

INDIANA MUSLIM ADVOCACY NETWORK

# 2023 Primary Election Voter Education Guide: Carmel



Your Voice Matters. Make an Informed  
decision with our Nonpartisan Voter  
Education Guide



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# Information about Indiana Midterm General Election

## **Voting in the Indiana General Election:**

Indiana's Primary Election is used to narrow the field of candidates for a given elective office or to determine the nominees for political parties before a general election. The Primary Election occurs at local, state, and federal levels. In Indiana, the winners of primary contests are determined via plurality vote. For example, the candidate with the highest number of votes is declared the winner of the primary even if they did not win more than 50 percent of the vote.

## **Voting Requirements:**

You have the right to vote in an Indiana election if:

- You are both a U.S. citizen and a resident of Indiana;
- You will be at least 18 years of age by **THIS** election, May 2, 2023;
- You are not currently in prison after being convicted of a crime;
- You have lived in the precinct where you vote for at least 30 days prior to the election unless you qualify to vote using one of the "Fail Safe" procedures; and
- You are registered to vote.

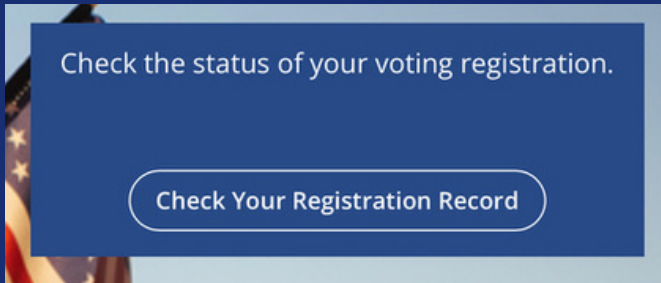
## **The following Voters' Guide policy was shared with all candidates:**

- The Questionnaire is sent to candidates from both parties.
- Candidate replies are printed without editing or verification.
- Candidates are listed alphabetically by party.
- Candidates who do not respond to our questionnaire by the provided deadline are listed with the notation, "No response received."
- Answers to each question should not exceed 200 words.

# What to know before going to the polls

Check out [indianavoters.in.gov](https://indianavoters.in.gov) to see your sample ballot.

First, click here.



Next, fill in your first name, last name, date of birth, and select the County you live in, and click submit.

A screenshot of the "Tell us about yourself." form on the indianavoters.in.gov website. The form includes instructions: "Please enter your information exactly as it appears on your voter registration record. If you registered using your initials you may have trouble finding your record. Please do not include any suffix (e.g. Sr, Jr) in your last name. Please contact your county election administrator if you require assistance." The form fields are: First Name, Last Name, Date of Birth, and County of Current Registration (a dropdown menu currently showing "-- SELECT --"). A "Submit" button is at the bottom right.A screenshot of the "Search Results:" modal. It displays a table with the following data:

| Information Entered |           |       |
|---------------------|-----------|-------|
| First Name          | Last Name | Coun  |
| FATIMA              | KHAN      | Hendr |

At the bottom of the modal are "CANCEL" and "Continue" buttons. An arrow points from the "Continue" button to the text "Confirm that is you and click continue."

Confirm that is you and click continue.

Scroll down, and you will see:

- Both early voting and Election day locations and their hours
- Who will be on your ballot, including which party they belong to and what position they are running for;
- and information about your districts.

# Carmel Candidates

This guide covers CARMEL, INDIANA ONLY. If you live in another city, please check our other Guides.

| Carmel City Council Candidates |   |   |  |                     |
|--------------------------------|---|---|--|---------------------|
| District 1<br>Central          | (R) Chuck Ford<br>No response<br>Received   | (D) Courtney<br>Culver<br>No response<br>Received | (R) Leah York                              | (R) Teresa<br>Ayers |
| District 2<br>Northeast        | (R) Jason Engle<br>No response Received   |   | (R) Shannon Minnar                         |                     |
| District 3<br>Southeast        | (R) Adam Aasen (i)  |   | (D) Jeremy Eltz                            |                     |
| District 4<br>North            | (R) Danny<br>Niederberger<br>No response<br>Received  | (R) Ryan Locke                                    | (R) Sheldon Barnes<br>No response Received |                     |
| District 5<br>Southwest        | (D) Jessica Irvine  |   | (R) Tony Green (i)                         |                     |
| District 6<br>Northwest        | (D) Anita Joshi   | (D) Loren<br>Matthes                              | (R) Ven Tadikonda                          |                     |
| At Large (3)                   | (D) Jake Madore<br>(D) Sara Draper  |   |  |                     |
|                                | (R) Jeff Worrell (i)<br>(R) Matthew Snyder<br>(R) Rich Taylor<br>(R) Jonathan Blake - No response received<br>(R) Tim Hannon - No response received |   |  |                     |



## Carmel Mayoral Candidates

| Republican Candidates              | Democratic Candidates |
|------------------------------------|-----------------------|
| Fred Glynn - No Response Received  | Miles Nelson          |
| Kevin "Woody" Ryder                |                       |
| Sue Finkman - No Response Received |                       |

## Questions sent to candidates:

### City Council Questions

- **Background:** What training, experience, and background qualifies you for this position?
- **Top issues:** What are the top three issues you would like to address if elected? Why?
- **Islamophobia:** Do you believe Islamophobia is a concern for Muslims living in this city? How do you perceive your role in tracking Islamophobia in our city?
- **Development** - Fishers is an ever-growing community and quite large. Do you believe there should be more or less development/redevelopment, and why?
- **Diversity** - Recognizing that Fishers has made strides with diversity and the Muslim community in the past, What are your plans to make ensure that the momentum continues and that diversity grows?
- **Diversity and inclusion** - How do you plan to involve residents, specifically the diverse minority populations, in the decision-making process in our city/town?
- What are some things Fishers is doing well?
- What are some things Fishers can improve on?

### Additional Mayoral Questions

- **Gun safety policy** - The national rise in school shootings has parents, school districts, and law enforcement agencies looking for ways to ensure schools are safe. What plans do you have regarding school safety? What policies would you enact and why?
- **Affordable Housing** - Do you view the lack of affordable housing as a major concern for your city? Why or why? If yes, what are your plans to address this concern?

## City Council District 1 - Central

Democrat: Courtney Culver  
*No response received*

Republican:  
Chuck Ford - *No response received*  
Leah York  
Teresa Ayers - *No response received*



Leah York  
Republican

**Background:** Being a business owner and a passionate Carmel resident with a history of community involvement, I know that using my skills and experience to serve as a Carmel City Councilor will make a positive contribution to the city.

**Top issues:** 1. Ensure that the public safety services provided in Carmel are top quality, trained well, and responsive to the needs of the community

2. Provide experienced leadership on the city council that is open, transparent, and accessible to the residents of the Central District

3. Continue to provide world-class amenities and services to the community while keeping our taxes low.

**Islamophobia:** Yes, I believe that we should never accept hate, and it is an issue in any city. My role is being a leader and leading by example.

**Debt:** When Carmel's debt load is viewed as part of the city's overall financial health, I do not feel that the debt load is "too much". Just like with a business or a household budget, when considering if taking on long-term debt is prudent, the ability to repay that debt must be a major factor. Carmel has been able to provide stability and growth by using borrowing as a tool, and the city has the revenue to be able to cover all of the debt service without raising taxes.

**Development:** I strongly believe that using land efficiently to meet the needs of the community is an essential strategy that Carmel has done a good job with - and we must continue to do a good job in the future. If we don't use our limited land efficiently, we won't have enough density to support the businesses that are helping Carmel thrive. Because of the development that already exists, we have to be very targeted with our approach.

**Diversity:** Ensuring that Carmel's employees have the education and awareness to understand the complex issues surrounding diversity in the community is something that should be a priority for the city. I support a solution that brings experts in to make sure that we always have the most up-to-date and effective diversity training in our city.

**Diversity and Inclusion:** I am strategic about meeting people where they are and there are opportunities for all to participate, and those environments are safe and accessible. People need to feel comfortable to express their ideas and concerns.

**Finance:** Carmel is in a great place financially, however we can always improve on providing more information in a way that people can consume it and understand it. The more accessible information that we can provide, it ensures more accountability for everyone involved.

**What are some things Carmel is doing well?**

Carmel's focus on providing places for people to come together has led to a community that values and supports interactions between residents. This is unique, and must continue to be a focus as the city grows.

**What are some things Carmel can improve on?**

One of the challenges our city is facing is connectivity. Although we have made significant progress, we need to have better connectivity throughout the city. As we continue to develop across a very large area, residents should have options to be able to get to the amenities and services that are available without getting in a car.

Secondly, we are facing an interesting time in our city's leadership both as a new mayor and with new faces on the city council. This is why a strong understanding of municipal finances, procedures, and comprehensive knowledge of the city is so critical for continued success and continuity.

Website: <https://www.leahyork.us/>

Facebook: <https://www.facebook.com/leahyorkcarmel>

Twitter: [@leahsyork](https://twitter.com/leahsyork)



## City Council District 2 - Northeast

Democrat: No Candidates

Republican:  
Jason Engle - *No response received*  
Shannon Minnar



Shannon Minnar  
Republican

**Background:** I want to run for city council because I believe I can be a strong leader for the Northeast district, and have the ability to positively impact the entire city of Carmel. I have a proven track record of being a strategic thinker and a doer, who can get things done. I am passionate about serving my community and believe that being a city council member is the best way for me to give back to the community that has given so much to me. As a community leader, I have been able to significantly

impact the Northeast district and have the experience and drive to do the same on the city council. My ultimate goal is to keep Carmel a fiscally responsible and vibrant city, and I am confident that I have the skills and dedication to make that happen.

### Top issues:

1. Offer transparent and proactive communication to my district so they can understand what decisions are being made by the city and why those decisions are made.
2. Be intentional about leading on the council and in my district by listening to residents and bringing their feedback to the council.
3. Be a steward of taxpayer resources by making smart, fiscally conservative decisions and utilizing innovative and creative solutions to fund new projects and services.

