



**WELCOMING LEBANON TASK FORCE
MONDAY, MAY 11, 2026 - 2:00 PM
COUNCIL CHAMBERS, CITY HALL OR
REMOTE VIA VIRTUAL PLATFORM
LEBANONNH.GOV/LIVE**

1. Call to Order

The May 11, 2026, Welcoming Lebanon Task Force Meeting is hereby called to order.

2. Approval of Minutes

A. April 30, 2026

3. Old Business: None

4. New Business

A. Planning for Public Input Session

B. Discussion of Task Force Goals and Preferences

C. Discussion of Possible Public Input Handout

5. Other Business

A. Future Meeting Schedule

6. Adjournment

Meetings are open for in-person and remote attendance. Members of the public that wish to attend remotely may do so by going to LebanonNH.gov/Live where you will find instructions on how to enter the meeting. Members of the public will be able to participate and ask questions through the City's virtual platform or by phone. Please note: Should technical difficulties occur during the meeting that disrupts virtual or phone connection(s), the meeting will continue without remote access capabilities.

Any person with a disability who wishes to attend this public meeting and needs additional accommodations, please contact the ADA coordinator at City Hall by calling 603-448-4220 at least 72 hours in advance so that the City can make any necessary arrangements.

DRAFT

**WELCOMING LEBANON TASK FORCE
REGULAR MEETING MINUTES
Remote Via Microsoft Teams
LebanonNH.gov/Live
April 30, 2026
6:00 PM**

MEMBERS PRESENT: Devin Wilkie, Assistant Mayor, Lindsay Dearborn, (Lebanon Resident), Keiselim (Keysi) Montas, Lebanon Resident, Phillip Roberts (Lebanon Police Dept.)

MEMBERS ABSENT: Lucas Mendelsohn, (Lebanon Resident) , Tia Winter(Lebanon School District)

STAFF PRESENT: Andrew Hosmer, City Manager

1 **1. CALL TO ORDER – Assistant Mayor Wilkie called the meeting to order at 6:01 PM.**

2

3 **2. PREAMBLE – Read by Mr. Hosmer**

- 4 • This was the first meeting for the Welcoming Lebanon Task Force

5

6 **3. APPROVAL OF MINUTES:**

7 A. None

8

9 **4. OLD BUSINESS**

10 A. None

11

12 **5. NEW BUSINESS**

13 A. Meeting Schedule

14

15 The next 2 meetings will be held on:

16

- 17 • Monday, May 11, 2026, 2:00PM

- 18 • Monday, June 8, 2026, 5:15PM

19

20 B. Inclusiveness Resolution

21

22 Mr. Devin provided some background about the Welcoming Lebanon Ordinance, which was adopted by
23 the City of Lebanon in 2020, to be effective January 1, 2021. It was subsequently repealed in November
24 2025, effective December 31, 2025, in response to State legislation invalidating portions of it and
25 potentially imposing fines for continuing to have such an ordinance on the City books.

26

27 A number of people, including Assistant Mayor Wilkie, the DEI Commission, and other community
28 residents spent a substantial amount of time last year trying to find a viable solution to keep this

1 resolution or something along this line in place. This was an informal group without the necessary variety
2 of stakeholders needed to discuss what was needed.

3
4 The recommendation from the City Council was to create this Welcoming Lebanon Task Force, to look at
5 those options. It is whether there is a Welcoming Lebanon Ordinance or some portion therein that this
6 Task Force wants the City to adopt. It would need to be a new ordinance since the former was repealed as
7 noted above or an inclusiveness resolution that could be an update of the 2018 resolution that the City
8 Council had passed, or it might be something entirely different. They will also review any internal policy
9 that the City administration could adopt and/or a subcommittee of the DEI Commission that could be
10 used to oversee any DEI related issues, any inclusiveness and welcoming Lebanon related issues.

