



CITY OF BANGOR

City Council Workshop

Wednesday, Oct. 14, 2026 @ 5:15 PM

Paul Bunyan Room, City Hall, 73 Harlow St.

Agenda

- 1. City Manager Updates**
- 2. ACREIHR Training Recommendation** *(Memorandum attached)*
- 3. Warming Shelter Continuity & Funding** *(Memorandum attached)*
- 4. Homeless Advisory Committee – First Recommendation** *(Memorandum attached)*
- 5. Executive Session: 1 M.R.S.A. § 405(6)(E)-Consultation with Legal Counsel-Bangor Mall**

MEMORANDUM

To: Bangor City Council

From: Advisory Committee on Racial Equity, Inclusion, and Human Rights (ACREIHR)

Date: October 9, 2026

Re: Recommended Ethics Training for Councilor Wayne Mallar

Purpose

In response to the Ethics Committee's finding concerning Councilor Wayne Mallar and Section 33-5.1, *Unbiased Conduct*, the Advisory Committee on Racial Equity, Inclusion, and Human Rights has reviewed educational opportunities intended to address cultural awareness, bias, and ethical conduct in public service.

Our recommendations prioritize meaningful learning, personal reflection, and practical application, with particular attention to the responsibilities of elected officials serving diverse communities.

Primary Recommendation: Cross Cultural Community Services (CCCS)

ACREIHR recommends a customized training facilitated by **Cross Cultural Community Services (CCCS)**, a Maine-based organization specializing in cultural competency, equity, and inclusive practices.

CCCS offers tailored educational programs that encourage participants to examine personal assumptions, recognize the influence of bias, and develop skills for respectful engagement across cultural differences.

We believe an interactive, facilitated training would provide the greatest opportunity for meaningful reflection and learning directly applicable to Councilor Mallar's responsibilities as an elected official.

Proposed Training Details:

- **Provider:** Cross Cultural Community Services (CCCS)
- **Format:** Customized, facilitated training
- **Recommended Duration:** 90 minutes to 3 hours
- **Cost:** \$350 per hour
- **Estimated Total:** \$525–\$1,050

The Committee is working with CCCS staff to determine the appropriate duration and content to ensure the training addresses the concerns identified in the Ethics Committee's findings.

Website: <https://www.crossculturalcommunityservices.org/>

Secondary Recommendation: Creighton University

As an alternative, ACREIHR recommends relevant courses offered through **Creighton University's Lifelong Learning programs**, particularly its Inclusion and Belonging offerings.

Creighton provides online, self-paced educational opportunities addressing cultural humility, implicit bias, personal awareness, and inclusive leadership.

Relevant courses include:

- **Cultural Humility:** Developing self-awareness, accountability, and respect across cultural differences.
- **Perceptions in Practice:** Examining how assumptions and perceptions influence behavior and decision-making.
- **Perspective Taking:** Strengthening the ability to understand differing experiences and viewpoints.
- **Belonging vs. Not Belonging:** Recognizing how language and behavior contribute to inclusion or exclusion.

These courses offer structured learning with documented completion through individual course credentials. Courses may also contribute toward Creighton's broader certificate programs, subject to program requirements.

Should this alternative be selected, the Committee recommends identifying specific courses that collectively address the Ethics Committee's findings and require documentation of successful completion.

Website: <https://lifelong.creighton.edu/browse/leadership-management/inclusion-and-belonging>

Committee Recommendation

ACREIHR recommends the customized training offered by Cross Cultural Community Services as the preferred option. We believe facilitated discussion, individualized instruction, and opportunities for reflection provide the strongest foundation for addressing the concerns identified in the Ethics Committee's findings.

The Committee recognizes the value of accessible, self-directed learning and offers Creighton University as a credible alternative.

Ultimately, our recommendation is intended to support meaningful education and reinforce the standards of unbiased conduct, cultural awareness, and respectful public service expected of Bangor's elected officials.



CITY OF BANGOR

Jennifer Gunderman, Director
Public Health & Community Services
Phone: 207-992-4550

Jennifer.gunderman@bangormaine.gov

To: City Council

From: Jennifer Gunderman, Director Public Health and Community Services

Date: October 14, 2026

RE: Warming Shelter Proposal & Financial Support

Starting in November two warming shelters plan to start operations and one shelter plans to expand the number of beds. With support from MaineHousing funding, Bangor Area Homeless Shelter will offer five additional beds and The Brick Church will have up to sixty-five beds available each night. While the Mansion Church did not receive MaineHousing funds, they plan to open and offer up to twenty-five beds each night. Accumulatively, this totals up to ninety-five warming shelter beds a night.

Based on a sample of data from the 2025-2026 Bangor warming shelter operations, an average of eighty-five people stayed in warming shelters. On twenty evenings, over ninety people were in warming shelters and on eleven days over one hundred people. With approximately 50-60 nights at 15 degrees or colder, there is a need for additional warming shelter space on those evenings.

Bangor Public Health and Community Services (BPH&CS) is proposing that a warming shelter open on an as-needed basis determined by weather criteria. Using the MaineHousing average cost per bed for up to sixty nights, the total cost for operating an as-needed warming shelter is estimated to be \$106,000. This cost includes staff, utilities, cleaning, and other supplies. Together Place is interested and best prepared to offer this as-needed warming shelter. Potential sources of funding include heating assistance funding administered by BPH&CS (\$5,000), GA reimbursement (approximately \$11,000), and Community Development Block grant (\$90,000).

In addition, during a previous conversation, City Council agreed to support The Manna's request of \$7,000 and The Well's request of \$15,000 with non-opioid settlement funds. CDBG has been determined to be the most appropriate source of funding. Manna would be eligible for CDBG if repairs are not complete.

Staff are seeking direction from Council and will be present to answer questions.



OFFICE OF THE CITY MANAGER

CITY OF BANGOR

Carolynn J. Lear
City Manager

To: City Council
From: Carolynn Lear, City Manager
Date: September 14, 2026
RE: Advisory Committee on Homelessness – First Recommendation

The Advisory Committee on Homelessness has been meeting regularly on the second and fourth Tuesday of each month since their inaugural meeting in July. At the Committee's August 25th meeting, the Committee discussed issues around public-facing communication with a focus on how the City communicates about homelessness. The Committee noted that there is a lot of misinformation surrounding the topic of homelessness within the City, including a lot of inaccurate or incomplete information about what the City is doing to address the issue. The result of this discussion was a unanimous recommendation from the Advisory Committee that the City should formalize and effectuate a communications plan on the topic of homelessness with a focus on the following four areas:

1. What the City is doing to address homelessness;
2. Regular updates on the work of the Advisory Committee;
3. Highlighting success stories; and
4. Informing the public on how to get help with common issues or challenges related to homelessness.

This recommendation is highly aligned with conversations and decisions that Council has already had around the importance of communication to the public about City operations. As we have previously discussed, recent structural changes in the City Manager's Office have been made to create space for staff to focus more purposefully on communications and staff are currently formalizing a communications plan. We believe that this recommendation fits nicely with and should be integral part of that plan. However, appreciating that the Committee is Advisory in nature, we are seeking your input and approval of this recommendation before adopting it.