City of Bristol
Youth Commission

INFORMATION TO ACCESS THIS MEETING
https://bristolct-gov.zoom.us/j/82680215001?pwd=XmaNr0bWTawrQ0v8D0DVkDxv6KEF24.1

The regular meeting will be held on Wednesday, August 14, 2024, at 6:00 PM. in Meeting Room 1-4 (Room 107), City Hall, 111 North Main Street, Bristol, CT.

AGENDA

1. Call to Order
   a. Attendence
2. Public Participation
3. Approval of Minutes
   a. Approval of Minutes: June 12, 2024, Regular Meeting Minutes
4. Youth and Community Services Supervisor's Report
   a. Year-To-Date Financials
      a. Grant Approvals
5. Old Business
   a. Appetite for Reading: "Little Library" Update
6. New Business
   a. Summer Program Highlights
   b. 2024–2025 Youth and Community Services Pillars of Service
   c. B.E.S.T.- Project Cooridinator Update and Current Events

d. BPRYCS- Strategic Plan Workshop Discussion

e. By Commissioners

7. Any other matter to come before said meeting

8. Adjournment

PER ORDER OF THE CHAIRPERSON
Officer Matthew Gotowala

PARKS, RECREATION, YOUTH AND COMMUNITY SERVICES

Youth Commission

Wednesday, June 12, 2024 at 6:00 p.m.

Bristol City Hall-111 North Main Street Bristol, CT 06010 Room 1-4

https://bristolct-gov.zoom.us/j/82680215001?pwd=XmaNr0bWTawrQ0v8D0DVkDxv6KEF24.1

Regular Meeting Agenda

1. Call to Order

Officer Matthew Gotowala, Chair, called the meeting to order at 6:00 p.m.

Officer Gotowala introduced Luke Viens, the newest under 18 commission member.

a. Attendance

Members Present:	Officer Matthew Gotowala, Chair Deborah Ahl, Vice Chair Ryan Broderick, Commissioner Jonathan Lukasiewicz, Commissioner Renee Singleton, Commissioner Luke Viens, Commissioner Erick Rosengren, City Council Liaison
Absent:	Richard Kilby, Commissioner Miguel Salguero, Commissioner Dr. Joshua Medieros, Superintendent Sarah Larson, Deputy Superintendent

b. Pledge of Allegiance

2. Approval of Minutes

a. Approval of Minutes: April 3, 2024, Regular Meeting Minutes

MOTION: Made by Vice Chair Ahl to accept the April 3, 2024, Regular Meeting Minutes. Seconded by Commissioner Washington, all in favor, motion carried.

3. Public Participation

None.

4. Youth and Community Services Supervisor's Report

a. Year-To-Date Financials

Youth and Community Supervisor Stephen Bynum presented the Year-To-Date Financials. He stated that the financials were on track; discussion followed.

b. Youth and Community Supervisor's Report

Youth and Community Supervisor Stephen Bynum presented the Youth and Community Supervisor's Report. He presented some of the programs that have been completed and gave an update on the current and upcoming summer programs; discussion followed.

5. Old Business

a. Youth and Prevention Leadership Awards

Community Services Coordinator Aubrey Minkler presented updates on the Youth and Prevention Leadership Awards; discussion followed.

b. B.E.S.T - Prevention Week Recap

Youth and Community Supervisor Stephen Bynum presented the Recap of the B.E.S.T. Prevention week; discussion followed.

c. Appetite for Reading: "Little Library" Update

Community Services Coordinator Aubrey Minkler presented the Appetite for Reading: "Little Library" Update; discussion followed.

6. New Business

a. Project Aware - Recap and Highlights

None.

b. Scholarship Program

Youth and Community Supervisor Stephen Bynum presented updates on the Scholarship Program. He stated that the program is officially closed and they issued about $37,000 in scholarship funds; discussion followed.

c. Upcoming Summer Activities and Programs

Youth and Community Supervisor Stephen Bynum presented the Upcoming Summer Activities and Programs; discussion followed.

d. North Central Chapter Data Summary

Youth and Community Supervisor Stephen Bynum presented the North Central Chapter Data Summary; discussion followed.