11
12 Tonight he would like to look at the work that they will be doing and can do, keeping in mind that:

- 13
- 14 • This Task Force needs to provide an informal status update to the City Council on June 17, 2026.
- 15 • This Task Force needs to issue a recommendation to the City Council by September 30, 2026.
- 16 • This Task Force will sunset by the end of 2026.
- 17

18 Assistant Mayor Wilkie added that after this Task Force provides their recommendations, the City
19 Council will then decide if they want to create or implement another ordinance, to pass a resolution, or to
20 create a new subcommittee. Any policy recommendations would be for City staff. The City Council can
21 decide at that time if they choose to agree with the recommendations. Therefore, this Task Force has
22 approximately four (4) months to work on this.

23
24 Assistant Mayor Wilkie confirmed for Mr. Montas that Chapter 185, which was the Welcoming Lebanon
25 ordinance has been repealed, and therefore not currently in effect. This Chapter does still exist though, as
26 a placeholder Chapter.

27
28 City Manager Hosmer will check to see if this Task Force were to recommend a new chapter for the City
29 Code, if 185 can still be used. He believes it can.

30
31 Assistant Mayor Wilkie has heard from several people throughout last year as State legislation came out
32 as the City Council deliberated on this matter. People want affirmation that the City of Lebanon is a
33 welcoming and inclusive community, and also that it is doing all in its power to support all residents,
34 despite the limitations that State law currently permits us.

35
36 City Manager Hosmer said that this legislation was passed in July 2025, and became effective
37 January 1, 2026, under New Hampshire RSA 106Q, Section 2 which stated that “Except as otherwise
38 expressly prohibited by state or federal law, local government entities may not inhibit or impede any state
39 or local enforcement agency from complying with Title 8 of the United States Code and Section 3, any
40 local governmental entity that violates this particular chapter may be subject to action by the Attorney
41 General who may file suit against the local governmental entity in court.”

42
43 It goes on to say that “Relief for violations of this chapter shall be determined by the court and may
44 include injunctive relief and punitive damages. Punitive damages may include a fine of up to 25% of the
45 total state funds received by local government entity in the fiscal year when the violation occurred.”

46
47 This came about because of the actions of the State government and signed into law by Governor Ayotte.
48

1 If the State decided to enforce this new law against the City of Lebanon, it would have jeopardized a
2 significant sum of funds that passed from the State to the City, and that is when the City Council took it
3 upon themselves to repeal Chapter 185, to protect its financial standing. No one on the Council
4 questioned the value of Chapter 185 and in fact, the voters of Lebanon voted on declaring that Lebanon is
5 a welcoming City.
6

7 Assistant Mayor Wilkie added that this decision was made in large part to the fact that many of the funds
8 that the City received have a significant impact on vulnerable members of this community. If they were to
9 have taken a stand and lose those funds, it could do harm to the very members that the ordinance itself
10 was originally created to protect, while doing nothing to actively protect those members of the community
11 because the State would not allow the ordinance to be effective.
12

13 Assistant Mayor Wilkie suggested that in conjunction with these meetings, they could invite people to
14 come speak to speak at this Task Force. Other ideas to gather input could include written and verbal input,
15 outside of these meetings.
16

17 Mr. Montas stated his understanding saying that Chapter 185 also speaks to immigrants and that the City
18 of Lebanon does not have the legal authority as a jurisdiction nor the desire to enforce civil immigration
19 laws. The State law now says that we cannot do that, get involved with the enforcement of civil federal
20 law. Chapter 185 also stated that we do not have the resources to do this, nor the desire to. So, in order to
21 avoid an AG complaint and 25% fine, the City pulled back Chapter 185. This pull back did not come with
22 any agreement, yet. Our task will be to look at 185 and either rewrite it to maintain the spirit of Lebanon
23 being a welcoming community or to leave this matter alone and continue to conduct our business without
24 speaking publicly or writing about it.
25

26 Assistant Mayor Wilkie said that because of 106P and 106Q, we cannot have a policy expressly
27 prohibiting this sort of activity. We can however pass a resolution stating out intent to be a welcoming
28 community, stating our concern for our residents. It is not a legally binding ordinance, rather simply a
29 statement of the City's values. He thinks that it would go part of the way to what the ordinance had done,
30 but of course without the authority the ordinance had.
31

