



History of CRC:

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 23rd Indiana city to establish a human/community relations commission. Mayor Allan Kauffman convened the first meeting on August 17, 2004. *Please see attached appendix for more detail.

Mission of the CRC:

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.

Principles of the CRC:

- 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

Vision of the CRC:

- Strengthen our social and economic resources
- Promote vitality, safety, and wholeness
- Engage, embrace, and celebrate our cultural commonalities and differences
- Address challenges to our common good

Commissioners: According to Ordinance 4339 “Commission members will automatically be removed for missing in excess of four (4) scheduled meetings during a calendar year unless an exception is made for an excuse ruled acceptable by the appointing authority.”

Attendance: Months listed denote absences.

Edward Ahlersmeyer - January, May, October, November

Nathan Mateer Rempel

Sreekala K. Rejagopalan- September

Rocio Diaz (Joined 1/16) - February, July, October

David Araujo (Joined 1/16) - November

Judy Snider (Joined 10/16)
John Ferguson (Joined 3/16) - July
Angie Troyer (Joined 8/16)
Kelly Huffman (Resigned in May) - February, March, April, May
Anne Berry (Resigned in April)- April
Bryce Gast (Resigned in December) - June

Highlights from each month:

January - Rocio Diaz and David Araujo join, George Smucker leaves the CRC. The big questions is "Who benefits?" The CRC begins looking at grants as a way to source funding.

February - Conversation about increasing transparency for public boards. Beginning of marketing idea and tag line creation.

March - John Ferguson joined. CRC received a call to request hospital survey in Spanish. The CRC hotline number was on the survey for request, unsure why.

April - We got a call from State of Indiana Commission on Hispanic/Latino Affairs requesting information. The Elkhart Truth reached out for consultation on the upcoming series of articles. A citizen reported an experience at a local restaurant. Public comment from the Mayor's Latino Advisory Committee. The goal is not to duplicate efforts but rather have communication and coordination between locally forming advocacy groups. There was positive feedback from commission and committee about discussion of a Cultural Diversity Award.

May - Discussion of changing the hiring policy at Goshen Community Schools. Taste of Goshen: vendors sold \$11,044; the event netted about \$377 for CRC. Call ins included: confederate flag in neighborhood brought to the CRC after being brushed off by the neighborhood association; citizen commented that she displayed a Black Lives Matter flag which has caused action against her by her neighbors. CRC contacted about employment related discrimination but complainant did not attend meeting as person wished to remain anonymous. Complainant said they felt discriminated against because of weight. David discussed comments from constituents of Hispanic persons being stopped and questioned by Goshen police about an incident with which they had no association. Rocio followed up about Hospital survey, the family was pleased with services provided but requested a Spanish form to complete survey. She was told no such form existed and given the CRC number. Suggested that now may be a good time to look at having a full time staff member to address these concerns in a timely manner and handle situations during "business hours." It is noted the CRC does not have policies or procedures to guide these situations and commissioners are not trained. Right now CRC only offers to refer community members to other resources.

June - A call was made but issue was unclear. Farmers Market requested \$1438 in grant for Salsa Festival. Partnership with La Casa for meditation continues. Anne leaves CRC.

July - There was a two neighbor conflict regarding shining light in home and discord during cookouts/family gatherings. Representative boards initiative brought up.

August - Angie joins. She has a meeting with a member of the community concerning LGBTQ rights in Goshen.

Partnership with Center for Community Justice for meditation. Vision subcommittee convened to reach goals and kick off event for "relaunch of CRC."

September- CRC put out an RFP for marketing looking at a tagline and expanding both for print media and social media reach.

October- Judy Snider joins CRC. Nate informed CRC of vandalism, Judy spoke of the "welcome neighbor" signs. Approval of R3 as marketing consultant. Humans of Goshen project revitalization.

November - Constituents reported to commissioners an incident of a citizen receiving threats. Another of receiving racist comments at work and in a local restaurant. Richard Aguirre spoke to CRC asking for assistance for Latino Community. 2017 officers are nominated. CRC released and endorsed a statement

Statement, called A Letter to Residents of the City of Goshen, and encouraged city council to do the same.

December- Bryce left at the end of the year. Reviewed Darin Short's contract. Reflection on resolution passed by the council.

General highlights or ideas- Partnership /survey with the Boys & Girls Club; Spirit of Justice Award by Indiana Civil Rights Commission; GCS hiring policy; grants; swot exercises; neighborhood outreach; police outreach/training; high school liaison/ middle school liaison; CRC public forums; lectures; complain policies and procedures for reporting; add reporting forum on social media and/or website; community policing

Fiscal breakdown: Please see attached appendix for more detail.

Partnerships:

La Casa, Goshen Farmers Market, Community Justice Foundation, Ignition Music, INterra, DGI, First Fridays

Upcoming:

Kick-off

Taste of Goshen 2017
Marketing
Humans of Goshen
Strategic planning retreats
Vision 2025 Project

Appendix A - The Origin Story

The Community Relations Commission originally was called the Human Relations Commission . The Human Relations Commission was formed when the KKK held a rally in Goshen in 1997, which made the minorities who were mostly Latinos feel threatened. On the day of the rally, the then Mayor of Goshen, Mike Puro, the President of the Goshen Chamber of Commerce and the Ministerial Association got together and held a picnic at the Shanklin Park to celebrate the Diversity in Goshen and to openly show that the City of Goshen embraced all the residents of Goshen which included the minorities.

There was a lot of discrimination too against the minorities in the work areas, and the concerned citizens of Goshen did a lot of research to prove to the City Government of Goshen that the minorities were not being treated fairly, and that the City should pass an ordinance showing equal support for all the residents of Goshen.

After three readings on April 13, 2004 the Human Relations Commission (HRC) whose name was changed to Community Relations Commission (CRC) was adopted by Ordinance 4201, by the Goshen City Council, "An Ordinance creating the Goshen Community Relations Commission and Prescribing the Powers and Duties of the Commission," it was a great day of celebration for Goshen especially for the minorities. Goshen was the 23rd Indiana city to establish a Human/Community Relations Commission. On August 17, 2004 Mayor Allan Kauffman convened the first meeting appointing the new officers for the Community Relations Commission. A great day it was and still is.

-Written by Sreekala

Appendix B - Minutes of Meetings 2016.

REGULAR MEETING OF THE CITY OF GOSHEN COMMUNITY RELATIONS COMMISSION

Tuesday // January 12, 2016 // 7:00 p.m., Goshen City Hall, 202 S. Fifth St.

CRC members present: Bryce Gast, Sreekala Rajagopalan, Kelly Huffman, Nathan Mateer Rempel, George Smucker, Rocio Diaz, David Araujo

Members absent: Ed Ahlersmeyer

Guests: Darin Short, consultant; Jeremy Stutsman, mayor

1. Call to order and opening

a. Nate called the meeting to order at 7:05 p.m.

b. Nate introduced new CRC members Rocio Diaz and David Araujo

c. The meeting agenda was reviewed

d. Jeremy Stutsman:

Interested in considering a larger budget for CRC

Communicated that his door is always open; he wants to continue finding ways to bring the community together; he's also putting together a Latino Advisory Committee, and hoping that a representative of this committee will occasionally meet w/ CRC to stay in communication

Reiterated his commitment to making the city a safe place and ensuring that city council is attentive to issues that they can enforce, such as residents being taken advantage of by landlords; additionally, he expressed interest in looking at ways to help undocumented parents participate more directly in their children's education

New city website, which will include Google translate, will create better ways to interact with city government; given the CRC visibility issue, particularly when it comes to discrimination reports, Jeremy suggested creating a CRC tab on the city website homepage as one way to get people more directly connected online, as well as working through churches to reach people in the community; it was also suggested that alternative avenues for directing members of the community to CRC be created for people who are not connected to churches

e. George Smucker reflected on his tenure as part of the CRC:

"Cui bono" or "who benefits?"; how do we as a commission identify the issues we should be engaged in? And, just as importantly, how do we analyze information we need to help determine our priorities? Grant program is one of the best ways we can provide outreach (big success, small investment)

Sundown Town Resolution signals that we've come a long way in terms of addressing Goshen's history as a racist town; we've also experienced intercultural success in Goshen (schools, police department, ministerial association, social services organizations such as La Casa, Diversity Day)

Regarding the Vision statement: he wished for it to be more future-oriented but thinks it's an active statement of who we are and what we do, and a great foundation for branding and marketing; we must not lose sight of the issue of inclusion in particular

Circling back to the concept of "who benefits," and analyzing information, he regrets lack of progress on LGBTQ issues and wondered how CRC might do a better job of gauging the pulse of the community; it can be hard to find data—as one example, the School Transfers data, though it doesn't reflect racial makeup, suggests that some of the numbers in the Goshen school system (more students transferring out than transferring in) are a result of white flight

f. February reflection: Nathan Mateer Rempel

2. Review December 8, 2015 minutes. Motion to approve (Bryce, George, carried.)

3. Treasurer's report (Bryce Gast)

Expenditures for the period:

\$1,125 – Darin's monthly salary; \$387.95 – A portion of the fee for writing the Vision report; \$500.00 – A portion of the fee for writing the Vision report; Total for the period - \$2,012.95

Requested Encumbrances:

\$13,500.00 – Darin's fee (\$1,125 x 12); \$2,000.00 – Taste of Goshen; \$500.00 – Neighbor to Neighbor Mediation; Total requested encumbrance - \$16,000.00

Budget Balance for year's end - \$19,678.24

Requested Encumbrance - \$16,000.00

Unencumbered Budget - \$3,678.24 (Returns to General Fund)

A \$50.00 donation was also made to the CRC/Diversity Day fund. Bryce requested information on that from Tina and will let commissioners know where it came from as soon as he finds out.

4. Reports and statistics

Darin reported no phone calls or e-mails.

Nathan met with Darin and David Araujo, spoke with Rocio by phone, and exchanged communication with Jeremy Stutsman in preparation for Tuesday's meeting.

Regina Shands Stoltzfus, assistant professor of peace, justice and conflict studies at Goshen College, was awarded the 2016 Spirit of Justice Award by the State of Indiana Civil Rights Commission. She was also recognized during Goshen College's MLK Day celebration.

5. Strengths, Weaknesses, Opportunities and Threats (SWOT) exercise Darin led commissioners through an open conversation to identify issues within the four SWOT

categories, and will subsequently follow up with commissioners via e-mail regarding some of the items that were discussed.

6. Prioritizing Vision emphasis categories

Due to time, Darin suggested postponing this agenda item until next month. Motion to amend the agenda (Kelly, Anne, carried). Question to continue thinking about: What is our criteria for prioritizing?

7. Marketing

Marketing subcommittee will meet before the next CRC meeting; the next Taste of Goshen event provides an opportunity to highlight/publicize the results of the Vision Project in particular. Sreekala will assist the marketing committee.

8. 2016 Officers

Has still not been decided. In lieu of a full-time secretary, Nathan will assign minutes on a meeting-by-meeting basis. The commission will vote on these items next month.

