

SHANE Meeting

May 12, 2026

Location: Eskenazi Health Grande Campus

Notes taken by: Abbey Chambers, Justways Research, connect@JustwaysResearch.com

Regina Blakey: Calls the meeting to order

Mr. Campbell says a prayer

Shirley Thomas: The meeting minutes were sent last week, are there any corrections? [no, minutes are approved]

[Introductions]

Reigan Lewis: If you weren't at the last meeting, I expressed that Indy fresh Market will be having a Juneteenth pop up shop on 6/19, we are accepting vendors, want to make sure the community is out there and showing support, if anyone has a small business or want to showcase anything or know anyone that has a small business, we would love to have them as a vendor, our flyer has the store number and my email address so they can get in contact with me, I will send them a vendor registration form, you can email me if you have questions

Commander Mike Leepper: IMPD East District, Jim reached out and asked if I would come talk about the IMPD strategic plan, some of you probably participated in that by doing the survey or heard about it on the news, I'm going to give you an overview, you can see the full plan online, if you have questions I'm happy to answer those or talk with you about anything else, if you picked up this form when you came in, it gives you a quick overview of the strategic plan, the plan will guide the department from 2026-2031;

Priority I: Foster a workplace that supports the health and professional growth of both officers and staff, recruiting and retention is a priority, we have to have more officers to fulfill the needs of our community, we're down officers right now, IMPD is currently building a wellness center, our officers deal with traumatic situations every day, it's important that we have good, healthy, productive officers responding when you need assistance, leadership development is focusing on each level of leadership, we want focused leadership skills, knowledge, and ability for all our officers, we want good leaders making good, sound decisions on the streets

Commander Leepper: Priority II: Enhance community safety through mutual support, trust, and understanding, what communities do we have good communication and in what communities are there gaps, identify gaps so we can better serve those communities

Commander Leepper: Priority III: Invest in department infrastructure to improve efficiency, preparedness, and morale; our facilities are old, we want to upgrade them, make sure we have good places for our employees and community, my district building is a cinderblock building on an exit ramp, it's not very inviting for the community, we want to make sure we have a good organizational structure that serves our community, want to make sure we have good policies that make sense

Commander Leepper: The strategic plan serves as a roadmap for IMPD's future to make sure we serve the evolving needs of the city, I think this is a good thing, the agency has spent a lot of time and money developing this, we got a significant amount of community engagement,

several thousand citizens gave their feedback, I'm excited about it, the chief has been very invested in this, any questions?

- Cecelia: Since you said you're down 350 officers, is that a reason I'm seeing North District in our area?
- Commander Leepper: Every day I'm trying to figure out how to balance number of officers and engage in the community, Roman's job is to interact in the community every day, hear our community, hear their concerns, and develop action plans to be able to address those, he can take 911 calls, but that's not his focus, but we need units that can take 911 calls, if you accidentally call 911, let the dispatcher know it was an accident, otherwise, they system will find the location through satellites and send two officers, the agency has done a lot of trimming by asking whether a task requires a sworn police officer
- Gay Moore: What are the requirements to be a police officer?
- Roman: 21 minimum age, before your 40th birthday
- Commander Leepper: The lateral program allows you to take officers over 40, Indiana has the longest police academy, 6 months long, that's good, you want well-trained officer, officers go through a 2-month hiring process, then 6 months of academy, then 6 months of field training, we have not changed the standard for who we hire and what the expectations are for each candidate, we're the highest paid departments in the state, I grew up on East District, I still have family here, this is personal to me, this is a very rewarding career
- Ron Mills: You mentioned about the pay, that's very important
- Roman: Year 1 is \$75,000 to start, by year 3 you're around \$90,000
- Commander Leepper: They get paid for being in the training, at the end of training, they get a take-home police car, they also get a pension
- James Campbell: We were talking about the little uptick in crime on East District
- Commander Leepper: You turn on the news and they say there's a shooting on the eastside, that could be Washington and College, 38th and Mitthoffer, 56th and Shadeland, it would be a lot of different places, we generally see an uptick in crime as the weather gets warmer, too often young people are resolving conflict by violence and guns, we have way too many guns in the hands of people who shouldn't have them, young adults, they're getting into gun violence because of Facebook posts or something so low level, year to date from last year, violent crime is still down by about 30%, I don't lose sight of the quality of life issues, like spinners, people doing donuts in the intersections, the majority of my time is spent on violent crime, taking guns out of the hands of people who shouldn't have guns, identifying specific people who are causing most of the violence, the city has the Violence Interrupters, might be someone who has been in prison and talks to people about why their lives need to change, Violence Interrupters and Indy Champions have done tremendous work, since about 2021, homicides are down about 50%
- Regina: What about mental health issues and recidivism?
- Commander Leepper: The root of the problem is that we're asking the police about mental health, the police have become catch-all, we're here to enforce the law, too often the police are getting involved in things they probably shouldn't be involved in, it results in very bad circumstances, we have developed the MCAT Teams, Mobile Crisis Assistance Team, every district has an MCAT Team, police officer and a clinician, they ride together and follow up on anything an officer gets that might fall within a mental health issue, try to reduce situations where a police officer has to use force when a trained clinician could have used a different method, it's a gap and the police get thrown into that breach more often than not, about 50% of our training is crisis intervention

