City of Asheville
City Council Vacancy Application Form

Your name: Tim Kelley Home Phone #: 828-777-1514

Street Address: 52 Starmount Dr. City: Asheville Zip Code: 28806

Mailing Address (if different): _____

Employer: Diane Bauknight State Farm Insurance

Position: Office Manager Office Phone # 828-687-1130

Resident of City of Asheville (required): ● Yes ☐ No

Registered Voter in the City of Asheville (required): ● Yes ☐ No

Race: Caucasian Sex: Male Age: 51

Residence location (check one) Central ____ North ____ South ____ East ____ West ●

Additional Information Required:

1. Resume
2. ½ page response to the essay questions below: (not attached)

eSigned via SeamlessDocs.com
Timothy G. Kelley
Key: 995995faaf5d01d33d35162fadd2adc3f

Applicant Signature
Date: 08/20/2020

All applications and attachments must be
Returned by **Noon, Thursday, August 20**, 2020 to:

Maggie Burleson, City Clerk
PO Box 7148
Asheville, NC 28802
Email: mburleson@ashevillenc.gov
Phone: 828-259-5601

TIMOTHY G. (TIM) KELLEY

52 Starmount Dr.
Asheville, NC 28806
828-777-1514
wodahstar2@yahoo.com

Experience:

June 1999-Present

Diane Bauknight State Farm – Office Manager

Originally hired as a sales person before being promoted several years ago. Tasks include supervising employees in a busy insurance office with over three thousand customers; assisting in hiring and training employees; problem solving involving payment plan accounts, including assisting co-workers with their problems; understanding and explaining insurance coverages; assisting with office marketing strategies; programming our LED sign to maximize marketing efforts; researching marketing opportunities and providing my recommendations to employer; quoting insurance premiums; completing insurance applications; office tasks, including constant daily use of Microsoft Word, Excel, and Outlook; typing at 83 WPM; faxing/copying/scanning with a multi-function device; memorization of ever-changing procedures; taking homeowners insurance claims and providing advice; composing and proofreading letters; keeping up with software updates and assisting co-workers with same; soft sales including some telemarketing; certified to teach licensing classes for life insurance.

July 2004-Present

St. Joan of Arc Church – Faith Formation Coordinator

Coordinator of the bilingual Faith Formation program; meeting with and supervising a group of volunteer catechists; working independently with no set schedule (aside from the monthly meeting and Wednesday evening classes); providing email updates to pastor; meeting with parish Faith Formation Commission; providing announcements at Masses and in the church bulletin promoting the program; communicating with parents of children in program; returning all emails and phone messages within a 24-hour period, sooner if urgent; composing weekly pages for our church bulletin using Microsoft Word, Microsoft Publisher, and clip art; using Microsoft Excel to maintain a roster of children and families' contact information; calendaring classes and events throughout the year; preparing, with the Faith Formation Commission, an annual budget, an annual fundraiser, and the Faith Formation portion of the Parish Pastoral Plan; reviewing catechetical materials; helping to prepare Sacramental liturgies; serving as catechist when needed; making Mass announcements to the congregation as needed.

2006-Present

Notary Public – Buncombe County, North Carolina

Prior employment history available on request.

Skills:

Microsoft Windows (all versions since 3.1); Microsoft Office (all versions since '97); social media including but not limited to Facebook and Twitter; Microsoft Internet Explorer (all versions since 3); Microsoft Edge; Google Chrome; Safari; 83 wpm typing speed; public speaking; providing entertainment, including theatre and disc jockey services; above average math and spelling skills.

Education:

Felician College (now University) – Lodi, NJ
MA, Religious Education, 4-year online Masters program – class of 2012

University of North Carolina at Asheville – Asheville, NC
BA, Drama, cum laude with distinction as a university scholar – class of 1994

Manchester Community College – Manchester, CT
AS, Theatre, 3.7 GPA on a 4 point scale – class of 1989

Connecticut School of Broadcasting – Farmington, CT
Graduate of high school broadcasting class – class of 1986

East Catholic High School – Manchester, CT
Graduate – class of 1986, class rank 36 of 291

Knights of Columbus:

Recruiting Chair for Western North Carolina (2013-2015, 2019-present)
District Deputy (2015-2019)
Helped to develop two new councils
Member since 2008

Volunteer Work:

Impact Text Team Member and Social Media Team, 2020 Coalition Sacramento (July 2020 – present)
Chairman, Advisory Board, Catholic Charities Diocese of Charlotte (2019-present; member since 2015)
Wish Granter/Wish Enhancer, Make-A-Wish Foundation (2015-present)
30 Year Reunion Planning Committee, East Catholic High School (2016)
Muscular Dystrophy Association telethon telephone volunteer (2004-2007)
Parish Finance Council, St. Joan of Arc Church (2004-2007)
Lector, Choir, other miscellaneous roles, St. Joan of Arc Church (1999-present)
Board of Directors, Montford Park Players (2001-2003)

Awards/Honors:

Diocese of Charlotte, NC nominee for Catholic Extension Lumen Christi Award (2014)
13-Time Regional Team Trivia Champion
Member, MENSA (1996-1997)
Golden Poet Award, World of Poetry (1990)
Sophomore Class President, East Catholic High School (1983-1984)
3-Time Manchester, CT Town Spelling Bee Champion (1980-1982)

The following questions may be answered directly on this form, or responses uploaded as attachments upon form submission.

