

APPENDIX C

July 2008 Residential Survey Results

June 2008 Business Survey Results



THREE LAKES TAG
THREE LAKES TOWN ACTION GROUP

In the summer of 2007, the Three Lakes Town Board chartered a strategic planning commission composed of citizen volunteers called the Three Lakes Town Action Group or TAG. Our mission is to not only to develop a long-range plan, but in the process to also identify tactical short-term improvements consistent with the overall goals that can be implemented in town right now.

This survey is **your** chance to give personal input to very important topics that will impact the people and the Town for the next twenty years. We are soliciting input from all citizens on their priorities to make our town an even better place to live than it already is.

Please take the time to fill out this survey thoroughly because your opinions do matter. Your survey responses will become part of the long range strategic plan the town is to have in place by January 1, 2010. Our vision is on the future growth of families and businesses here and how we continue to be the envy of those who would love to be a part of our community.

"Three Lakes: Our World Whispers Quality of Life"

Tara Stephens, Chairperson
Housing Sub-Committee

Norris Ross
Housing Sub-Committee

Sam Christie
Housing Sub-Committee

Please try to return by July 31st

A pre-posted return envelope has been enclosed for your convenience
You may also hand-deliver your survey in person to the Town Office

THREE LAKES TOWN ACTION GROUP (TAG) QUESTIONNAIRE

Please complete as much of this anonymous questionnaire as possible. Thank you in advance for providing valuable data for the future planning of your Town. Return in the envelope provided.

1. Are you a part of the Three Lakes Sanitary District?
☐ Yes ☐ No, I am/we are on septic
 2. I own () or rent () a Three Lakes property. For how long?
☐ 1-3 years ☐ 4-6 years ☐ 7-10 years
☐ 11-15-years ☐ 16-20 years ☐ More than 20 years
 3. Number of members in household:
 4. Age of head of household: ☐ 20-29 years ☐ 30-39 years ☐ 40-49 years
☐ 50-59 years ☐ 60-69 years ☐ 70 years and over
 Age(s) of other members in household: _____
 5. Does any household member work out of home? (if no, skip to #7)
☐ Yes ☐ No ☐ 1 member ☐ 2 members ☐ Full-Time ☐ Part-Time
 6. If yes to #5, is it your own business () or telecommuting to an outside employer ()?
 7. If a year-round resident and you commute to work, indicate the number of miles one way:
☐ 1-3 miles ☐ 4-6 miles ☐ 7-10 miles
☐ 11-15 miles ☐ 16-20 miles ☐ more than 20 miles
 8. Check all the following that apply:
☐ built your own home: new construction ☐ purchased an existing home and remodeled
☐ built a new home and have remodeled ☐ rent current home
☐ purchased an existing home
 9. Age of current home:
☐ Less than 5 years ☐ 5-10 years ☐ 11-15 years
☐ 16-20 years ☐ 21-30 years ☐ more than 30 years
 10. Concerning future housing in Three Lakes over the next 20 years, rate the following items:
- | | Do Not
Need or Want | Less
Important | Somewhat
Important | Important | Very
Important |
|------------------------------------|------------------------|-------------------|-----------------------|-----------|-------------------|
| A. Senior housing | | 2 | 3 | 4 | 5 |
| B. Senior assisted living | | 2 | 3 | 4 | 5 |
| C. Full nursing care | | 2 | 3 | 4 | 5 |
| D. Additional motels | 1 | 2 | 3 | 4 | 5 |
| E. Bed/breakfast facilities | 1 | 2 | 3 | 4 | 5 |
| F. Affordable single family houses | 1 | 2 | 3 | 4 | 5 |
| G. Rental houses | 1 | 2 | 3 | 4 | 5 |
| H. Apartments for rent | 1 | 2 | 3 | 4 | 5 |
| I. Apartment complexes | 1 | 2 | 3 | 4 | 5 |
| J. Condominiums/Townhomes | | 2 | 3 | 4 | 5 |
| K. Gated communities | | 2 | 3 | 4 | 5 |

- | | | | | | |
|---------------------------|---|---|---|---|---|
| L. Recreational buildings | 1 | 2 | 3 | 4 | 5 |
| M. Campgrounds | 1 | 2 | 3 | 4 | 5 |
| N. Office space | 1 | 2 | 3 | 4 | 5 |
| O. Retail space | 1 | 2 | 3 | 4 | 5 |
| P. Other _____ | | | | | |

11. Concerning property rentals:

- A. Should any homeowner be able to rent their home regardless of zoning? ☐ Yes ☐ No
 B. For what length of rental? ☐ 1 wk ☐ 2 wks ☐ 3-4 wks ☐ longer than a month
 C. Do you currently rent out your personal residence? ☐ Yes ☐ No

12. Concerning affordable housing, indicate what you consider to be "affordable":

☐ Under \$100,000 ☐ \$100-\$200K ☐ \$200-\$300K ☐ Over \$300K Other _____

13. Concerning future housing "subdivisions," check all statements that reflect your opinion:

- future subdivisions should be close to town
 future subdivisions should be outside of town
 all new subdivision lots should be (check one)
☐ less than one acre ☐ more than one acre ☐ more than five acres
 current large acreage parcels ☐ should or ☐ should not be split up for subdivisions
 Three Lakes ☐ should not have or ☐ does not need any new subdivisions

14. Concerning quality of life issues, rate the following items in importance to you:

- | | Not
Important | Less
Important | Somewhat
Important | Important | Very
Important |
|-------------------------------------|------------------|-------------------|-----------------------|-----------|-------------------|
| A. Wellness/Fitness facilities | 1 | 2 | 3 | 4 | 5 |
| B. Childcare facilities | 1 | 2 | 3 | 4 | 5 |
| C. Shuttle transport to Three Lakes | 1 | 2 | 3 | 4 | 5 |
| D. Shuttle transport to Rhinelander | 1 | 2 | 3 | 4 | 5 |

15. Concerning economic issues, rate the following items in importance to you:

- | | Do Not
Need or Want | Not
Important | Important | Critical | Absolutely
Mandatory |
|------------------------------------|------------------------|------------------|-----------|----------|-------------------------|
| A. Establish broader economic base | 1 | 2 | 3 | 4 | 5 |
| B. High speed internet access | 1 | 2 | 3 | 4 | 5 |
| C. Cell phone access and coverage | 1 | 2 | 3 | 4 | 5 |
| D. Good paying jobs right in town | 1 | 2 | 3 | 4 | 5 |

16. Please indicate your current internet access:

☐ Dial-up ☐ DSL ☐ Satellite ☐ Wireless ☐ Cable ☐ T-1 ☐ None
 Carrier _____ Speed (if known) _____ I use library PC only ☐

17. Check the three most important factors you considered when selecting Three Lakes to live:

- | | | |
|--|--|----------------------------------|
| <input type="checkbox"/> The Chain of Lakes | <input type="checkbox"/> Nature/Wildlife | <input type="checkbox"/> Schools |
| <input type="checkbox"/> Recreational opportunities | <input type="checkbox"/> Place to retire | <input type="checkbox"/> Housing |
| <input type="checkbox"/> Northwoods quiet | <input type="checkbox"/> Health facilities | <input type="checkbox"/> Library |
| <input type="checkbox"/> Lack of traffic/clean air-water | <input type="checkbox"/> Ability to work from home | <input type="checkbox"/> Arts |
| <input type="checkbox"/> Close to work/job/business | Other: _____ | |

18. In the next 20 years, what do you expect to be the biggest challenge Three Lakes will face?

19. Please list your suggestions for what would make Three Lakes a better place to live.

Survey response rate: 32% rate of return

1. Do you live in the Three Lakes Sanitary District

Age Group	YES	NO
Unknown	1	5
20-29	3	1
30-39		29
40-49	6	102
50-59	15	205
60-69	12	208
70 +	14	199
Total	52	749

2. Do you own or rent a Three Lakes property:

Age Group	OWN	RENT
Unknown	8	
20-29	4	
30-39	30	
40-49	106	2
50-59	220	
60-69	220	
70 and over	213	
Total	801	2

Years of Owning or Renting Three Lakes Property

Age Group	1-3 Yrs	4-6 Yrs	7-10 Yrs	11-15 Yrs	16-20 Yrs	20 + Yrs
Unknown		1		1	1	1
20-29		2	1			
30-39	5	15	7	2		
40-49	16	23	30	16	7	13
50-59	14	43	29	39	30	63
60-69	9	21	22	37	29	93
70+		7	12	20	29	138
Total	46	112	101	115	96	309

3. Number of members in household:

Age Group	One	Two	Three	Four	Five	Six	Seven	Eight	Nine
Unknown		1							
20-29		2							
30-39	5	5	10	5	4	1			
40-49	9	17	12	37	21	6			
50-59	8	127	12	31	24	6	3	2	
60-69	16	155	11	10	7	2			
70+	39	144	7	1	1	3			
Total	78	451	52	84	57	18	3	2	

4. Age of head of household (headcount in age brackets):

20-29	30-39	40-49	50-59	60-69	70 +	Unknown	
4	30	108	220	220	213	8	803
0.5%	3.7%	13.4%	27.4%	27.4%	26.5%	1.0%	

5. Number of household members working out of home:

Age Group	YES	NO
Unknown		1
20-29	1	3
30-39	9	18
40-49	60	40
50-59	100	108
60-69	66	136
70 +	22	149
Total	258	455

6. If yes to #5, is the business personally owned, or by an outside employer?

Age Group	Own Businesses	Telecommute
Unknown		
20-29		1
30-39	3	2
40-49	17	31
50-59	34	45
60-69	29	26
70 and over	8	10
Total	91	115

7. If you are a year-round resident who commutes to work, indicate number of miles one way:

Age Group	1-3	4-6	7-10	11-15	16-20	20 +
Unknown						1
20-29						3
30-39	2		4	2		8
40-49	8	3	4	3	2	15
50-59	11	13	11	2	6	23
60-69	6	8	5	7	6	6
70+	4	2	2		1	6
Total	32	27	27	15	16	62

8. Check all the following that apply:

Age Group	Built Own Home New Construction	Built New Home - Remodeled	Purchased Existing Home	Purchased Existing Home Remodeled	Rent Current Home or Other
Unknown	3		2		
20-29	2		1		
30-39	13		9	7	
40-49	32		37	30	2
50-59	71	6	82	60	
60-69	62	12	71	66	
70+	72	14	46	64	
Total	255	33	248	229	2

9. Age of current home:

Age Group	Less than 5 Yrs	5-10 Yrs	11-15 Yrs	16-20 Yrs	21-30 Yrs	30 + Yrs
Unknown			1		1	2
20-29					1	
30-39	10	5	2		7	5
40-49	13	19	11	8	14	38
50-59	26	21	19	22	43	85
60-69	16	24	18	20	36	97
70+	2	17	20	17	32	118
Total	69	87	71	67	134	346

10. Concerning future housing in Three Lakes over the next 20 years, rate the following items:

	Age Group	Do Not Need or Want		Less Important		Somewhat Important		Important		Very Important	
Senior Housing	Unknown	2	33.3%	1	16.7%	1	16.7%	1	16.7%	1	16.7%
	20-29	1	25.0%		0.0%	2	50.0%	1	25.0%		0.0%
	30-39	2	6.9%	7	24.1%	8	27.6%	8	27.6%	4	13.8%
	40-49	16	15.7%	16	15.7%	31	30.4%	29	28.4%	10	9.8%
	50-59	39	18.0%	36	16.6%	51	23.5%	60	27.6%	31	14.3%
	60-69	35	16.8%	28	13.5%	54	26.0%	63	30.3%	28	13.5%
	70+	61	31.1%	12	6.1%	38	19.4%	41	20.9%	44	22.4%
	Total	156	20.5%	100	13.1%	185	24.3%	203	26.6%	118	15.5%
Senior Assisted Living	Unknown	2	33.3%	1	16.7%	1	16.7%	1	16.7%	1	16.7%
	20-29	1	25.0%		0.0%	2	50.0%	1	25.0%		0.0%
	30-39	2	6.9%	7	24.1%	8	27.6%	9	31.0%	3	10.3%
	40-49	16	15.5%	13	12.6%	28	27.2%	31	30.1%	15	14.6%
	50-59	34	15.9%	31	14.5%	50	23.4%	59	27.6%	40	18.7%
	60-69	34	16.1%	22	10.4%	53	25.1%	66	31.3%	36	17.1%
	70+	54	27.6%	12	6.1%	33	16.8%	47	24.0%	50	25.5%
	Total	143	18.7%	86	11.3%	175	22.9%	214	28.0%	145	19.0%
Full Nursing Care	Unknown	2	33.3%	3	50.0%		0.0%		0.0%	1	16.7%
	20-29	1	25.0%		0.0%	1	25.0%	2	50.0%		0.0%
	30-39	5	17.2%	6	20.7%	7	24.1%	8	27.6%	3	10.3%
	40-49	21	20.8%	20	19.8%	26	25.7%	24	23.8%	10	9.9%
	50-59	38	17.8%	42	19.7%	49	23.0%	55	25.8%	29	13.6%
	60-69	37	17.9%	38	18.4%	56	27.1%	54	26.1%	22	10.6%
	70+	58	29.9%	28	14.4%	37	19.1%	38	19.6%	33	17.0%
	Total	162	21.5%	137	18.2%	176	23.3%	181	24.0%	98	13.0%
Additional Motels	Unknown	5	83.3%		0.0%	1	16.7%		0.0%		0.0%
	20-29	1	25.0%		0.0%	1	25.0%		0.0%	2	50.0%
	30-39	7	24.1%	6	20.7%	8	27.6%	3	10.3%	5	17.2%
	40-49	24	23.5%	31	30.4%	25	24.5%	18	17.6%	4	3.9%
	50-59	54	25.2%	67	31.3%	46	21.5%	33	15.4%	14	6.5%
	60-69	69	33.2%	73	35.1%	34	16.3%	24	11.5%	8	3.8%
	70+	82	42.5%	43	22.3%	42	21.8%	17	8.8%	9	4.7%
	Total	242	32.0%	220	29.1%	157	20.8%	95	12.6%	42	5.6%

		Do Not Need or Want		Less Important		Somewhat Important		Important		Very Important	
Age Group											
Bed/ Breakfast Facilities	Unknown	1	16.7%	3	50.0%	2	33.3%		0.0%		0.0%
	20-29	1	25.0%	1	25.0%	1	25.0%	1	25.0%		0.0%
	30-39	7	24.1%	7	24.1%	8	27.6%	5	17.2%	2	6.9%
	40-49	21	20.4%	24	23.3%	35	34.0%	19	18.4%	4	3.9%
	50-59	47	22.2%	54	25.5%	66	31.1%	36	17.0%	9	4.2%
	60-69	63	30.3%	66	31.7%	47	22.6%	27	13.0%	5	2.4%
	70+	72	37.7%	48	25.1%	46	24.1%	19	9.9%	6	3.1%
	Total	212	28.2%	203	27.0%	205	27.2%	107	14.2%	26	3.5%
Affordable Single Family Housing	Unknown	1	16.7%	1	16.7%	2	33.3%	2	33.3%		0.0%
	20-29	1	25.0%		0.0%		0.0%		0.0%	3	75.0%
	30-39	2	6.9%	3	10.3%	6	20.7%	10	34.5%	8	27.6%
	40-49	8	7.8%	14	13.7%	30	29.4%	32	31.4%	18	17.6%
	50-59	24	11.0%	33	15.1%	61	28.0%	56	25.7%	44	20.2%
	60-69	38	18.1%	28	13.3%	60	28.6%	50	23.8%	34	16.2%
	70+	46	24.0%	22	11.5%	43	22.4%	51	26.6%	30	15.6%
	Total	120	15.8%	101	13.3%	202	26.5%	201	26.4%	137	18.0%
Rental Houses	Unknown	3	42.9%	2	28.6%	2	28.6%		0.0%		0.0%
	20-29	1	25.0%		0.0%	1	25.0%	1	25.0%	1	25.0%
	30-39	7	24.1%	4	13.8%	12	41.4%	5	17.2%	1	3.4%
	40-49	22	21.8%	32	31.7%	36	35.6%	2	2.0%	9	8.9%
	50-59	52	24.5%	63	29.7%	58	27.4%	26	12.3%	13	6.1%
	60-69	74	35.4%	61	29.2%	44	21.1%	24	11.5%	6	2.9%
	70+	65	34.9%	45	24.2%	45	24.2%	20	10.8%	11	5.9%
	Total	224	29.9%	207	27.7%	198	26.5%	78	10.4%	41	5.5%
Apartments for Rent	Age Group	Do Not Need or Want		Less Important		Somewhat Important		Important		Very Important	
	Unknown	1	16.7%	3	50.0%	1	16.7%	1	16.7%		0.0%
	20-29	1	25.0%		0.0%	1	25.0%	1	25.0%	1	25.0%
	30-39	7	24.1%	4	13.8%	10	34.5%	6	20.7%	2	6.9%
	40-49	27	26.5%	33	32.4%	25	24.5%	8	7.8%	9	8.8%
	50-59	51	23.7%	67	31.2%	64	29.8%	22	10.2%	11	5.1%
	60-69	70	33.2%	59	28.0%	50	23.7%	29	13.7%	3	1.4%
	70+	66	34.7%	45	23.7%	42	22.1%	28	14.7%	9	4.7%
	Total	223	29.5%	211	27.9%	193	25.5%	95	12.5%	35	4.6%

	Age Group	Do Not Need or Want		Less Important		Somewhat Important		Important		Very Important	
Apartment Complexes	Unknown	2	33.3%	3	50.0%	1	16.7%		0.0%		0.0%
	20-29	2	50.0%	1	25.0%		0.0%		0.0%	1	25.0%
	30-39	9	32.1%	7	25.0%	6	21.4%	5	17.9%	1	3.6%
	40-49	47	45.6%	35	34.0%	10	9.7%	8	7.8%	3	2.9%
	50-59	88	73.0%	73	34.3%	26	12.2%	20	9.4%	6	2.8%
	60-69	95	45.2%	63	30.0%	40	19.0%	11	5.2%	1	0.5%
	70+	81	43.3%	50	26.7%	38	20.3%	12	6.4%	6	3.2%
	Total	324	43.1%	232	30.9%	121	16.1%	56	7.5%	18	2.4%
Condominiums/ Townhomes	Unknown	3	42.9%	3	42.9%	1	14.3%		0.0%		0.0%
	20-29	2	50.0%	1	25.0%	1	25.0%		0.0%		0.0%
	30-39	10	34.5%	8	27.6%	5	17.2%	4	13.8%	2	6.9%
	40-49	39	37.5%	34	32.7%	25	24.0%	5	4.8%	1	1.0%
	50-59	84	39.4%	68	31.9%	43	20.2%	13	6.1%	5	2.3%
	60-69	95	45.5%	53	25.4%	40	19.1%	20	9.6%	1	0.5%
	70+	92	48.9%	51	27.1%	33	17.6%	9	4.8%	3	1.6%
	Total	325	43.1%	218	28.9%	148	19.6%	51	6.8%	12	1.6%
Gated Communities	Unknown	4	66.7%	1	16.7%	1	16.7%		0.0%		0.0%
	20-29	3	75.0%	1	25.0%		0.0%		0.0%		0.0%
	30-39	15	51.7%	8	27.6%	5	17.2%	1	3.4%		0.0%
	40-49	53	51.0%	33	31.7%	13	12.5%	5	4.8%		0.0%
	50-59	121	56.5%	61	28.5%	21	9.8%	8	3.7%	3	1.4%
	60-69	121	58.2%	50	24.0%	26	12.5%	10	4.8%	1	0.5%
	70+	119	63.3%	40	21.3%	16	8.5%	7	3.7%	6	3.2%
	Total	436	57.9%	194	25.8%	82	10.9%	31	4.1%	10	1.3%
Recreational Buildings	Unknown	1	16.7%	3	50.0%	1	16.7%	1	16.7%		0.0%
	20-29		0.0%	1	25.0%	2	50.0%	1	25.0%		0.0%
	30-39	1	3.3%	4	13.3%	8	26.7%	5	16.7%	12	40.0%
	40-49	12	11.2%	14	13.1%	31	29.0%	36	33.6%	14	13.1%
	50-59	26	12.1%	37	17.2%	80	37.2%	56	26.0%	16	7.4%
	60-69	37	17.7%	34	16.3%	62	29.7%	57	27.3%	19	9.1%
	70+	53	27.7%	31	16.2%	50	26.2%	44	23.0%	13	6.8%
	Total	130	17.1%	124	16.3%	234	30.7%	200	26.2%	74	9.7%

	Age Group	Do Not Need or Want		Less Important		Somewhat Important		Important		Very Important	
Campgrounds	Unknown	2	28.6%	2	28.6%	3	42.9%		0.0%		0.0%
	20-29		0.0%	1	25.0%	1	25.0%	2	50.0%		0.0%
	30-39	6	20.7%	2	6.9%	10	34.5%	9	31.0%	2	6.9%
	40-49	16	15.4%	23	22.1%	30	28.8%	26	25.0%	9	8.7%
	50-59	37	17.4%	50	23.5%	70	32.9%	48	22.5%	8	3.8%
	60-69	60	28.8%	41	19.7%	54	26.0%	40	19.2%	13	6.3%
	70+	76	39.8%	34	17.8%	41	21.5%	29	15.2%	11	5.8%
	Total	197	26.1%	153	20.2%	209	27.6%	154	20.4%	43	5.7%
Office Space	Unknown	2	40.0%	2	40.0%	1	20.0%		0.0%		0.0%
	20-29		0.0%	1	25.0%		0.0%	2	50.0%	1	25.0%
	30-39	4	13.8%	4	13.8%	11	37.9%	6	20.7%	4	13.8%
	40-49	18	17.3%	27	26.0%	38	36.5%	18	17.3%	3	2.9%
	50-59	37	17.3%	57	26.6%	64	29.9%	47	22.0%	9	4.2%
	60-69	58	27.9%	59	28.4%	58	27.9%	23	11.1%	10	4.8%
	70+	73	38.4%	42	22.1%	47	24.7%	23	12.1%	5	2.6%
	Total	192	25.5%	192	25.5%	219	29.0%	119	15.8%	32	4.2%
Retail Space	Unknown	2	40.0%	2	40.0%		0.0%	1	20.0%		0.0%
	20-29		0.0%		0.0%	1	25.0%	2	50.0%	1	25.0%
	30-39	3	10.7%	2	7.1%	10	35.7%	7	25.0%	6	21.4%
	40-49	14	14.3%	18	18.4%	29	29.6%	26	26.5%	11	11.2%
	50-59	29	13.6%	43	20.2%	60	28.2%	57	26.8%	24	11.3%
	60-69	53	26.0%	38	18.6%	65	31.9%	35	17.2%	13	6.4%
	70+	65	35.3%	23	12.5%	47	25.5%	40	21.7%	9	4.9%
	Total	166	22.6%	126	17.1%	212	28.8%	168	22.8%	64	8.7%

Listed under "Other":

Fast food	Theater
Hospital/larger clinic	Fitness Center
Resorts	Green Space
Industrial	Retail Variety
Tight urban planning	Restaurants
More supper clubs	Lumber yard
Manufacturing	Rentals
Meeting Rooms	Bakery
	No condos
Medical Office	(Northernnaire)
County-wide bus service	

11. Concerning property rentals: Should homeowners have the ability to rent out their home?

Age Group	YES	NO
Unknown	3	
20-29	2	1
30-39	11	13
40-49	69	35
50-59	133	79
60-69	133	75
70 +	117	79
Total	468	283

Length of rental?

Age Group	1 week	2 weeks	3-4 weeks	1 month +
Unknown	1		1	2
20-29				2
30-39	1	3	1	12
40-49	24	14	20	39
50-59	31	30	28	90
60-69	24	21	22	101
70+	15	13	27	93
Total	96	81	99	339

Do you currently rent out your personal residence?

