

# Exhibit A

**Comments - Affordable Housing**

Not doing enough about affordable housing. Lack of space to build on is just disappearing. We should be trying the mixed income housing. Incentivizing would help. Coops might be an option. Check into Enterprise & LISC for consulting services for Affordable Housing. McCarthur Foundation is interested in studies for affordable housing.

People are working pretty well together. The Housing Network is going better and listening to each other more.

The women who could get themselves focused in two years and overcome their issues is in a minority. Transitional to permanently supportive housing would be helpful.

Have observed positive support from community and neighborhoods for affordable housing development (specifically Crawford project).

Affordable housing can be improved, more housing located closer to amenities, have to go outside of city limits for available affordable housing

For the people they serve the biggest challenge continues to be affordable housing and being able to use the resources they have well. One of the things they would like to do is design housing to live as independently as their funds will allow them. Building something where there is a way to share staff. Create units where two people live together and share resources.

Looking for affordable land is difficult. No land banking allowed.

In the next five years would like to move people out of group homes into supportive settings. That will allow them to bring more people into the group homes

over next five years would like to see more permanent supportive housing developed along with affordable housing for families

Affordable Housing is headed in the right direction. The community needs to continue to focus on affordable housing. It seems that the Crawford House and Patterson Point projects are a success. If that is true, we need more. It is important that the faith based community continue to do the Winter Shelter and not the City. The City is smart not to get into pet causes to support, but shares funds competitively by setting priorities for needs and gaps.

Thinking of developing a not-for-profit with the Housing Authority to develop affordable housing - two keys are shelter and work.

Lower income older adults with 1-3 disabilities and are ambulatory need accessible affordable housing. This group is not as healthy as other older Americans. Currently 90% of the older Americans with disabilities are in nursing homes and only 10% are at home. It costs 50-150K to house them in a nursing home per year. With HOME BASED services the cost would be 80% less. In addition to cost savings, they would be healthier because they are not on an institutionalized schedule. Seniors could be more autonomous.

Bloomington needs another Patterson Point. More senior housing needed in the core of town. Need land donation and tax free bond issue to do this now since HUD has gone to mostly rehab projects.

Both units that are owned outright by Area 10 are cash flow positive. These low income seniors pay their rent on time. Lots of them are living in the nicest place they ever lived and are protective of their housing. They live non-disruptive life styles and are high functioning.

The financial crash of 2008 affected many of their clients. They lost their jobs so were not contributing to Social Security or were underemployed. They stripped their savings to help kids/grandkids who were also struggling. These are the persons that are renting from Area 10 and Area 10 units are 100% full at all times.

Seniors find the huge student housing complexes scary.

Housing services and HOPWA and moved them from PositiveLink to the Community Health Department has a housing services program run by Jill Stowers. Bringing Bridges on helped validate the Hospital's housing program. People access Bridges through Clinic Staff (social workers, psych, etc.) to start charting homelessness in the patients files. They can use that documentation to show chronic homelessness (4 episodes). When the Hospital has someone who is homeless on entry, they can be discharged into Bridges (sometimes through Martha's House). Bridges is permanent supportive housing -- 11 singles and 4 families. Be at capacity as soon as they move a family in. No plans to run a wait list. Doing some research around documenting the cost savings to the hospital on housing the frequent users.

Would like to see a paid person that coordinates all housing services

Concept of purchase houses and turn them into affordable housing.

Like of focus on workforce housing -- getting people to work and live downtown.

Need to define what affordable housing is and that it is not just Section 8

Address land scarcity through annexation

Community should continue to support tax credit projects like Roosters...this project will redevelop a horrible site, reduce crime and increase the affordable housing stock.

Purported elevated vacancy rate should help increase affordable housing units. Perhaps a pilot program that leverages money to fill in the gap between affordable and market

Rentals financed assuming high rental rates not likely to be able to rent at affordable rates without refinancing.

Current vacancy numbers that do not seem to be accurate may be missing older apartment rentals like Varsity Villas.

Discussion of origin and ideas for use of Housing Trust Fund

Hoping to invest in Crawford Part II. Application is due on Friday.

Need more permanent supportive housing. Section 8 and rapid rehousing depending on the client.

things are more affordable here than other places given the accessibility to the things that you need such as store, education and employment. Even so -- it is often a cost that they cannot afford so they move to cheaper counties and then have to travel to amenities

Either homeownership and/or good stable rental living. How do we help them build their credit, create stable housing, etc. How do we let people know what is available so they can preserve the things that would be harder to provide? Paying your rent vs. buying groceries. How do we get to people who really need the information but don't want the information?

More affordable housing is needed. Very limited to find housing under FMR and meet property requirements.

Monroe County has the highest cost of living rating in Indiana.

Where there is somewhat affordable housing there is a lack of transportation services.

Incentivize developers to build affordable units, not student high rent complexes.

Tax incentivize affordable housing needs implemented.

More integration of affordable housing throughout city and not focused in specific area.

If hospital moves need to acquire and use location for developing affordable housing

Suggest that a area housing study be conducted to determine what percentage of income is being spent on housing. Find out where people want to live.

Elder Task Force has been studying living choices in the community. Found that there are wonderful places for seniors whose incomes are below the poverty level and wonderful places for seniors with means. There is very limited senior housing for seniors with moderate incomes.

Need to study different types of housing options: 1. Co-housing on Short Street progressing but may not be affordable for seniors, 2. Gentry-senior housing project in progress

State legislative changes needed

Need to build units that have a cap of \$450 for rent.

Need not to raise rent every time a person renting a subsidized unit gets a raise. No incentive to improve income situation.

Need more units based on income

Profit and not for profits need to partner to build affordable housing

Citizens are burdened with rents that are to great a percentage of their income so they have no funds for other things and the economy stagnates.

Community needs affordable housing for retirees and single parent families

HUD Fair Market Rent increases has reduced the number of units that the BHA can subsidize through Section 8. Therefore, BHA is servicing fewer people.

Developers should be incentivized to charge affordable rents. For example give tax abatements to builders that are building affordable units and stop the abatements for the luxury apartment complexes.

2010 Inclusionary Zoning was taken off table because of economy. Included: 1. all new complexes have a percentage of units that are affordable; 2. Build another building that has affordable units when building a luxury complex; 3. Require builders of new luxury complexes to put money into a public sector fund to build affordable units.

Consider transportation costs when building housing and concentrate affordable units close to amenities.

Acquire and bank land for affordable housing.

Acquiring land for affordable housing is a major obstacle

Downtown property too expensive

Create a trust fund for land banking like the Sycamore Trust Fund.

Create loans to buy land that are long term and very low interest to make purchase affordable.

Public purchase of land and gift a portion of the land and provide low interest loans for the balance of the land for affordable housing construction

Partner with 501C3's for affordable housing construction

Local Not for Profit builders need to reinvest in the community too

Tech Park a wonderful opportunity to build affordable senior housing

Grant money for building affordable housing is available but acquiring land prohibitive.

Look in to Brownfield land.

Brownfield land too expensive to remediate

Incentivize landlords to offer Section 8 units.

Difficult to find Section 8 units. Too few landlords are participating in Section 8 voucher program. There are very few rental options for Voucher recipients.

Construction of student apartments is creating higher than historic vacancy rates but the houses that are not attractive to students are not being offered for sale at an affordable cost.

If hospital moves out rehabilitate for affordable housing. Or hospital needs to develop their property and medical zone around hospital as well

Zoning is an issue. Micro units --granny flats-Mother In Law suites need to be allowed

Micro units -- have been fire issues with these units.

Lack of access to affordable housing has increased drastically over last ten years. Temporary residents (students) drive up the price and drive the entire housing market.

University is not and never has been a partner in the affordable housing discussion. Not part of the community solution since University does not pay property taxes.

BHA is using their vouchers in new ways (no examples given)

Use Book Mobile computer for survey

Housing for elderly, disabled, very low-income.

Rapid rehousing is important. Getting people who have recently been homeless set in some kind of temporary situation so that other agencies can address their needs. What that calls for is extra capacity so there is some place to send people so they don't have to be on the street.

We need small footprint homes. We have a huge need for affordable rentals. When things it built it is not affordable. Rents are such a high percentage of people's income.

Rehabilitate some of the larger homes or office buildings in such a way that there is a bedroom/bathroom for a unit such as SROs. If we could afford to buy a larger home that is hard to sell on the market and do the renovation in such a way that people could be accommodated with privacy, kitchen and bathroom (for themselves) this would be the cheapest. New construction is too expensive. Dividing up and reestablishing a large home, office building or warehouse could accommodate a number of people. The need is endless.

Rental assistance that allows families to choose their housing throughout the community. They should be neighbors of people who are already self-supporting.

