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HO HO HO IN ALL THAT SNOW!



Jon Ruggles and Tamar Roberts sold Christmas trees and wreaths at the Rotary Club's Annual Fundraiser at the Town Pond during the Nor'Easter that struck on Saturday, December 5th. (Photo by Eric Anderson)

SANTA'S GOT A BRAND NEW RIDE!



Santa toured the Town of Bow in style - riding in the town's newest fire truck! He spread Season's Greetings during the Parade of Groups, Organizations and Departments. (Photo by Eric Anderson)



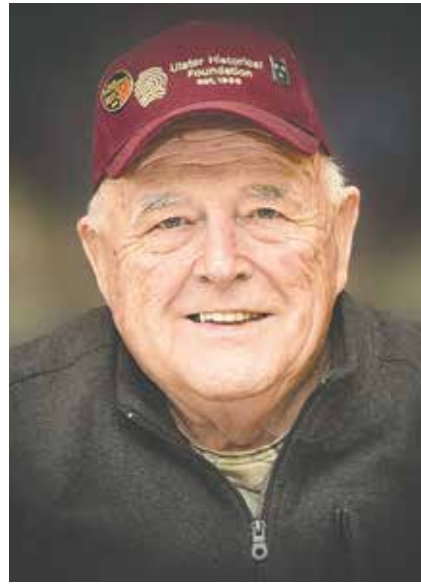
Bow Fire Department's new fire truck - state-of-the-art with all the bells and whistles. (Photo by Eric Anderson)

HOPKINTON-CONTOOCOOK NEWS ON PAGES 14-15

GARY NYLEN PASSES - A SALUTE FROM THE BOW TIMES

By Chuck Douglas

It is with regret that we report the death at home earlier this month of Gary Nylén. Gary was an early and enthusiastic supporter of reviving The Bow Times after it ceased publication in the Great Recession.



GARY NYLEN 1945 - 2020

Photo by Eric Anderson

We will greatly miss him as our intrepid Sales Manager from Day One.

In 2013 the town dedicated the March 2012 Town Report to Gary because of his role in preserving Bow's heritage. He also seemed to know everyone in Bow in part from his service as our first full-time Police Chief.

As the 2012 Town Report noted:

His finger prints are all over the Town's preservation projects. For instance, he helped assemble the book entitled, "Bow—Images of America," renovation work at the Bow Bog Meeting House, preserved the post and beams from

the Hammond Barn for use in other projects, the new Bow Center Historic Center sign, the Town Pound restoration project including the new metal gate, Bow's historic signage around Town, and the new cover over the Bow Snow Roller, just to name a few.

Tough shoes to fill. We miss him.

BOW POLICE VOTE NO CONFIDENCE IN THEIR CHIEF, POLICY CHANGES COMING

by Chuck Douglas

Frustration with Police Chief Margaret Lougee led to 10 of 11 officers into voting no confidence in their chief. In a nine-page letter dated July 13, 2020, the officers signed a detailed list of concerns and asked the town to act.

Signers included both lieutenants, both sergeants and six others. The hush-hush personnel matter led the town to hire Municipal Resources, Inc. (MRI) of Meredith on August 5. They have been paid \$9,187.40 to investigate, interview the employees and issue a multi-page report of recommendations for change and improvement. The full report was not provided to this newspaper despite being requested on November 25, 2020, under our Right to Know law, RSA 91-A.

This matter does not appear in public minutes because it was handled in nonpublic sessions of the Board of Selectmen. It was brought to the attention of The Bow Times by confidential sources. Town Manager David Stack sent a letter to the staff of the Police Department on October 27, 2020, informing them that MRI had completed an Operational Assessment of the department.

The partial MRI report provided by the Town Manager reflects on policy and procedural changes called for by the officers. Criticism of the Chief for using emails to personnel rather than fact-to-face discussion was addressed. Better chain of command protocols as well as updated job descriptions were recommended by MRI.

NO CONFIDENCE VOTE | Continues to page 3

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EDITORIAL

TOWN MANAGER FAILED THE POLICE DEPARTMENT

While the outside MRI study of the police department revealed several issues to be addressed, the question arises as to why oversight had not been better.

The Selectmen are part-time and meet every other Tuesday night. They can't be on the ground every day to oversee the Department of Public Works, the Fire and Police Departments, etc. so they have a Town Manager to do the job.

Under RSA 37:6 a manager has the "charge, control, and supervision" of the "police and fire department." There are two ways to do that job. One style is to make it clear that the chiefs are untouchable, and any complaints will be referred right back to them so the complainers are crushed like ants.

The other management style is to be welcoming to the lower-level employees, hear them out, and then take action to modify or correct the problems without overt or subtle retaliation and fear.

My experience with Dave Stack is that he is the former style of manager. Why else would I get grown men working in the Public Works Department calling me in tears about issues no one would respond to about a threatening workplace?

When Recreation Department employees sought to save the Community Center building, one of them was threatened by Dave Stack to the point of driving her to tears. Why?

Four years ago I offered this newspaper as a place for town employees to turn to in confidence. A couple of weeks ago a town employee quoted from that editorial and tipped me off to the crisis in the morale of our police force. If that had not occurred you readers would never have heard about it from our town manager but you did from The Bow times.

A major course correction has to occur if employees are to feel comfortable bringing problems to Dave Stack and the Selectmen. It should not be a top-down, shut them up approach but a welcoming truly corrective approach to issues.

We should not have spent \$14,000 on MRI and town counsel if Dave Stack had his finger on the pulse of the police officers' concerns. If a department head needs to have a one-week management course then the town should pay for it to help them get the skill and training they need to do a great job for us all.

Being a department manager does not mean they know how to manage effectively or have the background and training they need.

I renew my pledge to all town employees to keep their confidence but I hope a major course correction occurs in town governance.

In the meantime, I applaud the quick response to the paper's Right to Know requests about the police department. As for the full MRI report, we will renew the request and keep you posted.

*Chuck Douglas
 For a free press, je suis Charlie*

LETTER TO THE EDITOR

THE TALE OF GOOD NEIGHBOR KRIS

People in New Hampshire have a reputation for being cold and aloof. Grumpy even. But that doesn't say a thing about who we really are. It doesn't say a thing about generosity and empathy. About watching out for each other. About how we are all in this together. About being a good neighbor. But if you've spent all or most of your life here, you just know.

I'm the guy who is always prepared. I'm the guy who stopped in the cold and rain to help you because I had the heavy jumper cables that would turn over your big cold diesel engine when nothing else would. I'm the guy who stopped and gave you, a stranger, a ride to the gas station (and back) when you forgot to check your fuel gauge. I'm used to being the one to help, not the one needing help.