Age Group	YES	NO
Unknown		5
20-29		3
30-39		28
40-49		102
50-59	7	199
60-69	4	205
70+	4	194
Total	17	736

12. Concerning affordable housing, indicate what you consider "affordable"?

Age Group	Under \$100K	\$100-200K	\$200-300K	Over \$300K	Other
Unknown		4			
20-29	3	2			
30-39	9	20	2		
40-49	28	57	13		
50-59	57	115	29	2	
60-69	57	104	27	7	
70+	42	106	21	9	
Total	196	408	92	19	1

13. Concerning future housing subdivisions, where should they be?

Age Group	Close to Town	Outside of Town
Unknown	1	
20-29	3	2
30-39	11	4
40-49	49	17
50-59	116	50
60-69	118	34
70+	104	37
Total	402	144

Size of new subdivision lots should be?

Age Group	Less than One Acre	More than One Acre	More than Five Acres
Unknown		3	
20-29	2	2	1
30-39	2	13	6
40-49	18	58	9
50-59	47	95	15
60-69	47	104	15
70+	36	101	14
Total	152	376	60

Should current large acreage parcels be split up for subdivisions?

Age Group	YES	NO
Unknown	1	
20-29		3
30-39	4	14
40-49	18	37
50-59	49	54
60-69	44	76
70+	43	56
Total	159	240

Regarding new subdivisions, Three Lakes:

Age Group	Should Not Have	<u>OR</u>	Does Not Need	Total
Unknown			1	1
20-29				
30-39	4		12	16
40-49	12		29	41
50-59	27		67	94
60-69	21		79	100
70+	33		80	113
Total	97		269	366

14. Quality of Life Issues:

		Not Important		Less Important		Somewhat Important		Important		Very Important	
Age Group											
Wellness/ Fitness Facilities	Unknown	3	50.0%	1	16.7%	2	33.3%		0.0%		0.0%
	20-29		0.0%	1	25.0%	1	25.0%	1	25.0%	1	25.0%
	30-39		0.0%	1	3.4%	5	17.2%	11	37.9%	12	41.4%
	40-49	14	13.6%	13	12.6%	19	18.4%	30	29.1%	27	26.2%
	50-59	20	9.4%	24	11.3%	53	25.0%	65	30.7%	50	23.6%
	60-69	30	14.2%	24	11.3%	53	25.0%	57	26.9%	48	22.6%
	70+	33	17.5%	15	7.9%	50	26.5%	47	24.9%	44	23.3%
	Total	100	13.2%	79	10.5%	183	24.2%	211	27.9%	182	24.1%
Childcare Facilities	Unknown	4	66.7%	2	33.3%		0.0%		0.0%		0.0%
	20-29		0.0%		0.0%		0.0%	2	50.0%	2	50.0%
	30-39	2	6.9%	2	6.9%	5	17.2%	8	27.6%	12	41.4%
	40-49	30	29.4%	22	21.6%	24	23.5%	14	13.7%	12	11.8%
	50-59	64	30.3%	49	23.2%	34	16.1%	47	22.3%	17	8.1%
	60-69	81	38.9%	35	16.8%	41	19.7%	43	20.7%	8	3.8%
	70+	74	39.2%	25	13.2%	39	20.6%	31	16.4%	20	10.6%
	Total	255	34.0%	135	18.0%	143	19.1%	145	19.4%	71	9.5%
Shuttle to Transport to Three Lakes	Unknown	4	57.1%	1	14.3%		0.0%	1	14.3%	1	14.3%
	20-29	1	25.0%	2	50.0%	1	25.0%		0.0%		0.0%
	30-39	3	10.3%	11	37.9%	6	20.7%	6	20.7%	3	10.3%
	40-49	36	35.0%	35	34.0%	19	18.4%	9	8.7%	4	3.9%
	50-59	77	37.2%	46	22.2%	39	18.8%	34	16.4%	11	5.3%
	60-69	65	31.4%	59	28.5%	36	17.4%	31	15.0%	16	7.7%
	70+	71	38.6%	23	12.5%	46	25.0%	14	7.6%	30	16.3%
	Total	257	34.7%	177	23.9%	147	19.8%	95	12.8%	65	8.8%
Shuttle Transport to Rhinelander	Unknown	4	57.1%	1	14.3%		0.0%	1	14.3%	1	14.3%
	20-29	1	25.0%	2	50.0%	1	25.0%		0.0%		0.0%
	30-39	5	15.6%	8	25.0%	12	37.5%	5	15.6%	2	6.3%
	40-49	29	27.6%	32	30.5%	21	20.0%	19	18.1%	4	3.8%
	50-59	67	31.8%	30	14.2%	54	25.6%	41	19.4%	19	9.0%
	60-69	54	25.1%	39	18.1%	49	22.8%	49	22.8%	24	11.2%
	70+	65	33.2%	17	8.7%	49	25.0%	31	15.8%	34	17.3%
	Total	225	29.2%	129	16.8%	186	24.2%	146	19.0%	84	10.9%

15. Economic Issues:

	Age Group	Do Not Need or Want		Not Important		Important		Critical		Absolutely Mandatory	
Broader Economic Base	Unknown	1	16.7%		0.0%	1	16.7%	3	50.0%	1	16.7%
	20-29		0.0%		0.0%	1	25.0%	3	75.0%		0.0%
	30-39		0.0%		0.0%	6	21.4%	12	42.9%	10	35.7%
	40-49	5	4.8%	8	7.7%	37	35.6%	28	26.9%	26	25.0%
	50-59	8	3.8%	12	5.7%	97	45.8%	47	22.2%	48	22.6%
	60-69	14	6.0%	19	8.2%	90	38.6%	74	31.8%	36	15.5%
	70+	28	15.5%	15	8.3%	74	40.9%	33	18.2%	31	17.1%
	Total	56	7.3%	54	7.0%	306	39.8%	200	26.0%	152	19.8%
High Speed Internet	Unknown	1	14.3%	1	14.3%	4	57.1%	1	14.3%		0.0%
	20-29		0.0%		0.0%	2	50.0%	1	25.0%	1	25.0%
	30-39		0.0%		0.0%	4	13.8%	7	24.1%	18	62.1%
	40-49	2	1.9%	8	7.5%	29	27.4%	22	20.8%	45	42.5%
	50-59	8	3.8%	12	5.6%	51	23.9%	57	26.8%	85	39.9%
	60-69	13	6.1%	20	9.4%	57	26.9%	39	18.4%	83	39.2%
	70+	34	17.9%	25	13.2%	55	28.9%	26	13.7%	50	26.3%
	Total	58	7.6%	66	8.7%	202	26.5%	153	20.1%	282	37.1%
Cell Phone Access	Unknown	1	14.3%	2	28.6%	2	28.6%	2	28.6%		0.0%
	20-29		0.0%		0.0%	1	25.0%	2	50.0%	1	25.0%
	30-39		0.0%	1	3.3%	4	13.3%	12	40.0%	13	43.3%
	40-49		0.0%	1	1.0%	27	26.0%	32	30.8%	44	42.3%
	50-59	3	1.4%	7	3.3%	49	22.8%	54	25.1%	102	47.4%
	60-69	13	6.1%	10	4.7%	48	22.6%	55	25.9%	86	40.6%
	70+	19	9.7%	12	6.1%	59	30.1%	40	20.4%	66	33.7%
	Total	36	4.7%	33	4.3%	190	24.7%	197	25.7%	312	40.6%
Good Paying Jobs	Unknown	1	16.7%		0.0%	3	50.0%	2	33.3%		0.0%
	20-29		0.0%		0.0%		0.0%	1	25.0%	3	75.0%
	30-39		0.0%		0.0%	7	24.1%	7	24.1%	15	51.7%
	40-49	1	1.0%	3	2.9%	41	39.8%	38	36.9%	20	19.4%
	50-59	7	3.3%	10	4.7%	84	39.6%	54	25.5%	57	26.9%
	60-69	9	4.4%	15	7.4%	74	36.3%	70	34.3%	36	17.6%
	70+	20	10.6%	13	6.9%	71	37.6%	45	23.8%	40	21.2%
	Total	38	5.1%	41	5.5%	280	37.5%	217	29.0%	171	22.9%

16. Indicate current internet access:

	Dial Up	DSL	Satellite	Wireless	Cable	T-1	Library PC	None
Unknown	2	1		1				2
20-29		1		1				2
30-39	6	6	3	6	2		2	3
40-49	22	24	7	9	2		4	37
50-59	61	33	12	15	8	4	12	71
60-69	74	36	9	12	4	4	17	60
70+	59	25	7	6	7	3	9	62
Total	224	126	38	50	23	12	44	237

<i>Carriers Identified:</i>	Verizon	113	Cox	1
	AllTel	15	MSN	1
	Nnex	62	Warner	1
			Earth	
	Hughes	15	Link	3
	Frontier	26	CellOne	1
	Charter	1	New North Net	5
	AT&T	13	Road Runner	1
	Wild Blue		Direct	1
	TDS		Sprint	2
	Solarus	6	People PC	1
	SBC		AOL	11

17. Three most important factors considered when selecting Three Lakes to live:

Chain of Lakes	Unknown	2	Recreational Opportunities	Unknown	1	Northwoods Quiet	Unknown	7
	20-29			20-29	1		20-29	3
	30-39	14		30-39	14		30-39	18
	40-49	63		40-49	35		40-49	57
	50-59	138		50-59	71		50-59	148
	60-69	133		60-69	70		60-69	133
	70+	127		70+	36		70+	146
	Total	477		Total	228		Total	512
	%	18.7%		%	8.9%		%	20.1%

Lack of Traffic Clean Air/Water	Unknown	5	Close to Work/Job/ Business	Unknown		Nature/ Wildlife	Unknown	3
	20-29	1		20-29			20-29	
	30-39	9		30-39	5		30-39	13
	40-49	40		40-49	12		40-49	53
	50-59	87		50-59	11		50-59	110
	60-69	98		60-69	12		60-69	116
	70+	98		70+	7		70+	103
	Total	338		Total	47		Total	399
	%	13.3%		%	1.8%		%	15.7%

Place to Retire	Unknown	5	Health Facilities	Unknown	Ability to Work from Home	Unknown
	20-29			20-29		20-29
	30-39	9		30-39		30-39
	40-49	23		40-49		40-49
	50-59	79		50-59	7	50-59
	60-69	78		60-69	8	60-69
	70+	82		70+	17	70+
	Total	276		Total	34	Total
	%	10.8%		%	1.3%	%
Schools	Unknown		Housing	Unknown	Library	Unknown
	20-29	4		20-29		20-29
	30-39	13		30-39	2	30-39
	40-49	19		40-49	1	40-49
	50-59	24		50-59	4	50-59
	60-69	18		60-69	4	60-69
	70+	9		70+	1	70+
	Total	87		Total	12	Total
	%	3.4%		%	0.5%	%
Arts	Unknown		Other	Unknown		
	20-29			20-29		
	30-39	2		30-39	3	
	40-49	3		40-49	12	
	50-59	4		50-59	11	
	60-69	5		60-69	7	
	70+	10		70+	3	
	Total	24		Total	37	
	%	0.9%		%	1.5%	

Identified under
"Other":

Strong family ties
Place to raise a family
Native
Family
Airport
Honey Rock
Church
Price
Quality of life
Able to live inexpensively while building a business
Civic organizations
Businesses
Investment
Community/Small Town
Large lots

QUANTITATIVE SUMMARY FOR QUESTION 18 FROM JULY 2008 RESIDENTIAL SURVEY

18. In the next 20 years, what do you expect to be the biggest challenge Three Lakes will face?

Category/Age Group	20-29	30-39	40-49	50-59	60-69	70-79	All Ages Total
Cont Quaint Up-North Charm	1	4	21	37	48	33	144
Econ Development	0	9	41	9	51	29	139
Environmental	0	3	26	20	42	25	116
Jobs/Employment	0	6	19	31	22	17	95
Town Expenditures/Taxes	0	2	8	26	33	25	94
Schools/Edu/Day Care	0	6	11	14	18	14	63
Demographic Conflicts	0	4	6	8	11	7	36
Town Government	0	1	3	11	8	7	30
Aging Population	0	1	5	10	5	6	27
Land Use (Zoning)	0	1	2	10	6	5	24
Housing	0	3	2	5	7	6	23
Infrastructure	0	1	2	1	6	11	21
Technology	0	0	1	11	3	1	16
Police/Fire	0	1	1	0	4	4	10
Health	0	0	1	2	5	2	10
Beautification	0	1	0	1	5	1	8
Unique (Misc)	0	0	0	3	1	4	8
Rec Opportunities	0	0	2	0	1	2	5
Arts/Culture/Library	0	0	0	0	2	0	2
Airport	0	0	0	0	1	0	1

QUANTITATIVE SUMMARY FOR QUESTION 19 FROM JULY 2008 RESIDENTIAL SURVEY

19. Please list your suggestions for what would make Three Lakes a better place to live.

Category/Age Group	20-29	30-39	40-49	50-59	60-69	70-79	All Ages Total
Econ Development	0	6	27	68	54	31	186
Cont Quaint Up-North Charm	0	5	19	33	34	42	133
Town Government	1	1	9	19	29	24	83
Rec Opportunities	0	4	20	18	15	6	63
Technology	0	2	11	20	14	5	52
Environmental	0	3	14	10	15	9	51
Town Expenditures/Taxes	0	1	9	10	13	17	50
Health	0	2	3	18	15	9	47
Jobs/Employment	0	6	12	15	8	4	45
Demographic Conflicts	0	3	11	14	11	3	42
Land Use (Zoning)	0	0	6	14	11	9	40
Police/Fire	0	2	1	11	13	10	37
Beautification	0	2	3	8	9	15	37
Infrastructure	0	1	0	7	12	13	33
Schools/Edu/Day Care	0	3	7	5	5	4	24
Unique (Misc)	0	1	2	5	8	3	19
Aging Population	0	0	4	6	4	4	18
Arts/Culture/Library	0	1	1	6	6	3	17
Housing	0	1	2	4	4	3	14
Airport	0	0	2	2	0	0	4

18. In the next 20 years, what do you expect to be the biggest challenge Three Lakes will face?

Age

JOBS / EMPLOYMENT

Unknown	Loss of <u>population</u> due to limited <u>job opportunities</u>
30-39	Jobs to entice <u>good character people</u> . Lack of <u>employment opportunities</u> .
30-39	<u>Bringing in good-paying jobs</u> to increase the amount of <u>people</u> .
30-39	Jobs.
30-39	<u>Getting young people</u> here.
30-39	<u>Attracting and retaining young, dynamic population</u> .
40-49	<u>Keeping the younger adults to stay</u> in the area. <u>Good paying jobs</u> .
40-49	<u>Keeping our youth</u> interested in the northwoods for a <u>place</u> to work and recreate.
40-49	<u>Providing jobs</u> in town but not <u>changing</u> the small town effect.
40-49	Jobs for <u>graduates</u> .
40-49	Jobs.
40-49	Jobs - <u>keeping our youth</u> here with decent <u>jobs</u> and economic <u>opportunities</u> . <u>Employment</u> and cost of <u>living</u> .
40-49	<u>Bringing paying jobs</u> to the area.
40-49	Lack of <u>good jobs</u> .
40-49	<u>Employment opportunities beyond tourism</u> .
40-49	<u>Good-paying jobs</u> based in Three Lakes.
40-49	Without <u>job opportunities</u> - <u>bringing people</u> to move to Three Lakes.
40-49	Loss of <u>jobs</u> in the area.
40-49	Jobs.
40-49	Jobs.
40-49	<u>Establishing jobs and keeping great schools</u> .
40-49	<u>Providing jobs to keep people</u> in area and <u>economy strong</u> .
40-49	Sustainable income. Lack of quality jobs. People who actually live here can't seem to afford it. It seems only tourists can afford to live on lakes, etc.
50-59	Year-round, <u>good-paying jobs</u> .
50-59	<u>Establishing a broader economic base</u> with <u>good paying jobs</u> .
50-59	<u>Good paying jobs</u> .
50-59	<u>Good paying jobs</u> .
50-59	<u>Creating quality, good-paying jobs</u> .
50-59	Qualit 'obs!!
50-59	<u>Keeping good-paying jobs</u> in town, close.
50-59	Good <u>job opportunity</u> .
50-59	<u>Economy crises - unemployment</u> .
50-59	Jobs to <u>support families</u> .
50-59	<u>Keeping good-paying jobs</u> .
50-59	<u>Quality jobs</u> to attract and keep <u>young families</u> here.
50-59	Jobs.
50-59	Jobs that <u>provide a living wage</u> and benefits.
50-59	Jobs.
50-59	<u>Providing jobs</u> for its <u>young people</u> .
50-59	Provide <u>enough good-paying jobs</u> to <u>support families</u> and the local businesses.

50-59 Jobs - for young people staying in area.
 50-59 Jobs and decent pay.
 50-59 Keeping enough decent paying jobs in the area.
 50-59 Availability of decent-paying jobs.
 50-59 Dwindling population due to lack of jobs.
 50-59 Employment opportunities.
 50-59 Ability to provide job opportunities.
 50-59 Attracting our young people to live in Three Lakes.
 50-59 Keep high school graduates gainfully employed and residing in Three Lakes.
 50-59 Lack of year-round, good-paying jobs to attract families.
 50-59 Economic base/good-paying jobs.
 50-59 Decent jobs for our children.
 50-59 Good-paying industrial jobs that will bring families that can live here year round.
 50-59 Better jobs that support families.
 60-69 Economic growth - jobs.
 60-69 Good jobs.
 60-69 Year-round employment.
 60-69 Decent-paying jobs.
 60-69 Job opportunities.
 60-69 Retaining residents with good paying, year-round jobs.
 60-69 Increase employment and particularly higher-paying jobs.
 60-69 Employment for young people.
 60-69 Job growth for young families.
 60-69 Job opportunities.
 60-69 Having good jobs and keeping young educated people here.
 60-69 Getting more jobs for the people.
 60-69 Providing quality jobs for young families.
 60-69 Good-paying jobs / affordable housing / attracting young people.
 60-69 More jobs.
 60-69 Keeping younger families to keep the town vibrant and prosperous.
 60-69 Job opportunities for our young adults.
 60-69 Having well-paying jobs.
 60-69 Increasing good-paying jobs.
 60-69 Employers keeping good help.
 60-69 Creating employment, keeping a young population within area.
 60-69 Jobs.
 70-79 New business and jobs.
 70-79 Keeping its young people by having good employment for them.
 70-79 Jobs for young people that will keep them here.
 70-79 Finding opportunities for young people.
 70-79 Creating jobs for young people.
 70-79 Em lo ment.
 70-79 Keeping high school grads in the local area with more job opportunities.
 70-79 Good-paying jobs.
 70-79 Keep young folks from leaving for other employment.
 70-79 The need to create high-paying jobs to support families. (The only high-paying jobs at this time are government employees, i.e. teachers, police, town and county workers.)
 70-79 We must have job opportunities and housing to attract young families.
 70-79 Get young people to stay; good-paying jobs in town; good school system; and sports programs.
 70-79 Promote our Industrial Park and attract good paying jobs.

- 70-79 Lack of industry and good jobs.
 70-79 Providing attractive, well-paying jobs for people the town is educating.
 70-79 Keeping younger people here with families. Need jobs that will keep them here.
 70-79 Jobs.

ECONOMIC DEVELOPMENT

- Producing employers that can pay fair wages to keep college graduates around here. Otherwise, Three Lakes will get older and older and will die off.
- 30-39 Competing with larger tourist towns.
 30-39 Finding young families to move to the area.
 30-39 3 Lakes will become a run-down, desolate town if it doesn't "keep up with the times"
 30-39 Economic growth (Northernaire, local shops, restaurants)
 30-39 Creating new business in town.
 30-39 Keeping local businesses in business - restaurant businesses are tough.
 30-39 Growing businesses and getting more visitors into the Town.
 Being here. Tourism and retirees are not going to fund this town forever. Three Lakes needs to
 30-39 row.
 40-49 Keeping the small business alive.
 Getting some businesses/light industry to start up in Three Lakes; providing good paying, year-round
 40-49 'obs.
 40-49 Lack of business and income.
 Developing a solid economic base while balancing that against developments which will change the
 40-49 beauty and quietness of the Chain of Lakes and northwoods.
 Economic downturn causing less tourism to the area as well as seasonal owners to visit less
 40-49 frequently or sell out.
 The economic viability of small business.
 Having enough tourists so businesses are able to survive and stay open more than a couple of
 40-49 ears.
 40-49 Economic development while keeping high quality of life.
 40-49 Year round business.
 40-49 Food su l .
 Bringing economic growth to the community to make it worthwhile for families to move here and be
 40-49 able to support their family.
 40-49 Good/real businesses to help with the tax base.
 40-49 Economic slowdown
 Also, as a business owner, trying to stay in business is going to be very hard.
 40-49 We need to develop more year-round industry.
 40-49 Economic issues. Loss of tourism due to poor economy.
 40-49 Economic growth
 40-49 Realizing tourism isn't an industry.
 40-49 Loss of tourism
 40-49 Drawing businesses to establish a broader economic base.
 Finding employment that will sustain a family and allow them to live a quality of life above
 40-49 "stru lin ."
 40-49 Keeping downtown from becoming empty or a bunch of T-shirt shops.
 40-49 Attracting and maintaining more residents and visitors.
 40-49 Trying to keep people here.
 40-49 Luring people into settling in 3 Lakes.
 40-49 A strong economic base vs. overexpansion.
 40-49 Attracting young families.
 40-49 Balance development vs. natural beauty.
 40-49 Businesses staying in business.

40-49	<u>Attracting</u> tourists versus other northwoods locations.
40-49	<u>Keeping</u> Three Lakes a viable <u>place</u> for tourism.
40-49	<u>Business growth</u> .
40-49	<u>Keeping</u> businesses in business; reduce business turnover.
40-49	<u>Keeping</u> local <u>economy</u> alive. <u>Keeping</u> main street alive.
40-49	<u>Keeping up</u> with <u>Eagle River</u> , etc. and the attractive <u>things they</u> offer.
40-49	<u>Economic stability</u> .
40-49	Generate <u>thriving</u> local <u>economy</u> .
40-49	To balance economic <u>opportunities</u> with environmental conservation.
40-49	Lack of business (<u>tax base</u>).
40-49	<u>Develop</u> downtown so <u>people</u> want to <u>spend</u> time and <u>money</u> there.
40-49	<u>Economic growth</u> - no business.
50-59	<u>Finding a way</u> to <u>promote</u> and <u>encourage growth</u> while <u>maintaining peaceful</u> , natural <u>atmosphere</u> .
50-59	<u>Growing</u> tax base to offset <u>rising</u> costs.
50-59	<u>Attracting</u> and <u>maintaining</u> retail stores - so seasonal.
50-59	Economics of tourism / fuel costs.
50-59	<u>Attracting</u> and <u>sustaining</u> a <u>strong</u> business <u>community</u> .
50-59	<u>Keeping</u> shops, stores, biz, etc. in Town of Three Lakes.
50-59	<u>Economic development</u> / <u>living wage opportunities</u> .
50-59	<u>Economic development</u> and <u>yet maintaining</u> the Three Lakes charm!
50-59	Economic issues - how do families who live in Three Lakes year round adequately support themselves? There needs to be diversity with the economic base. It's difficult only to survive on tourism and have a <u>healthy</u> town.
50-59	More hotels.
50-59	Not enough restaurants in town.
50-59	<u>Getting</u> and <u>keeping young people</u> - <u>making it possible</u> for them to make a <u>good living</u> .
50-59	<u>Revitalize</u> downtown. <u>Fill up</u> the <u>empty</u> stores with active retail.
50-59	If current economic issues remain, tourism will become a <u>major</u> issue.
50-59	Loss of resorts (<u>turned into condos</u>).
50-59	<u>Economic development</u>
50-59	<u>Retail/grocery</u> stores needed; need to draw more tourism and retailers and restaurants.
50-59	Keeping small-town, northwoods atmosphere but creating economic opportunities for full-time residents/businesses.
50-59	<u>Attracting</u> business to the area - full-time/year-round employment - providing opportunities to keep our <u>youth</u> from <u>relocating</u> after <u>graduation</u> .
50-59	Retail business downtown.
50-59	<u>Attracting</u> and <u>keeping young</u> families.
50-59	<u>Keeping/getting young</u> families to live in Three Lakes.
50-59	<u>Maintaining</u> a viable downtown with a <u>variety</u> of retail and restaurants.
50-59	<u>Maintaining</u> retail in town.
50-59	Amenities being able to survive the economy - increasing prices in gas, food, electric, everyday cost of living expenses.
50-59	Retaining young families and developing an economic base for the town. We need more commerce and <u>people coming</u> to town to visit or as <u>permanent</u> residents.
50-59	Economics - I am afraid there is not <u>enough employment</u> for full-time <u>jobs</u> .
50-59	Retaining a critical mass of its talented, high-achieving high school grads - in other words, the brain drain.
50-59	It's ability to remain competitive with neighboring towns while confronting growing economic challenges.
50-59	Continue to <u>grow</u> .
50-59	<u>Attracting year-round</u> residents to <u>support</u> local businesses.