32 Assistant Mayor Wilkie continued that he also knows from talking with some of the people who
33 supported and passed the original welcoming ordinance (and brought it to City Council who passed it),
34 that there was an intent to have an independent group that oversaw discrimination complaints and other
35 equity diversity issues in the City. That was not part of the ordinance but it is still a possibility. That
36 would not necessarily tie the City's hand nor would it necessarily fly foul of State legislation in this case,
37 but it could rather give an extra layer of protection, potentially. So, there are different areas for this Task
38 Force to consider. He went on to say that there are also many people who support Lebanon being a
39 welcoming City, but do not feel that an ordinance is needed, particularly one missing the "teeth" that it
40 had before. There are many perspectives to consider.
41

42 Mr. Montas thinks that at the core of it, the State wants the City to act on behalf of the federal government
43 in situations that neither our local nor our state have authority over. He's not aware of any jurisdiction
44 that would refuse a criminal warrant. But in this case, he said that the State is actually requesting that the
45 local jurisdiction act on civil matters as related to immigration. And that is an issue.
46

47 Ms. Dearborn concurred that the State is forcing this, and she questioned whether what the State is doing
48 is legal. She said that there are many communities around the country that are resisting with workarounds.

1 She is not proposing anything today but rather thinks that it is worthwhile for this Task Force to inform
2 themselves about where exactly New Hampshire thinks it gets its authority to do this and also learn how
3 other communities are resisting.

4
5 Assistant Mayor Wilkie's understanding is that the State is not necessarily getting involved with
6 immigration enforcement with this specific law. Instead, what they are doing is that they are getting
7 involved in what municipalities can and cannot do. They are not telling us, yet, that we need to enforce
8 immigration law. But they are telling the City of Lebanon that as a municipality, we do not have the
9 authority to actively ban our community enforcing immigration law. So, the solution could be something
10 along the lines of what Mr. Montas said, where we have workarounds, rather than a ban. This will be one
11 of the many questions this Task Force has to figure out.

12
13 What does the City of Lebanon want to do? What is within our power as a municipality? And also
14 keeping in mind that many communities are doing much more outside of what the government structure
15 creates and allows.

16
17 City Manager Hosmer said that this comes down to the Dillon's rule versus the home rule. The only
18 powers we have as a municipality are those that are granted to us by the State. We are not a home rule
19 State. Our Legislature tells us what we can do. In this matter, it is incongruent with the community's
20 values, at least to some extent. Assistant Mayor Wilkie added that the charge of this Task Force is to
21 ultimately make recommendations to the City Council, ones that the City will likely adopt.

22
23 If the Task Force thinks that they have a defensible argument for fighting against State law, they can
24 consider making personal recommendations, but he is skeptical at this point in time that anything like that
25 would be victorious. He remains hopeful that the State law might change in the future. But at this point in
26 time, they will need to work within the confines of what the State has created. What do we want Lebanon
27 to do? And what do they think the City of Lebanon, the City Council, and City staff should and will be
28 willing to implement?

29
30 This Task Force will solicit public input by way of in person, and in writing, etc., and the Task Force will
31 use this information to inform their recommendations to the City Council. They will plan a date for the
32 public to participate in one of their meetings. They anticipate setting this date at their next meeting on
33 May 11, 2026 at 2:00PM, and will plan for that to be in June, at City Hall. They might also have public
34 meetings at the Kilton Library in West Lebanon, or another location such as the upcoming Thursday
35 Farmers Market at Colburn Park. Additionally, they will encourage people to send emails and provide
36 their written and audio testimony.

37
38 Assistant Mayor Wilkie will draft a one-pager handout about what this issue is about and what this Task
39 Force is seeking feedback on.

40
41 Next steps:

- 42
- 43 • Meet Monday, May 11th
 - 44 • Schedule public input session(s)
 - 45 • Plan for the public session (likely June)
 - 46 • Develop a one-pager handout for the public
 - 47 • Work on having access to video, phone, email, etc. to gather public feedback

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18

- C. Policy Recommendations
- D. Diversity, Equity, and Inclusion (DEI) Subcommittee Recommendation

6. OTHER BUSINESS

7. ADJOURNMENT

Assistant Mayor Wilkie adjourned the meeting at 7:01PM

Respectfully submitted,
Cinda Mersel
Recording Secretary

Welcoming Lebanon: Public Input Session

City of Lebanon, Welcoming Lebanon Task Force

The Welcoming Lebanon Task Force is exploring what tools the City can still use to affirm its values and protect vulnerable community members within the limits of current state law. We want to hear from you about which of the following approaches you support.