**Islamophobia:** Carmel is a diverse community. If you consider the misinformation and preconceived judgements that are out there in our society, I'm sure that Muslims do feel that they are being unfairly judged. For me, I am always kind to everyone regardless of someone's race, background or socio-economic status. We should create more opportunities for our diverse population to learn from one another. That creates community and community creates relationships and that breaks down barriers.

**Debt:** Debt is a topic that often makes people feel uncomfortable. It is a tool that, when used responsibly, can be used to bring about improvements without raising taxes. I do not believe Carmel has too much debt because the city has the income to be able to pay the debt without having to raise taxes. Carmel's income is higher than many other communities, and the investments that have been made are not out of character for the income that the city brings in. As long as the debt is structured responsibly and protects taxpayers, then it should not be considered "too much".

**Development:** My approach to development in our city prioritizes well-planned and community-driven decision-making, taking into account the unique character of each district. While Carmel has been successful in its development approach, I believe that each opportunity should be evaluated on a case-by-case basis, considering the needs of the community and the appropriateness of the proposed development.

**Diversity:** I believe as a society we should be open to learning about cultural diversity and different ideologies. This is a subject that can be controversial, but it shouldn't be. As long as the training for city employees is focused on helping learn about other people and their backgrounds, culture, and beliefs, I feel that it is appropriate to be included in their training.

**Diversity and Inclusion:** I will always keep an open dialogue with residents and encourage diverse populations to be a part of the process --- attending council meetings, getting involved on committees, festivals, and other community focused organizations and events.

**Finance:** I believe that our city has a good financial footing currently. There are always other things we can do to educate our residents better. We can provide more communication, ask for public input, and collaborate with other financial experts who can help us strategically plan for the future. Our taxpayers should feel confident in the information they have. I strongly stand for financial transparency.

### **What are some things Carmel is doing well?**

Carmel is an incredible city that has created such high-end amenities for low taxes. There are many options for residents to get involved in the community.

### **What are some things Carmel can improve on?**

The most important challenges facing our city are public safety and aging infrastructure. To address public safety concerns, we must continue to attract and retain the best firefighters and police officers to ensure the safety of our growing city.

Additionally, the need for an additional fire station out west should be addressed.

As for aging infrastructure, we need to take a proactive and strategic approach to ensure that our roads, buildings, and drainage systems are maintained and upgraded regularly. This is crucial to maintaining the high quality of life that our community values. By prioritizing these infrastructure needs and investing in them accordingly, we can ensure the continued success and growth of our city.

Website: <https://minnaarforcarmel.com/>

## City Council District 3 - Southeast

Democrat: Jeremy Eltz

Republican: Adam Aasen (i)



**Background:** I've served on the city council for the past three years and during that time I voted to bring a grocery store to a part of town that desperately needed it, voted to fund needed road improvements to keep residents' safe, and authored an ordinance to crack down on animal abuse. I currently serve on the Carmel Plan Commission as well, helping maintain the look and feel of our city. I'm a past HOA board member and I've served on boards for Carmel Rotary, the Carmel Education Foundation and Janus Developmental Services. I was named

Volunteer of the Year for OneZone in 2019.

### Top issues:

1. Continue to invest in and improve public infrastructure and amenities throughout our city. Parks, paths, public plazas and meeting places not only help make us a great place to live, but they encourage new businesses to locate here. I will keep pushing for new innovative ways to entertain residents and attract visitors.
2. Support our police and fire departments and equip them with the tools to keep us safe. In both 2021 and 2022, Carmel was ranked in the top 10 for safest cities in the United States by different organizations. We need to keep this going by continuing to support the needs of first responders, including training and equipment.
3. Champion ways to improve cyclist and pedestrian safety in all parts of the city, including adding new crosswalks where justified.

**Islamophobia:** Prejudice is a problem anywhere you go in the world and no city is immune to it. I do believe Carmel is a welcoming community, but there are always things we can do better. We must continue to promote Carmel as a welcoming city for everyone, regardless of race, religion, etc. Much of that comes from the tone of leadership. I will never stand for hate or prejudice. I've also made it a point to attend various events for a variety of religious and ethnic backgrounds and I will continue to do so. I've helped sponsor special resolutions and encourage city council presentations to help educate citizens on different holidays that they not might not about. Diversity is a strength and we should always think of ways we can be more welcoming. Not only is it morally right, but it helps attract new businesses, both big and small. Corporate headquarters who are looking for new locations want to pick communities where their diverse staffs can feel welcome.

**Debt:** I believe Carmel's debt level is appropriate for a city our size. We have strong annual revenues which allow us to make smart investments in road improvements and public amenities. Our residential property tax rate remains among the lowest in the state (15th lowest out of all cities and the number one lowest for cities with populations over 100,000). Only 6 percent of our city's property tax rate is needed to fund debt payments, which is less than Fishers, Noblesville or Westfield. Much of our debt is paid for by taxes paid by private businesses -- not residential taxpayers. Our debt is carefully scheduled out based on very conservative revenue projections (we regularly exceed projections and then put that excess money into reserve accounts for extra security). These are smart investments that continue to add to our quality of life for decades to come and it's all secure and safe based on strong reserve accounts and layer after layer of taxpayer protections.

**Development:** To me, it's not more or less development. It's smarter development. We should continue to innovate as a community and bring in world-class projects that enhance our quality of life while maintaining the city's character. It's not an either/or situation. We can add new restaurants and stores and corporate headquarters while protecting existing neighborhoods. I will add that I want organic growth and not forced growth for growth's sake.

**Diversity:** This is up to the mayor but I would support any funding needed for diversity training. In most large companies, this is pretty standard. I often say more education and training is always a good thing. Finding ways to learn from people from a variety of backgrounds benefits us all. In my opinion, diversity training is always needed and I would push whoever is elected mayor.

**Diversity and Inclusion:** Communication is something I pride myself on. I put out monthly newsletters. I host regular in-person town halls. I post news updates to

social media. I answer calls and emails. I attend HOA meetings. I reach out to groups. I will continue to work hard to accessible to everyone. I go out of my way to connect with groups from diverse minority populations and I will continue to do so. I love this city and I want everyone to feel welcome in Carmel, regardless of any background. This is a city for ALL.

**Finance:** I believe we are in a strong position financially, but there are always ways to improve. We can begin to plan for needed maintenance for city infrastructure in the decades to come and we can continue to lobby our state legislature to prevent any changes to city funding laws. The biggest thing we can do is continuing to make Carmel a welcoming city and a desirable place to live, work and visit. If we do that, we will have a thriving business community, which means continued low taxes for residents. We've hit on a formula that's worked for more than 20 years and while we can continue to make improvements I wouldn't want us to drastically stray from that path.

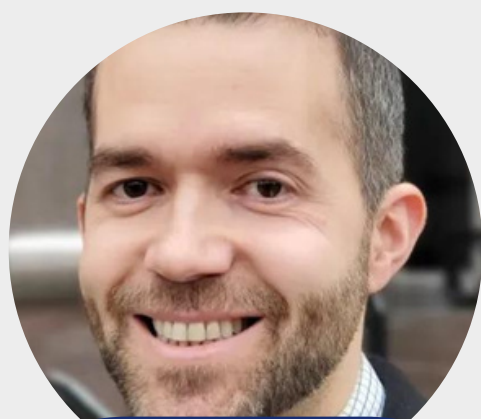
### **What are some things Carmel is doing well?**

We live in one of the best places to live in the United States and I feel fortunate to be even a small part of it. I think the best thing I can say about Carmel is even as our population exceeds 100,000 people, we haven't lost our welcoming small town charm.

### **What are some things Carmel can improve on?**

We shouldn't rest on our laurels. While we are a great city, we can always get better. More restaurants and stores in our downtown. Continued investments for parks and trails. We can do more to promote diversity. Another thing in particular I'm focused on is improving pedestrian crossing in our older residential neighborhoods.

Website: <https://adamaasen.com/>



**Jeremy Eltz**  
Democrat

**Background:** I currently serve as the Director of Rural Education at the Center of Excellence in Leadership of Learning at the University of Indianapolis. I am fortunate to travel the state, visiting all sorts of communities, to support their school districts. As an educational leader, I works every day to ensure students throughout the state receive the best quality education and have all the opportunities open to them. I'll bring this same commitment to City Council.

I began my career in research science at IUPUI

before becoming a middle school science teacher in Pike Township in Indianapolis. In 2012, I joined the Indiana Department of Education (IDOE) where I created the state's first STEM plan, the STEM School Certification, adopted new science standards, and added computer science standards for grades K-8. In 2016, I received his PhD in educational leadership and holds a school superintendent license. My background leads me to make decisions based in research, evidence, and fact; which are desperately needed on the city council.

**Top issues:**

1. Give the council back to the citizens of Carmel. I'm the only candidate that can say my vote and campaign is not influenced by special interests and big money donors. This is a major problem in politics and it is about time we started holding candidates to higher expectations. Through direct democracy, citizens of Carmel can determine council votes leveraging technology, townhalls, or forums.
2. Safe, secure, and supportive Carmel community. This includes making roads, roundabouts, and trails safe for ALL users. Police, fire, EMS all have the resources they need to perform their jobs at a high level. We can build a supportive and inclusive Carmel by adopting or coordinating community building/networking practices; volunteering opportunities, park and ride carpooling, etc.
3. Development that addresses needs of the community and is responsive to the needs of the planet by adopting green, environmentally friendly, carbon neutral building practices. We can continue growing green space to reduce city heat, pollution, and noise.
  - a. Support our schools! After the unprecedented and unfounded attacks on our schools in 2022, it's time for city leaders to stand up for education. Quality schools are needed for continued growth, innovation, and talent attraction in Carmel.