50-59 Maintaining a strong, diversified economic base, which should help keep a lid on property taxes.
 Bringing in new business and having variety of business to attract people to the area for vacation or business.

50-59 Economic development! Attracting and keeping businesses that can provide jobs year-round at more than minimum wage.

50-59 Attracting people with sufficient incomes to support businesses located in or near 3 Lakes.

50-59 Maintaining or bringing business to Three Lakes.

50-59 The loss of tourism, thus the lesser of businesses, and less economic growth for the town.

50-59 Economic development.

60-59 The challenge of seasonal, thriving businesses that have talent to succeed.

50-59 Keeping retail businesses alive. Everything is for sale, and we're afraid the town is dying.

50-59 Econom

50-59 Downtown businesses.

50-59 Downtown survival.

50-59 Keeping businesses in town like hardware, grocery, things for shoppers.

Sustaining a viable business community that endures during unfavorable winters.

50-59 Losing downtown merchants or a critical mass to keep people interested in visiting the town.

50-59 Keeping the tourism industry flourishing!

50-59 Downtown retail area.

50-59 Attracting and keeping retail stores downtown.

Supporting itself in these economic times. Holding down its spending.

50-59 Economic growth.

50-59 Revitalization of downtown area shopping and recreational activity - movie theatre?

Provide economic opportunities for 3 Lakes population and adequate resources to local and part-time residents.

50-59 Keeping residents.

50-59 City expansion and growth.

50-59 Supporting increased tourism.

50-59 Keeping economy up.

50-59 Business/economic.

60-69 Tight economy, high gas prices will cause tourism to suffer.

60-69 Rising housing costs, economy concerns, future of young people in the area.

60-69 Economic base.

60-69 Survive economically.

60-69 Attracting revenue to downtown businesses.

60-69 Lack of tourism due to high energy cost. (We have cut our visits to Three Lakes in half.)

60-69 Hi h fuel costs.

The downtown area needs more of a draw - bakeries, small department type stores and more quaint shops and cafes.

60-69 Expansion/stability of business.

60-69 Keeping and increasing commercial facilities.

60-69 Keep the downtown a viable entity in a seasonal tourist town.

60-69 Need for an economic base.

60-69 Bringing and keeping businesses in town.

60-69 Drawing enough tourism and new business development to be a viable community.

60-69 Three Lakes needs to get into the 21st Century with industry and income for their town.

Economic development: More businesses so taxes on individuals, home/property owners can be reduced.

60-69 Less retail stores.

60-69 Expanding economic base to provide a growing number of good-paying jobs and an expanded local tax base.

60-69

60-69	Keeping a tourism base.
60-69	Econom
60-69	Keeping nice, quality stores and restaurants to keep attracting visitors and making it a nice place to live.
60-69	Bringing in new stores in town for better <u>everyday</u> quality shopping.
60-69	Economy - tax base - <u>attracting industry</u> - <u>attracting more tourists</u> .
60-69	The <u>ability</u> to attract business and tourists.
60-69	Provide employment through new business opportunities.
60-69	Developing a business base, preferably unrelated to vacation/recreation sector.
60-69	Developing and retaining sufficient light industry/manufacturing to retain and attract a workforce and associated families and thereby sustaining its <u>high quality</u> schools at affordable tax rates.
60-69	Promoting economic growth to reduce the <u>property</u> tax burden.
60-69	Keeping Three Lakes alive.
60-69	Maintaining tourism in face of gasoline prices.
60-69	Declining local businesses.
60-69	To <u>stay</u> small or attract chains and <u>large</u> business.
60-69	More <u>industry</u> business.
60-69	Maintaining businesses in Three Lakes - same as last 20 <u>years</u> .
60-69	<u>Increasing</u> its economic base.
60-69	The econom .
60-69	Need for retail and restaurants in town.
60-69	Keeping the downtown viable - too <u>many empty buildings</u> .
60-69	Attracting businesses and customers to town.
60-69	Economic <u>viability</u> during non-summer months.
60-69	Lack of businesses. It seems that now every other business is for sale. Eagle River is growing - 3 Lakes is d in .
60-69	Expand permits for liquor sales (wine/hard liquor)! We live half way between 3 Lakes and Eagle River. Because of price, convenience, hours and selection, we spend all of our food and beverage dollars in Eagle River.
60-69	Improving economic base.
60-69	The <u>increasing price</u> of <u>petroleum</u> ; decline in tourism.
60-69	Getting companies to locate here, getting quality commercial businesses, retail, getting tourism, <u>developing</u> the right image.
60-69	Keep small business in downtown Three Lakes.
60-69	Economic.
60-69	Econom .
60-69	We live equidistant from Eagle River and Three Lakes. We most often go to Eagle River because of the selection of stores that provide services and product for competitive pricing. It will be hard to create an environment of an old town with modern competitive marketing. I would rather go to Three Lakes because of the <u>atmosphere</u> , but to be <u>practical</u> , a <u>trip</u> to <u>Eagle River</u> is a one drive <u>trip</u> .
60-69	Economy - will standard of living be so low that property on lakes value will drop causing empty places. With less <u>people</u> will be less <u>money</u> to <u>spend</u> .
60-69	Attracting/keeping businesses, stability of ownership, tax incentives for businesses, businesses which can survive <u>year</u> round and not <u>dependent</u> on seasonal business.
70-79	Attracting business.
70-79	Economic <u>growth</u> .
70-79	Residential and <u>job</u> growth to <u>provide</u> population for schools.
70-79	Economic <u>growth</u> .
70-79	More business <u>opportunity</u> .
70-79	Industries.
70-79	<u>Attracting</u> business both to attract tourists and <u>provide</u> a better tax base.

70-79	Cost of fuel for <u>heating</u> / cars for <u>people</u> to travel often to Three Lakes. This will affect tourists.
70-79	Business stores.
70-79	Bring industry in to keep tax base low.
70-79	Economic development.
70-79	Keeping young people here.
70-79	Some <u>industry</u> to <u>bring people</u>
70-79	Widen the tax base to include new industry.
70-79	Attracting people to move here instead of other communities, i.e., Eagle River, St. Germain, L.O.L..
70-79	Need to offer services and facilities.
70-79	High <u>gas prices</u> will cut down on visitors.
70-79	Keeping the business climate <u>going</u> .
70-79	Strong business community.
70-79	Plan for <u>proper development</u> of the town including retail and commercial <u>development</u> .
70-79	Positive growth - jobs that are better quality.
70-79	Try and keep your younger people in town.
70-79	Keeping retail stores in town (vacant stores).
70-79	Having other employment besides restaurants, bars and real estate offices.
70-79	Keeping young people here (economic).
70-79	Working with people who want to start business.
70-79	Sustainable development.
70-79	Staying viable in uncertain economic environment.
70-79	Attracting young families with children.

RECREATIONAL OPPORTUNITIES

N40-49	We love the bike path!! Thanks to all who made it <u>possible</u> .
40-48	Keeping the interests of tourists.
60-69	Providing opportunities for young people.
70-79	Maintaining recreational opportunities and the Chain of Lakes. Three Lakes has a good sense of community. Improve on all points in #17 above (factors considered in selecting Three Lakes) for all ages. Facilitate all local groups with desirable local activities.

BEAUTIFICATION

30-39	Don't become a dump like <u>Eagle River</u> .
50-59	Get rid of slum-looking properties.
	Progress is NOT turning your town into every other look alike. Maintain the up-north appeal at all cost. The Citgo gas station on the main drive is an unpleasant sight. Patty's Place, too. Glad the Open Armoire is "off main" as it is a 2-story plus.
60-69	Open Armoire is "off main" as it is a 2-story plus.
60-69	Crumbling housing stock.
60-69	Establishing a code to <u>improve</u> 3 Lakes downtown <u>image (shabby)</u> .
60-69	Cleaning up some homes.
60-69	<u>Sloppy developments</u> not well constructed, not well planned.
70-79	<u>Cutting down trees</u> for billboards!

CONTINUE QUAINT UP-NORTH CHARM

Unknown	Not to turn into WI-Dells or Lake Geneva.
	Creating a more successful financially stable community, yet being able to maintain our "clean small town appeal" that <u>places</u> like <u>Minocqua</u> and <u>Eagle River</u> lost <u>years ago</u> .
20-29	Keeping out the condos.
30-39	Overdevelopment!!!
30-39	Keeping Three Lakes a <u>community</u> where <u>simple pleasures</u> are cherished - Not tourist town!
30-39	Maintaining an <u>economy</u> while <u>keeping</u> the "small town," <u>up-north</u> feeling.

40-49	It looks like TAG wants to make Three Lakes a big city. People come to Three Lakes to get away from <u>big cities</u> . Just <u>go</u> ahead. Screw <u>up</u> the rustic <u>up north setting</u> ! I'll sell and move further north!
40-49	Keep people here instead of <u>driving through</u> to <u>Eagle River</u> .
40-49	Controlling development.
40-49	Thinking they need to change to make things better. No change is needed - the challenge is to remain the same.
40-49	Growth.
40-49	Avoid being a "Wisconsin Dells" while <u>maintaining</u> current quality of life.
40-49	I'm a seasonal resident, but I grew up in Three Lakes. Keeping Three Lakes economically vital while still <u>keeping its small-town appeal</u> .
40-49	Keeping the quaintness of the area and balancing the economic development (i.e., restaurants and sho s .
40-49	Population growth, deforestation, traffic, urban <u>sprawl</u> .
40-49	How to broaden economic base while <u>maintaining</u> the <u>quaintness</u> of Three Lakes.
40-49	Do not turn Three Lakes into a <u>Minocqua/Eagle River</u> area with " <u>touristy</u> " feel.
40-49	<u>Balancing growth and development</u> while <u>maintaining</u> quiet northwoods charm.
40-49	Influx of more people - how to handle the pressures of growth vs. protection of woods/wildlife/waters/ calm.
40-49	<u>Maintaining</u> the northwoods atmosphere.
40-49	<u>Keeping development</u> to a minimum.
40-49	Maintain "northwoods" feel and recreational environment. Three Lakes needs to remain a "jewel" and not become a <u>developed community</u> .
40-49	Peo le.
40-49	<u>Keeping its small town feel</u> and still <u>growing economically</u> .
40-49	Qualit of life.
40-49	Overgrowth like the big condo on Deer Lake.
40-49	A vibrant downtown - keep the town thriving but small in terms of avoiding big stores, large condos like the Northernaire.
50-59	How to <u>expand</u> and <u>grow</u> without <u>ruining</u> the environment and still <u>keep</u> that small town <u>feeling</u> .
50-59	<u>Ability</u> to <u>keep</u> it a small town and <u>keep</u> it "alive" at the same time.
50-59	Maintaining natural beauty, quiet and small town feel while attracting businesses, light industry and families who live here <u>year round</u> (<u>preferably</u> families with <u>children</u>).
50-59	<u>Maintaining</u> the "northwoods <u>quiet</u> " while <u>growing</u> the <u>community</u> .
50-59	Keep commercialism in check, i.e., fast food restaurants.
50-59	Too <u>many</u> condos and <u>gated</u> communities.
50-59	Overpopulation.
50-59	<u>Preventing overcrowding</u> . The new 139 unit condo will cause a lot of <u>problems</u> .
50-59	To be content with slow, methodic, maintainable growth. Trying not to lose the small-town, up-north feel.
50-59	Change in character from hunting, fishing and logging to tree hugging, arts and looking like Wisconsin Dells.
50-59	We need to make 3 Lakes an <u>enjoyable place</u> to live.
50-59	Loss of <u>quaintness</u> .
50-59	Keeping 3 Lakes a small northern town we moved to.
50-59	<u>Maintaining</u> the "small town" atmosphere.
50-59	Resisting (continuing) getting caught up in greed with developers and selling/destroying the values <u>why people live "up north."</u>
50-59	Growth without <u>destroying</u> the <u>beauty</u> of the northwoods.
50-59	Growth.
50-59	<u>Controlling growth/development</u> so we don't end <u>up</u> like Lake Geneva (<u>expensive</u> and <u>congested</u>).

50-59 To keep the large developers out of the area like what happened to Minocqua. We lived there 22
 50-59 years ago, for 15 years.
 50-59 Managing and controlling growth to maintain northwoods quiet and clean lakes and rivers.
 50-59 Population increase.
 50-59 Controlled growth.
 50-59 Increase in population.
 50-59 Staying small - people like convenience of big city - big stores, hospitals, etc.
 50-59 Keeping the atmosphere of the northwoods pristine and not building too much commercial property.
 50-59 Developers trying to build subdivisions! It will destroy the small town character of area.
 50-59 Increase in population.
 50-59 Keeping 3 Lakes a great place to live.
 50-59 Maintaining the "quaintness" of the town, and at the same time encourage tourism, economic growth
 50-59 and development.
 50-59 Losing its charm to overdevelopment.
 50-59 Keep its uniqueness while being able to meet updated needs.
 50-59 Retain the small town quiet community we have come to enjoy for the last 30 years as renters and
 50-59 now as owners.
 50-59 Too much growth.
 50-59 Ability to keep small town appeal.
 50-59 Conversion to Chicago suburbia like Minocqua. Needs old world charm, low density on lakes. This
 50-59 can be done without letting developers run wild. I am a development attorney and have created 100
 50-59 subdivisions for clients in the northern suburbs of Chicago.
 50-59 Managing growth with quality of life; not losing the "magic" of Three Lakes.
 50-59 Keeping Three Lakes from becoming another Eagle River (too commercial).
 60-69 Controlling growth.
 60-69 Retaining its "northwoods ambiance."
 60-69 Not to be like Eagle River.
 60-69 Balancing between pristine environment and growth.
 60-69 Heavy condo development.
 60-69 Keep new developments smaller, i.e. Northernaire is way too big and stands empty 95% of the time,
 60-69 but allowed to decimate acres of forest.
 60-69 Overpopulated.
 60-69 Growth - business and in town choices.
 60-69 Control growth.
 60-69 Losing the small town way of life. Northwoods quiet. Nature and wildlife. The feeling of being in
 60-69 God's Count .
 60-69 What is termed as "progress" - increased sprawl. Newcomers always want everything they had in
 60-69 the city they moved from - parks, playgrounds, fancy schools, etc. Soon locals can't afford the
 60-69 increased taxes to pay for all this.
 60-69 Keeping our unique small town lifestyle; not giving in to economic pressure to keep up with other
 60-69 larger towns and cities.
 60-69 Maintaining small town appeal.
 60-69 Keeping it the Jewel of the North. Not one condo after another. That ruins it for the naturalists.
 60-69 Rather have quaint.
 60-69 Condo developments like the Northernaire disaster - don't need - don't want.
 60-69 Overbuilding - big is not better - that is why we moved here. The Northernaire condos is a disaster
 60-69 and the City Counsel was bought so units would be acceptable.
 60-69 Not becoming overgrown and keeping the beauty of the area intact.
 60-69 Growth.
 60-69 Growing the town and still keeping the charm.
 60-69 Balancing growth and preservation of "up-north" feeling - beauty, nature, animals, etc.

60-69 Balancing economic development and keeping northwoods for future generations.

60-69 Keeping small town, hometown atmosphere.

60-69 Balance of use of limited natural resources and environment.

60-69 Overpopulation.

60-69 Controlling development.

60-69 Pressures for "development" which will compete with all that is good about the area.

60-69 Achieving the necessary economic growth without jeopardizing the small town northwoods atmosphere.

60-69 Keep it as is.

60-69 Expansion and amount of people.

60-69 Keeping it a nice, quiet, safe place to live.

60-69 Keeping its small town, quiet northwoods character. It is our place of escape and refuge. Don't ruin it.

60-69 Keeping the shorelines from being lined with condos as they are in Illinois.

60-69 Staying small town.

60-69 Controlled appropriate growth.

60-69 Overpopulation and pollution resulting from overexpansion of condominium complexes.

60-69 S rawl.

60-69 Keeping open spaces, forest intact; keeping lakes clean with quality boating, fishing and peace.

60-69 Overcrowdin

60-69 Northwoods quiet.

60-69 Maintain good quality of life.

60-69 Over population.

60-69 Developing and sustaining a diverse economic base that provides adequate number of living wage jobs without compromising the natural beauty and environment.

60-69 Overdevelopment, particularly on the Chain.

60-69 Population growth.

60-69 Maintaining itself as a small country town, as a place in the country.

60-69 Keeping small town intimacy.

60-69 Keeping its "quaint" nature and avoiding large scale box development and housing projects.

60-69 Remaining and retaining its northwoods atmosphere.

70-79 Chaotic rowth.

70-79 Growth

70-79 Staying a quiet small community.

70-79 Declining population on a full time basis.

70-79 Town will stop growing.

70-79 Not be overbuilt.

70-79 Overpopulation.

70-79 Controlling overgrowth of homes and cabins.

70-79 Overdevelopment.

70-79 Increase in population.

70-79 Overdevelopment.

70-79 Avoid "Wisconsin Dells" development.

70-79 Overpopulated waterfront.

70-79 More eo le.

70-79 Losing small town mentality (narrow minds - narrow thinking)!

70-79 To retain small town image but with excellent amenities and activities.

70-79 Preserve small-town atmosphere.

70-79 Keeping Three Lakes small and quaint.

70-79 Keeping it simple.

70-79 To keep from becoming another Minocqua or Miami Beach. To not lose the northwoods flavor.

70-79	<u>Overdevelopment (Northernaire) on Chain of Lakes.</u>
70-79	<u>Restricting growth.</u>
70-79	<u>Overpopulation.</u>
70-79	To retain the pleasant small town atmosphere without being carried away with the "Dells" commercialism <u>mentality (a real challenge!)</u> . Fill <u>your existing</u> storefronts.
70-79	<u>Increased development and traffic.</u>
70-79	<u>Overpopulation in the area.</u>
70-79	<u>Keeping its small town atmosphere.</u>
70-79	Maintaining the beauty of the Chain of Lakes and surrounding areas. Nothing worse than cluttered shorelines.
70-79	<u>Control residential/commercial development.</u>
70-79	Establishing a viable economic base that enhances and does not destroy the natural beauty around us.
70-79	<u>Overcrowdin</u>
70-79	<u>Keeping the small town atmosphere.</u>
70-79	<u>Staying relatively small.</u>

TECHNOLOGY

40-49	Connect Three Lakes to <u>cheap high-speed</u> internet and increase the economic base.
50-59	<u>Technology capacity and ability to attract technology workers (often home-based).</u>
50-59	Telecommunications infrastructure and the <u>accompanying social change.</u>
50-59	Can't get high speed but want it!
50-59	Current dial-up internet access "sucks."
50-59	Have not found DSL available in Three Lakes <u>yet.</u>
50-59	<u>High-speed internet access directly</u> to residence.
50-59	<u>Dial-up - horrible, terrible, hate it!!</u>
50-59	<u>Keeping technologically current.</u>
50-59	Communication - cell/internet.
50-59	<u>Creating infrastructure to keep up with planned growth</u> that is not <u>damaging</u> to the environment.
50-59	Maintaining its quaint northwoods appeal while adding technology needed to keep pace for professionals and youth.
60-69	Also, <u>provide</u> cable TV access to more areas.
60-69	Providing technology services to all areas - without that full time residents and vacationers will go elsewhere.
60-69	No internet - server issues - cable.
70-79	Technolo .

TOWN GOVERNMENT

30-39	Town Board <u>regaining</u> Town's <u>proper</u> trust.
40-49	<u>Getting</u> our leaders to lead - <u>forget making people happy</u> - do the <u>right thing.</u>
40-49	<u>Lack of long-term plans</u> - stuck in the old ideas.
40-49	<u>Too many regulations.</u>
50-59	<u>Fighting the growth of an ever-growing, all-controlling government.</u>
50-59	Electing a proactive and fair Town Board to make impartial decisions regarding taxpayers in Three Lakes.
50-59	Quit duplicating services. Example: Kitchen in school, town building and Reiter Center; library in school and in town; town <u>police</u> and <u>county.</u>
50-59	<u>Grow up - poor leadership.</u>
50-59	<u>Open communication, being a community, shared leadership.</u>
50-59	Knowledgeable, honest and moral leaders who have Three Lakes and its residents' best interest in the forefront and not their own self <u>pet projects</u> or ideas!
50-59	<u>Maintaining community services.</u>

50-59	Helping those who lack good housing (many rentals need repairs), clamp down on owners who rent by the week but do not <u>pay</u> hotel tax, sales tax, or establish a business.
50-59	Information Bureau doesn't utilize what we have in Three Lakes.
50-59	Downtown retail development. We must bring visitors into town. Activities and a full-time coordinator. In talking to the two part-time Visitor Center <u>employees</u> - <u>they</u> don't have a clue!!
50-59	<u>Managing public services.</u>
60-69	<u>Price of building permits.</u>
60-69	<u>Providing public services</u> at a reasonable cost to <u>taxpayers.</u>
60-69	Local government and outside interests that want to promote a lot of expensive projects that will <u>destroy</u> Three Lakes as we know it now.
60-69	For all Board members to work <u>together</u> - no <u>fighting!</u>
60-69	<u>Eliminating petty politics</u> and vested interests.
60-69	<u>Competent town government.</u>
60-69	<u>Too many regulations.</u>
60-69	<u>More government intervention.</u>
70-79	People getting along with each other, including Town officials. After all, this always was this way before.
70-79	<u>Continued bad leadership.</u>
70-79	The ability of city politicians to put Three Lakes ahead of selfish personal ambition - keep egos in check!
70-79	Not <u>having</u> the Town Council become <u>cosmopolitan.</u>
70-79	<u>Petty actions of leaders.</u>
70-79	Better control over <u>gun</u> fire, fireworks, loud music.
70-79	Your Board members - <u>they</u> are not for the people.

ARTS / CULTURE / LIBRARY

60-69	<u>Bringing in a movie show.</u>
60-69	Loss of our natural, historical and cultural resources.

