



**WELCOMING LEBANON TASK FORCE
MONDAY, JULY 20, 2026 - 5:30 PM
COUNCIL CHAMBERS, CITY HALL OR
REMOTE VIA VIRTUAL PLATFORM
LEBANONNH.GOV/LIVE**

1. Call to Order

The July 20, 2026, Welcoming Lebanon Task Force Meeting is hereby called to order.

2. Approval of Minutes

A. June 8, 2026

3. Old Business: None

4. New Business

A. Review Public Input and Continue Discussion of Recommendations

5. Other Business

6. Adjournment

Meetings are open for in-person and remote attendance. Members of the public who wish to attend remotely may do so by going to [LebanonNH.gov/Live](https://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 disrupt 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 accommodation, 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
MEETING ROOM 1, CITY HALL OR
Remote Via Virtual Platform
LebanonNH.gov/Live
June 8, 2026
5:15 PM**

MEMBERS PRESENT: Assistant Mayor Devin Wilkie, Lindsay Dearborn, Lucas Mendelsohn
(joined at 5:28PM), Keiselim (Keysi) Montas,
Lebanon Police Chief Phillip Roberts, Tia Winter

MEMBERS ABSENT: None

STAFF PRESENT: None

1. CALL TO ORDER – Assistant Mayor Wilkie called the meeting to order at 5:24 PM.

2. PREAMBLE – Read by Assistant Mayor Wilkie; City Manager Hosmer absent

3. APPROVAL OF MINUTES:

A. May 11, 2026

*Ms. Dearborn MOVED to approve the Minutes as amended
Seconded by Ms. Winter*

**The MOTION was approved (5-0)*

Pg. 2 line 32 changed to provided (past tense) and line 33 add the word **a** after effectively

4. OLD BUSINESS

The order of this meeting was changed as written below.

A. Planning for Public Input Session
See below

B. Discussion of Possible Public Input Handout

City Manager Hosmer sent the revised Public Input Handout Draft out to a majority of Task Force members in advance of today's meeting; Mr. Wilkie provided it to Ms. Lindsay during the meeting since she did not receive one in advance. Assistant Mayor Wilkie plans for this document to be distributed electronically and made available to the public both in advance of the live meeting and then also have it available during the live session. Getting it out in advance to as many residents as possible is key. The City Manager's office will lead this initiative and use the channels (primarily digitally) they have

1 available to accomplish this. They can also utilize The Valley News as well as Listserv, etc. Time is of the
2 essence getting the word out about this work and the upcoming public meeting.

3
4 On the first page of the handout are questions to consider which are intended to help with the public
5 session, noting that there are no right or wrong answers. This TF is encouraging and interested in honest
6 views from the public. The second page list several options under consideration. Assistant Mayor Wilkie
7 made changes by adding information about the City's existing Crime Tips Line and details about the
8 process for filing a complaint, which is already in place and works. Links are included to these resources.
9 He clarified that any changes would be to existing policies.

10
11 Topic headings include:

- 12 • Pass a resolution
- 13 • Adopt a new ordinance
- 14 • Create a DEI subcommittee or revised charge
- 15 • Recommend administrative policy changes

16
17 The flyer list the meeting date of July 14, 2026, 5:30PM – 7:30PM in the Lebanon City Hall Chambers

18
19 The TF also agreed that while this is a City of Lebanon initiative, all are welcome, including those from
20 other communities.

21
22 For people unable to attend, it states that feedback is welcome by calling or emailing the City Manager's
23 Office.

24
25 The WLTF discussed the revised document (Draft 2) and all agreed it is "nice and clear" the way it is
26 written.

27
28 ***Ms. Winter MOVED to approve the Public Input Handout as written***

29 ***Mr. Montas seconded***

30
31 ****The MOTION was approved (6-0)***

32
33 C. Discussion of Task Force Goals and Preferences

34
35 It was agreed that letting people know about this Welcoming Lebanon Task Force is a priority and the TF
36 brainstormed to come up with several relevant groups to message, including but not limited to:

- 37
38 • Share
- 39 • Upper Valley Mosaic Network
- 40 • UVHEAR
- 41 • GSOP
- 42 • Vermont Faith in Action

43
44 Mr. Mendelsohn and other will attend the Farmer's Market July 2nd, representing WLTF.