OPTIONS UNDER CONSIDERATION

The Task Force may recommend any one of these options, or a combination of several. No final decisions have been made yet; your feedback will directly shape what the Task Force recommends.

<p>▶ Take no new action</p> <p>Allow existing City policies and practices to remain in place without adopting any new ordinance, resolution, or formal policy.</p>	<p>▶ Adopt a new ordinance</p> <p>Pass a new version of the Welcoming Lebanon Ordinance retaining elements permissible under state law — such as anti-discrimination protections and limits on profiling — while removing provisions that conflict with NH RSA 106-P and 106-Q.</p>
<p>▶ Pass a resolution</p> <p>Adopt a new resolution reaffirming the City's commitment to inclusiveness, equity, and the dignity of all residents — including immigrants and other vulnerable community members — as a statement of civic values.</p>	<p>▶ Suggest administrative policy</p> <p>Recommend that the City Manager's Office and/or Police Department adopt administrative policies promoting non-discrimination, equitable service delivery, and community trust — actions that do not require Council legislation.</p>
<p>▶ Create a resident subcommittee</p> <p>Establish a standing subcommittee of the DEI Commission — including residents from diverse backgrounds — to review discrimination complaints, support immigrant community members in accessing City services, and report regularly to the Council.</p>	

<p>PUBLIC INPUT SESSION</p> <p>Date: TBD</p> <p>Time: TBD</p> <p>Location: TBD</p>	<p>CAN'T MAKE IT? SHARE YOUR FEEDBACK</p> <p>No final decisions have been made. Your input is very much welcome, regardless of whether you can attend in person.</p> <p>Phone: phone number TBD</p> <p>Email: email address TBD</p>
----------------------------------------------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

The Task Force will deliver recommendations to the City Council by September 30, 2026. All meetings are open to the public under RSA 91-A.

Welcoming Lebanon: Background & Questions to Consider

City of Lebanon, Welcoming Lebanon Task Force

Lebanon has long been committed to being an inclusive community for all residents. The information below explains how we got here and what we are asking you to help us decide.

BACKGROUND: WHAT HAPPENED AND WHY

June 2018	2020–2021	May 2025	Nov–Dec 2025
The City Council adopted a Resolution for Inclusiveness, affirming its commitment to preserving public trust and promoting community identity, civic pride, and quality of life for all Lebanon residents.	Lebanon voters passed the Welcoming Lebanon Ordinance by citizen initiative, establishing protections related to immigration status and limiting City cooperation with federal immigration enforcement.	NH enacted HB 511 and SB 62 ("Anti-Sanctuary" law) prohibiting municipalities from limiting cooperation with federal immigration enforcement. Violations carry fines of up to 25% of annual state funding. The bills became effective 1/1/26 as NH RSA 106:Q and 106:R.	Faced with legal exposure, the City Council was compelled to repeal the Welcoming Lebanon Ordinance, effective December 31, 2025. The City Council then formed a Welcoming Lebanon Task Force to explore appropriate options.

QUESTIONS TO CONSIDER

There are no right or wrong answers. We are interested in your honest views, whatever they may be. You may wish to address questions such as:

Which approach do you prefer?

Do you think Lebanon should adopt a new ordinance, a resolution, changes to administrative policies, a resident subcommittee, or some combination of these, or should it make no further changes?

What protections or supports matter most to you?

For example: protection from discrimination and profiling, a clear and accessible complaint process, help navigating City services, or public statements of the City's values?

How can the City best support all its residents?

What can Lebanon do — within the limits of state and federal law — to support immigrant and other marginalized community members and help ensure they feel safe and welcome?

Your experiences, concerns, and ideas will guide the Task Force's recommendations and help the City Council decide how Lebanon should move forward as a welcoming and inclusive community for everyone.

The Task Force will deliver recommendations to the City Council by September 30, 2026. All meetings are open to the public under RSA 91-A.