This time it was me. Snow tires weren't on the truck yet. Tractor chains broke as I started to clear the double black diamond slope that is my driveway. Plow couldn't come up because three large birches were bent 180 degrees over it, completely blocking it. When I hiked down to cut them I took a bad spill down the slope then the saw pinched in the third tree and threw the chain and I didn't have a spare and with the AFib that kicked in after the fall it took me half an hour just to limp back up the driveway. Everything that could go wrong did, and now I was stranded with a foot of wet snow and three trees across the driveway, no way to clear any of it, and in a world of hurt in every way. So I poured a big glass of Bourbon and settled in for the night to lick my wounds and wonder how I was possibly going to get out of this before spring.

And I woke up to a miracle. A cleared and sanded driveway. Because, after 20 or 22 or 24 or who knows how many hours plowing, and without being asked to do it, with every bone in his body crying for sleep, Kris Reynolds (On-Demand Snow Plowing, Karmic Landscaping) went home, got his own chainsaw, came back to my house at some ungodly hour, got out of his warm truck, and crawled around in the snow cutting up my trees and pushing them out of the way so he could clear the driveway for me. Not because there was money in it. Not because he owed me a favor. Just because I was in trouble and he could help. So he did.

That's who Kris Reynolds is. And that's what New Hampshire is all about. **MARC LIPPMANN, BOW**





by Superintendent Dean Cascadden

All schools for Bow and Dunbarton are currently on yellow status. Levels may need to be adjusted if we get more staff needing to quarantine. We have recently been in remote only at Bow Elementary School and Dunbarton Elementary School due to the inability to effectively staff our schools due to quarantining. The State has issued new guidance changing the quarantine period from 14 to 10 days which we will adopt for any contact tracing from here on out.

We are in substantial community spread and we want to keep our infection control procedures strong.

We have layers of protection including cohorting, reduced numbers to allow increased spacing, mask wearing and hand washing. If you are able to keep your student in remote learning mode, I would ask you to consider doing so during this time. The fewer students we have in school the more able we are to enforce our infection control procedures. The screening form use and contact tracing with quarantining remain very important to break the spread of illness.

We know that in school learning is critical for some families and students and we want to continue to provide that service. The fewer students we have in person allows us to have stronger infection protocols and increases the odds of us being able to stay in person.

We have all worked very hard to keep our schools open for in person instruction and I appreciate the sacrifices the school community has been making.

GOVERNOR SUNUNU ANNOUNCES THE DEATH OF SPEAKER DICK HINCH AND WARNS WE MUST REMAIN VIGILANT!

“Obviously, we want to begin today with the incredibly sad news that a lot of us received last night. As announced last night, House Speaker Dick Hinch did pass away very unexpectedly yesterday. And we can obviously all appreciate the sadness that his wife, Pat, and his children have to feel today. Dick was an incredibly close friend, not just of mine but a lot of folks across the State. I think he was a close friend of probably a lot of folks in this room. A tireless leader, an incredible advocate for his community, and he will, without a doubt, be very, very sorely missed.

Earlier this afternoon, the Attorney General’s Office did announce that the Speaker, Hinch’s, cause of death was from COVID-19. And really just a stark reminder, unfortunately, that this virus really doesn’t care if you’re in a long-term care facility, or if you’re an Elected Official. No one is immune.

It’s spreading in our communities. It doesn’t just affect the elderly. It affects everyone everywhere. And we have to stay vigilant, not only for ourselves, but especially for those that we may come in contact with, whether they be our family, or coworkers, whatever the situation might be. We all hold that responsibility and have to maintain it, as much as COVID fatigue is setting in with a lot of folks. Now, more than ever, especially given the time of year that we’re in, we know that a vaccine is on the way. But we just really can’t take our foot of the pedal. We have got to stay vigilant.”

Excerpt from Governor Sununu Press Conference Thursday, December 10, 2020

NO CONFIDENCE VOTE | continued from page 1

Because Bow has a small department it is not often called on to use deadly force or hot motor vehicle pursuits. MRI said that because they are not frequent events the policies must be updated and fleshed out in training to avoid incidents with high lawsuit value.

Use of force and pursuit policy changes were heavily redacted in the copy provided to us, but clearly need substantial revision in the era of George Floyd. MRI described these areas as “high risk” for town liability, so they need to be addressed with “complete revisions.”

Another called for change is to develop “written directives and organization-wide training related to bias in its many forms.” Also, at least annually, the “high liability subject” of harassment should be a subject for training.

In its October 27, 2020, letter to the police employees the Town Manager said that while the town will implement changes to improve “communications and operations,” no misconduct was found by the Chief.

One problem the chief faces is a lot of work for a reduced staff. The letter from the officers itself pointed out that there was less staffing than in 2011 and that this year a full and part-time officer left the department requiring the School Resource Officer and Detective to be pulled into routine patrol work.

While saying there is low morale and need for policy and operational changes, the officers said that in 2016 they collectively felt that then Sergeant Lougee “given her personable nature, her years of experience and her ties to the Town of Bow...would be change that we so desperately needed.” While the officers expressed concern about any retaliation the town’s response to the Right to Know request of The Bow Times says, “no discipline has been imposed on any officer.”

In response to the MRI study, Chief Lougee “expressed willingness to make immediate changes critical to accountability, integrity and legitimacy of the department to the delivery of policing services safely and effectively.”

A recent case seeking access to an MRI report on a Canaan, NH, police officer was granted by a Superior Court judge last week. This newspaper will consider filing suit for access to the full Bow report.

CHIEF HARRINGTON RECEIVES UPGRADED CERTIFICATION

The New Hampshire Association of Fire Chiefs together with the New Hampshire Municipal Association and NH Primex have conferred on Chief Mitch Harrington the New Hampshire Chief Fire Officer II certification. On October 29, 2020, the Certification Committee reviewed his application and unanimously voted to grant the NHCFO II designation. The certification is based on points earned for experience, education, certifications, recommendations, professional development, professional contributions, professional memberships, affiliations, and community involvement.