9. For the good of the CRC

Motion made to send three CRC commissioners to Goshen College's MLK Day breakfast (Kelly, Sreekala, carried). Rocio will take care of the reservation and Nathan will pay Rocio for the tickets.

10. Announcements by CRC members

Honey's is open every morning at 7:30 a.m. for breakfast.

11. Adjournment (Bryce, George, carried.)

Next meeting is February 9, 2016

Anne H. Berry, Recorder

REGULAR MEETING OF THE CITY OF GOSHEN COMMUNITY RELATIONS COMMISSION

Tuesday // January 12, 2016 // 7:00 p.m., Goshen City Hall, 202 S. Fifth St.

CRC members present: Sreekala Rajagopalan, Nathan Mateer Rempel, David Araujo, Anne Berry, Bryce Gast, Ed Ahlersmeyer

Members absent: Rocio Diaz, Kelly Huffman

Guests: Darin Short, consultant; Julia King, city council rep

1. Call to order and opening

a. Nate called the meeting to order at 7:06 p.m.

b. Brief introduction of visitors

c. The meeting agenda was reviewed

d. Looking back through the annual report, Nate reflected on the relevance of the CRC; many CRC meetings have been focused on issues brought to the commission's attention by Goshen residents, which speaks to the CRC's role within the community; he is thankful for the Vision Project as a way to maintain focus while responding to needs in the community.

e. March reflection: Ed Ahlersmeyer

2. Review January 8, 2015 minutes. Motion to approve with the addition of Anne H. Berry's name to list of CRC members present (Bryce, Sreekala, motion carried.)

3. Treasurer's report (Bryce Gast)

Expenditures for the period:

The \$50.00 donation made to the CRC/Diversity Day fund turned out to be a canceled check. Expenditures for the period were \$1125.00. Budget balance year to date is \$32,875. Private funds balance is \$8093.42

4. Reports and statistics

Darin reported no phone calls, however, there were some general emails/inquiries about the Indiana Civil Rights Commission / Indiana Consortium of State and Local Human Rights Agencies (ICRC).

There was an invoice for \$50 that other CRC-related organizations around the state are paying to become members of the Indiana Civil Rights Commission; there may be advantages to a membership; Ed and David asked for more information before paying the fee. Darin will follow up.

Ed invited Diana Ordoñez to attend CRC meetings; she has some interest / may be willing to serve on the commission.

There was brief discussion regarding the number of CRC members and whether or not it makes sense to stick with nine members; Julia wondered if 1-2 seats could be designated for high school-aged students, and commissioners thought this was a suggestion worth considering.

5. Prioritizing Vision emphasis categories

Conversation focusing on four areas of emphasis that came out of SWOT analysis/discussion: Darin provided Participatory Analysis Dialogue Notes document for review. (Mission statement is a good criteria for prioritizing; another form of criteria could be based on what the CRC is equipped to handle.)

Nate named “challenges to the common good” and “engage, embrace, and celebrate our cultural commonalities and differences” as priorities b/c they relate most directly to the CRC mission statement.

Kelly voiced support for focusing on common good as opposed to challenges or cultural differences because diversity—from her perspective—has already been a dominant part of the conversation. The questions remains, however: Where does diversity factor into mission and vision priorities?

David communicated constituent concerns about lack of Latino teachers in schools; there are qualified individuals who are licensed but not being hired.

There was also conversation around greater transparency for local boards and other organizations so that more members of the community are aware of possible opportunities for involvement.

Darin will focus next month’s conversation on specific initiatives that speak to the areas of emphasis identified, i.e., challenges and cultural commonalities/differences.

6. Marketing Sub-committee report

Anne gave a recap of the committee meeting; commissioners spent some time brainstorming a list of words and phrases that might lead to the development of a tag line; commissioners agreed that a tag line is needed in order to move forward with marketing materials.

7. Annual Report draft

Nate mentioned the attendance record of commissioners as something to specifically be aware of, given that the percentage is slightly low. He also asked for feedback on other items mentioned in the report.

8. Evaluation of grant request from Goshen Community Chorale

Nate asked for three commissioners to meet to discuss a request by the Goshen Community Chorale for funding support, and then bring a recommendation to the commission. David, Bryce, and Sreekala volunteered, though

Nate clarified that he would first check with Larry Barkes regarding potential legal issues.

9. Taste of Goshen next steps

- Darin will take the lead in planning the event; Nate and Sreekala agreed to be part of the committee, and Anne volunteered to help w/ ad hoc design items.
- Darin will talk to Sandra about helping or recruiting additional help, and asked commissioners to think about names of people in the community / outside of CRC who may be willing to participate in planning the event.
- Pulling together food vendors will take priority.
- Darin will convene the next Taste of Goshen planning meeting.
- City should have generators that CRC can use free of charge (CRC should not have to pay for them); Ed will follow up on this item.

10. 2016 Officers

Nate asked the Mayor about getting someone to take minutes for CRC meetings. The commission also needs a secretary and a vice chair. David is willing to consider; Nate will also approach Rocio. Kelly made a motion to put together a slate of names: Ed as Vice Chair, David as Secretary (Kelly, Anne, motion carried).

11. For the good of the CRC

- Darin suggested that commissioners consider the idea of using something like the Periscope app that would allow CRC meetings to be viewed like a live feed.
- Darin will go to the library and ask to post/change the Humans of Goshen displays once a month; Ed suggested that other people in the community be given a chance to add their stories. (How/where might they be able to do this?)

12. Adjournment (Kelly, Anne, motion carried.)

Next meeting is March 8, 2016

Anne H. Berry, Recorder

REGULAR MEETING OF THE CITY OF GOSHEN COMMUNITY RELATIONS COMMISSION
Tuesday, March 8, 2016, 7:00 P.M., Goshen City Hall, 202 S. Fifth St.

CRC members present: Bryce Gast, Ed Ahlersmeyer, Anne H. Berry, Sreekala Rajagopalan, Nathan Mateer Rempel, Rocio Diaz, David Araujo, John Ferguson

CRC members absent: Kelly Huffman

CRC consultant: Darin Short

Guests: None

1. Call to Order & Opening (7:06-7:31)

a. Nate called the meeting to order at 7:06 p.m.

b. Meeting is being live streamed via Periscope.

c. Brief introduction of visitors

i. John Ferguson was introduced as a new member, appointed by the Mayor. John gave a brief introduction and gave a little of his history in Goshen. The current commissioners then introduced themselves to John.

d. The meeting agenda was reviewed with no comments.

e. Opening Reflection

Ed presented a brief video on abortion breakdown by demographics based on CDC statistics from 2007. Ed noted that he was surprised by the numbers, citing higher expected reasons for abortion that he would deem justifiable, including rape, incest, and health reasons. Ed noted that regardless of the reason, he believes that every life is intended and reflected on whether Goshen could come together as a community to reach a consensus, or whether the issue would always be a divisive one. He note that this may not be an issue for the CRC, per se, and did not expect a consensus, but it is an issue that affects the community as a whole. Ed also distributed two articles, regarding additional abortion statistics from 2012 and an article regarding opposition to Planned Parenthood. Ed reiterated that he was seeking an open-minded discussion and was simply expressing his point of view on the topic.

The first response was from Anne who stated that she wants to focus more on what is happening in Goshen. Anne noted that the article and video were focused predominantly the black population, but that said population is small in Goshen. She also noted that she felt put on the spot as sole black member of CRC. Ed replied that he feels the issue transcends racial boundaries.

Sreekala followed up by stating that this is a very divisive subject. She feels that every woman has a right to her own body and that the decision to have an abortion is not a light decision. She supports additional education, but feels that the subject is a very hard one to touch

David noted that he believes that Goshen is not at a point to talk about this in a civilized way. He

reiterated Sreekala's thought that education is an important thing and a good starting point, but Goshen is not ready for a civilized discussion yet.

Nate noted that he has always been struck by the seemingly disparate numbers based on race and that the underlying causes may be a topic of discussion for the CRC, but a consensus would not be reached in one night.

f. April reflection: Rocio Diaz

2. Review minutes for February 9, 2016 (7:32-7:33)

Changed date to February 9 and Members absent to Rocio Diaz.

Motion to approve the minutes (Ed, Sreekala, motion carried)

3. Treasurer's report (7:33-7:35)

Bryce presented the monthly budget report

The ICRC dues request was discussed again and presented for approval. We have not previously paid dues; however, we have been active in the ICRC as of later with Darin presenting at an ICRC meeting last summer. Darin presented additional research on the ICRC and what the dues would cover. He referenced an email sent to the commissioners on March 1 and presented the agenda from the ICRC March 10 meeting. Dues would go to fund to pay for people who cannot pay to support their own way and mailings.

(Ed, David, motion carried)

4. Reports and statistics (7:35-7:46)

We received one phone call in Spanish; Rocio followed up with the caller and re-counted the Conversation: The caller had received a survey from the hospital in English for their son. The survey in question had the CRC's number on it and that is the number that the caller had dialed in order to request a Spanish language survey.

After a general discussion amongst the commissioners, it was unclear as to what the survey was in regards to or why the CRC's number was included. It was decided to put the caller in contact with Heather Bridger-Ulloa for additional follow up. Rocio was tasked with putting the two in touch.

David noted that he has been approached by a potential vendor, Honduran food, for the Taste of Goshen. He has contact information that he will provide to Darin for follow up. Darin has been receiving information from potential vendors/volunteers. Rocio asked for contact information for some vendors for future similar event.

5. Moving forward with Vision initiatives (7:46-8:20)

Darin presented a Vision initiatives handout based on notes from the CRC retreat including, next steps, timeline, etc. Darin also noted that the handout is available on the CRC Google Docs page. He noted that he would like to prioritize the initiatives soon so we can begin acting and putting initiatives in motion. However, Darin would like to still consider community input by going to the community for input to form the plan. He wants to give the community some tangible ideas from the existing bullet points.

Sreekala questioned on how we would reach out to the community and asked if it would be via more surveys. Anne stated she would like to gauge community reaction to some examples of what we have in mind; i.e., present some options, but let community decide. Nate noted that he would strongly value community input, but that we don't want a protracted process. He is also concerned about getting a wide range of input; we want a diverse input, not necessarily the same, like-minded individuals that have been involved in the process from the beginning. Rocio stated concern about getting involved in a cyclical process of survey, interpretation, survey, interpretation.

Anne expressed support for planning and sponsoring some activities, to actualize the Vision and get the ball rolling. She suggested presenting to Neighborhood associations for additional ideas. Nate suggested sending some Vision ambassadors to neighborhoods over a multi-month process. Ed spoke in favor of engaging the youth, perhaps providing a treat at first Fridays in exchange for completing a survey of favorite activities. Nate noted that the CRC is not in the business of starting youth engagement activities ourselves, but suggested looking into partnering with existing entities like the Boys and Girls Club.

