

SUMMARY OF MATTHEW'S HOUSE (MH) GOOD NEIGHBOR PLAN

Page 1 is the City's ordinance on the requirements for a Good Neighbor Plan (GNP).

Page 2 is part of the GNP as it relates to mitigation factors.

Pages 3-5 are Matthew's House's response / GNP.

In response to Matthew's House's GNP:

#1 – This answer is insufficient in determining what measures MH uses to prevent crime.

#2 – This is false, if you drive past their current building at 766 7th St NW, you will see lots of trash and other belongings that sit out for multiple days... clothes racks, pallets, cardboard boxes, etc. Also, according to our survey, the current neighbors of MH have responded saying they cause trash issues; if MH was truly picking up garbage in the neighborhood on a **daily** basis, the current neighbors would not have an issue.

#3 – The GRPD call log data for MH shows that it doesn't matter the season, and that MH has historically been unsuccessful at preventing disturbances. Furthermore, by asking people to "move along to another location" is simply putting their issues further away from their building and into the neighborhood/businesses.

#4 – This answer is vague and doesn't help to understand when or how this prevents issues from arising.

#5 – Is a sufficient answer.

#6 – I have found Pastor George doesn't want to face complaints or concerns. I've tried to voice concerns, I've indicated my objection to MH moving to Leonard St. and not once has Pastor George addressed them. MH has also taken a very minimum approach to neighborhood outreach, including not promoting the meeting that occurred at the West Grand Neighborhood Association. Only notifying residents within 300 feet which is the minimum required by the City, resulted in very few people being notified. The meeting at West Grand was not very publicly announced either.

7 – I would dispute this fact, as in their own handbook they do not employ people who live with a girlfriend if they are not married. A clear violation of the City's Human Rights / Anti-Discrimination ordinance. (applicable sections of MH's handbook and City ordinance are attached for convenience)

#B1 – Matthew's House plans to expand their hours by opening one hour earlier each day than what they do now. The adverse effects on the neighborhood are great and vary from increased crime, to sex offenders, to loitering and disorderly people, to trash issues, and more.

#B2 – This response from MH clearly shows they are not even aware (or don't care to admit) just how much law enforcement involvement they cause. They average 0.78 calls to police PER calendar day. If we look at the average calls per day that MH is open (Monday through Friday) that number jumps up to 1.09 calls per day. What other house or business has roughly one call to the police PER DAY?! Furthermore, MH's response indicates that they resolve some issues without calling out the police, which shows that there are many more issues that happen at Matthew's House than just what is listed on the police call logs.

#B3 – Is just plain false. There are numerous studies that show that crime and sex offenders have a major effect on desirability and values of nearby properties. Matthew's House has both 1) a large increase in crime (in fact they have over a 600% increase in crime per capita than the entire West side service area) and 2) sex offenders registered to MH's address, people convicted of horrible things involving children. Their proposed use has major adverse effects of the stability, desirability, and value of the surrounding properties and neighborhood as a whole.

D. *The Good Neighbor Plan (GNP).*

1. *Purpose.* The purpose of the GNP is to identify and propose measures to reduce potential negative impacts on nearby residents and businesses by specific uses. The coordination and collaboration of owners or operators with interested parties both before and after the development or licensing process allows for a proactive approach to create a positive working relationship between the community and the applicant by requiring the formulation of a written implementation program. This Section provides a consistent method of addressing issues and likely areas of concern.
2. *Applicability.* Any land use specifically required to submit a Good Neighbor Plan (GNP) shall comply with the following provisions.
3. *Additional Special Land Use information.* In addition to the Use Regulations of Article 9, a Special Land Use application must include all the following:
 - a. *Good Neighbor Plan.* A written implementation program containing the items listed below.
 - i. Measures to ensure proper crime prevention and awareness training.
 - ii. Training in the handling of State-regulated substances, where applicable.
 - iii. Litter control.
 - iv. Loitering control.
 - v. Trespass enforcement.
 - vi. Landscape maintenance.
 - vii. Neighborhood communication.
 - viii. Statement attesting to compliance with the City's anti-discrimination policies and ordinances related to hiring, housing, and public accommodation practices, as applicable.
 - ix. For marijuana facilities, a Marijuana Industry Voluntary Equitable Development Agreement (MIVEDA), if offered and incorporated into the application in accordance with Article 9 Use Regulations, [Section 5.9.19](#) Marijuana Facilities.