training (CIT), we recognize it's an issue and try to take steps to mitigate a person that's in a mental health crisis without using force

- Cecelia: 34th Street is becoming a racetrack, is there anything we can do? Maybe temporary slowdowns? Is that you or DPW?
- Commander Leepper: That's us, Roman will take the information, I'll push it to the traffic unit to see what their availability is to do some traffic enforcement, I got a grant for \$30,000 for fatal traffic prevention, I gave it to the traffic unit and they bought several mounted units for motorcycles, I gave that to them, but I said I wanted it used on East District
- Roman: What time of day is that?
- Cecelia: It was about this time of day that day, but it's all the time, they were actually racing, if we could just do some things temporarily, a temporary sign that flickers "slow down," just for the summer
- Commander Leepper: Even at the number we're attrited at, I have about 50% of the crime for the city, I'm the squeaky wheel, I'm pretty good about getting what I want, we'll see what we can do

Commander Leepper: Hawthorne Apartments, Beechwood Apartments, I spoke at a couple of events, that has been purchased by a new property management company, new ownership, has a direct correlation with Eastern Star, I'm very optimistic about this group, they've been extremely proactive about engagement with us, they've done some renovations, I'm optimistic about both of those properties, I'll continue to keep you updated, I was concerned they were going to try to relocate those people and bulldoze it

- James: Locations?
- Roman: Hawthorne is at 32nd and Emerson, Beechwood is at 30th and Graham
- Tanya: [Missed the name of the apartments]
- Commander Leepper: That's North District, I'll talk to Commander Mims about that
- Tanya: Do you have a cop that sits at 56th Street and Arlington? There are a lot of accidents
- Commander Leepper: That's on North, I hate to say that, but my district's so big, I have enough to deal with

Commander Leepper: This neighborhood association is like one of the oldest groups that's been a neighborhood group up here, you get things done, you're very engaged, as a police commander, it's always nice to see people who want to come forward and want to do something better for their community

Josh Shelley, VP Horizon Bank: Thank you to the officers for your service, it's been a while since I've been here, we're building a building across the street, we're slightly ahead of schedule, these dates are subject to change, but we will take occupancy after construction toward the end of July, hope to have a soft opening at end of August or early September, my focus is not only engaging with the community but looking to hire a new team for the office, we will have a designated community mortgage lender based out of the office, they are downtown, but they will relocate to this branch, I just got an offer signed for the branch manager and she is from this community, we'll have a branch manager, assistant branch manager, and two bankers, I would appreciate referrals, people can go to our website to apply, if they have banking experience, that's great, but any customer service or sales experience that can translate into banking

Josh Shelley: We provide checking, savings, money markets, CDs, IRAs, we provide the traditional banking products, you can find those on our website, what about people who might

need a second chance checking account, we have an account called a Fresh Start account, I think of the check cashing places as our competitors, when I think of helping the community, I want to transition them away from those kinds of places, we offer free credit monitoring that is built into our online banking, there is a lot of financial fraud that happens, but there are also errors on credit reporting, we have programs to help people build and repair credit

