

ECONOMIC DEVELOPMENT COMMITTEE

The Economic Development Committee met on November 29, 2017 at 2:02 p.m. with Mayor Christiansen presiding. Members present were Mr. Hare, Mr. Hudson (Acting City Manager's designee), Mr. Hugg, and Ms. Evans. Mr. Cole, Mr. Sheth, and Mr. Hammond were absent.

AGENDA ADDITIONS/DELETIONS

Mr. Hare moved for approval of the agenda as presented, seconded by Ms. Evans and unanimously carried.

Update - Starting a Small Business Incubator (Dr. Michael Casson - Delaware State University UCEDIT)

During their Regular Meeting of June 12, 2017 City Council approved the Committee's recommendations: 1) that there be a meeting held with the County to determine a path forward; and 2) entertaining the idea of participating in the Small Business Website Initiative.

Dr. Michael Casson, Director, Delaware State University Center for Economic Development and Trade (UCEDIT) advised that he had been communicating and working with Mr. Jim Waddington, Kent County Economic Development Office. He informed members that Kent County has an enterprise center with dedicated space for small business incubators. Dr. Casson advised that Delaware State University, specifically the College of Business and UCEDIT, is working with Mr. Waddington to provide small business development course work. He explained that the University of Delaware Small Business Development Center (SBDC) has agreed to provide an intro to business development course. He stated that the business incubator would provide a comprehensive course selection, noting that many of the courses will be required for the tenants of the incubator itself. Dr. Casson noted that they were looking to bring to the table certification workshops and classes, such as small business accounting, small business marketing, and getting a business online, and also provide a graduate and/or undergraduate intern to help manage the office in this space for the patrons. He explained that DSU had floated a Memorandum of Understanding (MOU) to Mr. Waddington and his group to review, specifically as it pertains to the intern. Dr. Casson advised they were proposing to provide approximately 12 courses to the tenants there and also to the general public and had sent this to Mr. Waddington to review. He stated that they were looking to start servicing the facility in February 2018. Dr. Casson indicated that he thought this was a great pilot facility and, as it seen how it pans out and what works and does not work, this would be a great opportunity to expand this initiative.

Mr. Kirby Hudson, Assistant City Manager, asked if those who would be taking these courses would be well past the business plan stage. Responding, Dr. Casson advised that, as part of the process, a review board will determine which companies are in the best position to take advantage of the space, where clients are with a business plan, and things of that nature. He noted that they would be looking to see how they can extend participants' capabilities and knowledge sets, specifically as they pertain to small business taxes, marketing, business expansion-type techniques, how to close deals, and other types of workshops.

Responding to Mr. Dave Hugg, Acting Director of Planning and Community Development, Dr. Casson stated that it was written into the current by-laws that those who utilize the space have to register for the course work. He noted that the course work has to be defined. Mr. Hugg indicated that he thought this was critical, and Dr. Casson agreed, noting that the initiative is a great extension to Kent County

Open for Business, since it is open not only to tenants of the incubator but also to the general public. He stated that there would potentially be registration across the board, not only in the City of Dover and Kent County but further down.

Mr. Hugg noted that one (1) of the things that had been heard in various meetings was that technical assistance in a variety of forms is one (1) of the most significant gaps for businesses that are looking to expand, and there is a need for ways to get assistance to them, whether tied to an incubator or in some other form. Dr. Casson indicated that this gap happens across the board in many areas and is always about coordination. He noted that DSU's upper-level marketing course and MBA graduate marketing course are prime examples of how the University can leverage what it is doing and vice versa. Dr. Casson advised that the professor requires students to work with local or not-so-local businesses and support their marketing plan development. He stated that this is not currently coordinated, so with an incubator in Kent County and in the City of Dover, these efforts can be coordinated so they can target businesses here and create a greater impact for the local economy. Dr. Casson advised that this would not only further the plan to facilitate the workshops but also allow DSU's MBA and upper-level students and faculty to support participants in the actual implementation of marketing plans, business tax, and accounting practices.

Ms. Evans expressed her understanding that the incubator would be looking at businesses that are already established. She noted that feedback had been heard that people do not even know how to get to that step and do not know what plans are available to help them within the City, County, and the State, such as what kind of rebates they can get and how to go about this. Ms. Evans asked if the incubator would provide services at this level or past it. In response, Dr. Casson stated that the University of Delaware (UD) is offering intro business development course work for those businesses who do not have experience pertaining to what networks to touch and the processes and steps involved in starting a business through the SBDC, which is based at UD. He stated that he was uncertain about the frequency of this course.

