



**COMMUNITY  
RELATIONS  
COMMISSION**  
CITY OF GOSHEN

## **Community Relations Commission City of Goshen, Indiana**

### **Annual Report – 2013**

#### **Vision**

The road to positive community relationships.

#### **Mission**

To foster a climate of positive community relationships and non-discrimination in which all Goshen citizens enjoy equal opportunity for education, employment, access to public conveniences, accommodations and real property.

#### **Origin and Background**

The Community Relations Commission (CRC) was created by Ordinance 4201, “An Ordinance Creating the Goshen Community Relations Commission and Prescribing the Powers and Duties of the Commission,” adopted by the Common Council on April 13, 2004. Goshen was the 23<sup>rd</sup> Indiana city to establish a human/community relations commission. Mayor Allan Kauffman convened the first meeting on August 17, 2004.

#### **CRC Principles**

- Respect for each other and respect for each other’s rights
- Open communication and engagement
- Honesty
- A safe community
- Acceptance that change has positive and negative consequences
- Tolerance of differences
- Support for equality and freedom from discrimination

#### **CRC Initiatives in 2013**

**Diverse Foods Tent: May 3 First Friday:** In May the Commission sponsored a diverse food tent just East of Main Street on Washington. Groups from the Korean, East Indian, Puerto Rican, Spanish, Bolivian, Palestinian and Amish communities and Black Student Union from Goshen College provided food for sale at distinct booths under the tent. Musical entertainment and balloon art also served to attract the public in. Attendance was strong, with the tent full through the evening, and vendors pleased with their sales. The CRC displayed our Principles and provided other information relevant to our mission at the event.

Interra Credit Union provided a generous \$750 sponsorship for the event, which received excellent press in the Elkhart Truth.

**Community Policing Presentations:** The CRC entered into agreement with Gilberto Perez of Bienvenido Community Solutions, LLC to provide funding to market and facilitate Community Policing Presentations (CPP) in local Latino congregations. These are public question and answer forums allowing the Latino community to directly engage with local law enforcement. Law enforcement panelists are Detective Mario Mora, Chief Wade Branson, and Sheriff Brad Rogers. Goals of the CPP are to improve trust between law enforcement and the Latino community, increase reporting of crime by the Latino community, and provide a forum for complaints of discrimination or maltreatment by law enforcement. As of end 2013 CPPs have been held in 8 congregations, reaching approximately 300 people.

**Our Stories, Goshen's Story:** The Commission worked with Goshen College student Sara Klassen as she collected stories from Goshen residents related to how their life story relates to the greater story of Goshen. The Commission formed a committee to assist Sara in identifying interviewees and receive progress reports. Initially a request was made for funding, but due to timing issues related to the initial format of the project, the project was put on hold to allow Sara to focus on academics. We look forward to evaluating a revised proposal from Sara in 2014.

**Diverse Cultural Arts Event:** On November 1st the CRC hosted a presentation of dance and music in the Goshen Theatre in conjunction with First Friday events. A diversity of Goshen groups including Russian, Mexican, East African, East Indian, Irish, South American and the Goshen Community Schools provided a delightful array of entertainment. CRC commissioners staffed an information table in the entry providing public access to the Principles and further information about the work of the CRC. Attendance was improved over 2012, averaging 175 throughout the 3 hour event.

**Vision 2025:** Community conversation about the future Goshen, particularly the future relational health of Goshen, is beginning in earnest. Establishing a steering committee for the visioning process that is representative of a wide range of community stake holders has been the primary work in 2013. Members are listed below:

1. Robert Evans-Goshen Community Schools
2. Adrienne Penner- Boys and Girls Club of Goshen
3. Mario Mora-Goshen Police Department
4. Mary Gilbert-Rieth Park Neighborhood Association
5. Jim Siegman-Horizon Education Alliance
6. Araceli Lepe-Goshen Community Schools
7. Lisa Guedea-Carreno-Goshen College
8. Joe Miller-Maple City Chapel
9. Mark Lindemood-IU Goshen Health
10. Brad Weirich-Better World Books
11. Glenn Null-CRC
12. Nathan Mateer Rempel-CRC
13. Sandra MacMasters-CRC

**Pealing of the Bells:** The CRC arranged for churches in Goshen to ring their bells at 3pm August 28<sup>th</sup> as part of a nationwide recognition of the 50<sup>th</sup> anniversary of Martin Luther King's iconic 'Dream' speech during the March on Washington in 1963.

**CRC Strategic Planning Session:** On November 22<sup>nd</sup> and 23<sup>rd</sup> the Commissioners met at Abshire Cabin with Consultant Darin Short to build connections among Commission members and evaluate our strategic plan by identifying current priorities and activities. The essential format of our plan remains intact, with an updated version to be approved in early 2014. In addition to our strategic plan, Commissioners also identified a need to market the CRC more broadly and named some first steps towards that end.

**Internal Policy/Procedure:** The Commission conducted an evaluation of the consultant under contract with the CRC (Darin Short). The evaluation was in the form of a written questionnaire filled out by Commission members. Generally Darin's performance was evaluated as excellent, with room for improvement noted in upkeep of the Commission's web presence.

We established a CRC email address to accompany our telephone line as a means of community contact.

## **Upcoming Initiatives**

**Diversity Events:** The CRC looks forward to continuing work with Downtown Goshen, Inc. and First Friday for both a May Diverse Foods event and a November Cultural Arts event in 2014.

**Continuation of Community Project Support from CRC:** In the past the CRC has made monies available for community projects or initiatives particularly where those projects interact with our Strategic Plan and Principles. Funding for the CPP continues into 2014, and may continue beyond that.