CHIEF MITCH HARRINGTON
Photo by Eric Anderson

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NOVEMBER 2020 REAL ESTATE SALES IN BOW

ADDRESS	BR & BA	SQ FEET	ACREAGE	PRICE
169 Bow Bog Road	3 BR 1 BA	1380 sq ft	1.4 acres	\$250,000
30 Allen Road	3 BR 2 BA	1500 sq ft	1.4 acres	\$290,000
97 Robinson Road	2 BR 2 BA	1574 sq ft	1.02 acre	\$307,500
16 Stoney Brook Road	3 BR 2 BA	2022 sq ft	2.04 acre	\$345,000
25 Ridgewood Road	3 BR 2 BA	2072 sq ft	2.25 acres	\$347,000
54 Ridgewood Road	3 BR 3 BA	2221 sq ft	1.1 acres	\$370,000
30 Putney Road	BR, 4 BA	3194 sq ft	1.11 acres	\$385,000
95 Brown Hill Road	3 BR, 2 BA	2692 sq ft	9.5 acres	\$393,000
335 Page Road	4 BR 2 BA	2284 sq ft	2.19 acres	\$399,900
59 Allen Road	4 BR 2 BA	2060 sq ft	5.5 acres	\$405,000
3 Colby Lane	4 BR 4 BA	3024 sq ft	5.3 acres	\$421,000
7 Bow Bog Road	4 BR 3 BA	2264 sq ft	3.9 acres	\$421,000
18 Brown Hill Road	3 BR 3 BA	2278 sq ft	2.11 acres	\$440,000
6 Beaver Brook Drive	4 BR 4 BA	3360 sq ft	4.2 acres	\$476,000
42 Bow Center Road	5 BR, 4 BA	5131 sq ft	10.69 acres	\$570,000
25 Birchdale Road	5 BR 5 BA	5561 sq ft	2.01 acres	\$699,900

NOVEMBER 2020 REAL ESTATE SALES IN DUNBARTON

ADDRESS	BR & BA	SQ FEET	ACREAGE	PRICE
165 Concord Stage Road	2 BR 2 BA	3170 sq ft	2.3 acres	\$288,000
121 Twist Hill Road	2 BR 2 BA	1120 sq ft	1 acre	\$300,000
342 Stark Highway North	4 BR 2 BA	3200 sq ft	1.98 acres	\$321,000
114 Long Pond Road	3 BR 3 BA	3376 sq ft	10.77 acres	\$585,000

BOW YOUTH FOOTBALL CONCLUDES 2020 SEASON
WITH ANOTHER GSFL CHAMPIONSHIP



GSFL 2020 VARSITY CHAMPIONS

Bow Youth Football (BYF) concluded its 2020 season on a positive note by beating the COVID-19 pandemic and winning the Granite State Football League Varsity championship over Merrimack Valley by a score of 22 to 6 and ending the season with a record of (7-1). This is the fourth Bow GSFL championship that the Varsity team has won.

The team roster consist of Jake Antuna, Adam Auclair, Eli Ayers, Sam Bennett, Benjamin Bourbeau, Tate Coffman, Harrison Denise, Mackenzie Ferrer, Jonathan Gancarz, Jackson Hall, Samuel Hammond, Hunter Hutchinson, Clayton Kenneson, Dylan Lake, Peyton Larrabee, Brady Lover, Jayden Maycock, Gabe Menchion, Gabe Murdough, Andrew Nolin, Talon Perkins, Paxten Roberts, Thomas Shiegel, Theodore Schneible, Caleb Schumacher, Jonathan Sisk, Jack Wheller, and Joseph York. The team was coached by Shaun Lover, Lee Kimball, Charlie Roberts, Ben Kimball, John Wheeler, Harlan Hutchinson, Bryce Larrabee, Eric Davis, and CJ Lake.

Congratulations
BOW YOUTH FOOTBALL!

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IDENTITY THEFT AWARENESS MONTH

December is the prime month identity thieves strike, taking advantage of holiday shoppers and even businesses. National Identity Theft Prevention and Awareness Month in December helps to assist all entities in averting these crimes through greater knowledge and empowerment.

The Federal Trade Commission reports that there were more than \$1.48 billion in consumer and business losses due to cyber-crimes. in the past year. Identity theft was the top contributor to 1.4 million claims.

- **INTERNET THREATS** - 90% of the time, primary targets are routers and connected cameras. Compromises of connected cameras have risen over 10%. These smart devices are accessed by using standard factory passwords such as 12345, password, admin and others.
- **FORM JACKING** - This occurs when cyber criminals hijack credit card information from online forms. It's called "jacking." This form of identity theft is up by nearly 120%, with almost 58,000 individual websites being compromised in the past year.
- **RANSOMWARE** - Personal attacks are down, but this is likely due to more savvy users making the switch to cloud storage and sharing over Windows-based applications. However, ransomware invasions for businesses have increased, which also affects consumers, clients and customers.
- **NEW ACCOUNT FRAUD AND TAKEOVERS** - In the past year, new account fraud rose 13% which equals \$3.4 billion in losses, mostly through identity thieves getting mortgages, credit cards, student loans and car loans. Businesses and individuals are susceptible to account takeovers, which increased by almost 80 percent.

IDENTITY THEFT PREVENTION TIPS

Most individuals and businesses already take precautions by shredding documents and mail with personal information before disposing. However, there are several additional steps that can be taken to ensure that identity thieves cannot easily access your information.

KEEP IMPORTANT DOCUMENTS SAFELY STORED - At work or at home, financial records and documents need to be safely locked away. Unfortunately, there can be identity thieves in the workplace and even in the home who are trusted family members or friends. Don't leave purses and wallets in the open at home or work.

CARRY ONLY WHAT YOU NEED - Don't carry every credit card you own. Keep items to a minimum of just what you need for that outing. Never carry your social security card unless you will need it.

DON'T GIVE INFORMATION WITHOUT INQUIRIES - Doctors' offices, schools, workplaces, pharmacies and other entities will often ask you for personal information such as Social Security numbers and birth dates. Be sure to ask how they will use your data and how they will keep it safe. There could be consequences for not sharing this information, so be sure to ask if not doing so will have negative impacts.

TAKE IMMEDIATE ACTION WHEN DOCUMENTS GO MISSING - If any documents go missing, you need to act fast to contact every organization or creditor that issued them. Creditors can cancel cards before charges are

run up, banks can freeze accounts, and licensing offices can reissue your new cards and numbers if necessary. Urgency is key, as identity thieves will be acting fast to capture your data before you cancel or contact agencies.

TAKE EXTRA PRECAUTIONS ONLINE

Paying bills, making purchases, filling out forms and even filing taxes online are convenient. Take these extra steps to boost privacy levels and prevent identity theft and fraud.

- Don't install unidentified software.
- Update any installed software.
- Remove unused software.
- Download only from trusted sites.
- Always use up-to-date anti-spyware and anti-virus software, and run weekly scans.
- Use a firewall on your network.
- Regularly update passwords, and make each one unique and challenging to crack.
- Use a password manager to store access information

CONSIDER USING AN IDENTITY THEFT PROTECTION SERVICE

An identity theft protection service can serve as a 24-hour watchdog for your information. They monitor the accounts you want them to for signs of fraud, report any suspicious activity, and can help with recovery efforts if your identity or credit is compromised. Identity theft protection companies typically have contracts that financially recompense customers who suffer losses.