Sreekala suggested reaching out to the existing entities before conducting more surveys. John noted that the Boys and Girls Club provides services for children aged 6-18. David suggested an open forum sponsored by the CRC for education purposes, perhaps with a sponsored speaker. Darin noted that he wants community ownership; the more ideas the better. Nate suggested that this survey should not be as open ended because we want to be able to act on something sooner rather than later. Darin suggested presenting a timeline and options at the next meeting. Sreekala suggested pursuing block parties. Rocio stated that these are existing events, with neighbors already interacting with one another. She would be more interested in a presenting a movie or high visibility award. Nate noted that a high visibility award would be quick, cheap, and easy. Darin will put together a survey for the top three choices amongst CRC members (movies, award, block party) and will have the results and a proposal for timeline to get feedback from community at the next meeting.

6. Marketing Sub-Committee Report (8:21-8:42)

Anne, Sreekala, Rocio, Kelly, and Darin met March 7 th to discuss marketing. Darin noted that the meeting focused on two things, the CRC logo and a tagline for Vision. All of the resulting documents from the meeting are in Google Docs. Anne further discussed the logo, noting that the CRC is gathering a lot of logos for our satellite events and projects. The sub-committee liked the idea of developing a base logo for the CRC that could be present in a common theme

among all of our events, including Vision, Taste of Goshen, etc. The marketing sub-committee would like to incorporate some keywords from our Vision project into the logo. Some options and phrases combinations were discussed. Anne will present some options at the next meeting. Nate asked if we would have the logo by the Taste of Goshen. Anne noted that it was not likely. Darin noted that we would just like a Vision logo and tagline for use at the Taste of

Goshen booth for use with more information on a Vision kick-off in August. Anne will work on a Vision logo design before the Taste of Goshen and will work on tying in the other logos afterwards. The sub-committee will try to convene again before the next meeting.

7. Annual Report Draft approval (8:42-8:44)

There were minor changes to the draft since last meeting including the addition of more detailed encumbrance numbers and removal of references to the chorale. Nate will present the draft at the next available meeting on the City Council schedule.

(Ed, Bryce, motion carried)

8. Taste of Goshen activity report (8:44-9:12)

Darin noted that the planning group has met and identified ten potential members. The group is planning on approaching 8 members and using the other 2 as backups. Some vendors from last year have already approached Darin about participating again this year. The group is in the process of contacting all vendors with one to two more weeks expected to complete the task. The group has also discussed alternate layouts and have come to a consensus on the best option. The layout will be presented to DGI for approval.

Darin presented the budget to the commissioners, and highlighted the following differences from the previous budget.

Photographer – May request a budget number for a photographer this year

Entertainers – Anticipated \$600 this year, up from \$300 last year

Grand Rental Items – Last year's cost plus the cost of inflation

Generators – An additional generator will be used, adding a cost of \$70.98

Miscellaneous Supplies and Printing – Similar to last year's costs.

T-shirts – 10 new t-shirts at \$10/piece

Producing extra t-shirts for sale was briefly discussed. This may be problematic as there are no precedents for making a profit or returning money to the general fund. Additional shirts may be produced for use by vendors.

Credit/Debit Card Fees – A flat rate per transaction will be charged.

Bryce noted that we can't currently accept debit or credit card payments because we have no account to deposit them to and suggested that we direct cardholders to the nearest ATM.

More logistics to be discussed with DGI and Clerk Treasurer
Can CRC take money and distribute at event?
Is accepting debit/credit cards acceptable?
Darin and Bryce to follow up with Tina.

Darin and Nate noted that the street department generator will not be provided. Other organizations/entities have been approached about providing a generator. We are currently seeking an electrician for support with generator operation and maintenance during the event.

9. For the good of the CRC
No additional comments at this time.

10. Announcements by CRC members
Sreekala noted that the international coffee shop will be at Goshen College on March 14 th at 5:00. Cost is \$18 per person for food and entertainment starting at 7:00. Tickets are still available.

David asked if anyone had attended the Vibrant Communities meetings. Darin attended the countywide event. Multiple commissioners are planning on attending the upcoming event.

11. Adjournment (9:14)
Motion to adjourn (Ed, Anne, motion carried)

Next meeting is April 12, 2016
Bryce Gast, Recorder

Regular Meeting of the City of Goshen Community Relations Commission

Tuesday, April 12, 2016, 7:00 P.M., Goshen City Hall, 202 South 5th Street, Goshen, Indiana

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

CRC Members Present: Ed Ahlersmeyer, David Araujo, Rocio Diaz, John Ferguson, Bryce Gast, Sreekala Rajagopalan and Nathan Meteer-Rempel

CRC Members Absent: Anne H. Berry and Kelly Huffman

CRC Consultant: Darin Short

Guests: Richard Aguirre (Mayor's Latino Advisory Committee), Rich Meyer (Elkhart County Clubhouse), Sandra Palmer (citizen), and Mayor Jeremy Stutsman (City of Goshen)

1. Call to Order & Opening (7:02-7:30)

a. Nathan called the meeting to order and welcomed guests, who were asked to introduce themselves (as above).

b. Nathan added that an additional item for discussion – and not on the meeting agenda – was an update from the newly formed Mayor's Latino Advisory Committee.

c. The Opening Reflection was offered by Rocio Diaz, expressing appreciation for the CRC and its mission.

Rocio commented that the CRC can influence the thinking of various individuals and groups regarding issues of diversity. She encouraged proactivity in this regard. Rocio distributed a list of actions which might be undertaken to eliminate racist thought and behavior. She added that more might be done with our youth, who remain positively impressionable.

Ed commented that many in Goshen try to "live the list," but that too many do not. We may never achieve all that we'd like, but must still put forward the effort.

Sreekala added that much has changed through the years that she has lived in Goshen.

Nathan added that efforts must extend beyond the hosting of festivals. He noted that more must be invested in education, and listed a number of CRC initiatives that were very proactive in nature.

Darin brought attention to the CRC hotline. He suggested that in the future, the CRC may focus discussion on an issue(s) from Rocio's list. Darin added that the CRC must ensure that the voices of all citizens are heard.

2. Review of Minutes for CRC Meeting of March 8, 2016 (7:30-7:34)

ACTION: Ed requested a language change, and moved that said change be adopted. The motion was seconded by David and passed unanimously.

ACTION: Further, Ed moved that the minutes of the meeting of March 8, 2016 be approved with the aforementioned change. The motion was seconded by Sreekala and was unanimously passed by members.

3. Treasurer's Report (7:34-7:36)

Bryce reported that the CRC has paid Darin's fee for the month. He also noted a MLK Day related expense. Bryce added that the current account balance is \$44,634.

It was noted that \$1,000 has been received from Interra for the Diversity Day fund.

4. Reports and Statistics (7:34-7:52)

Darin reported an "active" hotline during the past month.

a. Danielle Dean from the State of Indiana Commission on Hispanic/Latino Affairs called to introduce herself. She has heard much about Elkhart County and indicated that representatives from the State Commission will visit the County this summer.

b. A reporter from the Elkhart Truth called, reporting that the Truth will be publishing a series of articles on the growing Latino community and requesting CRC assistance as appropriate.

c. A citizen called, reporting an unpleasant experience at a local restaurant. Following a disagreement, the citizen was asked to leave the restaurant. A complaint was forwarded to a regional manager of the restaurant, who issued an apology. Darin commented that the CRC may log such occurrences, and may refer the parties in such a dispute to others for remediation. But, the CRC has no staff to directly investigate circumstances and take action.

The CRC also discussed recent violence at Brookside Manor and the fact that many citizens were drawing conclusions about this event, its circumstances and the people involved prior to knowing any details.

5. Amend 2016 Slate of Officers (7:52-7:54)

Nathan reported that John Ferguson has agreed to serve as CRC Secretary. ACTION: Ed moved that John so serve. The motion was seconded by Rocio and was unanimously passed.

6. Report from the Mayor's Latino Advisory Committee (7:54-8:13)

Richard Aguierre, with Mayor Stutsman, presented, reporting that the Mayor has formed the Committee, which will advise on issues regarding the growing Hispanic/Latino community. The group is in its organizational phase.

Richard distributed a description of the responsibilities of the Committee, stating that the Committee will not duplicate CRC responsibilities.

All noted the need for communication and coordination between locally forming advocacy groups, ensuring that all minorities are not solely heard, but are actively engaged in the development of our vibrant community.

7. Results of Vision Initiatives Survey (8:13-8:43)

Darin distributed Survey results, noting that the presentation of a high visibility award is most popular among respondents. Said award will not only recognize past achievements, but will also establish a standard for future behavior and activity.

It was suggested that a subcommittee be formed to discuss award criteria, etc.

Darin also distributed the document, "Vision Project: Initiatives Development Proposal." Members are directed to details of the proposal contained in that document.

The CRC engaged in discussion regarding the Proposal. To some, it appears that we have already posed a number of questions to community members, only to now pose a new set of questions. The question was asked whether or not the CRC should proceed to some action based on information gathered from responses to the first questions.

There was also comment regarding the need to be aware of Vibrant Communities conversations and to coordinate as appropriate.

CRC members agreed that additional discussion is required and to continue the conversation in May.

8. Marketing Sub-Committee Report (8:43-8:48)

There has not been a meeting of the Committee and there is nothing to report. Design of the CRC logo remains as very important. Sreekala commented that she still prefers the "3 hands" logo with the tagline, "Many Cultures, One Community."

The Marketing Committee meeting will be rescheduled, with a report to the full CRC in April.

9. Taste of Goshen Activity Report (8:48-9:26)

Darin distributed the "Taste" menu and map, adding that Boys & Girls Club members will distribute same the night of the event. CRC members discussed signage and the possible inclusion of descriptive information of each represented country, culture, food, etc. It was noted by Nathan and Darin that much attention this year has been given to "Taste" logistics, and that planning for more of this description will be addressed for the 2017 "Taste."

Darin discussed the budget for "Taste," noting its increase. Rentals from Grand Rental Station are up, as are relating to signage and printing. He also added that the CRC will have "Taste" T-shirts printed. Springer Design is offering a 20% discount on the shirts. Shirts will be worn by

CRC members and other volunteers, and by Boys & Girls Club members. Shirts will also be available for sale.

It was noted that Interra should be listed as an event sponsor.

The CRC still intends to offer sales via debit/credit cards. But, we will not advertise same, allowing for unforeseen "issues" that might prevent same.

Members discussed the possible need to utilize money from the Diversity Day fund. ACTION: Following said discussion, Ed moved to permit the use of up to \$500 from the Diversity Day fund for "Taste." The motion was seconded by Sreekala and was unanimously passed.

Additional "Taste" notes:

- a. Food vendors are aware that they will not be paid the evening of the event and are "OK" with said arrangements.
- b. Ed suggested that food vendors have specific containers for returning sales tickets.
- c. It was noted that cash boxes will be required for ticket booths.
- d. Nathan is obtaining electric generators.
- e. Nathan also commented that we need to secure executed Forms W-9 from food vendors.
- f. A "Taste" volunteer sign-up sheet was distributed.

Ed moved to approve the "Taste" budget. The motion was seconded by Bryce and was unanimously passed.