1. **With the death of George Floyd the country was thrust into a new civil rights movement. Policing in America was scrutinized even more and even here locally reparations were passed. Please explain if you believe that systemic racism and oppression exist, if yes do you or do you not support reparations and what it all means in the context of equity and Inclusion.**

I believe that systemic racism and oppression do exist. I think the COVID-19 crisis has brought this to the forefront of our attention. Due to a disproportionate lack of access to the same type of jobs and healthcare, this virus has had a larger negative impact on the African American community than on caucasians. One of the areas in which systemic racism is most noticeable is in our prison system. I have read that one-third of African American men will serve time in federal prison in their lifetimes. That's an incarceration rate five times greater than that for caucasian males, despite there being no evidence of a greater proportion of crimes being committed. While these men are imprisoned, their children are left without a father and a greater economic burden is placed on the mother. When these men get out of prison, their arrest records make it hard for them to find employment or better housing, which passes down to limiting their children's opportunities for higher education. This creates a cycle that repeats generation after generation.

I do support reparations as a way to get things started off on the right foot going forward. Our country was built on the backs of African American labor, from more than two centuries of slavery through the sharecropper era, through Jim Crow, and on to the present where the oppression has taken on a different look, but nonetheless exists through examples like I stated above. How to make these reparations is something that will have to be studied and debated, but it is important that we get it right and the end result be fair. In our country's past history of reparations, cash payments have been made such as the $20,000 paid to each of the Japanese Americans unjustly put into internment camps during World War II. To me, this seems more like the old adage about giving someone a fish versus teaching them how to fish. I think it would be far more valuable for these reparations to take the form of college scholarships and internships than providing a one-time lump sum check that would be nothing more than the equivalent of putting a Band-Aid on a bullet wound. With regard to equity and inclusion, I think our universities and workplaces should actually reflect the make-up of our nation. Approximately 13.4% of the US population is African American, and yet only about 1% of the CEOs of Fortune 500 are African American. This is not an accurate depiction of who we are and who we should be as a country.

2. **Do you support Black Asheville Demands call for defunding the APD by 50%? If no, please explain why and if yes, what sort of timeline do you envision to reach that goal?**

I support the requests that Black Asheville Demands has put forward with regard to divesting that money. I think the long-term safety strategies, eliminating the racial opportunity gap, and funding an all-civilian oversight committee are things worthy of consideration and a place in the budget. At this time, I cannot say whether or not I support defunding the APD by 50% solely because 50% seems like such an arbitrary figure. I would want to see the hard data and see where in the APD we could make the budget cuts, as well as the costs to implement some of these measures. It is important that none of the cuts we make put Asheville in a situation where public safety is compromised. I believe there is a way these goals can be achieved, whether or not the amount of money is actually 50% or some other percentage. If 50% seems too high to be realistic, I would be all in favor of looking into other places in the budget where money can be reallocated towards achieving these goals. Before making any conclusions, I would like to talk to a member of Black Asheville Demands to see how they came upon this figure of 50%, and I would like to talk to leaders of local branches of other racial justice organizations such as Black Lives Matter and NAACP for their input. I would also want to discuss this with a member of the APD to get a better sense of how the budget is used, and find which areas of the budget could most easily be cut without doing much harm. Once the decision is made, I think we should design a five-year plan around implementing these changes and strategies, which would include substantial steps being taken in Year One to show we are serious in our desire for these reforms.

Something I was surprised not to see in their demands was better police education when it comes to diversity and racial profiling. I would think that anti-bias training should absolutely be a critical part of any budget moving forward. Also, I have heard about cities taking measures such as requiring the police to be actively involved in the community they are policing and getting to know the residents. I would like to see this become a required percentage of each officer's work week. If the officers know the members of the community personally, then I believe the likelihood to use excessive force would decrease. What if the young African American man the officer pulled over for driving on expired tags was someone he recognized from a community barbecue the week before? I would think the odds of force being used would decrease precipitously. I would like to see this type of program initiated as part of any budget. I am not naive enough to think radical change would happen overnight, but over time this could heal the divisions and bring us to a point where a person doesn't fear law enforcement just because of the color of their skin. The ultimate goal is unity.

3. **Explain why you want to serve on City Council.**

Asheville is a great city because of its diversity. People from a wide range of backgrounds, beliefs, and political leanings all come together in our beautiful melting pot. Travelers far and wide come to Asheville not only because of its beauty, but because of the spirit of its people. The motto, "altitude affects attitude," was our calling card for a reason. There has been a lot more tension recently, as old wounds have been reopened and new wounds have surfaced.

