

PRINCE WILLIAM

Parks & Recreation

Parks and Recreation Commission Meeting Minutes

COMMISSION MEMBERS

Brodie Freer, Chair, Occoquan District
Benita Fitzgerald Mosley, At Large Member
Jen Donnelly, Brentsville District
Jane Beyer, Vice Chair, Coles District
Rick Berry, Gainesville District
Ross W. Snare, IV, Neabsco District
Oriella Mejia, Potomac District
Sharon Richardson, Woodbridge District

May 20, 2026, 7:00 PM

George Hellwig Administrative Bldg. Board Room
14420 Bristow Rd. Manassas, VA

Commission Members Present

Rick Berry
Jane Beyer
Jen Donnelly
Brodie Freer
Oriella Mejia
Sharon Richardson
Ross Snare (Virtual)

Staff Present

Todd Reid
Elle Lockhart
John Blevins
Joe Portell
Rob Orrison
Amir Wenrich
Carter McClelland

Commission Members Absent

Benita Fitzgerald Mosley

Guests

None

Secretary

Shannon Jaenicke

Citizens

Eric Fagerholm
Charlie Grymes

Call to Order

At 7:00 p.m. Chair Brodie Freer called the regular meeting of the Parks and Recreation Commission to order and Sharon Richardson led the Pledge of Allegiance to the Flag.

Administrative Items

RES 26-15 Approve Remote Participation Request – Ross Snare. APPROVED. (SR:JD, Unanimous, Absent BFM, Abstain RS)

RES 26-16 Approve Minutes of April 15, 2026. APPROVED. (RB:RS, Unanimous, Absent BFM)

Community Time

Eric Fagerholm of Montclair spoke about the protecting and expanding tree canopy. And offered to participate in a “walk and talk” with staff around Ann Wall Moncure Park in Montclair. He proposed a “grow don’t mow”, and a maintenance program dedicated to stopping invasive plants and help with run off and sedimentation.

Charlie Grymes encouraged the Commissioners to reach out to their Trails and Blueways Council counterparts regarding the trail master plan, need trail connections, and improving citizens' access to parks through TRIP funds.

Presentations

None

Committee Reports

None

Old Business

None

New Business

Parks and Recreation 5-Year Strategic Plan Work Session – Seth Hendler-Voss

Director Seth Hendler-Voss presented the draft of the 2027-2032 DPR Strategic Plan. The commission was asked to provide written feedback by June 3rd. The final plan will be brought back to the June 15th meeting for endorsement [PowerPoint presentation is available from the Commission Secretary].

Director Time

Director Seth Hendler-Voss provided the following updates:

- Pools open this weekend except for Graham Park, which will not open due to a significant leak that is still being diagnosed.
- Assistant Director of Planning and Capital Projects, Amarjit Riat, will move to his new role with the Solid Waste division and the Landfill. Seth will assist as acting Director until that position has been filled.
- A Rec Center Feasibility Study is underway to determine how/when/where we could build additional Recreation Centers, indoor pools, indoor athletic spaces throughout the county.
- The Trails Master Plan is tentatively scheduled to go to the Board of Supervisors in July.
- Fridays at 5 started last week with over 600 in attendance. The next concert is on June 12.
- This year's Juneteenth Celebration at Pfitzner Stadium will be on June 19th and DPR is providing support for this event. .
- DPR has launched a Fellowship Program – a 6-month leadership development program designed to give mid-level staff an opportunity to grow their experience. This first program will be centered around Teen Outreach- the fellow will help build, direct, and facilitate teen program initiatives from start to finish and increase their exposure to other staff, divisions and in the executive leadership team.
- Marie Sapp has retired from the front desk after 14 years of dedicated service.
- The final Throughfare Master Plan meeting will be on June 25 at 6:00pm at Haymarket Town Hall
- Our CAPRA Reaccreditation visit went very well! The final step to reaccreditation will be for Seth to sit for a panel interview at the NRPA annual conference in Philadelphia

Commissioner's Time

Ms. Richardson

Ms. Richardson congratulated Seth and the whole team on the CAPRA visit. She met Supervisor LaCroix- a huge supporter of parks and all things nature and green spaces. She is excited to have such an advocate on the board.

