



City of Salisbury
TRUTH Committee
Meeting Minutes

Date: October 16, 2025

Time: 6:00 PM

Location: GOB Council Chambers

Members Present:

Amber Green (Zoom), Kenisha LeCole, Joe Venosa, Boni Rychener

Others Present:

Emily Goebel, City Staff Liaison

1. Call To Order

Amber Green called the meeting to order at 6:10 PM.

2. Minute Approvals

- Joe makes a motion to approve September 2025 minutes. Boni approves. Minutes are accepted by the committee.

3. Committee Discussion

- Amber brings up the discussion of general committee protocol moving forward, especially with a new incoming City liaison. Talk centered around whether the City liaison should continue to take meeting minutes for the committee, or if a secretary role should be added to the committee. Kenisha brought up that it might be difficult to have a secretary role as committee membership is limited. The general consensus was that the City liaison should continue to take minutes, and the committee will need to provide guidance on how descriptive the minutes should be. The committee prefers the more detailed minutes.
- Amber gave context to the City liaison role and how it used to be more structured. The old liaison would prepare the next month's agenda and put on official letterhead to send before meetings. Committee agrees that it should be the chair's responsibility to send agenda items to the liaison after receiving the last meeting's minutes, who would then put on letterhead and send to the committee.
- Amber provided an update on the meeting with the Mayor's office/Administration on the support that TRUTH and HRAC need. The group was able to discuss the context of the TRUTH committee and advocate for the benefit of having separate committees despite rumors of joining the two. Committee leadership tried to make it clear to the Administration both the context of the committee and how they exist to serve the public and the Mayor. Made it clear that committees can help the Mayor speak publicly on topical issues that they (committees) exist to champion. Actually being able to advise the Mayor on these issues also ensures the relevance of committees.

- In the Administration meeting, committee leadership asked for more support. Joe asked to define what support would look like. Discussion surrounded committee leadership needing to become more familiar with their enabling legislation, having a clear City communications policy, and standard operating procedures/guidelines for committees and their leadership. Next steps include the committee leadership submitting what sorts of guidance they'd like to see to the Administration.
- Administration meeting also included discussion of putting a liaison from TRUTH onto HRAC and one from HRAC onto TRUTH to encourage inner support of committees. Boni Rychener volunteered to be TRUTH's liaison. Amber asked Boni to submit her letter of intent, which she did.
- Amber brought up that TRUTH has \$500 to spend and asks the committee for a general idea of how to spend this money up. The committee would like to see a split between combined outreach events and branding for the committee. Kenisha points out that the City can provide free marketing for any outreach/events/recruitment that the committee wants, so the money should be spent on supplies. Amber brought up that the City can do free marketing on social media, but this money could help push more targeted marketing, like a radio advertisement.
- Amber pitched that the next outreach initiative could be a hoodie design contest where TRUTH asks for community submissions of artwork for official committee hoodies. Joe points out that there should be a default plan that the City's graphic designers could make a design, should the initiative not get great submissions.
- Discussion on how official TRUTH-branded gear could turn into profit generation, allowing for scholarships, grants, donations, or giveaways from the committee.
- Amber will be reaching out to the City Communications director and Emily for a request to spend their money.
- Amber discusses strategies for TRUTH and HRAC to solidify individuality and connect their power. Suggests exploring a joint annual event, similar to the existing Peace Fest. Committees want to plan a "Rights" festival to include different cultures. Joe suggests bringing in the Blending Cultures Society. This would be more of an educational opportunity rather than entertainment. Amber will put this on the next agenda and will invite HRAC members to attend the meeting. Says to anticipate the next meeting being a working session to start planning this event.

4. Upcoming Events/Announcements

- Kenisha's coat drive with Fruitland PD/City Hall continues until October 24th, with distribution on the 25th. Crisfield coat drive continues until end of October with distribution the first week of November. Kenisha's campaign kickoff for the Board of Education is on November 7th at the Salvation Army from 6-7 pm. Open to all and there are volunteer opportunities available. Kenisha attended NAACP gala.
- Joe sent an email to committee about his upcoming course at SU. Discussed ideas for the course with committee member Carleigh. He'd like to dedicate 3 weeks specifically to the Eastern Shore. Asked members to provide ideas on guest speaking or other ways the committee and class could benefit from each other. The course will be Wednesdays 5:30-8 pm in the Spring semester.

The meeting was adjourned at 6:58 PM.