7. Any other matter to come before said meeting

Community Services Coordinator Aubrey Minkler presented updates on the garden planted out front of the Parks and Recreation, Youth and Community Services Office on 51 High St.; discussion followed.

City Council Liaison Erick Rosengren presented updates from City Council. The Farmer's Market is set to begin on June 22, 2024; discussion followed.

8. Adjournment

MOTION: Made by Vice Chair Ahl to adjourn at 6:42 p.m.
Seconded by Commissioner Broderick, all in favor, motion carried.

Respectfully Submitted,
Amaris Estrada
Recording Secretary
Youth Commission

CITY OF BRISTOL

YEAR-TO-DATE BUDGET REPORT

FOR 2025 13

ACCOUNTS FOR: 001 GENERAL FUND		ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
0017025 YOUTH & COMMUNITY SERVICES								
0017025 432026	YOUTH SERVICES B	-41,845	0	-41,845	.00	.00	-41,845.00	.0%
0017025 432147	ENHANCEMENT SERV	-12,995	0	-12,995	.00	.00	-12,995.00	.0%
0017025 432157	YOUTH SERVICES S	-18,385	0	-18,385	.00	.00	-18,385.00	.0%
0017025 450301	WELFARE EVICTION	-7,500	0	-7,500	.00	.00	-7,500.00	.0%
0017025 514000	REGULAR WAGES &	294,025	0	294,025	27,851.16	.00	266,173.84	9.5%
0017025 515100	OVERTIME WAGES &	6,000	0	6,000	236.97	.00	5,763.03	3.9%
0017025 515200	PARTTIME WAGES &	0	0	0	1,604.30	.00	-1,604.30	100.0%
0017025 517000	OTHER WAGES	1,700	0	1,700	.00	.00	1,700.00	.0%
0017025 531000	PROFESSIONAL FEE	25,000	0	25,000	.00	8,500.00	16,500.00	34.0%
0017025 531115	JRB COORDINATION	8,225	0	8,225	.00	2,850.00	5,375.00	34.7%
0017025 531120	PROJECT AWARE	41,845	0	41,845	.00	14,150.00	27,695.00	33.8%
0017025 531135	ENHANCEMENT SERV	12,995	0	12,995	.00	2,000.00	10,995.00	15.4%
0017025 531136	YOUTH SERVICES S	18,385	0	18,385	.00	.00	18,385.00	.0%
0017025 553000	TELEPHONE	680	0	680	55.70	624.30	.00	100.0%
0017025 561800	PROGRAM SUPPLIES	750	0	750	.00	.00	750.00	.0%
0017025 581120	CONFERENCES & ME	2,400	0	2,400	.00	800.00	1,600.00	33.3%
0017025 581240	WELFARE EVICTION	9,000	0	9,000	.00	300.00	8,700.00	3.3%
0017025 581745	NONREIMBURSEABLE	2,300	0	2,300	.00	300.00	2,000.00	13.0%
0017025 587232	RELOCATION COSTS	60,000	0	60,000	.00	1,700.00	58,300.00	2.8%
TOTAL YOUTH & COMMUNITY SERVICES		402,580	0	402,580	29,748.13	31,224.30	341,607.57	15.1%
TOTAL GENERAL FUND		402,580	0	402,580	29,748.13	31,224.30	341,607.57	15.1%
	TOTAL REVENUES	-80,725	0	-80,725	.00	.00	-80,725.00	
	TOTAL EXPENSES	483,305	0	483,305	29,748.13	31,224.30	422,332.57	

CITY OF BRISTOL

YEAR-TO-DATE BUDGET REPORT

FOR 2025 13

	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
GRAND TOTAL	402,580	0	402,580	29,748.13	31,224.30	341,607.57	15.1%