Look at the UDC and see if we could require for multi-family, depending on size, a live-in supervisor for the complex. We could also look at requiring a % of units be affordable if we give them certain advantages such as greater density. Compact urban form. You want people to be close to where they want to shop.

More bang for our buck with multi-family

**Comments - Community Development**

Security is a huge problem behind MWH and in the area of the new transit center.
Lack of parking is a problem for MWH
Development of a "youth drop in center" for youth to access services, gain referrals, etc.
Bloomington does well with public transportation, especially making it accessible
Public transportation still is not perfect. Need to have very low cost or free bus passes. Need to look at hours –longer running hours for those who work off hour jobs. Sundays for those who work Sunday. Areas like Basswood hold many low income folks that work at places like Walmart. There are no buses and no contiguous sidewalks. Some of the neighborhoods have no sidewalks.
Patterson Point is a wonderful facility, but it is an island. A half mile walk from the bus stop. A wheelchair accessible path need to go directly from the apartment building to 3rd Street.
Seniors also need to be able to exercise outside. The B-Line is great but their needs to be a dedicated senior section with bathrooms. Seniors do not feel safe on the B-Line near Kroger and near the student rental areas.
Connectors to bike paths. Connectors in neighborhoods. CONA relationship.
Expansion of bus service needed.
Large gap in community is to still be without a local detention facility for youth. Youth who reach that point are sent out of county making it more difficult on all involved
Need for detox center. The Louisville "Healing Place" is a good model for our local problem. Would like city staff to visit facility so that a dialogue could be created.
Advocate for connecting the sidewalk on Gordon Pike to Bachelor Middle School. Sees a lot of kids walking there from the trailer park.
Numerous areas where the sidewalks are inadequate. Sidewalk construction at new construction is so far off from the street that it isn't handy. Need to be accessible and walk-able. Encouraging people to use their bicycles. How can HAND use its resources to help? More bike lanes.
Don't put a bike lane down narrow streets. Think about what it needs to look like to be safe.
More alternative transportation opportunities/improvements
ADA sidewalks
Infrastructure to replace old sewer laterals. Some may be clogged.
Lack of accessible public restrooms. Need them downtown.
Continuing improvement of the Bloomington Housing Authority. About half are renovated since 2006.
Continue to improve social service agencies facilities. Going well.
Appreciate the support that the various agencies have received. Totally agree with doing that kind of thing.
Green house at a park. Using the resources for a proposal in their neighborhood park. Number of community garden efforts.
Sidewalks on the south side and down Walnut. They stop at a used car lot, then continue, then stop. Accessibility to the south side Kroger. Where Gordon turns into Rhorer is lacking sidewalks on either side of the street or one continuous one.
Public transportation -- removed park & ride at Bryan Park -- where could another one be for commuters coming into Bloomington for work. What about Kroger south side parking lot. And the west side too. What could be used for public transportation.
Like to see a sidewalk Jackson Creek Middle School to Bachelor Middle School.
Nice that we have a fancy bus station, but wants to see more bus shelters at the stops. Improvement of existing shelters
Build more sidewalks in the Broadview neighborhood.
ADA ramps should be everywhere. Accessible cross-walks.
Public transportation -- especially on the west side. Need transportation for nights & weekends.
Juvenal detention center.
One location of social services for people so they don't have to go to 10 different agencies so that agencies would coordinate their services. A one-stop shop for services.
Some new schools built in recent years. Make sure that walk-ability of these schools is look after so that children can walk to these new schools. Many of the children have to cross 10th Street.
Patterson -- no sidewalk going east.
Lot of work needed in Broadview.

**Comments - Social Services**

There are numerous issues faced by youth in the community that reach beyond what Stepping Stones is currently capable of offering in its services based upon funding. Without funding barriers Stepping Stone would develop programs that go beyond what is currently in place, such as programs to address mental health, which would include the addition of qualified staff to meet those needs

Advancement of a youth's education is critical to their success

A program that connects youth in need with technology is needed to build applicable skills in youth who otherwise don't fit into the traditional education model.

There is a need for a central "drop in center" for youth to receive support, receive mentoring, and get referrals for their needs.

MWH services continue to be needed, shelter has been consistently full with an occupancy rate of 92% (1/12 beds is typically available). Programs are being run at a loss.

Department of Corrections is bringing people into the community with needs beyond our capacity. What can we do?

very expensive to run the domestic violence programs due to unfunded mandates

The Living Wage is a barrier

MWH has seen a shift in the nature of the population it serves with more and more coming from jail with addiction and mental health needs

Without funding barriers, MWH would expand Urban Agriculture program (It has a great impact for the children), expand legal advocacy, and try a new business to create more working opportunities.

Would love a community program that could assist non profit in reducing burden of mortgage on non profit development/property

They are bursting at the seams because they have had a 10% increase in their services. Have had to put a freeze on services because they don't have the staff to meet the need. They have 35 open positions.

Bloomington does well with using resources to ensure people have access to food.

Lots of gaps in mental health services. When people have dual diagnosis makes it more complicated. Need addiction services – not just detox. What happens after detox. Need a long term rehabilitation program. Needs to be a different method. Amethyst doesn't enough beds. Need a rehabilitation system with more medical supervision. Need a larger clinic that is well staffed. If it doesn't work one time, then you need to be able to go back. Rehabilitation services is a path to

Food is plentiful for those in need in Bloomington. Good resources in place for giving people access to food

lack of funds to adequately recruit/pay/keep quality staff

interested in developing training for staff on being trauma informed and on compassion fatigue

Community Kitchen is going well. Community Foundation is granting them another vehicle which will be a great addition to the two they had. It is bigger and can transport more food and will also help to have another vehicle for the summer breakfast program. The State of Indiana will only reimburse for the breakfasts that a person from the Community Kitchen sees eaten by a child. For this reason, the Kitchen is going to trial a "Congregate Breakfast" at the BHA. This will help

Public transportation still is not perfect. Need to have very low cost or free bus passes. Need to look at hours – longer running hours for those who work off hour jobs. Sundays for those who work Sunday. Areas like Basswood hold may low income folks that work at places like Walmart. There are no buses and no contiguous sidewalks. Some of the neighborhoods have no sidewalks.

Food is done well and needs to remain a high priority so that Bloomington continues to do it well. The State for example tends to pull money away from what is going well and then there is a back slide.

One area to work on for food distribution is for the home bound AND for workers whose work hours are during the times when the free food sources are open. If someone works 9-6, they miss the meals and the pantries. This is especially hard for both the homebound and off hour workers since Food Stamps have been cut.

Also, getting the word out to the very low income on where to get food is difficult. They are just not connected. This group tends not to read the paper and tends not to be linked to social media.

In the future the Community Kitchen wants to be able to: 1) Secure more backpacks to send home with more children for their weekend meals. 2) Serve more Area 10 seniors. 3) Serve more breakfasts to more locations for the most vulnerable children in the summer. 4) Work with New Hope's children's program to meet age appropriate nutrition.

In Bloomington all have to collaborate because it is a small community. To an extent they are interdependent and more inclusive. This can be good or bad.

Challenge for the agency is shifting demographic. Bloomington is undergoing a silver tsunami. Permanent shift of population do to aging and lower birth rates. And in the older American demographic, the number of 85+ year olds is

Gap in services in Monroe County for seniors that have 1 or more disabilities.

Area 10 has 3 main goals for seniors: Affordable accessible housing, Nutritious Food, Transportation – door to door not curb to curb

Overall, grant funding has diminished while the population is increasing.

Area 10 is working with management care to provide case management to keep people safe, in their homes and nourished.

Hunger is a real problem for older adults. Food stamp money was reduced over the past several years and this is a problem for our seniors.

Meals on Wheels is getting smaller in BLTN. 50-70 people per day. Area 10 program serves 300 per day. Done 5 days a week on 2.75 FTE's, donated space and volunteers. Food from "Chef for Hire" in INDY. They keep them 2-3 meals ahead. The senior must be homebound with 1-2 disabilities that keep them from cooking. Funding from Title 3 so they cannot charge for meals. Cost \$6.00 per meal when all costs considered. Area 10 has mobile food pantry with HHFB for Home bound seniors. Serve 300. They have a program with Community Kitchen and Stonebelt drivers that they would love to see expanded. These people are referred from Meals on Wheels because they are low income.

Our community needs to expand the senior food services to make sure all seniors are on a nutritious diet. This is especially important for seniors on medication because many of their medications do not work if their diet is inadequate.

\$100,000 shortfall in transportation funding for 2015

Getting from curb to door is the big issue. Transportation for seniors is from curb to curb, not curb to door. Getting people to their bus and into their doctor for dialysis is a problem.