- b. *Mitigation.* Some uses by the nature of the activities occurring within, on, or around the subject property may create adverse effects on the neighborhood, business, or industrial district, or any area in which the facility is situated. Potential effects associated with operations, and opportunities to mitigate those effects, shall be taken into consideration in the development of a GNP, Special Land Use, and Site Plan Review request. Considerations shall include the following.
- i. The adverse effects, if any, that the hours of operation of the proposed establishment will have upon neighboring properties, with special attention to noise, odors, litter, loitering, parking, and glare from exterior lighting or headlights on nearby residential properties.
 - ii. The amount and degree of law enforcement activities which could reasonably be anticipated to be generated by the proposed establishment, both outside and inside, with special emphasis upon noise, calls for service, trespass enforcement, parking, traffic, and vandalism.
 - iii. Whether the proposed use makes adequate provisions to eliminate the potential for adverse effects upon the stability of adjacent areas by depreciating the desirability of the property or nearby properties by the placement of the use; or, conversely, escalating rents or property values that could displace residents or businesses and how the requested use might reasonably protect the surrounding area so as not to have an adverse effect on values and existing residents and businesses.
 - iv. How the proposed use balances mobility options so as ensure increased access and opportunity for those who might not own or be able to operate a vehicle, and to avoid an excessive parking burden or increased congestion in the general area.

Good Neighbor Plan for Matthews House Ministry

1. Our goal at Matthew's house ministry is to create a safe environment for those we minister to and those in our neighborhood surround us. We have cameras on the outside and interior of the building to monitor activities. We also have staff that are trained on how to handle and deescalate situations as they arise.
2. Litter control is done by staff on a daily basis to walk the blocks surrounding the ministry to look for and remove trash that has been left by individuals who have received services. This goes for around our building also.
3. Loitering is also controlled by trained staff on how to approach and ask people not to congregate and move along to another location without causing disturbance around our building. We plan to have activities for individuals to participate in to keep them busy indoors which will cut down on loitering.
4. Trespassing enforcement is done to individuals who are not complying with our rules and have caused a disturbance in and around our buildings and property. They can be banned for life or sometime a weeks depending on the violation. They are not allow on the premises until we allow them to return or they will be charged with trespassing and if they do not leave we have them removed by Grand Rapids Police.
5. Landscape maintenance is done by either volunteers or staff to make sure the premises are well maintained and pleasing to the neighborhood surrounding us.
6. Neighborhood communication is done with an open door policy that we want to handle complaints and be able to address problems before going to the neighborhood association or the city. Our information is public and a text or email, in person problem will be address and hopefully resolved.
7. We as a ministry have complied with the city's anti -discrimination policy for hiring , housing , and public accommodations practices. We respect and honor those who come through our doors and will work

together with them to attempt to better their living situations with respect and dignity. We have been doing this for 17 years already and will continue to.

B. Mitigation

1. We see very little if any adverse effects on the community or surrounding properties. We work at trying to run a very tight organization making sure that during our hours of operation that we have the crowd inside and outside are being under control and people are being respectful. We are open 8:30 am - 4:00 pm Monday through Friday after those hours we see the individuals leaving and returning to their places they are spending the night. Most of our individuals do not have cars so parking is not an issue. We work at making sure the noise level is not out of control and address the problems as they arise. The litter problems are addressed by daily walks through the community and picking up trash left by individuals.
2. Law enforcement is hard to predict because it depends on individuals who are causing disturbances. We work at keeping this to a minimum and deescalate the situations as best we can unless they will not leave the premises then we can law enforcement to remove the person. We do not expect a rise in calls because we are moving. We hope to see a decrease because we will have room to do structured activities that will keep them busy instead of loitering. We experience very little vandalism and traffic is at a minimum because many do not drive.
3. Our goal is to have the ministry be a blessing to the community by maintaining the building and grounds and keep disturbances to a minimum this should not have a negative effect on any of the property values. Since we

established in 2008 we have not seen any decrease in house or commercial buildings because of the ministry being in the neighborhood.

4. We will see very little increase in traffic or parking issues with moving the ministry. This new location has 24 parking places behind the building which will not effect parking on the street. The only cars coming would be staff or volunteers for the ministry.

Employee Conduct

It is the policy of Matthew's House Ministry that the employees maintain a high moral standard based on biblical principles.

