

**CITY OF MONROE  
COMMITTEE ON DISABILITIES  
300 WEST CROWELL STREET  
MONROE, NORTH CAROLINA 28112  
TUESDAY, DECEMBER 2, 2025 – 3:00 P.M.  
AGENDA  
[www.monroenc.org](http://www.monroenc.org)**

- Item 1.** Public Input
- Item 2.** Approval of Minutes – November 4, 2025
- Item 3.** Sensory Friendly Event Template
- Item 4.** Organizational Resource List Update
- Item 5.** Mission Statement – Vision Statement
- Item 6.** Priorities / Goals

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**ATTENTION COMMITTEE MEMBERS:** Please contact Angie Sustar at [asustar@monroenc.org](mailto:asustar@monroenc.org) or 704-290-1838 to confirm your attendance. Thank you.

**CITY OF MONROE  
COMMITTEE ON DISABILITIES  
NOVEMBER 4, 2025  
MINUTES**

The Committee on Disabilities of the City of Monroe, North Carolina met in the City Hall Council Chambers located at 300 West Crowell Street in Monroe, North Carolina at 3:00 p.m. on November 4, 2025.

Members Present: Committee Members Kelly Stegall, Karen Heath (arr. 3:04 p.m.), Jonathan Belk (ex officio), Property Management Director Ryan Jones (ex officio), and Clerk Angie Sustar

Staff: Assistant City Manager Lisa Hollowell and Director of Parks, Recreation, and Tourism Pete Hovanec

Members Absent: Melinda Plue (Chair)

In Chair Plue's absence, Ms. Stegall presided over the meeting, calling the Committee on Disabilities Meeting of November 4, 2025 to order at 3:01p.m. She welcomed everyone in attendance.

Since a quorum was not present, Ms. Stegall advised of the rearrangement of the order of the Agenda.

**Item No. 1 Public Comment.** None

**Item No. 3 Sensory Friendly Event Template** The item was deferred to the next meeting.

**Item No. 4 Organizational List** Mr. Jones thanked Mr. Belk for providing information that he had compiled listing organizations that provide resources. Mr. Jones advised that the information will be compared and added to the current resource list.

Following a brief discussion relating to having a dedicated location for the resource list on the website, Ms. Stegall asked what the best next steps were for compiling the list and it being accessible. After some back and forth discussion, Mr. Jones advised that he would send Mr. Belk the current resource list that is broken into the categories of local, state, and federal resources to use as a reference and to build on. Mr. Belk will make modifications and provide an updated list at the next meeting.

Member Heath arrived at 3:04pm.

**Item No. 2 Approval of Minutes – October 14, 2025.** Ms. Hall made a motion to approve the minutes of the October 14, 2025 meeting. Ms. Stegall seconded the motion, which passed unanimously with the following votes:

AYES: Members Heath, Stegall  
NAYS: None

**Item No. 5 Mission Statement** Ms. Stegall reminded everyone that at the last meeting, the committee discussed what the mission and vision should look like and then choosing goals that align to those that are achievable for the committee. Taking information from that discussion, she compiled an initial draft Mission Statement, Vision statement, and Goals and provided a copy to everyone. She read the mission statement and noted that the statement must reflect what the committee has the capacity to do or to advise to that work. She noted that the goal of today's meeting is not to vote on a Mission and Vision Statement or Goals. Instead, the purpose is to work through these, determine which are viable, and identify specific elements we like, want to change, or wish to add. Ms. Stegall will revise the draft and upload it to a shared document for committee members to provide further input and clarification.

The committee reviewed the mission and vision statement noting suggestions as they were made. Ms. Stegall advised that the goal is that what the committee does is advise or make suggestions to the City Council for them to then push that work forward.

**Item No. 6 Priorities / Goals** The proposed goals were reviewed by the committee. Members provided feedback, engaging in discussion to ensure each goal and its associated bulleted items were appropriate. Ms. Stegall posed a question to the group, seeking input on which components of the goals should be prioritized this year and identifying items that may be long-term goals and will require advanced planning. A key discussion point was the shared commitment to move beyond a focus of compliance with standards and actively advocate for individuals with disabilities. The consensus was that efforts must be authentic and reflect a true dedication to advocacy, not just obligation. Members discussed the best mechanism for gathering feedback quarterly or bi-annual bases to gauge the effectiveness of accommodations offered. Mr. Jones noted that it would be helpful to work with organizations that service the community that could provide specific feedback.

Ms. Stegall raised a discussion point regarding major events, inquiring about offering or incorporating sensory friendly or more accessible options and planning for those events. Mr. Jones noted that Mr. Hovanec the Parks and Recreation Director was in attendance to discuss those types of options since that is his purview.

Parks, Recreation and Tourism Director Pete Hovanec advised that he oversees the Science Center, Dowd Theater, Monroe Aquatics and Fitness Center, and Monroe Country Club Golf Course and all city special events. He clarified that the Thanksgiving Parade is not a city event and we are not involved from a city perspective. He identified the six major events that take place throughout the year. He stated that staff welcomes suggestions for improvement, as they aim to implement ideas that meet the needs of the entire community. He noted the sensory friendly movies offered at the Dowd Theater and is aware there are some recommendations for

that. He advised to pass those recommendations along to Mr. Jones as those are things that can be done internally and not require Council approval. He noted that the Kiwanis Club was instrumental in the set-up of the sensory friendly room at the Science Center. He advised that for numerous downtown events, the City's only responsibility is event permitting, and it does not participate in the organization or setup of those events. Discussion followed relating to offerings through Parks and Recreation athletics division for individuals with disabilities and how to accessing information and marketing for those programs. Mr. Hovanec reported that in the spring, the aquatics center provides space free of charge for Special Olympics aquatics athletes. He also noted that the Dowd Theater staff has partnered with Special Olympics to hold the Opening Ceremony on November 13.

There being no further business, Ms. Hall made a motion to adjourn. Ms. Stegall seconded the motion, which passed unanimously with the following votes:

AYES:           Members Stegall and Hall

NAYS:           None

The meeting adjourned at 3:35 p.m.