45
46 **5. NEW BUSINESS**

6. OTHER BUSINESS

A. Future Meeting Schedule as follows:

- Tuesday, July 14, 2026, 5:30 to 7:30PM – Public Input Session
- Monday, July 20, 2026, 5:30 to 7:00PM
- Monday, August 3, 2026, 5:30 to 7:00PM
- Wednesday, August 12, 2026, 5:30 to 7:00PM
- Monday, August 24, 2026, 5:30 to 7:00PM

All meetings to be held at Lebanon City Hall, either in the Council Chambers or another meeting room there.

7. ADJOURNMENT

Assistant Mayor Wilkie adjourned the meeting at 5:51PM.

Respectfully submitted,
Cinda Mersel
Recording Secretary

Welcoming Lebanon Task Force 7/14/2026 public input

Summary from Devin Wilkie

Francis Casale: supports resolution and DEI charge revision; suggests partnering with human services agencies to flow chart and enhance pathway to support for those in need.

Faye Grearson: Put into writing and practice as much as we can. Consider humanity first, and also an employment point of view, especially healthcare workers.

Martha Tecca: Perspective gained from SHARe and Community Care of Lyme: Lebanon is an important center for the Upper Valley's access to services. What we put in writing should truly feel welcoming to everyone and should avoid otherizing anyone. Our decisions will have repercussions throughout the wider region. Happy to help where appropriate.

Susan Almy: There may be ways to rewrite the law that was put in. Not in favor of getting rid of it as it could be reinstated later, but we could rewrite it so that it is more humane.

Kathleen Beckett: Want to make Lebanon welcoming in spite of limitations from state laws. Initial goal of ordinance was to ensure our community did not cooperate with federal immigration enforcement, and other points were added in. Now that we can no longer enforce the main provision, it is unclear how an ordinance would enforce other points. A resolution that speaks to values of justice, rule of law, and common good, among others, would be worthwhile. Then a committee or subcommittee to help with public awareness. Bottom up rather than top down approach. Listen to and engage with those who are affected in our community. There are laws on the books that we can employ, and we should let people know what their rights are, e.g. against discrimination of people with disabilities. Ensure they are enforced as all people have civil rights regardless of citizenship & immigration status.

Angela Zhang: Has spoken with folks who expressed fear and concern about their safety. Aware of multiple immigration enforcement detentions in Upper Valley. Data collection methods would be worth exploring.

From: noreply@civicplus.com
To: [webmaster](#); [Beth Beraldi](#); [Manager](#)
Subject: [EXTERNAL] Online Form Submission #15955 for Boards and Committees Contact Form
Date: Thursday, July 9, 2026 10:00:57 AM

[EXTERNAL EMAIL] DO NOT CLICK links or attachments unless you recognize the sender and know the content is safe.

Boards and Committees Contact Form

Please complete this form to contact a City of Lebanon board or committee. Your submission will be received by a city staff member who will forward your communication to members of the board or committee you choose below. Please be aware that your submission will become part of the public record.

Visit our [Boards and Committees page](#) to find rosters, agendas, meeting details, and more. Please [contact the City Manager's office](#) if you have questions about this form.

(Section Break)

Your First Name	Amy
-----------------	-----

Your Last Name	Margolis
----------------	----------

Email Address	
---------------	--

Contact Phone Number	Field not completed.
----------------------	----------------------

(Section Break)

Which board or committee do you wish to contact?	Welcoming Lebanon Task Force
--	------------------------------

Please enter your comments:	The best way to increase inclusiveness is to support housing for populations other than the 1%.
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	No policy or other "initiatives" are needed.
--	--

Do you need to attach a file?	No
-------------------------------	----

Email not displaying correctly? [View it in your browser.](#)

From: [Alix Martha](#)
To: [Manager](#)
Subject: [EXTERNAL] Fwd: welcoming task force
Date: Thursday, July 9, 2026 10:19:36 PM

[EXTERNAL EMAIL] DO NOT CLICK links or attachments unless you recognize the sender and know the content is safe.

----- Forwarded message -----

From: **Alix Martha**
Date: Thu, Jul 9, 2026, 9:55 PM
Subject: welcoming task force

I am not a resident of Lebanon, but I spend a good deal of time there, and have come to truly appreciate the City as a welcoming place where I feel free to be myself without judgement from others.