20% cut to AIDS assistance. Need to make sure those services continue. HIV – seeing more women. Still seeing young gay men.

Hunger relief is going well.

Our community does well with having a higher level of commitment from providers to discuss issues and help each other out. Providers are willing to help something out for a shared client.

Find someone to do something well because the resources are spread so thinly that agencies cannot make an impact. Put the resources out there in a way to make a larger impact. Like to see a paid person to coordinate housing services.

The downfall is that there isn't time to build relationships.

Sustainability of the city's budget – using city staff to do assistance outside of our jurisdiction. How much are the other jurisdictions doing to help? For services outside the city limits.

Social Service allocation discussion-current CAC practice of funding fewer agencies with more money results in better quality and more bang for the money

Hunger relief is going really well. The community does that extremely well.

The gap is for those who are truly disabled and their ability to get disability assistance. Need staffing for paperwork. Sometimes the people are resistant to going to the meeting. Many of the disability appointments are in Indianapolis. Shalom could easily have a person working just on trying to get disability assistance. Disability assistance makes it possible for them to afford housing. It opens up the doors for Medicaid – they become an automatic recipient for Medicaid.

Sectors like food are doing well.

Mental health – still a lot of needs

You can build the "I belong in Bloomington" fairly easily. Many people stay when their original plan was that Bloomington would be a stop on their way to some place else. The City has asked people what they want and have provided it in general. That works well for this community. It is hard to feel excluded in Bloomington.

Medical care – while we wait for HIP 2.0 and see what it means. How do we reconcile Bloomington with what is happening in the rest of the state.

Reluctance for services – People often feel that cannot or should not access services. People may be waiting for their church to do something.

There isn't enough money. What is the future of non-profits? People want to fulfill their dream and it really fractures the environment. How can we think about working together in ways that we haven't before including collaboration, merging, sharing administrative expenses. The pie does not get bigger because we add another agency.

People want to see results. The question is what are your results. Some agencies are great at reporting outcomes and some are now. A good director is going to make their issue the top one and how do you weigh all of those issues.

We recognize that we have people with unresolved mental health issues. Also addictions – how do we correctly and appropriately deal with people with these needs. We have opportunities to help people from the very beginning and we don't do a great job of letting them know that those services are available. We need to go visit people a couple of weeks after birth. How do we provide that kind of support?

What would you like to see happen in the next five years? Continuing to provide the services that we know are successful. Don't play whack a mole – don't undo the things that have worked. Arrangements for people with mental health, provide education so that people can carefully acquire and save their assets

For transitional housing help is needed in funding staff costs.

Hunger relief is working well and there are many gaps covered.

Adequate employment services exist to serve clients with

Many clients of the shelters have current or history of drug/alcohol issues. There is a need for further rehab programs to address this need. There is a problem that there is a lack of a detox plan.

Lack of providers with mental health system. With clients on Silver plan there is no one in network to serve them. There are a large amount of clients that have mental health issues. Having to go outside of county to access care. This is a huge barrier to clients to overcome. Need providers to be recruited for mental health for the Silver level plan. Positive Link received a grant to pay client bill at centerstone because no one can figure out if the client's health coverage is

Youth centered treatment for mental health and rehab is needed. Meadows only has certain capacity. There is a need for a drop in center as safe place to come to fill out resumes, job apps, work on homework, etc.

BHA has greatly improved the way they do the waitlist for their housing.

Lack of access to affordable child care is huge barrier for clients. MCUM is a great resource but doesn't meet the entire gap. Many jobs that clients get are on weekends or nights and there is not daycare available at these times. Many places

Detox (3-5) followed by in patient rehabilitation for stabilization is missing in the community and vital. If all they need is detox it is hard to get them service at hospital unless they have some other sort of ailment.

HIP plan doesn't cover nursing home care.

More money for households to have internet access, computer, and bed to reduce use of Rent a Center, etc. Used furniture has decreased due to risk of Bed bugs. Can't keep up with bed bug infestation.

Senior center space is needed in Bloomington city limits with programming that is not only for physical activities, but also creative/artistic activities. Area 10 in Ellettsville does a great job with their center/activities, but too far from Bloomington

Mental health services are needed. Broader and more inclusive programs needed

Many agencies see clients who face many barriers, but a large one is addressing their mental health and there are a lack of adequate mental health services to fill this gap

A coalition of social service agencies is needed

Wrap around service programming

Centralized website for agencies to all share/use to where programs and information can be updated and shared regularly.

More programs to support partnerships between agency and institution. Example being the public school and food bank partnering

There is a shortage of psychiatrists, specifically that offer income based services

Homeless shelter that includes services is needed

Further educational programming is needed, specifically for budgeting

A need is a coordinated transportation system for those in need. Barrier for someone being told to travel around the community from one place to another to access needed services

Centrally located and agency integrated intake center – one stop shop for services or at least an intake process so someone can be given specific next steps

Trauma is a big topic and agencies are becoming "Trauma informed" and there is a need for trauma trained experts to work with clients, but also assist an agency to not re-traumatize clients. Educational programs/training for agency staff

"Social Service Fair" held one time a week in one location is needed so clients can come and see everyone they need to see to try and address needs. This would need flexible hours and some parking

More youth programming for troubled youth is needed

Gaps in transportation that specifically is serving clients to get to appointments/services

Issue with there being no bus service on Sundays – known of people losing hours at work or job due to not being able to get to work on Sundays

Another large barrier is the lack of affordable child care. A client can get a job and need to start the following week, but cant due to being without childcare that fits into their income level.

Use Shalom Center and existing facilities and add support services for mental health and addictions.

Most of addiction services are free for services and requires several months to set appointments but case work is needed for SA and MH. Problem with health services in Indiana. So shelter's assist in acquiring SSI but still takes time

Martha's House, Shalom and Interfaith shelter are pieces of the solution but there are big gaps in the system. Individuals need support to prepare for sobriety and permanent housing. Case management helps them to think long term not just

R101 should be expanded and is useful.

Expansion of mental health services in general.

Need more affordable childcare. Need a gap program for looking for a job.

Children's programs. Five counties are going to have pre-k. We should join the pre-k done with kids with needs improves their outcomes. Helps the parents and the right thing to do.

Youth at-risk. Across the board.

Teenagers. Rhino's is losing a grant. Keep it active and attractive.

Parenting assistance.

Integrating people with disabilities.

Safety – home safety.

Need for a detox center – In cooperation with the hospital.

Commission on aging is still looking for a location for activities suitable. TLRC – how do you get there? Like to see a separate agency run by parks on the north side or closer to where seniors actually live – downtown.

Merge senior programming with Rhino's.