SCHOOLS / EDUCATION / DAY CARE

30-39	<u>Keeping</u> our schools.
30-39	<u>Maintaining</u> school.
30-39	<u>Keeping young</u> talented <u>people</u> for our schools - <u>economy</u> will <u>depend</u> on it.
30-39	<u>Schooling closing.</u>
30-39	<u>Declining Enrollment</u>
30-39	<u>Educational opportunities.</u>
40-49	Brain drain. We need a local (<u>Rhineland</u>) <u>4-year university</u> - <u>top priority</u> for northwoods <u>economy.</u>
40-49	<u>Keeping</u> Three Lakes school <u>open.</u>
40-49	<u>Keeping</u> the school <u>going</u> with the same <u>high</u> standards it <u>already</u> has.
40-49	<u>Declining enrollment in school.</u>
40-49	Slowing or reversing the trend of a retirement community. Once this retirement viewpoint becomes the <u>majority</u> , the school will be lost and the " <u>community</u> " will soon follow.
40-49	<u>Keeping</u> the <u>public schools open.</u> <u>Maintaining</u> the level of <u>quality</u> at the schools.
40-49	<u>Drawing</u> families to <u>help</u> the enrollment number in the school district.
40-49	<u>Declining young families</u> due to economics - <u>impacts</u> school, <u>community.</u>
40-49	<u>Declining</u> school enrollment due to <u>job</u> loss.
40-49	Will more <u>people</u> leave for better <u>paying jobs</u> and <u>jeopardize</u> the <u>quality</u> of schools?
40-49	<u>Decreasing</u> school enrollment.
50-59	<u>Maintaining</u> a <u>good</u> school.
50-59	<u>Hanging on</u> to our school and <u>providing</u> quality education.
50-59	School needs to make <u>major improvements</u> in the <u>quality</u> of education.
50-59	<u>Keeping</u> school <u>open.</u>

50-59 School fundin
50-59 Schools.
50-59 School fundin
50-59 School - keeping it going.
50-59 Making schools less dependent on property taxes.
50-59 Shrinking school population and its ramification.
50-59 Keeping our schools; keeping young families.
50-59 Keeping the school open.
50-59 A lot of money is spent on the school system but where are advanced degree required.
50-59 Keep school open.
60-69 Money for our quality school while keeping taxes affordable.
60-69 Keeping our schools - affording them to stop due to decreasing enrollment.
60-69 School fundin
60-69 Funding quality schools based on property tax levees.
60-69 Encouraging new residents to move here, with school age children to slow/stop declining enrollment.
60-69 Continual growth to maintain quality schools.
60-69 Ability to keep school open.
60-69 School enrollment.
60-69 School budget / students.
60-69 Maintain excellent high quality schools.
60-69 Keeping up schools.
60-69 Keeping the school open.
60-69 While we need quality education, a declining student population is driving up the cost per student.
60-69 We cannot continue to afford state of the art school facilities for fewer students.
60-69 Funding school district.
60-69 K-12 school funding.
60-69 Education.
60-69 Declining enrollment in schools.
60-69 Supporting an excellent school system.
70-79 Education
70-79 Attracting families with children.
70-79 Keeping taxes down yet keeping an excellent school system.
70-79 Keeping up with school district and yet maintain a reasonable tax base.
70-79 Get a handle on the out of control school budget - use some common sense when spending tax money .
70-79 Dwindling school enrollment, but escalating school taxes.
70-79 Maintaining the superior school system that will keep and attract young families.
70-79 School funding.
70-79 Cost of schooling.
70-79 Increase in school tax.
70-79 Maintaining high quality schools.
70-79 Good schoolin .
70-79 Keeping a great school.
70-79 Cost of education.

TOWN EXPENDITURES / TAXES

Unknown More and more young families require expanded services which will require hard to control tax increases.
30-39 Stable tax base; keeping property taxes affordable.
30-39 Keeping/making taxes lower.
40-49 Holding property taxes down.

40-49 Taxes increasing.

40-49 Keeping property taxes down.
Keep taxes down so that people can stay in their homes thus support tax base and keep cycle
oin

40-49 Keeping taxes affordable.

40-49 Cost of livin

40-49 Keeping taxes down for lakefront homeowners who do not live here year round.

40-49 Hi her taxes.

50-59 Keeping taxes affordable.

50-59 Continued tax increase.

50-59 City services offered vs. state mandated tax caps.

50-59 School taxes / development. Receiving State grants and Federal.

50-59 Taxes - you spend too much money - putting long-standing family homes on Chain at risk.

50-59 Hi h taxes.

Without increasing the tax base, our tax bills will only get worse - lots worse - especially with the
stupid way the State funds our schools.

50-59 Tax rate.

50-59 Balancing double-digit inflation of property values (with decreasing affordable housing) with
decreasing families, dropping school census and placing tax burden excessively on lakefront
owners.

50-59 Keeping property taxes as low as possible!

50-59 Taxes.

50-59 Maintaining the existing taxes.

50-59 Keeping taxation fair so our school isn't funded so much by local taxes.

50-59 Holding down taxes.

50-59 Taxes. It's getting pretty tough to want to stay here with these kind of taxes.

50-59 Keeping property taxes down.

50-59 Continued tax increases deter inv.

50-59 Growth always means higher per capita taxes. Government cannot help itself. How will that prove
fair to those who are there now and would like to stay?

50-59 Collecting taxes from projects like the Northernaire.

50-59 Hi h taxes.

50-59 Property taxes should be lower.

50-59 Property taxes - need to keep low for fixed income retirees.

50-59 Keeping property taxes reasonable.

50-59 Keeping taxes low.

50-59 Control of taxes.

50-59 Property tax control. Runaway gov't spending.

60-69 Taxed out of their dreams!

60-69 People being able to afford to live here on lakes due to high taxes.

60-69 Taxes.

60-69 Keeping taxes low.

60-69 Reduce property taxes.

60-69 Excessive taxation, controlling school taxation, overregulation.

60-69 Keeping property tax down to a more reasonable level.

60-69 Pro ert taxes.

60-69 Property taxes forcing out lake owners who have had the property for generations.

60-69 Increasing tax burden.

60-69 Appropriating funds for community projects.

60-69 Providing a tax structure and limiting tax funded development that will drive people out because of
hi h tax costs.

60-69 Property taxes.
60-69 Hi h taxes.
60-69 To reduce taxes so retired and elderly do not have to sell their property!!!
60-69 Control of taxes.
60-69 Increasing property taxes making town unaffordable.
60-69 Control taxes.
60-69 Keeping taxes down.
60-69 Keep taxes down.
60-69 High tax rate and wasting tax monies.
60-69 Real estate taxes.
60-69 Taxes.
60-69 Keeping taxes down.
60-69 Taxes.
60-69 The biggest challenge will be maintaining property taxes at levels so the average taxpayer can afford to live in the area at a time when property values increase.
60-69 Increase in property taxes.
60-69 Paying for services residents want to have available.
60-69 Keeping the cost of government down which will lead to a stable tax base. Lower taxes equals more citizens which equals a greater tax base.
60-69 Taxes too high! Cut spending!! Lakefront property owners are being taxed to death!!!
60-69 Keeping taxes in line so young and old can afford to live there.
60-69 Taxes.
60-69 Lower waterfront taxes.
70-79 Infrastructure finances.
70-79 Taxes.
70-79 Taxes.
70-79 Tax base.
70-79 Taxes.
70-79 Over-taxation.
70-79 Tax base.
70-79 Loss of revenue because of high taxes.
70-79 Affordable property taxes.
70-79 Keep taxes affordable.
70-79 Hi her taxes.
70-79 Taxes.
70-79 Hi her taxes!
70-79 Keep taxes down (especially school and Nicolet)
70-79 Keeping taxes affordable.
70-79 Keep taxes down.
70-79 Taxes/budget under control.
70-79 Taxes.
70-79 Keeping taxes down.
70-79 Tax increases for property owners.
70-79 Taxes are much too high!!!
70-79 Rising taxes.
70-79 High taxes.
70-79 Finances.
70-79 Keeping taxes affordable.

AGING POPULATION

30-39 Aging population - no facilities.

40-49	<u>Housing for older people.</u>
40-49	<u>Dealing with aging community.</u>
40-49	<u>People aging.</u>
40-49	<u>Age of population.</u>
40-49	<u>Housing for elderly.</u>
50-59	<u>Housing for elderly</u> - to include assisted.
50-59	<u>Keeping property taxes</u> at a low enough rate so the older people can afford them!
50-59	<u>Meeting needs of an aging population.</u> <u>Changing age demographics.</u>
50-59	<u>Aging community;</u> services for senior citizens, full service health care facilities.
50-59	<u>Providing adequate housing and healthcare for an aging population.</u>
50-59	<u>Aging demographics</u> - need to provide services.
50-59	<u>Taking care of the elderly, transportation to Rhinelander (services).</u>
	Accommodating more full-time residents as they retire. (I have two homes and will sell my home in
50-59	<u>Menomonee Falls.)</u>
50-59	Care of seniors.
50-59	<u>Meeting the needs of the aging baby boomers.</u>
60-69	<u>Elderly population.</u>
	Meeting needs of senior population - lower property taxes, transportation options and health-care
60-69	services.
60-69	<u>Inflated property taxes for aging population (retiring).</u>
	Need senior housing, not assisted living, for seniors who can no longer take care of their place (1 or
60-69	<u>2 bedroom units).</u>
60-69	<u>Competing with surrounding towns for senior affordable living.</u>
70-79	<u>Won't live that long.</u>
70-79	<u>Keeping baby-boomers here.</u> Senior <u>aging issues.</u>
	<u>Providing for needs of retirees.</u>
70-79	<u>Single senior living / care.</u>
70-79	<u>An aging population.</u>
70-79	Senior care.

DEMOGRAPHIC CONFLICTS

30-39	<u>Smaller community</u> - <u>decreasing population (year-round residents).</u>
30-39	<u>Growing gap</u> between the rich and the poor.
	The disparity between local or off-water property owners and the Chain frontage property owners.
30-39	\$\$\$
30-39	Balance the need of <u>year</u> round residence with vacationers.
	Keeping local people in a tourist town. Keeping the town affordable for local people to live and shop
40-49	in.
40-49	Too <u>many</u> older <u>people</u> and not <u>enough</u> young <u>people</u> as there are no <u>good-paying jobs.</u>
40-49	<u>Making sure Three Lakes is not just a playground</u> for the "rich."
	Preserving wilderness areas and conversion of recreation from more aggressive (snowmobiling) to
40-49	less (<u>hiking, XC skiing</u>).
	In 20 years or so my wife and I hope to be retired and fulltime residents. That may be a challenge
40-49	<u>depending on your opinion</u> of us.
40-49	<u>Influx of out-of-state owners.</u>
50-59	<u>Loss of fish due to spearing.</u>
50-59	<u>Many of the locals do not want Three Lakes to grow.</u> The business <u>community is stagnating!</u>
50-59	<u>Traffic on chain - Laurel Lake curve is very dangerous.</u>
50-59	<u>Overzealous boaters and recreational watercraft.</u>
	Maintain services to attract new residents. The cost of real estate has made the area "unaffordable"
50-59	to <u>many</u> so this should be <u>compensation</u> for the costs.

50-59 Preventing lake frontage ownership from becoming the exclusive province of out-of-town wealthy summer residents.
Overcrowdin

50-59 I understand the need to have economic support, but not at the expense of why people are there.

60-69 Overdevelopment.

60-69 Keeping the town youthful - bringing in or retaining young families, not just retirees.

60-69 More "newcomers" with more idiotic ideas for change.

60-69 Higher senior population will lead to loss of support for schools.

60-69 Fostering lake owners loyalty.

60-69 Drawing young people to this "senior" community. We need children to increase school enrollment.

60-69 Convincing lake people to continue to pay for schools with declining enrollment and other town infrastructures that are irrelevant to lake property owners.

60-69 Balancing interest of full-time and seasonal residents.

60-69 Stress of boat traffic on the Chain.

60-69 More fish stocking.

Expanding population leading to building schools resulting in higher taxes forcing many retirees to sell!

70-79 Get rid of the "we vs them" attitude of town people.

70-79 Too many people wanting to have some of the northwoods from Illinois.

70-79 Affordable for all.

Adjusting to the fact that most resorts have gone condo and you don't have weekly turnover an more.

70-79 Too many people moving into the area.

70-79 Increased tourism from people who do not respect nature.

70-79 Control of population and growth, an inevitable fact of society.

INFRASTRUCTURE

30-39 Fixin roads.

40-49 People protesting new roads.

40-49 Energy - how will Three Lakes and other outlying communities deal with rising fuel costs?

40-49 Parkin .

40-49 Expanding infrastructure to support increase in population/tourism.

50-59 Traffic issue as more people are coming to the northwoods.

60-69 Traffic. May need to widen highway to 4 lanes.

60-69 Fixing town roads.

60-69 Garbage and waste.

60-69 Taking better care of the streets.

60-69 Traffic. May need to widen highway to 4 lanes.

60-69 Increase cost of road maintenance.

60-69 Traffic densit .

60-69 Sanitary District expansion around lakes.

70-79 Improve water mains - install larger water mains and be able to serve more homes.

70-79 Housing and good streets.

70-79 The road system is horrid! We need repairs!

70-79 Roads.

70-79 Increasing population vs. available infrastructure.

70-79 A possible by-pass on the west side.

70-79 Prevent crowded highways.

70-79 To maintain safe historic roads.

70-79 Bypassing the town with Hwy 45.

70-79 Road maintenance.

70-79 Better roads.

AIRPORT

60-69 Holding back those who want to expand the airport - the cost, noise and traffic are not what I expected when I chose Three Lakes.

ENVIRONMENTAL

30-39 Lake water pollution.
30-39 Restricting depredation of natural resources and environment.
30-39 Nature vs. population growth.
40-49 invasive species in the lakes.
40-49 Maintain quality of lakes.
40-49 We must also protect the environment at all costs.
40-49 Clean water.
Clean lakes and preservation of pristine environment. Controlling growth and
40-49 subdivision/development madness!
Preserving the beautiful surroundings of nature and the environment.
40-49 Keep the lakes healthy and clean.
40-49 Invasive species.
40-49 Keeping the lakes clean and safe.
40-49 Keeping the lakes clean from weeds and predatory fish.
40-49 Invasive species in water.
40-49 Keeping the Chain of Lakes clean and free from invasive species.
40-49 Invasive species in lakes.
40-49 Environmental conservation / water quality.
40-49 AIS / water quality preservation.
40-49 Not getting commercialized; keeping nature.
40-49 Keeping lakes clean.
40-49 Clean water.
40-49 More congestion on lakes.
40-49 Avoiding ruining what nature has provided.
40-49 Water quality!! Lakes protected.
40-49 Damage to the Chain of Lakes by way of foreign weeds/fish.
40-49 Invasive species.
40-49 Keep air and water clean.
40-49 Maintaining quality of lakes, overdevelopment.
40-49 Keep the lakes clean and safe. Don't cut down all the trees.
50-59 More boats on lakes.
50-59 Congestion on land and water.
50-59 Clean lakes.
50-59 Planned growth along with water (lake) issues.
50-59 3 and 4 wheelers ruining the forests.
50-59 Pollution
50-59 Lake water quality.
50-59 Keeping the woods pristine.
50-59 Water - I'm afraid there will be a shortage.
50-59 Keeping the lakes clean and free of invasive species.
Loss of peace and solitude especially on Chain. Those visiting seem to feel "entitled" to do as they
50-59 please and leave all manners at home.
Preserving the cleanliness of the lakes and the northwoods ambience.
50-59 Maintaining waters (lakes) - exotics.
50-59 Clean water.
50-59 Invasive species on Chain. Noise and light pollution. Tree diseases (loss of trees).

50-59 Invasive aquatic plants (Eurasian watermilfoil) in water.

50-59 Overcrowding of lakes and frontage. Frontage clearing.

50-59 Overgrowth, traffic, air pollution, crowded lakes.

50-59 Maintenance of healthy and viable Chain of Lakes (no invasive species).

50-59 Chain of Lakes water quality - AIS.

60-69 Water quality - congestion - traffic (water and land)

60-69 Invasive species of plants and animals, especially in the lakes, for example Eurasian Milfoil.

60-69 Invasive species - need better control.

60-69 Maintaining environmental quality - air and water.

Growth pressure on Chain of Lakes - mode of movement, on the water, has changed dramatically in past 30 years. This is an issue for us and we suspect for others as well - dramatic increase in jet skis is a negative to us.

60-69 Quality of lake water.

60-69 Keeping our lakes free of aquatic invasive species. If we lost the lakes, we lose the town.

60-69 Di lakes.

60-69 Increasing levels of noise.

60-69 Environmental issues.

60-69 Keeping lakes clean and rid of weeds.

60-69 Population congestion on the lakes and all the related ramifications.

60-69 Pollution.

60-69 Clean air/water.

60-69 Clean water.

60-69 Degradation of lakes / water quality / lakes overcrowding / density.

60-69 Invasive species.

60-69 Pollution, increase in population, excess boat traffic, damage to lakes.

60-69 Keeping waterways safe and clean.

60-69 Water quality.

60-69 Water pollution.

60-69 Keeping all area lakes in excellent condition.

60-69 Water quality and safety.

Environmental degradation - noise (6:00 a.m. jet skis, fireworks all summer), wetland snatching for construction, motorized vehicles off-road incursions, overclearing for construction, dumping in lakes, harassment of wildlife.

60-69 Protecting the environment.

60-69 Lake pollution.

60-69 Keeping the lakes clean.

60-69 Water quality.

60-69 Water and air preservation.

60-69 Protecting water quality.

60-69 Water quality.

60-69 Water quality.

60-69 Keeping the environment pristine.

60-69 Clean bodies of water.

60-69 Invasive species in lakes - this will destroy the Town if not dealt with by the Town.

60-69 Lake pollution; noise pollution.

60-69 Lake pollution.

60-69 Maintaining high water quality.

60-69 Maintaining a clean quality environment.

60-69 Keep the lake clean!

60-69 Balancing progress and growth with environmental (green) issues in mind.

60-69 To not overdevelop lakefront and preserve northwoods.

70-79	Clean air/water.
70-79	<u>Invasive species</u> in the lakes.
70-79	<u>Appropriate septic systems</u> and <u>maintaining</u> clean lakes.
70-79	<u>Protecting</u> the beautiful <u>waterway</u> we have.
70-79	<u>Environment</u>
70-79	<u>Keeping</u> the lakes clean of <u>invasive species</u> .
70-79	<u>Degradation</u> of water (lakes) <u>pollution</u> .
70-79	<u>People</u> are <u>biggest challenge</u> to <u>quiet</u> , clean air/water and the <u>pristine</u> natural environmental area.
70-79	Increase boat traffic on the Chain with increase in motorboat <u>speed</u> and noise.
	<u>Polluted lakes</u> . <u>Invasive plants</u> in lakes.
70-79	<u>Keep</u> our lakes free of AIS and free of too <u>many jet</u> skis!
70-79	<u>Water quality</u> on lakes.
70-79	<u>Pollution</u> .
	Preserving and retaining the integrity of the beautiful natural resources in the area, i.e., lakefront, woodlands, etc. Need to regulate number of boats/"toys" a lakefront land owner can "line up" on shoreline. It doesn't bode well for preserving natural habitat nor does it enhance the visual beauty of area.
70-79	<u>Keeping</u> the lake waters clean.
70-79	Boat <u>population</u> per lake.
70-79	<u>Aquatic invaders</u> .
	Preventing pollution from lakes; exotics in lake. Too many deer, lyme disease and deer wasting disease. <u>Preserving</u> the <u>general</u> health of the <u>region</u> .
70-79	Clean water in lakes.
70-79	To <u>keep</u> the lakes clean.
70-79	<u>Keeping</u> lakes free from <u>invasive species</u> .
70-79	<u>Invasive species</u> in the Chain.
	<u>Water quality</u> of lakes. <u>Overcrowding</u> of shorelines. No more 100' lots.
70-79	<u>Fighting</u> milfoil and other <u>invasive plants</u> in the lakes.
70-79	<u>Keeping</u> nature and wilderness secure.

POLICE / FIRE

	<u>Drugs</u> and children <u>having</u> the sense that <u>they</u> are not harmful.
40-49	Crime; dru s.
60-69	An increase in <u>population</u> ! Will need more <u>police</u> , fire, <u>medical personnel</u> .
	Police on both water and land should be more effective.
60-69	New fire sub base - enforce fireworks ordinance.
60-69	Street dru s.
70-79	<u>Building</u> of 2nd fire station at Chicken In The Woods Road.
70-79	<u>Adequate</u> fire and <u>police protection</u> .
	Control personal watercraft on Chain. Hours of use would help. Keeping distance from piers. Noise excessive.
70-79	

HEALTH

40-49	Healthcare.
50-59	<u>Keep</u> viable <u>good-paying</u> business in Town which <u>supply</u> health benefits.
50-59	<u>Emergency</u> health care - EMT's.
60-69	Healthcare.
60-69	Medical care access.
	Proper medical care for aging population. I need a dermatologist. Had to get appointment in Rhinelander 6 weeks from now.
60-69	<u>Improving</u> <u>safety</u> and health concerns.
60-69	Healthcare facilities.
	Healthcare.

70-79 Local medical access.

HOUSING

30-39 High cost of real estate - waterfront.

30-39 Unaffordable homes on H₂O for middle class!!!

30-39 Affordable housing for young families.

40-49 Expensive housing.

40-49 Permanent residences and residents.

50-59 Affordable housing and rentals for our young residents.

50-59 Keeping young families here. We need affordable housing, jobs.

50-59 Resident checked all "Less Important" under #10 Future Housing and then added: What's the push and what would be my benefit?

50-59 Having apartments or affordable housing/condos for senior citizens.

50-59 Keeping the young people here with good-paying jobs and affordable housing.

60-69 We do not need more housing - there are plenty of empty homes.

60-69 Need more rental units to bring people to Three Lakes to support local business.

60-69 Housing market loss.

60-69 Land to build more homes so the town can grow and have more population.

60-69 Affordable housing.

60-69 Having affordable nice small lot subdivisions on sewer and water, close to town, for persons moving on in life, leaving lake home and wanting to stay in area.

60-69 The paper is full of homes for sale! But lake frontage property is very overpriced.

70-79 Too much complex housing built.

Overbuildin .

70-79 To find affordable places for tourists to stay.

70-79 More housin

70-79 Housing market slump continues.

70-79 Affordable housing.

LAND USE (ZONING)

Lake property values.

40-49 Overbuilding on lakes.

40-49 Big influx of people to retire and building lots of subdivisions or apartment complexes. Buildable land.

Zonin issues.

50-59 Overpopulation on the lakes.

50-59 Overdevelopment on lakes in area.

50-59 Regarding future housing "subdivisions" respondent said: It is up to a property owner and county zoning. Land may be the only cash available for retirement. Don't take away my rights to do what I want with my or our land.

50-59 Pressure to subdivide large parcels into housing developments and deterioration of water and shore uali .

50-59 We are overpopulating the lakes - lot lines too small - green space.

50-59 Zoning and development. The attempt to overdevelop lakefront property and spoil the charm and overcrowd the property.

50-59 Keeping lake property from becoming overdeveloped.

50-59 The temptation to build huge subdivisions with monster homes.

No subdivisions - existing residential housing zoning is more than adequate.

60-69 Overdevelopment and overrestrictive zoning that hampers small business and agricultural use!

60-69 Huge home take over waterfront - small cabins (for mid income) disappear.

60-69 Zonin issues.

60-69 Developers with rules, similar to cities.

Managing zoning and growth.
 70-79 Zonin
 70-79 Resolving "stupid" shoreland zoning.
 Controlled growth - suggest P.U.D. zoning category. I served on Sarasota County Planning Commission for 8 years (fastest growing community in nation) and believe keeping up with growth in popular location very difficult at best.
 70-79 Overbuilding on lake properties.
 70-79 Condos

UNIQUE (MISCELLANEOUS)

Losing tourists because of the mismanagement of the fisheries due to the incompetence of the DNR.
 50-59 I'll probably sell my summer home.
 50-59 Surviving with \$10.00/gas.
 50-59 Don't know enough background to answer.
 60-69 Keeping a roof over my head and heating it.
 70-79 Coping with the moral breakdown.
 I won't be here.
 Probably will relocate closer to family within next 5 years or so.
 70-79 Sta in alive.