Ms. Evans asked if UD has the same type of incubator or if they refer people to the program Dr. Casson was describing. She asked if someone who starts at the intro level at UD can move on at UD and why they would move to this program. Responding, Dr. Casson explained that representatives from UD are coming to Dover to provide the intro business development course for stakeholders here, and this is the only course that UD provides at the incubator at Kent County Levy Court. He noted that the SBDC has representatives for Kent and Sussex Counties and Ms. Danita Thomas will come as the representative. Dr. Casson stated that DSU would take the next step and go deeper into specific areas of small business development.

Mr. Hugg asked if Kent County's Open for Business process was the primary intake mechanism for the incubator's clients. Responding, Dr. Casson advised that he thought this process was a great springboard to attract clients; however, he felt that they would have to market the incubator's additional services. He noted that business services there would be tied not only to the incubator but also to the general public, which would potentially gain it more steam.

Mr. Herbert Konowitz, Vice Chair, Dover Interfaith Mission for Housing, stated that he had worked with Mr. Waddington a long time ago on this. Mr. Konowitz noted that he had also been involved with the SCORE Association for going on 12 years and had received an email this morning from Ms. Joan Cote, Executive Director, Downtown Dover Partnership (DDP), who wanted to know how SCORE can help the City. Mr. Konowitz advised that this could all be tied together, noting that he could lead his clients to the incubator.

Dr. Casson stated that some of the internal conversations at the College of Business as well as those with Mr. Waddington, had involved a team teaching approach and working with the Central Delaware Chamber of Commerce (CDCC). He explained, for example, that a small business tax course could include experts in housing who could team teach with a local business owner or expert in the area to provide more applied knowledge and insight to clients.

Mr. Konowitz noted that Mr. Frank DeSantis, a SCORE counselor who ran the incubator for the New Castle Chamber of Commerce for approximately four (4) or five (5) years, had recently retired and was available. Dr. Casson stated that he had spoken to Mr. DeSantis. Mr. Konowitz advised that there are some talented people who would be involved.

Mr. Hudson indicated that he had thought that the incubator would be the next step for those who had already passed through a litmus test and had a business plan; however, it appeared that it would start from the very beginning and was for anyone who wanted to go into business for themselves. Dr. Casson stated that entrepreneurs would be vetted for their viability or ability to move into the incubator space, noting that there is a threshold to receive consideration for this. He explained that one (1) potential client had spoken to him but was not quite ready, in the opinion of the counselor he worked with, to move into the space, possibly because of revenues or an inadequate business plan. Dr. Casson advised that there is a track for those who are being considered for the amenity of having space and also a track for individuals who are just starting their journey and will begin with the SBDC course offered by UD. Dr. Casson indicated that the courses offered by DSU would be more in line with the tenets of the incubator or could be for any other entrepreneur who may deem them fruitful, regardless of where they are in the process. He stated that someone coming in may not have started their business plan and may want to sit for a business tax course, and there would not necessarily be a prerequisite since they had not yet discussed prerequisite skills for sitting for a business tax course or workshop being offered.

Responding to Mr. Hudson, Dr. Casson advised that the courses would be free.

Mr. Hare asked if people wanting to start a business would get a space in the incubator. Responding, Dr. Casson stated that space would be provided to those who have some traction in their current business. He explained that the space would allow these individuals to have some legitimacy as a business, noting that it would provide a location to work from, to bring clients that they are trying to court, and to use as a conference area. Dr. Casson noted that the incubator would have wi-fi and xerox machines.

Mr. Hare stated his understanding that the incubator would be for those who have a business with no storefront and need an office and a place to set up shop. In response, Dr. Casson noted that they would have access to services and business education. Responding to Mr. Hare, Dr. Casson stated that DSU no longer had the Minority and Small Business Entrepreneurial Course (MSBEC) that Mr. Hare had previously taught in. Mr. Hare explained that participants in this program were taught how to write a business plan, start a business, and everything they needed to start a business. He indicated that it did not include having 10 businesses in the same area.

