



City of Concord, New Hampshire

OFFICE OF THE MAYOR

Byron O. Champlin

TO: Members of City Council

FROM: Mayor Byron O. Champlin

DATE: March 4, 2026

RE: Diversity, Equity, Inclusion, Justice and Belonging (DEIJB) Steering Committee

I propose the appointment of the following individual to serve as a member of the DEIJB Steering Committee for a two-year term to expire April 30, 2028.

- The Rev. Jean C. Beniste, 7 Perry Avenue, Concord. The Rev. Jean C. Beniste's application, letter of interest and resume are attached.

In accordance with Section 18 of the City Council Rules, this proposed appointment is being distributed to City Council as information in advance of formal action at the April 13, 2026 City Council meeting.



City of Concord, New Hampshire

41 GREEN STREET
Concord, NH 03301
(603) 225-8500

APPLICATION TO SERVE ON A BOARD, COMMISSION OR COMMITTEE

All fields are required – Please note that all applicants who are appointed will be required to be sworn in

Applicant Name:	THE REV. JEAN C. BENISTE
Street Address:	7 PERRY AVE
Mailing Address:	CONCORD, NH 03301
Telephone:	224 410 7914
E-mail:	jbeniste@stpaulsconcord.org

Please specify the Board/Commission sought: *Diversity, Equity, Inclusion, Justice...*

Please check the field(s) in which you have the requisite training and experience:

Architecture Engineering Other Priest (Minister)

Land Use Law Construction Mechanical Plumbing Electrical

Occupation or Place of Employment:	St. Paul's EPISCOPAL CHURCH		
Employer and Employment Address:	21 CENTRE ST. CONCORD, NH 03301		
Employment Telephone:	603-224-2523		
May you be contacted at work?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	

Education: MASTER IN DIVINITY (M.Div) BAC Philosophy

Community Experience and Affiliations (both Concord and elsewhere):

*Lake County interfaith clergy team (Chicago area)
Lake County United (Chicago) United For Dignity Miami FL*

How long have you resided in Concord or the Concord area? 2 years

In Accordance with RSA 91:2, in order to serve on a board, commission, or committee, you must be a citizen of the United States. Are you a Citizen?

Yes No

Why would you like to serve in this capacity?
Include experience or expertise relevant to board or committee for which you are applying.

*As a faith leader & am a passionate of inclusion, open dialogue, dream to see a world where all are welcome
note see my bio, and all the attached docs.*

Have you served on any Municipal or Non-Profit Boards or Committees in the past? Which ones and when?

N/A

Have you contacted the Chair of the Board/Committee to learn about the Board's mission/duties and the expectations of its members (with regard to attendance, time commitment, training, etc.)?

Yes No

Have you attended any meetings of the Board/Committee on which you want to serve? Yes No

Can you commit to attend 75% of meetings? Yes No

Please provide a brief biography? Attach resume, if desired.

See the Attached Docs -

Do you have any personal or business relationships with the City or any City officials or employees that could create a conflict of interest while serving on the requested Board or Commission? A conflict of interest is defined by Article 1-6-3 of the City Code of Ethics. If yes, please provide details on the relationship(s).

N/A

If you do not receive the appointment you are requesting, would you be interested in serving on another Board or Committee?

Yes No

BY SUBMITTING THIS APPLICATION, YOU UNDERSTAND THAT:

1. All members of City Boards/Committees are subject to the City's Code of Conduct;
2. This application is for consideration and does not mean you will necessarily be appointed to this board or committee;
3. You may be contacted to follow-up on any questions pertaining to the application; and
4. This application may be forwarded to the City Council for consideration at the Mayor's and/or City Manager's discretion;
5. All board members are required to be sworn in before they can participate or vote in any meetings;
6. At the end of your term, if you would like to be re-appointed you will be required to submit a new application and be sworn in;
7. This application becomes public record upon submission.


Applicant Signature

03/03/2026
Date

The Rev. Jean C. Beniste
7 Perry
Concord, NH 03301
jbeniste@stpaulsconcord.org
Cell: 224-410-7914
March 3, 2026

City Council
City of Concord
Concord, New Hampshire

Dear Members of the Concord City Council,

I am writing to express my interest in serving as a volunteer member of the City of Concord's Diversity, Equity, Inclusion, Justice, and Belonging Committee. I bring a strong commitment to community engagement and extensive experience fostering intercultural understanding, inclusive leadership, and equitable participation across diverse communities.

Over the past decade, I have worked in multicultural environments where collaboration across racial, ethnic, linguistic, and socioeconomic differences was essential. My leadership has included facilitating dialogue across cultures, mentoring emerging leaders from underrepresented communities, and partnering with nonprofit and civic organizations to strengthen inclusive practices. I have also supported immigrant and bilingual communities by creating accessible programming and encouraging meaningful participation in community life.