QUANTITATIVE SUMMARY FOR QUESTION 18 FROM JULY 2008 RESIDENTIAL SURVEY

18. In the next 20 years, what do you expect to be the biggest challenge Three Lakes will face?

Category/Age Group	20-29	30-39	40-49	50-59	60-69	70-79	All AgesTotal
Cont Quaint Up-North Charm	1	4	21	37	48	33	144
Econ Development	0	9	41	9	51	29	139
Environmental	0	3	26	20	42	25	116
Jobs/Employment	0	6	19	31	22	17	95
Town Expenditures/Taxes	0	2	8	26	33	25	94
Schools/Edu/Day Care	0	6	11	14	18	14	63
Demographic Conflicts	0	4	6	8	11	7	36
Town Government	0	1	3	11	8	7	30
Aging Population	0	1	5	10	5	6	27
Land Use (Zoning)	0	1	2	10	6	5	24
Housing	0	3	2	5	7	6	23
Infrastructure	0	1	2	1	6	11	21
Technology	0	0	1	11	3	1	16
Police/Fire	0	1	1	0	4	4	10
Health	0	0	1	2	5	2	10
Beautification	0	1	0	1	5	1	8
Unique (Misc)	0	0	0	3	1	4	8
Rec Opportunities	0	0	2	0	1	2	5
Arts/Culture/Library	0	0	0	0	2	0	2
Airport	0	0	0	0	1	0	1

19. Please list your suggestions for what would make Three Lakes a better place to live.

Age

JOBS / EMPLOYMENT

	Better <u>paying jobs</u> .
30-39	Indust . - Jobs.
30-39	More options for employment.
30-39	More <u>jobs</u> for people who live here <u>year-round</u> .
30-39	More <u>opportunities</u> - <u>jobs</u> .
30-39	Better 'obs.
40-49	Bigger employers to offer more <u>jobs</u> .
40-49	Get some industry to get people <u>jobs</u> .
40-49	Keep our young people here. Need <u>industry</u> for <u>jobs</u> . Don't chase <u>away!</u>
40-49	Better <u>job opportunities</u> .
40-49	More <u>good paying jobs</u> .
40-49	Starter <u>jobs</u> , more <u>employment</u> with benefits.
40-49	More high-paying <u>jobs</u> .
40-49	We need an employer that could employ 50-100 people.
40-49	Help young people with <u>good jobs</u> and affordable <u>housing</u> .
40-49	Better <u>paying jobs</u> .
	Good-paying jobs in area. I do not feel a commute to Rhinelander is a problem for a good-paying job, but there are few in the area.
40-49	Jobs.
50-59	Get more small non-retail businesses here. We need <u>jobs</u> that don't <u>depend</u> on tourists.
50-59	Better <u>paying jobs</u> .
50-59	Good high-paying <u>jobs</u> in Town or close.
50-59	More 'obs.
50-59	More <u>job opportunities</u> .
50-59	Hire <u>mentally handicap</u> to sort recyclables - makes \$'s for <u>people</u> and trash collection more efficient.
50-59	We need <u>things</u> for our children to do here. Give them a reason to <u>stay!</u>
50-59	More <u>jobs</u> for young people.
50-59	Job development in Three Lakes.
50-59	Better <u>job opportunities</u> .
50-59	Jobs and income.
50-59	Providing more businesses for <u>jobs</u> - <u>light manufacturing</u> . Giving the <u>young</u> adults resources to <u>stay</u> .
50-59	Job <u>availability</u> .
	Expanded business park. Attracting high paying <u>jobs</u> .
50-59	Support high-paying, clean <u>jobs</u> .
	Employment opportunities besides <u>gift shops</u> .
60-69	Keep young people in area.
60-69	More <u>job opportunities</u> .
60-69	Better <u>paid employment opportunities</u> so <u>youth</u> do not feel <u>compelled</u> to leave to work elsewhere.
60-69	Good-paying <u>jobs</u> / affordable <u>housing</u> / attracting <u>young people</u> .
	Jobs.
60-69	More <u>jobs</u> for <u>young people</u> , <u>possible</u> more industries.
60-69	Jobs.
70-79	Sufficient work options.

- It is a great place to retire now but not for younger generation - need more reasons for them to stay. JOBS-JOBS-JOBS. Seniors have provided the growth for 3 Lakes the past 20 years. They are not poor people. Make 3 Lakes even more attractive - it should provide jobs. Health care is one area.
- 70-79 The need to create high-paying jobs to support families. (The only high-paying jobs at this time are government employees, i.e. teachers, police, town and county workers.)
- 70-79 Better employment opportunities.

ECONOMIC DEVELOPMENT

- 30-39 More businesses - more jobs - greater economic base.
- 30-39 Help small business to succeed, especially during first 5 years.
- 30-39 Need "new" office space to rent, not old run-down buildings.
- 3 Lakes needs to be updated and have more to offer in ways like restaurants, shops, hotels, etc. It can be kept a quaint town but desperately needs updating and progressive leadership.
- 30-39 We have no desire to see 3 Lakes get really big but yet desire a stable economic base.
- 30-39 Focus development on "downtown".
- 40-49 Get more good restaurants.
- 40-49 A few more quality restaurants.
- 40-49 Lower prices for local people
- More tourist based business in town to draw other area tourists to our town and keep the economic monies here.
- 40-49 More diverse restaurants with fresh foods and good wines and coffee (smoke free)
- 40-49 A nice hotel in town.
- 40-49 Grants for local businesses downtown.
- 40-49 It's a great town but we need to have people shop right here. Keep the money in the town.
- 40-49 Clean businesses in a business park.
- 40-49 Attract more economic development to the immediate area.
- 40-49 Support our local businesses and promote Three Lakes as the wonderful town that it is.
- 40-49 Improvements in grocery shopping.
- 40-49 More business opportunities.
- Focus more efforts on bettering the overall "community," i.e., school, health care, affordable housing, in order to sustain year-round economic health. The tourist and retirement segment will always be present due to the environmental riches of Three Lakes.
- We need a town that is updated and offers more to do in the evenings besides the bars. Shops that stay open for the locals to use after work hours and more of a variety of unique specialty stores and restaurants, not everyone offering the same type of items and all within walking distance to each other.
- 40-49 A few additional restaurants around the lakes with boat docking.
- 40-49 Smoke-free restaurants, up-scale restaurants, tourist attractions, thriving downtown shops.
- 40-49 Better restaurants.
- 40-49 Encourage new business other than tourism based.
- 40-49 Nicer hotel for out-of-town guests.
- 40-49 More restaurants on lakes.
- 40-49 Small business growth in downtown area.
- 40-49 City business survival.
- Eagle River is my hometown ... graduated from Northland Pines, and I find the Three Lakes schools are MUCH better ... and life in Three Lakes is more peaceful and Three Lakes has a better sense of community ... so WHY is it that "outsiders" tend to refer to Three Lakes as Eagle River's "ugly stepsister"?? We should promote Three Lakes differently to get the word out and encourage new business.
- 40-49 More downtown restaurants.
- 40-49 More up-scale grocery store. A movie theater.

Try to keep business to stay. We need to get business to come so it could create jobs and people would come to Three Lakes

50-59 I know it's hard to keep a business going all year, but losing the bookstore, etc. hurts.

50-59 Broader economic base = home based or information workers.

50-59 Solid economic base - which is diversified.

50-59 1-2 more in-town restaurants.

Most of the retail shops in town are focused on tourist business and lack the merchandise that stimulates local trade.

50-59 More shopping and stores.

50-59 More supper clubs.

50-59 Increase tourist attractions/events drawing more people to the area.

50-59 Attract people in off season to support business.

50-59 Outdoor cafes downtown.

50-59 Larger grocery options.

Restaurants (on water or off)

A large regional employer, i.e., Farm & Fleet, Wal-Mart/Sam's Club, regional government office, etc. Establish a retail center on Cty A east of Town or 45 north of Town. Attract business away from Eagle River.

50-59 Establish another grocery store in Town.

50-59 Something that will bring tourists to the downtown area.

50-59 Better grocery store.

50-59 More commerce in Town.

50-59 Dollar General (Five and Dime)

Start really looking for businesses to move here willing to hire skilled/educated people and give good salaries and benefits. This will open many doors for economic growth.

Development of a bustling economic base with lots of places for tourists to stay and lots of housing options to help attract young people.

50-59 Attract industries that will pay livable wages and retain our youth.

50-59 Get rid of affiliation with Citgo (Hugo Chavez).

50-59 Stabilize and add to economy in town.

50-59 Added conveniences for baby boomers.

50-59 We need better restaurants and shopping.

50-59 More motels.

50-59 Good retail markets, groceries, etc.

50-59 A more vibrant downtown. Businesses need to be open consistent hours.

50-59 Bigger variety of business and restaurants.

50-59 More services and economic development in the Town of Three Lakes.

50-59 More amenities in the downtown area.

50-59 More downtown commerce.

50-59 More accessible shopping in town.

50-59 Need to allow a good food franchise chain to locate here - McDonalds, Burger King, etc.

First and foremost if you want this town to survive: Businesses that actually make a product and do something productive instead of selling antiques and/or tourist junk. Do something to encourage businesses to locate here with a decent pay scale!!!

50-59 More retail in the empty storefronts; quality, unique shopping; need to make it a destination.

50-59 Another good restaurant.

50-59 Promote and support local merchants.

Encourage more festivities in the town - summer and winter - to draw tourists from the surrounding areas and their money.

50-59 More community events during tourist seasons.

My concern is how Three Lakes proposes to keep interest of out of town/state visitors and property owners alive, which I would think are needed to help the economy of Three Lakes thriving. If I were a full time resident, I would prefer to see people come, enjoy Three Lakes and go home. That way, a full time resident gets to sit back, reflect on the good season and have some down time to relax and re rou

50-59 Better support of local businesses.

50-59 More restaurants.

50-59 Welcome new businesses but use common sense and restraint.

50-59 Economic development. Don't get caught up in fixing everything.

50-59 Larger grocery store.

50-59 Like to see more breakfast/lunch restaurant options.

50-59 The hardware rental business is very handy.

50-59 Better retail shops.

50-59 Push to keep Pine Isle a restaurant; not a residence or condo! The same with Big Stone Golf Club and restaurant!.

50-59 New community meeting rooms.

50-59 More business development for broader base for economy.

50-59 Retail.

50-59 More small business opportunities (bakery, barber shop, etc.)

50-59 Redevelopment of downtown business district. New clinic/wellness center/library adjacent to school.

50-59 Really cool, old-fashioned downtown center.

50-59 Be open to innovation in businesses / finding ways to promote growth through lower taxes.

50-59 Make downtown more interesting.

50-59 Provide incentives for relocation of business looking to expand.

50-59 More retail in town, i.e. Home Depot, Menards, larger grocery stores, Woodmans, Publix, No malls, just independent free-standing retail stores or outlet stores.

50-59 Do not allow tourist development such as hotels, mini-golf, waterparks, shopping malls, etc.

50-59 Attract several light industries (pellet plant, window manufacturing).

50-59 We don't need anymore empty condos like the Northernaire.

50-59 Better grocery store! We now shop in Eagle River.

50-59 Another liquor store - fair competition.

50-59 Industrial ark.

50-59 A counseling, projection team to help people starting a business to avoid failure.

50-59 A core of businesses that cater to needs of daily living, e.g., bakery, dry cleaners, to reduce the need to travel further

50-59 Three Lakes needs to grow and diversify - not live or die on tourism only. We do not need more T-shirt shops, but stable industry to provide jobs for growth.

60-69 Shopping/dining for tourists.

60-69 Responsible economic development while at the same time protecting the environment.

60-69 More and better stores.

60-69 Upscale restaurants.

60-69 Newer and better restaurants and supper clubs and golf course.

60-69 Addition to library to afford more internet access as well as "temporary" office facilities (e.g., individual pays a weekly or monthly fee to have full access to scanners, photocopiers, tax, etc.).

60-69 We should support our local businesses loyally.

60-69 Fair rices.

60-69 Businesses open and close at regular hours. (You never know if a business will be open or not at this time.

60-69 Grocery store. Clothing store.

60-69 Better retail mix.

60-69 Maintain shopping to meet' needs of community.

60-69 A good dinner family type restaurant.

60-69 Having a Chamber of Commerce that promotes the downtown businesses.

60-69 Make sure we continue to have a grocery store.

60-69 Small industry to invite more people for jobs.

60-69 More community involvement from locals - build an income base. Stop being a tourist town.

60-69 More light industry.

60-69 Grow the town!!! More restaurants and stores and open longer hours, May-November. How else are you going to take care of elderly???

60-69 Focused and aggressive effort to bring new businesses into the Three Lakes area (i.e., manufacturing, information based, education, medical care).

60-69 More business / grocery store.

60-69 Every effort should be made to attract more tourists. Three Lakes people in office need to realize Three Lakes is a tourist town and should always be a tourist town. Support the Tavern League who do more for the tourists than the Town of Three Lakes.

60-69 More year-round business in town.

60-69 Larger grocery store.

60-69 Better variety of retail stores.

60-69 Encouraging merchants to remain on main street.

60-69 Thriving businesses, more restaurants.

60-69 A stable economy.

60-69 Stronger economic base.

60-69 Larger grocery store.

60-69 More variety of business locally owned (compete more with Eagle River).

60-69 More industry and business for people to work.

60-69 A good bakery and other new businesses to attract locals and tourists.

60-69 Make Three Lakes industrial more attractive to a company. Give land away and other incentives to get companies in that do not have a shipping problem (small items) and pay realistic wages.

60-69 Promote town shopping and restaurants more.

60-69 Better shopping.

60-69 Keep it a tourist and retirement economy.

60-69 Encourage retail development in empty business space in town.

60-69 More clever shops.

60-69 A few more places to eat.

60-69 Lots of town activities.

60-69 Nice small quality restaurants and shops.

60-69 More than one liquor store!

60-69 Decent restaurants that are open and consistent in their hours, food.

60-69 Perhaps impossible, but we need to broaden the tax base with a midsize employer to lighten the burden on residential property taxes. It's getting pretty expensive to live here considering the services provided. Just one example is the significant increase for dump passes in the past couple of years.

60-69 Larger grocery store.

60-69 Hardware and lumber business combined.

60-69 More stable business.

60-69 Establishing a unique point of difference between other nearby towns.

60-69 Better quality grocery store, more restaurants.

60-69 More vibrant downtown.

60-69 Quality of service and merchandise in retail stores, especially grocery store, are important.

60-69 The winery and Deja Brew are great assets. How about an old-fashioned general store? Nature Center? Museum, library, school and churches are great. We miss the Hodge Podge Lodge and the Salvage Yard.

70-79	Supermarket within walking distance of community.
70-79	We should have more commercial and industry to improve our tax base.
70-79	Few more stores - otherwise it's great.
70-79	Larger and updated grocery store.
	Indust
70-79	More retail shops - general mercantile.
70-79	Bigger stores and malls.
70-79	A second and larger grocery store.
70-79	More business in town. Better "reasonable" restaurants in area.
	Three Lakes needs to bring in some businesses that will attract people to town (downtown). Novelty stores only will not bring people to town.
70-79	Also, a supermarket in the downtown like the old fashioned "Dobb's General Store" would be a great attraction!
70-79	Widen the tax base to include new industry.
	Figure out how to keep business environment healthy. Too many businesses are for sale.
70-79	Emphasize/encourage BUY LOCAL - farmers' market ????
70-79	A show - McDonalds.
70-79	More shopping - vibrant downtown.
70-79	Bigger downtown area.
70-79	More good local restaurants, delicious bakery, more breakfast places.
70-79	More industry to keep the kids here.
70-79	Eliminate the loss of resorts and facilities, such as St. Mary's in Clearwater (not in Three Lakes, just an example).
	More restaurants, night life activities, shopping, attractions for children.
70-79	More businesses and restaurants. Remove/renovate empty buildings in town.
	Would love to see more business. We love the area and the people and try to shop and to eat at the various restaurants.
70-79	Diversification of economic base.
70-79	More retail - shopping - restaurants.
70-79	A good restaurant.
70-79	More basic shopping. A store like Family Dollar, Dollar General or Dollar Tree. Dollar has only one store in area in Rhinelander.
70-79	It seems to me that all small towns are in the same boat - Three Lakes, Eagle River, Minocqua - have declining business atmosphere.
	Keep the town quaint but fill shops that exist to draw visitors. Another small retail shop for men's and women's clothing would be an asset.
70-79	More choices of places to eat. Supper opportunities are nil.
	Appears to be on the right track - caution of personal conflict - service above self - he profits most who serves best - can be accomplished without bloating bureaucratic government. Give private investment an opportunity to prosper and don't fear an outsider who has proven integrity.
70-79	More retail and restaurants.

RECREATIONAL OPPORTUNITIES

30-39	Children's play area like Torpy Park, MQA, and dog park.
30-39	More ideas like the bike trail to generate tourism.
30-39	Think of ways to make Three Lakes Chain accessible other than car. Walking or riding a bike on Hwy 45 or 32 or X is absolutely dangerous. I would be willing to donate to a "path" or "trail" that would be along these routes.
30-39	More to do on the water, i.e., restaurants, parties, boat landings. More community cohesiveness. Everyone needs to work together to make Three Lakes successful.
40-49	More entertainment opportunities, i.e. theater, music, etc.
40-49	YMCA branch facility with a pool.

Access to the Chain for the average person - like a park or beach on the Chain. I've lived here for 5 years - have only been on the Chain 5 times. I don't have a boat and Maple Lake is not the Chain. It is kinda ross.

40-49 More family activities to entice tourism.

40-49 Recreational building to keep kids busy doing things they enjoy - indoor volleyball, skate park, etc.

40-49 Getting the 3 Eagle Trail through to Eagle River.

Encourage environmentally friendly activities and events. 3 Lakes should be a healthy, green place to live. More trails for walking, running and biking to town from Northernaire and lakes. Have bike and moped rentals. Add healthy cooking, lifestyle classes, art and craft classes.

40-49 Exercise facility.

Rec center with a pool, pool table, ping pong, air hockey, craft area (weaving, pottery, woodburning) room for classes, miniature golf.

40-49 Take advantage of park facilities - see Wittenberg pool/water park.

40-49 A fitness center.

40-49 More recreational options.

40-49 Family focused activities to draw younger families to town.

40-49 More community events to attract people.

40-49 More fun community events outdoors and in summer and winter.

40-49 The town should buy the 3 Lakes golf course and develop it themselves.

40-49 More bike trails with safe and easy access.

40-49 Additional fitness and recreational facilities.

40-49 Extend bike trail to 45 south out of town.

40-49 More access to our national forests - they are trying to close half the roads now.

50-59 Continue to enhance outdoor recreation opportunities.

50-59 Low cost recreational opportunities.

50-59 Need more winter activities - ice skating, cross-country skiing, etc.

50-59 Health club/fitness center. Cross-country ski trail (many are gone now). Continuation of bike trail. Pave the bike path and expand it through forested land, not along some highway full of car noise and dan er.

50-59 Facilities/activities for youth--not sports.

50-59 Swimming pool access.

I shop 3 Lakes when I can - bike paths from Big Stone golf course to town.

50-59 Wellness/recreation opportunities in area.

50-59 Outdoor activities for people living here, and tourists.

50-59 A fitness center or YMCA. Bike paths. Isn't there a way to make better use of National Forest with bike paths. Seems like there's not a lot to offer considering all the land the government owns.

50-59 Wellness, fitness facility.

50-59 A fitness center.

50-59 Developing more bike trails. Keeping snowmobile trails. Developing ski trails.

50-59 As recent landowners, we love the 3 Eagle Bike Trail. Thank you.

50-59 A fitness facility.

We use the park so little - lawn mower races during tourist season, car shows. We have a beautiful park we use twice a year. Move Firemen's Picnic to park.

50-59 More programs centered on wildlife, nature.

60-69 Improved recreational facilities (restaurants, golf, etc.) to promote tourism.

60-69 Expand the YMCA to have reasonable exercise facilities.

60-69 Place for school age, especially 7-12, kids to spend recreational time, i.e., teen center.

A recreational facility.

60-69 More places to have fun.

60-69 Keeping the snowmobile and bike trails open.

60-69 We need an excellent work-out classes facility.

60-69 More activities for youth.
 Providing services for the recreating public will always be your bread and butter. Maintaining and expanding those services in a well thought out way along with keeping the environment and lakes and forests in good shape will be important. Developing bike/snowmobile trails, land open to hunting, etc. will be important.
 60-69 More events to bring people to area.
 60-69 Strong recreational opportunities for all income levels.
 60-69 The bike path was a super thing.
 Having a public pier on Medicine Lake or other closest lake so people can get into town via lake and having bike path from the pier to town.
 60-69 We need teen facilities.
 60-69 More bike trails around lakes, connection to Eagle River system.
 70-79 Ecumenical activities within local churches.
 70-79 They're ("recreational opportunities and the Chain of Lakes") pretty good now.
 70-79 Regarding recreational buildings: "Better use of school and Reiter Center."
 70-79 More for young people to do.
 70-79 Activities for our young folks (teens +).
 Community Center use by small groups for free or more reasonable costs. It sits vacant too much. Small card groups would love to use but can't afford cost to rent. I don't think that was the intention of those initially providing the bulk of the funding.

BEAUTIFICATION

That land owners clean up their yards of old junk - cars, boats, buildings that are no longer in use.
 30-39 Some places look like junk yards.
 30-39 Improve the looks of the downtown area.
 Have people clean up their yards full of junk. There should be an ordinance for this. Make Three Lakes more attractive.
 40-49 Clean up this town. There are a lot of "dumpy" places including homes that can be seen.
 40-49 Keep main street looking nice with landscaping and store fronts kept up.
 50-59 Update current buildings and shops in town.
Face lifting existing retailers - VERY important!
 50-59 Clean up trashy looking lots and houses.
 50-59 Guidelines to make people take care of their property.
 50-59 Cleaner stores to shop in.
Making people clean up their properties of old boats, cars, tires.
 50-59 Continued update of downtown streetscape without "touristy" look. Keep old world look.
 We enjoy immensely being owners of a 2nd home in Three Lakes. We would love to see improvements on the appearance of downtown Three Lakes, given that it is such a thoroughfare to and from the northwoods.
 We have only been in Three Lakes the past four summers, but we have been going up north (Eagle River) for about 35 years. Fixing up the downtown we think is critical for the existing store owners and those to come.
 60-69 Get rid of empty, rundown houses and clean properties that are not in use. More beautification and pride in community.
 60-69 I am not aware of social issues and problems in 3 Lakes. Hence, cultivating and improving 3 Lakes' image through zoning and architectural standards ranks highest on my list.
 60-69 Stop new and remove the roadside signage construction.
 60-69 Dress up some business and empty storefronts in town.
 60-69 Make the jewel of the northwoods a reality - not just a slogan.
 Making property owners keep their property looking better - clean up trash, old cars and machinery removed, lawns kept mowed, etc.
 60-69 Pride in property.

- 60-69 Improve curb appeal of downtown area to stimulate tourist trade.
- 70-79 Establish and enforce a lighting ordinance on waterfront properties.
Refusing to permit huge billboards.
- 70-79 No billboards.
- 70-79 No billboards.
- Update the downtown area without eliminating the history/quaint look of the Town.
- 70-79 Fewer commercial signs along the highway - they are eyesores.
- 70-79 Strict zoning laws for buildings and signs.
No billboards outside of town.
- 70-79 Exercise some restrictions for "tacky," messy property!
- 70-79 In a small town, it should be easy to make an aesthetic statement by paying close attention to detail: maintain all planters - add some; develop signage regulations; building maintenance, etc.
- 70-79 The downtown should be improved with better looking buildings and street plantings and other amenities.
- 70-79 Drive around and see the places that look abandoned and have whoever owns them clean them up or tear them down.
- 70-79 Flowers/shrubs in front of the drugstore.
- 70-79 Keep improving downtown area and make it attractive for tourists and natives.
- 70-79 Try to have neighbors keep neat properties, clean up, paint up.