** END OF REPORT - Generated by Amaris Estrada **

CITY OF BRISTOL

YEAR-TO-DATE BUDGET REPORT

FOR 2025 13

ACCOUNTS FOR: 106 SPECIAL GRANTS & DONATIONS	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
1067025 YOUTH & COMMUNITY SERVICES							
1067025 431007 22G12 MISC. FEDER	0	-110,486	-110,486	-110,486.43	.00	.00	100.0%
1067025 431007 23G11 MISC. FEDER	0	-121,714	-121,714	-171,632.00	.00	49,918.00	141.0%
1067025 431007 24G20 MISC. FEDER	0	-174,918	-174,918	-67,122.52	.00	-107,795.48	38.4%
1067025 432150 22G09 JUV DIVERSI	0	-23,000	-23,000	-23,000.00	.00	.00	100.0%
1067025 432150 23G08 JUV DIVERSI	0	-21,000	-21,000	-21,000.00	.00	.00	100.0%
1067025 432150 24G12 JUV DIVERSI	0	-21,000	-21,000	-21,000.00	.00	.00	100.0%
1067025 432820 21G20 SCHOOL BASE	0	-10,000	-10,000	-10,000.00	.00	.00	100.0%
1067025 450390 SHOWMOBILE RENTA	0	0	0	.00	.00	-.34	.0%
1067025 450609 SUMMER CAMP FIEL	0	0	0	.00	.00	-.44	.0%
1067025 450613 YOUTH PROGRAMS	0	0	0	.00	.00	-.44	.0%
1067025 450614 ZUMBA/FITNESS	0	0	0	.00	.00	.42	.0%
1067025 450615 AQUATIC PROGRAMS	0	0	0	.00	.00	-.25	.0%
1067025 454001 MISCELLANEOUS-OT	0	0	0	.00	.00	-.39	.0%
1067025 470000 SCHLR CONTRIBUTIO	0	-40,000	-40,000	-40,000.00	.00	.00	100.0%
1067025 471001 PK SUMMER CONCER	0	0	0	.00	.00	.23	.0%
1067025 514000 22G12 REGULAR WAG	0	52,300	52,300	52,300.02	.00	-.02	100.0%
1067025 514000 23G11 REGULAR WAG	0	47,939	47,939	47,939.23	.00	-.23	100.0%
1067025 514000 24G20 REGULAR WAG	0	62,643	62,643	42,244.75	.00	20,398.25	67.4%
1067025 515100 24G20 OVERTIME WA	0	0	0	276.41	.00	-276.41	100.0%
1067025 515200 22G12 PARTTIME WA	0	1,190	1,190	1,337.88	.00	-147.88	112.4%
1067025 515200 23G11 PARTTIME WA	0	4,051	4,051	4,051.13	.00	-.13	100.0%
1067025 515200 24G20 PARTTIME WA	0	14,688	14,688	10,371.29	.00	4,316.71	70.6%
1067025 520700 22G12 F.I.C.A.	0	2,481	2,481	2,480.31	.00	.69	100.0%
1067025 520700 23G11 F.I.C.A.	0	2,973	2,973	2,972.58	.00	.42	100.0%
1067025 520700 24G20 F.I.C.A.	0	4,795	4,795	3,107.60	.00	1,687.40	64.8%
1067025 520750 22G12 MEDICARE IN	0	580	580	580.07	.00	-.07	100.0%
1067025 520750 23G11 MEDICARE IN	0	695	695	695.20	.00	-.20	100.0%
1067025 520750 24G20 MEDICARE IN	0	1,121	1,121	726.78	.00	394.22	64.8%
1067025 531000 22G12 PROFESSIONA	0	31,648	31,648	31,648.17	.00	-.17	100.0%
1067025 531000 23G11 PROFESSIONA	0	17,095	17,095	17,929.15	.00	-834.15	104.9%
1067025 531000 24G20 PROFESSIONA	0	13,846	13,846	7,674.31	3,500.00	2,671.69	80.7%
1067025 531125 22G09 JUVENILE DI	0	23,000	23,000	22,752.76	.00	247.24	98.9%
1067025 531125 23G08 JUVENILE DI	0	21,000	21,000	21,000.00	.00	.00	100.0%
1067025 531125 24G12 JUVENILE DI	0	21,000	21,000	14,237.13	.00	6,762.87	67.8%
1067025 531175 21G20 SCHOOL BASE	0	10,000	10,000	10,281.18	.00	-281.18	102.8%
1067025 554000 22G12 TRAVEL REIM	0	6,145	6,145	6,145.30	.00	-.30	100.0%
1067025 554000 23G11 TRAVEL REIM	0	5,392	5,392	5,391.93	.00	.07	100.0%
1067025 554000 24G20 TRAVEL REIM	0	10,248	10,248	8,761.79	.00	1,486.21	85.5%
1067025 561800 22G12 PROGRAM SUP	0	6,401	6,401	6,401.09	.00	-.32	100.0%
1067025 561800 23G11 PROGRAM SUP	0	12,991	12,991	12,156.15	.00	834.85	93.6%

