

The background is a light gray line drawing of a city street scene. In the center, a large building with a prominent dome, likely the New Hampshire State House, is visible. A large, semi-circular orange shape, resembling a rising sun or a lens flare, is positioned behind the building. The street is lined with trees and buildings on both sides. Several stylized human figures are walking along the sidewalks, and a street lamp is visible on the right side of the street.

Youth Council Committee Plan

City of Concord, New Hampshire

"Building the Future with the Hands and Hearts of the Young"

Our Vision

To make Concord a city where young people are not just the future; but the **present architects** of change.

A city where every youth, regardless of race, income, or background, has a real seat at the table, a stable job, an affordable home, and a reason to believe that leadership belongs to all of us.

Vision and Mission

Vision

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Mission

To build a sustainable Youth Council that empowers the next generation of leaders to take part in shaping the city's economy, culture, and policies, creating opportunity, justice, and belonging for all Concord residents. This council will act as a bridge between government, youth, and community, uniting energy with experience and transforming voices into policies.



The Structure of the Youth Council Committee

Composition

- **25 Voting Members** between ages **15–29**, reflecting Concord's diversity; students, workers, artists, entrepreneurs, immigrants, and future civic leaders.
- **Advisory Members:** City officials, educators, nonprofit and business representatives providing mentorship and oversight.

Leadership Roles

- **Chairperson** – leads council sessions, sets agenda with the Mayor's liaison.
- **Vice Chairperson** – supports the Chair and coordinates committees.
- **Secretary** – records decisions, manages communication.
- **Treasurer** – monitors youth budget allocations and reports transparency.

Divisions & Committees



Economic Development & Jobs

Youth employment, small business support, entrepreneurship.



Affordable Housing & Sustainability

Housing access, green initiatives.



Education, Arts & Innovation

School collaboration, cultural growth, technology use.



Health & Wellbeing

Mental health, fitness, and community health campaigns.



Equity & Civic Engagement

Inclusion, immigrant integration, and community participation.

Each division will have 3–5 members responsible for project design, outreach, and public feedback.

Strategic Implementation Roadmap



Phase 1 (0-3 Months): Foundation and Launch

- City Council passes ordinance creating the Youth Council Committee (YCC).
- Public citywide recruitment campaign through schools, colleges, and nonprofits.
- Appointment of 25 members and training in civic leadership, budgeting, and community engagement.



Phase 2 (4-12 Months): Pilot Projects

- Launch **YouthWorks Concord**, providing **200 paid internships** and apprenticeships in city offices, small businesses, and construction trades.
- Begin **Startup Concord Microgrants**; 60 small grants of \$5,000–\$15,000 to young entrepreneurs.
- Hold first **Youth Town Hall** to identify local challenges in housing, jobs, and transportation.



Phase 3 (Year 2-3): Expansion and Integration

- Institutionalize YCC as a permanent advisory board to the Mayor and City Council.
- Develop cross-sector partnerships with schools, banks, and housing developers.
- Implement a public **Youth Impact Dashboard** to track progress on employment, affordability, and inclusion.

Economic Development Framework

Economic Realities (2025 Data)

- Concord's population: **44,700** residents (U.S. Census, 2024).
- Youth (ages 15–29): **≈19% of population** (~8,500 individuals).
- Median household income: **\$83,700**, but rent continues to rise fast
- Average rent for 2-bedroom apartment (HUD 2025): **\$1,614/month**.

- Local unemployment: **2.3% (NH, mid-2025)**, but youth underemployment remains above **10%** — many working part-time or below their qualifications.



Job Creation & Workforce Development



Goal

Create or support **500 youth jobs** by 2027 through city hiring, internships, and business partnerships.



Youth Business Hub

A digital and physical space offering mentorship, free training, and access to startup capital.



Business Incentives

Encourage local businesses to receive tax incentives for hiring youth interns and first-time employees.

