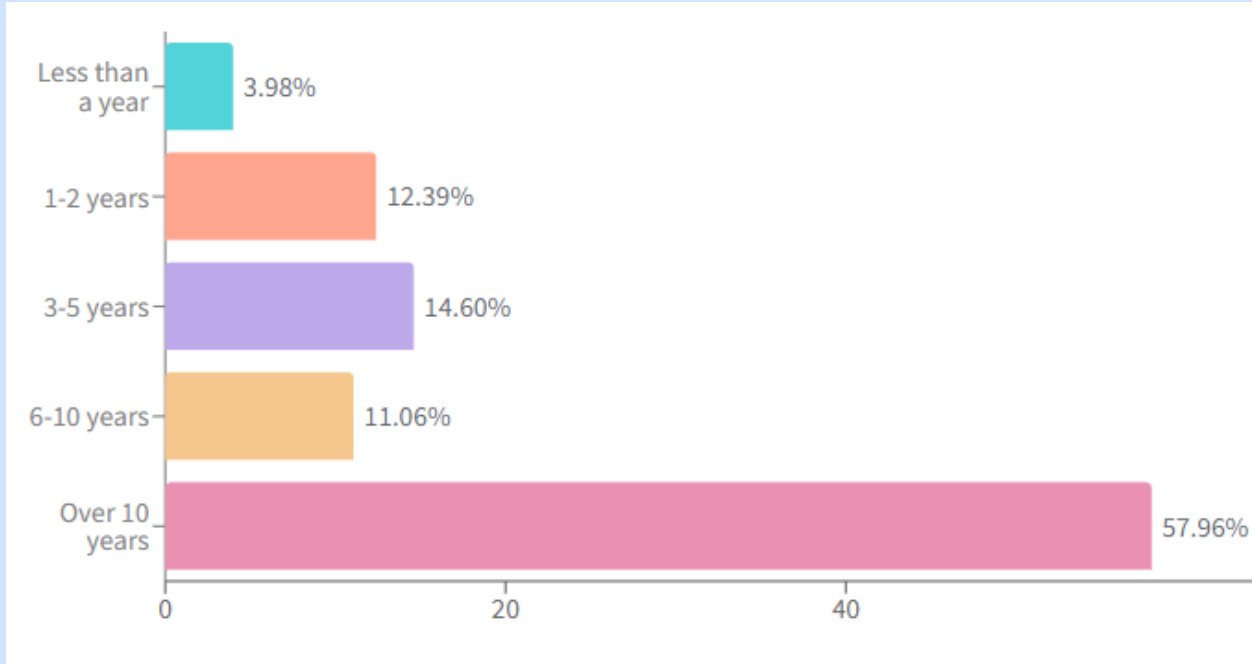
Do you currently own a housing unit in Londonderry that you do not live in?

Approximately 13% of respondents own a housing unit in Town they do not live in. Of those, 46% rent to long-term tenants while 29% rent short-term



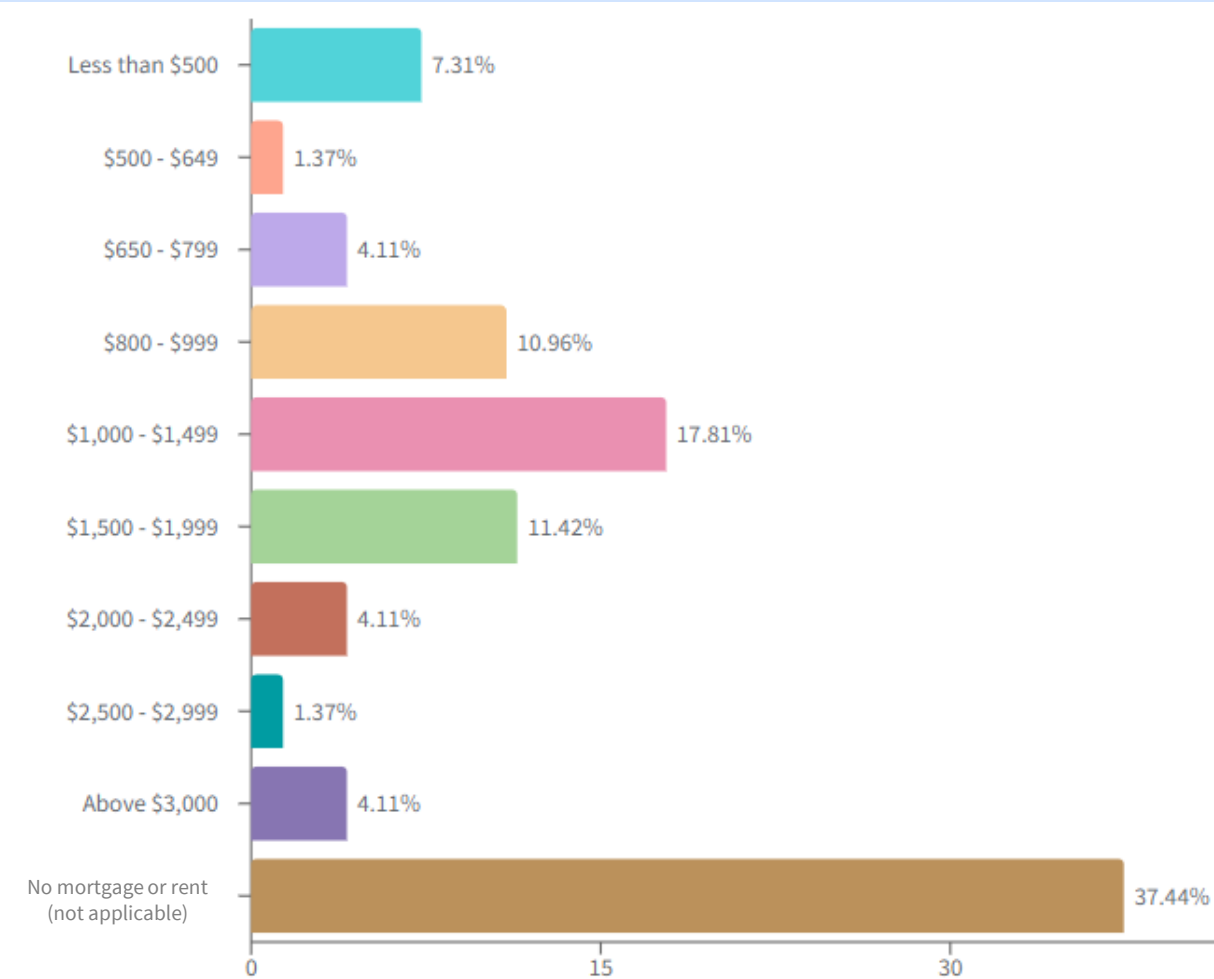
How long have you lived at your current housing situation?

Approximately 69% have lived in their current housing for more than 5 years (58% more than 10 years)



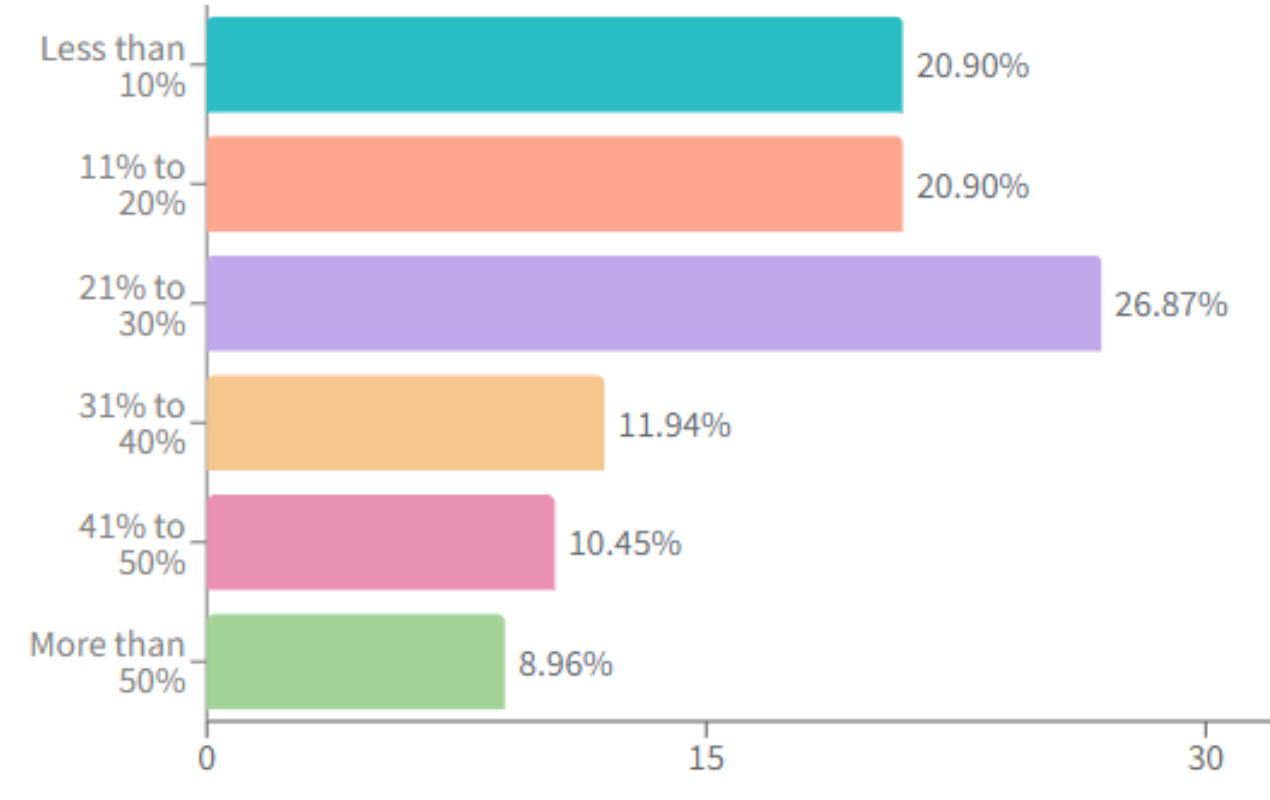
What is your current monthly rent or mortgage?