Dr. Casson explained, for example, that two (2) weeks ago he had a conversation with a friend who does taxes for small businesses and has a client with a janitorial service in Dover. He indicated that the cheapest office space this gentleman was able to find was approximately \$400, not including phone, internet, wi-fi, etc. Dr. Casson informed him of the incubator, and he saw this as a viable possibility since he could not continue to work out of his home because it was not efficient. He noted that this businessman's accountant was asking why he should move into another facility; however, it was a question of the viability and legitimacy of the company. Dr. Casson stated that it is hard to pass up the incubator's amenities that are offered at a discounted rate, such as space for as low as \$75 per month, \$10 for a business's own phone line inclusive of wi-fi, and access to the conference, training, and break rooms. Mr. Konowitz stated that this is a real bargain. Responding to Mr. Hudson, Dr. Casson stated that clients could receive their mail there as well. Ms. Evans noted that a class on how to start a business was being offered every month; therefore, they are starting at the very entry level.

Ms. Evans asked what Dr. Casson wanted from the Committee and if he just wanted to make sure that members were aware and would push people toward the platform. Responding, Dr. Casson explained that he initially engaged the Committee when DSU was looking at an incubator for the City, potentially downtown. He advised that, at that point, there had been conversation around what the County was doing and potentially leveraging that partnership and the traction that they already had. Dr. Casson noted that it was agreed that he would move forward in speaking further with Mr. Waddington about where Kent County was in the process and potentially partnering. He indicated that he had come back to report to members where they were in the process.

Mr. Konowitz noted that it would be very important to get people in initially to get the program moving because they do not have anyone yet.

Dr. Casson stated, in regard to the cost, that the University Center is funded through U. S. Commerce and the funding to pay the instructors will come through the University. Ms. Evans thanked Dr. Casson for his support.

Responding to Mr. Hudson regarding the maximum number of people the incubator could hold, Dr. Casson noted that the training area was large. Ms. Evans stated her understanding that the number would depend on how much space each person is taking, noting that spaces are \$75 up to \$225. Dr. Casson indicated that the number would be determined by the configuration and how many \$75 spaces and how many \$225 spaces are taken, since there are cubicles.

Mr. Konowitz noted that the County was anxious to get people in this space, which had been vacant for quite a while, and this is why they were moving forward. Ms. Evans noted that the space had been vacant since March of 2016 when part of County's recreation center moved to New Burton Road.

Mayor Christiansen asked Dr. Casson to keep members informed.

Business Incentives for Hiring the Homeless (Herb Konowitz)

Mr. Herbert Konowitz, Vice Chair, Dover Interfaith Mission for Housing (DIMH), provided a handout of a Diagram of the Adapted 8 level Hierarchy of Needs based on Maslow's theory (**Attachment #1**). He explained that the diagram reflected all the things involved in getting someone's act together if they are homeless. Mr. Konowitz advised that people who are homeless have to start at the bottom of the hierarchy and work upwards. He also provided an advertisement for DIMH (**Attachment #2**), noting that this advertisement had been run for the last two (2) days in the *Delaware States News* and explained everything that DIMH is presently doing.

Mr. Konowitz indicated that the big problems in hiring the homeless are their baggage and lack of education. He noted that DIMH has a number of people that do not even have their GED, which has to be addressed so that they can be hired, and some of these men cannot even write their own names.

Mr. Konowitz advised that DIMH had started an organization with eight (8) men whose job was to go around town picking up weeds that were generated from a lot of rain, and this was done at the request of Mrs. Donna Mitchell, Acting City Manager. Mr. Konowitz explained that it was worked out that DIMH would put these individuals on the payroll on the basis of \$10 per hour without taxes, everything was legitimate, and the City paid the shelter. He indicated that everyone was satisfied with this approach; however, the City ran out of funds because the project was not budgeted.