10. For the Good of the CRC (9:26-9:27)

The meeting was open to comments from members or the public. None were offered.

11. Announcement by CRC Members (9:27-9:33)

Sreekala briefly commented on the formation of the Moral Mondays group in Elkhart County. Spearheaded in part by former Goshen Mayor Mike Puro, Moral Mondays shares much community wellness philosophy with the CRC.

12. Adjournment (9:33-9:35)

The next meeting of the Goshen CRC is scheduled for May 10, 2016.

Ed moved to adjourn the CRC meeting of April 12, 2016. The motion was seconded by Bryce and was unanimously passed.

Regular Meeting of the City of Goshen Community Relations Commission

Tuesday, May 10, 2016, 7:00 P.M., Goshen City Hall, 202 South 5th Street, Goshen, Indiana

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

CRC Members Present: David Araujo, Anne H. Berry, Rocio Diaz, John Ferguson, Bryce Gast, Sreekala Rajagopalan and Nathan Meteer-Rempel

CRC Members Absent: Ed Ahlersmeyer and Kelly Huffman

CRC Consultant Present: Darin Short

Guests: Emanuel Monge

1. Call to Order & Opening (7:02-7:38)

a. Nathan called the meeting to order.

b. Nathan informed members that the date of the May CRC meeting had not been included on the agenda. He also added that he had an additional item to discuss, which had not been included on the evening's agenda.

c. The Opening Reflection was offered by David. He opened by praising Goshen Community Schools (GCS), noting that the instruction and educational guidance offered students is the envy of many area school corporations. He commented however, that Hispanic/Latino youth represent in excess of 51% of Goshen's student body. However, Hispanic/Latino persons constitute a far smaller percentage of GCS administration and teaching faculty. David added that at present, only 3 Hispanic persons work in school administration. David stated that a more proactive recruitment effort aimed at attracting Hispanic/Latino educators to Goshen Schools is necessary, adding that students will benefit.

Anne added that she has heard of Goshen teachers who are ill equipped to manage student performance and behavior owing to an absence of cultural and ethnic knowledge.

David commented that some Hispanic/Latino teachers are departing as they see no possibility of career advancement here in Goshen. They perceive there to be a "glass ceiling."

Several CRC members commented on various employment and operational practices in the GCS. It was suggested that a recruitment policy change is needed, and that greater intentional effort must be made to attract Hispanic/Latino persons to GCS. Is there a role for the CRC in this important discussion? David commented that Comunidad is seeking a meeting with Superintendent Diane Woodworth. Nathan suggested that CRC may wish to have representation at this meeting as well. CRC members agreed that this conversation should continue.

John will offer the Reflection at the June CRC meeting.

2. Review of Minutes for CRC Meeting of April 12, 2016 (7:39-7:45)

Nathan asked that members review and comment on distributed minutes. He noted an error. Richard Aguirre's name was misspelled in the minutes. John will correct this error.

ACTION: Bryce moved that the minutes of the meeting of April 12, 2016 be approved with the aforementioned name correction. The motion was seconded by Sreekala and was unanimously passed by members.

3. Treasurer's Report (7:45-7:50)

Bryce reported that following modest expenditures totaling \$250 during the month, the CRC has a current account balance of \$44,634. Bryce also commented on Taste finances. Food vendors sold a total of \$11,044 worth of food (5,522 tickets distributed). Following expenses, CRC netted \$377 on the event.

4. Reports and Statistics (7:50-8:20)

Darin reported that the individual who offered a complaint last month, a complaint that he had discussed with the CRC, has not followed up with him as intended.

Darin received a call last week. A resident reported that a Confederate flag had been displayed in her neighborhood. She believed this to be inappropriate and discussed the matter with the homeowners' association. She believed that she was "brushed off," and was told that it was wrong of her to imply that the neighbors are racist. In response, she displayed a Black Lives Matter flag. There have been subsequent comments made which intimate actions to be taken against her by neighbors.

At this point, Nathan raised the "additional agenda item," to which he had referred at the meeting's opening. He has received an employment-related complaint. The complainant wanted to meet with the CRC, but had also wanted to remain anonymous. Nathan told him that the meeting is public and that anonymity was not possible. Hence, the individual did not attend.

Nathan reported that said individual is overweight and is disabled. He reports that he has applied for various jobs which "fit" his abilities, but after being hired for several of these, he has been subsequently dismissed. He has applied for several jobs in person – his appearance obviously apparent - only be told that there are no openings. But, when he then placed inquiring phone calls (no visual contact), inquiring about these same employment opportunities, he has been told that yes, openings exist. He feels discriminated against owing to his weight and disability.

David commented of a recent incident in which Hispanic persons were pulled aside by police and questioned about an incident with which they had no association.

Rocio has followed up on a contact made of the CRC some time ago, and which was previously discussed. This individual had been pleased with service received at the local hospital. But, she had requested a Spanish language form with which to comment and was told that Spanish

language forms did not exist. When she pursued the matter she discovered that the phone number listed to make inquiries was the CRC number.

Members engaged in considerable discussion that the CRC does not presently have explicit complaint policies and procedures, guiding its response to matters such as these. Nathan and Darin will work to draft same, and

Nathan invited others to also participate. It was also noted that CRC members are not presently trained to respond to said complaints. Anne asked if it now may be time for the CRC to employ trained staff. Presently,

CRC's response when such complaints are received and are not very easily resolved is to refer said matters to other appropriate resources.

Anne also commented on a recent incident at Goshen Middle School. Parents of a student were not included in a discussion educators had with their child and felt that this was inappropriate. Evidently, GCS does not have a policy for managing such situations.

Members discussed other communication mediums that might be more effective and efficient in receiving such contacts than is the current phone messaging system. Sreekala mentioned a phone system that automatically translates from English to Spanish and vice versa. Darin will investigate. Also mentioned was use of the new City website and various social media.

The aforementioned complaint mediation discussion is far-reaching, and CRC members agreed that it involves additional discussion around the following:

- a. Development of policies and procedures to receive, document and effectively manage calls,
- b. Training of staff to effectively respond,
- c. Identification of other resources that might be of use in problem resolution,
- d. Implications of a re-invigorated marketing plan and a new and more visible presence for the CRC, perhaps resulting in a greater complaint volume being received.

5. Taste of Goshen Re-Cap (8:20 – 8:56)

All agreed that it was a very good evening. Darin was thanked for his efforts! The use of tickets was an efficiency improvement. It was noted that the signage was great and Emanuel was also thanked. Darin estimated that 1,600+ patrons purchased tickets and ate.

There were both comments and questions about the payment method and the timing thereof to Taste food vendors. Darin and Bryce continue to work through the payment process.

A number of Taste-related positive comments, suggestions for improvement and concerns were voiced, all intended to make Taste, 2017 even better. Darin recorded each.

Darin will host a food vendor de-briefing on Thursday, May 12.

6. For the Good of the CRC (8:56-8:57)

The meeting was opened to comments from members or the public. None were offered.

7. Announcements by CRC Members (8:57-8:58)

There were no announcements offered by CRC members.

8. Adjournment (8:58-8:59)

The next meeting of the Goshen CRC is scheduled for June 14, 2016 at 7:00 pm.

Anne moved to adjourn the CRC meeting of May 10, 2016. The motion was seconded by Rocio and was unanimously passed.

Regular Meeting of the City of Goshen Community Relations Commission

Tuesday, June 14, 2016, 7:00 P.M., Goshen City Hall, 202 South 5th Street, Goshen, Indiana

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

CRC Members Present: Ed Ahlersmeyer, David Araujo, Anne H. Berry, Rocio Diaz, John Ferguson, Sreekala Rajagopalan and Nathan Meteer-Rempel

CRC Members Absent: Bryce Gast

CRC Consultant Absent: Darin Short was in Ohio for the birth of a grandchild

Guests: Bill Mateer and Araceli Pacheco representing Goshen Farmers' Market, and Jose Elizalde representing LaCasa

1. Call to Order & Opening (7:00-7:23)

a. Nathan called the meeting to order.

b. Introductions of all present were asked for and offered.

c. Nathan asked that Commissioners review the evening's agenda. He added that the evening's reflection would be offered by John and not by David as written.

d. Sreekala asked if it was appropriate to have discussion regarding the recent shooting in Orlando. Following brief discussion, it was agreed that this would occur during the "For The Good of The CRC."

e. Nathan requested that those present observe a moment of silence in remembrance of those killed, injured and otherwise affected by Sunday's tragic shootings in Orlando.

f. The Opening Reflection was offered by John, who stated that he was excited to serve on the Commission.

He is particularly interested in the Commission's role in exploring ways to bridge racial and ethnic divides, and harnessing the power that exists in our diversity. He added that he has become disheartened, hearing conversation regarding local disharmony, observing comments made during the current presidential campaign, and culminating with the shootings in Orlando. John commented that he wonders if it is possible to bridge existing racial, ethnic, religious, etc. gulfs. He closed by stating that the work of the CRC has never been more important and by reading a quote from Muhammed Ali, in which Ali stated his belief that nothing is impossible.

Various Commissioners responded, commenting on their own unease and sorrow.

Ed commented that in this situation, there is opportunity for everyone to follow his/her heart and to set examples for establishing positive relationships.

Anne commented that now is a good time to review the CRC's annual report, taking note of the Commission's numerous positive activities.

2. Review of Minutes for CRC Meeting of May 10, 2016 (7:23-7:27)

Nathan asked that members review and comment on distributed minutes.

ACTION: Sreekala moved that the minutes of the meeting of May 10, 2016 be approved. The motion was seconded by Rocio and was unanimously passed by members.

3. Treasurer's Report (7:27-7:31)

Nathan reported, briefly stating that during May, the CRC paid against a number of lingering Diversity Day expenses and that Darin had invoiced twice during the month.

Ed asked if the use of tickets for Diversity Day purchases had gone as well as hoped. Nathan responded that there had been a few problems, but that these were minor and that the tickets were thought to be a wonderful improvement.

Sreekala noted that she is still owed \$31 for Diversity Day related out-of-pocket expenses.

4. Reports and Statistics (7:31-7:40)

a. Nathan reported that there will be no CRC members attending the upcoming statewide conference.

b. A call has recently been received, with details of said inquiry unclear. Rocio will follow-up.

c. Nathan updated Commissioners on the status of an employment related complaint discussed last month (see minutes). The "case" was referred to another body for further investigation and at the moment, all appears OK. The complainant was satisfied that his concerns were seriously heard.

d. Commissioners had brief discussion regarding the need to develop standardized guidelines for managing the receipt of such complaints/grievances in the future.

e. The Commission has invited the woman who displayed the Black Lives Matter flag to appear and have discussion regarding her incident (see May, 2016 minutes). Thus far, she has declined said invitation.

f. Anne reported that the school-based situation in which a student was allegedly disciplined without involvement of parents (see May, 2016 minutes) has been resolved.