Evaluating a proposal for The Humans of Goshen, a story gathering project directed by Sara Klassen and based loosely on the Humans of New York ([www.humansofnewyork.com](http://www.humansofnewyork.com)) is part of the Commission's agenda for early 2014.

**Goshen Vision 2025:** The steering committee for this project will meet monthly through 2014, publically sharing the process of developing the Vision statement they will present at the end of 2014 or beginning of 2015.

**Marketing the CRC:** The Commission will entertain a proposal for a comprehensive marketing plan in early 2014. The intent is to increase awareness of the Commission's activities, Principles, and position as a resource for the residents of Goshen.

## Financial Summary

### Private Funds, Grants and Donations

Balance, January 1, 2013	\$	7028.01
Grants		0
Interest Earned		9.09
Total Expenses		0
Balance, December 31, 2013	\$	7037.10

### Public Funds

Balance, January 1, 2013	\$	0
Encumbrances from 2012		13,950.00
Income		24,000.00
Interra Donation		750.00
Taste of Goshen Interra Expenses		(750.00)
Total Expenses		<u>(21,350.76)</u>
Balance, December 31, 2013	\$	<u>16,599.24</u>
Encumbrances from 2013 to 2014	\$	<u>16,500.00</u>

## Statistics

### Commissioner Meeting Attendance

The Commission held 12 public meetings in 2013. Average attendance for the year was 76%, 5 points lower than the average for 2012.

Commissioner	Ja	Fe	Ma	Ap	My	Jn	Jl	Au	Se	Oc	No	De	Tot	% P
Richard Aguirre	1	1	1	1	1	-	-	-	-	-	-	-	5	100
Bryce Gast	-	-	-	-	-	1	1	1	1	1	1	1	7	100
Joe Liechty	1	1	1	1	A	A	A	1	A	1	1	A	7	58
Miguel Millan	A	A	A	A	-	-	-	-	-	-	-	-	0	0
Sandra MacMasters	-	-	-	-	1	1	1	1	1	A	1	1	7	88
Nathan Mateer	1	1	1	1	1	1	1	1	1	1	1	1	12	100
Rempel														
Sreekala	1	1	1	1	1	A	1	1	1	A	A	A	8	67
Rajagopalan														
Julia Gautsche	1	1	1	1	1	1	A	1	1	1	A	A	9	75
Glenn Null	1	A	A	1	1	1	A	1	1	1	1	1	9	75
George Smucker	1	1	A	1	1	1	1	1	1	A	A	1	9	75
Bob Rademaker	-	-	-	-	-	1	1	A	1	1	A	1	5	71
Members Total	7	6	5	7	7	7	5	8	8	6	5	6		
% Members Present	88	75	63	88	88	78	63	89	89	67	55	67		76
Guests & Others	2	1	3	2	6	4	1	1	1	1	2	1		

A= Absent; 1 = Present

Notes: The Commission had 8 members January through May, and 9 members June through December. Richard Aguirre and Miguel Millan left the Commission following the April meeting.

Sandra MacMasters joined in May, Bryce Gast and Bob Rademaker joined in June. Attendance percentages are based on number of meetings attended for which an individual was a member of the Commission.

### **Incidence and Prevalence of Discrimination**

The CRC is mandated (Ordinance 4201) to receive and process complaints of discrimination related to employment, real estate, education, public accommodation and credit on the basis of race, religion, color, sex, disability, national origin, ancestry, and familial status. Monitoring the frequency, trends and nature of complaints is an assessment of the extent of discrimination, thus identifying needs for education and community building.

The primary tool for receiving information about discrimination is a private and confidential phone reporting/recording system advertised on the CRC website.

### **Results**

The Commission received no calls related to specific incidents of discrimination in 2013. Calls to and email contact were made with the Commission in regard to:

- Complaints from Latino congregants in local church being pulled over for suspicious reasons. Police and ministers worked together to address these complaints
- The painting of a swastika on the fence of an inter-racial family in Goshen.
- A complaint about the display of the Confederate battle flag during the July First Friday in Goshen. Discussion of the display with complainant and First Friday organizers took place, no direct action other than conversation was deemed warranted.

### **Meetings** (*unless announced otherwise*)

- Monthly on the second Tuesday of each month at 7:00 P.M.
- Goshen City Hall, Conference Room, 202 S. 5<sup>th</sup> Street, Goshen.

All community members are welcome and encouraged to attend.

### **Commission Members on December 31, 2013**

#### **Common Council Appointments and Terms** (year ends December 31)

Sandra MacMasters (2013-2015)

Sreekala K Rajagopalan (2013-2015)

Julia Gautsche (2011-2013)

Glenn Null (2012-2014)

## **Mayor Allan Kauffman's Appointments and Terms**

Bryce Gast (2014-2016)

Bob Rademaker(2014-2016)

Joe Liechty (2012-2014)

George Smucker (2013-2015)

Nathan Mateer Rempel (2012-2014)

### **2013 Officers**

Chairperson: Nathan Mateer Rempel

Vice-chair: George Smucker

Treasurer: Glenn Null

Secretary: Joe Liechty

Diversity Day Advisor: Sreekala Rajagopalan

Ambassadors at Large: Sandra MacMasters

Bryce Gast

Bob Radmaker

Liaison to City Council: Julia Gautsche

### **2013 Diversity Event Volunteers and Donors**

Anne Berry

Beth Berry

Sreekala Rajagopalan

Nayo Ulloa

Joe Guerrero

Jim McKee

Aranza Torres

Delua Vasquez

Steve Coyne

Interra Credit Union

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Adopted by the Goshen Community Relations Commission March 11, 2014