I want to serve on the City Council because I want to help in the healing process. There is a saying that if you're not part of the solution, you're part of the problem. I feel the best way that I can be part of the solution at this time would be to serve in a role on city council, by being the type of servant leader our constituents expect and deserve. Throughout my professional and volunteer careers, I have consistently risen to high-level positions because of my problem solving ability, as well as my ability to get along with and work respectfully with all people regardless of race, gender, or belief system. I also have an extremely mathematical brain, and I know that part of the work ahead of the city council will involve making difficult budget decisions. I feel I can be an asset in that regard.

I believe we all have common ground with each other, but sometimes you have to look a little harder to find it. In everyday life, I believe it is my duty as a human being to try to find that common ground. I want to use my ability to find that common ground to help create a more unified Asheville and help to solve some of the more complex issues such as those discussed in the two questions above. This feels like the right time for me to step up and be of service to my city. I feel called to use my time and talents to help lay the groundwork for an exciting future for Asheville, and that is a large driving factor in my decision to complete this application to join the city council.

4. **If selected, how do you plan to communicate and work with the other Council members? To help us understand, please give examples of your working collaboratively in the past.**

My style of working with the other Council members would include my three c's: collaboration, compromise, and communication. Effective collaboration results in the greatest success. Whether in a real or virtual space, I would sit around the table with my colleague(s) to share ideas and try to build on them, so that we can achieve the best possible end result together. I will listen and put my ego aside enough to realize that my colleague's idea may be better than mine, and really work in partnership with them. If there are areas of disagreement, I would listen to my colleague and offer my opinions on the same issue, and then try to come together to find some middle ground that we can both agree will be of benefit to our constituents. I would always make myself available for communication. In my volunteer endeavors, I make it known that I return all phone and email messages within 24 hours at the absolute latest, and work with that person to help them come up with a solution for whatever issue was concerning them. I feel that this is just common respect, and mutual respect feeds all three c's. As a public servant, I am also aware there will be many times it will be important to both reach out to my colleagues and be available for them outside of our normal schedule. If I fail to function successfully with my colleagues as I described above, the people that will suffer the most will be the people I am being appointed to serve, the citizens of Asheville.

In both my professional and volunteer careers, I have to work collaboratively on a regular basis. As Office Manager, I frequently have to work with the business owner on new office policies. I frequently disagree with her, but I am able to look at what issues I feel are the most important and make a stronger push for those, while willingly conceding points that I feel less strongly about, so that we come out with an end product with which we are both satisfied In my current volunteer work with the Knights of Columbus, we switched from an individual membership director to a team format. We all have our roles, but we meet together and exchange ideas with each other, each providing feedback that helps the others with their roles and makes us all better. Overall, although I am struggling to cite a specific example, possibly my greatest strength in collaboration has been to come up with "cartoon light bulb" moments that help enhance the ideas of those with whom I am collaborating. Someone shares their idea and I listen and I start thinking about all the ways that can work and then I get a sudden burst of inspiration of how to build on that idea to make it better. Some of my greatest ideas have not been original ideas, but inspiration for ways to help the seed of someone else's thought to sprout even larger. I feel that is important because that type of collaboration can only succeed if you are truly listening to the other person's idea. If you are only half-paying attention because you are waiting for your turn to speak, then you're potentially cheating both yourself and your colleague out of what could be the best idea either of you will ever have.

5. **What do you consider the most pressing problem, need, or cause for the citizens of Asheville today? How would you approach its resolution or champion the cause?**

Possibly the most pressing issue for the citizens of Asheville today is the issue of the relationship between our African American community and the police, the resultant protests and counterprotests, and how to move forward and work towards future unity. In question #2, I looked at the question of divesting money from the APD to address the call of Black Asheville Demands. Other aspects of this issue to be looked at include public sentiment and trying to raise the morale of our police force while simultaneously pulling money away from their budget. We have a fine line to walk as almost any decision we make could likely lead to further civil unrest. While working on trying to put things on the right path moving forward following centuries of racial oppression, we also need to appreciate and realize what a difficult job our police force has, and show them appreciation instead of vilifying them.

I think one thing we need to do is to be very public and transparent about whatever decisions we do make. Also, to expound on my earlier idea of consulting both the racial advocacy groups and the APD before making our final decision, I would suggest going a step further and having both sides represented in a subcommittee, so both are at the table when these matters are discussed. This way, both groups will know that we are moving forward in good faith and will be able to convey that to their partners and co-workers. When the final decision is made, a press conference with both of these representatives present and fielding questions would be a positive for public relations, as they will both have been a part of the process. None of this will be easy, but this process would yield the best possible results.

In order to help rebuild police morale and public perception, I think a potentially good idea would be to have a recognition program where police officers who have done exceptional work to make their communities better. We could present a monthly award to a deserving officer and put out press releases to our local media outlets in the hopes that they will carry a public interest story on this officer. After all the months of negative publicity because of the criminal behavior of some officers, taking time to spotlight hero officers can go a long way in the healing process.

Hopefully, this combination of steps, along with the ideas I outlined in #2 regarding police involvement in the community, can help bring us all back together to become a more unified Asheville going forward.