Over 37% don't have a monthly mortgage or rent payment; however, for those that do, the most common response was a payment of \$1,000 to \$1,499 per month.



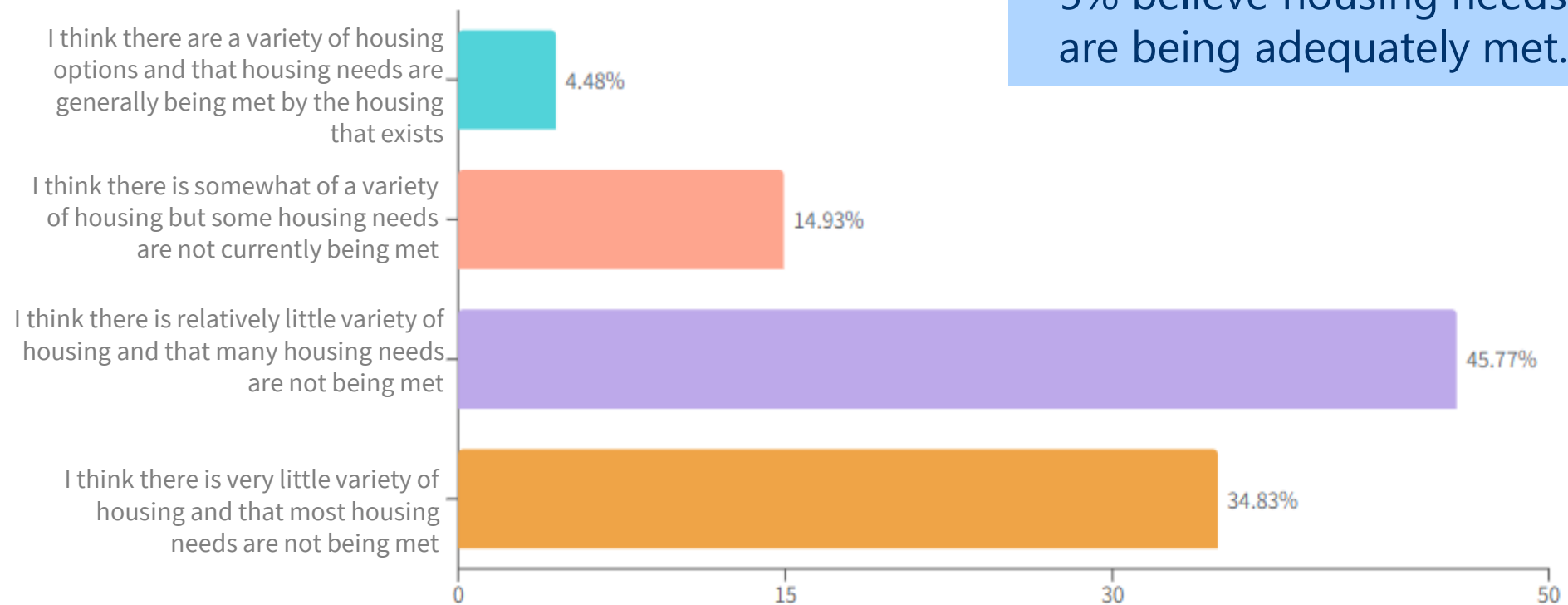
If you are renting or paying a mortgage, approximately what percentage of your household's monthly income goes toward paying for your housing? Housing costs also include monthly utility costs and insurance.

Approximately 31% of respondents are considered “cost burdened” as they spend more than 30% of their income on housing. Nearly 9% are severely cost burdened (spend more than 50% of income on housing)



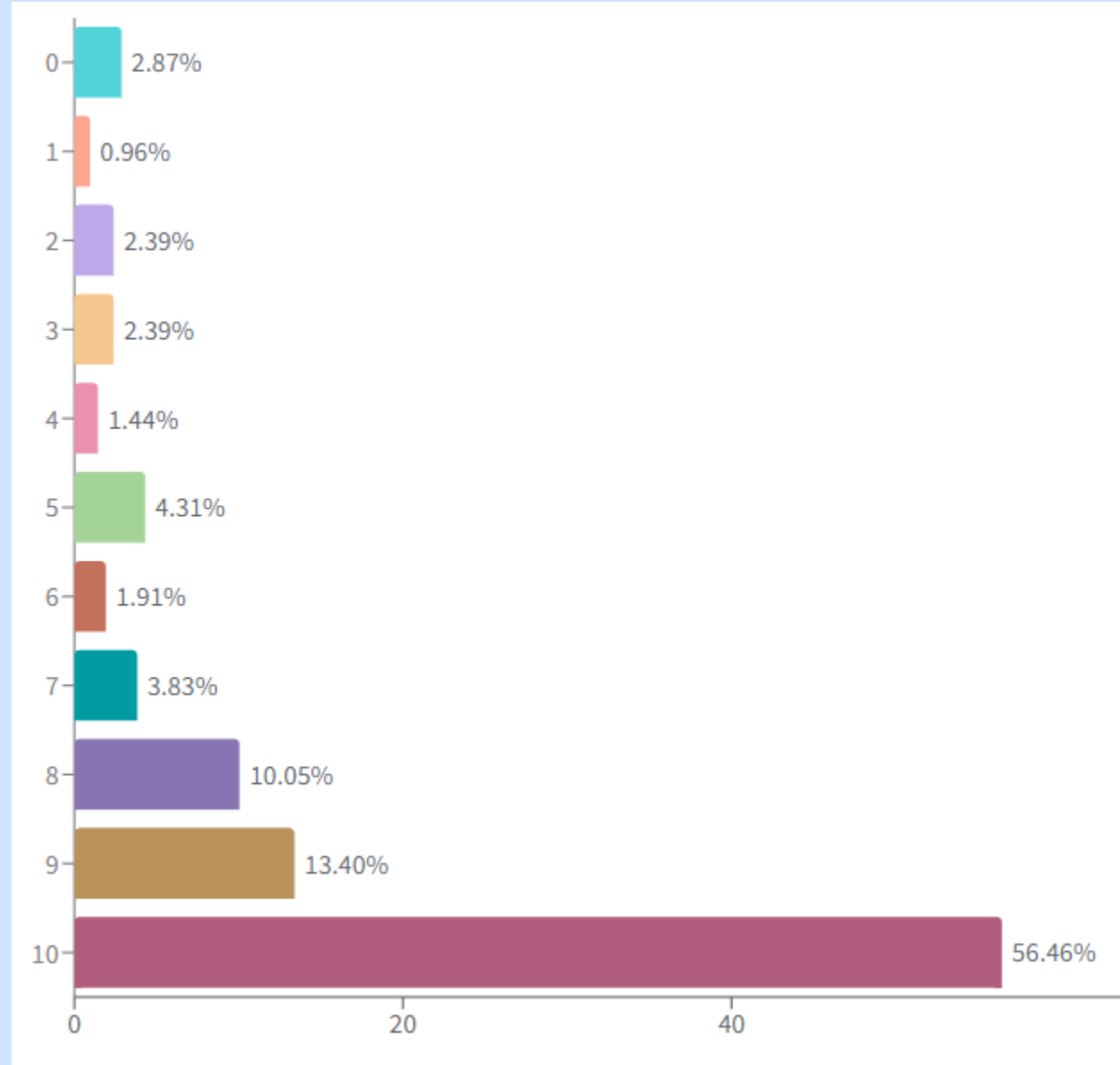
Which statement most accurately reflects how you feel about the housing options in the Town of Londonderry?

More than 8 out of 10 selected the two most “negative” answers. Less than 5% believe housing needs are being adequately met.



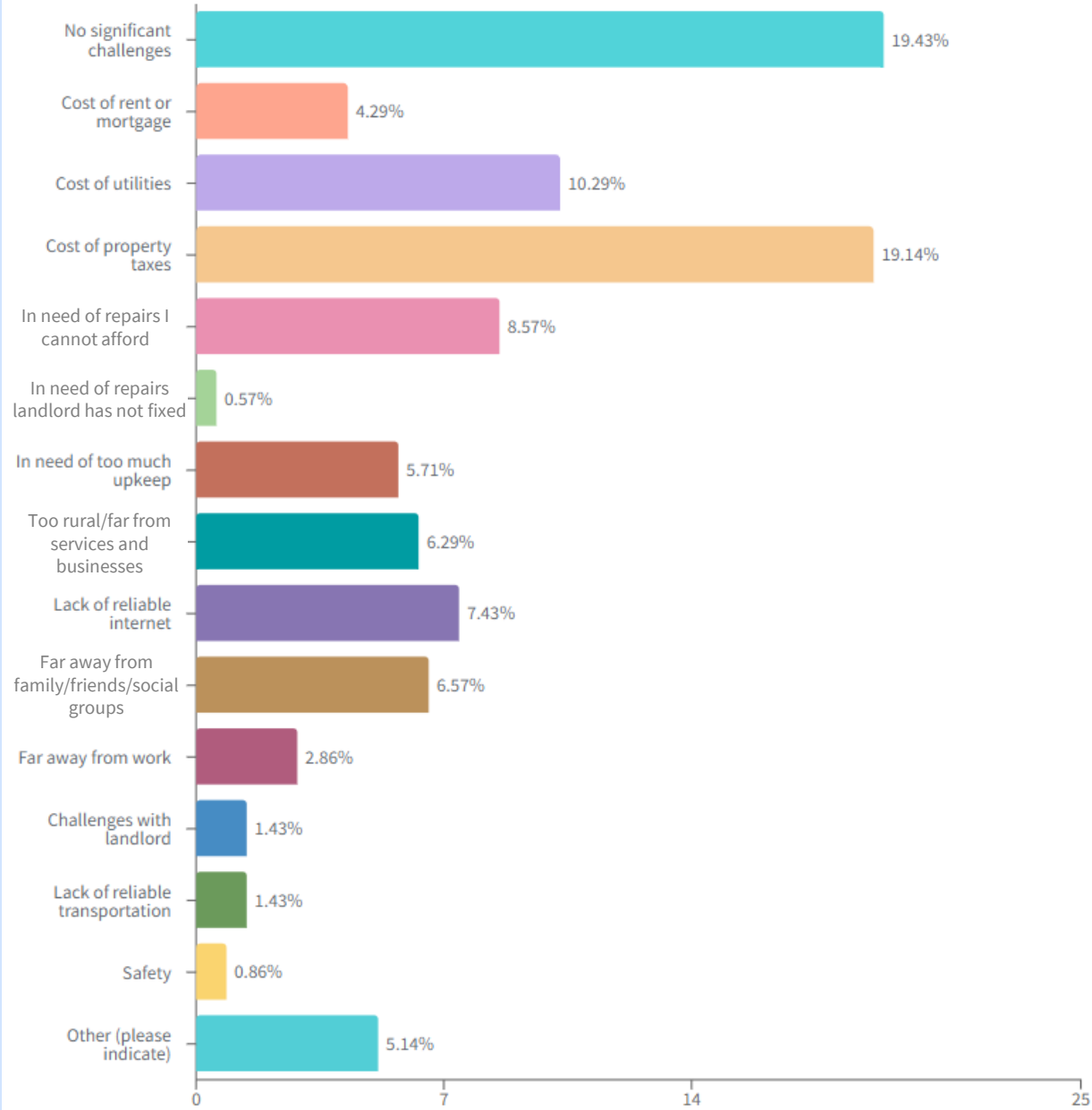
On a scale of 0-10, how satisfied are you with your current housing situation (0 = not at all satisfied, 10 = completely satisfied)