- Ms. Mejia Ms. Mejia congratulated the team on the strategic plan draft. She and Jane Beyer attended the Chin 35th anniversary celebration which was a great success. She attended the Girls on The Run 5K at Jiffy Lube Live and had a special Thank You to the PD for their masterful ability to help with traffic. She was disappointed at the number of water bottles left littering about and hopes that next year this can be addressed directly with JLL.
- Mr. Berry Mr. Berry thanked Director Hendler-Voss and staff for repairing the surface cracks, and net replacement for the pickleball courts at Long Park. Hopefully, this will be a temporary fix until we have a permanent facility at the site.
- Ms. Beyer Ms. Beyer agreed the Chinn 35th celebration was wonderful and the garden club was there, who had done an amazing job on the Children's garden. She wishes staff good luck with the pool openings and hopes the weather will cooperate.
- Ms. Donnelly Ms. Donnelly attended the Throughfare Master Plan meeting and remarked on how amazing it was. She also visited the Brentsville Courthouse on Drill Day, which was also wonderful. She has a goal to get to every trail in the Brentsville District. She shared that she had recently met Supervisor Gordy and discussed the potential for a developer land donation.,
- Chair Freer Chair Freer sends his congratulations to Amarjit on his new role. Congratulations to Seth and Sara on the CAPRA visit. He mentioned that he has been keeping in close contact with the project manager on the Occoquan Greenway and Lakeridge pedestrian pathway projects. He wishes the best of luck to the staff opening the pools this weekend.

Closed Session None.


Adjournment

RES 26-17

Motion to Adjourn at 8:43 pm. **APPROVED (JB:RS, Unanimous, Absent from vote BFM)**

The next meeting of the Parks and Recreation Commission will be held on June 17, 2026, at the Hellwig Park Administration Building.

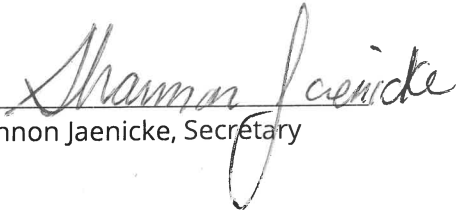
Minutes **APPROVED** at Parks and Recreation Commission meeting held on June 17, 2026.



Brodie Freer, Chair



Seth Hendler-Voss, Director



Shannon Jaenicke, Secretary

PRINCE WILLIAM
— Parks, Recreation & Tourism

**Parks and Recreation
Commission**

SIGN-IN SHEET

May 20, 2026

Please Print Name / Address / Phone Number / Email

Place a check mark beside your name if you wish to address the Commission. Please limit your comment to 3 minutes when speaking on your own behalf or 5 minutes if speaking on behalf of a group.

Name	Address	Phone #	Email
Eric FAGERHOLM	4903 Pleasant Hill Rd Montclair, VA 22025	703.590.6462	enfagerholm@aol.com
—			
CHARLIE GRYME	6836 GENERAL LINDSTREET LANE	703 577-1740	CGRYMERS@AMFL.COM

MOTION: RICHARDSON

**May 20, 2026
Regular Meeting
Res. No. 26-15**

SECOND: DONNELLY

RE: APPROVE REQUEST TO PARTICIPATE REMOTELY THROUGH ELECTRONIC COMMUNICATION MEANS

ACTION: APPROVED

WHEREAS, the Prince William County Parks and Recreation Commission (Commission) adopted a policy pursuant to Sections 2.2-3708.2, and 2.2-3708.3, VA Code Ann., to allow for remote participation by Members of the Commission; and

WHEREAS, in accordance with the Commission's policy, **Ross Snare** notified the Chair that the Member is requesting permission from the Commission to electronically participate at the Commission's **May 20, 2026** meeting; and

WHEREAS, the Member certified that (*check A, B, C, or D*):