It's important to keep your identity safe all year long. Don't wait for National Identity Theft Prevention and Awareness Month to take these steps.

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SAFETY TIPS FOR THE HOLIDAYS

by Chief Mitch Harrington

The holidays bring an increased risk of fire because we bring more flammables, and ignition sources into our homes. Keep these safety tips in mind:

CANDLES – Nearly 1/3 of home fires in December are caused by candles. Keep candles at least 12 inches away from all combustibles and never leave unattended.

LIGHTS – Festive lights can overload electrical wiring causing fire or electrocution. Follow manufactures recommendation on how many strands can be plugged together. Limit use of extension cords and never run an extension cord under carpet or furniture.

CHRISTMAS TREES – A dry Christmas Tree can ignite easily and burn rapidly. Water Christmas Trees daily.

DECORATIONS – Decorations are often made of paper and flammable synthetic materials. Keep decorations away from heat sources and don't block exits from the home.

MERRY CHRISTMAS & HAPPY HOLIDAYS
from the Bow Fire Department!

DO OUR BIASES AFFECT OUR FINANCIAL CHOICES?

by Dominic Lucente

Even the most seasoned investors are prone to their influence.

Investors are routinely warned about allowing their emotions to influence their decisions. However, they are less routinely cautioned about their preconceptions and biases that may color their financial choices.

In a battle between the facts & biases, our biases may win. If we acknowledge this tendency, we may be able to avoid some unexamined choices when it comes to personal finance. It may actually “pay” to recognize blind spots and biases with investing. Here are some common examples of bias creeping into our financial lives.

Letting emotions run the show. An investor thinks, “I got a great return from that decision,” instead of thinking, “that was a good decision because _____.”¹

How many investment decisions do we make that have a predictable outcome? Hardly any. In retrospect, it is all too easy to prize the gain from a decision over the wisdom of the decision, and to, therefore, believe that the findings with the best outcomes were the best decisions (not necessarily true). Putting some distance between your impulse to make a change and the action you want to take to help get some distance from your emotions.¹

Valuing facts we “know” and “see” more than “abstract” facts. Information that seems abstract may seem less valid or valuable than information that relates to personal experience. This is true when we consider different types of investments, the state of the markets, and the economy’s health.²

Valuing the latest information most. In the investment world, the latest news is often more valuable than old news. But when the latest news is consistently good (or consistently bad), memories of previous market climate(s) may become too distant. If we are not careful, our minds may subconsciously dismiss the eventual emergence of the next bear (or bull) market.²

Being overconfident. The more experienced we are at investing, the more confidence we have about our investment choices. When the market is going up, and a clear majority of our investment choices work out well, this reinforces our confidence, sometimes to a point where we may start to feel we can do little wrong, thanks to the state of the market, our investing acumen, or both. This can be dangerous.³

The herd mentality. You know how this goes: if everyone is doing something, they must be doing it for sound and logical reasons. The herd mentality is what leads many investors to buy high (and sell low). It can also promote panic selling. The advent of social media hasn’t helped with this idea. Above all, it encourages market timing, and when investors try to time the market, they frequently realize subpar returns.⁴

Sometimes, asking ourselves what our certainty is based on and reflecting about ourselves can be a helpful and informative step. Examining our preconceptions may help us as we invest.

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HEALTH & FITNESS IS SO IMPORTANT - AND SO ARE YOU!

by Jim Olson

If you have a current fitness routine you can use this exercise program to add to your repertoire. Even if you aren't following any type of fitness program you can use this to jumpstart your fitness journey over the Holidays.

Here are 12 exercises you can do at home, in the office, or on the go.

Do each exercise for 30 seconds with a 10 second rest in between each, after the circuit is complete rest for 2 minutes. You can follow this up with 2-3 more times through if you desire.

JUMPING JACKS

For 30 seconds - Jump while raising arms and separating legs to sides. Land on forefoot with legs apart and arms overhead. Jump again while lower arms and returning legs to midline. Land on forefoot with arms and legs in original position and repeat.

WALL SIT

Start with your back against a wall (or use an exercise ball if you have one) with your feet shoulder width and about two feet from the wall. Slowly slide your back down the wall until your thighs are parallel to the ground. Adjust your feet if you need to so that your knees are directly above your ankles (rather than over your toes). Keep your back flat against the wall. Hold the position for 30 seconds, rest 10 seconds. You may feel a burning sensation in the quads, but if you have pain in the knee or kneecap, stop the exercise.

PUSH UP

Place your hands on the floor so they're slightly outside shoulder-width. Spread your fingers slightly out and have them pointed forward. Raise up onto your toes so that all of your body weight is on your hands and your feet. Contract your abdominals to keep your torso in a straight line and prevent arching your back or pointing your bottom in the air. Bend your elbows and lower your chest down toward the floor. Once your elbows bend slightly beyond 90 degrees, push off the floor and extend them so that you return



Jim Olson

to starting position. If you're unable to complete a push-up, you can complete them from your knees instead of your toes. Get up into a push-up position and then lower your knees down to the floor so that your torso is still in a straight line with your thighs. You can also have your feet remain on the floor and place your hands on a bench, so that you're at an incline position. If you want to increase the difficulty of the regular push-up, you can place your feet up onto a bench, which will increase the amount of body weight placed on your arms.

CRUNCHES

Begin this exercise by lying on your back on a mat in a normal sit-up position, with your feet flat on ground and your knees bent and your arms stretched out straight on each side. Simply execute a crunch while using only your abdominals and by reaching both of your arms straight out in front of you and then return slowly to the start position - do as many as you can for 30 seconds

STEP-UP (ALTERNATING LEGS)

Find a step, a bench, or a sturdy chair that when you place your foot squarely on it, your knee is at a 90-degree angle or larger. Step up for 15 seconds, leading with the right foot, then the left, bringing both feet completely onto the chair. To return to the starting position, lead with the right foot to step down to the floor, then the left, until ending with both feet on the ground. Switch legs, and start stepping for 15 more seconds.

SQUATS

Stand with your head facing forward and your chest held up and out. Place your feet shoulder-width apart or slightly wider. Extend your hands straight out in front of you to help keep your balance. You can also bend the elbows or clasp the fingers. Sit back and down like you're sitting into an imaginary chair. Keep your head facing forward as your upper body bends forward a bit. Rather than allowing your back to round, let your lower back arch slightly as you descend. Lower down so your thighs are as parallel to the floor as possible, with your knees over your ankles. Press your weight back into your heels. Keep your body tight, and push through your heels to bring yourself back to the starting position. Do this for 30 seconds.