CONTINUE QUAIN UP-NORTH CHARM

- 30-39 Bigger is not always better!!
- 30-39 Three Lakes currently has everything I am looking for! Keep it a small town!
- 30-39 Continue to improve quality of life. It will help keep people here. Bring people here.
- 30-39 Keep it small town quality.
- 30-39 Keep the northwoods a place people want to visit.
- 40-49 Limit rowth!!!
- As is - Eagle River and Rhinelander are close enough to get the other things one may need. Keep the old traditional "up North" that those of us in the larger cities look forward to coming to. If it's like the "Big City," why go there. You are then no different of all the other towns that are looking to
- 40-49 change - Stay the Same.
- 40-49 Keeping small-town charm. Don't turn it into a "Door County" or the "Dells."
- Tourists come to 3 Lakes for recreation and relaxation and to get away from the "city." I think we should build and improve activities that promote that. I would move if the 3 Lakes Chain became as
- 40-49 busy as the Eagle Chain or Waupaca.
- 40-49 Preserve the quiet of the northwoods.
- Remember why people are attracted to the northwoods - quiet, relaxation, beauty, nature, quaint charm of towns. Try to preserve this.
- 40-49 Warmer weather and no bugs!
- 40-49 More industry but a balance with retaining the small town charm of 3 Lakes - not easy!!
- A few more stores/shops/restaurants located in town but keeping the quaintness of the original 3
- 40-49 Lakes.
- 40-49 Keep it small and quaint.
- 40-49 Minimizing development.
- Keep in a quiet, quaint, northwoods environment. It does not need to be developed any more than is.
- 40-49 Do not need any more Northernaires or subdivisions.
- 40-49 Do not commercialize.
- Would like to see it keep its small town charm. As long as it has groceries, gas and a hardware store, I'm ood with it.
- 40-49 Do not allow anymore big developments on the water. Take a look at Eagle River, what a waste.
- Three Lakes is just the right size. No commercial growth such as fast foods or big retail. Strive to
- 40-49 stay small as that is a dying art in the northwoods.

40-49 Don't try to become Eagle River.

40-49 Trying to keep Three Lakes a peaceful, rural northwoods type of community.

40-49 Don't chan e it.

50-59 Don't get too big. There is Rhinelander, Minocqua for that. Try to stay small and quaint. No big box stores. Perhaps one more grocery store to compete with the one in the triangle of 32/45 split.

50-59 Limits and restrictions on large condo communities.

50-59 A mindset to keep Three Lakes what it is instead of trying to turn it into a suburb of Milwaukee or Chicago. I fear it is too late.

50-59 Leave Three Lakes the way it is.

50-59 No more large condos like on Deer Lake.

50-59 Prevent the urbanization of the Three Lakes area. The benefit of the area is being peaceful and clean.

50-59 Don't chan e.

50-59 Consider sustainability and environmental impact in growth plan.

50-59 It's perfect the way it is!

50-59 I like it fine the way it is!

50-59 Keep an image of small town; offer inexpensive amenities such as high-speed internet, garbage icku , etc.

50-59 Recognize value in having a quiet northwoods community. Don't aspire to be Minocqua or Eagle River.

50-59 Minimize sprawl; (i.e. condos, subdivisions)

50-59 I would be satisfied to preserve it "as is." It offers everything we want and need.

50-59 Keep it as beautiful as it is and don't let it grow too fast.

50-59 Celebrate what you have.

50-59 It's great now but things will have to keep pace with an increasing population.

50-59 Don't lose what we have - quiet, nature and don't try to become an "Eagle River."

50-59 Keep condo complexes off the lakes!

50-59 Promote the northwoods atmosphere and small town feeling.

50-59 Keep the small town Three Lakes. We like this small town, not the hustle bustle.

50-59 Keep it simple/friendly. That is what sets it apart from Eagle River, Minocqua, Tomahawk.

50-59 Do not allow development that is not thought out and make owners/developers follow through on laws, rules and regulations.

50-59 Three Lakes already is a great place to live. Don't let it get a large population!

50-59 Three Lakes is the most beautiful town in all of this area. We picked it because we love the ambiance of this quaint town. We love and respect Three Lakes and the people who live here year round.

50-59 Keep it the way it is at this time!

50-59 Maintain slow growth without overcommercialization.

50-59 Fine as is.

50-59 Tax not to become "big." Stay quiet little town.

50-59 Avoid turning into Eagle River. Three Lakes has always been a great place to live and vacation because the community has managed to K.I.S. and M.I.F.

50-59 I am a seasonal resident. I hope Three Lakes can retain the small-town feel it has.

50-59 Too much growth.

50-59 Keep small town appeal (no fast food restaurants)

60-69 We come here for the small town atmosphere and the quiet. Do not turn it into a "big city" place.

60-69 This survey is a great start towards controlled growth.

60-69 We like it as is.

60-69 Leave things alone. All the progress will do is bring more traffic, people, construction, social programs, noise and higher taxes.

60-69 We are very satisfied with the town as it is!

60-69 Keep it quiet - let the commercialism occur in Eagle River.

60-69	Nice roads, <u>good</u> sanitation, controlled <u>growth</u> , avoid <u>overdevelopment</u> .
60-69	I would like to see it <u>stay "quaint"</u> - like it is now.
60-69	Maintaining its rural atmosphere and not seeking too much new growth in population - via large developments.
60-69	Economic development and still <u>maintaining</u> natural <u>beauty</u> of area.
60-69	Control and manage <u>growth</u> and use of <u>natural</u> resources, i.e., lakes and woods.
60-69	<u>Keep</u> the small town atmosphere.
60-69	It's <u>pretty good</u> now.
60-69	<u>Keep</u> Three Lakes a bedroom community. <u>Stop competing</u> with <u>Eagle</u> River and Rhinelander!
60-69	Require every project to address its effect on 3 <u>generations</u> ahead. Bigger is not better.
60-69	Northernaire is a <u>disgrace</u> - should be torn down. No more <u>building projects</u> like Northernaire.
60-69	<u>Keep</u> it clean and safe as it has been.
60-69	We do not want more of anything in Three Lakes. Leave it the way it is. That's why we want to be there.
60-69	It seems to have everything I want right now. We realize full-time residents may have other concerns, but we need to <u>preserve</u> as much as we can.
60-69	<u>Keep</u> small town feeling.
60-69	We love Three Lakes <u>just</u> as it is!
60-69	It is <u>great</u> the <u>way</u> it is now.
60-69	I think Three Lakes is a <u>good place</u> now.
60-69	I'm only a summer resident and like the way things are there - many special events in a small town settin .
60-69	I would like to <u>keep</u> small town <u>atmosphere</u> .
60-69	Overpopulation.
60-69	Slow down unneeded development (Northernaire, for <u>example</u>).
60-69	Control <u>population growth</u> .
60-69	We love Three Lakes.
60-69	Leave nature alone.
60-69	Nice, as is!
60-69	Leave Three Lakes <u>just</u> the <u>way</u> it is.
60-69	I think it's terrific!
70-79	Keep the small town atmosphere. We have a good balance now. Good police and fire protection, a <u>very</u> nice <u>library</u> , schools, etc. I would not like to see that lost with lots of <u>growth</u> .
70-79	<u>Keep</u> it wild and not let Three Lakes turn into an outlet mall!!!
70-79	Three Lakes is <u>great</u> ! <u>Keep</u> it <u>simple</u> ! Embrace <u>diversity</u> !
70-79	<u>Keeping</u> it in the status <u>quo</u> .
70-79	Limit <u>growth</u> on the Chain. <u>Keep</u> it small and <u>quiet</u> .
	Leave it alone - don't change it.
	Burn the Northernaire condos.
70-79	In my view, a Town that permits a condo development, and on top of that lets it sell timeshares; and that approves the development of a lake such that when fully developed will have people living cheek-by-jowl with each other and fighting for space on the lake; that Town has no business planning anything whatsoever.
70-79	No more Northernaires or condos.
70-79	I like it <u>just</u> the <u>way</u> it is.
70-79	Continue to maintain and take good care of what <u>you</u> have.
70-79	I love it here the <u>way</u> it is.
70-79	No franchise restaurants (<u>fast food</u>)
70-79	I like Three Lakes <u>just</u> the <u>way</u> it is now - that is <u>why</u> we moved here 22 <u>years ago</u> .
70-79	Keep it somewhat like it is. Do not let it become like "Wisconsin Dells" or Eagle River for that part. Less billboards, etc.

70-79 Don't build any more Northernaires.

70-79 Keeping 3 Lakes "small"

70-79 Keep people out!

70-79 Fine as is.

70-79 Keep it small - no industry - no large business - small government - or else it will become like Fox Lake, IL or Lake Geneva. Please do not destroy the charm that is now 3 Lakes.

70-79 No need to copy other towns to become cosmopolitan - keep it simple.

70-79 Do not encourage people, business, etc. to come here. Those that want to enjoy what is here and want it to remain will always be welcome. Let's not urbanize to the extent that we, little by little, lose what makes Three Lakes a great place to live!

70-79 Husband said it can't be any better. We are very happy living in 3 Lakes.

70-79 It's perfect just as it is.

70-79 The above (re people getting along): Back to a caring community with good home town living. After all, why did people move here?

70-79 Retain small town image but with excellent amenities and activities.

70-79 Keep it small and quiet.

70-79 Preserve small-town atmosphere.

70-79 Keep the small-town atmosphere.

70-79 Continue current good work to maintain "jewel of the Nicolet"!

70-79 Keeping Three Lakes small and quaint.

70-79 Encourage quiet recreation. Let the assault vehicles go to Vilas.

70-79 It's pretty good the way it is!

70-79 We love it as is!! - but certainly appreciate that growth and jobs keep our school filled and attract tourists.

70-79 I think it is great now!

70-79 I think we are already doing a tremendous job.

70-79 We live part-time 13 miles from Village proper. We love to come into the Village to shop, dine, and recreate (band concerts, etc.). Tourism is a necessary "evil," but don't go the route of St. Germain, Woodruff, etc. Rhinelander can't even sustain itself downtown.

70-79 Good luck! We love 3 Lakes.

70-79 Keep the small-town environment to retain the present quality of life!!! Change is not always better!!!

70-79 Not a thing!! We LOVE it here - just the way it is.

70-79 Protect it from becoming a large tourist area.

70-79 Keep it a "small town."

70-79 Like it as is.

Unknown Three Lakes is just fine the way it is. Leave it alone.

Unknown Let us hope Three Lakes will remain a happy place for residents and visitors. Part of the happiness is for young and old and older to freely travel or walk about and be safe from crime; the challenge is to carry that happiness into the future.

Unknown Small town living.

TECHNOLOGY

30-39 High speed internet access.

30-39 Internet access; cell coverage.

40-49 High speed internet would give me the possibility of working from home in Three Lakes.

40-49 High speed internet access for ALL of Three Lakes

40-49 Better cell phone coverage.

40-49 When these are achieved (high speed internet access and better cell phone coverage), then we could advertise "Live in Three Lakes, work from home without changing jobs!"

40-49 Availability of high speed in rural areas and on lakes will allow seasonal residents to work from Three Lakes and contribute greatly to the economy.

40-49 Lack of infrastructure in technology.

40-49 High speed internet.
Build infrastructure to attract new generation of near early retirement-age people who wish to continue working in knowledge-based careers from rural areas like Three Lakes.

40-49 High speed internet.

40-49 High-speed internet through cable provider.

N40-49 Maybe some more convenience/telecommute improvements such as cellular coverage and internet.

50-59 Improved cable TV. Good web service. Better cell coverage.

50-59 Need better cable company!!! Video on demand.
Better internet access - we are planning to spend more time in 3L and want to telecommute back to office, split time between 1st and 2nd homes.

50-59 Must attract business opportunities with robust computer connectivity. Fuel costs will dictate work out of the home which requires good connectivity.

50-59 Telecommunications/internet (high-speed) - bring the work to Three Lakes (creates business opportunities and allows professionals to live in TL and work elsewhere)!

50-59 High-speed internet would be great.

50-59 Get current on utilities, business, technologies.

50-59 Affordable internet access.

50-59 Cable service and better internet access.

50-59 High-speed internet.

50-59 Broadband internet access to more remote locations.

50-59 High-speed internet access.

50-59 DSL internet to all areas.

50-59 Wireless internet.

50-59 Improved communications - internet - phone.

50-59 As indicated above, getting high speed internet should be a top priority for all property owners.

50-59 High-speed internet.
Cable TV to Big Lake area.
Leverage the internet to recruit technology business. It is clean, no infrastructure required (other than internet) and very high paying jobs.

N60-69 We want cable and internet out to our cabin so I can work from up at our cabin. Please! 635 Hwy 32.

50-59 Expanding our technology infrastructure.

60-69 Extend high speed internet to rural areas.

60-69 Reliable cell phone access.

60-69 High speed to every house.

60-69 Accessible and high speed internet for private and business use.

60-69 To be a wireless community.

60-69 High speed internet.

60-69 High speed internet and cell coverage all over township.

60-69 Better internet and cell phone access.

60-69 Improved technology.

60-69 High-speed internet to all of the houses - and good cell phone reception.

60-69 High-speed internet - a must.

60-69 Better internet access.

60-69 Widespread access to high-speed internet and cell service.
High speed internet - reasonably priced - available to everyone regardless of distance from town.

70-79 Professionals need this so they can/could work from home.

70-79 Cell phone access.
Very good communication facilities - internet high speed. Very soon no one will move to an unserved area.

70-79 DSL

70-79 Better cell phone service.

TOWN GOVERNMENT

- 20-29 A Town Board that puts more energy and common sense into the things that are truly important to this community's wellbeing.
- 30-39 Give Town Board the support and backing they deserve. They do a great job!
- 40-49 Stop attacking the Town Board for every move they make!
- 40-49 Leadership that is willing to accept change even if it takes away from their own businesses.
- 40-49 Keep the County out - make our own zoning and park ordinances.
- 40-49 It seems to me that the town government just needs to get along. It seems that when I read the paper, there's always something about bickering.
- 40-49 A Town Board that focuses on important issues.
- 40-49 A working city government to do the best for Three Lakes. Not only Three opinion.
- 40-49 Smoke-free dining.
- 40-49 Having knowledgeable people on Town Board who research issues/concerns/plans before they act or speak at Town meeting making a mess of things.
- 40-49 Building better community support - more self sustainability.
- 50-59 For the local Town Board to be FAIR to all R.E. taxpayers.
- 50-59 Inclusion of visitors in town decision making.
- 50-59 City of Three Lakes should not be in the housing business. Not a function of Govt.
- 50-59 Allow rentals of private homes. Huge boost to the economy. Renters spend lots of money in town and owners spend lots of money on property maintenance and improvements. All pump money and jobs into Three Lakes with no new services or expenses to town.
- 50-59 Continue strategic planning (long range).
- 50-59 A Town Board that would truly consider the future and present needs of the community - and listen to what people say - not just paying lip service.
- 50-59 Greater public input - including property owners as well as residents.
- 50-59 Less infighting and waste on Town Board.
- 50-59 Less people trying to make rules and change the town to be like the town they moved away from.
- 50-59 Oust the "good ole boys" from politics.
- 50-59 Although I have been a property owner for many years, I am not a resident, and hence cannot vote in Three Lakes. I am ashamed of the reputation of the Town Board for playing favorites and ignoring the interests of those of us who do not live there year round. I see wonderful leadership and initiative from TAG - bravo! Keep up the good work!
- 50-59 Lower speed limits on lake roads.
- 50-59 We cannot demand how quickly a house has to be built. Older people have a limited budget; young people may be able to build it in stages. Who are these elected people that they limit peoples' ability to look to their own future? Remember, the elected officials are nothing but flunkies like they think all others are!!! There are a few good ones on the Board, but --
- 50-59 Why have housing when Three Lakes "leaders" discourage - don't try - or don't want businesses that employ a larger employee base. "Leaders" don't even know the existing zoning laws and/or let their friends and buddies get by and get out of zoning laws that are on the books already. I heard it said last year - we don't want this town or area to become like Wisconsin Dells or Lake Geneva area - We have to have work here if you expect people to shop and spend money here.
- 50-59 Town Board that works for unity and direction of town.
- 50-59 Three Lakes will need to define specifically what they (we) want.
- 50-59 "Communication" with the outside world.
- 50-59 Keep town government to minimum!! "Town Chairman and gang" seem to be ruling by want they want - not citizens. Let out of town homeowners voice their opinions.
- 50-59 Lessening of regulations/ordinances by Oneida and DNR.
- 60-69 Financial planning for Town and schools - to save money paid out with interest (example: budget and save before buying or building), utility costs (example: renewable energy), transportation/equipment (example: less expensive equipment that has a good report).

	Garbage pickup included in services <u>provided</u> without <u>any</u> increase in <u>property</u> taxes.
60-69	<u>Budget restraints.</u>
60-69	<u>More sheep - less wannabe herders.</u>
60-69	Community leaders need a cooperative, positive attitude. Please stop the posturing and bickering I've been reading about.
60-69	<u>Better accountability of Town Board.</u>
60-69	Leave <u>existing</u> regulations instead of <u>change</u> for <u>only change</u> sake. <u>Stop caving into money</u> interests.
60-69	Eliminate the lake owner/local we/they syndrome. Lake owners who sustain 3 Lakes economy through taxes and local dollars spent are treated like second class citizens by community leaders. The Town Board is a fiasco. Unfortunately, this we/they attitude has been present in this community for the 28 <u>years</u> we've lived here. This attitude chills <u>loyalty</u> to the <u>community</u> .
60-69	Need the Town Board to be <u>proactive</u> with this <u>group</u> and TLWA and other <u>groups</u> in town.
60-69	Learn how to <u>get along</u> and be <u>friendly</u> and <u>forget</u> about <u>petty</u> differences.
60-69	<u>Dump the Town Chairman.</u>
60-69	A <u>progressive</u> rather than reactive <u>approach/plan</u> . Getting rid of the <u>nimbly</u> attitude that <u>prevails</u> .
60-69	Have a Town Board that is <u>highly regarded</u> and <u>competent</u> .
60-69	Town Board more <u>proactive</u> than reactive.
60-69	Having the taxpayers vote on big decisions instead of Town Board making the final decision behind closed doors and at Town Board <u>meetings open</u> to the <u>public</u> . Listen to our <u>opinions</u> first. That's fair.
60-69	<u>Better town management.</u>
60-69	<u>Adding a scrap metal bin in the dump.</u>
60-69	Please allow all of us (Three Lakes property owners or taxpayers) a chance to vote on all important Town Board issues. We have the feeling that we taxpayers are shunned or banned from your meetings. <u>Why?</u>
60-69	Park not run <u>by</u> one <u>person</u> .
60-69	Ban fireworks <u>except</u> for <u>July 4th only</u> .
60-69	Town Board - <u>pay per meeting</u> .
60-69	Continue to offer <u>good services</u> .
	Get rid of the attitude of Board member(s) who believe that they don't have to attend to the needs of summer people who don't vote for them anyway. (Taxation without representation - they fought a revolution over that problem.)
60-69	Respondent identifies specific problem on man made canal connecting to Big Lake whereby silt drifts in and makes channel unnavigable. Proposes formation of tax district to have canal dredged and an automatic <u>pumping</u> station installed. (Detailed comments on file.)
60-69	A \$20.00 rebate to all fishermen purchasing a fishing license in the town which should increase business traffic overall. These funds can come from the new Hotel Tax. Rebate would be limited to Three Lakes <u>taxpayers only</u> . Or could be <u>expanded</u> to Oneida <u>County</u> .
60-69	A <u>knowledgeable</u> Town Board to know the laws and desires of those who elected them.
60-69	Quit <u>changing your</u> minds on <u>policies</u> . Please let's not look like <u>Minocqua!</u>
60-69	It's nice now for summer residences but out-of-towners have very little "voice" in what happens even though we <u>pay</u> for <u>everything just</u> as <u>year round people</u> do!
	Keep the sign ordinance strong. Don't let Three Lakes get cluttered with billboards like the Eagle River area.
70-79	Have some limit on the number and size of motor boats.
70-79	Better control over <u>gun</u> fire, fireworks, loud music.
70-79	I'm not a resident, but rather a summer owner, so I can't do much other than complain, but I think Three Lakes is badly led.
70-79	<u>Municipal planning.</u>
70-79	Town Board <u>proactive</u>
	<u>Better Town Board.</u>
70-79	<u>No smoking in restaurants.</u>

70-79	Keep Town's <u>dirty laundry</u> out of the news.
70-79	Have the people running for office leave their big city ideas in the big cities. This area is not Milwaukee, Madison or the Big Windy. They can leave their hot air down south.
70-79	Government to <u>cooperate</u> with each other.
70-79	Poor representation of lake properties and people.
70-79	We need new faces in <u>jobs</u> (community, police, town leadership).
70-79	<u>Electing</u> a Town Board with <u>progressive</u> attitude or this Town will die (if it isn't <u>already</u>).
70-79	Do not fill the lakes with <u>anymore</u> no wake areas.
70-79	Rules for <u>airplanes</u> that land on lakes.
70-79	<u>Safety</u> for swimmers and boaters.
70-79	<u>Keep</u> house boats off chain in future and no <u>overnight sleeping</u> on them while <u>parked</u> on the lake.
70-79	Improving the quality of Town Board members. It seems too many are serving with "self interest" in mind!
70-79	Our Town Board could be less combative and restrain themselves from micro-managing every issue that comes before them.
70-79	Get rid of Town Chaiman.
70-79	Work <u>together</u> - listen to other's ideas - be a team.
70-79	Comments from disgruntled taxpayer identifying taxation without representation. Suggests Town Board conduct budget hearings in summer or poll out-of-towners to include all concerned taxpayers in process. (Detailed comments on file.)
70-79	A Town Board with vision and a real commitment to environmental values.
70-79	Town Board isn't for <u>taxpayers</u> . Not for local businesses. Need a leader. \$850,000 town <u>shop</u> ?
Unknown	Regarding #11 (property rentals): Rental owners will most likely screen renters so behavior and property damage will not be a problem. Get all rental owners to: (1) Be licensed by Oneida County; (2) Be inspected by Oneida County; (3) Get State Sales Tax license; (4) Get local Room Tax license; (5) Get water tested yearly; (6) Have proper injury and liability insurance; and (7) Include rental money on income taxes.

ARTS / CULTURE / LIBRARY

30-39	Amenities - cultural events.
40-49	Make downtown an art mecca!
50-59	There are no movies.
50-59	<u>Emphasize</u> non-motorized recreational tourism <u>opportunities</u> and cultural/arts enhancements.
50-59	A few more <u>entertainment opportunities--movie</u> theatre.
50-59	<u>Bigger library</u> .
50-59	<u>More groups like community theatre</u> .
50-59	<u>Support library</u> and resources.
60-69	More arts.
60-69	A place for the teens to hang out - <u>expand</u> the theatre.
60-69	<u>Performing Arts Center!</u>
60-69	Continue <u>developing</u> cultural arts/activities.
60-69	How about more cultural activities like concerts, dramas, etc. at school and churches?
60-69	Continue arts <u>program</u> .
60-69	More cultural focus, arts, music, film, theatre.
	More culture.
70-79	Don't close the <u>library</u> .
70-79	Take advantage of great local talent to teach or lead interests in art, music, theatre, nature clubs, <u>trips</u> , education, etc.
70-79	More summer concerts.

SCHOOLS / EDUCATION / DAY CARE

30-39	<u>Daycare</u> , after-school.
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30-39 Educational opportunities.
 Childcare facility from infants to school age.
 40-49 An extension of the college - adult education.
 40-49 Ensure our school district stays "top notch" - pour dollars into the school. The children are our future.
 40-49 The children are our future. Make schooling more of a priority.
 40-49 Maintain the high standards that the school system has in place now.
 Rethink our educational opportunities - beyond high school - give a reason for people to move to
 40-49 Three Lakes.
 40-49 See #18 (need local university) - we need more thinking people among our ranks.
 40-49 Accelerate education and educational opportunities.
 50-59 A strong school system K-12 (and could even include post high school educational opportunities).
 50-59 Keep our school with a quality education level.
 Activities for elementary and high school.
 50-59 Combine school system with County. Too much infrastructure we can't afford. Change is Good!
 50-59 Strong vocational tech program at the H.S. to help keep youth in area.
 Good schools.
 60-69 Reduce school costs.
 60-69 Better schools and teachers.
 Education.
 60-69 Quality education.
 70-79 Attracting families with children.
 70-79 Charge students and teachers to park on school property - just like Eagle River system.
 70-79 Dwindling school enrollment, but escalating school taxes.
 Adequate schools. As I understand it, the school population (students) has decreased. Conversely,
 70-79 there is less money to be spent on schools, but the taxes still go up.