<p>Comments - Economic Development</p> <p>Advancement of a youth's education is critical to their success</p> <p>If funding were available would create a new business to create more working opportunities for clients</p> <p>They are having a hard time finding people to fill \$9/hr positions. 35 positions open currently. The work force is different now then it was a few years ago. It has been harder to replace people. Their turn over has gone down, but they still have open positions. Asking people to do some significant things for people for not a lot of money, but the reimbursement rates are</p> <p>Would pay the direct support professionals at least \$12/hr. Currently at \$9.</p> <p>Looking at starting a program to address need of clients in having work experience that builds applicable skills</p> <p>Problems in the community stem from the low wage rate. In my (Vickie) "17 years of social service experience it has never changed: the biggest gap is between "what the undereducated Wage rates hold people back. A minimum wage job for a person changes nothing in their life. Those making minimum wage are not able to survive without assistance. Bloomington's</p> <p>The economy is slowly improving, there are more jobs. although not enough high paying jobs. It depends on the skills you have, there are very few moderate skill jobs available. There are</p> <p>Current interaction with businesses is at the highest level in many years. They tend to look at many workers to find exactly the right person</p> <p>Jobs in medical manufacturing are increasing</p> <p>People are beginning to quit their jobs, which is a sign that they feel certain of obtaining another job. The reasons they quit are low pay, pay structure, management and working conditions</p> <p>Seniors are holding their jobs longer because of the recession. Demographic is that IU students stay and then leave after 10 years. 37-38 average age of employee in Monroe County.</p> <p>Monroe County is growing but slowly (less than 1%) The surrounding counties are losing population. Monroe County now attracts people because of work, shopping and is becoming a</p> <p>Individuals need to seek the highest paying job opportunity, many lack basic skills to advance. 30-50 year olds don't use the internet for searches or applications.</p> <p>AMP program partner with Ivy Tech. Training with a biotech focus to place in manufacturing jobs, will modify program in January.</p> <p>Winning at Work - Teaches soft skills , 9 day program teach clients to show up, skills to move up, retain jobs and manage workplace environment, policy of measured outcomes: finding and retaining work equals success. referrals are internal. Each career advisor has 120 clients. Work One serves 12,000 a year but only 3000 are in depth.</p> <p>Partnership with IU and recent High School grads (Hoosier Hills) for soft skill development. Challenge of getting people to commit to the skills and improvements necessary to find a job.</p> <p>Society is not keeping up with technological changes; for instance heavy manufacturing job ban smart phones in the work place</p> <p>Difficulty of placing people with little tech savvy, disabilities, can't afford smart phones.</p> <p>Thinking of providing a liaison to Shalom to be intermediate into workforce and education</p> <p>Oasis is a program for those already released from jail (developed as a spin off from New Life New Leaf) helps with re-entry issues. Work Force One may hire a re-entry specialist. The solution for felons is a the job market of 2006-07 when there was no one else to hire, drug users are not discriminated against locally, seller are. Success of finding a job depends on the</p> <p>Partnership with Centerstone readiness for employment</p> <p>There is an argument to be made of whether we need more case managers or more employment specialists.</p> <p>Public service employment once was used to move people into non-subsidized jobs. It's a way to get references.</p> <p>HOPE program has a realistic approach for misdemeanors.</p> <p>working with businesses, changing pay structure to reward employees who stay. Solution to high turnover. Low pay usually taken by those moving from Owen and Green. Need to adjust</p> <p>Day work has dried up because of the legal issues involved. Usually covered an underground cash economy</p> <p>Definition of economic development. Not just about ground breakings. This about support for social service development. Keep doing what we do better. Don't expand. In the sense that</p> <p>Mentors haven't proven to be a solution to individuals who land a job, keeping that job.</p> <p>Wireless on Kirkwood? Crestmont? City Parks? Suggested for economic development project</p> <p>Inventory shortage of buildings. Many prospects who want to come to Bloomington need buildings. Facilities that are large enough to handle their expansions/operations. We do not have enough structures with appropriate zoning or infrastructure to take advantage of those opportunities. Workforce development challenge. Not so much in Monroe County, but in the surrounding counties. Jobs are going unfilled. Getting the right training for people. Why is that? Need to pass a drug test and show up for work. Some people can't get to the jobs or their economic situation isn't improved by taking the job. Workforce development is challenge because of the technology used in the work place. IVY Tech can train for Life Science increase the space available for expansion of existing companies and start-ups. Help establish innovation district (CTP) co-working space. Attract headquartered operations/small research and development companies. Work with the university to help with smaller R&amp;D arms of companies.</p> <p>How do we create economic opportunity for people who aren't ready for higher level jobs? People need to get into those systems. People who do workforce development need to reach out to those people. Things like to WorkOne does. Workforce development needs to reach out to people. IVY Tech is working on a manufacturing program in Bloomington.</p> <p>Employment is huge too. There aren't a lot of decent jobs. Particularly for people who have felonies on their record. Especially with housing. The clients have a lack of employable skills.</p> <p>Would be great if a manufacturing plant moved to town. How do we train people to fit that skill set?</p> <p>Volunteer to work program gives them incentives to be part of the program that could lead to employment – provide soft skills. Work with the city for city clean-up. Low wage jobs that do</p> <p>People need access to jobs and keep them current with the job market. There is a disconnect between what jobs are available and the skill sets to get those jobs.</p> <p>Minimum wage needs increased to assist with economic development.</p> <p>Jobs with on the job training is needed</p> <p>Have been seeing some who can get a job, but can't hold onto the job. Need a service that mentors these individuals to assist with holding a job.</p> <p>LifeDesigns does a great job of supporting clients with holding onto a job, but only for eligible clients (disability). Need employers who are invested in helping people. Jobs available are heavy on Customer Service, which clients struggle with (ex. McDonalds), but their strengths are in manufacturing/working without as much contact with public.</p> <p>The Human Rights Commission has done great with having downtown businesses put decals in window for following Fair wage, etc.</p> <p>Can't anticipate economic recovery that will help this issues. New influx of people from state penal facilities to local jails because of sentencing modifications. Have to educate businesses that felons can be hired. Fears that Nimby attitude affects location of shelter.</p> <p>Stabilizing families – individual development accounts which are matched by gov't funds. The state program has been changed but it use to be match for 4 years for use for school, buying a home, starting a business. This is a program where people have some skin in the game with the match. Like to see it used to buy a decent car. SCCAP has IDA, but they don't have</p> <p>Job training grants for people to learn how to do energy audits. Job training. Improving housing. She sees a lot of people who live in housing that is not energy efficient. Also sees</p> <p>Job coaching. Getting on a job and learning how to be in a job. Some people need a lot more hand holding. They need a coach to help them with the soft skill side of things – being on</p> <p>Need transportation to help you get to interviews. Need weekend or late night hours since most of our people get jobs that work on weekend and late at night such as fast food jobs.</p> <p>Need more jobs. Don't know how you do that?</p> <p>Have a few job training things, but they are hard for people to do them and work or there isn't enough transportation or childcare. Accessibility to these programs.</p> <p>Self-sufficiency program – if your income goes up it gets put into a pot that you get later. People can't take some jobs or raises because it may make them ineligible for programs and they</p> <p>More or different trainings for medical jobs.</p> <p>Disconnect between jobs that are available and who isn't getting jobs. It is the ability to think big picture. How can we fund programs with the trade unions? Bloomington Code School?</p> <p>Folks can get jobs, but can't keep jobs because of emotional stuff. Years and years of living in poverty creates an emotional response to some things.</p> <p>More/better partnerships with middle and high school to set them up for success as a worker.</p> <p>Need to employ kids so their first jobs are supported and successful. Not just training, but having employment.</p> <p>Working with Boys &amp; Girls club – some ways through roll play to introduce ways to make good decisions and cope with unexpected change.</p> <p>Low income kids need some tangible return on their time.</p> <p>There is a high school program through Work One that operates in three of the counties. It isn't located in Bloomington because Bloomington had so many other resources. It is for juniors or seniors. The success rate is good. Very structured program. There is only so much money to go out into the regions. Jobs for America's Graduates.</p> <p>The BUEA has some funding that can be used for microenterprise. SEED Corp also provides small loans. That organization needs some planning.</p> <p>SCORE provides counseling for business start ups. They generally focus on people who have an idea for an enterprise. Is there a SCORE jr that could be developed as a mentorship for</p> <p>French Lick &amp; West Baden was being developed those towns ran something like an academy on things like customer service, budgeting fundamentals, etc. The academy produced</p> <p>Short training sessions. Like web development. Something that doesn't require a two year or more degree.</p> <p>Battery innovation center and will need technicians for those jobs. Someone in those jobs. Perhaps IVY tech would be willing partner. Even IVY Tech wants to push associates degrees.</p> <p>Lemonade Day is a national effort that provides a curriculum for kids ages 5 - 15 that teaches them what it takes to start a business. The motto is to save some, spend some and share some. Be good corporate citizens. Lead by Boys &amp; Girls Club so they can attract the kids they want to target. Starting to get integrated into the schools to get the schools to be partners in this program. It has been an eye opening program for the kids that get involved. Need to bring in mentors for kids who don't have one. This is a great example of starting from a young</p> <p>Pay for workers but won't pay for supervisors. Supervising is a very special skill. Lists everything they need to do and checks it off and is willing to repeat it. Could the city help fund</p> <p>Critical need is to help the ex-offenders. Our jails are overflowing and these offenders want to go straight and get a leg up an stay part of the community. What do you do about that?</p> <p>Recovery Engagement Center – Hope Program. Want to help them. There is nothing better than one-on-one encouragement for these folks.</p> <p>Transportation for people who work second shift can get to work by bus. Affordable housing is often far from employment.</p> <p>Talk to BEDC.</p> <p>Education is going to be a big part of it. Completing high school. Secondary education is important. Job readiness.</p> <p>People need to learn the soft skills of working.</p> <p>One of the things that is done at Hoosier Hills so students work half a day.</p> <p>Transportation systems that we have – how can they cooperate to get a centralized comprehensive bus system? Would the regulations allow them to take a bus to do other things?</p>
--

**Comments - Homelessness**

The downtown businesses anxiety has decreased due to the BPD Outreach program.

Rapid rehousing has seen successes for those clients that just hit a bump, but for many it is not addressing the cause of the homelessness. It can cause clients to be moved out of the shelter setting too quickly to where they don't have all of the necessary resources or needs addressed to be successful.