5. Grant Request: Goshen Farmers' Market (7:40 – 8:02)

Bill Mateer and Araceli Pacheco presented a grant request. The Market seeks support from the CRC so as to produce its inaugural Salsa Festival. The Market plans to attract Hispanic vendors, as well as visitors, in an effort to attract greater numbers of Hispanic people to the Market. This event is scheduled for August 6.

Goshen Farmers' Market is seeking \$1,438 from the CRC and will match said grant dollar-for-dollar.

Various Commissioners posed clarifying questions. Nathan appointed a study committee to look into the grant request further and to then report its recommendation to the CRC at the July meeting. Commissioners appointed include Ed, John and Sreekala.

6. Grant Extension Request (8:02 – 8:31)

Jose Elizalde reminded the CRC that it granted LaCasa \$500 with which to underwrite costs associated with mediating various disputes. Funds were never transferred to LaCasa, but were also never needed.

LaCasa proposes that these funds again be made available for LaCasa use. Commissioners engaged in discussion, seeking to understand the best, most efficient way to manage mediation expenses. Should the

Commission pay LaCasa, which then pays a mediating entity? Or, should the payment be made directly to the mediator? The CRC does not need great detail on said mediations, but it does need assurances that cases are being efficiently and effectively heard and resolved.

Jose will speak with the Center for Community Justice and return to the July CRC meeting for more discussion.

Jose also reminded Commissioners of LaCasa's upcoming Maple City Cultural Festival at Roger's Park

7. Consultant Activity Report (8:31-8:38)

Darin's 1st quarter activity report was reviewed. Several questions were asked which may require clarification upon Darin's return.

8. Vision Initiative Action Steps (8:38-8:44)

Brief, general discussion was had. Commissioners agreed that the Initiative must mesh with the CRC mission and not be a stand-alone.

ACTION: Commissioners decided that additional discussion with Darin is needed and Ed moved to table tonight's discussion until July. Rocio seconded the motion, which was unanimously passed by Commissioners.

9. For the Good of the CRC (8:44-8:52)

Sreekala asked whether or not the CRC should formally respond to events in Orlando. Nathan responded that he and Darin had been contacted by the Goshen News, although their comments were not printed. It was agreed that the CRC will discuss the issue in July. Needed are guidelines for making such a response in the future.

Anne suggested that the CRC organize a structured conversation, relating national events to Goshen. Perhaps too, the CRC might sponsor periodic discussion groups.

10. Announcements by CRC Members (8:52-9:01)

- a. Nathan asked David if there are still plans to talk with Goshen Schools officials regarding diversity in the Corporation. David responded that yes, such plans are being made.
- b. Nathan also reported that he will meet soon with Richard Aguirre, who has ideas for action.
- c. Nathan reported that the CRC now has both mayoral and council – appointed seats open. At least one individual is interested.
- d. Sreekala reported that she attended President Obama’s recent event held at Concord High School.
- e. Anne is departing the CRC and this meeting was her last. Nathan thanked her for her service and wished her well!

11. Adjournment (9:01)

The next meeting of the Goshen CRC is scheduled for July 12, 2016 at 7:00 pm.

Ed moved to adjourn the CRC meeting of June 14, 2016. The motion was seconded by Nathan and was unanimously passed.

REGULAR MEETING OF THE CITY OF GOSHEN COMMUNITY RELATIONS COMMISSION
Tuesday, July 12, 2016, 7:00 P.M., Goshen City Hall, 202 S. Fifth St.

CRC members Present: Ed Ahlersmeyer, Sreekala Rajagopalan, Nathan Mateer Rempel, David Araujo, Darin Short, Bryce Gast

CRC members Absent: John Ferguson, Rocio Diaz

Guests: Angie Troyer, Rob Roeder, Bill Mateer, Mayor Jeremy Stutzman

1. Call to Order & Opening

Nate called the meeting to order at 7:00 pm, members and guests introduced themselves.

a. Reviewed the agenda and approved.

b. Nate gave a discussion considering the recent shootings across the country, read from Leon Wolf publication posted on Red State, and the commission briefly commented.

c. August reflection: Bryce Gast

2. Review of Minutes: Commission reviewed minutes from June meeting, motion to approve, carried (Ed, Sreekala)

3. Treasurer's Report: Bryce Gast gave the treasurer's report indicating Darin's contract funds of \$1,125 were paid, and a Taste of Goshen expense of \$32.07. Balance \$35,493.75.

4. Reports and Statistics: Darin said a call had been made asking for the name of current CRC chair.

Plymouth St. resident, Francisco, has an issue with a neighbor shining bright light at home, yelling during drive by, previous relationship was positive. Resident ignored while attempting home visit. Darin said Rocio had made contact and communicated that the CRC couldn't do something specifically. Darin proposed to write letter and contact the individual for Francisco, and invite resident to converse w/ CRC and Francisco. Darin distributed the letter for review. The letter invites a resident on 15 th Street to meet w/ the CRC and Francisco, and discuss perspectives on their relationship.

Motion to approve the letter presented, then to distribute on behalf of the CRC and Francisco to the 15 th St. resident, pending verification of address. (Bryce, David, Carried)

Darin spoke w/ woman who had Black Lives Matter banner, inviting her to have discussions w/ CRC.

5. Grant request: Goshen Farmer's Market: Nathan presented the recommendation from the Sub- committee which was positive to fund the full request of \$2,875. Nate suggested promotional/informational materials from the CRC be available for the event. Bill mentioned that the CRC should contact the event's marketing manager, Jo Ellen Davis, in order to coordinate the materials. Nate asked that Darin follow up.

Motion was made to approve and fund the request in full, per sub committee's recommendation.
(Bryce, David, carried)

6. Mediation Grant extension request was introduced by Nathan, stating that he was waiting for information back from Jose Elizalde and the Center for Community Justice

7. Discrimination Complaint Intake Form had been made available by Nathan and he noted the need to formalize the process for a discrimination complaints. Mayor Stutsman recommended the Goshen CRC contact Elkhart's full time director for comment and guidance.

8. Representative Boards and Commissions Initiative was introduced by Nathan. He proposed the CRC take a position of leadership in an effort to improve the under-represented groups in community leadership.

Darin suggested that funding of boards sensitivity training should be shared. Nathan suggested a meeting w/ CRC members and the Center for Intercultural and International Education. Members supported the intent of such an initiative, and were also supportive of the next step of an initial planning meeting.

9. For the good of the CRC:

Angie Troyer shared the Humans of Goshen project and the transition when she inherited the project from Sara Klaassen.

Rob Roeder commented on the opening reflection expressing personal experiences and concerns.

10. Announcements by CRC members: prayer walk tomorrow in Goshen. David announced a new bi-lingual radio station, and that he'll coordinate social events for the station.

11. Motion to adjourn (Bryce, David, Carried)

Recorder: Ed Ahlersmeyer

Regular Meeting of the City of Goshen Community Relations Commission

Tuesday, August 9, 2016, 7:00 P.M., Goshen City Hall, 202 South 5th Street, Goshen, Indiana

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

CRC Members Present: Ed Ahlersmeyer, Rocio Diaz, John Ferguson, Bryce Gast, Sreekala Rajagopalan, Nathan Mateer-Rempel and Angie Troyer

CRC Members Absent: David Araujo

CRC Consultant Present: Darin Short (via Skype)

1. Call to Order & Opening (7:02-7:10)

- a. Nathan called the meeting to order.
- b. Introductions of all present were asked for and offered.
- c. Angie Troyer was introduced as a new Commissioner.
- d. Nathan asked that Commissioners review the evening's agenda. No changes were offered.
- e. The Opening Reflection was offered by Bryce, who stated that he will be leaving the CRC at the end of the year. He and his family are moving, and while they will remain in Goshen, he will no longer reside within the City limits. He loves life in Goshen and has enjoyed his 3.5 years on the CRC very much. He looks forward to remaining very involved in Goshen life.

Ed and Sreekala each thanked Bryce for his contributions to both the City and to the CRC.

2. Review of Minutes for CRC Meeting of July 12, 2016 (7:10-7:12)

Nathan asked that members review and comment on distributed minutes.

ACTION: Ed moved that the minutes of the meeting of July 12, 2016 be approved. The motion was seconded by Sreekala and was unanimously passed by members.

3. Treasurer's Report (7:12-7:13)

Bryce commented that there is a small amount of money owed to John Hall's Hardware. He also added that there will be two payments issued to Darin this month. At present, the CRC account shows a balance of slightly more than \$35,433. The Diversity Day account balance is slightly more than \$8,326. There were no questions asked of Bryce.

4. Reports and Statistics (7:13-7:26)

- a. Darin reported that there has been no further discussion with Francisco. Rocio asked how long we should wait before having contact with him. After brief discussion, it was decided that Rocio will contact Francisco, updating him.
- b. Darin reported that there has been no other hotline activity this month.
- c. Angie reported on her meeting with community member. Their meeting was not contentious. He trying to craft a message that both he and the community at-large can accept. He will not suggest a hateful message. Rather, he wants to communicate that while he does not agree with the position of the LGBTQ community, he wants to promote tolerance. He will contact Angie to

talk more. Angie commented that his current thoughts represent a change of heart. Nate added that he means well and asked that Angie keep him informed of developments.

Ed commented that The community member has been in touch with City Council members. He believes that he is trying to craft a message which focuses on commonalities among all people, rather than on our numerous differences.

Sreekala suggested that Rob be invited to a CRC meeting to have discussion. It was noted however, that he is not comfortable speaking in public.

5. Mediation Grant Payment Method Update (7:26-7:32)

Nathan reported that the Center for Community Justice prefers to pay the CRC directly rather than submitting payment to LaCasa. CRC will be paid now on a case-by-case basis.

ACTION: Nathan will check to see if the payment of \$75 is paid per meeting or per case.

6. Carrying the Vision Forward Subcommittee Report (7:32-7:58)

As a recap, it was noted that a proposal was first reviewed in April. Sreekala and Rocio met with Darin at that time, trying to develop initiative ideas. At present, these three components are as follows:

- a. Development of a presentation, telling the community about the CRC, its mission and its programs,
- b. Conduct a survey, learning what the community knows of the CRC at present and soliciting ideas for future initiatives. Nathan commented that a basic written hand-out is needed – something that can be easily produced and used in various forums. It was agreed that said document must be available in Spanish.

ACTION: Angie and John volunteered to work with Darin in the production of such a piece.

c. Present a Vision Kick-Off Event

ACTION: Nathan and Sreekala agreed to serve on a planning committee. David as well?

Darin noted that a committee should be formed to identify a provider of marketing consultation. He does not believe that this procurement need be competitive. But, the CRC needs to develop a request-for-proposals to guide the procurement process.

ACTION: Rocio, Angie and John volunteered to assist Darin in development of the RFP.

7. Criteria for Selecting Intercultural Award Recipient (7:58-8:10)

Darin discussed the draft guidelines which had been distributed. Feedback was offered by CRC members.

Sreekala stressed the importance that candidates not only accept diversity, but actively enhance differences – positively developing the community mosaic.

Nathan posed a number of questions. How with this be promoted? Will the award be tied to the kick-off event? What is the award itself? When will the award be presented? At Taste of Goshen? On the CRC anniversary date?

