

City of Salisbury Human Rights Advisory Committee (HRAC)
Meeting Minutes

Date: Tuesday, July 7, 2026

Time & Location: 7:00p at Newton Street Community Center

Members Present:

- Natalie Saint-Phard – Chair (in person)
- Sophia Peters – Secretary, TRUTH Liaison (in person)
- Robert Kimble – Member (in person)
- Maria Sommer – Member (in person)
- Jennifer Berkman – Member (via Zoom)

Others Present:

- Caroline O'Hare – City Liaison (in person)
- Angela Blake – Council Liaison (in person)
- Muir Boda – Dir. of Housing & Community Development (in person)
- Molly Hilagoss – Habitat for Humanity (in person)
- Amber Green – TRUTH Committee Chair (in person)
- Gathering of approx. 20 community members

Members Absent:

- Demetria Marshall – Vice Chair
- Rachel Mitchell – Member

1. Call to Order

- Natalie called the meeting to order at 7:00p

2. Introduction

- Natalie opened up the meeting by explaining the goals of HRAC and the goals of the community meeting on combatting homelessness. Through this effort, HRAC hopes to gather information on public's thoughts on homelessness to guide the committee's advisement on the issue.
- Maria served as the meeting's moderator
- **Focus Question:** "What practical steps can Salisbury take -- right now and in the next two years -- to ensure everyone in our community has a safe, stable place to call home?"
 - *Salisbury* is defined as the government, citizens, landlords, local organizations, etc. The greater Salisbury area and all of its actors are included.
- Attendees were encouraged to write down 3-10 ideas on how to reduce homelessness in our city before splitting into small groups.

3. Public's Concerns about Salisbury Homelessness

- Agencies are receiving increasing calls from seniors regarding losing housing
- Code inspections (City? County?) are not accessible without court order

- Fees/financial barriers to renting, including meeting caps for housing assistance
- Conflations between housing accessibility and homelessness
- Vouchers offered by the Housing Authority are not being utilized
- Homeless population suffers from mental health issues, substance abuse, etc.

4. Public's Ideas on Reducing Homelessness

- a. Homelessness Bill of Rights
- b. Education for the Salisbury community
 - i. Resources in schools, specifically for parents of students & families experiencing homelessness
 - ii. Create more resources for senior community
- c. Introduce two paid positions for social workers that could work full-time to manage homelessness cases in the area
 - i. Equip social workers with needed resources
- d. Create a landlord registry, similar to the one in Fruitland
 - i. Require landlords to reduce barriers to housing
- e. Require yearly property inspections regardless of whether a tenant has vacated a property
 - i. Change code for property managers to get rental unit inspectors without court orders
- f. Create shelters similar to Ann Street, which appears to be most successful
 - i. Create more transitional housing in the area
 - ii. Expand Section 8 program
- g. Create specialized shelters for specific groups (i.e.: LGBTQ+, veterans, etc.)
- h. Make financial education and wraparound services more accessible to homeless community
 - i. Increase conversation surrounding obtaining foster youth housing vouchers
- j. Make trade work/education for accessible to increase employment opportunities
- k. Rental assistance
- l. Incentives for developers to invest in vacant housing
- m. Create clinics on-the-ground specifically for addressing mental health & substance abuse issues in homeless communities
- n. More collaboration between City & County to implement more resources

5. Summary & Conclusion

- The common themes after discussing potential solutions for addressing homelessness include the following:
 - a. Education & Resources
 - b. Mitigating Mental Health Issues & Substance Abuse
 - c. Systemic Issues (Landlord Issues, Barriers, etc.)
 - d. Housing and Shelter Supply
 - e. Governmental Assistance & Programs
- HRAC plans to have more community meetings in the future to continue developing solutions for addressing homelessness in the community.

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- Muir shares that a department intern is currently making an app to make available housing and shelters accessible to individuals at their fingertips.

6. Updates & Open Floor

- July 17: Third Friday

7. Adjournment

- Motioned by: Sophia Peters
- Seconded by: Natalie Saint-Phard
- Vote: **Adjourned at 8:26p**

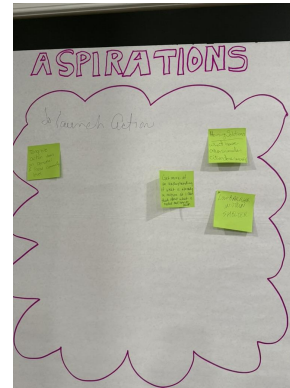
Next Meeting: Tuesday, August 4, at 6:00p at Government Office Building, Room 306

A Place to Call Home Community Forum Documentation - 7/7/2026

City of Salisbury Human Rights Advisory Committee

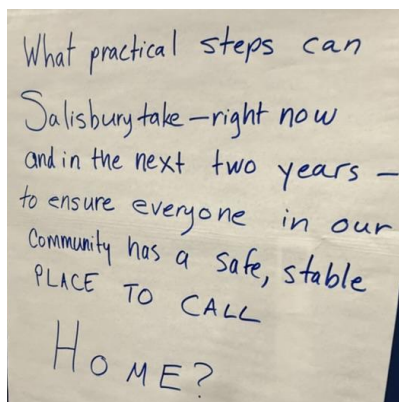
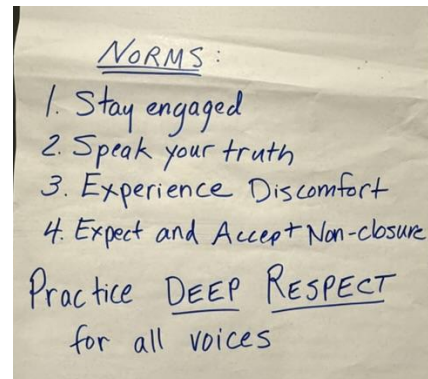
Aspirations:

- To launch action
- Tangible action items on personal and community levels
- Housing solutions - [What have other cities similar to Salisbury done successfully?](#)
- Low-barrier, in-town shelter
- Get more of an understanding of what is already in motion so I can think about what is needed and how to help



Norms:

- Stay Engaged
- Speak Your Truth
- Experience Discomfort
- Expect and Accept Non-Closure
- Practice Deep Respect for All Voices

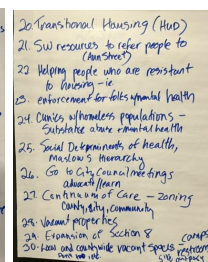
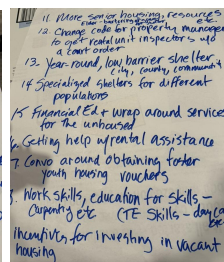
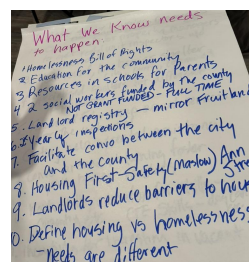


Focus Question:

What practical steps can Salisbury take - right now and in the next two years - to ensure everyone has a safe, stable Place to Call Home?

What We Know Needs To Happen:

1. Homelessness Bill of Rights
2. Education for the community
3. Resources in schools for parents
4. 2 Full-time Social Workers to facilitate wrap-around services with full salaries and benefits. NOT grant-funded
5. Landlord registry - mirror Fruitland and the county
6. Bi-yearly inspections of rental properties
7. Facilitate conversations between the city and the county
8. Housing First - Anne Street - Safety (Maslow)
9. Landlords need to reduce barriers to housing (i.e. deposits, background checks going back so far, etc.)
10. Define housing vs homelessness - the needs are different
11. More senior housing and resources, elders providing housing in exchange for services - driving, meals, etc.
12. Change code for property managers to get rental unit inspectors without a court order
13. Year-round, low-barrier shelter for city, county and community
14. Specialized shelters for different populations
15. Financial education and wrap-around services for the unhoused
16. Getting help with rental assistance
17. Conversation around getting foster youth housing vouchers
18. Work skills education (CTE) for the homeless population - carpentry, daycare, etc.
19. Incentives for investing in vacant housing
20. Transitional housing (HUD funding is available)
21. Social Worker resources to refer people to
22. Helping people who are resistant to housing
23. Enforcement for folks with mental health issues to get treatment
24. Clinics for homeless populations (substance abuse, mental health)
25. Focusing on Social Determinants of Health and Maslow's hierarchy
26. Go to City Council meetings - Advocate and Learn
27. Create a continuum of care - community, city, county
28. Convert vacant properties
29. Expansion of Section 8 housing/funding
30. Convert local and countywide vacant spaces to safe places for unhoused - sanitary facilities, camping, parking, don't throw away people's belongings



Themes we are seeing:

Support and Monitor Landlords For Improved Relationships and Opportunities

- Landlord registry - mirror Fruitland and the county
- Bi-yearly inspections of rental properties
- More Housing First Models - Anne Street - Safety (Maslow)
- Landlords need to reduce barriers to housing (i.e. high deposits, background checks going back so far, etc.)
- Expansion of Section 8 housing/funding

Provide Education For Various Stakeholder Groups to Build Capacity

- Education for the community
- Resources in schools for parents
- 2 Full-time Social Workers to facilitate wrap-around services with full salaries and benefits. NOT grant-funded.
- Financial education and wrap-around services for the unhoused
- Work skills education (CTE) for the homeless populations - carpentry, daycare, etc.
- More senior housing and resources, elders providing housing in exchange for services - driving, meals, etc.
- Social Worker resources to refer people to
- Go to City Council meetings - Advocate and Learn

Define Housing and Homelessness for Clarity and Understanding

- Homelessness Bill of Rights
- Education for the community
- Housing First - Anne Street - Safety (Maslow)
- Define housing vs homelessness - the needs are different

Create Infrastructure And Organization to Build Capacity

- More senior housing and resources, elders providing housing in exchange for services - driving, meals, etc.
- Change code for property managers to get rental unit inspectors without a court order
- Year-round, low-barrier shelter for city, county and community
- Specialized shelters for different populations Create a continuum of care - community, city, county
- Convert vacant properties
- Expansion of Section 8 housing/funding

- Convert local and countywide vacant spaces to safe places for unhoused - sanitary facilities, camping, parking, don't throw away people's belongings

Coordinate Health Resources for Safety and Well Being

- Helping people who are resistant to housing
- Enforcement for folks with mental health issues to get treatment
- Clinics for homeless populations (substance abuse, mental health)
- Focusing on Social Determinants of Health and Maslow's hierarchy

Develop Resources and Revenue Streams to Build and Sustain Solutions

- 2 Full-time Social Workers to facilitate wrap-around services with full salaries and benefits. NOT grant-funded
- Bi-yearly inspections of rental properties
- More senior housing and resources, elders providing housing in exchange for services - driving, meals, etc.