Mr. Konowitz explained that, if this type of work was to be done by DIMH in the future, it would have to be done by contract and be a permanent situation. He indicated that they had previously run into some serious problems because his men were ready to go to work and the individual who was in charge for the City had canceled the day's work because he had meetings. Mr. Konowitz explained that his people are interested in going to work and working as close as possible to a 40-hour week. He noted that this could be a tremendous boon to the City because DIMH would pay \$10 per hour and take care of all the taxes, etc. and DIMH might be able to fill the left when Mr. William Cooper, former Superintendent of the Grounds Department, left the City. Mr. Konowitz stated that he has a lot of people who really want to go to work. He advised that 60% of their men are coming out of prison for a myriad of reasons and the shelter's recidivism rate is less than 5%, whereas the State's rate is over 70%. Mr. Konowitz explained that DIMH works with these men and turns them around, noting that they are ready to go to work and want to get their feet on the ground. He indicated that DIMH can offer workshops given by SCORE as an incentive. He noted that there are three (3) primary workshops that would probably be tied in with the Kent County education program, explaining that these workshops include start-up and basic concepts for those who want to be entrepreneurs as well as business idea assessment. Mr. Konowitz stated that individuals can sign up for the workshops online and must pay; however, there will be no charge if they go through him and his two (2) counselors. He noted that they could put these men in a workshop situation and from there possibly get them involved with the Kent County program.

Mr. Konowitz informed members that a number of years ago, he and Mr. Eddie Perez, former City of Dover Downtown Coordinator, put together a program of workshops at City Hall, Mr. Perez contacted the people in the downtown area, and on the first night two (2) people came. Mr. Konowitz advised that there is a problem getting people into such programs and those who say they are going to come do not show up. He stated that he did not know if people are interested; however, the men at the shelter are definitely interested in going to work.

Mr. Hare stated that when you reach out to employers in town and find jobs for individuals, they do not show up, and when you go back to these employers, they refuse, stating that the individuals will not show up again. Mr. Konowitz advised that DIMH does not have that problem because the men are living under the shelter's domain. He explained that if DIMH knows that their clients have jobs, they get them out of bed, and these individuals go to work.

Ms. Evans stated that, looking at the newspaper, it seemed there were construction and hands-on jobs which sounded perfect for these men. She asked if there were transportation or other problems. Responding, Mr. Konowitz stated that transportation is a terrible thing.

Mr. Hare advised that there had been jobs within walking distance of the shelter at Westside Car Wash. Mr. Konowitz indicated that he had two (2) men working there right now. Mr. Hare stated that some people had started working, but half of the time they did not show up. He explained that he had gotten a job for an individual at McDonald's for \$10 per hour, 50 hours per week, a free meal; however, this individual stated that he was not going to work for McDonald's. Responding to Ms. Evans, Mr. Hare stated that he thought that benefits might have been offered by McDonald's after a time. He indicated that there may be some very good individuals; however, there are some who do not want to work, and Mr. Konowitz stated that there is no question about that.

Mr. Konowitz advised that DIMH's procedure is to give men 30 days to prove that they really want to get a job, and those who sit around and do not want to are put out immediately. He indicated that DIMH helps those who are looking for a job to find one. Mr. Konowitz noted that the average stay in the shelter used to be 90 days but had been reduced to 52 days. He explained that clients who are established in a job hook up with someone else in the shelter and DIMH moves them into an apartment, and this approach was working.

Ms. Evans asked what DIMH needed from the Committee. Responding, Mr. Konowitz indicated that he needed to possibly work with the City to employ some of these men doing menial jobs. Mr. Hudson noted that the City is not a social service agency and asked what Mr. Konowitz thought the City could do to help. Mr. Konowitz suggested there may be opportunities in the area that they had previously started on, such as picking up weeds, etc. He stated that, according to Mrs. Mitchell, there are a lot of jobs that could be done and she had mentioned painting curbs, which are in terrible shape now.

Mr. Hudson stated that there are a lot of maintenance-type things that could be done; however, the problem he foresaw is that most of this work is unionized. He indicated that, when talking about Public Works or code-related work, there are some people who would say that the City is taking away

union jobs and question why the City is doing this type of hiring instead of hiring another staff person. Mr. Konowitz stated that this was not the case with the weed situation, which was done as an outside contractor.

Mayor Christiansen asked what the ramifications of hiring would be and if private contracting is a good model. Responding, Mrs. Kim Hawkins, Human Resources Director, stated that the City's workforce is 85% unionized, and if the DIMH men come on board in regular positions, the union would say that this is work that the union does. She stated her understanding that the gentlemen who were with the City during the summer months worked on a temporary, short-lived, contract basis. Mrs. Hawkins advised that when someone is with the City for only for a short term and the contract is done, it is easy to defend this to the union. She indicated that someone who is brought on board as a regular employee would have to go through the entire recruitment process.