Angie suggested that we look to the Angels Among Us initiative for some ideas.

8. Representative Boards and Commissions Initiative Update (8:10-8:15)

Various groups and organizations will be surveyed, soliciting their input on the importance of diversity of various governing/leadership groups, thoughts regarding the identification, recruitment and training of such individuals, etc. This will be distributed in both written and electronic formats within the next month, and will include a cover letter from the mayor.

9. For the Good of the CRC (8:15-8:24)

Nathan noted that Richard Aguirre has ideas for stimulating community conversation and will present these thoughts to the CRC.

Rocio referenced Francisco (see 4.a. above) once again, asking how he learned of the CRC. She asked how the CRC should promote itself among the Hispanic/Latino community.

10. Announcements by CRC Members (8:24-8:33)

a. Ed commented that the City has created a new communications manager position and this individual may be helpful in a number of the CRC marketing and promotional needs mentioned tonight.

b. Sreekala commented that with Anne's departure, the CRC needs to secure representation from the African American community.

c. It was reported that the inaugural Salsa Festival at the Farmers' Market went fairly well. Community attendance could have been greater. But, there were 22 vendors present. There were many Hispanic visitors.

ACTION: Nathan will invite Bill Mateer to attend next month's meeting, offering a formal report regarding the Festival.

11. Adjournment (8:33)

The next meeting of the Goshen CRC is scheduled for September 13, 2016 at 7:00 pm.

Ed moved to adjourn the CRC meeting of August 9, 2016. The motion was seconded by Bryce and was unanimously passed.

Regular Meeting of the City of Goshen Community Relations Commission
Tuesday, September 13, 2016, 7:00 P.M., Goshen City Hall, 202 South 5th Street, Goshen,
Indiana

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

CRC Members Present: Ed Ahlersmeyer, David Araujo, Rocio Diaz, John Ferguson, Bryce Gast, Judy Snider, Nathan Mateer-Rempel and Angie Troyer

CRC Members Absent: Sreekala Rajagopalan

CRC Consultant Present: Darin Short

Guests Present: JoEllen Davis, Goshen Farmers' Market

1. Call to Order & Opening (7:01-7:07)

a. Nathan called the meeting to order.

b. Introductions of all present were asked for and offered.

c. Judy Snider was introduced as a new Commissioner.

d. Nathan asked that Commissioners review the evening's agenda. No changes were offered.

e. The Opening Reflection was offered by Angie, who stated that she could speak on any number of major local and national issues. People have different views on many topics.

However, it's blessings that bind us together. Angie offered a number of prayers emanating from five different cultures.

Ed offered that this was the first CRC meeting at which prayer was offered, and added that it was very much appreciated.

Nathan thanked Angie offering this new perspective on CRC work.

2. Review of Minutes for CRC Meeting of August 9, 2016 (7:10-7:10)

Nathan asked that members review and comment on distributed minutes.

Nathan noted that Richard Aguirre's name was misspelled. John will correct this error.

Nathan also asked Bryce for clarification regarding a note about CRC finances. Bryce responded that it was accurate.

ACTION: Angie moved that the minutes of the meeting of August 9, 2016 be approved. The motion was seconded by Ed and was unanimously passed by members.

3. Treasurer's Report (7:10-7:13)

Bryce noted that this month there were two payments made to Darin for his services. There was also a payment made to the Farmers' Market. The current balance in the account is \$31,510.13.

Bryce commented that interest has been earned in the Diversity Day account. There were no questions asked of Bryce.

4. Reports and Statistics (7:13-7:20)

Darin reported that there have been no local contacts or inquiries received this month. The only contact was from the ICRC. He added that there has been no news in the past month regarding the neighbor conflict reported previously.

David commented that he believed the situation to be worse and that hard feelings are deepening. However, Rocio commented that she believes the situation to be better. David admitted that his information may be dated. Nathan added that there is likely not more that the CRC can do in the matter.

Rocio commented that it is likely that other community issues exist, but that citizens are not aware of the CRC and the role that it might play in resolving same. Nathan followed by commenting that this is what the CRC marketing initiative is intended to address.

5. Salsa Festival Report (7:20-7:39)

Guest JoEllen Davis reported that inaugural event was successful. She noted that there may have been a conflict with First Friday volleyball tournament still ongoing on Saturday and that this may have negatively impacted afternoon attendance. It was noted that the Market now has a new Hispanic vendor, however. JoEllen commented that the Market will continue to explore ways that it might engage the Hispanic community throughout the year.

Nathan had a question regarding proper use of the terms Hispanic and Latino. Following discussion, it was agreed that the terms are interchangeable.

6. Carrying the Vision Forward Subcommittee Report (7:39-7:52)

Darin noted that the kick-off event did not happen.

The Marketing subcommittee met and agreed that promoting the CRC vision is critical. It was agreed that we can do much of the work ourselves and that we do not feel that a “big dollar” project is necessary. Therefore, the draft RFP is simple. The Committee’s objective is to effectively incorporate the CRC vision into a campaign that creates awareness in the community.

The Committee has agreed to meet monthly, and with counsel from professionals, develop various marketing tools. Angie referenced a wide variety of print, electronic and personal medias.

The Committee believes it to be important for the CRC to meet in a special session once annually, in which it will specifically review its mission, vision, goals and objectives and ensuring that all are accurate and current.

Darin asked for suggestions regarding marketing firms that should receive the RFP. Angie suggested Vala.

ACTION: Angie moved to approve the RFP and to circulate it among prospective marketing consultants. The motion was seconded by Bryce, with the motion then passing unanimously.

7. Representative Boards and Commissions Initiative Update (7:52-8:09)

Various groups and organizations will be surveyed, soliciting their input on the importance of diversity of various governing/leadership groups, thoughts regarding the identification, recruitment and training of such individuals, etc. Is diversity a concern? How might the CRC be helpful? Is education potentially helpful? This will be distributed in both written and electronic formats.

8. Announcements by CRC Members (8:09-8:33)

a. Nathan commented that he has spoken with the Center for Community Justice. It will charge \$75 for the first 2 hours of conflict mediation services. It will charge an additional \$75 per hour for services beyond the initial 2 hours. The fee for corporations is \$200.

Angie suggested that the CRC pay for the first 2 hours of mediation, and then equally split fees with the individual for hours beyond the initial 2. Such language will be incorporated into the MOU.

b. It was noted that the CRC meeting in October will be moved to another location TBA.

c. Rocio commented regarding Goshen College's ENL classes. Presently, 81 students are participating 4 days per week. There is a \$300 fee. The College will be recruiting new students for the program during the Spring semester.

d. Rocio added that she will carry the torch in Indiana's statewide torch relay on October 4.

e. Rocio reported that Nayo Ulloa is discussing ways to make ENL more accessible to more people. She noted that the Mayor supports greater accessibility and is trying to find money to support same. She commented that Spanish language classes for non-Spanish speakers are also important.

9. Adjournment (8:33)

The next meeting of the Goshen CRC is scheduled for October 11, 2016 at 7:00 pm. The location is TBA.

Bryce moved to adjourn the CRC meeting of September 13, 2016. The motion was seconded by Angie and was unanimously passed.

Regular Meeting of the City of Goshen Community Relations Commission
Tuesday, October 11, 2016, 7:00 P.M., Goshen City Hall Annex, 204 East Jefferson Street,
Goshen, Indiana

CRC Mission: Our mission is to foster a climate of positive community relationships and non-discrimination in which all Goshen citizens enjoy equal opportunity for education, employment and access to public conveniences, accommodation, and real property.

CRC Members Present: David Araujo, John Ferguson, Bryce Gast, Judy Snider, Sreekala Rajagopalan, Nathan Mateer-Rempel and Angie Troyer
CRC Members Absent: Ed Ahlersmeyer, Rocio Diaz
CRC Consultant Present: Darin Short

1. Call to Order & Opening (7:10-7:32)

- a. Nathan called the meeting to order.
- b. Nate offered Judy an opportunity to introduce herself. She is a lifelong resident of Elkhart County, presently residing in Goshen. She is employed by the Concord Community Schools.
- c. Nathan asked that Commissioners review the evening's agenda. No changes were offered.
- d. The Opening Reflection was offered by Sreekala, who reviewed the history of the CRC. She noted that it started many years ago in response to a rally by the KKK. She commented about the numerous changes in Goshen's demography through the years, recalling times when she and John Stith (former Post Master and an African American) were the only minorities present at many public meetings.

The CRC was officially named as such in 2003, with former Councilman Chic Lantz securing the CRC's first City funding.

Sreekala expressed some frustration with the slow pace and incremental steps taken through the years to not solely accept diversity, but to embrace it, even as our diversity broadens with more and more minorities now residing in our community. She feels that we have regressed over the past year.

Sreekala mentioned that ComUnidad-Goshen is sponsoring a "Solidarity Day" on Wednesday, October 12.

David offered that he too fails to think often enough of Goshen's broad diversity, focusing his thoughts solely on our Latino and African American communities.

Nate added that we all get caught up in our own lives and existences and that we must be more intentional in our thoughts and behaviors.

Darin spoke of how things have changed during his tenure as Consultant to the CRC. Not only has the community changed, but so too, has the CRC. He added that it worries him that too few know the history of the CRC as related by Sreekala.

2. October Reflection (7:32-7:33)

Nate requested that Darin offer the Reflection at the CRC meeting in November.

3. Review of Minutes for CRC Meeting of September 13, 2016 (7:33-7:39)

Nathan asked that members review and comment on distributed minutes.

Numerous inaccuracies were discovered, with John pledging to make corrections and forward an accurate set of minutes to Nate for the record.

ACTION: Angie moved that the minutes of the meeting of September 13, 2016 be approved, with aforementioned corrections. The motion was seconded by Bryce and was unanimously passed by members.

4. Treasurer's Report (7:39-7:41)

Bryce noted that this month there was one payment made to Darin for his services. The current balance in the account is \$30,380.13. Bryce commented that interest has been earned in the Diversity Day account.

There were no questions asked of Bryce.

5. Reports and Statistics (7:41-7:51)

Darin explained the purpose of the CRC phone line, and that it is a vehicle via which the CRC can accept inquiries, complaints, etc. He also commented about the CRC email address.

During the past month, we have received a number of calls from state agencies that are similarly purposed to the CRC informing us of their activities and events.

He added that the CRC was also contacted by Ray Hunsberger, who is interested in CRC membership.

We also received an inquiry from a Goshen College student regarding immigration paperwork.

There was also a call which was dropped before the entire message could be retrieved. Darin is unaware of the nature and purpose of the call and will try to retrieve the message.

Nate reported that a tenant of his reported that his residence was egged, that fire crackers were detonated, and that his Black Lives Matter sign was taken. He opted not to contact police.

Judy commented that Justice For All Of Goshen is producing yard signage that welcomes all people.

6. Representative Boards and Commissions Initiative Update (7:51-7:55)

Nate reported that the Goshen Chamber of Commerce wanted some changes made to the survey before its distribution. He is confident that all will be successfully worked through and that the survey will be distributed within the next month.