Because the current administration in Washington, and therefore, also, the current NH administration, seek to muzzle DEI, seek to erase vulnerable communities, seek to whitewash history, seek to make women, including trans women, 2nd class citizens with no power over their own bodies, and seek to scapegoat, cruelly punish and rip apart immigrant families and businesses-- for these reasons, I sincerely hope and pray that Lebanon can come to a new policy which does not bow before bullying, false promises and egregious bigotry.

Whatever Lebanon goes forward with, during this process of re-building itself, please do not forget your bedrock values of decency, equity, and honoring each person of the City with respect and dignity. This will be a long and arduous endeavor for you, and you will have to listen carefully to everyone's comments, wishes and dreams. Do not cave in to the imperious demands of the government, because if you do, there will only be more and more ludicrous and damaging demands put upon your City.

In reading over the options, it seems to me that some combination of them might be the strongest possible position for the future. You do have much to work with, already in place. Remember that political change is very likely with the mid-terms, and, in 2 more years, the national elections. Keep that in mind as you plan now. Nothing is immutable.

With peace and respect,
Alix Olson
Canaan, NH

From: [C&B Rougvie](#)
To: [Manager](#)
Subject: [EXTERNAL] Welcoming Task Force: Public Input
Date: Tuesday, July 14, 2026 11:39:06 AM

[EXTERNAL EMAIL] DO NOT CLICK links or attachments unless you recognize the sender and know the content is safe.

To the Office of Lebanon City Manager Andrew Hosmer:

Thank you for the opportunity to provide input on how the City of Lebanon should affirm its commitment to being a welcoming and inclusive community for all residents. I thank all members of the City's Welcoming Task Force and the City Council for their careful consideration of options to provide protection to all of Lebanon's community members,

I recommend that the City use **all tools available** and appropriate within the limits of state law first, to protect immigrants and other vulnerable community members and second, to raise public awareness about the City's values and commitment to protecting all vulnerable community members. I believe that all of the actions under consideration as listed in the handout "Welcoming Lebanon: Public Input Session" are important and should be implemented. Given that some of these actions may occur simultaneously and all of them may not be possible to undertake and/or complete at the same time, I list them in a somewhat recommended order of priority.

Specifically, of the options under consideration as described in the handout, I recommend that the City 1) adopt a new resolution reaffirming Lebanon's commitment to inclusiveness, equity, and the dignity of all residents, as described; 2) create a DEI subcommittee or revised charge containing the three elements of public education and awareness, supporting immigrant community members in accessing City services, and providing recommendations furthering inclusivity and diversity to the City Council, as described; 3) adopt a new ordinance retaining elements permissible under state law pertaining to anti-discrimination protections and limits on profiling, as described in the handout and based on recommendations resulting from the DEI Commission or the DEI Commission's subcommittee formed for that purpose; and 4) study the perceived value and feasibility of recommending administrative policy changes that would further protect immigrants and other vulnerable community members, as described in the handout.

Thank you again for encouraging input to this important process. I am grateful to live in this welcoming and caring community.

Respectfully,
Carol Rougvie
West Lebanon

From: Margery Andrews
Sent: Tuesday, July 14, 2026 4:20 PM
To: Manager
Subject: [EXTERNAL] Welcoming Task Force

[EXTERNAL EMAIL] DO NOT CLICK links or attachments unless you recognize the sender and know the content is safe.

Hello

Thank you for pursuing this good effort which I heartily support.
I have dear friends here that I am always worried for, lest their day Be interrupted by an upsetting encounter.

I understand the legal constraints, so wonder about a publicity Effort like bumper stickers, signs on businesses: -" Lebanon, NH, a Welcoming and safe community." Dare we say safe? I don't know What that can mean in actual fact. I would love to see banners Across the street downtown. Just getting the word into people's Minds can help

If you have a mailing list, please put me on it

Again, thank you for caring. We live in a good town

Margery Andrews

From Kathleen Beckett, Ward 2

Notes: Response to the Welcoming Task Force regarding preferences to support a new resolution and a subcommittee of the DEI Commission

I. Create a new resolution based on values

The 2018 Resolution for Inclusiveness did not specify those (civil) ...rights that the Council will protect. A new resolution modeled on values language could be beneficial to the community and to the Council's understanding its role

2018 Resolution for Inclusiveness: **Council has a leading role in ...**, promoting tolerance, and providing equal protection under the law to all persons in the City.