INDIVIDUAL FITNESS | Continues to page 8



INDIVIDUAL FITNESS

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Please Call Individual Fitness at 603-224-8096 (Concord) or 603-836-5745 (Manchester)

INDIVIDUAL FITNESS | Continued from page 7**CHAIR DIPS (TRICEPS)**

Sit in a chair, holding on to the edge with both hands, knuckles pointing forward. Slide your bottom off the seat and hold yourself up with arms straight, keeping your body close to the chair. Slowly lower your body for two counts as you bend your elbows (they should point directly behind you, not out to the sides); straighten your arms for a count of two. Make sure your arms (not your feet) are supporting your weight throughout the motion. Repeat 12 times. On the last rep, hold at the bottom for eight counts, then pulse up and down slightly eight times before straightening your arms.

PLANKS

Place the forearms on the ground with the elbows aligned below the shoulders, and arms parallel to the body at about shoulder-width distance. Ground the toes into the floor and squeeze the glutes to stabilize the body. Your legs should be working in the move too; careful not to lock or hyperextend your knees. Neutralize the neck and spine by looking at a spot on the floor about a foot beyond the hands. Your head should be in line with your back. Hold the position for 30 seconds.

HIGH KNEES

Basic high knees can be performed while running in place or moving over a distance. Stand in place with your feet hip-width apart. Drive your right knee toward your chest and quickly place it back on the ground. Follow immediately by driving your left knee toward your chest. Continue to alternate knees as quickly as you can. Perform this exercise for 30 seconds.

SIDE PLANK

Lie on your side on your mat. Place forearm on mat under shoulder perpendicular to body. Place upper leg directly on top of lower leg and straighten knees and hips. Raise body upward by straightening waist so body is ridged. Hold position. Repeat with opposite side for 30 seconds.

LUNGES (ALTERNATING LEGS)

Slowly step forward allowing both knees to bend so that the thigh of the forward leg is parallel to the floor and the knee of the rear leg touches the floor. Then, slowly push off with forward leg to return to the starting position. Alternate legs - for 30 seconds. If this movement is too difficult to perform due to weakness, do not perform the full movement.

PUSH UP WITH ROTATION

Start with hands just wider than shoulder-width, hands and feet on the floor, body straight from head-to-heel, arms fully extended, but not locked. Lower your body until elbows are bent at 90 degrees, keeping core muscles engaged. Push up, rotate upper body and extend your right arm upwards. Return to starting position and repeat. (Alternating sides).

We love to give, and change lives! Are you ready to make that change!? If you are in a rut with your own fitness routine and struggle to stay on track we are the accountability you are looking for!! We hold all of our clients accountable to their nutrition, cardio, and your customized exercise program. If you said you would start yesterday and now it is today, don't delay another minute. There is no time like the present to do something really wonderful for yourself or help a loved one get on board!



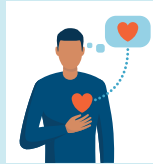




COPING WITH STRESS

VIRUS OUTBREAK MANAGEMENT

2019-nCoV

OUTBREAK MANAGEMENT

 <p style="font-size: x-small;">TALK WITH YOUR FAMILY AND FRIENDS</p>	 <p style="font-size: x-small;">MAINTAIN YOUR ROUTINE WHERE POSSIBLE</p>	 <p style="font-size: x-small;">FOCUS ON POSITIVE ACTIVITIES</p>	 <p style="font-size: x-small;">ACKNOWLEDGE YOUR FEELINGS</p>
 <p style="font-size: x-small;">KEEP A HEALTHY LIFESTYLE: PROPER DIET, EXERCISE, SLEEP</p>	 <p style="font-size: x-small;">DON'T USE ALCOHOL, SMOKE OR DRUGS</p>	 <p style="font-size: x-small;">DISCONNECT FROM MEDIA AND LIMIT PANIC</p>	 <p style="font-size: x-small;">SEEK ACCURATE INFORMATION</p>
 <p style="font-size: x-small;">TALK TO A COUNSELLOR</p>	 <p style="font-size: x-small;">USE YOUR PAST COPING SKILLS AND TECHNIQUES</p>	 <p style="font-size: x-small;">FOLLOW SAFETY AND HYGIENE PROCEDURES</p>	 <p style="font-size: x-small;">PREPARE A SUPPLY OF WATER, FOOD AND HOUSEHOLD ITEMS</p>

LETTERS TO THE EDITOR | continued from page 1**RESPONSE TO KATZ LETTER IN NOVEMBER EDITION**

I too am a health care provider, married 52 years, a retired ICU/CCU nurse from Catholic Medical. In 1988 we built our home in Bow after our son entered the U.S. Naval Academy. To Mr. Katz, I submit that Biden isn't an obvious choice and that violence and hatred churn in the extreme left. What I observe in democrat controlled cities is perpetual anger over perceived injustice; adult children running amok, beating citizens, shooting police, toppling statues, hurling projectiles, opposition silencing, suppressing speech and religion, threatening a gun confiscation, promoting cancel culture, trampling the constitution, defunding police and border patrol, ignoring homeless and open drug use and shaming energy abundance. These are reactionary deeds and plans under Marx's utopian socialism labeled "Green New Deal." Democrat party encouragement of the philosophy of revolutionary terror and violent politics are on Biden's and his puppet master's hands. How naïve to think this man will transcend the chaos and mayhem his party has embraced. It is well to note all applications of Marx's theories have ended in failure as the plight of Americans will surely lean toward life, liberty and the pursuit of happiness.

DOROTHY SALTER, BOW

PLASTECH ACQUIRED BY DELCAM MANUFACTURING



PlasTech Machining & Fabrication, Inc. of Bow has been acquired by DelCam Holdings and will become part of DelCam Manufacturing, a private group that includes a variety of New England-based manufacturing and fabrication companies.

The company started in 1997 by the Ferrieros, and it has steadily expanded operations through the years.

DelCam has acquired the manufacturing site in Bow at 25 Dunklee Road and is committed to keeping the company in its current location.

PlasTech is known for providing world-class plastics machining and fabrication services to the medical, high tech, and other industries. The company applies the latest techniques and equipment. Its commitment to continuous improvement and high-quality standards has earned it loyalty and repeat business. (Photo by Eric Anderson)

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Merry Christmas
& Happy New Year!