YEAR-TO-DATE BUDGET REPORT

FOR 2025 13

ACCOUNTS FOR: 106 SPECIAL GRANTS & DONATIONS	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
1067025 561800 24G20 PROGRAM SUP	0	7,375	7,375	2,465.86	.00	4,909.14	33.4%
1067025 584122 SUMMER CAMP FIEL	0	0	0	.00	.00	.44	.0%
1067025 584132 SUMMER PARK CONC	0	0	0	.00	.00	-.23	.0%
1067025 584133 YOUTH PROGRAMS	0	0	0	.00	.00	.44	.0%
1067025 584134 ZUMBA/FITNESS PR	0	0	0	.00	.00	-.42	.0%
1067025 584135 AQUATIC PROGRAMS	0	0	0	.00	.00	.25	.0%
1067025 586100 SHOWMOBILE OPERA	0	0	0	.00	.00	.34	.0%
1067025 586800 22G12 MISCELLANEO	0	0	0	.00	.00	-.34	.0%
1067025 586800 SCHLR MISCELLANEO	0	40,000	40,000	15,975.00	.00	24,025.00	39.9%
1067025 589100 MISCELLANEOUS	0	0	0	.00	.00	.39	.0%
1067025 589100 22G12 MISCELLANEO	0	2,669	2,669	2,668.90	.00	.10	100.0%
1067025 589100 23G11 MISCELLANEO	0	21,092	21,092	21,091.96	.00	.04	100.0%
1067025 589100 24G20 MISCELLANEO	0	49,918	49,918	33,129.80	2,500.00	14,288.20	71.4%
1067025 591500 22G12 TRANSFER OU	0	7,073	7,073	7,072.89	.00	.11	100.0%
1067025 591500 23G11 TRANSFER OU	0	9,486	9,486	9,486.49	.00	-.49	100.0%
1067025 591500 24G20 TRANSFER OU	0	10,284	10,284	7,874.22	.00	2,409.78	76.6%
TOTAL YOUTH & COMMUNITY SERVICES	0	0	0	-31,013.62	6,000.00	25,013.62	100.0%
TOTAL SPECIAL GRANTS & DONATIONS	0	0	0	-31,013.62	6,000.00	25,013.62	100.0%
TOTAL REVENUES	0	-522,120	-522,120	-464,240.95	.00	-57,878.69	
TOTAL EXPENSES	0	522,120	522,120	433,227.33	6,000.00	82,892.31	