**Islamophobia:** Yes, absolutely. I strongly believe that someone in a position of power and authority (and a city councilor fits that) has the responsibility to speak up and defend those in their community that need it. Injustice, bigotry, lies, corruption and misinformation have no place in Carmel and it's about time our City Council did something about it! I believe that it is important to raise awareness of Islamophobia because it is a form of discrimination that can have a significant impact on the lives of Muslim people. Islamophobia can lead to verbal abuse, physical violence, and discrimination in employment, housing, and education. It is important for people to understand the impact of Islamophobia so that they can take steps to address it. It is important to track the prevalence of Islamophobia so that we can better understand the scope of the problem, develop effective solutions based in data and research. Collecting data on incidents of Islamophobia, will allow us to identify the areas where it is most prevalent and the types of incidents that are most common.



**Debt:** Yes. I am personally opposed to debt. I understand that city, and government debt in general, is different than household debt but the goal should be to work toward eliminating debt. Not just maintaining a certain percent of debt. Our debt is basically taken on to get something today at the potential cost of our future ability to be fiscally solvent.

**Development:** This is a tough question! As far as I can tell, everyone basically campaigns on limiting development or use veiled language like smart development, innovative development or any other creative workaround to not answer this question directly. This is done because it's almost a split down the middle for people whether they want more development or want development to stop. Additionally, it seems like as soon as people are elected, they change their tune to supporting more development. I assume they are seeing something within the budget, our debt, population growth, etc., that forces a state of perpetual growth. With that being said, I will represent the Southeast district of Carmel and I believe my district wishes to remain residential, does not want 5 story mixed use development in our district, and would prefer more green space, trails, parks, community quality of life development!

**Diversity:** We have to start with the "Why", why is diversity training essential and why has it failed. Carmel has tried and failed because of who we keep electing. Most of our elected officials provide lip service to their constituents and don't actually intend to follow through on what they say. Diversity is a good thing. Diversity of race, income, background, opinion, sexual orientation, gender, religion, etc., provide varied perspectives that can ultimately lead to better decisions, problem solving, troubleshooting, brainstorming that is needed to tackle big issues. The city we live in, whether we like it or not, is increasingly global and there is no going back. The more varied perspectives we can bring to the table, the better off our community will be. If everyone understands the "why" they will be more likely to participate. Additionally, the training has to be good. I am an educator, I understand good and bad training. Most mandated trainings are not great, probably because they are written by a homogenous group of corporate trainers with limited background.

**Diversity and Inclusion:** Town halls are used to gather input from residents and to hear their concerns. I will hold meetings in different parts of the city so that everyone has a chance to attend. We could create a diversity advisory board to provide input on issues related to diversity and inclusion. Surveys are a great way to get input from a large number of people but only if we make sure to survey residents from different parts of the city and from different backgrounds. Hold focus groups. Focus groups are able to get in-depth input from a small number of people. Social media can reach a large number of people. I will use social media to share information about upcoming events and to get input from residents.

A website or some sort of polling/petition service could be used to gather citizen input on different initiatives, almost like a virtual suggestion box. We need to make sure that it is easy for residents to get involved in the decision-making process, by making information available in multiple languages, providing childcare at meetings, offering transportation to meetings, or holding the meetings at different locations and times, potentially leveraging existing community events that draw large groups.

**Finance:** Considering I am not currently on the council and don't have the same access to the city's finances as our sitting council people, this is a tough question to respond to. Generally, I can provide what any city could do to continue to work toward financial stability: Increase revenue, reduce spending, improve efficiency.

**What are some things Carmel is doing well?**

Public education, road maintenance, parks and trails, snow removal, attracting business, public services (police, fire, water, sewer), library, events

**What are some things Carmel can improve on?**

Increasing green space, involving more constituents in decision-making, affordable housing, public transportation, roundabout safety for bikers and walkers, diversity and inclusion, sustainable/environmental building practices, composting, leaf removal, transparency, collaboration with surrounding cities for economy of scale of meaningful quality of life programs.

Website: <https://www.electeltz.com/>

Facebook: <https://www.facebook.com/electeltz>

## City Council District 4 - North

Democrat: No Candidates

Republican:  
Danny Nierderbger - *no response received*  
Ryan Locke  
Sheldon Barnes - *no response received*



**Background:** I am a third-generation Carmel resident and am an attorney with experience administering state government for the past eight (8) years, both at the Indiana State Police and the Office of the Indiana Treasurer of State. I have helped local communities throughout Indiana find creative and common-sense ways to serve their residents and solve their challenges. I oversaw the day-to-day operations of the State Treasury and its related entities, including but not limited to Indiana's Statewide

911 Program, the Indiana Board for Depositories, the Indiana Bond Bank, and the state's CollegeChoice 529 programs. I was also instrumental in the launch of two entirely new statewide programs working with individuals with disabilities. I have successfully advocated for pragmatic advancements and innovations at the federal, state, and local levels positively impacting the everyday lives of Hoosiers.

I am running for Carmel City Council Northwest to bring my expertise and experience home to ensure that Carmel continues to strategically and responsibly meet the needs of its residents – our needs – now and into the future. My wife Elise and I know there's no better place than Carmel to raise our two young sons, James and Edward, and our chihuahua, Daphne.

### Top issues:

1. Sustainability: protect the city for future generations through forward-looking, operational and fiscal responsibility to ensure Carmel stays the world class place it is for years to come
2. Invest in the Community: continue to strategically invest in infrastructure, public services, and public amenities to meet the needs of the city and its residents as the community continues to grow and evolve
3. Placemaking: Focus on fostering a community and economic ecosystem where people and businesses want to come and stay

**Islamophobia:** I know that it is. It is a concern for me, too. My role on city council will be to: (1) help ensure that we strive to create an environment in Carmel that is safe, welcoming, and that brings our residents together to learn and grow with one another; and (2) make sure our law enforcement and other public officials are equipped with the tools and the training they need to combat hate.

**Debt:** I do not at this time based on the financial statements as they have been presented, but will review the City's finances from the ground up as I prepare to make decisions on the Council. Making sure that we have a financially stable base so we may continue to proactively support and fund our needs is paramount. While excessive debt can strain city finances, reasonable and strategic debt is a necessary tool that acts as an investment in the city. Projects funded with well-structured debt can increase the present value of properties which in turn increases tax revenue for the city. Debt service payments are often more than covered by this increase which results in a net gain in revenue for the city. If we can ensure that our debt is appropriately structured and that we maintain adequate volume cap to pivot for future needs, our debt load shouldn't be a burden on present or future taxpayers.

**Development:** Reasonable and strategic development and redevelopment is the key. I think the City has done a good job over the past three decades in developing and redeveloping strategically to meet the needs of the growing population. Making sure we continue to do just that is one of the fundamental tenants of how I plan to review and approve the proposals that come before the Council.

Carmel is by its nature, history, geography, and by the choice of its residents (especially those in the Northwest District) a suburban, single-family residential community. Preserving the safety and value of our neighborhoods is essential for the future of Carmel. Redevelopment should be targeted on areas that are draining resources or not generating economic value in an effective way without threatening the surrounding community. The community must be involved in the decision-making process. Seeking input from residents, business owners and stakeholders to understand their concerns and priorities will help identify what aspects of the city's character demand preservation and what changes should be made. Our homes and our neighborhoods are central to the lives of Carmel residents, and it is necessary to ensure they remain safe and valuable.

**Diversity:** I believe that gaining knowledge and context is essential to improving our understanding of and interactions with others. Shared life experiences create a strong community, and anything that promotes kindness, empathy, and awareness is valuable. Diversity training and initiatives can foster a more inclusive and understanding community by providing knowledge and context through exposure to more perspectives. Our continuous mission should be to create a community that welcomes, respects and celebrates diversity. Learning about other people, their cultures, and their perspectives can help our public servants provide the best possible services to our residents. For all of us, the more we know, the better we listen, the better we can be.

**Diversity and Inclusion:** I promise to be available, open, and transparent in everything I do. If something comes up, please call me. I am always excited to forge new relationships, and I understand that by seeking this office, I am opening my door to our Community. It is a part of this process that I am very excited about!

If a proposal comes before the Council that impacts residents, I will seek input. Having spent the better part of the last decade in public service at the state level, I understand that my duty is: (1) to make decisions with the best possible information I can gather; (2) to think about the impacts of those decisions from as many perspectives as possible; (3) to act as a mediator for those differing points of view when conflicts or disagreements arise; and (4) to ultimately make decisions that are objectively in the best interests of those constituents that will be affected. I know that those decisions won't always satisfy everyone, but I also promise to be open about how they are made and to be open to discussions and feedback at any stage of any process.

**Finance:** The key to all finances is to build a plan that takes into account present and future needs, create a budget based on expected revenues and expenditures that can reasonably meet that plan, and to implement the plan in the context of the strategically created budget.

The biggest challenge facing our municipal finances is the transition that is happening in this election. There will be a new mayor; there will be at least 5 new Councilors. We have had stable leadership and direction for almost three decades that forged a path and stuck to it. That path has always included a forward-looking approach to spending and financing structures. This transition time could serve as a great chance to objectively review, assess, and reconfigure future plans to better meet the city's needs from a new perspective. It could also become a destructive step backwards as institutional and contextual knowledge are lost in the political fray.

Our City's financial foundation for the future will be determined by how well we transition from Mayor Brainard's vision to the next Mayor's. The Council will play an important role in making sure that the new administration includes as much input as possible from our constituents in that process. Applying my knowledge, expertise, and rational approach to that process is why I decided to run to be your next City Councilor.

**What are some things Carmel is doing well?**

Carmel is a destination city for people seeking an excellent life because we do an exceptional job of preparing for the future. Our roads, parks, trails and schools meet our current populations needs and have been strategically built to support continued growth. Our police and fire departments are world-class because their voices are included in their funding and support. If continue to plan for where we are going and strive to include our residents in those conversations, we can make sure Carmel continues to be the place that our residents have chosen to build our lives.

**What are some things Carmel can improve on?**

As is the case with any government entity, we can continue to improve our ability to share information about our programs, processes, and decisions with the public. The better we share, the easier it will be for us to gather community input to strengthen our decisions. I hope to be an advocate, an ally, and a friend throughout this process. I am excited to have the opportunity to make connections between the communities within our Community. I am also ready to listen to make decisions that ensure that Carmel continues to be the excellent place I have lived my entire life — and that as a City and a government, we always strives to be that place for everyone who choses to live here. To that end, please don't hesitate to reach out if there is anything I can do or if you want to meet, and I promise to do the same! I hope to earn your votes and support for Carmel City Council Northwest on or before May 2nd!