7. Nominating 2017 Officers (7:55-8:04)

Nate talked of the importance to identify officers to preside during 2017. He formed a Nominating Committee to present a slate for consideration. Participating on the Committee are Sreekala, Angie and Judy. The slate of 2017 officers must be finalized in December and voted on in January. Nate stressed that he will not Chair the CRC again in 2017. Nate will prepare Job Descriptions for each CRC officer position.

Presently, in addition to Nate serving as Chair, Ed serves as Vice Chairman, Bryce is Treasurer and John is Secretary.

A number of Commissioners are serving out unexpired terms of members who have left the CRC. There were questions as to the term balances of these Commissioners. Nate will investigate.

8. Carrying the Vision Forward Subcommittee Report (8:04-7:35)

a. Marketing – Recommendations From RFPs

Darin explained the process, adding that 2 proposals were received – one from Vala and the other from R3. The Marketing Committee met on October 6 to review written proposals and again on October 10 to interview candidates. Vala attended, but R3 representatives had a conflict and could not attend. Rather, R3 responded to questions in writing.

Darin reported that the recommendation of the Committee is that R3 be awarded the contract. He added that the decision was not unanimous among Committee members however.

Angie was asked to explain the reasons for her preference that Vala be awarded the contract and she articulately presented her rationale in support of Vala.

John, who originally favored Vala, provided rationale for his change of heart after having reviewed R3's written responses to Darin's questions.

Sreekala stated her preference that the CRC retain its present logo. It is known, understood and respected.

Darin responded that the current logo will be retained and that in the current process, we are seeking help in branding the Vision initiative.

ACTION: Bryce moved that the recommendation offered by the Marketing Committee (that R3 be awarded the contract) be approved. The motion was seconded by David and was unanimously passed.

There was additional discussion that not all of the products proposed by R3 were requested or needed.

Comments were made that the CRC would engage in a negotiation with R# before any agreement is executed.

ACTION: Angie moved that negotiations with R3 be limited to the production of a logo and tag line, and with R3 representatives also attending each of the CRC meetings in 2017. She added that this agreement will not exceed \$2,000. This motion was seconded by Bryce and was passed unanimously.

b. Kick-Off Event:

Darin again provided background information for new Commissioners. The Kick-Off event is tentatively planned for late March, 2017. Tentative activities and speakers include:

- Presentations from George Smucker (founding CRC member), former mayor Allan Kauffman and Richard Aguirre.
- The solicitation from Event attendees of ideas for Initiative projects, activities and events
- Receive and record the reactions of participants to the vision statement Venues being considered for the event include the Spohn Building ballroom and the Shanklin Park Pavilion. Event invitations will be directed to such as neighborhood associations, past CRC members, the Vision Committee, local elected officials, ComUnidad, ministers and churches, etc. Marketing materials will be developed when more is finalized. The planning committee meets again on November 14.

Nate reminded Commissioners that the Taste of Goshen will be held the first Friday in May. It will be a busy Spring, 2017.

9. Humans of Goshen 2.0 Proposal (8:35-9:07)

Angie presented her thoughts regard the Humans of Goshen project. This project was initially launched by the CRC and her proposal will expand same. She distributed a detailed concept paper, which was discussed.

Angie intends to pilot the project using an unpaid intern from Goshen College. This student will receive academic credit for his/her efforts.

ACTION: John moved that the CRC proceed with a pilot project during the first quarter of 2017, that the student intern receive no compensation for his/her efforts, that Angie serve as the CRC point of contact for the intern during the pilot, and that the CRC review results of the pilot before

deciding to proceed further. The motion was seconded by Sreekala and was unanimously passed.

10. Next Meeting Date (9:07-9:10)

Several Commissioners have conflicts with the regularly scheduled meeting date in November.

Following discussion, it was decided that the CRC will meet next on Monday, November 14, 2016. This meeting will begin at 7:00 p.m. and will be held at Goshen City Hall.

11. For the Good of the CRC (9:10-9:13)

Darin commented that he will present his proposed 2017 contract for CRC review at the November meeting. He added that he will propose that he devote more time to CRC activities each week than at present.

12. Adjournment (9:13)

The next meeting of the Goshen CRC is scheduled for November 14, 2016 at 7:00 p.m. at Goshen's City Hall.

ACTION: Sreekala moved to adjourn the CRC meeting of October 11, 2016. The motion was seconded by Angie and was unanimously passed.

Regular Meeting of the City of Goshen Community Relations Commission
Tuesday, November 14, 2016, 7:00 P.M., Goshen City Hall Annex, 204 East Jefferson Street,
Goshen, Indiana

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

CRC Members Present: Rocio Diaz, John Ferguson, Bryce Gast, Judy Snider, Sreekala Rajagopalan, Nathan Mateer-Rempel and Angie Troyer

CRC Members Absent: Ed Ahlersmeyer, David Araujo

CRC Consultant Present: Darin Short

Others Attending: Mr. Richard Aguirre, Councilman Adam Scharf, Mayor Jeremy Stutsman and Mr. Philip Thomas

1. Call to Order & Opening (7:00-7:02)

a. Nathan called the meeting to order.

b. Nate introduced visitors.

c. Nathan asked that Commissioners review the evening's revised agenda, noting that it had been changed that morning at the request of Mr. Aguirre.

d. No Opening Reflection was offered this month.

2. Review of Minutes for CRC Meeting of October 11, 2016 (7:02-7:04)

Nathan asked that members review and comment on distributed minutes.

ACTION: Angie moved that the minutes of the meeting of October 11, 2016 be approved, without correction. The motion was seconded by Rocio and was unanimously passed by members.

3. Treasurer's Report (7:04-7:08)

Bryce noted that this month there was one payment made to Darin for his services. The current balance in the account is \$29,260.13. Bryce noted an outstanding payable owed to R3 for marketing consultation.

Bryce commented that the Diversity Day account balance is currently \$8,327.62.

Bryce was asked if the CRC can encumber monies against future, anticipated expenditures. He responded by saying that yes we can do so, if an executed agreement is in place.

4. Reports and Statistics (7:08-7:12)

Nate commented that David is working a situation in which a citizen reports receiving threats. He had hoped that David would be present to report.

Nate also noted a report from LaCasa of an individual being the target of racist comments both at work and in a local restaurant.

Several Commissioners commented on the need to accurately catalog incidents such as this.

5. Addressing Our Work in Light of Current Climate (7:12-7:40)

Angie reported, clarifying the note she sent to the CRC, Mayor and Council members the morning following the presidential election, asking how our community might bridge ethnic, cultural, racial, religious and social gaps?; how do we harness positive energy?; etc. She offered several ideas including hosting a holiday celebration, producing monthly luncheons with diverse audiences in attendance, an event in which any citizen might voice opinions, beliefs, frustrations, etc.

Mayor Stutsman commented, reporting on new community policing initiatives already in development. He reported on a recently convened meeting aimed at determining how to allay children's fears and concerns. He also noted efforts of the CRC and the Latino Advisory Council, including new efforts to collaborate to plan effective next steps. The Mayor also commented that he and Police Chief Branson are visiting Latino churches.

Sreekala briefly recalled the formation and evolution of the CRC, noting that study circles have been hosted previously.

Rocio commented on the rather dramatic local escalation of racially-rooted incidents.

CRC members engaged in considerable conversation around Goshen's current social climate and how the CRC might respond.

6. Latino Community Request for Assistance (7:40-8:30)

Richard Aguirre briefly remembered early origins of the CRC. He specifically recalled that time when Goshen's non-discrimination ordinance was being discussed and the community upset caused by that conversation.

Richard stated that at present, Goshen Latinos feel abandoned. There have been numerous meetings over the past week involving various groups. Each is characterized with great distress and fear.

Richard feels it important for two things to be done. First, he believes that the CRC should issue a public statement based on its long articulated principles, and which affirms its position that Goshen is a welcoming, inclusive community. Said statement would be distributed via the Goshen News, the CRC website, El Puente, local Hispanic radio (WKAM), local attorneys, the Goshen Chamber of Commerce, school newsletters, and other sources TBD.

Second, Richard wants to convene a forum at which immigrants would be informed of their rights.

ACTION: Angie moved that the CRC collaborate with Richard and others in presenting a forum at which Goshen's immigrant community would be informed as to their civil rights. The motion was seconded by Sreekala. Philip commented that many questions will not be answerable until the Trump administration takes office in January. He cautioned against offering said forum too soon. Others present noted the need to have immigration attorneys participate and that issues raised must be documented. The motion was unanimously passed.

ACTION: Nate agreed that he would draft a statement of CRC principles, allowing others input prior to a final document being issued. He stated that he'd like to agree on a final statement and have it published by week's end. It was also suggested that future Humans of Goshen segments might focus on local feelings and reactions to our recent presidential election.

7. Carrying the Vision Forward... Subcommittees Report (8:30-8:37)

Darin reported that the Vision event planning group met this afternoon. The planning group discussed having said event in late March, 2017, with specifics of time, location, speakers, etc. all TBD.

Darin also reported that the CRC has signed an agreement with R3 Design (Rafael Barahona). R3 will develop a new CRC logo (not replacing the current logo but rather, to be used in conjunction with same) and a tagline. Each is a first step toward the rebranding of the CRC

8. Consultant Proposal 2017 (8:37-9:18)

Darin reviewed the draft Memo of Understanding that he distributed to CRC members prior to this meeting. As proposed, Darin's duties and measurables remain largely as they have been previously, with him proposing nearly a doubling of weekly compensated hours and a commensurate increase in weekly wages paid.

It was suggested that virtually each of the bullets contained in the section, "Opportunities (i.e. both new and on-going)," contained in Darin's "Proposal to Increase Contract Consultant Position" (also distributed to CRC members) should be included as measurables to the 2017 Memorandum.

A question was asked whether or not there are others locally who might provide consulting services to the CRC and who should have an opportunity to submit a proposal. The consensus appears to be that there is not.

Darin stated that in addition to the suggestions presented in the paragraph above, that the following also be included in the re-worked Memorandum:

- a. That with additional compensated time, Darin will be able to more actively and consistently promote CRC principles,
- b. That he will seek out additional opportunities for partnerships, and,
- c. That he will actively seek more opportunities to speak to local groups about the CRC.

ACTION: It was agreed that Darin will redraft the Memorandum and distribute it to CRC members prior to its December meeting.

9. Nominating Officers (9:18-9:23)

Sreekala reported the recommendations of the Nominating Committee, which are as follows:

2017 CRC Chairperson – Angie

2017 CRC Vice Chair – Nate

2017 CRC Treasurer – Judy

2017 CRC Secretary – John

Each of those nominated have been spoken to and have agreed to serve.

2017 officers will be voted upon in January, 2017.

10. Adjournment (9:23)

The next meeting of the Goshen CRC is scheduled for December 13, 2016 at 7:00 p.m. at Goshen's City Hall.