Responding to Mayor Christiansen, Mr. Konowitz stated that the program he was presenting would be as an outside contractor. In response to Mrs. Hawkins, Mr. Konowitz indicated that the work could be for a defined period of time. He explained that the problem they had when they were previously involved was that it was not a defined period. Mr. Konowitz stated that the City wanted DIMH to do the job and cover the entire City, they got into the project, and everybody was satisfied; however, after about six (6) or seven (7) weeks, the program ran out of money. He advised that it was explained to him that the City had used money that was initially supposed to be used for landscaping. Responding to Mrs. Hawkins, Mr. Konowitz indicated that he was unsure if this was for doing the flowers or other landscaping.

Ms. Evans indicated that it did not sound like this type of short-term work would be an option for DIMH men. She noted that they would not be put to work on a permanent basis, which would allow them to move on and get out on their own. Ms. Evans stated that it seemed more beneficial to build toward getting them placed and linked with the Delaware Transit Corporation (DART), if transportation is a problem. She noted that even if they were placed with the City in the spring due to the weeds that were growing again, this would only be for the short term.

Mrs. Hawkins stated that the only benefit she could see would be that the men would be gaining experience, which always looks good on a resume. She noted that if the gentlemen are reporting to work and get a three-week experience, hopefully they would learn something from City crews and not just be pulling weeds. Mrs. Evans stated that this could be landscaping experience. Mrs. Hawkins indicated that this type of experience could show that someone was diligent, reported to work on a 100-degree day, showed effort, and came every day.

Mr. Konowitz advised that if the work time frame was predetermined, whether for three (3) or five (5) weeks, participants would realize that this is the job, rather than being led to believe that it was going to be longer.

Referring to the DIMH advertisement, Mr. Hudson noted that it stated that DIMH's funding is very limited and they are looking for pledges of \$1,000 annually. Responding to Mr. Hudson, Mr. Konowitz stated that DIMH needs \$50,000 to sustain itself until the end of the year. He advised that DIMH receives \$13,000 per year from the State and does not receive funding from the County on a regular basis. He noted that they had asked the County for funds.

Ms. Evans advised that DIMH had been going along for years and asked if they had lost something. Responding, Mr. Konowitz indicated that they had lost a \$300,000 federal grant for re-entry. He stated that DIMH had used the grant, knowing that it was going to be over at this period of time, and they cannot reapply for this grant once it is over. Mr. Konowitz advised that they had applied for approximately 22 grants that were starting to come in now; however, grants are few and far between.

Mr. Hudson asked if it would be prudent for DIMH to establish its own business and employ these people if everything DIMH is trying to do has a labor flavor to it. He suggested using some of the funding to obtain a small bus or some vehicles. Mr. Konowitz indicated that this was not a problem and they could do this. Mr. Hudson advised that DIMH could be the subcontractor and, for example, cut grass for the school district or parks that the City cannot get to. He stated that a number of things could be done, noting that he had heard that landscapers sometimes have business that they cannot get to. Mr. Konowitz advised that DIMH is set up to work with landscapers and has a number of men who are trained in this field. He noted that the men are independent contractors who are paid directly, and DIMH does not enter into this, except to make the contact and make sure that the men go to work.

Mr. Hudson asked if it would be the responsibility of DIMH to help these individuals obtain their paperwork for W2s, etc. Responding, Mr. Konowitz stated that most people pay these individuals under the table, which he was trying to get away from.

Ms. Evans stated that DIMH could contract with companies that would pay DIMH, who would in turn pay the individuals. Mr. Konowitz indicated that they had not done this.

Mayor Christiansen asked whether there is a maximum time period for which the City could have an independent contractor once they sign a contract. Responding, Mrs. Hawkins stated that there are several definitions in the labor agreement that allow the City to contract out for an independent contractor, such as for efficiency and economics. She explained that these individuals would not be paid by the City of Dover. Mrs. Hawkins indicated that she envisioned using same type of agreement that they had previously, stating her belief that the men were paid \$10 per hour and the City was charged \$15 per hour. Mr. Konowitz stated that the rate was \$14 per hour. Mrs. Hawkins noted that the City currently has mowing contractors.