Website: <https://www.lockeforcarmel.com/>

Facebook: [Ryan Locke for Carmel City Council Northwest](#)



## City Council District 5 - Southwest

Democrat: Jessica Irvine

Republican: Tony Green (i)



Jessica Irvine  
Democrat

**Background:** I grew up in the district I am running in and have lived here for over 30 years. I have a unique understanding of the district and what sets it apart from the rest of the city. I was raised by a young, single mom, and she often struggled to make ends meet. Carmel offered me a great education, which allowed me to become a first generation college graduate earning not only a bachelor's degree but a masters degree, as well. As a first generation college graduate, I understand grit, hard work, and overcoming challenges in order to reach my goals.

I have a bachelor's degree in Public Financial Management and a master's degree in Environmental Policy and Sustainability from Indiana University O'Neill School of Public and Environmental Affairs. I also have a Business Foundations Certificate from the Kelley School of Business. I currently serve as a Senior Environmental Manager for the Indiana Department of Environmental Management. My education, work experience, and familiarity with the district provide me with the needed skills to effectively serve on the City Council.

### **Top issues:**

#### Environmental Sustainability

Protecting our environment and ensuring its sustainability for future generations is one of my top priorities. I believe in implementing green technologies, reducing carbon emissions and preserving natural resources. Together, we can create a cleaner and healthier community for all.

#### Smart Development

I believe in smart development that prioritizes sustainable growth while preserving our community's unique character. This means supporting responsible land use policies and investing in infrastructure to accommodate new growth while protecting our green spaces and historic buildings. I will work with stakeholders to ensure our community continues to thrive and prosper for future generations.

### Fiscal Transparency

I will prioritize promoting economic growth while maintaining fiscal responsibility and transparency. I believe in investing in the community through education, infrastructure, and job creation, while also being mindful of taxpayers' hard-earned dollars. By utilizing data-driven decision making, I will ensure that every dollar is spent effectively and efficiently to enhance the well-being of our residents. It is essential that the community have confidence in how their tax dollars are being spent.

**Islamophobia:** Yes, I do. When I attended the groundbreaking for the Islamic Life Center in Carmel, it was troubling to learn that it took a decade for our Muslim neighbors to be able to have a place to worship in Carmel. The city has a responsibility to make our increasingly diverse population feel welcome, included, and safe. As city councilor, I would meet with our Muslim community to hear about their experiences, concerns, and visions.

**Debt:** The debt does cause me concern. While some debt is necessary to grow the city through building and development, the city council should ensure that every dollar is spent effectively and efficiently. I believe it is important to maintain the high quality of life in Carmel, ensure investments produce a sound return on investment, and increase fiscal transparency so the community has confidence in how their tax dollars are being spent.

**Development:** I believe there needs to be thoughtful development/redevelopment with proactive measures to seek community input. I do not support clearing old growth forests, wetlands, or habitat critical for wildlife for new development; however, I do support redevelopment with community buy-in. I believe we should continue to invest in our city so we can offer desirable amenities that make Carmel stand out. It's important that Carmel preserves historic buildings and protects long-standing neighborhoods when considering development/redevelopment.

**Diversity:** Diversity trainings are important to ensure our diverse community feels welcome, included, safe, and heard. We can all benefit from learning more about each other, which makes our community stronger. I am in support of ongoing diversity training.

**Diversity and Inclusion:** I would have regular meetings with community leaders representing the diverse minority populations, along with holding town halls to engage residents and hear feedback. It is important to me to maintain an open line of communication.

**Finance:**

- I will focus on paying down the debt.
- I will ensure future developments have a strong return on investment.
- I will foster a business friendly environment to entice businesses to locate in Carmel, which will bring in tax revenue.

**What are some things Carmel is doing well?**

Carmel offers its residents a high quality of life. Our city has nationally recognized public schools, award-winning parks, a vibrant, walkable downtown, and remains one of the safest cities in the nation. Carmel's investment in the arts attracts visitors from all around and provides entertainment options for local residents. The streets, sidewalks, and utilities are well-maintained and most of the infrastructure is well-designed.

**What are some things Carmel can improve on?**

I believe the city can improve by engaging in more proactive means of communication with the public and being more transparent with the decisions they make. City councilors are elected to represent their constituents and be a voice for them; therefore, seeking input from neighbors is imperative. I also think the city should prioritize protecting green space.

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**Tony Green (i)**  
Republican

**Background:** I have served two terms on the City Council, and during which time I have a proven record of being an independent critical thinker and voting against the majority when it is in the best interests of my constituents. I have currently the Deputy Director of the Indiana Retirement System directly managing over 160 individuals. I have also served in the United States Air Force for over 34 years as a pilot and military lawyer.

**Top Issues:**

- Preserve the character of Carmel's residential neighborhoods. As apartments continue to be built in Carmel along with more commercial buildings, the growth of apartments and commercial will continue to infringe on our existing neighborhoods.

- Invest in infrastructure to keep pace with Carmel's population growth. The cost of maintaining the great city that we have will only accelerate as the population grows and Carmel becomes more dense.
- Hire additional police officers to keep Carmel a safe, family-friendly community. Carmel does not have enough police officers for a population of 100k, it will need to increase the rate of hiring and training more police officers to prevent crime from rising.

**Islamophobia:** I do not believe it is a concern. Carmel has become a very inclusive community in Indiana under Mayor Brainard's leadership. However, that is my perception and I hope that Muslims do not have that concern. If they do, I will continue to work on showing that Carmel is inclusive to everyone and no one should live in fear.

**Debt:** I think Carmel is in a strong fiscal position and Carmel has generally used debt well for investment. We have growing revenue and maintain a substantial rainy day fund and supplemental reserve. However, at some point in the future the increasing expenses and costs of maintaining the city will continue to rise as the increasing revenue that the city relies on begins to level off. That is what the city needs to focus on and work on a plan to address to ensure Carmel can continue maintaining our infrastructure and living at the standards that we have become accustomed.

**Development:** I prefer steady slower growth, especially outside the core of the downtown. I would like to work with the parks department to preserve wooded areas, and raise the requirements for new developments to preserve or create more green space. I would also like the city to work harder to preserve the character of Carmel's residential neighborhoods. As apartments continue to be built in Carmel along with more commercial buildings, the growth of apartments and commercial will continue to infringe on our existing neighborhoods.

**Diversity:** Request a review of best practices that are taking place in other cities, and encourage the city's HR to include these best practices into city employee training.

**Diversity and Inclusion:** The council with support from the next mayor and his communication staff can organize town hall meetings, or coordinate with minority populations to attend their planned events. I will work with other city leaders to do more outreach events to communicate what is going on in the city, as well as when and where minority populations can get involved earlier in the decision-making process.

**Finance:**

I would work to pay off some of Carmel's debt. I would also focus on coming up with a strategic plan to invest in infrastructure to keep pace with Carmel's population growth. The cost of maintaining the great city that we have will only accelerate as the population grows and Carmel becomes more dense. I would also look to shift much of the city's subsidizing of arts to non-profits or corporate sponsors over the coming years.

**What are some things Carmel is doing well?**

Carmel has done a great job at building partnerships with businesses and recruiting corporate headquarters to the city. The city government has also made Carmel one of the most inclusive cities for its size.

**What are some things Carmel can improve on?**

Transparency. The city can do a much better job sharing some of the creative financing practices that have taken place in the past.

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| District 6 - West                             |                              |
|---|------------------------------|
| Democrat:<br>Dr. Anita Joshi<br>Loren Matthes | Republican:<br>Ven Tadikonda |



Dr. Anita Joshi  
Democrat

**Background:** I'm a physician who listens to people with the sole aim of helping them. I'm a small business owner who has to be fiscally responsible to keep my business thriving. I am a community leader who has held executive level positions on a wide variety of boards. Most importantly, I have been a resident of West Carmel for the past 18 years, so I know and love this area with every fiber of my being. I will bring leadership and management experience to Carmel City Council, but I will also provide a

unique, outside perspective that doesn't always exist at our municipal level. I believe it is important to have voices that listen to and represent the community we live in. I have served on the executive committee of the Center for Interfaith Cooperation and have worked with representatives of all major faiths in the city. I have the ability to bring people together around a common purpose and have a comprehensive working knowledge of the issues that different groups face. I use data driven analysis and compassionate decision making in my everyday life as a pediatrician, and I will bring that with me to the City Council. I believe this will allow me to meet the challenges and opportunities that Carmel has ahead.

**Top Issues:** Safety for our residents—A community is safest when we all can come together to care for each other and respect each other. We can do that best when we learn about each other and work with our first responders so they learn about us. When neighbors can meet each other as neighbors, and work with law enforcement as partners, all of our children will remain safe.

Financial Transparency—We all work hard to earn the money it takes to run our businesses and our households and to plan for the future. We expect the City of Carmel to do the same. It is important that all of us as members of this community have access to the information and resources to allow us to understand Carmel's financial liabilities and strengths. We should be able to participate in the decision making process that will determine where Carmel is headed in the next 30 years and we cannot do this without clear communication and financial transparency.

Sustainable Development—We and our children deserve an environment and a future that is healthy and innovative. We need to make sure that we are thinking about green building, the jobs and industries of the future, and the ability to attract and retain young talent in our city. We want our children to come back home to live in Carmel and so we need to think about how we will make it attractive for them.