- A. _____ the Member is unable to attend the meeting due to a temporary or permanent disability or other medical condition that prevents the Member's physical attendance. For purposes of determining whether a quorum is physically assembled, a Commission member who is a person with a disability as defined in Section 51.5-40.1, VA Code Ann., and uses remote participation counts toward the quorum as if the individual was physically present; OR
- B. X the Member is unable to attend the meeting due to a medical condition of a member of the member's family which requires the member to provide care that prevents the member's physical attendance or the member is a caregiver who must provide care for a person with a disability at the time the public meeting is being held thereby preventing the member's physical attendance. For purposes of determining whether a quorum is physically assembled, a Commission member who is a caregiver for a person with a disability and uses remote participation counts toward the quorum as if the individual was physically present; OR
- C. _____ the Member's principal residence is more than 60 miles from the meeting location identified in the required notice for such meeting; OR
- D. _____ the Member is unable to attend the meeting due to the following specifically identified personal matter: _____ AND the Member has not already used remote participation due to personal matters more than two meetings per calendar year or 25 percent of the meetings held per calendar year rounded up to the next whole number, whichever is greater; and

WHEREAS, the general description of the remote location from which the Member plans to electronically participate is **Manassas, VA** the remote location need not be open to the public; and

May 20, 2026
Regular Meeting
RES NO 26-15
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WHEREAS, the Member verifies that the Member's participation in any closed session of the meeting shall remain confidential and not be disclosed to any unauthorized persons or entities; and

WHEREAS, pursuant to the Commission's policy, a request for electronic participation from a remote location shall be approved unless participation violates the Commission's policy or any provisions of the Virginia Freedom of Information Act; and the Commission's policy shall be applied strictly and uniformly, without exception, to the entire membership of the Commission and without regard to the identity of the Member requesting remote participation or the matters that will be considered or voted on at the meeting;

NOW, THEREFORE, BE IT RESOLVED that the Prince William County Parks and Recreation Commission does approve the request to participate remotely in the meeting through electronic communication means in accordance with the Commission's policy; a quorum of the Commission was physically assembled at one primary or central meeting location; and arrangements were made for the voice of the Member to be heard by all persons at the primary or central meeting location.

Votes:

Ayes: Berry, Beyer, Donnelly, Freer, Mejia, Richardson

Nays: None

Abstain: Snare

Absent from Vote: None

Absent from Meeting: Mosley

ATTEST: _____


Secretary to the Commission

2027 – 2032 STRATEGIC PLAN



PRINCE WILLIAM
— COUNTY —



FOCUS AREA 1: Positive guest experiences through service delivery and innovation



Goal Statement

Seek to continually improve customer experience from initial interaction through the delivery of service to ensure DPR grows its base of raving fans.

Key Objective 1 Implement the right technology and practices/procedures to help guests find and utilize parks and services with ease.

Strategy 1.1.1 Implement at least one customer-facing technology enhancement each fiscal year to improve areas such as reservations, communication, payments, customer access, park development visibility, and response times, among other service touchpoints.

FOCUS AREA 1: Positive guest experiences through service delivery and innovation



PRINCE WILLIAM
COUNTY

Goal Statement

Seek to continually improve customer experience from initial interaction through the delivery of service to ensure DPR grows its base of raving fans.

Key Objective 2 Provide modern conveniences at facilities and efficient customer service practices.

Strategy 1.2.1 Identify minimum convenience amenities for major facility types by FY2028 and develop a plan to install priority features (e.g., shade, hydration stations, seating, charging access, signage, etc.) that enhance customer comfort and accessibility.

Strategy 1.2.2 Increase community satisfaction survey ratings by at least one percentage point by the end of FY2027 through improved service delivery practices, customer feedback analysis, staff training, and operational enhancements.

Strategy 1.2.3 Document use of participant survey results in seasonal program planning in at least six instances annually to support responsive, data-informed decision-making.

Strategy 1.2.4 Install two permanent restrooms at Neabsco to expand facility convenience and improve overall visitor experience.

FOCUS AREA 1: Positive guest experiences through service delivery and innovation



Goal Statement

Seek to continually improve customer experience from initial interaction through the delivery of service to ensure DPR grows its base of raving fans.

Key Objective 3 Cultivate a consistent and cohesive customer experience across all sites.