Mayor Christiansen asked if this was doable and if there are parameters in place for the sake of the City as well as the independent contractors. Responding, Mrs. Hawkins indicated that she was not the expert that could speak to this because the positions being discussed fall under Mrs. Sharon Duca, Public Works Director/City Engineer. Mr. Konowitz noted that he had worked with Mrs. Duca. Mrs. Hawkins noted that comments had been made that a supervisor was not available since and that maintenance went downhill since Mr. Cooper left, and she stated that those comments may need to be defended first by Mrs. Duca. She stated that Mrs. Duca should be involved in the conversation as to the work that can be done so that when the supervisor is not available, those who are hired as contractors know what their duty is for the day. Mr. Hawkins advised that typically contractors bring their own tools, so they would not be coming to the City's shop in the morning to get what they need to do their duties. Mrs. Hawkins explained that the City does not want to get into IRS regulations by controlling what contractors are doing, and if the City starts controlling what they are doing, they would then be employees.

Mr. Hudson advised that he had discussed with Mrs. Mitchell and Ms. Margery Cyr, Library Director and Director of Parks and Recreation, that it is difficult for the Public Works Department to maintain parks so that they look pristine rather than unkempt, especially when staff is low. He stated that there had been past discussion regarding whether a separate group, not necessarily under Public Works, should be charged with maintaining the parks.

Mr. Konowitz noted that Council President Slavin and Ms. Shelly Cecchett had involved him in something along those lines regarding a property on Route 13 and Martin Luther King Boulevard in front of the tire company. Mayor Christiansen advised that this was part of the Route 13 beautification. Mr. Konowitz stated noted that the contract was going to be up at the end of October and the idea was for him to take over the project. He explained that they had been talking about putting in water for sprinklers, lights, etc., there was a meeting with Delaware Department of Transportation (DelDOT), and nothing happened. Responding to Ms. Evans, Mayor Christiansen stated that the Greater Kent Committee owns this property.

Mr. Hare noted that DIMH has an executive director, house manager, two (2) case managers, and evening and night supervisors. Responding to Mr. Hare, Mr. Konowitz advised that DIMH has seven (7) paid employees and everyone else is a volunteer. He stated that their total operating expenses are \$300,000 per year, approximately half of which is payroll.

Mayor Christiansen thanked Mr. Konowitz for the presentation and suggested that he sit down with Mrs. Duca and Mrs. Mitchell and review the previous work that was done and what the needs might be for budget purposes in the spring.

Mr. Hudson stated that he appreciated what DIMH was trying to do and suggested that they become their own business as part of their program. He advised that this is not something that would happen overnight, but if they have their own equipment, become a contractor, and lend themselves out to do business, this could be a win-win for everybody. Mr. Hudson advised that DIMH would be paid and nothing would really be coming out of the City, and he noted that a lot of work is needed.

Mr. Konowitz asked what the possibility was of bidding on a City contract. Responding, Mr. Hudson stated that this would be a public bid. He indicated that in many cases there is a list of people who have asked to be notified and DIMH would be competing with everybody else. Mr. Konowitz advised that DIMH would be interested in this. Mr. Hudson stated that they would need equipment such as safety gear, goggles, gloves, machinery, etc., as well as insurance in case someone gets hurt. Mr. Konowitz stated that DIMH has \$3,000,000 worth of liability insurance. Mr. Hudson stated that he thought this approach would work and that there may be more people who want to help DIMH buy equipment as opposed to giving them money to pay individuals.

Responding to Mrs. Hawkins, Mr. Konowitz stated that DIMH deals only with gentlemen. He explained that approximately 60% of them are coming out of prison and the other 40% are from broken marriages, etc.

Mrs. Hawkins asked if most of these gentlemen were considered unskilled or if some of them had been, for example, electricians. In response, Mr. Konowitz stated that they do not have a lot of skilled men; however, they had obtained a job for one (1) of their clients, who is certified in HVAC, at Allen

Harim in Harbeson starting at \$28 an hour. He noted that another individual works at a portable shed business in Milford, noting that DIMH has some very talented people.

Mrs. Hawkins stated that alcohol had ruined the life of a gentleman who worked for the City years ago, ended up in prison with DUI's, and then went to DIMH. She explained that he was sorry for what he had done in life and was now successful. Mrs. Hawkins noted that another current City employee had been incarcerated but was now one (1) of the City's hardest workers.

