

TRUTH Committee Meeting Minutes

Date: Friday, February 18, 2026

Time: 6:00 PM (Meeting called to order at 6:04 PM)

Adjourned: Approximately 6:58 PM

Location: Government Office Building Council Chambers, 125 N. Division Street, Salisbury, MD

Committee Members Present:

- Amber Green, Chair
- Kenisha Le’Cole, Vice-Chair
- Kat Savoy, Member
- Sophia Peters, Member / HRAC Representative (via Zoom)

City Liaison Present:

- Caroline O’Hare, City Liaison

City Council Representative Present:

- Melissa Holland, City Council Representative

Members Absent:

- Carleigh Jones, Member
 - Joe Venosa, Member
 - Muhammad Khan, Member
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1. Call to Order & Quorum

- Chair Amber Green called the meeting to order at 6:04 PM once quorum was confirmed.

2. Approval of Prior Meeting Minutes

- January Meeting Minutes
 - A motion was made (Kenisha) and seconded (Kat) to approve the January meeting minutes. Motion passed (no objections noted).
- February Special Meeting Minutes
 - A motion was made (Kenisha) and seconded (Kat) to approve the February special meeting minutes. Motion passed (no objections noted).

3. Core Values Selection & 2026 Vision Statement Planning

- The Committee reviewed the previously discussed list of values (including safety, respect, inclusivity/representation, collaboration, community engagement, healing, reconciliation, equity, justice, transparency, truth, learning/growth, open-mindedness, willingness to hear critique, dialogue, advocacy, perseverance).
- Following discussion and a motion/second, the Committee agreed to adopt five core values to guide 2026 planning:
 - Collaboration
 - Respect

- Healing
- Reconciliation
- Equity
- Vision Statement Themes - Members discussed a 2026 vision centered on:
 - Creating spaces where residents can be “comfortable with discomfort,” especially in conversations about race, history, and lived experience.
 - Building “true community,” recognizing that meaningful progress requires sustained engagement—not only occasional outreach.
 - Working toward a larger community-centered gathering (described as a welcoming, culturally inclusive event) as a potential long-term outcome—after relationship-building and community trust are strengthened.
 - End Goal: A large scale community event (similar to Salisbury Festival, with rides and games) hosted by the TRUTH Committee.
- Amber will draft three (3) vision statement options and circulate them to the Committee (potentially via email/Google Form) for review and a vote prior to the next meeting.

4. Community Engagement: Resuming “Truth Tours”

- The Committee agreed to restart community-based “Truth Tours” as a structured way to hear from residents, build relationships, and inform future recommendations.
- Truth Tour Approach - Hold topic-based community meetings approximately every other month, alternating locations to engage different parts of the community.
- Meetings should include:
 - A presentation component related to the topic (March- PAB, May-Housing, July-Youth)
 - A public input component
 - Clear “housekeeping”/guidelines to support respectful participation and psychological safety
- Locations (Planning)
The Committee discussed attempting to alternate between VFW (pending confirmation) and Truitt Street Community Center (pending confirmation)
- Timing & Format - The Committee discussed extending Truth Tour meetings to 90 minutes to allow adequate time for presentations and public input.
- Public Input Method - To address concerns about retaliation and comfort with speaking publicly, the Committee agreed to implement anonymous comment/question collection (e.g., a comment box). Questions/comments would be read aloud during the meeting. If time does not allow all questions to be addressed, remaining questions will be carried forward to the next meeting.
- Follow-Up and Accountability - The Committee agreed that unanswered questions from a Truth Tour should be addressed at a subsequent meeting and captured in meeting minutes, creating a

consistent public record and encouraging continued community participation.

5. March Presentation Planning: Police Accountability

- The Committee discussed scheduling a presentation involving the Police Accountability Board and the Salisbury Police Department, including the possibility of participation by the Chief of Police.
- Update from Amber regarding County Executive participation
 - County Executive Giordano declined to attend; an alternate contact (Jessica Lewis) was provided.
- The Committee agreed to invite Jessica Lewis (LMB) to present in March, including discussion of the membership selection process and outreach recommendations.
- Additional Opportunity - The Salisbury Police Department has offered the Committee the opportunity to participate in a Citizens Police Academy (described as a multi-week program covering policies, training, and procedures).
- Note on Facilitation - Members emphasized that Truth Tours and public forums may involve heightened tension. The Committee discussed the value of conflict resolution training and facilitation preparation to maintain a safe space while allowing honest dialogue.

6. Communications & Public Engagement Tools

- The Committee discussed improving how residents access updates and materials, including: Exploring an email distribution list for meeting minutes (feasibility to be considered in coordination with administration) and encouraging members to use their personal networks to promote meetings and participation.

7. Announcements & Community Updates

- Kenisha shared highlights from the Frederick Douglass 208th birthday commemoration in Easton.
- Kat shared information about the launch of the African American Museum of Crisfield, including a Black History Month Soul Food Sampling event at the Crisfield Pride Elks Lodge (next Saturday, 2–5 p.m.).
- Members were encouraged to attend Black History Month events and other community events as representatives of the TRUTH Committee, take photos, and share them with the group for promotion.

8. New Business

- Secretary / Minutes-Taking - Per administration requirements, the Committee must appoint a Committee Secretary to take minutes moving forward.
- Kat volunteered for the role of Secretary (no objections noted).
- Caroline offered to train Kat on the minutes process/templates.

10. Adjournment

- A motion was made to adjourn. The meeting adjourned at approximately 6:58 p.m.

Next meeting is Wednesday, March 18, 2026 · 6:00 PM – 7:30 PM (date/time to be confirmed)

Proposed Location: VFW 821 W Main St, Salisbury, MD (pending confirmation)

Format: Truth Tour-style, topic-based meeting with presentation + anonymous public comment process.

Action Items Summary

Task	Responsible Party
Coordinate Truth Tour locations (confirm VFW and Truitt Street options; confirm March location).	Amber Green & Councilwoman Melissa Holland
Invite Jessica Lewis (LMB) to present in March re: Police Accountability Board.	Amber Green
Create/distribute marketing graphics and coordinate approvals for City social posting.	Amber Green
Follow up with City administration/Salisbury Police Department on scheduling a presentation and/or Citizens Police Academy participation.	Amber Green
Draft 3 vision statement options; distribute for Committee vote before next meeting.	Amber Green
Review and vote on vision statement options before next meeting.	All Committee Members
Review minutes-taking process/templates with Kat	Caroline O’Hare
Attend/represent at community events; take/share photos for promotion	All Committee Members
Plan topic-based Truth Tours every other month; finalize presentation + anonymous comment workflow	Amber Green
Prepare for public forum facilitation needs (anonymous comment collection, safe-space guidelines, potential conflict-resolution support).	All Committee Members