**Islamophobia:** Yes it exists and it is important to acknowledge it and help to work towards ending it and all forms of discrimination. I have had my own experiences standing with the muslim community in times of fear and tragedy. I have spent many years working with the Interfaith Community in Indianapolis and Carmel. I have seen first hand what happens when irrational fear takes hold. I spoke at the memorial service of Mustafa Ayoubi, a young man who was killed in a senseless act of hatred in 2019. The thing that kept coming to my mind as I stood with this family in grief, was that he looked just like my son and could have been my son. Hatred at every moment must be met with the power of love. Love comes more naturally than hate. I believe that we are taught to hate, but we are born to love. I have stood with the Muslim community in support of the building of the mosque in Carmel. I was so proud to hear my dear friend Aisima Sheikh speak at the zoning commission meeting at the Palladium, but I was also disappointed that such a meeting should have happened in the first place. All those of us who come from



minority communities have known what it feels like to be marginalized and we must always be willing to stand with one another, always! I have testified in front of the State Legislature to advocate for a Hate Crimes Bill that actually would track and report crimes against all at risk communities. I believe we must work with our legislature and our first responders to educate them on the need for such legislation. I have done the work of advocacy all my life for women, children and many faith groups in Indiana, it is a part of who I truly am.

**Debt:** Carmel does have debt on the books and Standard and Poor's did decrease our city's bond rating in 2017. The honest answer is we don't really know how much debt is actually on the books because the Carmel City Council and Mayor up to this point have not been transparent with these numbers. That is, in fact, one of the reasons why I'm running. We need to have a city council that will be responsive and responsible to its citizens. We need to have complete transparency so that we understand the obligations that we are leaving to our children and future members of our Carmel community. As a physician and small business owner I understand the need to take on debt to create opportunities for growth, but I also understand that we must be fiscally responsible so that the business continues to thrive. The City of Carmel must critically evaluate current liabilities and future growth opportunities in order to make the best decisions moving forward and having all the data available to us is the key to making the right choices.

**Development:** The most important piece of development is community input. Different areas of Carmel have different needs and different challenges. I am running for the West District and am already spending a great deal of time listening to the concerns of my neighbors in this community. Growth and development is always important and when done correctly it helps to keep our taxes low and our amenities high. We need to ensure that the development we approve is the kind of development our neighbors are supporting. It should be sustainable for our environment and improve the quality of life for all Carmel residents. An important goal of my campaign is to ensure that citizen input is sought out and that the financial ramifications of all development projects are always transparent to the community. I have not taken money from developers and I have no conflicts of interest.

**Diversity:** The best way to ensure that diversity training is implemented is by making it part of all new hire orientations and by making it part of yearly retreat and review processes for city employees and government officials. I have led many conversations about diversity at corporations like Salesforce and Lilly as well as universities, high schools and middle schools. I have spent years educating people about my faith and my culture and in turn learning about theirs. I have

been active in diversity work all my life and I know that a connected community is a safe community and that by learning about our neighbors we are all enriched in the process.

**Diversity and Inclusion:** If I am elected I will be the first minority woman ever elected to Carmel City Council.

I have always been involved in advocating for marginalized and minority communities. My work with Women's Fund as their Grants Committee Chair allowed me to learn about the challenges that many women in all communities face in establishing themselves financially. I have been the chair of the diversity committee on the board of the Orchard School and was recognized by Butler University as a leader in faith and vocation. I have been a leader on the executive committee at the Center for Interfaith Cooperation and have visited Universities, Synagogues, Mosques, Temples and Churches and have been asked to speak at many throughout Indiana. I have been the Vice Chair at Brebeuf Jesuit and led the Medical Task Force's Covid response for them. It should be apparent that I am comfortable working with all people in all settings because I truly see all of us as members of the same human family. Diversity is not something I need to plan to work on, it is a part of my DNA and all will be welcome to discuss issues and concerns with me always. As a physician I am used to being on call and available to my patients. That being said, having time to visit with various members of the community is something I will build into my schedule as city counselor. Having regular "office hours" where anyone can drop in to discuss issues with me is something I plan to do.

**Finance:** The biggest issue that Carmel is facing is maintaining the high class amenities that we all love while keeping the cost of living reasonable for all residents. The challenge is the debt load and the ongoing maintenance expenses that the city has. This was the reason that the S&P downgraded the city's bond rating in 2017. We must work to get that rating back. We need to understand the infrastructure and maintenance costs and a clear understanding of the projected revenues and the risks that would impact those revenues negatively. We need to be courting industries of the future and continuing to increase corporate investment in Carmel. These are the ways that we can create a better financial future and be more transparent with Carmel residents and taxpayers.

### **What are some things Carmel is doing well?**

Carmel has an amazing school system, has nationally recognized parks and we enjoy great amenities. The challenge for Carmel will be maintaining our status as one of the best places to live in the country and continuing to be an innovative leader as a city.

### **What are some things Carmel can improve on?**

Carmel needs to be a welcoming place for people of all backgrounds so they can work, worship and play in peace. We need our city government to look like the city it represents. We need to ensure that we have the funds to maintain the development that has already occurred and plan for sustainable and innovative solutions to future development. We need to invest in green building and development. Carmel should be a model and a leader in this type of development. This will help to keep our children in Carmel and attract new young talent to the city.

Website: <https://www.joshiforcarmel.com/>

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**Background:** I am seeking a position on the Carmel City Council to use my financial experience and expertise to serve our community and to ensure Carmel is a great place to live and work. I was a partner at a public accounting and consulting firm until I retired in 2021. I dedicated my 35-year career to advising cities and towns on financing capital projects, economic development and fiscal management. I am a true servant leader who has lived in Carmel for over 20 years. I will work to ensure

fiscal accountability, low taxes, and to help residents better understand and support financial decisions made by the City.

### **Top issues:**

- I support amenities that bring people together and give Carmel a quality of place that attracts and retains businesses and residents.
- A strategic balance must be maintained between density and our city's green space and residential areas. We must maintain strong public safety and infrastructure.
  - Carmel needs more housing options for a spectrum of age groups and income levels. An updated housing study is needed. We also must protect home values. We need to develop a housing strategy that is appropriate for the needs and wants of different areas of the city. This strategy should drive future decisions regarding zoning, PUDs, targeting of financial incentives, amenities, and infrastructure.
- I will evaluate every project thoroughly from a financial and strategic perspective, and bring my 35+ years of finance expertise to the council. I will help ensure fiscal responsibility, accountability, and low taxes.

**Islamophobia:** Overall Carmel is a welcoming community, as evidenced by its diverse population. Unfortunately, there are some prejudiced people in every community. It's our responsibility as city leaders to make the city feel welcoming and safe for everyone.

Education and direct involvement is the key to ensuring that people have the resources and opportunities to build relationships and learn from others.

**Debt:** Carmel's annual operating costs are covered with its annual operating budget such as city personnel, public safety, and street maintenance. The city correctly uses long term debt to finance long term capital improvements such as infrastructure: roads, sewer, water, and drainage; parking facilities, and public buildings. Carmel's debt is rated "AA" by Standard and Poors which means the obligor has very strong capacity to meet its financial commitments. When all economic and financial categories are measured, Carmel's financial condition is rated very strong. In the future, the city must work to ensure that future obligations are analyzed and handled in a responsible way to continue to protect taxpayers while responsibly balancing the city's needs and finances.

**Development:** For Carmel to continue as the #1 ranked place to live, we must continue with the current mix of residential and commercial density in core areas, while preserving the lovely residential areas and neighborhoods outside the core. I believe that we can be very strategic about the location and incentives related to new development. The city must plan for appropriate growth while following the comprehensive plan. The rate of development will be impacted by the overall economy, so we need to ally strategically, plan, and maintain the balance of development in the city. We want to ensure that our infrastructure and amenities support the growth, while maintaining woodlands, trees and green space as much as possible, whether by purchasing additional park land or requiring developers to preserve or add more green space to each development.

**Diversity:** Carmel should focus on identifying areas where issues exist, hire qualified individuals who are experienced in how to properly train city employees on how to handle those issues, and integrate the training into the established human resources processes for the city.

**Diversity and Inclusion:** I would use a variety of communication methods to engage diverse populations. This includes digital communication, open meetings, and 1:1 conversations. The most important part is to listen and gather input, and see how we can collaborate when decisions are made. As a council member, I would occasionally attend meetings of different associations and places of worship to discuss needs and interests of our diverse residents.

**Finance:** I am confident that our city is on firm financial footing, as reflected in our AA credit rating and our healthy annual surplus. I would bring my municipal financial background and experience to analyze and critically evaluate our finances on a deeper level. We could dig deep into our future spending and create a prioritized plan. Lastly, I think we can better communicate our city's finances, and gather more public input in planning our city's future.

**What are some things Carmel is doing well?**

Carmel has worked hard to encourage high quality growth and development in the central core as well as strong public safety services and outstanding infrastructure throughout the city. Carmel has provided amenities and opportunities that appeal to a variety of residents and provide a high quality of life.

I do feel that as Carmel continues to mature, the city needs to be more strategic on development projects, especially where they should be located. Carmel needs to preserve the residential and family feel of its neighborhoods, and provide better communication and education about the financial status of the city.

**What are some things Carmel can improve on?**

We face the typical challenges of a growing city, but a few of the most pressing ones are (1) striking a balance between density and our city's green space and residential areas; (2) maintaining excellent public safety and protection; and (3) communicating and educating the public about city projects and finances. Public safety should always be a priority. To address this, we must provide the best training, resources, and technology for our public safety professionals while recruiting and competing with neighboring cities and counties, which will require adequate annual funding in the city budget.

There are misunderstandings about our city's financial health that must be addressed. With my financial expertise, I will work to provide more information and help the public feel more confident in our finances through education and communication. The City maintains and updates a 5-Year fiscal plan that I will share with Carmel citizens. I would also like to involve Carmel citizens and stakeholders in preparing a 5-year capital project and funding plan for the city.

Website: <https://lorenmatthes.com/>

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Ven Tadikonda  
Republican

**Background:** Played vital role from volunteer to treasurer, secretary, vice president, president, board member etc.

Involved in several local and national organizations at various levels including: Carmel Education Foundation, India Association of Indianapolis, Nationalities Council, International Market Place Events, Indiana Sister City Council, Carmel Schools volunteer, Hoosier FC Soccer, Club, Carmel

Dads' Club Soccer Coach and The Million Meal Movement, Carmel Farmers Market

Collaborated and hosted India and Pakistan friendly cricket match observing International Peace Day in 2017.