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DUNBARTON NEWS

By Nora LeDuc



BRAVER TOGETHER TORCH RUN Members of the Dunbarton Police Department will participate in NH's Special Olympics "Virtual Braver Together Torch Run!" Officers will log-in how many miles they walk and/or run until December 31st while wearing their Braver Together swag. This event raises awareness for Special Olympics and is open to everyone. FMI: <https://www.sonh.org/events/braver-together-virtual-torch-run/?fbclid=IwAR1UnDR-G1gi4Vlj09eEL>.

HOLIDAY CRAFT BAGS Holiday "Take and Make" Craft Bags at the library. Pick up a fun, easy-to-make, holiday-themed craft bag each week. You will find them in a bag next to the Curbside Pickups--you can grab and go! First come, first served because of limited supplies.

HOLIDAY HOURS Town Offices: Thursday, December 24 & 31 open from 8:00 AM to Noon. Closed Friday, December, 25. Closed Friday, January 1.

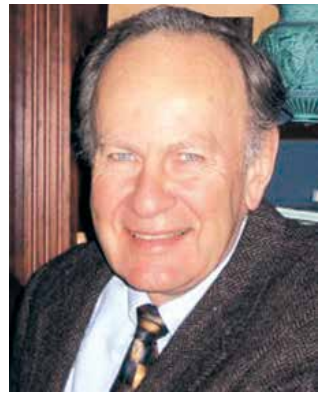
Transfer Station Hours: December open regular hours. Tuesdays 10:00 AM to 4:00 PM. Wednesdays 12:00 PM to 8:00 PM. Saturdays 8:00 AM to 4:00 PM.

CHRISTMAS EVE SERVICE December 24, Christmas Eve Service at the Congregational Church in the Dunbarton Center, 7:00 PM to 8:00 PM.

HOLIDAY SCHOOL CALENDAR Currently early Release Wednesday, December 23st. Holiday Vacation Thursday, December 24th through Friday, January 1st. Always check with the school to be sure there are no changes in this schedule due to Covid-19.

ANCESTRY LIBRARY EDITION Reminder-Ancestry Library Edition is still available to library patrons to use at home. To access, please log in to your library account with card number and password. Scroll down through the Electronic Resources listed to the ALE link. Need help? Please call the library.

ALLISON VALLIERS WATERCOLORS Still on display at the library, are *Special Places in Dunbarton Watercolors* by Alison R. Vallieres. View them at our website's virtual wall art: at wall <https://www.dunbartonlibrary.org/virtual-art-wall.html>



CHRISTMAS DISEASE

This Christmas will be one to remember! Many people have lost loved ones to COVID-19 or to other illnesses or injury. These personal tragedies can inflict a real sense of loss, depression and sadness that the 'holiday spirit' only seems to exaggerate. Last year at this time I discussed the fact that several aspects of different faiths are celebrated in the month of December. I wrote about the value of spirituality in health, and I ended that column with these words: "Our constitution guarantees people the right to their religious and spiritual beliefs. These beliefs enhance our own and our societal well-being. Let's not be ashamed or timid about celebrating our faith. Let's not belittle or prohibit anyone from exercising his or her faith. Spirituality and faith benefit not only the believer, but also our society as a whole." To all who have suffered loss and heartache this year my prayer is that in this season you would discover and celebrate some spiritual truth, which will give you comfort and hope.

Did you know that there is a disease called Christmas Disease? It is hemophilia type B, a genetic disorder caused by missing or defective factor IX (a blood clotting protein). About 2/3 of cases are genetic in origin having been passed through the X chromosome. 1/3 of cases have no family history but are the result of a random spontaneous genetic mutation. The symptoms are delayed blood clotting and persistent bleeding either spontaneously or after trauma. Treatment consists of administering factor IX after an injury has occurred, or in more severe cases it can be given prophylactically. You may ask: Why is it called Christmas Disease? The answer is that it was first described in 1952 in a 5-year-old boy named Stephen Christmas. Sadly, some of the factor IX rich plasma that was used to treat his disease throughout his life was contaminated with the HIV virus, and Stephen succumbed to AIDS at the age of 46. Sometimes Hemophilia B is called Royal Disease because it was transmitted in several European royal families. Those of you who are interested can Google this and be amazed at the convoluted genetic history of European royalty.

A common thread in these two paragraphs is the virus. Viruses live off of us. They are unseen, deadly and highly contagious. Please be a good citizen and protect one another, your friends, and yourself. Keep a distance, wash your hands and wear a mask. May God guide and help us in 2021.



HELPING CHILDREN
COPING WITH EMERGENCIES

2019-nCoV
OUTBREAK MANAGEMENT



BE SUPPORTIVE AND GIVE MORE ATTENTION



ENCOURAGE HEALTHY HABITS



KEEP A REGULAR ROUTINE WHERE POSSIBLE



PROVIDE INFORMATION IN A REASSURING WAY



TEACH COPING SKILLS TO YOUR KIDS



KEEP THE FAMILY CONNECTED

THOUGHT FOR THE DAY

"Well done is better than well said."

Benjamin Franklin



PROVIDING PEACE OF MIND
ONE FAMILY AT A TIME!

ELDER LAW + ESTATE PLANNING
PROBATE LAW + VETERANS PENSION
SPECIAL NEEDS TRUST/DISABILITY PLANNING
CONSERVATORSHIPS/GUARDIANSHIPS
ASSET PROTECTION/MEDICAID PLANNING
RETIREMENT ACCOUNT + "STRETCH" TRUST

MAY PEACE BE WITH YOU THIS HOLIDAY SEASON!

First of all, it is my pleasure to announce the grand reopening of the Kiniry Law Firm, PLLC. Second, have a Merry Christmas (or other holiday) and, all things considered, I could not be more sincere in wishing all of you a Happy New Year!

THE GIFT OF PLANNING

What a JOY it has been writing on the topic of Elder Law in The Bow Times since April 2015. Many of your fellow Bow residents read some (perhaps all) of the articles, and have learned about the many good reasons to establish a relationship with an Elder Law Attorney and, as a result, now have a well-crafted estate plan in place. If you are over fifty years of age, and have not taken the opportunity to read the collection of articles, I want to encourage you to do so.

A (NOT SO) WONDERFUL LIFE

If you are approaching retirement age, reality dictates you will eventually experience a decline in both physical and mental health. Another fact is that the best opportunity to plan to protect your family from future negative consequences is while you are cognitively healthy. As the last year has brought to the forefront of our minds, there are no guarantees of great health and longevity. We all know this to be true, and if you have not taken appropriate action, your family may very well place you on the **Naughty List** and result in the receipt of a **lump of coal** in your **stocking**.