ACTION: Angie moved to adjourn the CRC meeting of November 14, 2016. The motion was seconded by Sreekala and was unanimously passed.

Regular Meeting of the City of Goshen Community Relations Commission

Tuesday, December 13, 2016, 7:00 P.M., Goshen City Hall, 204 East Jefferson Street, Goshen, Indiana
CRC Mission: Our mission is to foster a climate of positive community relationships and non-discrimination in which all Goshen citizens enjoy equal opportunity for education, employment and access to public conveniences, accommodations and real property.

CRC Members Present: Ed Ahlersmeyer, David Araujo, Rocio Diaz, John Ferguson, Sreekala Rajagopalan, Nathan Mateer-Rempel, Judy Snider and Angie Troyer

CRC Members Absent: Bryce Gast

CRC Consultant Present: Darin Short

Others Attending: None

1. Call to Order & Opening (7:01 - 7:03)

- a. Nate called the meeting to order.
- b. There were no visitors to introduce.
- c. Nate asked that Commissioners review the evening's agenda, requesting any additions or corrections. None were offered.
- d. No Opening Reflection was offered at this December meeting. Nate will offer the Reflection in January.

2. Review of Minutes for CRC Meeting of November 14, 2016 (7:03 - 7:06)

Nate asked that Commissioners review and comment on distributed minutes.

Angie noted a typo on the final page, which John will correct.

Ed asked as to the identity of Mr. Philip Thomas, a visitor to the November meeting and who was referenced in the minutes. Nate and Darin explained Mr. Thomas' work as an international mediator, as well as his former relationship as a consultant to the Goshen CRC.

ACTION: Rocio moved that the minutes of the meeting of November 14, 2016 be approved, with the correction made as noted above. The motion was seconded by Judy and was unanimously passed by Commissioners.

3. Treasurer's Report (7:06 - 7:07)

In Bryce's absence, no financial report was offered. Nate asked if anything was yet owed to R3 Design for marketing-related services. Darin reported that he believes the CRC to be current in payments to R3. It appears then that the CRC's current financial position is as reported last month, minus the monthly payment to Darin.

4. Reports and Statistics (7:07 - 7:26)

Darin updated Commissioners regarding a call received several months ago. An individual had called to report he believed himself to be the target of discrimination. Darin has tried recently and repeatedly to contact the

complainant. He has not been able to make this contact however.

Nate commented that David and Rocio have both spoken with the individual. David reported that he has also visited with the individual – and has received numerous phone calls from him - learning that he has issues with several of his neighbors, and not just one. David has also learned that neighbors feel that they too have the bases for complaints against this individual. The individual expects that the CRC will intervene on his behalf.

David has cautioned him that no one will do anything to further inflame the situation.

It was also noted that this individual's wife passed away unexpectedly recently. It is unknown the degree to which this may be a contributing to unrest.

Nate reported that today, he received a call from the City of Goshen. This City employee reported having received a call from a woman. The individual explained that she had accompanied her husband to Elkhart

County offices, where he intended to pay property taxes. She reported that only her husband's name is on property-associated paperwork and that she was only accompanying him, she was also asked by County personnel for her personal identification.

She asked the County employee why it was necessary for her to produce identification when it was her husband doing official business, and was told that it is a new County policy to ask for identification in this fashion.

The woman caller would like a contact from the CRC to discuss the situation and her concerns. She prefers that the conversation be in Spanish.

Angie suggested that we determine what the County policy is regarding requests for identification prior to having the conversation with the woman complainant.

ACTION: Darin will contact County offices to learn of and understand the County's policy in such matters. Rocio will then contact the woman complainant to investigate the situation further.

Angie inquired as to the status of the complaint log. This log had been discussed at November's CRC meeting.

Darin and Nate have developed a process and a document for tracking complaint activity, and Darin is working to build the record. He intends to have the log completed by year's end. Darin also commented that a number of communications which are received do not legally constitute discrimination and hence, there is no role for the CRC to play.

5. Annual Consultant Review Results (7:26 - 7:28)

Several Commissioners are new and have been unable to appropriately complete a written review of Darin's work. Thus, Nate reported that he has received an inadequate number of written evaluations from Commissioners and cannot offer a comprehensive performance report. Nate commented that based on reviews he has received, the consensus is generally that Darin is doing well.

6. Consultant Proposal 2017 (7:28 -8:31)

Based on comments made during the November CRC meeting, Darin had revised and distributed his proposed work Agreement with the CRC for 2017. He briefly reviewed this proposal with Commissioners.

Angie inquired as to Darin's background and experience in conflict resolution (a stated qualification in the Agreement). Darin responded that while not degreed in same, or formally trained, he is experienced in addressing conflicting situations and believes that he can effectively manage same.

Sreekala inquired as to the affordability of Darin's proposal, noting that he has proposed devoting additional weekly hours to CRC business, while also being compensated significantly more than in 2016. Nate responded that the CRC can encumber sufficient monies from the 2016 budget to afford Darin's increases in 2017, while also having sufficient funds to carry-out planned activities over the next year. He added however, that here remains uncertainty regarding the CRC budget in 2018 and beyond.

It was noted by Ed that to encumber 2016 funds for use in 2017, a contract must be executed with Darin.

Commissioners engaged in considerable discussion regarding both the need for additional time being spent by

Darin on CRC matters, and options for conscientiously and comfortably addressing the CRC's 2017 working relationship with Darin. Discussion points included:

a. Nate has completed an estimate of the amount of time Darin is devoting currently to CRC business. He believes there to be time available to work on new projects and tasks without adding weekly compensated hours to the Agreement. John commented that with the implementation of the Marketing initiative and production of a proposed new event (see Community Enrichment Event below), there will be new and additional expectations placed on Darin.

b. Various Agreement options were offered for discussion as follows:

1. Commissioners discussed executing an Agreement with Darin in which he would compensated at his proposed, increased weekly rate for 6 months. At that time, the CRC will

evaluate his performance and time usage, and perhaps adjust the Agreement and rate of compensation for the final 6 months of 2017.

2. Ed expressed concern regarding any option in which the CRC would not execute a full year Agreement with Darin.

3. Ed also suggested several options which would include moderate increases in compensated weekly hours, representing increases over the Agreement currently in place but not totaling the weekly hours proposed by Darin.

4. Ed also proposed several different hourly rates of pay, noting that perhaps the CRC need not be responsible for Darin having to purchase his own insurance and other benefits.

5. Angie stated that whatever option was ultimately selected, that Darin keep a timesheet and regularly report numbers of hours worked per week and activities engaged in to the CRC each month.

6. Ed suggested that there may be other City employees who can do for the CRC some of what Darin is proposing to do. The City's new Communications Director was specifically mentioned.

Following lengthy discussion, Nate suggested that the CRC needed to act.

ACTION: Angie moved that the CRC accept Darin's proposal for increased weekly compensated weekly hours as he presented same, with him also logging and regularly reporting CRC hours worked to the full Commission. The motion was seconded by Judy.

Ed commented that it is difficult to "go back" to reduce hours, rates of compensation, etc. once these have been set. He added that personally, he is not yet "sold" on the Vision project. He is not certain that it will be as involved and time consuming (and as effective) as planned and that he wants the initiative reviewed at mid-year.

Nate requested a vote on the motion on the floor. The final tally included:

7 Commissioners voted in support of the motion as presented by Angie.

1 Commissioner voted against its adoption.

Several Commissioners complemented Darin, adding that passage of the controversial motion was a testament to his work and the value placed on his efforts by the CRC.

7. Carrying the Vision Forward... Subcommittee Report (8:31 - 8:43)

Darin reported that R3 Design has drafted a number of marketing materials. The subcommittee met with Rafael Barahona today, offering feedback which will be used to refine the proposal, design a logo, etc. A more detailed report – with products - will be offered at the CRC's January meeting.

David expressed his desire to meet and get to know Rafael. He added that the development of the marketing initiative would be enhanced via the involvement of the entire Commission.

Subcommittee members assured David that these opportunities will be available.

The Vision “kick-off” event is scheduled:

When: March 23, 2017 from 5:00 p.m. until 7:00 p.m.

Where: Schrock Pavilion at Shanklin Park

Who: Gilberto Perez and Allan Kauffman have agreed to speak

There was brief discussion regarding the production of a “Vision-related” video. Dave Kendall will be contacted in this regard. Angie commented that she can offer an alternate provider if needed. The “kick-off” planning subcommittee will meet again on January 10, 2017 prior to the next CRC meeting.

8. Community Enrichment Event (8:43 – 8:58)

Commissioners discussed Sreekala’s suggestion that the CRC “produce” a “flash dance,” celebrating Goshen’s diversity. Commissioners were very supportive of having such an event. Various event-related issues were briefly discussed. CRC members agreed that such an event will require significant planning and coordination.

ACTION: Ed will speak with the City Council’s new youth representative to see if Goshen High School students might adopt and accept responsibility for producing said project, in partnership with the CRC.

9. For the Good of the CRC (8:58 - 9:15)

a. Sreekala asked as to the status of the CRC resolution discussed at the November meeting. Nate responded that the statement was drafted in the days following that meeting and was published as a letter in the Goshen News shortly thereafter.

It was noted that the CRC statement was unrelated to discussion held recently by the City Council.

Councilwoman Julia King had suggested the adoption and issuance of a statement by the Council, generally in support of Goshen’s growing diversity. There was discussion, with certain Council persons believing it important to issue a public statement of position, with others believing that there is no need for the Council to do so.

Ed commented that he does not know yet whether this discussion will be on the Council’s next meeting agenda or not.

Darin commented that he would like to have the Council affirm CRC “principles”.

b. Angie asked Ed as to his status with the CRC given that his term as Commissioner is now expiring. Ed responded that he wants to return for another 3-year term on the CRC.

c. Angie also inquired as to the status of any replacements on the CRC for Bryce, who is leaving (he has moved outside the City). Nate responded that Bryce is a mayoral appointment and that the mayor has several applications to review.

10. Adjournment (9:15)

The next meeting of the Goshen CRC is scheduled for January 10, 2017 at 7:00 p.m. at Goshen's City Hall.

ACTION: Ed moved to adjourn the CRC meeting of December 13, 2016. The motion was seconded by Angie and was unanimously passed.

Appendix C - A Letter to Residents of Goshen

The Community Relations Commission of Goshen (CRC) is a component of Goshen's city government that works to grow positive relations among residents of this city and respond to complaints of discrimination.

The CRC is compelled to express our unwavering belief in the collective goodness of people – friends and neighbors each creating more secure, more rewarding lives for themselves, for their families, and for the community. We believe there is a collective power in the wonderful diversity that is Goshen.

Therefore, we offer these core Principles for engagement developed by the CRC in 2009 as a guide for relating in our City:

- 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

Please join us in keeping these Principles in the forefront as we live and work together with residents from a wide variety of backgrounds and beliefs.

For more information about the CRC please contact us via our hotline at 537-3839 ext. 358, via email at communityrelations@goshencity.com, or find our group on Facebook.

Nathan Mateer Rempel, Chair
Community Relations Commission of Goshen