Respondents are generally satisfied with their personal housing situations with approximately 80% rating an 8 or higher. However, more than 14% of respondents rated their current housing satisfaction as 5 or lower.



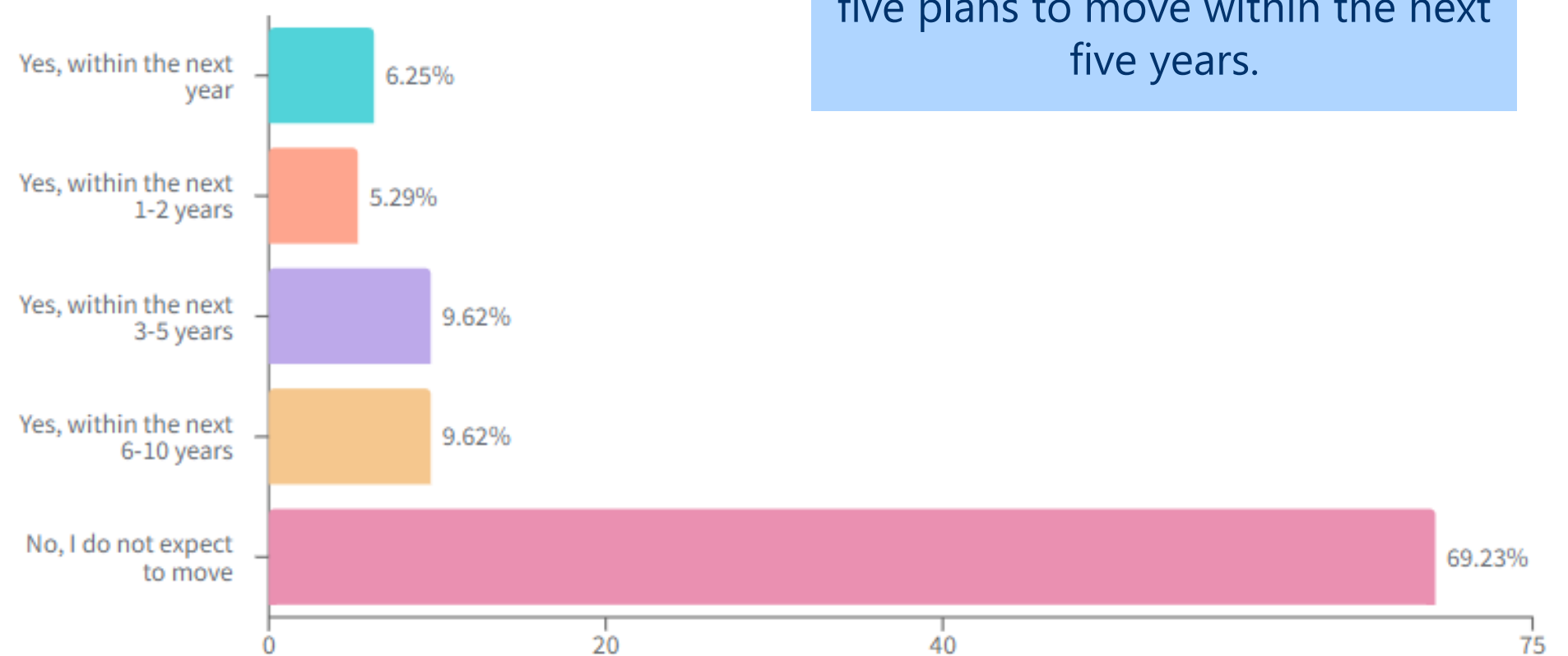
What do you find most challenging about your current living situation? (Select up to three)

While the most common response was not having any significant challenges; the most reported challenge was the “cost of property taxes” (19%) followed by “cost of utilities” (10%), and “In need of repairs I cannot afford” (8.6%)



Do you expect to move in the future?

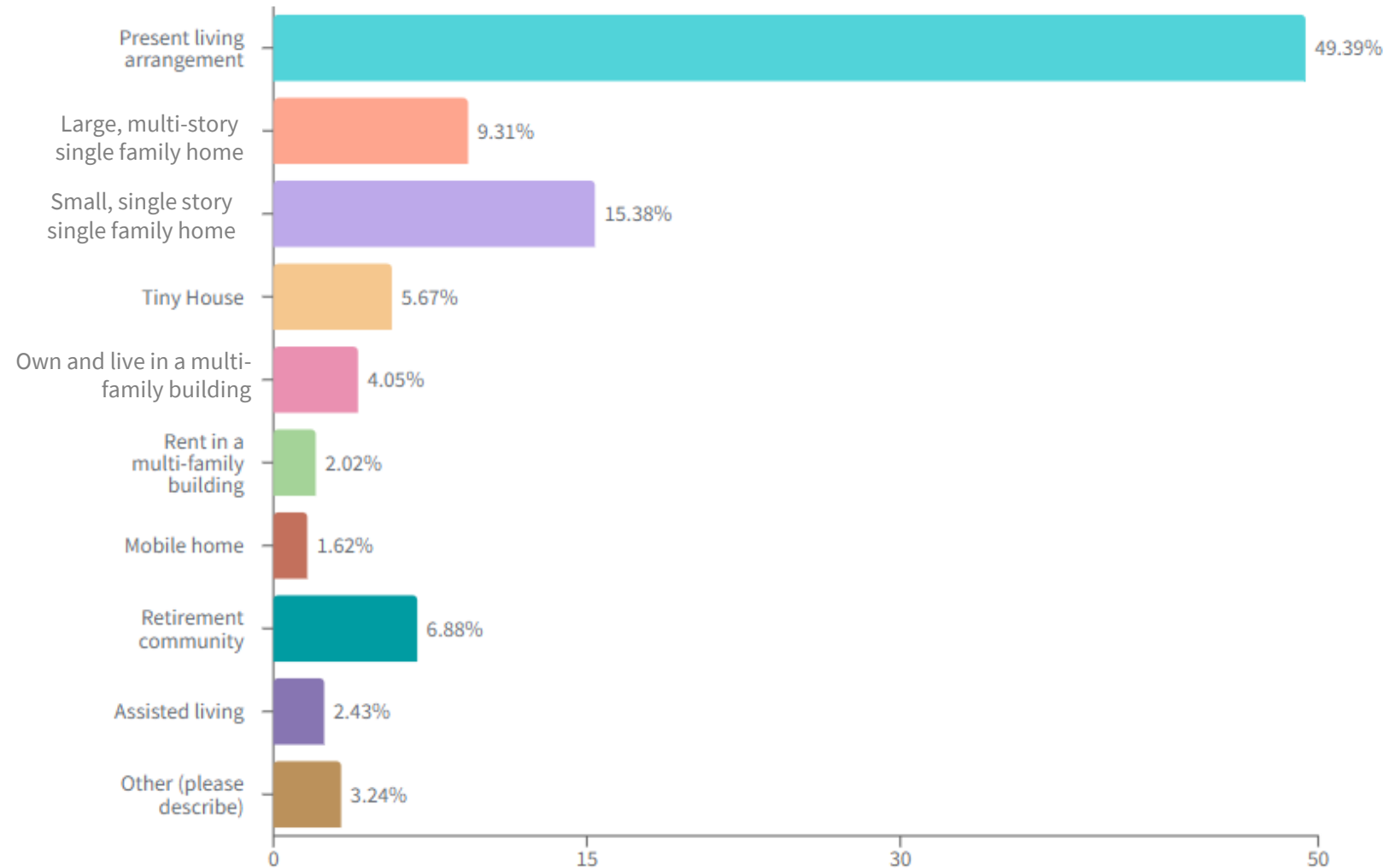
Most (69%) do not have plans to move while more than one out of five plans to move within the next five years.



In 5 years, what type of housing do you think will best suit your needs? (Please select all that apply.)