Strategy 1.3.1 Adopt department-wide customer experience standards and practices to ensure consistent, equitable service delivery and aligned customer expectations across similar DPR facilities, parks, programs, and services, so that customers experience predictable quality within each type of offering.

Strategy 1.3.2 Improve DPR's Net Promoter Score by at least six percentage points by FY2028 through annual customer satisfaction evaluations, consistent service delivery improvements, staff training, and timely corrective action implementation.

FOCUS AREA 1: Positive guest experiences through service delivery and innovation



Goal Statement

Seek to continually improve customer experience from initial interaction through the delivery of service to ensure DPR grows its base of raving fans.

Key Objective 4 Identify self-directed recreation opportunities at facilities and passive-use parks.

Strategy 1.4.1 Research best practices for providing self-directed recreation activities that do not require staff support and implement one new activity each year across facilities or passive-use parks. (e.g., recipe walls, QR-code activities, story trails, bilingual nature prompts, etc.).

FOCUS AREA 2: Community Engagement

Goal Statement

Enhance opportunities for engagement and communication between the public and DPR, fostering dialog, feedback, and follow-up.

Key Objective 1 Establish branding efforts to raise profile/recognizability.

Strategy 2.1.1 Assess current brand distribution to identify inconsistencies, conflicts and opportunities for consolidation. Complete the assessment in year one and develop a standardized brand manual, including an implementation schedule by year two to support a more recognizable and cohesive departmental identity.

FOCUS AREA 2: Community Engagement

Goal Statement

Enhance opportunities for engagement and communication between the public and DPR, fostering dialog, feedback, and follow-up.

Key Objective 2 Maximize partnership with volunteers.

Strategy 2.2.1 Align administrative functions of volunteer program with CAPRA standards (recruitment, recording hours, recognition, dedicated oversight). Achieve 100% use of Volunteer Prince William to attract and recruit volunteers department wide.

Strategy 2.2.2 Strengthen partnerships with volunteer-based organizations, such as KPWB and Scouts, to support DPR beautification and clean-up efforts, and expand the Adopt-a-Park program by increasing park adoptions by one annually.

FOCUS AREA 2: Community Engagement



Goal Statement

Enhance opportunities for engagement and communication between the public and DPR, fostering dialog, feedback, and follow-up.

Key Objective 3 Build the participation of under-represented populations in engagement efforts

Strategy 2.3.1 Collaborate with the County demographer in FY27 to develop a plan for measuring representation in DPR programs and establish an implementation strategy in FY28 to strengthen engagement among underrepresented populations.

Strategy 2.3.2 Complete the Teen Fellowship project in year one to identify and implement youth driven engagement approaches, and continue to engage youth annually through outreach activities, youth focused engagement opportunities, partnerships, and feedback initiatives that increase their participation in DPR planning and programs.

Strategy 2.3.3 Launch at least two teen engagement programs (East & West) in FY27 and identify safe spaces for teens to hang out.

Strategy 2.3.4 Create one additional flagship community special event (Walk of Lights, Haunted Stadium).

Strategy 2.3.5 Provide engagement and communication methods that deliver timely, clear and accessible information, and implement at least two annual communication or outreach initiatives designed to increase public awareness, transparency, trust and participation in DPR services and programs.

FOCUS AREA 3: Employee Engagement/ Leadership at All Levels

Goal Statement

Innovate and sustain a collaborative organizational culture that is high-performing, data-driven, customer-centric, and values employees.

Key Objective 1 Provide professional development and leadership training opportunities

Strategy 3.1.1 Identify mandatory supervisory training programs (i.e. NRPA, PWC HR, DPR, etc.) for all supervisors by year one.

Strategy 3.1.2 Complete a training needs assessment to identify training needs department-wide in year one.

Strategy 3.1.3 Develop and launch role specific learning pathways for all position types by the end of FY27.

FOCUS AREA 3: Employee Engagement/ Leadership at All Levels

Goal Statement

Innovate and sustain a collaborative organizational culture that is high-performing, data-driven, customer-centric, and values employees.

Key Objective 2 Maximize employee performance and wellbeing.