Observed a gap that parents were facing to where they needed to tend to different things, but were in need of safe care for their children. New hope started a children's program that has seen great success. The program offers individualized assistance and parent mentoring/modeling

Length of time allowed to stay in shelter should be increased not decreased. Majority of clients need the time to address their trauma to successfully find progress

bad credit is commonly observed and is barrier to client being able to rent

very interested in developing a program that increases clients work skills and experience through offering job at shelter

shelters could be better utilized in community. Due to rules/restrictions there are beds available going unused.

additional clothing services is needed in community - without stipulations and clothing that fits

Homeless prevention is cheaper and clients have to be homeless before they could be helped. Specifically short-term case management and subsidy to get people through crisis times. Help people when they are slipping but not yet homeless and actually providing case management you could help them from becoming homeless.

Arrest – few arrests but more serious crime. More drug related and sale crime. Hard for city to do detox. Rethink homeless sheltering services. How do we facilitate the conversation? How does that get done?

Critical need for all is shelter

Shelter system is significant and vast and there are six different agencies involved not to mention the transitional housing agencies. We are well sheltered despite the community perception. The services are directed pretty well. Transition of Bridges is a good thing. Much better leadership. PATH out of Centerstone is going well. Serv-Safe is going well, but the larger grant is a miss. VIM is doing great work. Centerstone – I'm glad they are hear, but they struggle with the law and what they are allowed to do. They are a good resource.

Client base continues to be chronic homelessness. Addiction and a lack of detox is a challenge. In-patient (lack thereof) is a real challenge. Capacity for existing programs that cause \$\$ is difficult. It serves a different demographic.

Would like to do some work with family homelessness – looking at some federal resources for services. Great interest in rapid rehousing for families.

Combine Shalom, New Hope, Martha's & Interfaith and add detox. We would use that as an opportunity to do assessment with the idea of how help prevent people from moving in and move people out quickly and tie it to housing services so people are not using shelter permanently.

More permanent supportive housing, Section 8 and rapid rehousing depending on the client. Expanded supportive services. Everyone should have health insurance/healthcare. That's a barrier too. Basic resources would help reduce poverty.

Love to see a detox/rehab program that targets homeless or at-risk for homeless.

Housing agencies/shelters still need to work together more to accomplish their goals.

Community issue – homeless population. The visible homeless or who look visibly homeless such as the panhandlers, is what here is the biggest challenge. It is the most visual challenge. Crawford Homes seems like a concrete way to help people who are chronically homeless.

Homeless – they perceive the city as being too welcoming.

Chronically homeless – how do we provide the right services for them but at the same time not serve as a magnet for people to come here. Because money is an object – how can we make sure that we are serving people that we need to serve? We can't serve the need from other communities. How do we balance welcome and provide services.

The new Outreach program is going well. The amount of shelter is good for the size of the community, but there is still need.

Make sure there is line item for Emergency Shelter. People like donating when they see something being built. Still need to sustain emergency shelters.

Coordinated access for homeless/at risk of homeless is next big thing, funding will be needed to assist with process. Major effort will be had to go about best coordinate services and will be requirement of COC. Con plan agencies should also be required to use it

Emergency shelter in summer is a huge gap in the community. There is currently just a volunteer based winter shelter. There is an idea that people don't need shelter in summer and that just isn't realistic. Everyone deserves a safe place to sleep at night. Something that is more stable than the volunteer based winter shelter is needed as these clients have to move place to place which doesn't help with the stability.

Clients with felony have great difficulty finding housing due to blanket rules by properties/landlords.

I-69 will likely bring even more homeless population towards Bloomington

More shelters for families as this need will continue to be increasing

Need to do better with coordinating rent utility supports to address risk of homelessness or getting clients through rapid rehousing.

Develop a Crawford Place part II

Keep HOPWA

There are many homeless or isolated clients coming to Bloomington from all over and know nothing about what is available in Bloomington and have no supports in Bloomington

A year around permanent homeless shelter with services is needed

Begin to create an overarching organization to represent homelessness issues to coordinate agencies

Need for year round shelter

Urgency of need on the part of individuals experiencing homelessness what's missing is sense of urgency to address needs of almost 100 homeless individuals in town. The priority should be a home and shelter. Need to provide a continuum of care which links individuals who are substance abusers and have mental health issues to assistance. Shelter is a part of the healing process.

Research shows that sleep deprivation creates further problems so emergency shelter is essential.

Use transit station for 24 hour shelter women and children. Old bus station for homeless men. They are staying in commercial businesses that are open at night which is a problem

Need for year round low barrier shelter because people do not fit into the requirements of that concept.

Develop vacant housing because smaller units will be more helpful for homeless individuals. Register people as is done in Chicago. Need a variety of responses.

New shelter needs to be close to services. Now are not located near services and move nightly. Need some longer hours so that people can organize their job search etc

Need sustainable low barrier shelter. Dedicate funds to this purpose, so that there is financial security.

Asks city to find funding for homeless shelter. Some templates exist as in Denver Parking Meter dedication. Agrees there is no simple solution. Problem is that there are people who do not fit into current shelter restrictions. Believes it is the whole community's problem and should be led by the mayor or council. Need a deadline and the involvement of churches and the rest of the community along with consolidated plan funds

Ten year homelessness plan omits low barrier shelter. Thinks it is necessary to maintain people's health and get them permanently housed.

Make People's Park and Seminary Square safe spaces for women and children and vets. Use city parks

There is a gap for felons seeking housing. Like Outreach and community caseworkers at Shalom. San Antonio has a safe house for sobering up. Respite center for those with MH issues. As options to incarceration.

Low barrier does not mean no barrier or no caseworkers. Churches are over burdened and cannot conduct year round shelter. Need a place with supportive services.

Upper Cascades has facilities and land that could be used for shelter.

Is the City working with the County on this issue and are they working with the Housing Network?

Many people aged 17-18 are entering homelessness and will not be helped by Seminary Square adult convocation

Use and presence of drugs are affecting work with the homeless. All proposals have barely touched on this issues.

Must think about collaboration to stretch available funding

Would like to see Panhandlers registered then city could let women and vets have first service and then be given a code of conduct.

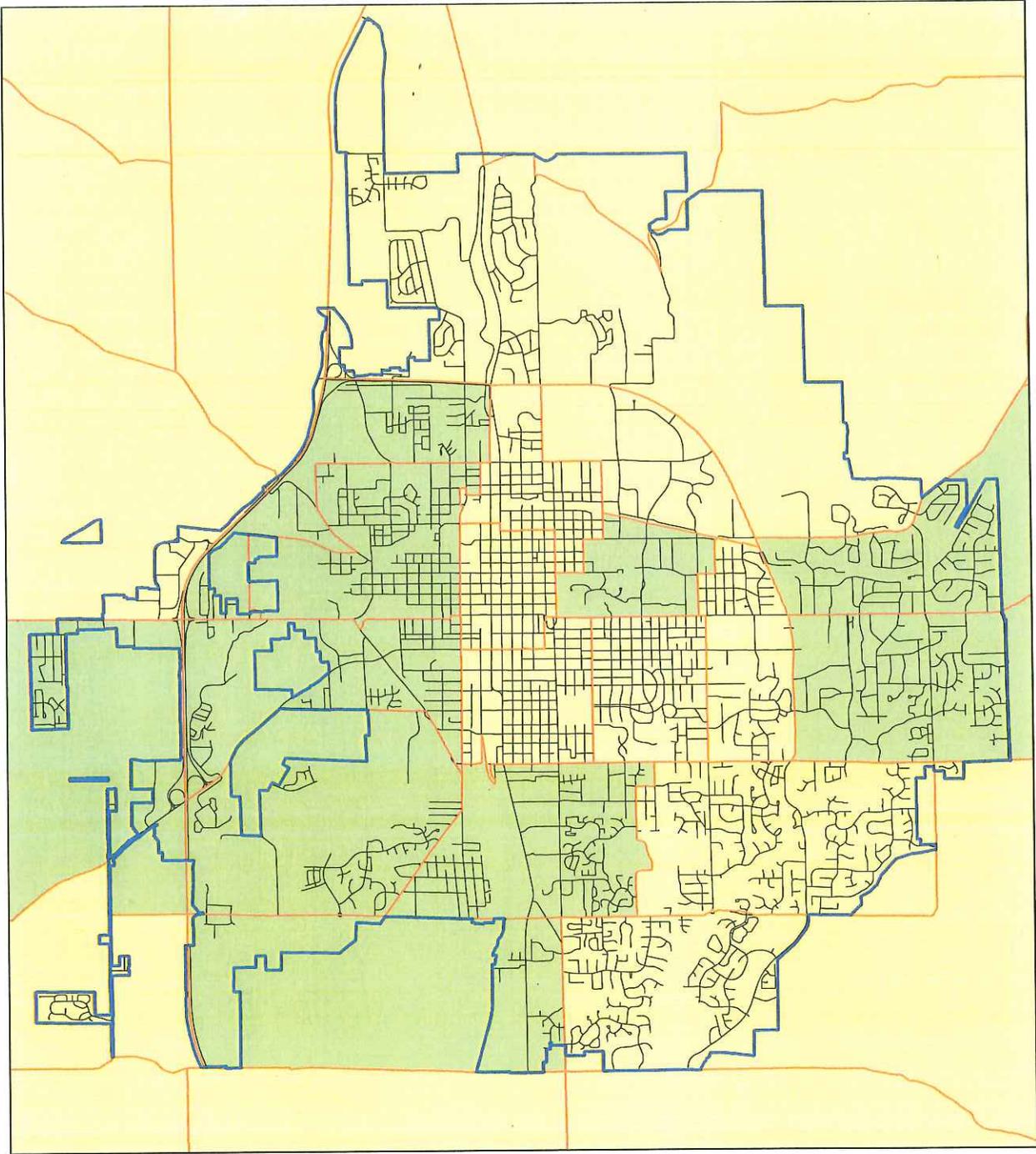
Neighborhoods need to be part of the discussion. Some neighborhoods have problem houses where there is drug activity.