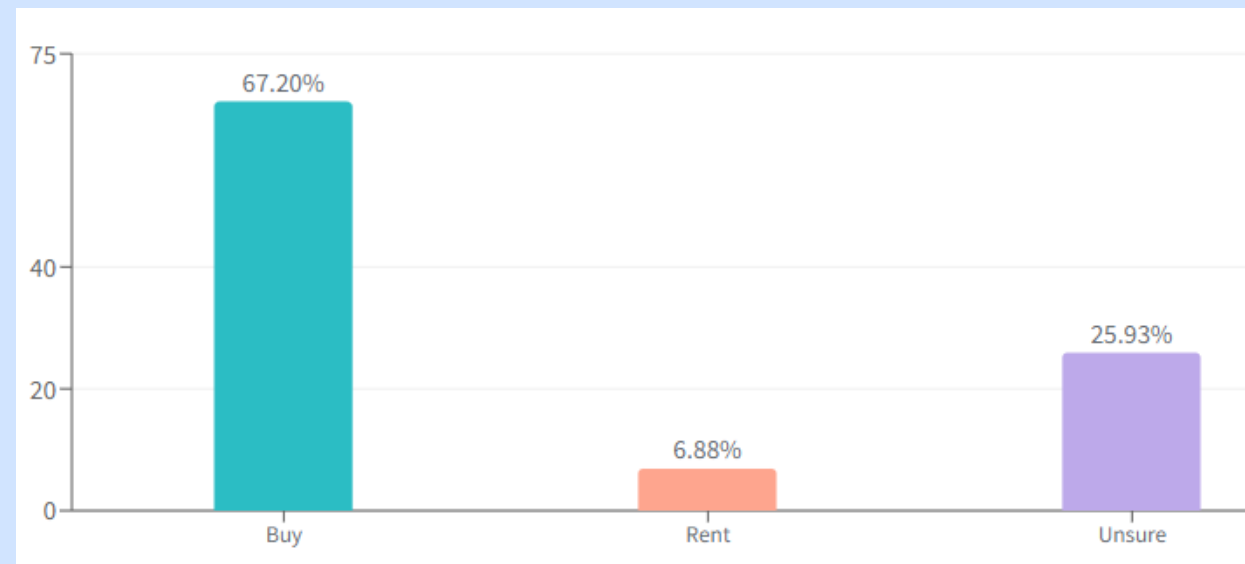
Aside from “present living arrangement” the most common responses were:

- Small, single story single-family homes (15%)
- Large multi-story single family home (9.3%)
- Retirement community (6.9%)



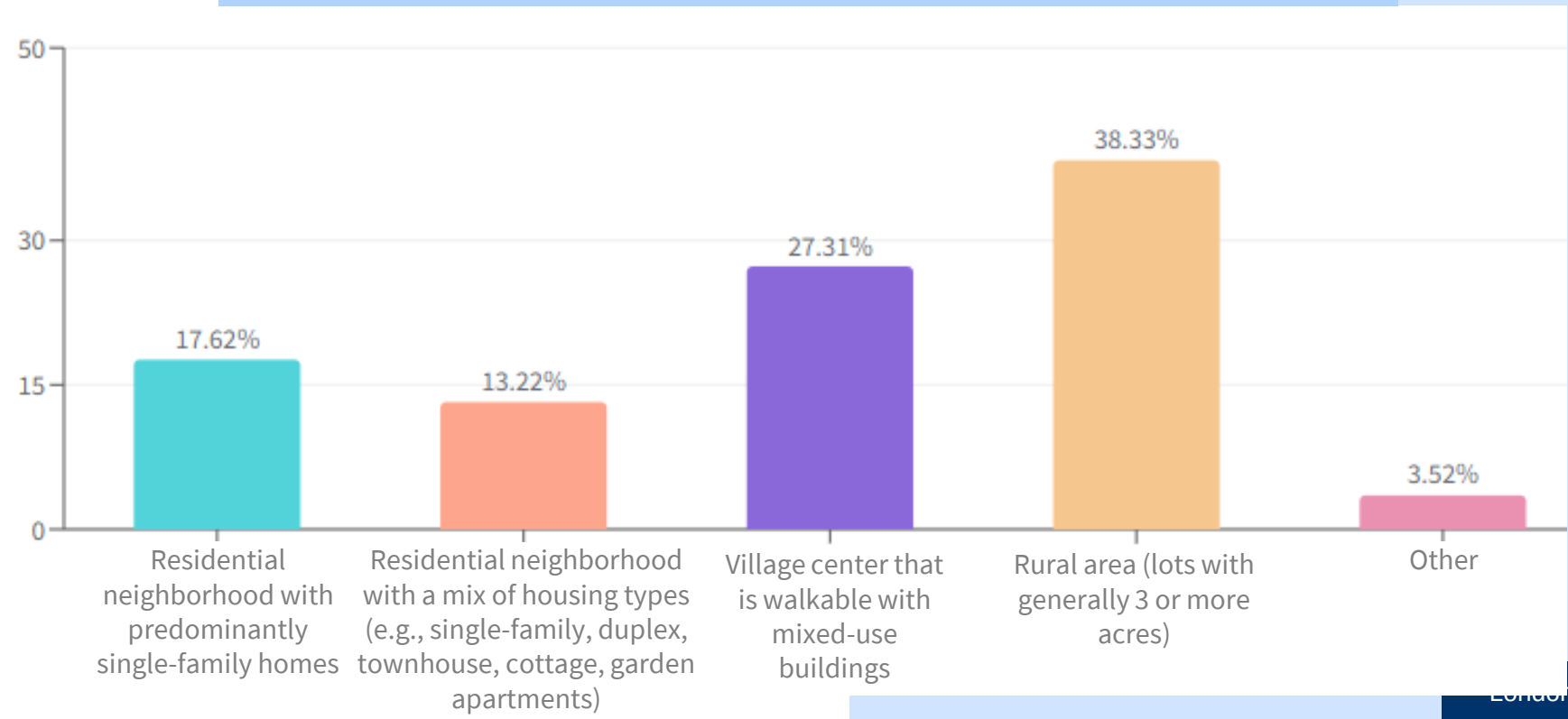
Would you prefer to rent or buy your next residence?

Over 67% responded that they would prefer to buy their next residence while only 6.9% prefer to rent.



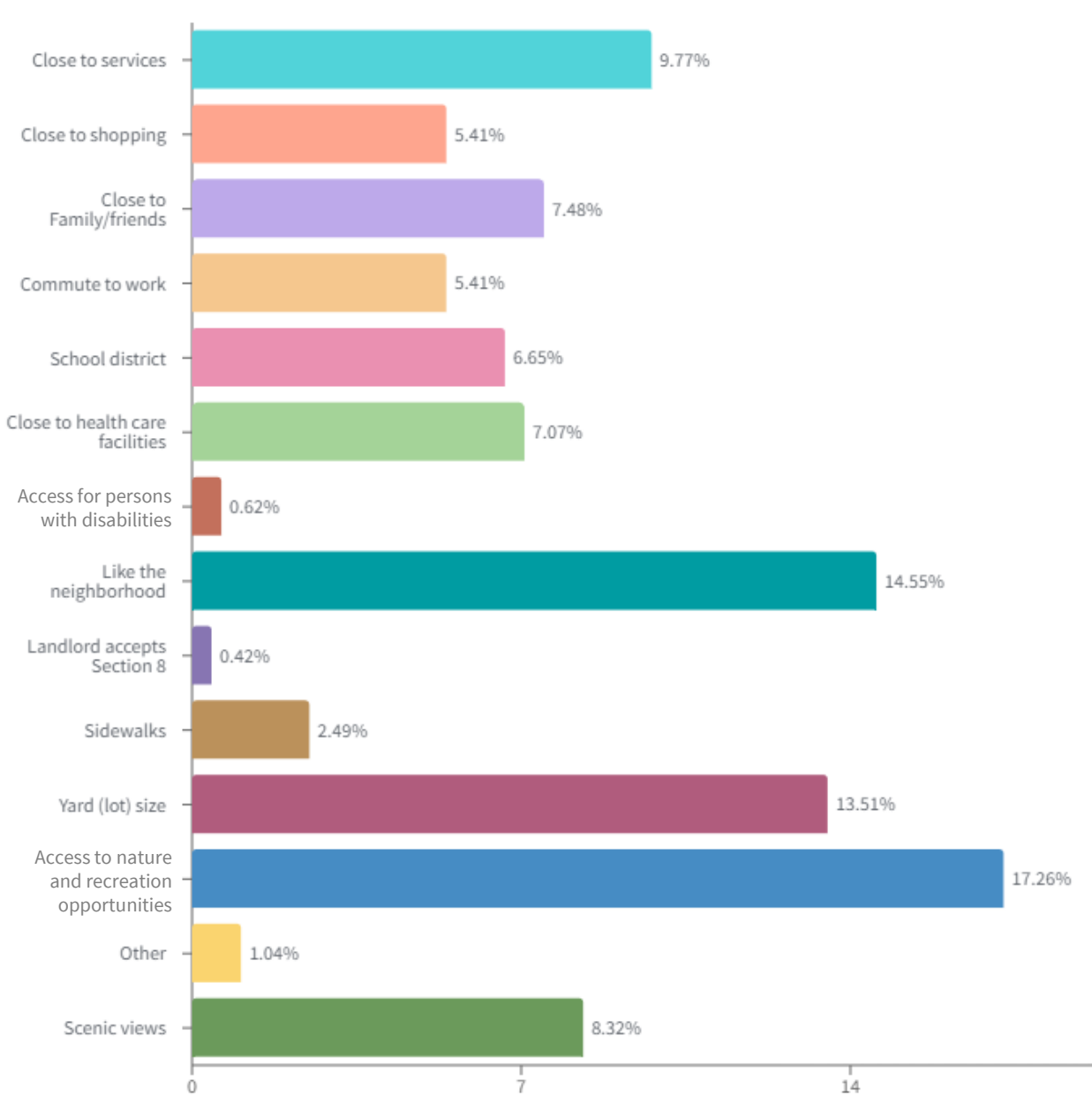
Reflecting on your last answer, in what type of setting would this housing ideally exist:

The most preferred setting is for a rural area with large lot sizes (38%); however, the second most common preference was to live in the village center walkable to mixed-use buildings (27%)



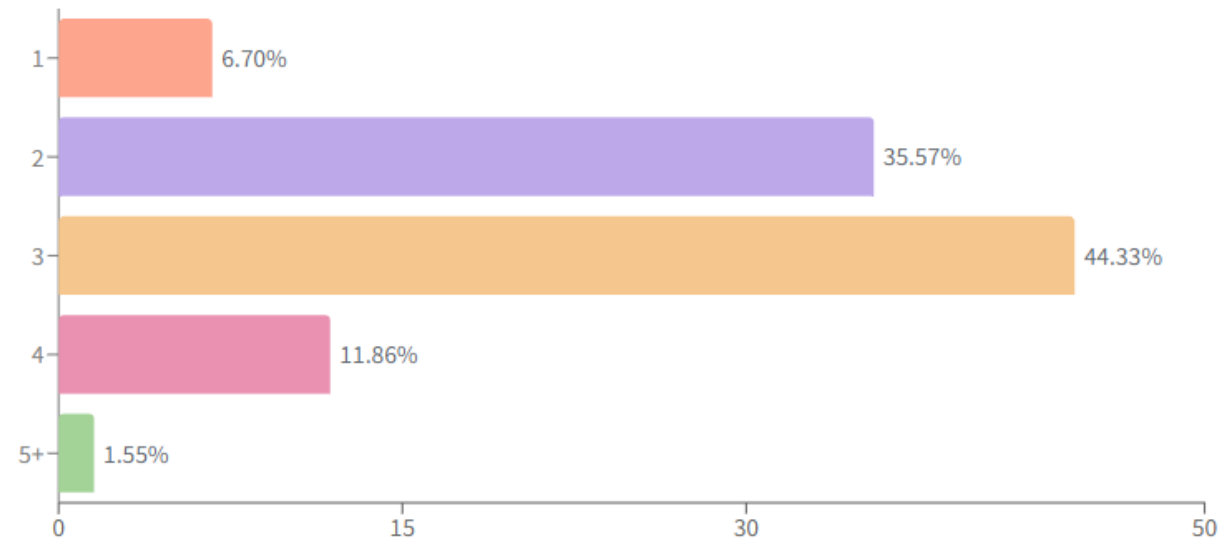
What factors are most important to you when choosing your home or apartment? (select up to three)?

Factors associated with rural living were commonly cited including access to nature and recreation opportunities (17%), Lot size (13.5%), and scenic views (8.3%).



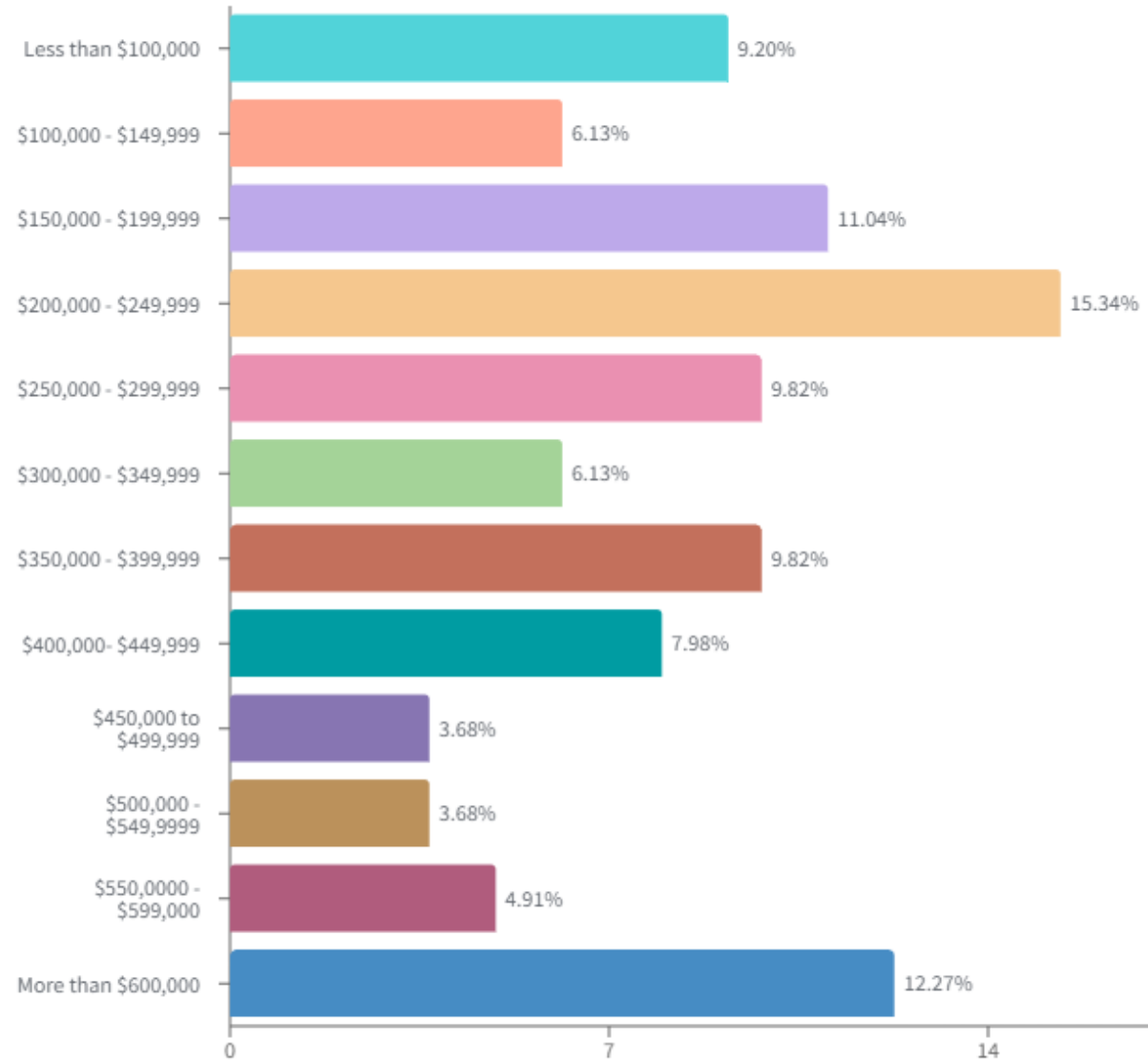
How many bedrooms would you need?

Over 44% believe they will need 3 bedrooms while 42% expected to need 1 or 2 bedroom housing units.



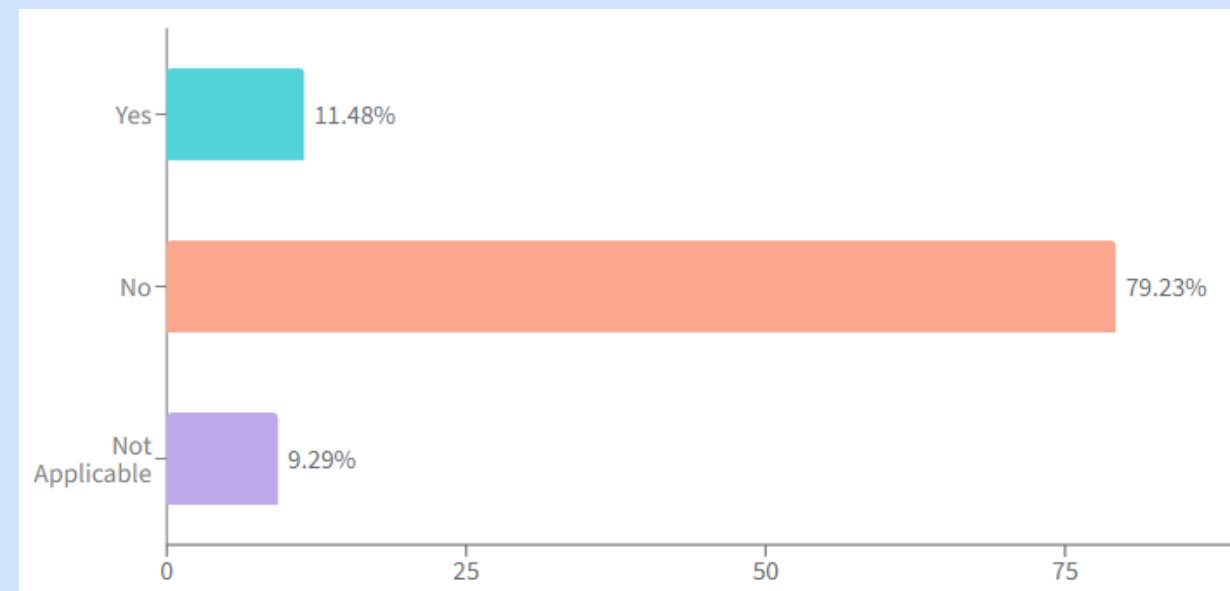
If considering buying a home, what is your price range?