A GIFT FOR ALL OCCASIONS

We are now in the month of December, the time of year when many of us are feeling the **holiday spirit** (I hope you are one of them, I love this time of year). Billions of dollars will be spent on **gifts** of all shapes and sizes for friends, children and other loved ones. Everything from teddy bears and easy bake ovens to the coolest electronics and perhaps a snowmobile or two (can't wait to snowmobile). It's in this spirit of giving I will suggest to you that creating an estate plan for the benefit of yourself, your children and other loved ones is a special **gift** indeed. A **gift that keeps on giving** and has numerous benefits (I know you can't drive it, so maybe not fun like the snowmobile).

I'm not suggesting that you run out and have an estate plan created and leave a copy under the **christmas tree** for your children to open on December 25th. That would be a GIFT your children would certainly never forget. Seriously, they would never let you forget. Rather, I'm just planting the idea that establishing an estate plan to protect your family can make for a **wonderful life** (okay, this is a sad attempt at humor).

THE (NOT SO) NAUGHTY CHECKLIST

The Peace of Mind Checklist below is intended to list the types of things or questions that people should or could be asking themselves in regards to their loved ones. I would have you review the Checklist and see what comes to mind for you as you start to ponder your **New Year's resolutions** (you know, like getting your affairs in good order). come. What is the best way to do this?

PEACE OF MIND CHECKLIST

Please cut out this list and check
the questions that are important to you:

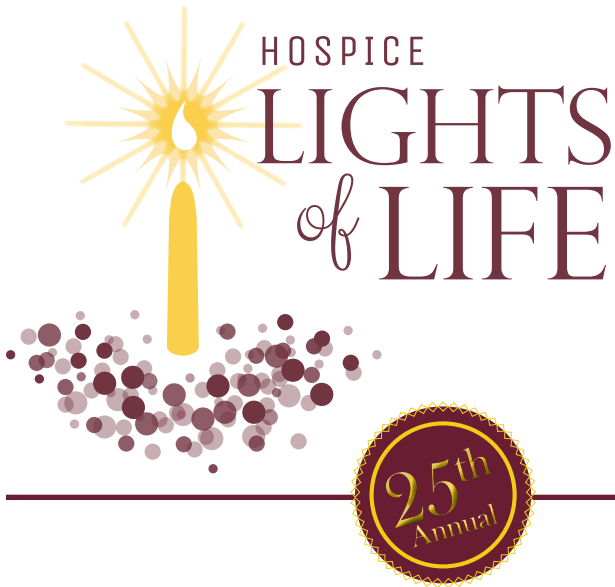
- I am concerned about losing my assets to the high costs of long-term care for myself and my spouse. What kind of pre-planning can we do in to best practice financial self-defense?
- My child (grandchild) is disabled. How can I protect his or her future? Is it true I can give all my money to a disabled person and have my long-term care cost paid?
- My spouse and I have a cherished family property that we would like to leave for our children and grandchildren to enjoy for years to come. What is the best way to do this?
- How can I set things up so my kids' inheritance will be protected if they get divorced or have creditor issues?
- My parents are aging. What should I know to help them to remain independent, protect their assets and be able to assist them when they need it?
- What are the benefits of a living trust and aren't they just for the wealthy?
- If I can't make legal and financial decisions for myself, how can I be sure my affairs are conducted in my best interest?
- If I am too ill to make health care decisions for myself, who will have the legal authority to make them for me? How can I be sure my wishes will be carried out?
- How can I be sure my money and property end up with my chosen beneficiaries when I'm gone?
- My parent just passed away. What are the legal steps I need to follow in order to settle his/her estate?
- I worked hard to build up a significant amount in my retirement accounts, how can I assure my young and/or immature beneficiaries will be tax smart and not just pay all the tax and spend, spend, spend?
- Is it true that my children can avoid the probate court when I die? What is the advantage of doing so?

Many of our clients came to us with the same questions. Contact us for estate and elder law planning solutions that are tailored to your specific needs.

The information provided in this article (and the checklist) does not constitute legal advice.

Merry Christmas!





Each year, Concord Regional VNA raises awareness of the agency's Hospice Program through our Hospice Lights of Life campaign.



Concord Regional VNA Commemorates Hospice Lights of Life 25th Anniversary

VIRTUAL COMMUNITY MEMORIAL SERVICE AVAILABLE TO VIEW ONLINE

Concord Regional Visiting Nurse Association (Concord Regional VNA), the largest home health and hospice provider in New Hampshire, offers the community an opportunity each year to honor and remember loved ones and friends through its Hospice Lights of Life campaign and memorial service.

The 2020 Lights of Life virtual Community Memorial Service, which includes music, readings, reflection and remembrance, can be viewed at www.crvna.org/lights.

"Our hospice team provides excellent care, comfort, guidance and support for patients and their families during what can be an extremely challenging and emotional time in their lives," said Beth Slepian, President and CEO, Concord Regional VNA. "We extend our gratitude to the individuals and businesses who have contributed to our Lights of Life campaign over the years, and welcome community members to join us in honoring and remembering loved ones by viewing our Community Memorial Service online."

Each fall, Concord Regional VNA invites the New Hampshire community to honor people they have lost by adding names to the Lights of Life Honor Roll - those included do not need to have been part of Concord Regional VNA's hospice program. In December, the windows of businesses throughout Concord and surrounding communities are illuminated by Lights of Life candles to honor the lives of those who have passed.

For the 2020 Lights of Life program, more than \$68,500 was raised, over 2,500 names were submitted to the Honor Roll and more than 1,300 Lights of Life candles are on display at 144 businesses throughout the Greater Concord area in December.

Since Hospice Lights of Life was launched in 1995, more than \$1.25 million has been raised, more than 3,750 individuals and businesses have participated and the names of more than 50,000 people have been submitted to the Honor Roll for remembrance.

In 1981, Concord Regional VNA began providing hospice care in homes and nursing facilities, and in 1994, the agency opened the first Hospice House in New Hampshire to provide community members with a place to call home during a peaceful and supportive end-of-life journey. The 10-bedroom Hospice House is a warm, personalized home that includes 24-hour skilled nursing care for terminally ill patients and their families. More than 3,500 patients and their families have been cared-for at Hospice House since its doors opened nearly 26 years ago.

Concord Regional VNA has been caring for people in their homes and leading the way in population health since 1899. Concord Regional VNA's more than 400 highly skilled clinicians and staff members provide unmatched care across the entire life span - from birth to end-of-life. The agency provides a broad array of services, including home care, hospice care, palliative care, pediatric and maternal child health, and personal home services, as well as community clinics and wellness programs, to more than 6,500 New Hampshire residents of all ages each year.

For more information about hospice care services offered by Concord Regional VNA, please visit www.crvna.org/services/hospice.