(And to so) demonstrate a commitment to protect its citizens, residents, and visitors against discrimination on the basis of race, skin color, national or ethnic origin, gender identity, sexual orientation, mental or physical disability, immigration status, religious or political opinion or activity, or housing status.

(To) Speak out against and discourage hate speech

(To) Take a stand against ideologies of violence, hatred, and intolerance.

Democratic values are the fundamental beliefs and principles that uphold a free, fair, and inclusive society, ensuring that power remains with the people.

These essential values include:

- **Individual Liberty:** The freedom of individuals to express their opinions, associate with others, choose their beliefs, and participate in a lawful economy without unwarranted government interference. [1, 2]
- **Equality:** The guarantee that all people are treated with equal respect, receive equal protection under the law, and have equal access to opportunities regardless of their background. [1, 2]
- **Justice:** A fair legal and societal system that respects the rights of all individuals and safeguards minority interests against the unrestrained power of the majority. [1, 2, 3]
- **Rule of Law:** The principle that all citizens, including government officials, are equal under the law and that laws are enforced fairly and transparently. [1, 2, 3]
- **Citizen Participation:** The active engagement of the populace in the political process, typically through free and fair elections, voting, and civic debate. [1, 2, 4]
- **Transparency and Accountability:** The requirement that leaders and government institutions are open about their decisions and are ultimately responsible to the people they serve. [1, 2]

These concepts are deeply rooted in documents like the [United States Declaration of Independence](#) and promoted globally by institutions like the [United Nations](#). [1, 2, 3]



6 sites

- What Are the Values of Democracy?

What Are the Values of Democracy? * Natural rights — the concept that all people have “unalienable” or fundamental rights. The ide...



Southern Poverty Law Center

- What is Democratic Values | IGI Global Scientific Publishing

Democratic values are values that reflect a society's democratic way of life. They include values such as: * **Political equality*



IGI Global

- Parliament Explained Democracy

Thursday, 16 June 2022 in. What is democracy? Democracy means 'rule by the people'. The word comes from the ancient Greek words 'd...



Parliament of Australia

Show all

Another AI Resource regarding values based primarily on statements from the Southern Poverty Law Center

1. Liberty and Freedom

The belief that individuals have the right to live their lives as they see fit, without unwarranted interference from the government. This must always be balanced against the rights and well-being of others.

- **Examples:** *Freedom of speech, freedom of religion, the right to assemble peacefully, and the freedom to choose one's own occupation.*

2. Equality

The principle that all individuals should be treated fairly and have equal opportunities, regardless of their background, race, gender, religion, or socioeconomic status.

- **Examples:** *Universal suffrage (the right of all adult citizens to vote), equal protection under the law, and equal access to education and public resources.*

3. Justice

The value ensuring that all people are treated fairly and impartially by the legal and social systems, with no person or group favored over another.]

- **Examples:** *The right to a fair and speedy trial, the presumption of innocence, and laws that prevent discrimination in employment or housing.*

4. The Rule of Law

The premise that no individual, not even the government or elected officials, is above the law. Everyone is subject to the same laws and held accountable for their actions.

- **Examples:** *Independent courts that can overturn unconstitutional laws, transparent public administration, and impartial law enforcement.*

5. Common Good

The idea that citizens should work together for the betterment of the entire community, and that the government should create policies that serve the needs of everyone, not just the majority.

- **Examples:** *Paying taxes to fund public services like schools, roads, and emergency services, as well as protecting public health and the environment.*

6. Majority Rule and Minority Rights

While democracies make decisions based on the will of the majority (e.g., elections, legislation), strong democracies place limits on the majority to protect the rights, safety, and cultural identity of minority groups. [[1](#), [2](#)]

- **Examples:** *Constitutional protections (like a Bill of Rights) that safeguard freedom of expression and prevent the majority from suppressing dissenting or minority political views.*

II. Create a DEI subcommittee or revised charge.

Public education and awareness of initiatives in Lebanon: strive for bottom up rather than top down. Engage with those affected by discrimination no matter the basis through outreach in person or through leadership within specific groups.

Support individuals (those who choose assistance) in accessing City services

Provide recommendations to the City Council for expanding diversity and inclusivity

Respectfully submitted. Kathleen Beckett Ward 2