The \$200,000 to \$249,000 price range was the most common response (15%). Nearly 58% reported a price range under \$350,000



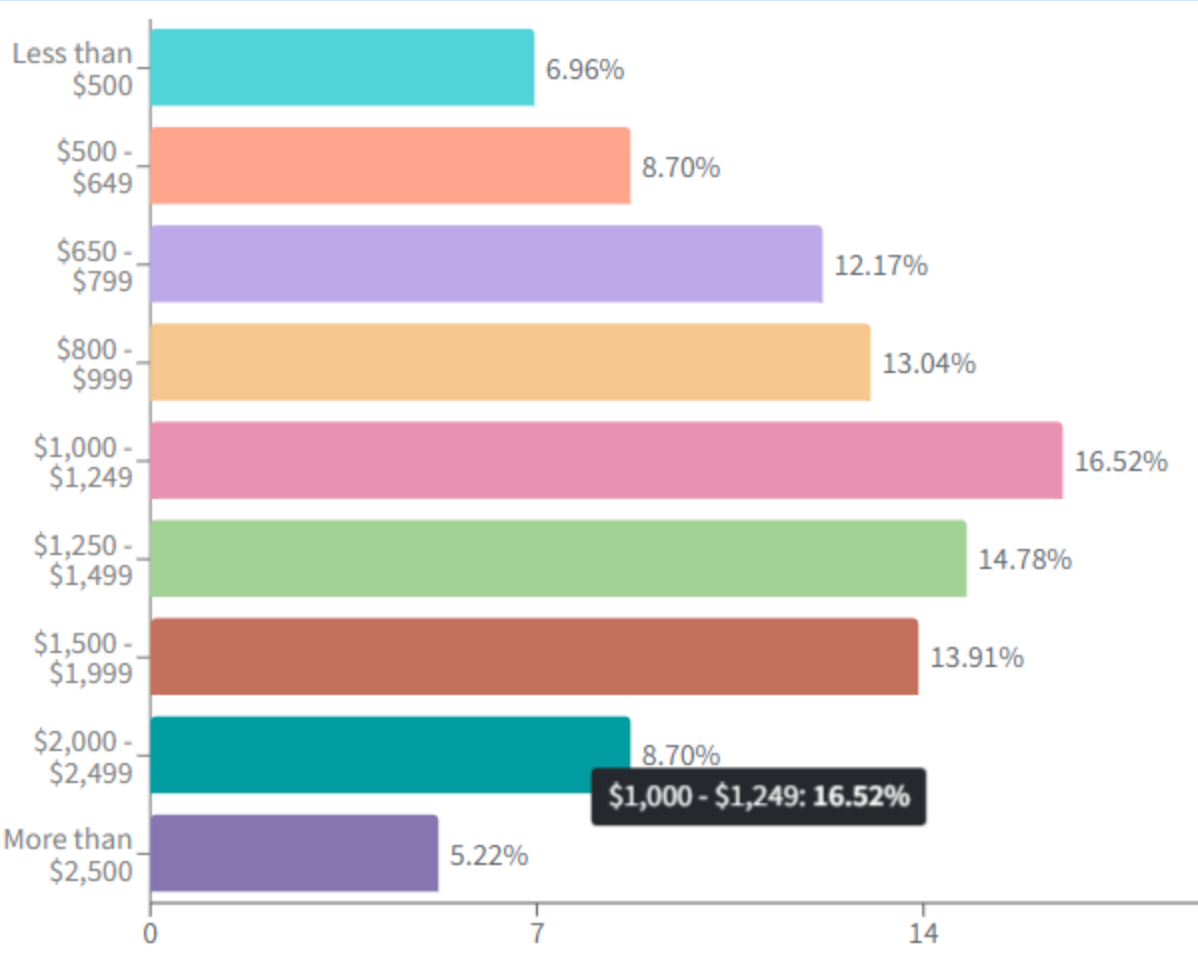
If considering buying a home, will you be a first-time homebuyer?

Over 11% of respondents indicated they will be a first-time homebuyer.



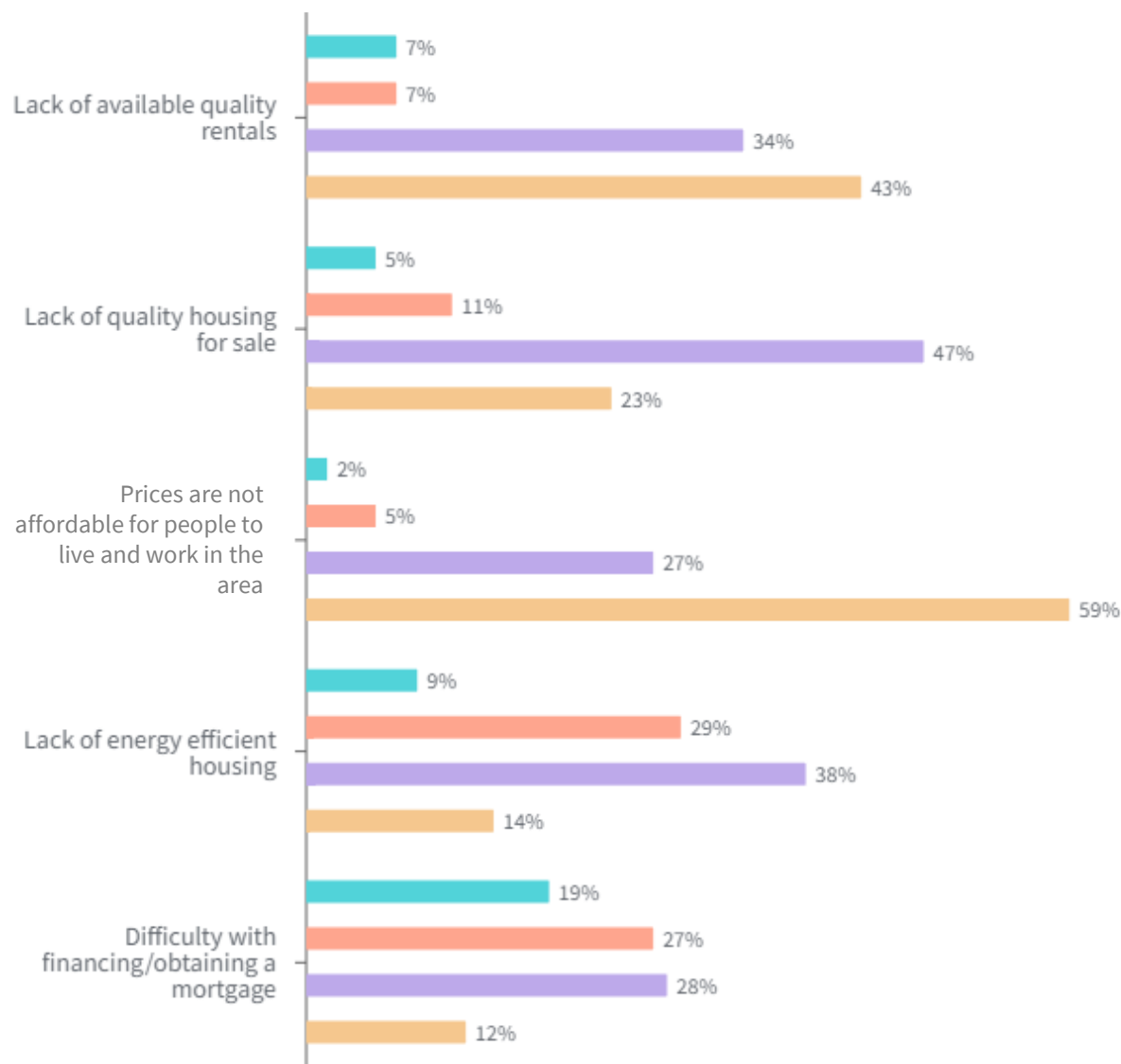
If renting a home, what would be the **MAXIMUM** rental rate per month you would be willing to pay without that cost being a significant burden? (Not including utilities.)?

Over 40% would be willing to pay a maximum rent under \$1,000/month without rent being a significant burden to them.



On a scale of 1 to 4 (least Important to most important) please rank how important each housing issue is in the Town of Londonderry (continued on next page)

1 (Not a very important issue) 2 (only somewhat of an important issue) 3 (an important issue) 4 (one of the most important issues)

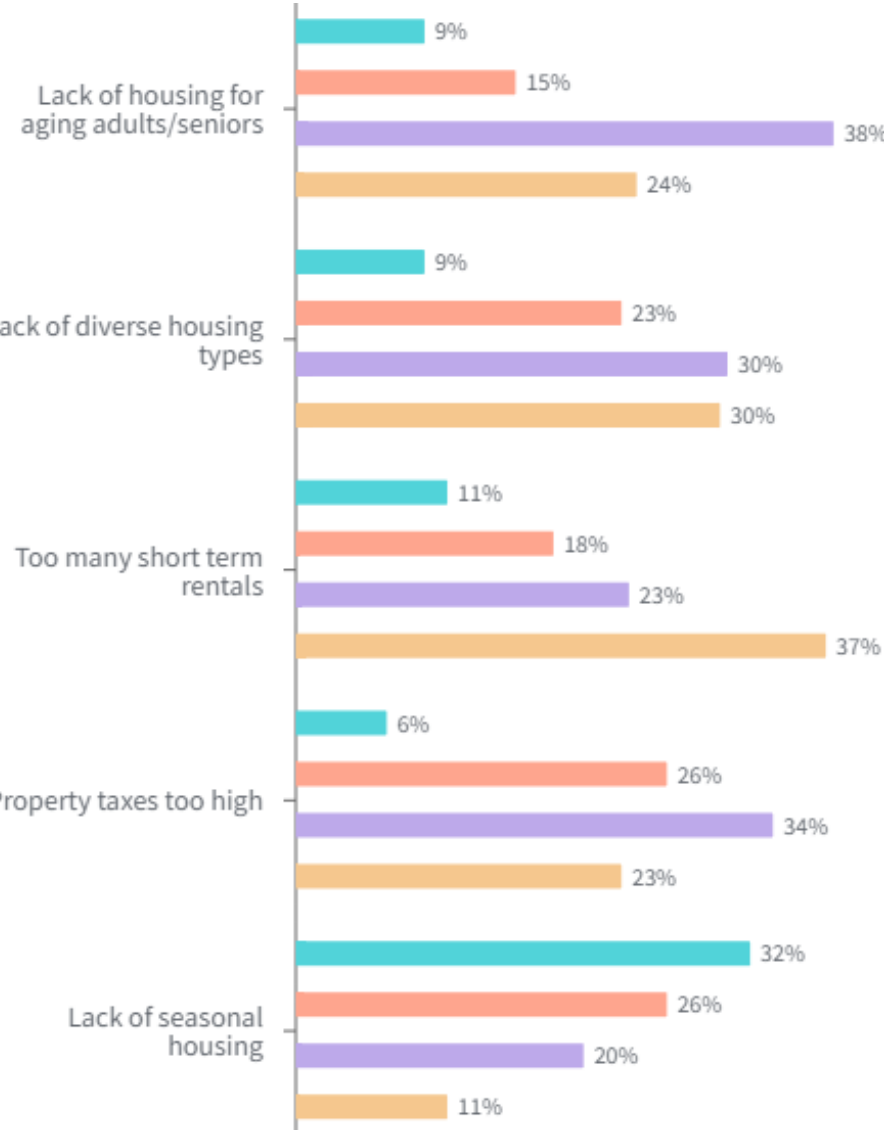


Aside from “present living arrangement” the most common responses were:

- Prices not affordable for people to live and work in the area (59% ranked highest)
- Lack of available quality rentals (43% ranked highest)
- Too many short-term rentals (37% ranked highest)

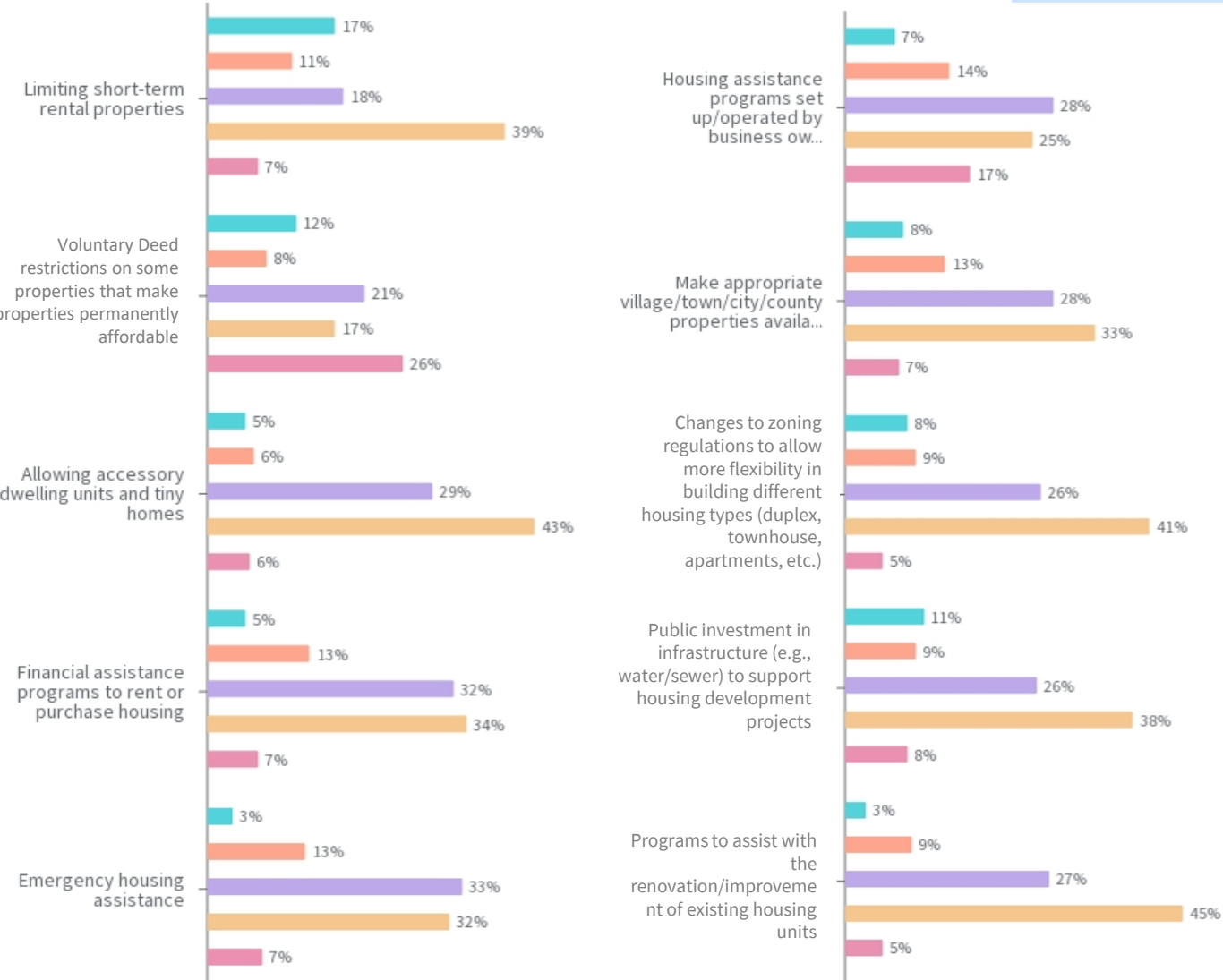
On a scale of 1 to 4 (least Important to most important) please rank how important each housing issue is in the Town of Londonderry (continued from previous page).

1 (Not a very important issue) 2 (only somewhat of an important issue) 3 (an important issue) 4 (one of the most important issues)



Please rank how supportive you are in the following potential housing strategies. If you are unfamiliar with the issue, check the “Don’t Know” option.

1 (Not supportive of at all) 2 (Only slightly supportive of) 3 (Generally supportive of) 4 (Very supportive of) 5 (Unsure)

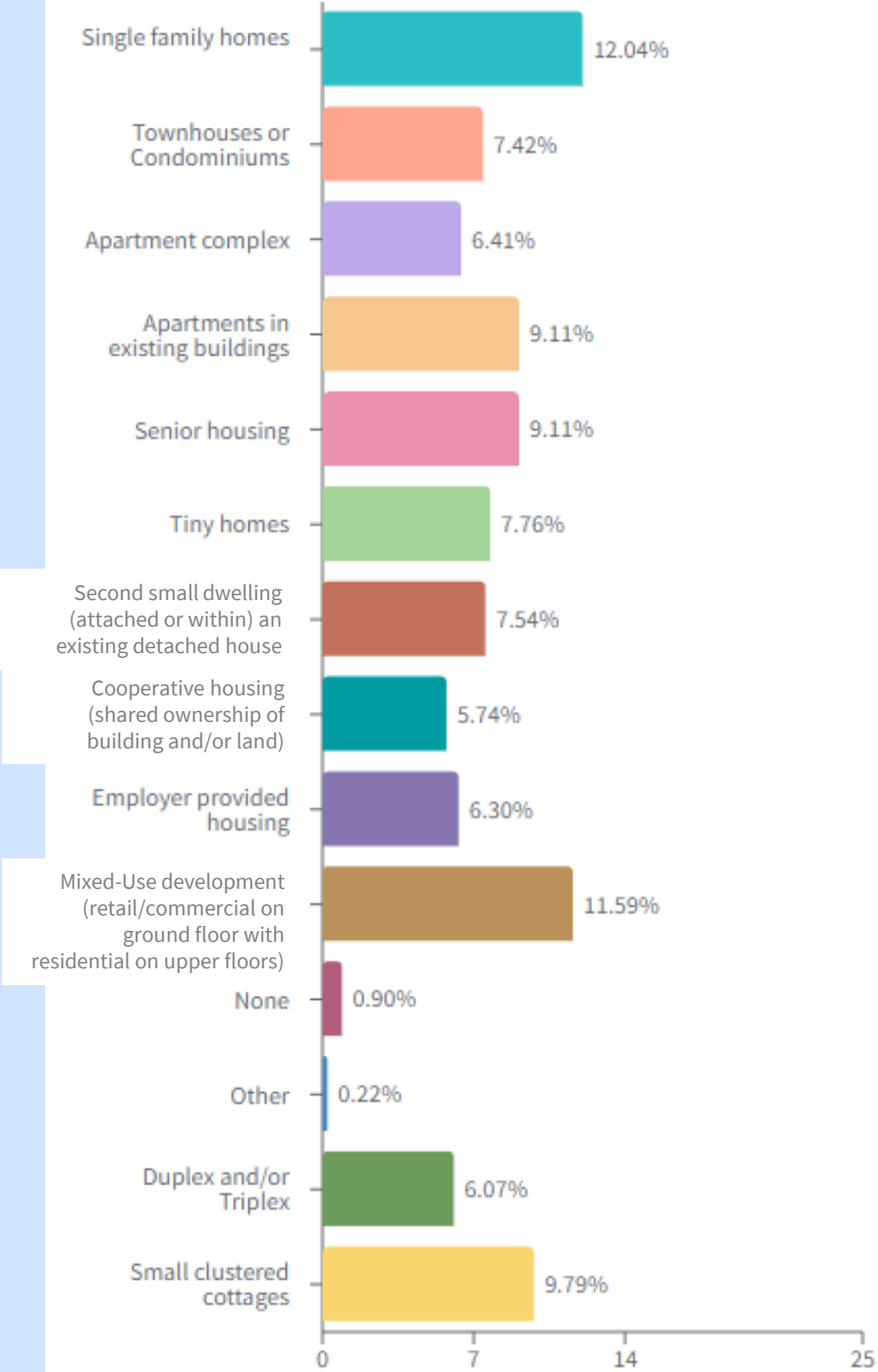


The strategies with the highest support included:

- Programs to assist with the renovation/improvement of existing housing (45% rated highest)
- Allow accessory dwelling units and tiny homes (43% rated highest)
- Changes to zoning to increase flexibility in housing types (41% rated highest)
- Limiting short term rentals (39% rated highest)