The employee must:

1. Pass a drug test.
2. Maintain a plutonic relationship with the clients, other staff members and neighbors.
3. Not sustain a dwelling with a girlfriend, paramour/sexual partner outside of marriage.
4. Exhibit good moral qualities to the community at large e.g.; be honest, fair and peaceful with the neighborhood residents.
5. Not take-home items/donations without prior authorization from the ministry.
6. Use all work materials in their expected and intentional form unless authorized to do so.

Violations of these expectations may lead to a suspension or termination with or without a warning.

MHM's Diversity and Inclusion Principals and Performance Measures

Strategic Objectives: To support the realization of our vision and mission, we have established the following strategic objectives:

- *Diversity* - Improve the representation of women and minorities at all levels of the organization and integrate people with disabilities and Veterans.
- *Inclusion* - Create an inclusive work environment that fosters creativity and innovation and promotes colleague engagement through awareness and inclusive leadership skills training.
- *Communication* - Ensure that Diversity & Inclusion initiatives, actions, and results are transparent to all key stakeholders.
- *External Relations* - Engage various external stakeholder groups that support and serve MHM'S values.
- *Accountability* - Hold leadership accountable for Diversity & Inclusion goals and objectives.

Principles: Matthew's House Ministries strives to encourage and develop culturally diverse leadership in all we do. By doing so we improve the quality of life in the communities we serve and improve the effectiveness of Matthew's House Ministries' workforce. MHM respects and recognizes the significant benefits received from diversity such as may be expressed through racial, ethnic, religious, gender, cultural, disability, age, sexual orientation, gender identity and socioeconomic differences. The goal of diversity is achieved through awareness, education and positive recognition of cultural differences within the workplace.

AN ORDINANCE TO AMEND TITLE IX OF THE CODE OF THE CITY OF GRAND RAPIDS BY ADOPTING CHAPTER 175, ARTICLES 1-5, SECTIONS 9.935-9.953 ENTITLED "HUMAN RIGHTS."

ORDINANCE NO. 2019-_____

THE PEOPLE OF THE CITY OF GRAND RAPIDS DO ORDAIN:

Section 1. That Title IX of the Code of the City of Grand Rapids be amended by adopting Chapter 175, Articles 1-5, Sections 9.935-9.953 entitled "Human Rights."

TITLE IX – POLICE REGULATIONS

"CHAPTER 175 – HUMAN RIGHTS"

ARTICLE 1 - GENERAL PROVISIONS

Sec. 9.935 - Statement of Public Policy

It is hereby declared to be contrary to the public policy of the City of Grand Rapids (City) for any person to deny any individual the enjoyment of civil rights, or for any person to discriminate against any individual in the exercise of civil rights because of actual or perceived color, race, religion or creed, sex, gender identity or expression, sexual orientation, national origin, genotype, age, marital status, familial status, medical condition, disability, height, weight, or source of lawful income (cumulatively known as protected classes).

Sec. 9.936 – Definitions

As used in this Ordinance, the following words and phrases shall mean:

1. Age: the length of time in years that an individual has lived
2. Agent: any person acting on behalf of an employment, housing, public accommodation, or public services entity
3. Bias: A tendency, opinion, or inclination that is preconceived, unreasoned or based on protected class status including, but not limited to, prejudice in favor of or against one person, or group compared with another, usually in a way considered to be unfair or based on stereotypes.
4. Bona Fide Occupational Qualification: a condition, characteristic, or factor which informs decisions and conduct with respect to a protected class in the area of employment when there are no less discriminatory means, but which is lawful, reasonable, necessary, and narrowly tailored to the safe, efficient, and standard operation of the employer, as further described in Sec. 9.939 below
5. City: the City of Grand Rapids, Michigan
6. Color: pigmentation of the skin
7. Complainant: a person aggrieved by a violation of a provision of this Ordinance who files a complaint with the Office of Diversity and Inclusion (ODI).