Address homelessness with a permanent shelter & detox. Address it in a way that is sustainable.

Rapid rehousing requires extra capacity so we can really be rapid. Transitional housing until we can figure out where these people are and their employment opportunities.

It is a regional problem so they hope it is a regional solution.

# Exhibit B



**Bloomington, Indiana: Percentage Population  
Total Black or African American Alone**

Mar 17, 2011

Scale: 1 inch = 1 mile



0%



1 - 4%



4.1 - 9%



9.1 - 14%

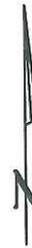


14.1 - 20%



> 20%

Municipal Boundary

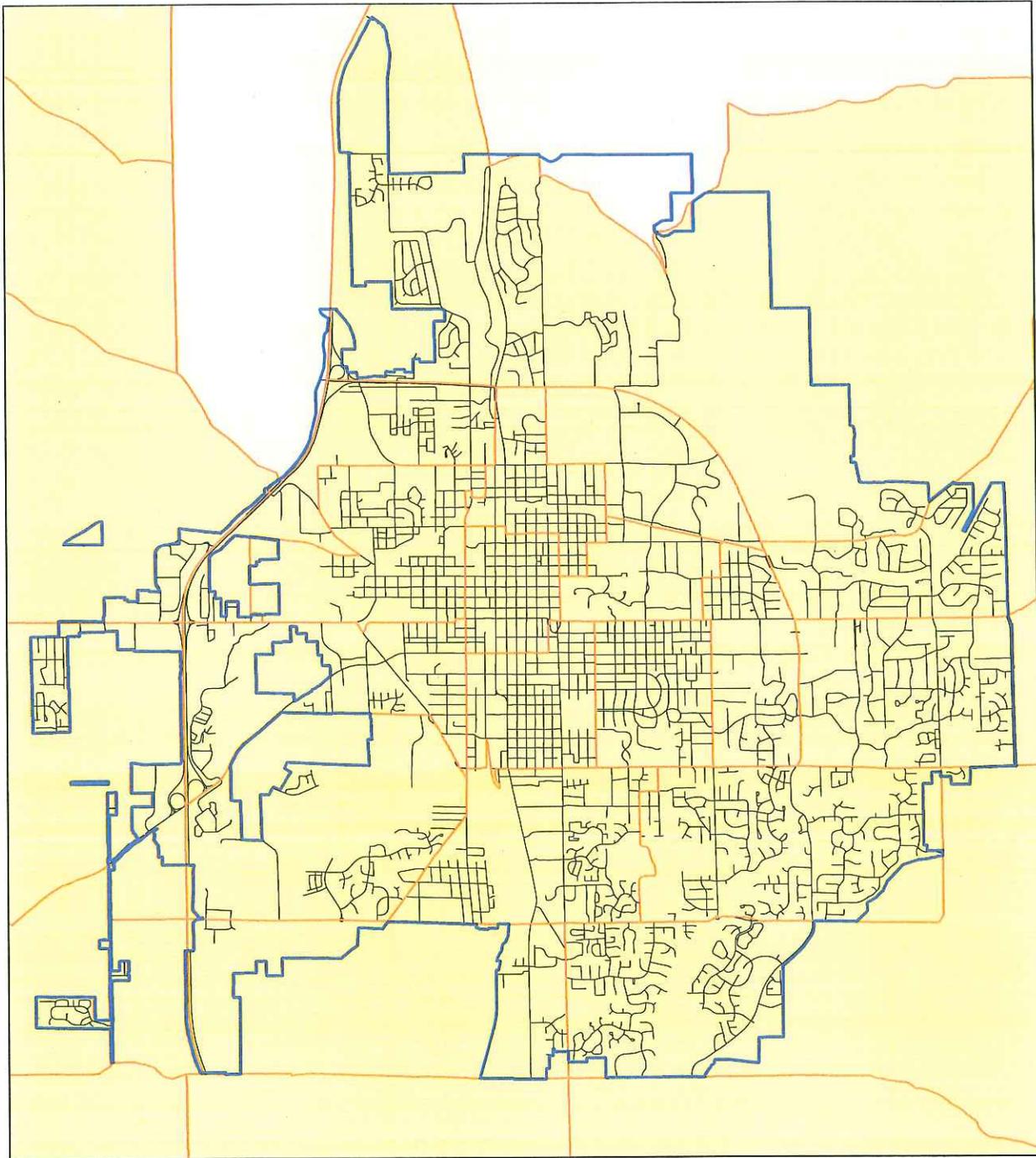


City of Bloomington  
HAND Department



Geographic Information System

Source: 2010 Census Tract Redistricting Data - For use as map information only.



Bloomington, Indiana: Percentage Population  
Total American Indian and Alaska Native Alone