Mr. Konowitz stated that DIMH has people living in their transition house. He advised that a number of their clients are sex offenders, noting that sex offenders are on tiers one (1) through five (5). Mr. Konowitz cited the example of one (1) such individual who was placed in as a custodian and DIMH was told that he was one of the best workers that the secretary at his place of employment had ever seen had ever seen. He noted that these are second chances for many of these people. Mr. Konowitz advised that they also have many people with alcohol problems and drug problems and there is no place in the area to send them.

Mrs. Evans stated that many of those who are incarcerated do not come out of prison clean. Mr. Konowitz advised that he has 14 people living in three (3) transition houses and would stake his life on these individuals. Responding to Ms. Hawkins, Mr. Konowitz explained that those who have proven themselves over the 52 days that they spent in the shelter can move into the transition house if there is a space available. He noted that they must pay rent of \$500 to \$600 per month, supply their own food, and are on their own. Mr. Konowitz stated that some are still on probation. He advised that one (1) resident who is close to 60 years old had been with them for nine (9) years and was very happy because DIMH had just gotten him off probation.

Mayor Christiansen stated that he encouraged Mr. Konowitz to talk to Mrs. Mitchell and the Public Works Department regarding the scope the City is working with and the equipment. Mayor Christiansen stated that he had told Mr. Konowitz that he would give him a weedeater and a blower and would follow through on this.

Mr. Hudson moved for adjournment, seconded by Ms. Evans and unanimously carried.

Meeting adjourned at 2:51 p.m.

Robin R. Christiansen
Chairman

RRC/JS/dd

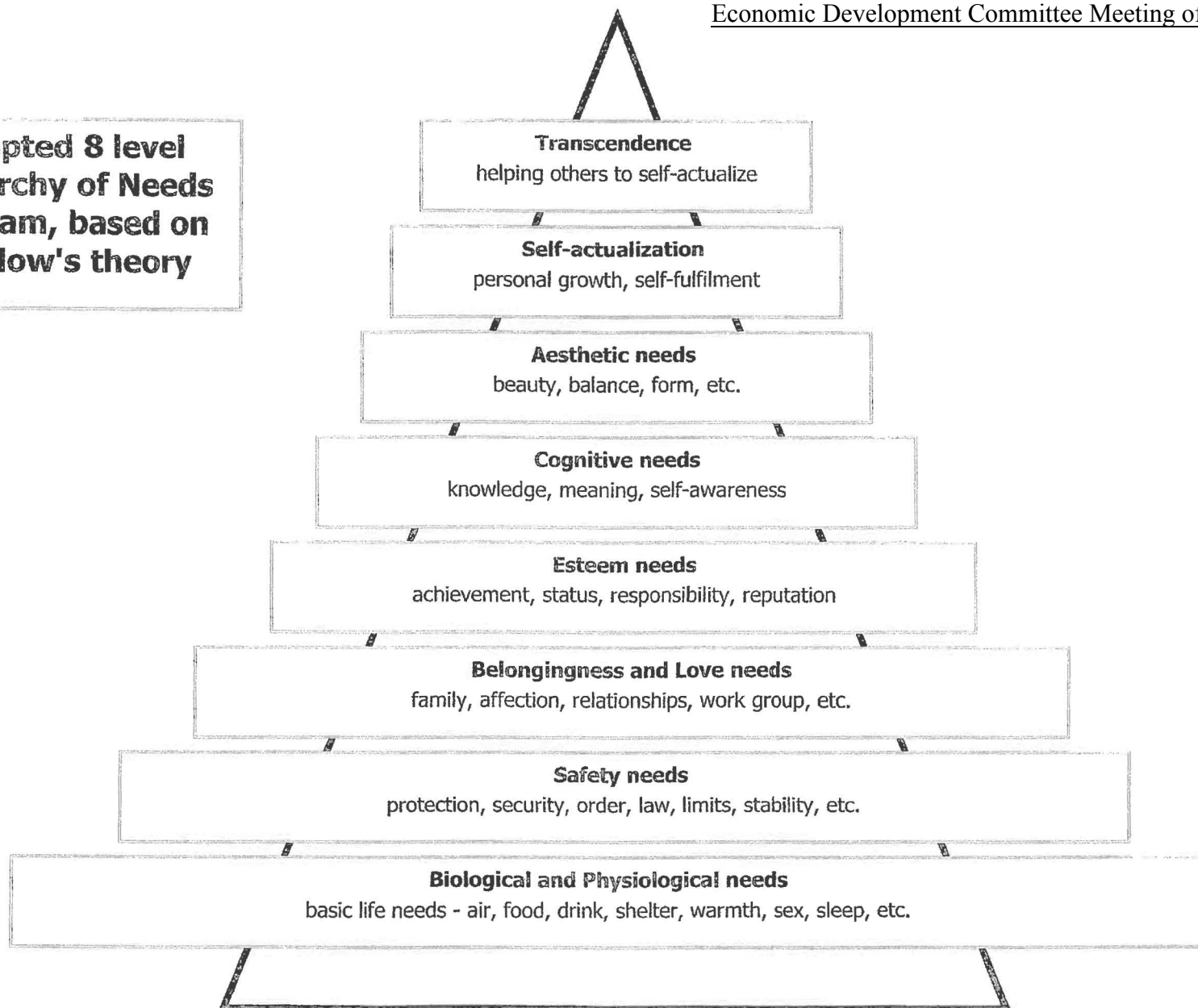
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Attachments