8. Conviction Record: the history of all criminal convictions of an individual in any jurisdiction, including time served in prison, jail, juvenile detention, probation, rehabilitation or diversionary programs, or placement on a sex offender registry
9. Creed: a system of beliefs, principles, or opinions that guides an individual's actions
10. Disability: a physical or mental characteristic of an individual which may result from disease, injury, congenital condition, or functional disorder, if the characteristic:
 - a. for purposes of employment, substantially limits one or more of the major life activities of an individual but is unrelated to that individual's qualifications for employment or ability to perform the duties of a particular job or position; or
 - b. for purposes of public accommodation, is unrelated to an individual's ability to use and benefit from a place of public accommodation or public service; or
 - c. for purposes of housing, substantially limits one or more of an individual's major life activities but is unrelated to that individual's ability to acquire, rent or maintain property

For the purposes of this Ordinance, disability shall include, but not be limited to, the use of adaptive aids, devices, or guides, but shall not include temporary impairments associated with drug or alcohol consumption

11. Discrimination: to make or refrain from making a decision, selectively furnish or withhold access, or act or threaten to act in an adverse way in the areas of employment, housing, public accommodation, public services, or other benefit, based in whole or in part on the actual or perceived status of an individual as a member of a protected class. Discrimination includes:
 - a. The use of facially neutral practices that have an adverse impact on members of a protected class
 - b. Harassment directed at a protected class; harassment does not need to be both severe and pervasive
 - c. Any act which results in unequal treatment or segregation of an individual
12. Employee: an individual performing lawful work for another person who does not share familial status with that person, in exchange for monetary compensation
13. Employer: any person compensating one or more individuals for the performance of work in a lawful business or enterprise
14. Equal: subject alike to all requirements, qualifications, conditions, and considerations that are not prohibited grounds of discrimination
15. **Familial Status**: an individual's position within the network of that individual's biological and legal relations within three degrees of consanguinity, or through marriage, adoption or other legal custodial relationship
16. Gender Identity or Expression: an individual's actual or perceived sex including identity, self-image, appearance, expression, or behavior, whether or not that identity, self-image, appearance, expression, or behavior is different from that traditionally associated with the individual's biological sex assigned at birth
17. Genotype: the genetic constitution of an individual
18. Harassment: conduct or communication directed at another individual intentionally for the purpose or effect of creating an intimidating, hostile, or

offensive environment with regard to employment, public accommodation, public services, or housing

19. Height: length of an individual's body as measured in feet and inches
20. Housing: any real property, building, structure, or portion thereof which is used or occupied, or is intended to be used or occupied, as the home or residence of one or more individuals. This includes, but is not limited to, a house, apartment, condominium unit, rooming house, housing cooperative, homeless shelter, hotel, motel, tourist home, retirement home, or nursing home
21. Marital Status: the state of being married, remarried, never married, divorced, or widowed
22. Medical Condition: all past or present physical or mental health diagnoses, treatments, and procedures an individual has received, associated symptoms and risk factors, and effects of such diagnoses, treatments, and procedures
23. National Origin: an individual's nation of origin, or the physical, cultural, or linguistic characteristics associated with that nation or a part thereof
24. Office of Diversity and Inclusion (ODI): the department of the City responsible for promoting diversity and ensuring compliance with civil rights laws
25. Perceived: the perception of a person who acts, but not necessarily the perception of an individual for or against whom the action is taken
26. Person: an individual, association, partnership, agency, organization, or corporation, public or private, including all employees thereof. The term, when applied to partnerships, associations, and corporations, includes members and officers
27. Protected Class: any group or status identified in Sec. 9.935
28. Public Accommodation: a facility, including a governmental entity or business, offering or furnishing goods, services, places, privileges, or advantages to the general public for purchase, consumption, use, or acquisition, including, but not limited to, hotels, motels, housing, restaurants, taverns, concert and entertainment venues, retail and service enterprises, public services, and certain educational institutions. Public services include those goods or services provided by the City in the public interest to the people living within its jurisdiction, either directly or under contract.
29. Race: the perceived status of human beings as belonging to distinct groups based on inherited characteristics primarily identified by skin color, and which is a social construct unsupported by the science of genetics
30. Religion: a particular system of faith and worship
31. Retaliation: Adverse action taken against the person who filed a complaint or participated in a complaint investigation under the Human Rights Ordinance
32. Sex: the biological designation of male or female assigned at birth. For gender, see 16. above.
33. Sexual Harassment: a type of discrimination including, but not limited to, unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct or communication of a sexual nature when:
 - a. Submission to such conduct or communication by an individual is made a term or condition, either explicitly or implicitly, of obtaining employment, public accommodation, public services, or housing