Mar 17, 2011



0%



.1 - 1%



1.1 - 9%



9.1 - 14%



14.1 - 20%

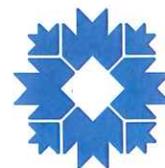


> 20%

Municipal Boundary



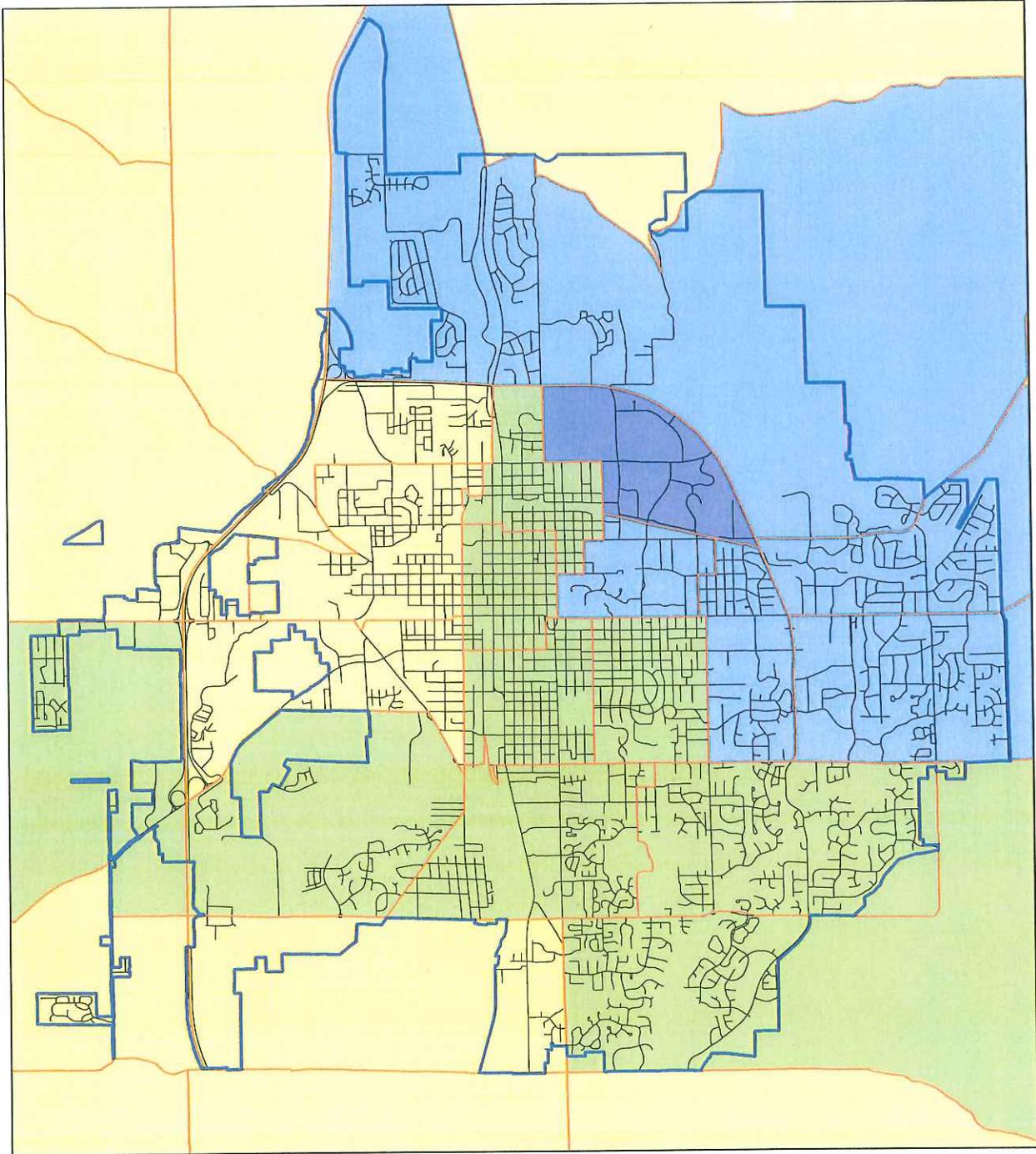
City of Bloomington  
HAND Department



Geographic Information System

Scale: 1 inch = 1 mile

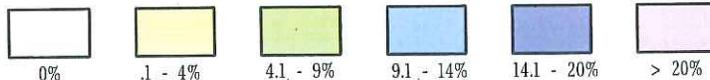
Source: 2010 Census Tract Redistricting Data - For use as map information only.



# Bloomington, Indiana: Percentage Population

## Total Asian Alone

Mar 17, 2011



Scale: 1 inch = 1 mile

Municipal Boundary

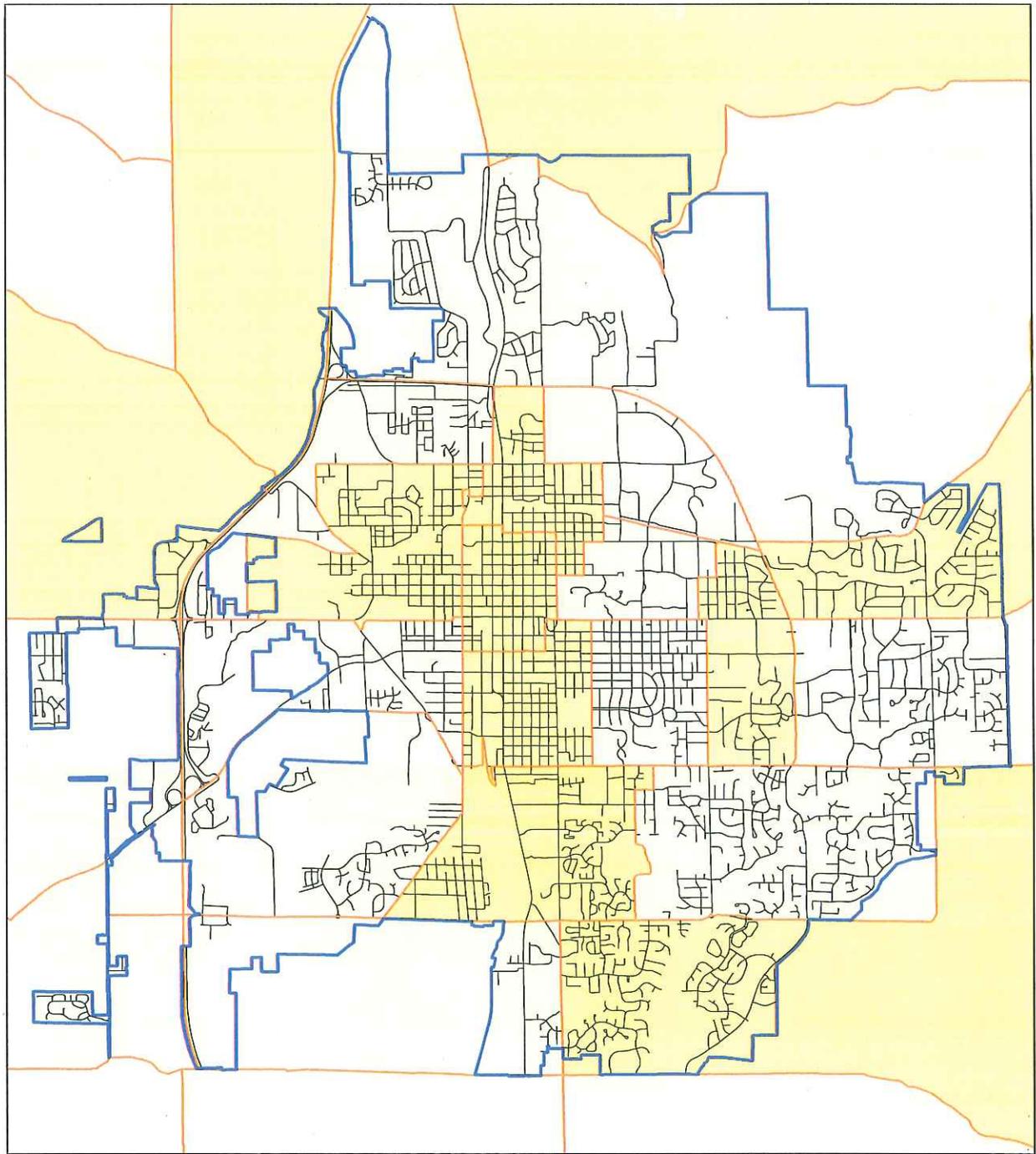


City of Bloomington  
HAND Department



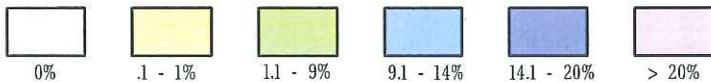
Geographic Information System

Source: 2010 Census Tract Redistricting Data - For use as map information only.



Bloomington, Indiana: Percentage Population  
Total Native Hawaiian and Pacific Islander Alone