TOWN EXPENDITURES / TAXES

30-39 Low taxes.
 40-49 Lower taxes.
 Stop spending money on fire trucks and emergency equipment and start spending money on getting
 40-49 businesses to move their operations to Three Lakes.
 40-49 Lower taxes.
 40-49 Reduce taxes for lakefront properties.
 Look at adding .5% tax (town) to help offset services needed because of summer population. Use tax
 40-49 to help run town/support school.
 40-49 Lower taxes.
 40-49 Maintain an affordable tax rate and base.
 40-49 Keep property taxes in check.
 40-49 Keep taxes under control.
 50-59 Cut spending / taxes.
 50-59 Lower Taxes.
 50-59 Lower taxes.
 50-59 Affordable taxes.
 Lower taxes.
 50-59 Lower property taxes!
 50-59 Need 18-hole golf - amenities to compliment high tax rate.
 50-59 Lower taxes.
 50-59 Control property tax increases.
 50-59 Lower taxes.
 60-69 Local government considerations for year round and seasonal residents. Low taxes.

60-69 A more balanced approach toward assessing property taxes of part-season versus year-around residents.

60-69 Lower taxes.

60-69 Keep costs in line. Why do we have to pay \$.05-.15 more for a gallon of gas when every place south of us, a few miles, is always cheaper? People don't buy locally when this happens.

60-69 Keep property taxes low.

60-69 Lower property taxes.

60-69 Lower lake taxes because of part-time service due to summer residency.

60-69 Lower taxes.

60-69 Less taxes.

60-69 Affordable taxes.

60-69 Lower taxes.

60-69 Taxes too high! Cut spending!! Lakefront property owners are being taxed to death!!!

60-69 Lower waterfront taxes.

70-79 Less taxes.

70-79 Lower taxes.

70-79 Lower taxes.

70-79 Lower lakefront property taxes so retirees can afford to stay here!!!

70-79 Lower taxes.

70-79 Lower taxes.

70-79 Very poor value for tax dollars.

70-79 Just work to keep taxes down.

70-79 Keeping taxes affordable.

70-79 Keep cost of living affordable.

70-79 Keep taxes down.

70-79 Hold the line on taxes.

70-79 Relieve real estate tax for persons who don't use schools and don't vote.

70-79 Lower property taxes.

70-79 Taxes for vacant land should be lowered. Taxes on lake frontage shouldn't go up just because someone builds an expensive house at the other end of the lake, or sells an expensive house. This is really a problem!

70-79 As a retiree, I disagree with the taxes charged to those that choose to remain in their homes when they retire. I pay more in taxes but have less services. I have lakefront property.

70-79 You're a dead town. Just close the lid on the coffin. Been here over 40 years. Received nothing for m tax dollars.

AGING POPULATION (SENIORS)

40-49 Assisted living for the older people coming in the next 20 years.

40-49 Help elderly with transportation.

40-49 Develop a "retirement community."

40-49 Services for the elderly.

50-59 Need for assisted living and care for seniors.

50-59 Nursing home is needed in Three Lakes to care for our aging population. Why send these elderly people and their finances to other communities? Providing a nursing home facility will not only care for the elderly but provide jobs and economic growth for the Three Lakes community.

50-59 Unity - look out for welfare of seniors - good attitudes.

50-59 Quality care for seniors.

50-59 Affordable condos/apartments for senior citizens.

50-59 Affordable senior housing.

60-69 Senior programs, organized recreation programs (YMCA?).

60-69 An assisted living and/or nursing care facility might provide final living accommodations for elderly residents and at the same time provide job opportunities for nursing and other medical professionals.

60-69	Cater to the retired <u>community</u> . Many have moved here and are <u>living</u> active lives!
60-69	Senior bus system.
70-79	Senior <u>housing</u> - assisted living housing
70-79	Providing facilities for arrival of <u>retiring</u> baby boomers.
70-79	Providing for needs of retirees.
70-79	An <u>aging</u> population.

DEMOGRAPHIC CONFLICTS

30-39	Affordable, middle-class lifestyle for young couples with family! (Most of community seems to be either <u>upper-class</u> lakefront or <u>poor</u> rural.)
30-39	More <u>open</u> minded and diverse <u>people</u> .
30-39	Two-tier socio-economic status: "Haves", those able to afford lake property and "have-nots", those with modest incomes.
40-49	Bring back the free <u>enterprise</u> for all <u>people</u> , not <u>just</u> 3 or 4 families in the <u>community</u> .
40-49	Avoid <u>catering</u> to <u>wealthy</u> seasonal residents.
40-49	More <u>people</u> coming into town.
40-49	All in all, Three Lakes is a nice place to live if we can keep taxes down so that people that don't make a lot of money can afford to keep their houses and not cater to the people with a lot of money. I understand that more <u>money</u> brings more to the town and businesses, so we have to have a balance.
40-49	We have a small resort and feel that the <u>private</u> rentals have affected our business.
40-49	Support the expansion of existing silent sport trails and put a moratorium on more snowmobile/ATV trails.
40-49	Minimizing traffic on lakes - <u>banning</u> jet skis.
40-49	Open trails to ATV's.
40-49	Restrict jet ski use - too <u>noisy</u> , <u>rip up</u> weed beds, ride too close to swimmers.
40-49	Treat the vacation homeowner with <u>respect</u> . Summer residents should be <u>part</u> of <u>your community</u> .
40-49	ATV trails very important.
50-59	Open up ATV trails around town.
50-59	A 4 X 4 trail. We like to ride, but have no <u>place</u> to go.
50-59	Allow ATV on snomo trails for spring, summer, fall revenues for bars, gas stations, restaurants and motels.
50-59	A timeline to fish without skiers and PWC.
50-59	I would like to see the Town of Three Lakes cater more to the people who live here year-round, rather than the summer residents and tourists. I have lived in Three Lakes a little over 40 years, and we are still the underdogs.
50-59	Keep the riffraff out of area.
50-59	<u>Open-minded</u> people.
50-59	"Fund raisers" like boat races - the <u>majority</u> are <u>against</u> it.
50-59	<u>Stop</u> indian <u>spearing</u> . (I know <u>you</u> can't do <u>anything</u> about <u>that</u> .)
50-59	A better <u>stocking</u> program for the Chain to make <u>up</u> for all the <u>spearing</u> .
50-59	Three Lakes should not become a <u>retirement community</u> !
50-59	Greater <u>opportunity</u> for <u>input</u> from all <u>taxpayers/property</u> owners.
50-59	<u>Stop</u> the Walleye spearing - IT IS TIME.
50-59	More <u>stocking</u> the lakes for better <u>fishing</u> .
60-69	<u>Informing</u> and <u>listening</u> to summer residents, not <u>just</u> permanent residents.
60-69	Decide what <u>you</u> want <u>community</u> to be - a retirement <u>community</u> or <u>something</u> else.
60-69	Cabin owners are not <u>part</u> of (<u>allowed</u> to be <u>part</u> of) <u>political process</u> and should be!
60-69	<u>Stop</u> ATV use in our forest, that are not and will not <u>stay</u> on trails.
60-69	Allow use of ATV's. If supervised, could bring in business to 3 Lakes, Eagle River. We take friends and <u>family</u> to <u>Michigan</u> for a week of <u>ATVing</u> .

60-69 More programs to stock Walleye in Chain. Fishing was once good, now it's awful. Most of my friends
no longer return here for fishing but go to Minnesota or Canada. Spearing has depleted the good
60-69 fishing--big time. Also, work to decrease fishing license fees for non-resident senior home owners.
60-69 Give tax breaks to resorts. These are more welcome than condos.
60-69 ATV trails / access to Forest County trails.
60-69 Eliminate citizen volunteer organizations and hire professionals with no "ax to grind." Volunteer
60-69 organizations only reflect the views and agenda of members.
60-69 Better use of talented retired people.
60-69 Realize that lakefront property owners contribute 84% of the tax base and get back very little. The
non-lake owners demean the lakefront people, and it's not a harmonious situation. Great towns are
60-69 created by harmony.
70-79 Stop the battle between townies and lake people - stop "sticking it to the people on water."
70-79 People need to support all activities not just the project "they" support.
70-79 Get rid of the "we vs them" attitude of town people.

INFRASTRUCTURE

30-39 I think the State should reroute Highway 32 to connect to Highway 45 south of the lakes. People
drive too fast on Highway 32 and there are too many curves for a state highway. It's very dangerous
by the campground/restaurant area.
50-59 Better roads - Hwy X resurface.
50-59 Provide more parking or reserved lot areas.
50-59 Install more walkways on town side streets.
50-59 Maintain rural roads and rural atmosphere.
50-59 I'd like to see Helen Lake Road get paved.
50-59 Improve road quality.
50-59 Sewer to Big Lake area. City water to Big Lake area.
60-69 Good roads.
60-69 Extend natural gas lines to rural areas.
60-69 Fix infrastructure and roads properly before building new taxpayer funded shops and facilities.
60-69 Some roads require attention.
60-69 Fixing town roads.
60-69 Keeping school and roads up to date.
60-69 Some form of public transportation to surrounding areas.
60-69 Try to get bus or train service at least into Rhinelander.
60-69 Repave Reed Road. It is long overdue and would give us some return on 30+ years of taxes paid.
60-69 Resurface Safar Road.
60-69 We have been very impressed with the level of services, the cooperation among the various
60-69 government and civic organizations, and the well maintained road system and other infrastructure.
60-69 Continue to maintain clean town area.
70-79 Maintain our good schools, library, community center.
70-79 Natural gas to all homes.
70-79 Some affordable transportation system - especially for those who should not drive anymore and
seniors in general.
70-79 Expand sanitary district.
70-79 Extending natural gas line.
70-79 Poor garbage/disposal.
70-79 Snow removal from all roads down to pavement.
70-79 Better transportation to Rhinelander, Eagle River, Milwaukee.
70-79 Let us check every owners septic system.
70-79 Shuttle transportation to hospitals, doctors, stores, also occasional special events.
70-79 Better Post Office hours.

- 70-79 Public transportation.
We need a blacktop road. The large amount of traffic causes dust, dirt and allergens. Helen Lake Rd
70-79 - gravel - dirt - raceway.

AIRPORT

- 40-49 Improvements to the airport - hanger space, paved runway.
40-49 Pave airport runway - open year around - provide fuel.
50-59 Better airport runway(s), facilities.
50-59 Expand the airport. Keep the airport open all year. Add more hangars.

ENVIRONMENTAL

- 30-39 Cleaner lake water.
30-39 Protect our lakes. It's all we have!
30-39 Better environmental awareness and sustainability projects.
Protecting the lakes and forests which are vital. Without them the small towns of the northwoods would cease to exist!
40-49 Maintaining the clean environment in town and surrounding areas.
40-49 Recognize assets and protect them.
40-49 Better protection of the lakes by controlling weeds and invasive species.
40-49 Keeping lakes clean.
40-49 Maintain the Chain.
Aggressive/more restrictive tree preservation and less invasive development. Northernaire took all those trees down at once and have nothing to show for it.
40-49 Question: Are the large cranberry producers using fertilizers, pesticides, fungicides?
40-49 Keep it quiet!
40-49 H₂O protection.
40-49 Keep it quiet. Reduce boat speeds. Reduce boat and jet ski noise.
40-49 Save the woods and water.
40-49 Continue in maintaining the natural beauty of our community.
Make tougher rules in regards to building on the lake. No lawns should be running to the lake. A tree line is vital.
40-49 Encourage a more sustainable lifestyle in terms of energy, transportation and employment. The plan should consider the impact on the next seven generations. Clean air, clean water and peaceful living.
50-59 Noise limits on boats (race type).
50-59 Cleaning up unregistered septs that are polluting the ground water and lakes.
50-59 Preserve the chain.
50-59 Please stop the (blankety-blank) fireworks! I was still hearing them on July 27th!!
50-59 Increased tourism. Too much boat traffic. Concern that boats are bigger and faster.
50-59 Keeping our waterways clean and free of invasive species.
50-59 Must protect the lakes.
50-59 Maintain natural chain frontage.
50-59 Limit size and spread of boats on Chain. Curb motorboat noise.
60-69 Keep the lakes clean and rid of weeds.
60-69 Stocking fish in lakes.
60-69 Clean environment.
60-69 Keep lakes clean.
60-69 More effort to preserving our woods and waters.
60-69 More community concern about the Chain.
60-69 Emphasis on water quality in lakes over growth and tax base enlargement.
60-69 Try to keep the woods and waterways pristine.
60-69 Protect the environment (lakes, water quality and air quality)!
60-69 More ownership on Three Lakes Chain problems (milfoil).

60-69 "Quiet hours" on lakes so wildlife can regroup and be able to cope with "people pressure."
 60-69 Lake ollution.
 60-69 More fish stocking.
 60-69 Maintaining the balance with nature we now seem to have.
 60-69 Dredge channels on Chain.
 70-79 Limit size of horsepower on boats and set up speed limits and quiet times for anglers.
 70-79 Stock lakes with fish other than Walleye.
 70-79 Maintenance of woodlands.
 70-79 Maintain northwoods lake and woods environment.
 70-79 Invasive species.
 70-79 Keep lakes clean.
 70-79 Protecting our lakes from pollution and overuse of water vehicles.
 70-79 Concentrate on preservation of a sustainable environment.

Regulate the cutting of trees. When I drive into Eagle River and see the lack of the northwoods, I find it sad. We should try to preserve our natural beauty forever for future generations. Any developers should be required to keep the northwoods look, use of natural colors (taupes, greens, brown, beiges) and keep the trees! If businesses are built on the highway near the town, there should be requirements to keep a tree barrier and to put in attractive signs to mark the business's driveway. Sea Pines on Hilton Head, NC developed that way since the 1950's and it is lovely. It looks like a nature preserve even though there are homes, malls, businesses, etc.

POLICE / FIRE

30-39 Better patrols (water and land).
 30-39 Less law enforcement.
 Educate (or fine) tourists/seasonal residents who are shooting off fireworks and screaming 'til 2:00 a.m. and have no clue about boating laws or safety.
 40-49
 50-59 More police patrol of Chain.
 Less rules - the local police force is too large and too active. The Chain is only good for boating. When people are stopped by local police, it ruins their fun. If you need to stop someone for safety, OK. But why care if the boat is properly registered or too close to other boats/shore.
 50-59
 50-59 More lake patrols.
 50-59 2nd fire station.
 50-59 Reduce the police force and rely on County officers!!
 50-59 Better leash laws - dogs in our yard outside of town all the time.
 50-59 Fair police officers that don't pick on jet skiers.
 Patrol boats have been much better but boats are getting bigger, louder and many do not know rules and regulations.
 50-59 A better police department.
 50-59 Adequate fire and rescue.
 50-59 Sufficient law enforcement coverage.
 60-69 Less rules and regulations.
 Ambulance and fire services improved.
 60-69 Enforce ATV laws on paved roads and underage operation of personal watercraft.
 Better awareness of, and enforcement of, underage drinking. BIG PROBLEM! TOO LONG
 60-69 IGNORED.
 Arrest speeders on our highways. Too many drivers pass on yellow lines, go too fast and disregard traffic laws.
 60-69 Speed limit posted on major town roads - too many close calls.
 60-69 Police protection / awareness in rural road areas.
 60-69 Increase water patrols; i.e., jet skis, boats fast in no wake zones, boats fast too close to shore, etc.
 60-69 Police force is not proportional to population and crime.
 60-69 Strict but fair enforcement of current regulations.

60-69 Nail the people that drive like fools - too fast, pass on the right.
 60-69 Street dru s.
 60-69 24/7 police coverage (local).
 70-79 Control lake traffic - enforcing boats to stay away from shore - 100 feet.
 70-79 Posting speed limit signs in and around town and POLICING THEM.
 Enforcement of reasonable speed limits on all local town roads - posted. (Post "Walk on left.")
 70-79 Regulate boat and jet ski traffic.
 70-79 Chain needs huge improvement on the water safety enforcement.
 70-79 Hwy X speed limit and enforcement (35 or 40).
 I'm a summer resident. More control over the loud big boats who don't obey the water rules and disregard the smaller watercraft with their huge wakes.
 70-79 Kee crime out.
 Better fire protection. (Note: this respondent's Russellwood Resort cabin burned to the ground 5/5/07.
 70-79 Better fire and police protection to the far north of Three Lakes.

HEALTH

30-39 Better healthcare facility.
 Fulltime medical facility.
 40-49 Competent medical care.
 40-49 Expanded medical facilities in town.
 A health and fitness center.
 50-59 Bigger medical center.
 More choices for health - doctors.
 50-59 A veterinarian in town.
 50-59 Helicopter/emergency medical (land and water).
 We need more wheelchair accessible shops, stores, and motels/rentals! I have a wheelchair friend who must stay in Eagle River because Three Lakes has no accessible motels or cottages to rent.
 50-59 Medical clinic / urgent care.
Perhaps more restaurants that create more variety and healthy options.
 50-59 A new clinic.
 Keep the clinic open, expand the hours and services there, i.e., X-ray, bigger building, more providers! Bring specialists!
 50-59 Better health care.
 Make sure we have a great health care facility so we don't have to drive to Eagle River or Rhinelander!!
 50-59 Medical clinic in town.
 50-59 Local occupied physician and dental office.
 50-59 Medical clinic - full time or urgent care.
 Medical urgent care.
 50-59 Medical office.
 50-59 First class health/exercise facility.
 Good health care facilities and first responders - EMT's.
 60-69 Healthcare available.
 60-69 Full-time doctor!
 60-69 Wellness center for school swim teams to bring community together (year round).
 60-69 Expansion of clinic/health care services.
 60-69 Full-time Three Lakes clinic.
 60-69 Having a medical facility that is open Monday - Saturday with several doctors.
 60-69 Smoke-free restaurants would be nice.
 Continue medical facility.
 60-69 Doctors and clinic.

60-69 Need for healthcare in town.
 60-69 Health care.
 60-69 Viable clinic with independent provider.
 60-69 Small healthcare facility.
 60-69 It's good the way it is or construct a clinic of doctors.
 60-69 Medical facilities.
 70-79 Better healthcare
 70-79 Keep the clinic open and expand its services.
 70-79 Local medical care kept local.
 70-79 Better healthcare.
 70-79 Health facilities.
 70-79 24 hour medical care.
 70-79 Am not real pleased with Aspirus Health.
 70-79 If there was adequate health care available, people would stay around as they age. Health care services in Eagle River are third rate at best. Howard Young is the best place to get health care in the North - how about a Howard Young satellite facility in Three Lakes?
 70-79 It would be an asset to have an assisted living facility built with full nursing care also available when the need arrives.

HOUSING

30-39 Make affordable housing developments "near" the business corridor.
 40-49 More affordable housing for middle majority.
 40-49 Affordable housing.
 50-59 Affordable housing and lower cost of living year round.
 50-59 "Affordable" housing should not be the concern of any government, much less your organization.
 50-59 Affordable housing for young families.
 50-59 More senior housing, healthcare facilities.
 60-69 Diverse, attractive and affordable housing.
 60-69 Senior living and care facilities including affordable condo/townhouse living.
 60-69 Housing needs to be affordable to all in the community, so we need a variety of options.
 60-69 Affordable housing for year-round residents, especially working age.
 70-79 Our home is a vacation home. We are there only about 4 or 5 weeks a year. So these questions are not always applicable to our situation.
 70-79 Adequate housing.
 70-79 More affordable housing and lake property. Prices are outrageous.

LAND USE (ZONING)

Please do not allow large condo buildings to be built around the lakes like what happened in Minocua.
 40-49 Stricter zoning to prevent huge piers and decks and mansions from interfering with the general use of the lakes and preventing run-off pollution.
 40-49 Consider zoning restrictions on national chain stores, restaurants, etc. Not saying deny them, but limit size of location, signage, etc. Keep 3 Lakes with a small town feel.
 40-49 Rethink the amount of S.F. zoning, i.e., St. Germain vs. Three Lakes.
 40-49 Push to get Hwy 45 from Hwy 29 to 4 lane traffic.
 40-49 Concerning future subdivisions: Should be close to town "if we had to, but 1st choice is not to have! Should stay in the larger existing cities."
 50-59 We don't live here. Unable to build garage before house, so land sits vacant - unable to fill out this surve
 50-59 Homes and employment and services within close proximity of each other - tight urban planning.
 50-59 Limited number of subdivisions only if maintain native habitat (not lawns).
 50-59 Zoning to protect lakes if DNR won't/can't do, i.e. no fertilizers, minimum lawns.

50-59	No more "Nothernares" on the 3 Lakes Chain - limit condos on the lakes or prohibit.
50-59	Establishing clear, defined goals for future growth and development, both on and off the lakes. Respondent wrote lengthy opinion about long-term renting vs. zoning regulations. (Detailed comments on file.)
50-59	Better zoning enforcement.
	Do not allow complexes such as the Northernaire! Land and trees were destroyed, renters are inconsiderate, facility has not kept their promises.
50-59	Limit subdivisions to keep up demand and prices. I have 200 acres. If the town turns into Minocqua, I will subdivide and leave.
50-59	No more condo or townhouse projects on lakes.
50-59	Consolidate businesses and residential area near town. Maintain open, less dense areas away from town.
50-59	Downtown should be restructured with all retail shops in close proximity (walking area) in an attractive, quaint design (cobblestones, reroute traffic cars). Revitalize shopping district between The Cabin Shop and Winery (more benches, quaint lighting, landscaping, bike racks, bike lane). Use creative financing for people who want to participate. More direct access to Historical Society buildings.
50-59	Avoid developments on the water such as Northernaire.
60-69	No more large projects, i.e., Northernaire.
60-69	Control size of Three Lakes via restricted zoning. We don't need to be Minocqua or even Eagle River. Keep condos off the Chain waterfront. Protect our lakes for future generations.
60-69	Realistic zoning - large acreage should not be R-1 lest you're looking for subdivisions of "seniors." We live in the county to enjoy rural living opportunities.
60-69	Clarification of future housing "subdivisions" response: Less than one acre with larger green space areas as part of plan. Subdivisions should be required to bring roads up to county standards, have a long-term plan for sewer, not just individual septic systems.
60-69	No more condos on water.
60-69	Town (in downtown) building code to have lots of sufficient size and homes of reasonable size. No cottages or mobile homes. They deteriorate town and appearance to outsiders.
60-69	Good zoning and enforcement.
60-69	Developers with rules, similar to cities.
60-69	Do not allow covenants to take control of our freedom.
60-69	Keep condos/townhouses in town.
60-69	Do not permit large corporate complexes on the lakes!
70-79	Stringent zoning.
70-79	Not getting over-restrictive on lake front properties.
70-79	Better control/enforcement of lakeside structures.
	Regarding future subdivisions should be close to town: "in sanitary district"
	Keep the "little guy" in mind when making zoning/ordinance decisions. We understand the Town needs the revenues from business/industry, but, please, do your utmost to preserve our resources.
70-79	Fewer condos!!
70-79	Please, no more Northernaires.
70-79	Limit the amount of lake frontage for each homeowner to 200'. Overcrowding is our biggest concern.
70-79	Less condo projects.
	Need nice small lots, with restrictions, for young couples starting out.
	UNIQUE (MISCELLANEOUS)
	Can't think of anything - doing great job already.
40-49	We are Green Bay residents who have lake property on Lone Stone Lake. We do not have intentions of living in Three Lakes in the near future.
	I have not spent enough time to make an educated opinion/suggestions.

50-59	Promote volunteer opportunities other than lake associations (tutoring in schools - elderly care - disadvantaged people - promoting town).
50-59	No smoking - no drinking!
50-59	TAG - Great idea - good luck!
50-59	The TAG group seems to be a good start. Thanks for allowing my input.
50-59	Keep up the good work TAG. This is an important endeavor.
60-69	Kids.
60-69	A good directory for local service personnel (electrical, carpenter, PC repair, etc.)
60-69	Pursue grants for alternative energy in schools, government offices and small businesses.
60-69	Encourage cottage alternative energy enterprise.
60-69	Just what your group is doing!!!
60-69	Three lakes is a great place to live. To make it an even better place, consider all of the above listed items for the township as well as the town.
60-69	From my standpoint, we passed that situation 35 years ago!
60-69	Surveys such as this.
60-69	Thanks for requesting our opinion.
70-79	Thanks for listening and seeking input!
70-79	Cheaper food prices and gas prices.
70-79	A good map of the lakes for boating showing buoys. We have good snowmobile maps but not for boating. (20 years ago there was a good boating map - what happened?)