For information about upcoming virtual events visit www.crvna.org.



2020 BOW ROTARY ROADSIDE PICKUP



On October 24, 2020, a masked team of Rotarians from the Bow Rotary Club tackled roadside litter along Route 3A from the Concord to Hooksett town lines. The twice annual project collected a total of 56 bags of trash. The club maintains the busy route annually during Spring and Fall clean-ups, but was asked by NH DOT to skip this year's spring clean-up during the earlier months of the pandemic. Bow Rotary wishes to recognize the efforts of others in our community including the Bow High School Interact Club students, local scout troops, family groups and individuals, who have stepped up to police litter on the roads within our community.



Pictured (L-R): Rob Werner (Committee Chair), Matt Dodge, Matt Gatzke (President), Gerry Carrier, Linda Bliss and Mike Griffin. Other Rotarians not pictured were: Harry Judd, Eric Anderson, Michelle Fortin, Bill Ames and Tom Ives.

TREE & WREATH SALE IS A BIG SUCCESS

The annual Bow Rotary Christmas Tree and Wreath sale began the afternoon of Friday November 28th at the Town Pond beside the Bow Community Building. All 200 trees were from the Northeast Kingdom of Vermont and were 6'-8' well shaped Fraser and Balsam Fir trees, which are best known for their long-lasting qualities. The sale ran for nearly 2 weeks. Pre-decorated balsam fir wreaths were also sold. Trees sold for \$45 and pre-decorated wreaths were \$30. Jon Ruggles was the committee chairperson.



Unloading and setup crew, pictured L to R: Jerry Kingwill, Matt Dodge, Committee Chair Jon Ruggles, Linda Bliss, Bob Couch, President Matt Gatzke, Richard Swett, Ben Kiniry, Mike Fortier and Bill Ames.



Rotarian Michael Fortier observes as Rotarian Gerry Carrier is one of first to purchase a tree from Rotarian Linda Bliss as soon as they were unloaded from the truck. (All Photo by Eric Anderson)

ON AGING – 2020 YEAR END REVIEW

By Donna Deos

I know we're all glad to see that headline! It means this trying year is coming to an end. Woo hoo! And, none too soon!

So, what are you grateful for that happened this year? I know we are likely all grateful it is just about over. I think most everyone is likely grateful for the vaccine progress. But, what about you personally? What happened this year that made you realize something wonderful?



I bet you learned more about the people around you and more about yourself. We saw who could handle a lot of change and stress and who could not. We saw who was most tested with their control issues and who really doesn't seem to have those issues.

We learned how people function under lots of stress. We learned we are okay being alone – or mostly alone.

We learned who our real friends and loved ones are. We learned who is there for us, cares for us and who we will go the extra mile for.

We probably learned more than we wanted to from TV, internet and other outlets that we turned to to fill our time. Some of us learned we are better off without those things and the negativity they bring!

Did you get to spend more time doing things you have been wanting to do? Puzzles, reading, calling friends you haven't talked to in a while... other things?

You probably learned that all that stuff you put your time and money to in a normal year is a huge suck of time and money! Think of all the things we finally did around the house! People renovated, cleaned up and cleaned out, fixed things, actually enjoyed their home instead of using it as a place to land between offsite events like work, outside commitments, children's sporting events, etc. We stopped go, go, going and actually looked at and evaluated our surroundings. We kept what made us happy and got rid of or changed the things that don't.

When you braved going to the store and could find the groceries you wanted you went home and cooked! Less eating out, more eating in. We all honed our skills in so many ways this year. We tucked, we rolled, we adapted, and we prevailed!

This was likely the hardest year on record for most of us (I bet the Great Depression Era folks still have us beat) but we did it – so far!

Let's face it, heading into 2021 isn't looking real fabulous either. So, let's just own that one right now. We don't want it to be that way, but this thing isn't over yet. So, what will you learn and do in the coming year? What things will you get off your "someday" list? What things will you help others accomplish from a distance?

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Who will you call or zoom just to catch up and what groups will you join virtually?

There are still ways to be social and to keep connected to others. You know I always recommend Rotary! We still meet weekly on Friday mornings via Zoom. Our attendance on those meetings is still as wonderful and strong as it always was in person because we are a community of likeminded and like hearted people who want to make the world a better place. If you're looking for a positive change in your 2021 – check out the Bow Rotary Club. Call our Bill Ames or Matt Gatzke to get the info on attending a Zoom meeting. I'll be happy to see you there! So will 50 other people (your friends and neighbors) who live and work in our community.

What books will you check out from the Baker Free Library this year? What other media will you access from there? Did you know, I believe they even have jigsaw puzzles you can take out? I saw a woman walking out with 3 yesterday when I popped in. They have virtual programs you can look into as well.

We may get stuck at home again and be staring at the same 4 walls, but we do have ways to enrich our minds, connect with people and continue to grow and make a difference.

I hope your list of accomplishments is long and your list of things to do in 2021 is too. We are strong, smart people. We've got this – and we have got each other. All my best – Donna

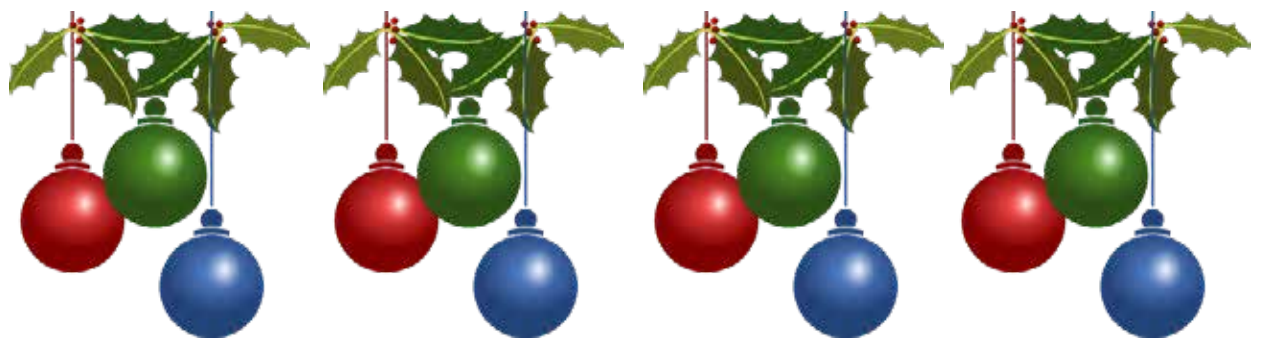
Happiest of Holidays to you and yours. Here's to a great 2021 no matter what it brings!



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**Wishing you a Merry Christmas
And Safe & Prosperous 2020!**

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