Mar 17, 2011

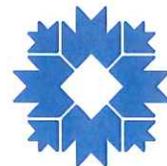


Scale: 1 inch = 1 mile

Municipal Boundary

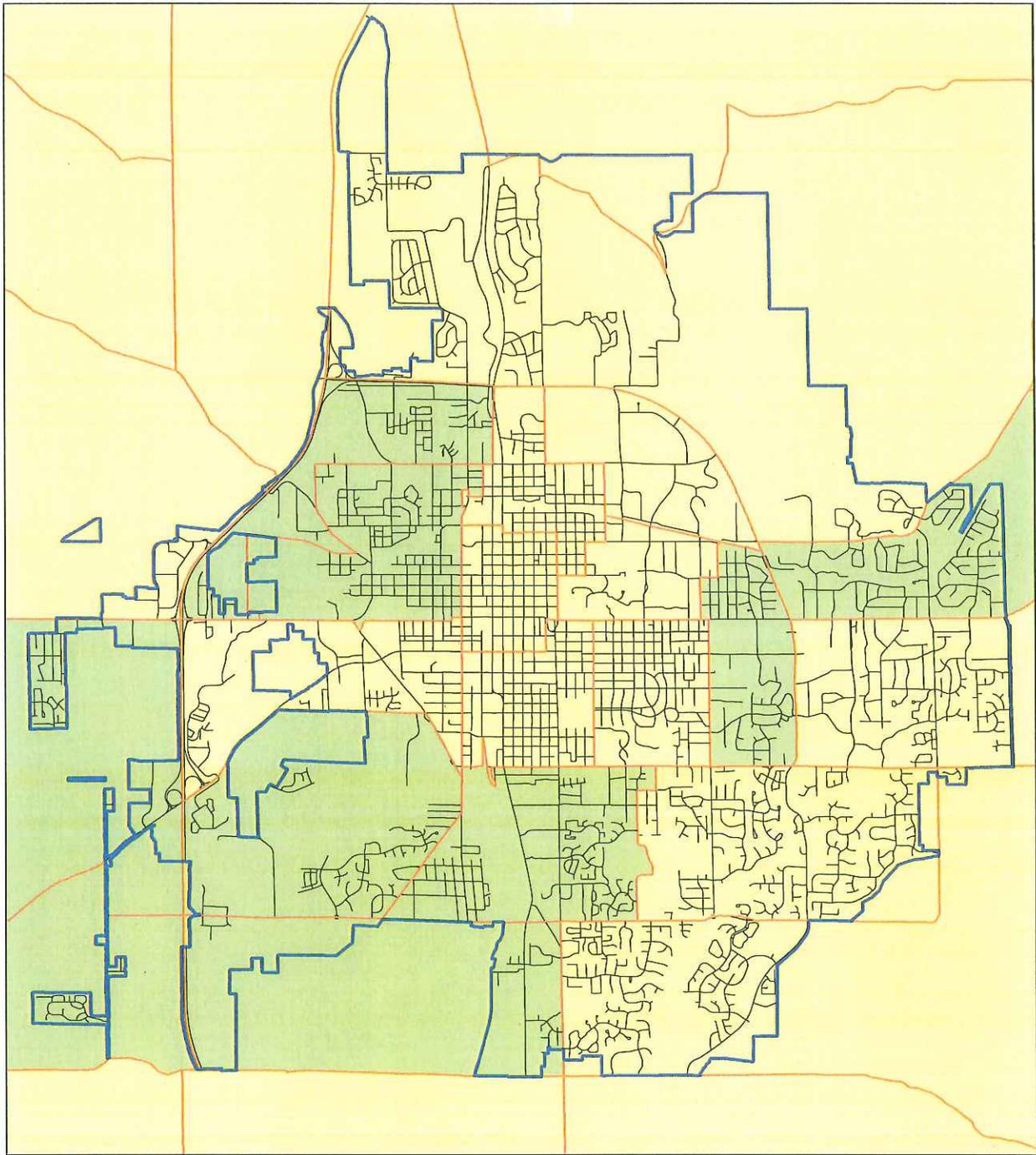


City of Bloomington  
HAND Department



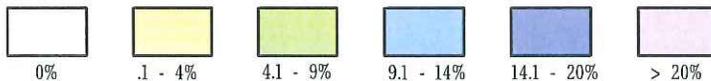
Geographic Information System

Source: 2010 Census Tract Redistricting Data - For use as map information only.



**Bloomington, Indiana: Percentage Population  
Total Hispanic or Latino (of any race)**

Mar 17, 2011



Scale: 1 inch = 1 mile

Municipal Boundary

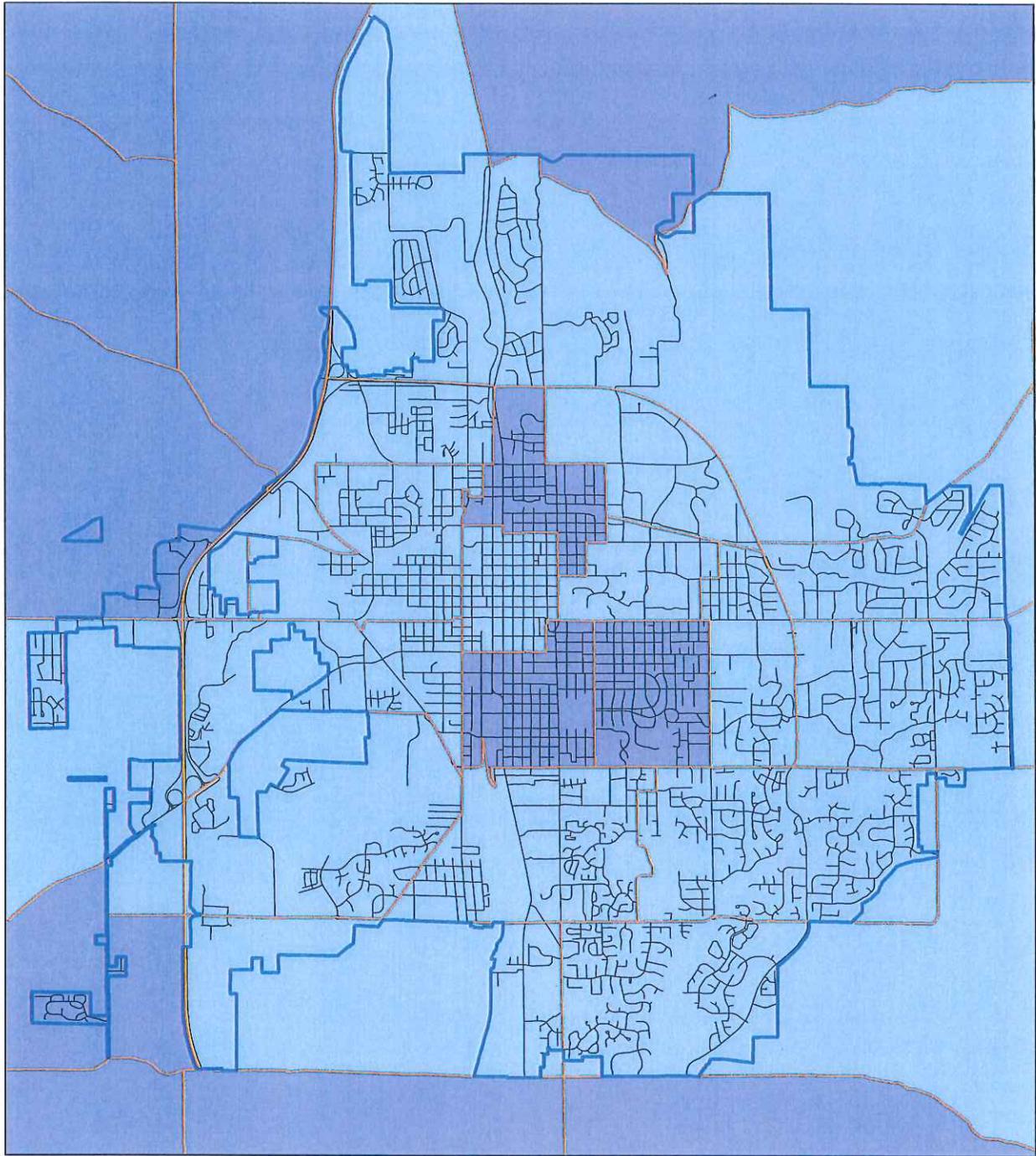


City of Bloomington  
HAND Department



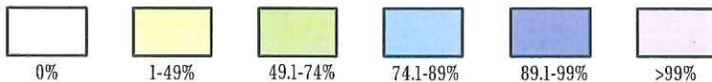
Geographic Information System

Source: 2010 Census Tract Redistricting Data - For use as map information only.



**Bloomington, Indiana: Percentage Population  
Total White Alone**

Mar 17, 2011



Scale: 1 inch = 1 mile

Municipal Boundary

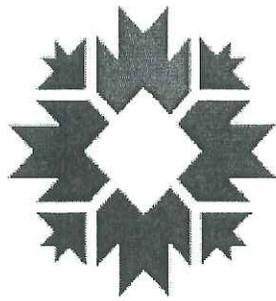


City of Bloomington  
HAND Department



Geographic Information System

Source: 2010 Census Tract Redistricting Data - For use as map information only.



**City of  
Bloomington**

*Housing and Neighborhood  
Development Department*

**Analysis of  
Impediments to Fair  
Housing Choice**

**Submitted: March 2015**

## Table of Contents

I. Introduction/ Summary of Analysis	p.3
II .Jurisdictional Background Data	p.4
Demographic Data	p.4
Income Data	p.6
Housing Profile	p.7
Public Housing	p.13
Employment Data	p.17
Transportation	p.19
Education	p.23
III. Impediments Found	p.24
Gaps in Transportation Provision to Key Areas of Affordable Housing	p.24
Gaps in Transportation Provision to Critical Health and Education Sites	p.25
Lack of Affordable Rental Units	p.26
Conditions of Privately Held SROS	p.27
Conflicts in funding for emergency providers. Knowledge and coordination of how to access to the system.	p.28
Environmental contamination in development areas	p.29
Perception of affordable housing/Section 8	p.30
IV. Housing Data	p.31
V. Evaluation of Bloomington's Current Fair Market Legal Status	p.33
VI. Identification of Impediments to Fair Housing Choice	p.34
VII. Assessment of Current Public and Private Fair Housing Programs and Activities	p.35
VIII. Conclusions and Recommendations	p.37

2015-2019  
CONSOLIDATED PLAN

PROJECTED NUMBER OF HOUSEHOLDS TABLE					
	0-30% HAMFI	>30-50% HAMFI	>50-80% HAMFI	>80-100% HAMFI	>100% HAMFI
Total Households*	10,480	4,474	5,378	2,447	1,059
Small Family Households*	1,731	960	1,415	749	4,474
Large Family Household*	115	94	32	94	444
Household contains at least one person 62-74 years of age	399	388	627	316	1,781
Household contains at least one person age 75 years or older	249	370	538	233	1,210
Households with one or more children 6 years old or younger*	792	409	605	249	947
*the highest income category for these family types is >80% HAMFI					