**Top issues:**

1. An inclusive growth recognizing, respecting and celebrating heritage and traditions of diverse communities.
2. Fiscal responsibility.
3. Transparency.
4. There is a need to balance urbanization in Carmel and its impact on the environment.

**Islamophobia:** As an Immigrant, I do believe there is always room for improving relationships among different cultural groups including the Muslim community. I personally feel that every minority community must invest resources into events promoting cultural awareness.

**Debt:** I believe we have too much debt. Too much focus on expensive, cost overrun projects, closed door project approvals, Inappropriate audit on chart of accounts etc.

**Development:**

- A balanced approach, to measure the effects on our existing neighborhood on one side and ever increasing demand on other side will help us distribute the development/redevelopment of our community.
- Exploitation of natural resources in a blind pursuit of development will aggravate the situation and may lead to ecological imbalance and economic insecurity.



**Diversity:**

- Recognize, respect and celebrate the indigenous traditions.
- Engage and promote diversity at all levels in City of Carmel. Hold monthly or quarterly meetings with interfaith communities to celebrate the native cultures.

**Diversity and Inclusion:**

- Enroll and engage community leaders for all the developments happening across the district and City of Carmel.
- Educate and promote International sports, religious events, International fest events etc.

**Finance:**

1. "Measure twice, cut once". Tax money must be spent wisely.
2. A clean, green and safe city.
3. Collaborate with all resources and agencies for effective communication with diverse communities

**What are some things Carmel is doing well?**

- Vibrant communities with clean, green and safe neighborhoods.
- Infrastructure and services that supports and promotes quality of life are major assets for City of Carmel!
- Schools that promote academic excellence with fine arts and sports

**What are some things Carmel can improve on?**

- An inclusive growth with due attention to celebrating heritage and traditions of diverse communities.
- Recognize, respect and celebrate the indigenous traditions.
- Community Senior citizens care, infrastructure, Proximity for Services and community involvement will support our senior citizen residents.

Website: <https://www.ventadikonda.com/>

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## City Council At large (3 seats)

Democrat:  
Jake Madore  
Sara Draper

Republican:  
Jeff Worrell (i)  
Jonathan Blake - *no response received*  
Matthew Snyder  
Rich Taylor  
Tim Hannon - *no response received*



Jake Madore  
Democrat

**Background:** I believe I'm the best candidate because of my day job. Since my time at the IU-McKinney school of law, I've focused on protecting taxpayers from government overreach. This is what I do professionally, and this is what I will do for the citizens of Carmel.

We need city councilors who will; question decisions made behind closed doors, use a fiscally responsible mindset to review budget

items which have exploded in cost, and protect taxpayers from city overreach. I know I'm the best candidate for all of these issues, because I do this on a daily basis in the private sector, and I'm ready to use this skill set for my neighbors as well.

### Top issues:

- Smart Development. We must focus on new development projects that both improve our community and have community buy-in. We can do this by ensuring that citizen feedback is actually considered during the planning process and that each project meets our high-quality building standards and environmental impact goals.
- Fiscal Responsibility. We must have a balanced approach when it comes to the city's finances. We need to maintain what makes our city great while making smart investments and improvements that will attract new business, as well as new workers, as our community continues to grow and thrive.

- **Returning Balance and Common Sense.** We must return balance and common sense to the city government. We have seen that a supermajority does not provide Hoosiers with good government, whether at the Statehouse or right here in our city government. Our elected officials must listen to citizen feedback and more importantly, be brave enough to stand up for what is right. We cannot be afraid to defend our teachers and to ensure members of our community have the freedom to worship however they please in our diverse community. This will ensure we can continue to grow our great city.

**Islamophobia:** I know we have seen city officials treat Muslims differently than the other residents in the community, and I am not okay with that. I believe in the freedom of religion and that we all deserve the opportunity to worship as we decide. I will always do my best to protect the citizens of Carmel from any type of discrimination, and will use my office to advocate for the freedom of religion we all have in the United States.

**Debt:** Recently, Standard & Poor's issued a AA rating for the City of Carmel. While this is indeed a strong credit rating, I do believe we need to be more careful with how we spend going forward.

For me, any new debt must be related to an excellent project that will; deliver the highest quality amenities, meet our green initiative standards, and have community buy-in. If the project does not check all of these boxes then I cannot support more debt.

**Development:** This is a tough issue. While we need to provide new housing options for young families and create new green spaces for us to enjoy, we also need to ensure we do not ignore feedback from longtime residents. I do believe we can find reasonable options that can satisfy all community members, but that will require having councilors who will listen to concerned citizen input instead of ignoring those residents.

This is why I am running for an At-Large seat. I will always make it my mission to listen to all of our residents and to work with all of our community stakeholders to find the best possible outcome. This is what having balance on our city council can accomplish. We are long past due for having councilors who listen and value citizen feedback.

**Diversity:** The City of Carmel is a community with many different cultures, religions, and family orientations and we should embrace that. Our differences make this city great, and we need to ensure all residents are free to live a life that is open and honest without fear.

I will always stand up against bigotry and support our residents who may be discriminated against. To do this, I believe I need to show up and listen to those who have seen hate directed at them. By listening to our diverse citizens I can help implement ideas that can help abate the hate we have seen. I am here to listen and to help.

**Diversity and Inclusion:** The most basic role the City Council should prioritize is to listen and respond to community feedback. Councilors must be willing to work with the community to reach decisions that benefit everyone and right now that doesn't happen often enough.

I am here to listen and embrace a community driven decision making model. That is what a government for the people and by the people means.

**Finance:** I will use a fiscally responsible mindset when reviewing new spending proposals and do a better job of communicating with residents about what our options are. This will ensure we are all comfortable with the budget and any new projects as we continue to grow.

**What are some things Carmel is doing well?**

Carmel has done a great job at making sure our debt is paid off by corporations instead of families. The mixed use development better utilizes our space and can help us create more green spaces for families to enjoy.

**What are some things Carmel can improve on?**

Carmel can improve transparency with spending and listen to residents better. Right now, I have seen many examples of the city council simply ignoring citizen feedback and charge forward with projects that we do not want. This is where we can do better and I promise to deliver on this topic.

Website: <https://www.votejakeincarmel.com/>

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Jeff Worrell (i)  
Republican

**Background:** I am seeking elected office because I am deeply committed to the City of Carmel and its residents. As a longtime resident and community leader, I believe that I can continue to contribute my skills, experience, and passion to help ensure that Carmel continues to thrive and be one of the best cities in the nation. I am a problem-solver and collaborator who has a record of accomplishments and a servant leadership style that prioritizes transparency, taxpayer

protection, and community-focused solutions. I have a deep understanding and experience of the city's financials, procedures, and relationships, and I am confident in my ability to navigate issues and come up with effective solutions that meet the needs of residents. With my collaborative approach to problem-solving and my passion for serving others, I am confident that I can make a positive impact on the City Council and help ensure that Carmel continues to be a great place to call home.

**Top issues:**

1. Make an impact by responding to the needs of residents
2. Follow through with what I say I will do
3. Increase transparency and resident awareness

**Islamophobia:** While I have not had any Muslims in Carmel report to me their concerns of Islamophobia, I am not naïve in thinking it does not exist. Should any member of the Muslim community come to me with an issue or problem, I would work hard to resolve it or create an environment where this does not happen. In addition, I promise to speak on behalf of the Muslim Community and make sure all people in Carmel feel safe, welcome and accepted.

**Debt:** Absolutely not - Carmel has been smart in its use of debt to support infrastructure, and that has helped to continue to build assessed value. This has allowed Carmel to provide world-class services and amenities without having residential taxpayers foot the bill (residential taxpayers only support about 13% of Carmel's total debt). Any conversation that talks about the amount of debt the city has without also talking about revenue is also misleading. Carmel's debt load is appropriate, and the city is financially strong.

**Development:** I take each project and consider its merits on a case by case basis. I use facts, data, and temper the emotion surrounding it. I seek the best outcome and what's in the best interest for our community, neighbors, and land owners.

Carmel doesn't have the same development opportunities we did five or ten years ago. We should be targeted and intentional with every project.

**Diversity:** I have attended workshops as a member of the city council, and I fully support bringing awareness and education to all employees about diversity issues in the community. I feel that this is a topic that can be difficult, but it is important. Just because we have hit some bumps in the past doesn't mean that we should not keep trying to improve — we must continue exploring all avenues to ensure Carmel has a good workplace environment.

**Diversity and Inclusion:** I made a commitment to the voters of Carmel to consider all points of view and make decisions based on merit regardless of what community is benefiting. I have a reputation of ignoring bias and I will continue to include all in the decision making process. Regardless of ethnicity or religion, if anyone in Carmel wants to give me direction and feedback, I will welcome it and use it in coming to the correct conclusion.

**Finance:** Carmel's financial position is the envy of communities across the Country. Anyone who believes that Carmel is not well positioned with low taxes, a \$12 million dollar rainy day fund and \$9 million in excess revenues at year's end is misinformed. I will continue to be a good steward of tax dollars while providing a high level of service and maintain our excellent AA credit rating.

#### **What are some things Carmel is doing well?**

Carmel has a proven record for bringing in companies who want to bring their jobs to the city as well as providing opportunities for residents and their variety of needs and wants. Carmel has plenty of room to improve in many areas, but I feel the most pressing is being better about including every resident in the process of government as well as continuously improving our communication about what is being done and why.

#### **What are some things Carmel can improve on?**

We have always had the mentality of being the best and leading with continual innovation. We can never take this for granted, which is why we need to be proactive and creative with our maintenance and planning.

I have always been an advocate for residents who would like to downsize or need a smaller housing option. That's why, when it makes sense, I've been a supporter of apartments. This gives empty-nesters another option besides a zero-lot line home.