Affordable Living & Housing

- Partner with housing developers to build **mixed-income youth housing units** — affordable for young workers earning \$40k–\$55k/year.
- Promote rent assistance programs and employer-supported housing pilots.
- Prioritize rehabilitation of underused buildings for affordable housing.

Entrepreneurship & Innovation

- Develop a **City Youth Innovation Fund (\$1M initial target)** to finance new ideas in technology, art, and environmental solutions.
- Connect youth start-ups with **SBA, NH SBDC, and local banks** to unlock access to microloans.

Data-Driven Foundation

Concord at a Glance (2025)

Indicator	Value (2025)	Source
Population	44,700	U.S. Census 2024
Median Age	40.7 years	ACS 2019–2023
Youth Share (15–29)	19% (~8,500 people)	U.S. Census 2024
Median Household Income	\$83,701	ACS 2023
Unemployment (overall)	2.3%	BLS NH, July 2025
Youth Underemployment	~10%	City Estimate
2BR Apartment Rent	\$1,614/month	HUD FMR 2025
Poverty Rate	8.7%	ACS 2023

📌 These figures reveal a strong economy but an affordability and opportunity gap for the young — the very gap this plan is built to close.

Social Impact Plan

Who Will Benefit

Youth & Students

Real career opportunities and leadership experience.

Families

Increased income and stability as youth contribute to household earnings.

Small Businesses

New energy, digital skills, and workforce talent.

Immigrants & Refugees

Access to jobs, civic participation, and belonging.

Entire City

A stronger, more equitable economy with united leadership.

Projected Impact (3 Years)

500

Youth Employed or Trained

Creating pathways to meaningful careers and economic stability

100

New Small Businesses Created

Fostering entrepreneurship and innovation in our community

300

Families Receiving Housing Assistance

Providing navigation and support for affordable living

20%

Increase in Youth Civic Participation

Measured by events, elections, and volunteering

Communication and Leadership Strategy

Public Engagement



Monthly Youth Forums

In schools and community centers



Quarterly "State of the Youth City" Briefing

With the Mayor



Budget and Funding Model (Year 1)

Funding Source	Projected Amount	Purpose
City of Concord General Fund	\$1.5 million	YouthWorks jobs, training, staff
Federal/State Grants (Workforce, HUD, DHHS)	\$1.2 million	Housing, innovation, apprenticeships
Private Foundations & Corporate Partners	\$500,000	Innovation Fund, microgrants
Philanthropy & Donations	\$250,000	Events, youth arts, civic projects

Total: \$3.45 million (Year 1 Budget)

The goal is to maintain at least a **1:1 match** between city funds and external investments, ensuring sustainability without burdening taxpayers.

Governance and Accountability



Transparency

Quarterly public financial reports and annual impact evaluation by a local university partner.



Youth Representation

Each program will include youth as co-designers and reviewers.



Equity Metrics

At least **40% of all funding** directly supports low-income and underrepresented youth.



Open Data

All key performance indicators (jobs, grants, housing outcomes) published on the City's website.

50 Years of Transformation

Imagine Concord in 2075; A city known across America as the birthplace of youth-led governance. A place where young people transformed economic despair into innovation, political division into unity, and affordability crises into opportunity. This Youth Council is not a committee; it is a covenant between generations. It says to every child: *You belong here. You have power here. Your city believes in you.*

This plan stands as both **a policy and a promise**; a promise that leadership is not determined by age, race, or privilege, but by courage, compassion, and vision. As Dr. King said, *"The time is always right to do what is right."*

The time for Concord is now.

The background is a light gray line-art illustration of a university campus. In the center, a large building with a dome is visible. To the left, there is a fountain with water spraying upwards. In the foreground, four people are walking away from the viewer on a wide path. The sky is filled with large, stylized, overlapping yellow and orange shapes representing the sun or clouds. The overall tone is warm and celebratory.

THANK YOU