Josh Shelley: I'll be working with our small business group, nothing is set in stone, but I would like to develop a small business promotion for this area, I know there are a lot of small businesses that need financing that they maybe can't get at a traditional bank, I'll work with our team to try to work out a small business program

- Regina: Will you be hiring anyone from our neighborhood?
- Josh: Absolutely, the branch manager was an internal promotion, but she lives in this area, we have another internal person who wants to transfer here, she lives 5 minutes from here, that's the number one goal, I would love to hire a team that is living in this community

Gay Moore, MCPHD: We have been discussing at our office that it's mandatory to have a carbon monoxide detector, we will offer these for free, it's the silent killer, that detector can save your life, we also discussed the school at 42nd Street and Graham, they're going to sell that place, there's supposed to be a youth organization going in there, the owner is willing to sell, it's going to be slow getting work done there while they're in the selling process, now it's all about long grass and people cutting their grass

- Cecelia: They're doing a lot of line work, AES and cable, they're leaving the wires hanging
- Gay Moore: I think they're going to do a cleanup job when they're done, that may take a while, but if they leave crap out I'm going to get them
- Regina: Who's putting the rubber pipes along 42nd and those?
- Gay Moore: I think they're trying to get your wires underground so when there's a storm your power won't go out

James Campbell: I was at Indy Fresh and talking with the managers, they're seeing an uptick in theft, they're going to increase security, they're also looking into the vegetables and trying to improve that and get fresher vegetables, we're connecting with them with Elephant Gardens, they're trying to reach out to other companies other than Gleaners for fresher vegetables

James Campbell: I was thinking about having the next meeting at my house, see if we can get IndyGo to come and talk about how to get on the bus and move around

James Campbell: I need some help because I'd like to do another block club party in July, last year, we were here and it felt a little detached, I'd like to have it in our community, someone else can volunteer or I'll have it in my area, we want opportunities for neighbors to come together, relax, do some games, have some fun, socialize, meet, greet, eat, and go home

Regina: Everybody that's paid their dues and didn't get a t-shirt, you can get a shirt

James Campbell: August is National Night Out on the first Tuesday, that will be at Washington Park, we want to continue to reach out to our neighbors, there's a lot we can do, we're working on signs for our neighborhood, our city councilor sent a very strongly worded letter to DPW regarding Sheridan Road and this block, there have been a lot of accidents on Sheridan between 38th and 39th, we've been trying to get them to do something and come to one of our meetings, they don't want to do that, we're at a stalemate right now

Cecelia Dodson: SHANE is partnering with Audubon Gardens for a community garden in Wes Montgomery Park just east of the splashpad, there are 16 beds, we've done some planting, we'll be planting again this weekend, I'm trying to get an L-shaped picket fence put up and have the children in the neighborhood come decorate that fence, we have four handicap beds that are higher, I went over today and there's footprints in the beds, we had some sticks that were painted and decorated with the vegetable names, they had been pulled out and put in one area, we're anxious to get the fence up and hope they'll be so proud of what they did that they won't vandalize the garden, if you want to plant in the garden, you're welcome to do so, we also want kids to do some planting, we'll have a celebration with food on the second Saturday in June, we had our neighborhood cleanup this past weekend, cleaned from Arlington to Emerson and 34th to 38th Street, MCPHD brought a convoy of trucks with heavy equipment to clean, we feed them breakfast and lunch, they said this year was the best year since we've been doing this since 2016, there is some pride in our community, everybody should be aware of that, I've seen people planting flowers and putting out flower pots that I've never seen before

Cecelia Dodson: My meeting is next Monday, we'll have the Fair Housing Center out, they'll talk about what's happening with our houses, taxes, rental property, what's happening, where we fall in Indiana and nationally, Indiana is not doing very well at all, housing for seniors is getting much worse, 6-7:30 at New Direction Church, across from the funeral home

James Campbell: There's a lot of concern about the housing situation in Indianapolis I'm involved with Concerned Clergy, there's a lot of issues with housing, you'd be surprised where Indiana falls with senior citizens, renters, evictions, foreclosures, it's really bad

- Cecelia: And for Black and Brown people
- James Campbell: Information is power

Next meeting: Weather permitting, the June 9th meeting will be held at Mr. Campbell's house, 6186 Meadowlark Drive. Bring lawn chairs.

Meeting adjourned.