CITY OF BRISTOL

YEAR-TO-DATE BUDGET REPORT

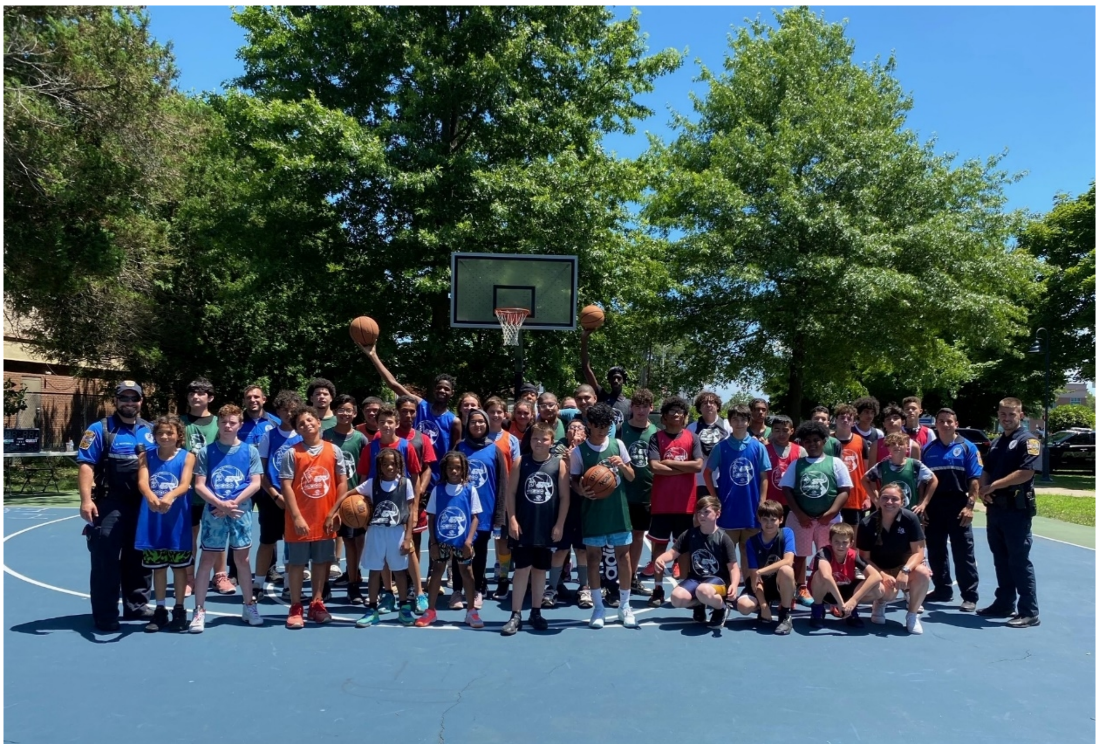
FOR 2025 13

	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
GRAND TOTAL	0	0	0	-31,013.62	6,000.00	25,013.62	100.0%

** END OF REPORT - Generated by Amaris Estrada **

Basketball League at Brackett Park

- Program takes place on Thursdays from 11am-1pm at Brackett Park, and will be concluding with playoffs and a championship game on 8/22/24.
- This year has had the most program participants to date, with over 45 Bristol youth showing up weekly to enhance their basketball skills, work together, and have fun in the park! (A total of approximately 65 youth have participated in the program).
- Youth & Community Services Staff are hosting an Overdose Awareness Day on 8/15/24 following the program, and will provide refreshments and resources to the community. (see attached flyer)