Strategy 3.2.1 Regularly assess work culture and organizational health through employee feedback and engagement evaluations including review of Glint Survey results and implementation of corrective action strategies to improve low scored metrics annually and maintain an overall engagement score of 75-85%.

FOCUS AREA 3: Employee Engagement/ Leadership at All Levels

Goal Statement

Innovate and sustain a collaborative organizational culture that is high-performing, data-driven, customer-centric, and values employees.

Key Objective 3 Develop a consistent, multi month onboarding program that supports all appointment types and position disciplines across DPR.

Strategy 3.3.1 Design, pilot, and fully implement a standardized, multi month onboarding framework by the end of FY28, establish a recurring department wide orientation offered at least quarterly, and maintain 90% completion rates for all required onboarding modules annually across all appointment types and disciplines.

Strategy 3.3.2 Establish a data driven onboarding evaluation process in FY29, achieve 80% positive satisfaction scores by year three, and increase satisfaction by 2% annually.

FOCUS AREA 4: Operational, Planning, and Business Excellence

Goal Statement

Advance high-quality, intentional service delivery through data-informed decision-making and targeted resource investment.

Key Objective 1 Maximize new and existing tools to make data-informed decision-making to enhance internal and external service delivery.

Strategy 4.1.1 Develop a dashboard for KPI tracking and strategic plan implementation tracking.

FOCUS AREA 4: Operational, Planning, and Business Excellence

Goal Statement

Advance high-quality, intentional service delivery through data-informed decision-making and targeted resource investment.

Key Objective 2 Leverage partnerships through grants to maximize resources.

Strategy 4.2.1 Increase efforts to leverage foundation partnerships to apply for at least 2 federal and state grants annually.

Could be moved to focus 2 “partnerships”

FOCUS AREA 4: Operational, Planning, and Business Excellence

Goal Statement

Advance high-quality, intentional service delivery through data-informed decision-making and targeted resource investment.

Key Objective 3 Promote high-quality architectural design, thoughtful placemaking, and appealing public spaces to create vibrant and attractive environments for living, working, and recreation.

Strategy 4.3.1 Complete the new design standards manual by FY27 and begin phased implementation in subsequent years (e.g., pickleball court redesign).

Strategy 4.3.2 Evaluate all major DPR sites by FY28 to identify at least three underutilized locations suitable for placemaking (e.g., Connaughton Plaza, LOVE sign).

Strategy 4.3.3 Increase beautification standards at Connaughton Plaza, Dale City Recreation Center, Pat White Center (flowers/dead tree replacement/new tree plantings).

Strategy 4.3.4. Promote placemaking through art by adopting a public art policy by FY27.

FOCUS AREA 4: Operational, Planning, and Business Excellence



Goal Statement

Advance high-quality, intentional service delivery through data-informed decision-making and targeted resource investment.

Key Objective 4 Expand partnership with PWCS to expand public use for DPR programming.

Strategy 4.4.1 Develop new agreements with high schools to expand use of fields and tracks.

Strategy 4.4.2 Establish agreements with at least two schools to expand summer camp or other community programming by FY30.

FOCUS AREA 4: Operational, Planning, and Business Excellence

Goal Statement

Advance high-quality, intentional service delivery through data-informed decision-making and targeted resource investment.

Key Objective 5 Strengthen procurement processes and compliance practices to improve purchasing accountability and enhance P-Card audit performance.

Strategy 4.5.1 Implement quarterly procurement compliance reviews and mandatory annual P-Card/Procurement refresher training to achieve 100% compliance with procurement policies and procedures.

Goal Statement

Cultivate a safe and secure environment at our sites that advances stakeholder engagement, collaboration, and evidence-based results.

Key Objective 1 Increase employee ownership of mitigation of risk.

Strategy 5.1.1 Decrease preventable vehicle accidents year over year by requiring Smith Driver Training and developing and administering annual driver refresher training within DPR.

FOCUS AREA 5: Safety & Security

Goal Statement

Cultivate a safe and secure environment at our sites that advances stakeholder engagement, collaboration, and evidence-based results.

Key Objective 2 Increase workplace security.

Strategy 5.2.1 Create clear communication channels and protocols for interagency coordination, including regular meetings, shared databases, and dedicated liaisons with annual evaluation of communication effectiveness and documented coordination activities.

