

**MINUTES**  
**CITY OF DELANO**  
**Spirit of Community Commission**  
**Tuesday, January 9, 2018**  
**7:00 PM**

**1. Call to order**

Chair Ted May, 7:01 p.m.

**2. Roll Call**

**Present:** Tammy Frommelt, Dale Graunke, Sarah Grosshuesch, Amy Johnson, Ted May, Steve Rogers, Becky Schaust

**Liaisons:** Justin Markon, Administrative Intern; Nick Neaton, Senior & Community Services . Coordinator; Matt Schoen, Superintendent, Delano Public Schools;

**3. Approval of December 12 minutes**

On a motion by Becky Schaust and seconded by Sarah Grosshuesch, the commission voted unanimously to approve the 12/12/17 meeting's minutes.

**4. Additions to the Agenda**

**5. Commission Member Goals**

- A. Each member is asked to describe a goal they would like the commission to consider in the first year of operation. (3 minute limit) Through group process, we will prioritize our goals.

Ted May read the commission's goal-process guidelines:

1. Recommendations are based on commission goals.
2. Recommendations should avoid duplications or overlapping within the Spirit of Community Commission and with other city commissions and departments.
3. Recommendations are arrived at through group consensus.
4. Develop a timeline for starting and completing the task(s).
5. In cooperation with city staff, determine resources necessary for completion of the work.
6. Determine responsible persons or sub-committee to conduct the work.

Member goals included:

1. Matt Schoen: Make an introductory connection with every new resident to the community in 2018 through neighborhood ambassadors visiting new arrivals.
2. Sarah Grosshuesch: Develop process for systematic review of city policies that reflects spirit of community.
3. Tammy Frommelt: Create neighborhood contact lists.
4. Ted May: Understand the civil, criminal, and legal processes required in response to hate crimes and other acts of discrimination and/or violence.

5. Becky Schaust: See all new members to our community be welcomed by their neighborhood and/or business community within sixty days
6. Amy Johnson: Develop a strategic roadmap that connects the work of various groups under the overall umbrella of this commission. Identify the focus areas of the various groups and look for overlaps and gaps.
7. Steve Rogers: Improve the city's public relations efforts for its positive and welcoming image.
8. Justin Markon: Increase the visibility of city services and opportunities for all community members.
9. Nick Neaton: Provide development and networking opportunities for community & civic groups.

Through group discussion, we developed four categories of goals:

1. Increase visibility of City (Justin Markon)
2. Develop a strategic roadmap (Amy Johnson, Sarah Grosshuesch)
3. Educate ourselves on legal and civil responses to acts of discrimination, hatred and denial of citizen rights, (Ted May)
4. Create a welcome and connection process for residents (Matt Schoen, Becky Schaust, Nick Neaton, Tammy Frommelt, and Steve Rogers)

## 6. Common vocabulary

- A. To utilize a common vocabulary that is consistent with local perceptions as well as practices in social and organizational cultures. Please cite and define specific terms and references relevant to our mission. As commission work evolves, this will be an ongoing task.

Sarah Grosshuesch led a discussion around the use of *equality* v. *equity*.

*Equality* is defined as everyone receiving the same material

*Equity* is defined as everyone receiving the same *opportunity*

It was noted that the city's resolution creating the Spirit of Community commission uses *equality* when perhaps it should use *equity*.

Nick Neaton mentioned that Delano United Diversity Task Force is planning to participate in training around language and issues of diversity. He will share this information with commission members so they can choose whether to attend once dates are set.

## 7. Delano United Diversity Task Force/Department of Justice action plan

- A. This document contains background and guidelines for community planning of civic human rights programs. It will serve as a guide to commission work.

## **8. Discussion of development of a hate-crime action plan.**

- A. We will discuss procedures for writing this important document. It will require insight into local and state statutes, legal implications, and practices existing in communities of similar demographics.

Nick Neaton shared a few examples of hate-crime action/response plans from other communities. The commission expressed interest in developing a similar plan for Delano.

Sarah Grosshuesch and Tammy Frommelt volunteered to work on this document with Nick Neaton.

## **9. Worthington, OH community relations document**

- A. We will review this document to assess its relevance to our goals.

Justin Markon shared a document called “Welcome to Worthington” from the Worthington, Ohio, Community Relations Commission. The 40-page document features information for new residents and visitors; personal stories from community members; information on volunteer opportunities; and much more.

The commission felt that developing a similar document for Delano could make progress towards our goal of creating a welcome and connection process for residents. City staff will work on creating a similar document for the commission’s review.

## **10. Overview of *Welcome, Neighbor* program**

- A. What are existing programs and practices that introduce new residents to the community?

Justin Markon reported that *Welcome, Neighbor* is a business that is owned by the Delano Herald Journal and they use public records to contact new Delano-area residents. In 2017, they made contact with 170 Delano addresses (including rural areas with a Delano address).

The program provides new residents with a folder of coupons and offers from area businesses, as well as information about civic matters, including Randy’s Sanitation, Delano Library, Wright County 4-H, and more.

Justin Markon will find out how the city could submit information for inclusion in the *Welcome, Neighbor* folder.

## **11. Other business**

## **12. Adjournment**

On a motion by Sarah Grosshuesch and seconded by Steve Rogers, the meeting was adjourned at 8:55 p.m.

- A. Next meeting: Tuesday, February 13