Attachment #1 - Handout entitled, "Adapted 8 level Hierarchy of Needs diagram, based on Maslow's theory", provided by Mr. Herbert Konowitz

Attachment #2 - Advertisement for Dover Interfaith Mission for Housing, provided by Mr. Herbert Konowitz

**Adapted 8 level
Hierarchy of Needs
diagram, based on
Maslow's theory**



© design alan chapman 2001-7 - adapted by persons unknown based on [Maslow's Hierarchy of Needs](#)

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DOVER INTERFAITH MISSION FOR HOUSING

Dover Interfaith Mission for Housing (DIMH) achieves results!

- More than 280 homeless men receive shelter and assistance each year to regain productive and purposeful lives.
- More than 2,200 have been sheltered since 2008.
- Over 70% of those sheltered secure employment.
- The work obtained puts more than \$3.5 million back into the Central Delaware economy yearly.
- Those unable to work are assisted to obtain disability income, housing, and stability.
- Over half of shelter residents are ex-offenders; but they achieve success after staying in the shelter.
- Efforts to work with ex-offenders reduce recidivism to nearly zero compared with statewide rate of 70%.
- Family life and health are restored among many who suffer from addictions and mental illness.



A 36-bed shelter and more than 40 beds of affordable supportive housing make it possible for men to move from homelessness to self-reliant lives.

Our team includes the following:

- An executive director, a housing manager, and two case managers provide core staffing.
- Evening and night supervisors ensure safety for all residents and volunteers.
- An active and engaged board provides significant management and oversight.
- Volunteers contribute more than 100 hours of professional services weekly.
- Community and faith organizations prepare and serve over 12,000 plates of dinner annually on a food budget of zero.

Our daytime Resource Center serves those who continue to lack shelter:

- The Center is used as a mailing address for many who have no place of residence, enabling them to register for public benefits. 172 successful applications were processed.
- Shower and laundry facilities are available to meet personal hygiene needs.
- Computers and assistance help with job applications. 67% of job seekers found employment.
- Experienced volunteer personnel prepare resumes and provide employment counseling.
- Personal financial management training is provided weekly.
- Links with case management, local financial institutions, and all local services facilitate referrals.
- Access to meals is made possible through participation in a local network of providers including DIMH.
- 82 individuals have benefited from case management this year.
- 40 adults who were without a place to stay obtained housing or shelter.
- 81 adults secured birth certificates so that they may begin the process of stabilizing their lives.



Our housing helps to meet the shortfall in affordable units:

- Walt Bagley Hall provides 30 beds available to those with stable income after leaving the shelter.
- Additional houses are rented in the community, with rooms rented to former shelter guests.
- DIMH is working with the Mayor's Task Force and others to develop additional rental options.

Funding is very limited.

We seek pledges of \$1,000 yearly for a year or more from local sponsors. Can you be one of them?

Regular reports will communicate our results to you.

All donations are welcome.

Please send to DIMH at P.O. Box 1148, Dover DE 19903.

THANK YOU FOR YOUR SUPPORT!