Strategy 5.2.2 Work with other agencies and partners to identify comprehensive approaches to prevention and intervention to communicate with the public including annual coordination meetings, safety planning efforts, and public awareness initiatives.

Strategy 5.2.3 - Identify DPR facilities requiring security enhancements and implement improvements annually with completion targeted by FY31.

Strategy 5.2.4 Conduct annual tabletop exercises and review the COOP Plan annually with applicable staff to ensure preparedness, continuity, and operational effectiveness.

Goal Statement

Cultivate a safe and secure environment at our sites that advances stakeholder engagement, collaboration, and evidence-based results.

Key Objective 3 Increase safety of public in parks and facilities.

Strategy 5.3.1 Install one new lighted parking lot per year, prioritizing locations with evening programming or demonstrated need.

Strategy 5.3.2 Complete the design, procurement, and installation of AEDs across all identified DPR parks by FY28.

Goal Statement

Cultivate a safe and secure environment at our sites that advances stakeholder engagement, collaboration, and evidence-based results.

Key Objective 4 Collaborate between local and state government agencies, stakeholders, businesses, and residents to develop programming intended to keep youth on the right track.

Strategy 5.4.1 Complete GRIT partnership in year one to identify and implement youth-driven engagement initiatives.

Strategy 5.4.2 Increase participation in the Right Step program year over year and identify park projects to satisfy restitution requirements.

FOCUS AREA 6: Cultural and Environmental Resources



Goal Statement

In partnership with the community, preserve and protect the County's natural and cultural resources so that open spaces are created and maintained, and historic sites are made ready for public use.

Key Objective 1 Accelerate environmental sustainability.

Strategy 6.1.1 Pilot a reward-based recycling and waste-reduction program at select parks by FY27, tracking participation rates and diversion of waste from landfills. (bucket program).

Strategy 6.1.2 Launch a bottle-free park pilot at one site by FY27.

Strategy 6.1.3 Install one solar-powered system annually (e.g., solar panels for restrooms, shelters, etc.).

Strategy 6.1.4 Install one electric vehicle (EV) charging station annually.

Strategy 6.1.5 Monitor and invest in preserving and expanding green spaces and tree canopies through annual assessments.

Strategy 6.1.6 In partnership with Environmental Services, increase annual tree plantings by 50 trees per year.

Strategy 6.1.7 Pilot an electric Z-Mower by FY27 to evaluate performance, reduce emissions, and inform future transitions to electric grounds-maintenance equipment.

FOCUS AREA 6: Cultural and Environmental Resources

Goal Statement

In partnership with the community, preserve and protect the County's natural and cultural resources so that open spaces are created and maintained, and historic sites are made ready for public use.

Key Objective 2 Accelerate cultural stewardship initiatives.

Strategy 6.2.1 Replace one property per year under cultural easement.

Strategy 6.2.2 Conduct a study to identify locations for storing cultural artifacts.

Strategy 6.2.3 Develop a formal divisional structure to effectively manage and advance natural and cultural program initiatives by FY27 with documented operational responsibilities and program coordination measures.

Strategy 6.2.4 Meet with Heritage Resources twice per year to coordinate site management, improve communication, and identify potential threats to DPR cultural and historical assets.

Strategy 6.2.5 Develop and plan cultural programming for pending land acquisitions, such as Bristoe Station Battlefield, with a completed master plan by FY29 to guide future interpretation, stewardship, and public engagement.

Strategy 6.2.6 Complete the master plan for the Buckland Historic Site by FY28.

Strategy 6.2.7 Conduct six programs annually focusing on the 250th anniversary of the American Revolution (VA250).

Strategy 6.2.8 Conduct a study and cost analysis on creating a Native American interpretive village.

FOCUS AREA 6: Cultural and Environmental Resources

Goal Statement

In partnership with the community, preserve and protect the County's natural and cultural resources so that open spaces are created and maintained, and historic sites are made ready for public use.

Key Objective 3 Expand our open space and trails.