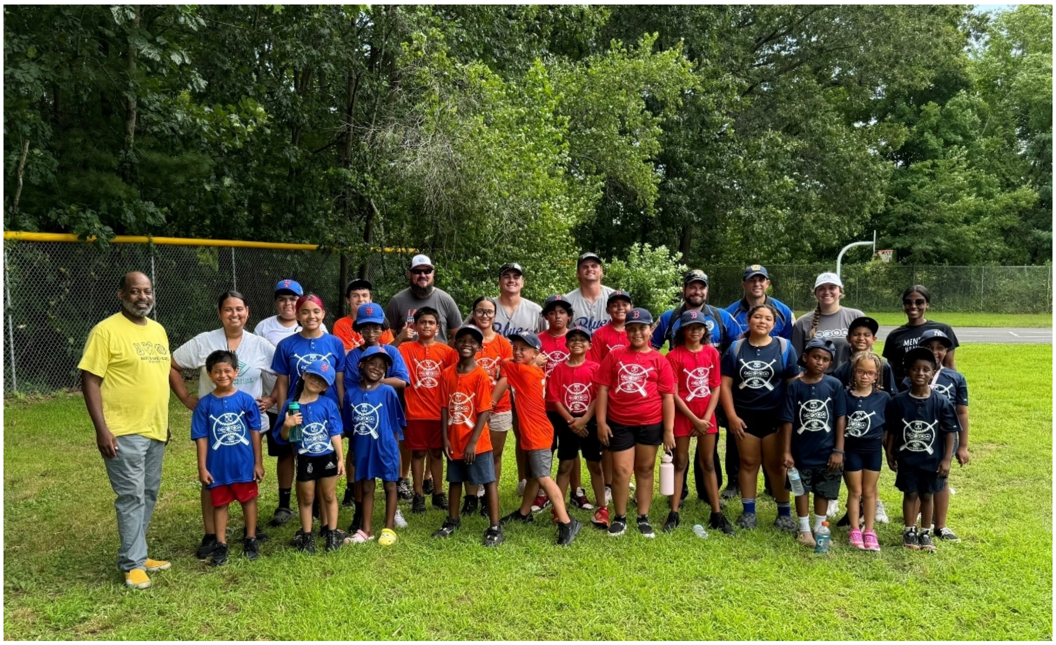


Back to School Backpack Program

- This year's Back to School Backpack Program had higher demand than in recent years.
- Over 90 backpacks distributed as of 8/7/14
- Received 20 backpacks filled with school supplies from First Congregational Church
- Receiving approximately 30 backpacks to distribute to income-eligible families from the West End Association's backpack drive.
    - Will be able to provide a new backpack and school supplies to 120+ Bristol youth with the help of these agencies!

Roberto Clemente Baseball League

- Program took place on Mondays from 11am-1pm at Cambridge Park baseball field throughout the summer, and concluded with a championship game on 8/5/24.
- Had approximately 30 youth participants (from elementary aged up to high school aged)



Youth Bowling Nights

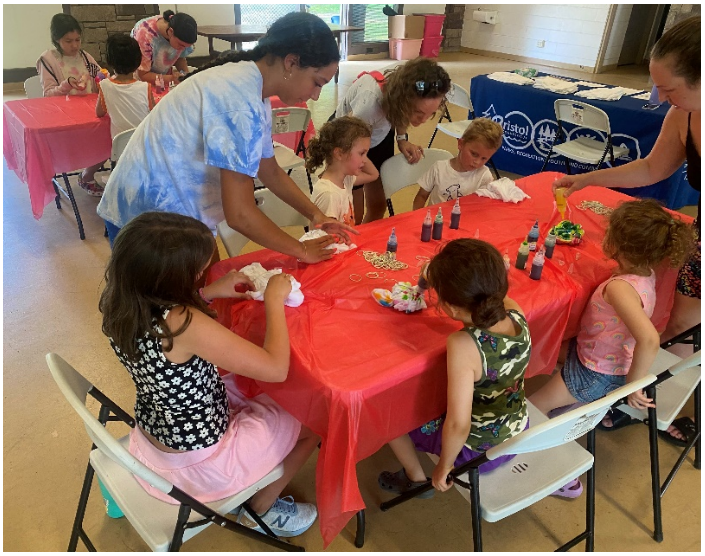
- Program takes place on Wednesday evenings from 5pm-7pm at Bristol Spare-Time
- Had approximately 25 youth present each week.
- Registered youth receive free shoe rental and 2 hours of free bowling. Dinner was also provided at no cost!