- b. Submission to or rejection of such conduct or communication by an individual is used as a factor in decisions affecting the individual's employment, public accommodation, public services, or housing
 - c. Such conduct or communication has the purpose or effect of substantially interfering with an individual's employment, public accommodation, public services, or housing, or creating an intimidating, hostile, or offensive employment, public accommodation, public services, or housing environment
34. Sexual Orientation: an individual's sexual and/or romantic identity in relation to the gender(s) to which the individual is attracted, or the absence of such sexual and/or romantic identity
35. Source of Lawful Income: any legal source from which an individual obtains money
36. Weight: the body mass of an individual measured in pounds

ARTICLE 2 - PROHIBITED DISCRIMINATORY PRACTICES

Sec. 9.937 – In General

1. No person shall adopt, enforce, or employ any policy, requirement, qualification, practice, or factor which has the effect of creating unequal treatment or opportunities relating to housing, employment, public accommodations or public services on the basis of actual or perceived membership in a protected class as defined under Sec. 9.935 of this Ordinance, except as exempted under Sec. 9.944 of this Ordinance.
2. The prohibitions against discrimination as provided for in this Ordinance shall not be deemed preempted by state or federal law, but are intended to supplement such law.
3. This Ordinance shall be construed and applied in a manner consistent with the First and 14th Amendments of the U.S. Constitution and Art. I, §2 of the Constitution of Michigan regarding freedom of speech and free exercise of religion.

Sec. 9.938 - Discriminatory Housing Practices

1. The opportunity to purchase, lease, rent, sell, use, convey, and finance housing without discrimination on the basis of actual or perceived membership in a protected class as identified in Sec. 9.935 of this Ordinance is hereby recognized and declared to be a civil right.
2. The provisions of Chapter 160 of the City Code shall apply to discriminatory housing practices, including but not limited to those provisions governing discriminatory housing and financial practices, exceptions, blockbusting, and violations.
3. In addition to the exemptions contained in Chapter 160 of the City Code, the following considerations may result in exceptions to discriminatory housing practices:

- a. Safety. Any decision based upon the reasonable and well-substantiated belief that an individual's physical or mental health poses a serious threat to the health, safety, and welfare of the individual, other residents, or other persons
- b. Conviction Record. History of criminal conviction may be considered in housing decisions, although arrest with no conviction may not be considered. An outright ban on prospective tenants with a criminal background is prohibited. Landlords must carefully consider, on a case-by-case basis, the nature and severity of the crime, the age of the individual at the time of the crime, whether there have been repeat offenses, whether the individual maintained a good tenant history before or after the conviction, evidence of rehabilitation efforts, and whether the crime for which the individual was convicted may pose a demonstrable risk to the health, safety or welfare of other residents or persons (which would include manufacturing or distributing illegal drugs) or to property.
- c. Competence. Any decision which is based upon the reasonable and well-substantiated belief that an individual is incapable of satisfactorily fulfilling reasonable responsibilities associated with the housing arrangement
- d. The following are not legitimate exceptions:
 - i. The anticipated or actual objections of other residents, neighbors, or persons
 - ii. Mere inconvenience, less than an undue hardship, to a housing agent in procuring or providing reasonable aid to a member of a protected class to accommodate that individual's needs

Sec. 9.939 - Discriminatory Employment Practices

- 1. The opportunity to obtain employment and advancement opportunities without discrimination on the basis of actual or perceived membership in a protected class as identified in Sec. 9.935 of this Ordinance is hereby recognized and declared to be a civil right. No person shall discriminate against a current or prospective employee with respect to hire, tenure, terms, conditions, or privileges of employment, or any matter directly or indirectly related to employment, unless such act is based on a bona fide occupational qualification.
- 2. The City as an employer shall also be bound by the provisions of Sec. 1.150 of the City Code.
- 3. Bona fide occupational qualifications shall include:
 - a. Safety. Any decision based upon the reasonable and well-substantiated belief that an individual's physical or mental health poses a serious threat to the health, safety, and welfare of the individual or other employees or customers
 - b. Conviction Record. History of criminal conviction may be considered in employment decisions, although arrest with no conviction may not be considered. An outright ban on prospective employees with a criminal background is prohibited. Employers must carefully consider, on a case-by-case basis, the nature and severity of the crime, the age of the individual at the time of the crime, whether there have been repeat offenses, whether the individual maintained a good employment history before or after the