Strategy 6.3.1 Expand DPR land holdings by 1,500 acres by FY31 as part of a long-term goal to increase total acreage from 2.5% to 5% and position the County to reach 5,000 additional acres by 2040.

Strategy 6.3.2 Achieve board adoption of master plan and develop new trail development agreement template to proliferate new trail development by volunteer groups; to add additional trails by FY31.

FOCUS AREA 6: Cultural and Environmental Resources

Goal Statement

In partnership with the community, preserve and protect the County's natural and cultural resources so that open spaces are created and maintained, and historic sites are made ready for public use.

Key Objective 4 Safeguard the quality of the County's air, water, soil and other natural and cultural resources.

Strategy 6.4.1 Align DPR's policies and practices with Community Energy and Sustainability Master Plan objectives as actions become feasible through annual review of sustainability initiatives, resiliency measures, and implementation progress toward climate mitigation goals.

FOCUS AREA 6: Cultural and Environmental Resources

Goal Statement

In partnership with the community, preserve and protect the County's natural and cultural resources so that open spaces are created and maintained, and historic sites are made ready for public use.

Key Objective 5 Utilize the Community Energy & Sustainability Master Plan to guide decision-making to help achieve climate mitigation and resiliency goals.

Strategy 6.5.1 Support Tourism and enhance economic development in Prince William County by promoting natural, cultural, and recreational assets through partnerships, events, and destination-focused initiatives with annual participation and visitation tracking.

Strategy 6.5.2 Fund and resource maintenance and programs to showcase the County's natural beauty through annual investment planning and maintenance initiatives that support preservation and visitor experience improvements.

FOCUS AREA 6: Cultural and Environmental Resources

Goal Statement

In partnership with the community, preserve and protect the County's natural and cultural resources so that open spaces are created and maintained, and historic sites are made ready for public use.

Key Objective 6 Expand nature wellness programs for adults and children (refer to needs assessment).

Strategy 6.6.1 Complete a comprehensive cost analysis to develop a fully cost recovered- horse program, including all staffing requirements and associated operational costs.

Strategy 6.6.2 Survey active older adults annually and create a dedicated RecTrac code to accurately track participation, program usage, and engagement trends.

Goal Statement

Adapt internal practices and service delivery to promote diversity, inclusion, and equitable outcomes for all communities.

Key Objective 1 Build and support effective partnerships with different ethnic community groups to boost cultural awareness

Strategy 7.1.1 Identify and approach three diverse cultural groups/communities to discuss potential partnerships for small scale cultural experiences by FY27.

Strategy 7.1.2 Implement initiatives that improve employees' sense of belonging and opportunities including annual diversity, equity, and inclusion engagement efforts and tracking of employee participation and feedback metrics.

Goal Statement

Adapt internal practices and service delivery to promote diversity, inclusion, and equitable outcomes for all communities.

Key Objective 2 Develop parks that increase universal accessibility.

Strategy 7.2.1 Determine the completion percentage of the current barrier removal plan and develop a phased implementation plan to reach 100% park accessibility.

Strategy 7.2.2 Evaluate need for inclusion equipment and communication boards by FY27 and integrate into 20% of playgrounds each year (integrate signage that explains to families what accessibility equipment is used for).

Goal Statement

Adapt internal practices and service delivery to promote diversity, inclusion, and equitable outcomes for all communities.

Key Objective 3 Grow opportunities for inclusive and adaptive programs.

Strategy 7.3.1 Increase low-cost and scholarship-subsidized program offerings by 10% by FY28.

Strategy 7.3.2 Launch first fully adaptive summer camp program and reach 90% registration by FY28.

Strategy 7.3.3 Develop one new partnership per year with community organizations to create or support inclusive programs and services that reflect diverse community needs and conduct annual implementation and evaluation of all-inclusive and adaptive programming opportunities.

Goal Statement

Adapt internal practices and service delivery to promote diversity, inclusion, and equitable outcomes for all communities.

Key Objective 4 Reduce barriers to access across all spaces and activities.

Strategy 7.4.1 Identify and reduce barriers to improve scholarship application submission and overall participation by collecting applicant and recipient feedback in FY27 to inform process improvements and establish implementation strategies for future years that increase successful fund utilization.