Fluent in English, French, Haitian Creole, and Spanish, I am able to connect with individuals from a wide range of backgrounds. My approach to service emphasizes listening carefully, building trust, and creating space for voices that are often overlooked. I believe that belonging grows when communities intentionally cultivate respect, shared responsibility, and equitable opportunity for all residents.

As Concord continues to evolve, I am motivated to contribute to initiatives that ensure every person—regardless of race, ethnicity, national origin, faith tradition, gender identity, or economic background—experiences dignity and inclusion. I would be honored to support the City's efforts by offering my skills in dialogue facilitation, collaboration, and community-building.

Thank you for your consideration. I would welcome the opportunity to further discuss how I may serve the people of Concord in this important work.

Respectfully,

The Rev. Jean C. Beniste

REV. JEAN C. BENISTE

7 PERRY ST.
CONCORD, NH 03301
224-410-7914

The Rev. Jean C. Beniste

Concord, New Hampshire

Fluent in English, French, Haitian Creole, and Spanish

Executive Profile

Intercultural faith leader and community advocate with more than a decade of experience building bridges across racial, ethnic, linguistic, and cultural communities. Proven record of advancing equity initiatives, immigrant advocacy, and cross-cultural dialogue in diverse civic and nonprofit settings. Skilled facilitator, collaborative leader, and strategic thinker committed to fostering belonging and strengthening inclusive community engagement.

Core Competencies

- Diversity, Equity & Inclusion Strategy
- Intercultural & Multilingual Communication
- Community Organizing & Advocacy
- Immigrant & Refugee Support
- Facilitation of Difficult Conversations
- Public Speaking & Civic Engagement
- Strategic Planning & Governance
- Coalition & Relationship Building
- Conflict Transformation
- Faith-Based & Secular Partnerships

Relevant Leadership & Civic Experience

Canon for Latino/Intercultural Ministry

Episcopal Diocese of Indianapolis

- Built sustainable intercultural initiatives bridging Latino and Anglo communities
- Advanced immigrant justice advocacy in partnership with local civic leaders
- Developed leadership training for diverse community groups

Rector & Community Leader

Episcopal Diocese of Chicago & Diocese of New Hampshire

- Led multicultural congregations representing varied ethnic, linguistic, and socioeconomic backgrounds
- Facilitated intercultural dialogue among Latino, Caucasian, Caribbean, and African communities
- Implemented strategic plans emphasizing inclusion and equitable participation
- Represented organizations in diocesan and surrounding civic communities

Board & Community Engagement

- **Lake County United** – Board Member (community-based organizing network)
- **Global Episcopal Mission Network** – Board Member
- **South Florida Haiti Project** – Board Member
- **United for Dignity (Miami, FL)** – Community Organizer
- **Ecumenical & Interfaith Ministry Collaborations**

Community Impact Highlights

- Strengthened engagement of immigrant and bilingual communities
- Designed culturally responsive programming and leadership development
- Advocated for equitable access to resources and representation
- Built partnerships across faith, nonprofit, and civic sectors
- Guided organizations through strategic planning with inclusion at the center

Education

Master of Divinity – Virginia Theological Seminary

Bachelor's Degree in Philosophy – Grand Séminaire Notre Dame, Haiti

Commitment to Concord

Deeply committed to fostering a city where every resident—regardless of race, ethnicity, language, faith, gender identity, or background—experiences dignity, equity, and belonging. Seeking to contribute intercultural leadership, multilingual communication skills, and community-building expertise in service to the City of Concord's Diversity, Equity, Inclusion, Justice & Belonging initiatives

Personal Biography

The Rev. Jean C. Beniste is a Haitian priest serving as Rector of St. Paul's Episcopal Church in Concord, New Hampshire. A multilingual community leader and intercultural bridge-builder, he is fluent in English, French, Haitian Creole, and Spanish. He has dedicated his vocation to fostering dialogue, strengthening diverse communities, and promoting dignity and belonging for all people.

With more than a decade of leadership experience in multicultural and multilingual settings, Jean has worked closely with immigrant families, bilingual communities, and civic partners to encourage equitable participation and inclusive engagement. His ministry and community work emphasize relationship-building, leadership development, and creating spaces where differences are respected and valued.

A graduate of Virginia Theological Seminary, Jean brings a thoughtful and collaborative approach to service grounded in listening, mutual respect, and shared responsibility. He is passionate about helping communities grow stronger through understanding, compassion, justice, and authentic belonging.

Jean is committed to contributing his experience and skills to support Concord's continued growth as a welcoming and inclusive city.