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Verweven Strategies proposes this work with the Human Rights Commission of the City of Grand Rapids, MN. Each project is a unique body of work and can be contracted accordingly.

Refreshed mission/purpose documents to guide Commission's work.

The City of Grand Rapids established the Human Rights Commission in 2004 to aid and advise the City Council in ensuring all citizens equal opportunity in those areas protected by law.

The mission and purpose for the commission have not been updated in recent memory. The context for the work of the Human Rights Commission is constantly evolving in response to forces within the Grand Rapids community and forces across the globe.

We propose supporting the development of a shorter term, practical vision grounded in what the Commission hopes to accomplish in the next 3-5 years. We will engage the commission in an discussion that does the following:

- Ensure the commission remains relevant, ensuring all citizens equal opportunity under the law.
- Unites and energizes commissioners behind a shared and renewed sense of purpose.
- Provides principles to guide commissioners in decisions about resources.
- Establishes foundation for work plan by addressing the question: What do we hope will be different in Grand Rapids in 3 years because we do this work?

Budget – \$1500 (10 hours @\$150 (discounted from \$175), 3 hours donated)

Planning – 5 hours

Meeting – 4 hours (includes set up and take down)

Notes – 4 hours (includes time for language revision if needed)

Support development of a framework for analyzing issues brought before the commission

The mission of the Human Rights Commission is broad. The commission seeks to better focus their work, given their limited capacity. The commission currently lacks a processes that allow them to focus their work and clearly articulate priorities.

Verweven Strategies proposes supporting the Commission chair in the development of processes for determining when and how to engage on specific Human Rights issues facing the City of Grand Rapids. The processes will include clear and transparent decision-making

procedures and a framework for planning to achieve objectives. When the processes are implemented, the residents of Grand Rapids will more clearly understand the commission's work and priorities.

The completed process will allow the commission to rate specific issues brought before them on a scale of "monitor, support, advocate, or lead". This process provides a way for the commission to consider issues of urgency and capacity when engaging in their work.

Budget – 10 hours of Pro Bono work completed in the fall of 2025.

Support implementation of Framework

In 2026, Verweven Strategies will support the work of the commission in implementing the developed framework through a series of work sessions and community meetings.

We anticipate this to be 20 hours of work. 10 hours at my discounted rate of \$150 per hour and 10 hours pro-bono.