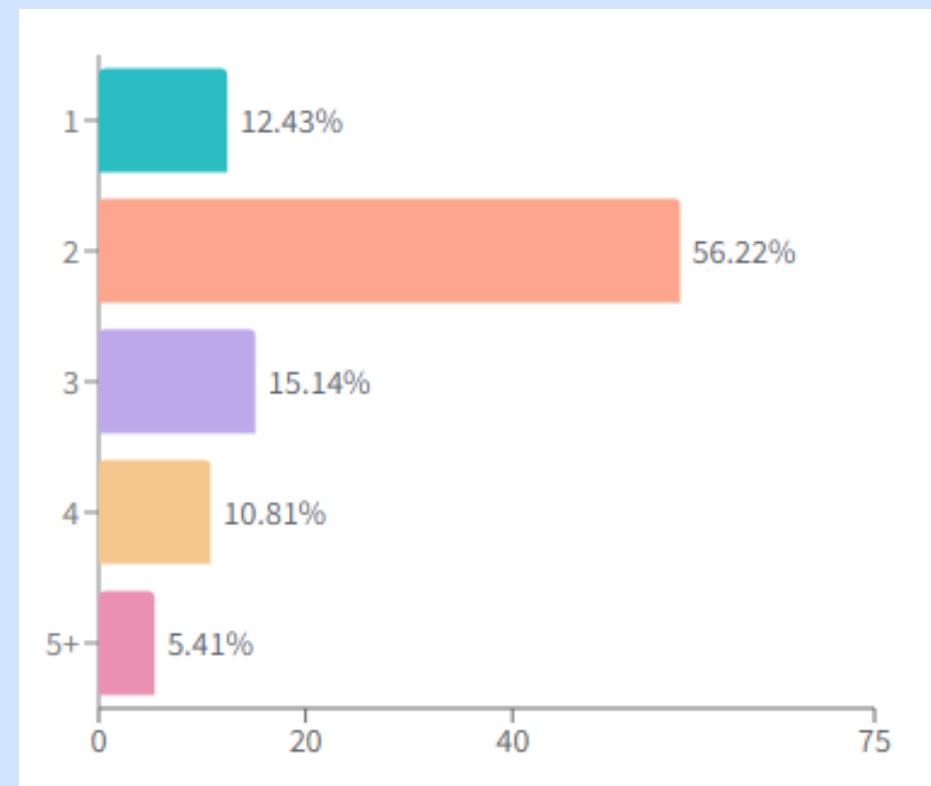
What specific kinds of housing do you want to see created in Londonderry? (Please select all that apply.)

The most common response was single family homes (12%) followed by mixed use development (11.6%) and small clustered cottages (9.8%)



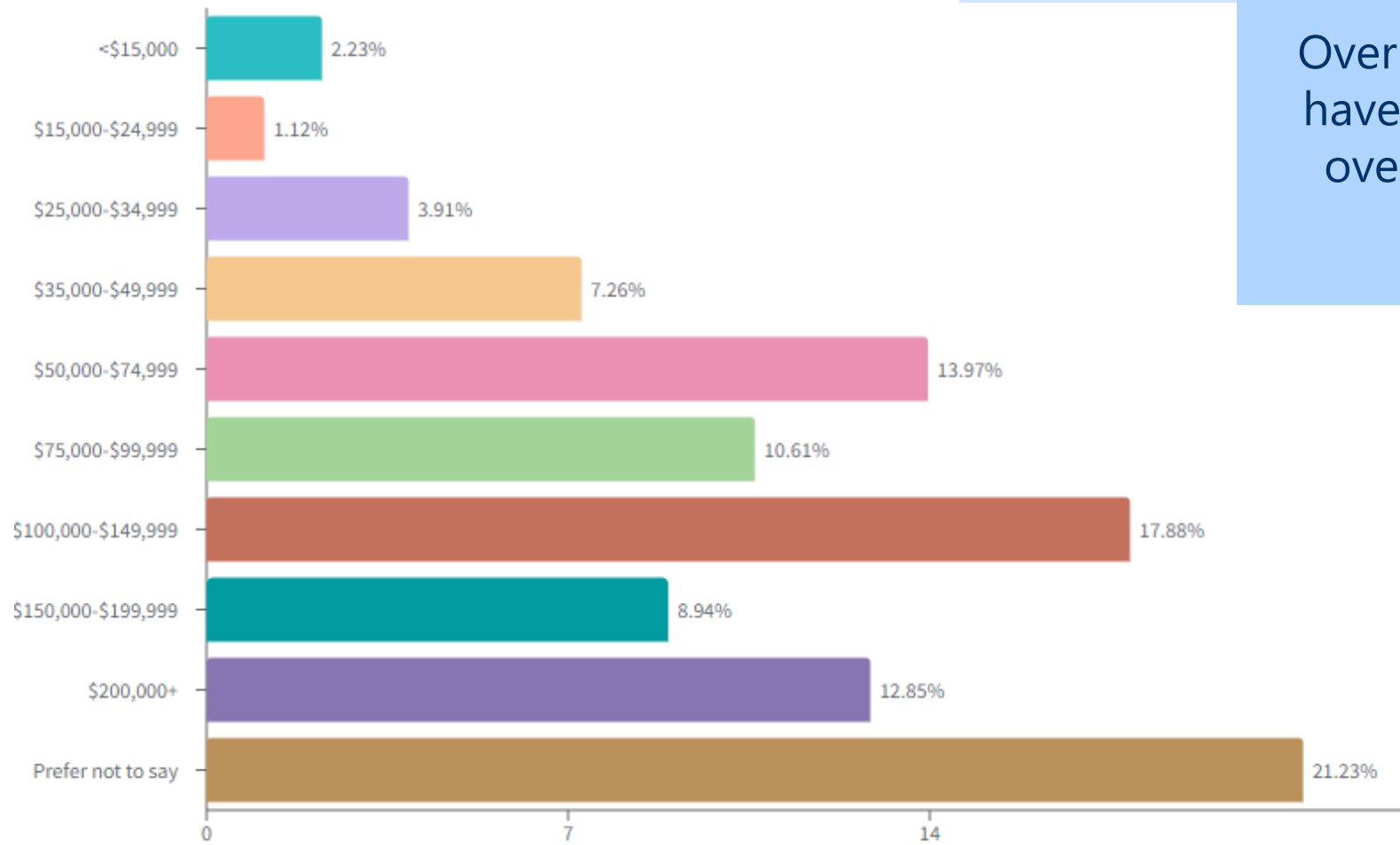
Including yourself, how many people are in your household? (A household consists of all the people who occupy a housing unit.)

Over 56% of respondents are in two-person households while only 16.2% are in 4-person or larger households.



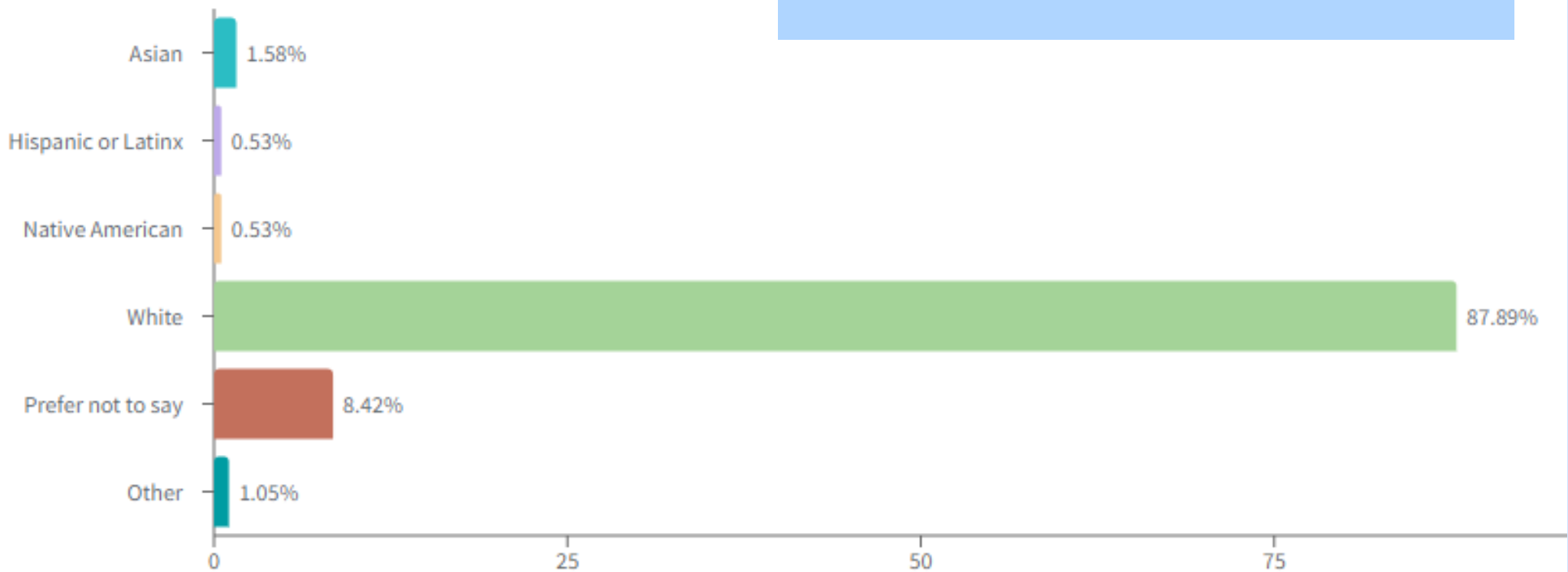
What is the annual income for your household, before taxes? (A household consists of all the people who occupy a housing unit.)

Over 60% of respondents have household incomes over \$100,000 per year



How do you describe your race and/or ethnicity? Check all that apply.

Approximately 88% of survey respondents indicated they are white. An additional 8.4% declined to answer.



What is your age?

Approximately 67% of respondents are age 55 or older. Less than 6% of respondents are age 34 or younger.