QUANTITATIVE SUMMARY FOR QUESTION 19 FROM JULY 2008 RESIDENTIAL SURVEY

19. Please list your suggestions for what would make Three Lakes a better place to live.

Category/Age Group	20-29	30-39	40-49	50-59	60-69	70-79	All AgesTotal
Econ Development	0	6	27	68	54	31	186
Cont Quaint Up-North Charm	0	5	19	33	34	42	133
Town Government	1	1	9	19	29	24	83
Rec Opportunities	0	4	20	18	15	6	63
Technology	0	2	11	20	14	5	52
Environmental	0	3	14	10	15	9	51
Town Expenditures/Taxes	0	1	9	10	13	17	50
Health	0	2	3	18	15	9	47
Jobs/Employment	0	6	12	15	8	4	45
Demographic Conflicts	0	3	11	14	11	3	42
Land Use (Zoning)	0	0	6	14	11	9	40
Police/Fire	0	2	1	11	13	10	37
Beautification	0	2	3	8	9	15	37
Infrastructure	0	1	0	7	12	13	33
Schools/Edu/Day Care	0	3	7	5	5	4	24
Unique (Misc)	0	1	2	5	8	3	19
Aging Population	0	0	4	6	4	4	18
Arts/Culture/Library	0	1	1	6	6	3	17
Housing	0	1	2	4	4	3	14
Airport	0	0	2	2	0	0	4

June 2008 Business Survey

To Whom It May Concern:

The Three Lakes Town Board has commissioned a volunteer group to develop a vision for the Town of Three Lakes. The TAG (Town Action Group) Committee has identified some significant issues for Three Lakes. One of the more important issues is Economic Development.

This sub-committee understands that in order to attract business we need to retain the one's we already have. With that in mind we need to identify what is important to you. We also need to bench mark where we are so we have a base-line to build on.

We would appreciate your completing the enclosed questionnaire and returning it in the envelope provided.

This information will be used to generate a report on the overall economic status of Three Lakes. Individual information will be kept confidential. A copy of the final report will be shared with all of the businesses in Three Lakes.

Thank you for your time and consideration. Any questions can be directed to Jerry Schledt at jschledt@hotmail.com or call 715-546-4293.

Thank you,
Town Action Group

Type of Business

Retail
Manufacturing
Agriculture
Food/Beverage Server
Home Building/Repair
Service
Public Administration
(Schools, Towns, Law Enforcement)

Other-Please Specify

Number of Employees (including owners)

Full
Part Time
Contract

Range of Compensation Full Time

\$ 0 - 10,000
10,000-20,000
20,000-30,000
30,000-50,000
50,000-100,000
100,000 -
Part Time/Contract
\$ 0 - 5,000
5,000-7,500
7,500-10,000
10,000 +

Employees Education Attended

No High School Diploma
High School Graduate
Some College
College Degree
Advanced Degree

How much land does your business occupy?

Less than an Acre
1 to 2 Acres
More than 2 Acres

Do you plan to expand, and if so will you require additional property?

Yes No

If so how much?

Does your business require any special zoning or exposure?

Yes No

Comments:

Approximate number of miles employees travel to get to work?

0 - 10 Miles
10 - 15 Miles
15 - 25 Miles
25 + Miles

Is Health Insurance provided to Yes No

Full Time Employees
Part Time Employees

How important are the following for you in doing business in Three Lakes?

Rate 1 - 10 1 - Not Important 10 - Critical

Available Skill Level of Employees
Tax Rate
Environmental Consideration
Schools
Day Care

List other positive considerations:

List top three concerns:

Are you satisfied with the Town Board's support of commerce
in Three Lakes?

Yes No

Please Comment:

Are you satisfied with the residents of Three Lakes support of commerce?

Yes No

Please Comment:

General Comments that may assist Economic Planning for Three Lakes:

TAG BUSINESS SURVEY RESULTS

	Retail	Retail/	Retail/	Total	Manufac-	Agricul-	Food/	Home	Service	Public	Totals
Number of Businesses in Each	13	9	3	25		2	9	2	15	3	57
Employees											
Full Time	27	4	10	41	0	0	10	3	46	107	225
Part Time	30	26	9	65	2	14	34	1	22	16	153
Contract	1	0	1	2	0	0	10	0	0	0	21
Total Employees	58	30	20	108	2	23	53	4	68	133	369
Average											
Full Time	2.08	0.44	3.33	1.64	0.00	4.50	2.11	1.50	3.07	36.67	3.95
Part Time	2.31	2.69	3.00	2.60	2.00	7.00	3.78	0.50	1.47	5.00	2.68
Contract	0.08	0.00	0.33	0.08	0.00	0.00	1.11	0.00	0.00	3.00	0.37
Compensation											
Full Time											
\$ 0 - 10,000	3	1	0	4	0	0	8	0	3	6	21
10,000 - 20,000	5	1	2	8	0	0	1	0	0	4	13
20,000 - 30,000	11	1	1	13	0	1	9	0	5	2	27
30,000 - 50,000	3	0	7	10	0	0	2	0	23	102	145
50,000 - 100,000	0	0	0	0	0	0	0	0	3	0	3
100,000+	1	0	0	1	0	0	0	0	2	0	3
Part Time/Contract											
\$ 0 - 5,000	15	20	7	42	0	6	5	0	4	2	60
5,000 - 7,500	1	1	2	4	0	0	4	0	4	4	16
7,500 - 10,000	5	1	0	6	0	0	12	0	16	0	28
10,000+	2	4	1	7	2	8	23	0	4	11	55
Employees' Education											
No High School Diploma	1	8	0	9	1	3	11	0	0	0	24
High School Graduate	12	5	0	17	0	7	16	1	6	2	55
Some College	12	2	8	22	0	1	6	2	12	2	45
College Degree	7	1	6	14	0	3	7	1	10	2	37
Advanced Degree	2	2	0	4	0	0	2	0	6	0	12
Business Land Occupied											
Less Than 1 Acre	10	2	1	13	0	0	4	1	5	1	28
1 - 2 Acres	2	1	1	4	0	0	9	1	1	0	9
More Than 2 Acres	1	0	1	2	1	2	2	0	5	2	14
Expansion Plans?											
Yes	3	1	1	5	0	0	3	0	1	0	9
No	10	2	2	14	1	2	6	2	14	3	42
More Land - Yes	1	1	0	2	0	0	0	0	1	0	3
Special Zoning/Exposure Required?											
Yes	5	1	0	6	0	1	5	1	8	1	22
No	8	2	3	13	1	1	4	1	7	2	20
Miles Employees Travel											
0 - 10 Miles	44	30	14	88	0	1	30	3	53	5	184
10 - 15 Miles	7	0	3	10	0	11	14	0	0	0	35
15 - 25 Miles	5	0	3	8	0	1	17	0	4	1	31
25 + Miles	2	0	0	2	0	0	0	1	11	0	14
Health Insurance Provided?											
Full Time											
Yes	3	0	1	4	0	2	3	1	5	3	18
No	10	3	2	15	1	0	6	1	10	0	33
Part Time											
Yes	1	0	0	1	1	0	0	0	1	0	3
No	12	3	3	18	0	0	9	2	14	3	46
Importance of (average)											
Available Skill Level-Employee	0.77	4.67	8	6.48	10	6.6	6	8	5.8	7.6	7.04
Tax Rate	6.31	10	7.87	7.89	6	7.6	5.5	6.47	5.5	6.51	6.51
Environmental Consideration	0.16	10	7.07	7.94	4.6	5.7	2.5	6.27	5.5	5.40	5.40
Schools	4.92	10	9.33	8.08	7.5	6.7	6.0	6.27	5.5	6.93	6.93
Day Care	3.38	1	8	4.73	7	2.4	3.9	2.13	5.5	4.11	4.11
Satisfied w/ Town Board's Support											
Yes	6	0	2	8	1	1	4	1	4	3	22
No	7	3	1	11	0	0	5	1	11	0	28
Satisfied w/ Resident's Community Support											
Yes	2	2	2	6	1	1	4	2	6	3	23
No	11	1	1	13	0	0	5	0	9	0	27

THREE LAKES TOWN ACTION GROUP (TAG)
ECONOMIC DEVELOPMENT SUB-COMMITTEE
BUSINESS COMMUNITY SURVEY
CONDUCTED SPRING 2008

WRITTEN COMMENTS - GENERAL

BUSINESS TYPE	COMMENT
Service	Again the town needs to concentrate on bringing new businesses to town which will bring new workers who may have children which will help the school enrollment. This would also help the housing/rental businesses in town. In order to do that you need to enlarge and promote the existing industrial park.
Service	Zoning rules applied to camp are ridiculous. We don't fit in.
Service	We can't live on lakefront ownership alone. The business district should be nurtured and protected. More lake cottage rentals are needed. With rising cost of taxes - property, sales, unemployment, users, equipment - it's hard to stay in business There is little to no incentives to bring a business to town. Sanitary district is old and not expanding. Available land is mis-zoned for business development
Service	We have been doing this part-time for 58 years. Not aware of zoning restrictions
Service	Exposure = Location in downtown is vital
Service	Try to keep it small and simple. Follow Boulder Junction example, not Town of Lincoln. People want it small and intimate. No McDonalds or billboards.
Agriculture	Schools have a great reputation and act as a positive draw
Public Administration	Incorporate design with new construction into existing structure. Revitalization, appeal to small business owners wanting to have storefronts here. Tourism - attraction and accommodation. Capacity to facilitate business from home.
Retail - Manufacturing	Three Lakes is a tourist destination which is the main reason why we are in business
Retail - Manufacturing	Businesses that express interest in moving to Three Lakes should not go through the board. There needs to be a TAG-like committee to assist new businesses and encourage them to move to Three Lakes - perhaps something funded by the Town of Three Lakes
Anonymous (mailed back but no business type designated)	The residents and businesses of Three Lakes have the right to know what is going on at the Chamber of Commerce and what happened there!!!
Retail - Food & Beverage	Main street location is critical
Retail - Food & Beverage	It would be good to attract and assist future business owners - especially those interested in starting businesses

	that we lack e.g. a pizza parlor, ethnic restaurants, bike shop, leisure activities (bowling, go carts, etc). Creation of a TIF district should be considered to help make downtown Three Lakes more attractive.
Retail - Food & Beverage	Majority of people seek jobs in other towns. Majority of graduates leave Three Lakes for education and jobs. Majority of people buy their staples in other towns. 30 years ago we had more businesses in this town with less population. Now we have less businesses and more people. And our businesses now are not thriving. What is wrong with this equation? Maybe what we need to do is bring back the home town camaraderie that we used to have. People patronizing the home town businesses that are here. If we all did that, graduates would want to stay and work here. Jobs would be here for them, and other home town people. Businesses would survive and prices would be more equal and in line and we wouldn't have to waste our money on fuel, to get to our jobs in other towns. PATRONIZE OUR HOME TOWN.
Food & Beverage	We need to be able to be proud of our leaders. Instead most associates of mine, the talk in the coffee shops, are the same old people, same old families, same old nothing. We need new young leadership. Leave the personal agendas at home. We should pay the town board, in turn we could hold them accountable and fire the ones along for the ride.
Food & Beverage	No one wants to work. You can't find any good employees. Businesses need to pay their good employees a better hourly rate.
Food & Beverage	Downtown improvements are great (appearance)
Food & Beverage	Need more hotels. More consistent hours kept by local merchants.
Food & Beverage	Keep the drinkers off the road. Give a liquor license.
Food & Beverage	Need a liquor license. 8 yrs plus and waiting!!! I need more exposure on Hwy 32. There's more to do on 32.
Food & Beverage	Communication between residents and community leaders. Each community leader should dedicate 1 hr during the day and 1 during the evening to speak to business owners, civic organizations, school officials. GO TO THEM!! With knowledge you breed awareness and participation. Be active and take your role seriously.
Retail - General	Some people want big changes. Some people want no change or for things to go back to the way it was 100 years ago. I myself go back and forth. I want to be able to make a living, but not at an environmental expense.
Retail - General	Positive consideration are a growing population and availability of outdoor activities
Retail - General	Without viable jobs or jobs that use some sort of higher education we as a town will see a brain drain. If any of our recently graduated students wish to return to their home either they are asked to throw away their hard-earned education and/or take a gigantic pay reduction. I hate to point out the problem with no solution but it is an angle to consider. The Town cannot survive without growth and growth will easily occur if jobs for the young can be created. Additionally, the technology lag is a large hindrance to growth. Many businesses are slowed due to lack of simple tech utilities. Effort should be made to modernize and still keep the escape feel alive. People want to vacation and still use technology. It is rare that modern vacationers will abandon simple conveniences.
Retail - General	People want this to be a retirement community. It is hard to find good help, someone who wants to work!!!
Retail - General	Positives are tourism and lakes

Retail - General	Broader base of community involvement. Quit discouraging our younger people. Greater support for the Chamber by the town board. Create short term action plans as well as long. Medicating the patient after the death won't help!
Retail - General	Millions of people drive through Three Lakes to get to Eagle River. We need to stop some of those with motels?? With pool, especially winter time. Look at Eagle River. Just an idea.
Retail - General	Positive considerations are sharing with other communities nearby. More help from year-round young families.
Retail - General	Winter time activities besides snowmobiling and ice fishing needs to be thought about so we can bring people up here in times of low snow levels. There is no ice skating rink that I know of - no tobogganing or sledding hill to speak of. Tobogganing and sledding are great outdoor activities that you can create snow for.
Retail - General	Thank you one and all members of TAG for what you are doing for our community.

**THREE LAKES TOWN ACTION GROUP (TAG)
ECONOMIC DEVELOPMENT SUB-COMMITTEE
BUSINESS COMMUNITY SURVEY
CONDUCTED SPRING 2008**

WRITTEN COMMENTS - TOP THREE CONCERNS

BUSINESS TYPE	CONCERNS LISTED
Service	<ol style="list-style-type: none"> 1. Town needs to increase industrial park to bring more employees to town. 2. Town Board needs to be more flexible i.e. they should not deny the liquor license applications. Especially if Baker's apply. They are one of our biggest employers in town. They should accommodate them!
Service	<ol style="list-style-type: none"> 1. zoning laws do not apply to us and are very complicated 2. high speed internet needed
Service	Town of Three Lakes has no vision for the future. We need long range goals.
Service	Businesses downtown surviving
Service	<ol style="list-style-type: none"> 1. safety 2. beauty of the area 3. friendliness of town people. If you were not born and raised here - seems like you are not fully accepted 4. many businesses are for sale or have closed 5. extreme slow down of business in winter
Service	<ol style="list-style-type: none"> 1. attracting tourists 2. not enough for tourists to do 3. taxes both RG and room
Service	<ol style="list-style-type: none"> 1. the pristine beauty of the surrounding lakes and forest 2. the recreational activities that they provide 3. stewardship of lakes and forest 4. public services for all residents 5. commercial businesses to accommodate residents
Service	<ol style="list-style-type: none"> 1. Researching ways to offer more options of affordable housing to buyers to locate in Three Lakes who would be year-round residents 2. local work force people 3. add families to school district

Home Building/Repair	<ol style="list-style-type: none"> 1. we have all been raised here 2. lack of competition 3. the need for our business
Home Building/Repair	<ol style="list-style-type: none"> 1. taxes 2. low school enrollment 3. inflation
Agriculture	<ol style="list-style-type: none"> 1. the quality of part-time employees can be a challenge 2. drug/alcohol abuse issues are prevalent
Public Administration	<ol style="list-style-type: none"> 1. our small town offering a quality of life that people enjoy 2. citizens looking for opportunities in larger cities 3. vacant storefronts 4. job availability
Retail - Manufacturing	<ol style="list-style-type: none"> 1. lack of interaction with surrounding communities 2. poor funding of info bureau 3. lack of economic development committee
Retail - Manufacturing	<ol style="list-style-type: none"> 1. tax breaks to business 2. help advertise businesses in our area 3. be fair with business
Retail - Manufacturing	<ol style="list-style-type: none"> 1. gas prices
Retail - Food & Beverage	<ol style="list-style-type: none"> 1. empty storefronts 2. promotion of tourism (lacking) 3. lack of leadership at info bureau/chamber 4. protection from becoming another billboard haven
Retail - Food & Beverage	<ol style="list-style-type: none"> 1. local trading 2. good employees 3. positive work ethic
Retail - Food & Beverage	<ol style="list-style-type: none"> 1. need advertising increased - broader area 2. lack of consistency between store owners and their hours 3. empty storefronts
Food & Beverage	<ol style="list-style-type: none"> 1. very difficult to do business as an established business or new business - no incentives of any kind 2. lack of support from town board on business needing support 3. back-woods attitude - egos much bigger than should be

Food & Beverage	<ol style="list-style-type: none"> 1. poor work ethic in youngsters and teens 2. need to find light industry of some kind to keep young people here to work after high school or bring back after college
Food & Beverage	<ol style="list-style-type: none"> 1. ability to obtain licenses 2. have a town board sincerely care about the business aspect 3. the town's inability to delegate more responsibility to the Chamber
Food & Beverage	<ol style="list-style-type: none"> 1. lots of summer turnover of tourists due to less resorts operating in the area
Retail - General	<ol style="list-style-type: none"> 1. lack of town support 2. poor foresight 3. failure to embrace change
Retail - General	<ol style="list-style-type: none"> 1. keeping taxes and unnecessary expenses by the town in check, with reality and economy in mind (two fire houses???)
Retail - General	sign ordinance problem
Retail - General	total lack of support and cooperation from town officers
Retail - General	<ol style="list-style-type: none"> 1. need other business besides gift stores, like manufacturers, single family homes (subdivision) 2. in the past, Town not actively looking for manufacturing business. Need motel on main drag through town with a pool. 3. top officials and elected people don't patronize local stores i.e. town board and school board (some do)
Retail - General	<ol style="list-style-type: none"> 1. our chamber needs to focus on downtown businesses by doing direct local advertising on radio and TV 2. our chamber needs to accept that Three Lakes is now a bedroom community for the most part. All the big resorts are gone.

**THREE LAKES TOWN ACTION GROUP (TAG)
ECONOMIC DEVELOPMENT SUB-COMMITTEE
BUSINESS COMMUNITY SURVEY
CONDUCTED SPRING 2008**

WRITTEN COMMENTS - COMMERCE

Q: Are you satisfied with the residents of
Three Lakes support of commerce? All Answers
27 No (54%) 23 Yes (46%)

BUSINESS TYPE	COMMENT
Service	Some of the lakefront owners do not support business growth because "they have theirs"
Service	My customers come from only out of the area but in general I don't think the locals try to support the local business. Just ask the business (owners)
Service	Too many people are negative about growth
Service	Other than restaurants I don't see the "locals" shopping locally.
Service	Loyalty does not seem important
Service	The (mom & pop) resorts are becoming extinct. Vacationers are being replaced by part-time residents and a year-round retirement community.
Agriculture	Generally the business community has a very positive attitude
Public Administration	Amazing resident support. Positive to have a multidimensional perspectives & representatives
Retail - Manufacturing	If local businesses maintained more consistent hours more locals would shop at businesses
Retail - Food & Beverage	Very disappointed the Funfest was cancelled with no communication to Chamber members or the community. Oversight?
Retail - Food & Beverage	the community has been very supportive of my shop
Retail - Food & Beverage	Town patronage
Retail - Food & Beverage	We need more support and involvement
Retail - Food & Beverage	Would like to see more locals support businesses on a regular basis. If they checked out the

	businesses they could recommend them to others. Info Bureau workers also.
Food & Beverage	The newspaper is the only form of information available to its citizens. Most of the time the news is 2 weeks behind.
Food & Beverage	People need to buy and shop local even if it means you need to spend a few more dollars
Food & Beverage	It should be all for one and one for all. Not me me me. We all need each other to survive.
Food & Beverage	If the community could be more informed on what, why and where and when, it would help. A once a week newspaper isn't sufficient.
Retail - General	It has historically been true for me - townspeople don't visit my business, but tourists do annually
Retail - General	Any new ideas are criticized and cast negatively before they have been implemented. Changes are always considered bad.
Retail - General	The local businesses get little local support yet this is the small businesses "bread and butter"
Retail - General	Good support from full time residents, not from transplanted retirees.
Retail - General	The summer "snow birds" are fantastic. The year-round young families don't for the most part support and shop at local shops, especially at Christmas time. Maybe the gas crunch will help that.

THREE LAKES TOWN ACTION GROUP (TAG)
ECONOMIC DEVELOPMENT SUB-COMMITTEE
BUSINESS COMMUNITY SURVEY
CONDUCTED SPRING 2008

WRITTEN COMMENTS - TOWN BOARD

Q: Are you satisfied with the Town Board's support of commerce in Three Lakes? All Answers
28 No (58%) 22 Yes (44%)

BUSINESS TYPE

COMMENT

Retail - General

The don't seem to care about what the majority think unless it fits their agenda. What's the point of going to meetings that the outcome seems to already be determined? The good old boys club is alive and well in Three Lakes.

Retail - General

It seems the the town board has a hard time supporting anything in town!! They change their minds a lot !!

Home Building/Repair

I'm not satisfied with the current town board period!

Food & Beverage

has been awesome. Breath of fresh air in a very old and stale town board

Food & Beverage

lack of support from town board on business needing support
back-woods attitude - egos much bigger than should be
I've conducted business in 4 different states, all small towns. I've never had to wait 8 years for a liquor license. To allow people to sit on them for years without real usage is a tragedy. The "I don't care - can't do anything" attitude - always an excuse - is mind boggling

Food & Beverage

All meetings we attended were a yelling session and Town Chair was insulting and was not well informed on subject - but he still had a lot of misinformation to give out

Food & Beverage

Have a town board sincerely care about the business aspect. For the 8 years that I've done business here I've never heard a positive comment on the Town Board's willingness to give tax breaks, utilities compensation, or to intervene and help keep our opportunities present. To elect a Town Board in our community based on nepotism or name recognition is a tragedy. We should hire (pay) our board. With it comes accountability. I have never had anyone own up to their mistakes

Anonymous 1 (mailed back but no business type designated)

The town board spends more time working "against" the Town of Three Lakes than working for the Town of Three Lakes !!!!!
Get the town board to work with the residents and the businesses in the Town of Three Lakes
The town board should be ashamed of the way they conduct meetings!!!
The Chairman with his (Sarcasm 101) discourages people from voicing their opinions at the meetings

Service	Can't comment because I am unaware of what they have done besides deny liquor licenses. Minutes should be published in the paper for the Town Board meetings. Then we would know if they are doing anything for business in town.
Service	Need to be more productive i.e. Northernaire development
Service	I feel the board is starting to move in a positive direction but still has a way to go
Service	Need to do more to bring businesses to town
Service	Well... would like to see more activity/participation in creating signage, making the "main street" more appealing with beautification project. We are a tourist destination but we look like a place to pass by on the way to Eagle River or Minocqua.
Retail - Manufacturing	"Good Ole Boys" board
Retail - General	Total lack of support and cooperation from town officers. They have little knowledge of basic economics, do not patronize local businesses and have minimal interest in cooperating with local organizations outside of the social or sports realm. Tunnel vision and stuck in their paradigms.
Retail - General	We need a board that can communicate with ALL facilities. Get out of the OLD box and look for ways for Town to grow. Resort communities don't bring business to downtown.
Retail - General	We have lived here over 15 years. Owned two businesses and board doesn't promote the chamber or the downtown visibly. They (police etc) let people speed through town CONSTANTLY - mostly local trucks. They haven't addressed a town plan for years UNTIL now. I just hope it's not too late.