**Website:** <https://jeff4carmel.com/>

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**Background:** I grew up in Carmel, attended Carmel Schools, and am so passionate about keeping Carmel the best city in the country. After serving as Clay Township Board member, I am excited to serve Carmel in a new capacity. As a public servant, doer, and leader, I prioritize the people of Carmel and have a proven track record of improving safety, quality of life, and maintaining low taxes. Through my leadership, the Township built all fire stations in Clay Township, and I have worked to improve

emergency response times. I am committed to making Carmel walkable, connecting residents with nature, and ensuring that all projects reflect our sense of community. Finally, I believe in a conservative financial approach that ensures every decision made on the council is a good investment for the people of Carmel.

**Top issues:**

1. Support public safety by ensuring our police and fire have everything they need and ensuring that we have safe infrastructure to keep motorists, pedestrians, and cyclists safe.
2. Carmel has set the standard for innovation, and we should continue to reimagine how the city can serve its residents. There should always be opportunities for residents to enjoy events, activities, restaurants, and our Gold Medal Carmel Clay Parks.
3. Every decision made on the council should be a good investment for the people of Carmel. We must continue to have an innovative approach to our city's finances and projects.

**Islamophobia:** I'm sure as there are in every community that have their own biases, and I commit to always being on the lookout for it. I believe that every person should be treated fairly, equally, and have the same access to anything.

**Debt:** When looking at the size of Carmel's debt, you must also look at the revenue of the city. The amount of debt might seem like a lot, but when you compare the overall debt payments to the revenue generated, the total debt number starts to make a lot more sense. Carmel's debt to income ratio is very good, and the city has a proven ability to pay our bills and offer residents quality amenities and services while keeping taxes low.

**Development:** As Carmel approaches being built-out, it's more important than ever to keep an eye on what the actual needs of the community are as certain pockets are being developed. We should do a major city study to understand what our needs are.

I don't think the government should advocate for the rate of development. Government should ensure that development reflects the needs of the city.

**Diversity:** It's important to ensure that our city personnel have the proper training for any situation they might be placed in. I support having a strategy that includes training on diversity issues as a part of the ongoing training they receive as a part of their jobs.

**Diversity and Inclusion:** I believe that every resident should be treated equally when it comes to their involvement in the decision making process.

**Finance:** I currently do not believe that we are on a bad financial footing. I think we should continue making prudent financial decisions.

**What are some things Carmel is doing well?**

Carmel's parks, roads, trails, and other amenities are all world class. As a city we can never be done, and have to continue to push forward to be cutting edge in everything we do.

**What are some things Carmel can improve on?**

I believe we have created an incredible city, and we have to be proactive and strategic in maintaining and continuing to exceed those expectations. That includes everything from drainage to amenities. It's our duty to make sure we keep high quality of life standards. We live in the best community in the world, and we should always have that mind-set.

Infrastructure, public safety and amenities such as parks all need to be held to high standards and they need to be well funded above the industry average.

**Website:** <https://snyderforcarmel.com/>

**Facebook:** <https://www.facebook.com/SnyderForCarmel/>



**Background:** I have been involved in Carmel's community at various levels --- whether it be professional or through serving on boards and organizations, it's always been my main goal to maintain and elevate Carmel as one of the best cities in the state and across the country. I'm extremely committed to serving the residents of Carmel. I am a longtime Carmel community leader and volunteer. I have been the President of the Carmel Clay Board of Parks and Recreation for the last six years, and a board



member for the last 12 years. I have also been a strong supporter of Carmel's central core redevelopment and played a role in the building of the Center for the Performing Arts and Carmel's Arts & Design District.

**Top issues:**

- A fiscally responsible approach to ensuring a strategic and strong Carmel
- Open and transparent communication
- Quality of life amenities with low taxes

**Islamophobia:** I have heard from many of my friends and neighbors that Islamophobia is a concern for Muslims living in the City and Indianapolis area. As a City Councilor I will regularly listen to my friends in the Muslim community to understand their concerns. As a Carmel City Councilor I will be a voice for all citizens.

**Debt:** The conversation about debt in Carmel is a source of a lot of misunderstanding. Many of the conversations don't include a discussion about the revenue that the city generates or who is responsible for paying back some portions of the debt (as in the case of utility or developer backed TIF bonds). When looking at the overall financial picture, I feel that Carmel's amount of debt is appropriate based on its total assessed value and debt service payments as a percentage of annual revenue. I am an advocate that the city develop a capital asset management plan to prepare for the maintenance and replacement needs of city assets. This will ensure we have a smart fiscal plan that will keep taxes low and ensure we maintain the quality of infrastructure we expect.

**Development:** Smart development must promote trails, parks, greenspaces, and quality of life assets that support home values and long-term stability. There are opportunities to create density in some locations, but they must be focused on where they will have the most positive impact on the community and least negative impact to current residents.

**Diversity:** I believe it is important and valuable to make sure that every employee and citizen feels welcome in Carmel. When talking about diversity training for employees, I feel that the city should bring in outside experts who can ensure that this training is handled like it is in the corporate world as an ongoing part of employee training.

**Diversity and Inclusion:** Under my leadership with Carmel Clay Parks, the Parks Department specifically target and engage minority populations in the Bear Creek master planning process. This includes members of the Al Salaam Foundation. I would like to regularly meet with various faith leaders to understand their needs, wants, and ideas. I would encourage members of these communities to be appointed and included on various boards and commissions.

**Finance:** The S&P issued their report stating that Carmel's local economy “remains a pillar of credit strength,” adding that “the city's growing tax base, coupled with its strong management, continues to support Carmel's stable financial profile, which is characterized by very strong reserves and consistent operating performance.” I believe the City is currently on strong footing per the S&P credit rating agency. However, I believe smart fiscally planning is needed. I would take the following steps:

1. Conduct a capital asset assessment that identifies the future costs of maintaining and replacing City assets (buildings, parking structures, etc.).
2. Use this data to develop a long term capital asset replacement plan
3. Use this plan to inform our annual budgeting process to drive the City’s investment in infrastructure.

These steps will ensure we maintain low taxes and high quality infrastructure.

### **What are some things Carmel is doing well?**

Carmel excels at providing recreation, entertainment, and services that improve the quality of life for all residents. We need to ensure that the financial models that have been used to build Carmel’s assets are sustainable in the future. Carmel needs to develop a comprehensive asset management plan to budget and forecast for future needs. We have had a lot of development that was built at the same time, and we need to make sure that we are able to maintain it.

### **What are some things Carmel can improve on?**

The first most important challenge facing Carmel is the change in leadership and continuity to continue Carmel’s success. With my efforts and involvement with development of the Center for Performing Arts, Carmel Parks & Recreation, and my background in finance, I know I can have the contextual experience and skills to continue Carmel’s success.

The second issue we are facing is smart capital asset planning. We have to ensure that we have a proactive strategy that maintains and levels up our infrastructure to keep up with our growing city.

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**Background:** My global experience and skill set perfectly equip me to be a City Councilor. I am an Oxford University graduate, speak 5 languages and have excellent communication skills. My professional experience is in auditing and market research in large global companies. I moved to the US in 2000 but could not become a citizen and vote until 2013. This disenfranchisement has made me passionate about representation for ALL. The advocacy skills I've learned in 10 years as a Guardian ad

Litem are perfect tools for me to represent constituents with courage and conviction.

I served on the Buildings & Maintenance Committee for the Village of WestClay, making decisions on asset maintenance and replacement, similar to decisions taken by City Council.

I will represent women, who are currently underrepresented, and the 13% of Carmel's residents who were foreign born. In the 2022 Midterms, 49.5% of the Carmel vote was Democrat. Those Democrats deserve to be represented on Council: I will do that.

#### **Top issues:**

- People focused - Council policy should be evaluated for its effect on the people and businesses of Carmel. Council should make decisions that positively impact the lives of ALL of Carmel's residents and business stakeholders, regardless of their gender, race, faith or socio economic status.
- Fiscal responsibility - Carmel's tax revenue should be invested in a responsible manner that benefits ALL of Carmel. New spending should be scrutinized for its impact on the City's financial strength, e.g. the S&P rating, before it is approved.
- Accessibility and transparency - A Councilor's responsibility is to be accessible to ALL of their constituents. When Council members are accessible, trust is built. I will be as approachable and transparent as possible. I plan to do this by holding regular public coffees and responding to emails or calls within 48 hours. To effectively represent the people a Councilor must hear from those they represent regularly - not only at the ballot every 4 years.

**Islamophobia:** Sadly, I believe Islamophobia is indeed a concern for Muslims throughout the Western world. My hometown in the UK had substantial post-war immigration from Pakistan, and is now 19% Muslim. I grew up hearing racial slurs, and seeing discrimination, and actively fought back against it. My daughter's

Muslim classmate in high school here was subject to ridicule about his faith from someone in authority. It's time we stand up for what is right and do what we can to eradicate racism.

I want to represent ALL of Carmel, including marginalized voices, and I believe the starting point for that is shining a light on racism and Islamophobia. The City and Council need to have clear anti discrimination policies and help educate about racism, and lead in eliminating it. There should be frequent consultation between the Council and groups representing marginalized voices to enable the Council to understand the extent of Islamophobia and to lead in promoting inclusion.

**Debt:** Standard & Poors gives Carmel a AA rating, which is an investment grade rating. S&P apply independent and consistent standards, nationally and globally, in determining their ratings. I believe this independent evaluation is the most accurate assessment of the real level of risk represented by Carmel's debt. Only 13% of Carmel's debt burden is borne by residential property owners. That said, I think any further proposed debt should be rigorously assessed for its impact on our City finances. We need to be fiscally responsible and ensure we can maintain our AA S&P rating.

**Development:** Carmel has grown rapidly to become a city, and this quick transition from suburb to city, with the development of a vibrant, walkable central core, has resulted in some growing pains. Our city has been superimposed on a suburb, rather than growing organically. We have higher density mixed use buildings abutting older, more affordable neighborhoods whose residents are not enthusiastic about these developments. This presents a challenge as we look at development (or redevelopment.) Balancing our economic and growing housing needs for an increasing population with the needs of existing residents is vital. Carmel is 90% built out, which makes planning carefully for the use of the remaining land critical.

It is the responsibility of our City Council to balance competing interests and act in the best interest of the majority of residents. Consultation and transparency at the very beginning of projects are key as developments are evaluated on a case by case basis.

**Diversity:** Firstly, it will be a priority for me when elected to do what I can to ensure the City hires a new DEI officer. It is disappointing the position has been empty for some time. I would also prioritize the review of the current diversity, equity and inclusion policies at the City and propose any enhancements necessary.

**Diversity and Inclusion:** My campaign promise is ‘listen, learn, lead’. I will seek to listen to as many different community groups as possible, and learn from them, not just how they would like to be involved in moving our City forward, but how they could help us do that. I am proud to be an immigrant, and for the 13% of Carmel who were foreign-born like me, I seek to show them that this City is inclusive and open to diverse leaders. I will lead for ALL, be accessible to ALL, with courage to face difficult challenges and stand up for what is right for ALL.

**Finance:** I believe the city is on a firm financial footing, represented by our Standard & Poors AA rating. It is crucial that before taking on any additional debt, the Council ascertains that such debt will not affect our investment grade rating. The current uncertainty about the national (and global) economy makes it even more important that the Council and city make fiscally responsible decisions.

**What are some things Carmel is doing well?**

Mayor Brainard’s vision has created a vibrant city with a walkable core, and world class amenities and parks. As a result, Carmel has again been voted the number 1 place to live in the US. This quality of life and place has attracted hundreds of corporate headquarters, which have in turn created our thriving economy. Those businesses and the tax revenue they provide to the City allow us to keep our residential property taxes low, while the quality of services provided to residents are extremely high.

Carmel’s Crown Jewels -our schools, our parks and our investments in the Arts, including the Palladium, the Christkindlmarkt and ice rink - enhance our quality of life and also attract tourists, many of whom decide to move here after visiting!

**What are some things Carmel can improve on?**

Although Carmel has made good progress on environmental issues, for example with the Net Zero by 2050 plan, we can and MUST do more.

Councilors should be accessible and transparent and seek a dialogue with constituents and those constituents should be consulted early in the process of development proposals. Their input should be a foundational part of evaluation of development - and redevelopment - proposals.

We need to consider how we can balance housing options in the City. There is little affordable housing, and the 22 ‘workforce’ apartments in the Concourse development, while a start, do little to address the shortage of housing for service workers now, let alone as our population grows. There is also a shortage of housing for senior citizens who wish to downsize but remain in Carmel.

Public transportation should also be evaluated, to allow service workers to access employment here if there is no affordable housing for them.

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## Carmel Mayoral Candidates

Republican:

Fred Glynn - *No Response Received*

Kevin "Woody" Ryder

Sue Finkman - *No Response Received*

Democratic:

Miles Nelson



Kevin "Woody" Rider  
Republican

**Background:** I am passionate about the future of Carmel. With my sixteen years of being a Carmel City Councilor, twelve years of being on plan commission, and 35 years of being a business owner, I know I can take that experience and serve Carmel well.

**Top issues:**

- A strong vision to keep Carmel moving forward
  - Strong communication and a customer service focused government
- Keep Carmel's taxes low while providing world-class services and amenities

**Islamophobia:** There are prejudices everywhere. It's our job in Carmel to make sure that everyone in our city feels safe and accepted. It's my responsibility to to build strong relationships with members of the Muslim community. I have taken every opportunity presented to me, and sought them out to get involved. This includes speaking at the ground breaking of the mosque in Carmel. It was a wonderful experience, and I look forward to being involved even more.

**Debt:** The conversation about debt in Carmel has turned too political over the years, and I'm committed to ensuring that the conversation turns back towards what matters most - Carmel's taxpayers and the effect the city's financial decisions have on them. Too often the conversation becomes about

sensationalization of debt instead of a true evaluation of the city's fiscal status, which includes the debt, type of debt, and associated revenue and ability to pay that debt.

Carmel's debt load is appropriate when compared to revenue, as proven by the city's AA bond rating. As Mayor, I will continue to look for any opportunity to partner with the private sector or use proven financial management techniques to maintain Carmel's proven record of providing world class services and amenities while protecting our taxpayers.

**Development:** When the Mayor of Carmel took over, he used a blank canvas and created what he wanted. Now, we are using a dart on a dartboard instead of an open canvas.

**Diversity:** Carmel has been built on the concept of being non-discriminatory, and I feel it is especially important that city employees, residents, and guests feel they are welcome and accepted in our community. Diversity training is a part of that, and as Mayor I am committed to ensuring that it is a way of life.

**Diversity and Inclusion:** I'm going to proactively reach out to all groups in our city to get involved. My door is always open for conversations and ideas that can impact our city decisions.

**Finance:** Carmel is in a great place financially. Communication, transparency, and education are all great steps that will enable more confidence from residents when it comes to our finances.

#### **What are some things Carmel is doing well?**

Our public safety is top notch, we have built a community that is welcome to all, and our quality of life amenities encompasses many options from parks to gathering spaces to festivals to restaurants.

#### **What are some things Carmel can improve on?**

One of my biggest initiatives will be communication. I want residents to have all the information available so they feel informed and confident.

Website: <https://riderforcarmel.com/>

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**Background:** I am a Carmel City Councilor for the West District, President of AOI which is an executive search firm for 6 years, Former owner and managing partner of Dog Ear Publishing for 12 years, Former owner of the marketing company M. Nelson & Associates for 28 years, Past Board Member and President of IPS Foundation, Past Board Member of Indianapolis Hebrew Congregation, Past Board Member CASA - Marion County, Past Board Member of Hispanic Business Council - Indy Chamber, Past Board

Member of Hooverwood Assisted Living. My business experience and community involvement in a wide array of activities make me uniquely qualified to be Mayor of Carmel.

**Top issues:**

1. Keep Carmel moving forward so that it continues to be a welcoming, inclusive and environmentally friendly city. Forward thinking cities attract and retain talent by creating a community where everyone is made to feel included, appreciated, and invested in the city's success.
2. Ensure Carmel has a strong economy by employing smart fiscal management that brings in new investments from businesses and attracts a well-educated workforce to fill those new opportunities.
3. Prioritizing infrastructure investments that maintain our neighborhood's streets, roads, drinking water and wastewater management. We must also continue to support our world class amenities without raising taxes so that Carmel remains one of the best places in America to live and raise a family.

**Islamophobia:** Frankly, any kind of hate and discrimination concerns me and should concern the entire community. As Mayor, my job will be to ensure that Muslims and all minorities feel welcome, safe, included, and heard. As Mayor, I will not tolerate bigotry, hatred, or discrimination of any kind.

**Debt:** I am concerned about the debt. I believe it is prudent for any elected official or executive to be concerned with debt. However, some debt is required in order to build and develop. As Mayor, I will always focus on spending tax-payer money with purpose. I will ensure that our developments are focused on increasing the community's high quality of life and provide a solid return on investment. Carmel's investments in infrastructure, our Arts & Design and Midtown Districts, parks, trails and recreation areas are investments that have increased the quality of life for our residents and have made Carmel consistently one of the top rated cities to live in America. These investments have helped attract and retain



residents and businesses, enhanced our top-rated school district, and maintained a high quality of life for our residents.

**Diversity:** As a Jew married to a Latina, I am always sensitive to issues of diversity. As Mayor, I will ensure that diversity training is part of the ongoing training provided to the more than 600 employees working for the City. Carmel's community is ethnically, religiously and culturally diverse and, as a forward thinking community, we should embrace that.

**Gun Safety Policy:** I'm sickened by the rise in school shootings around the country. As Mayor, I will work with our first responders, the SRO's within our schools, our school administration, school board, teachers, and parents to ensure that the Carmel School District is prepared, trained, and equipped to keep our children and the teachers safe.

**Affordable Housing:** Carmel is a highly sought after community in which to live due to its world class amenities, school district, safety, quality of life, and low taxes. Like so many desirable cities around the country, Carmel has a shortage of diverse housing options. The demand, especially for more moderately priced homes, exceeds our supply. As a result, the cost of both rental and owner-occupied housing has increased. To help ease the lack of supply, new rental developments will be coming on line. The Kite development at 116th and Rangeline Road and the LEO Community will provide new and diverse rental options. Additionally, The "Cottages" at 139th and Keystone, the Melange in Midtown, and other new 'For Sale' developments which are being built will provide a range of housing options.

These new developments will help with the current shortage in supply. However, due to Carmel's continued growth, it's likely there will continue to be a shortage of diverse housing options. Residents who purchased or built homes during the 1970's through the 1990's have seen their homes increase in value significantly. However, many of these residents aren't able to sell their current homes for more than they can purchase a new home in order to downsize. This is a challenge that needs to be addressed. I will focus on reviewing how peer cities around the country are addressing similar issues and will assemble a committee of housing experts to suggest solutions for creating a range of housing options. I want there to be a place for our residents to live at every stage of their lives.

#### **What are some things you believe Carmel is doing well?**

Carmel has built a beautiful city with world-class amenities. Its award-winning parks and network of multi-use paths make our city walkable and bike friendly. Our investments in the arts makes Carmel a destination for visitors from around the region. Our common spaces like Midtown and the Arts & Design District encourage residents to gather and spend time together...encouraging a strong

sense of community. Our city has done well to create a high quality of life so that regardless of our color, religious beliefs, or who we love, we can build a life, raise a family, pursue meaningful careers, and live safely.

**Where do you think Carmel needs the most improvement?**

As Mayor, I will work hard to prioritize transparency and open lines of communication. It's important that residents have a voice in decisions that affect where and how they live. Too often our citizens feel that decisions are made behind closed doors without the opportunity for input before they are put in place. This will change under my administration.

Website: <https://www.miles4mayor.com/>

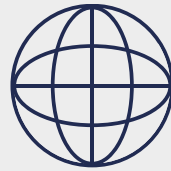
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**Indiana Muslim Advocacy Network urges all Muslim registered voters to vote early or on Tuesday, May 2nd, 2023.**

**Indiana Muslim Advocacy Network strives to provide an organized, educated, and amplified Muslim political voice, advocating for positive civic and political changes in the state of Indiana.**



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