Scholarship Fund

- Bristol Youth and Community Services was able to scholarship 156 income-eligible youth to summer camp and/or other summer activities (swim lessons, pool membership, Bristol Bulldogs Football and Cheerleading programs, Bristol Preschool programs etc.), with the majority of youth receiving 2+ weeks of camp.
- BPRYC gave away a total of $37,614.00 in scholarships this year.

Drop-in at Rockwell Park

- Program took place on Tuesdays from 11am-1pm at Rockwell Park throughout the summer.
- Had approximately 15 participants each week
- Arts and crafts included sand art, making and decorating personal kites, tie-dye, and more!



7th Annual Back to School Mayor's Pencil Hunt

- The Mayor and the BPRYCS Department invite all (pre-kindergarten through eighth grade youth and families) to the 7th Annual Mayor's Pencil Hunt!
- Each participant will participate in a scavenger hunt for pencils, as well as take home an age-appropriate goodie bag filled with school supplies.
- Children who pull specially-marked pencils will take home surprise silver or gold prizes, in addition to their school supply goodie bag.

2024-2025 Youth & Community Services Pillars of Service

The City of Bristol Parks, Recreation, Youth and Community Services (BPRYCS) youth services bureau is uplifted by 3 core pillars that guide the work of our staff. Established in a 2023 Strategic Staff Retreat, the pillars define and focus the priority work of the youth and community services division in supporting the department's overall mission to deliver high-quality services that enhance the community's quality of life, meet the diverse needs of all citizens, and build a sustainable future. The pillars are reviewed annually to ensure they match the current needs of the Bristol community.

Fostering Positive Mental Health

Assisting with Basic Needs

Empowering Youth

Proposed Programs & Services	Proposed Programs & Services	Proposed Programs & Services
• Annual Community Conversation • Youth & Family Counseling • Teen Prevention • Self-Management and Recovery Training • Narcan Training • QPR Training • BEST Coalition • Juvenile Review Board Support and Enhancement • B.E.S.T Prevention assemblies	• Holiday Gift Giving • Housing Relocation • Evictions/Foreclosure • Short Term Case Management • Homelessness Outreach & Action Network Support • Caring Closet • Diaper Drive/Community Baby Shower • High St. Community Garden • Mayor's Back to School Pencil Hunt • Scholarship Program • Back to school backpack program	• Youth and Prevention Leaders Awards Program • Personal Achievement Awards • BEST Youth Leaders • Skills to Pay the Bills • Tomorrow's Leaders Today (2 Afterschool Presentations) • Drop-in programs at Rockwell • Social services at summer camp • Basketball League at Brackett Park • Youth Bowling • Diversity Group • Step Ahead • Teens Empowering Others

		• Young Women/Young Men Issues Group • Paul Vivian Truancy Prevention Program • Man Up • Girls with a Purpose • Lunch Buddies • Empower Hour • Learning Through Books • Pine Lake Adventure Park • B.E.S.T 4-Point Program

Proposed Programs to Retire:

- Tomorrow's Leader's Today
- Farmer's Market (Became a Non-profit)
- Federal Diaper Connection Program (Funding source was eliminated)

Questions for the Commission:

1. *Are there any Programs we may have missed on our proposed Programs and Services list?*
2. *Have you heard of any new community concerns that are currently not being addressed by Youth and Community Services?*
3. *Which level do you feel needs the most support (Elementary, Middle or High School)?*
4. *What are your feelings around the proposed programs?*
5. *What do you see about major funding priorities for 24-25?*

Available Funding: $94,219 *(State Fiscal Year 24-25: $41,844 Base Grant, $18,383 Supplemental Grant $12,992 Enhancement Grant, Juvenile Review Board Support and Enhancement Grant $21,000)*

STRATEGIC PLANNING 2025-2027

PARKS, RECREATION, YOUTH AND COMMUNITY SERVICES

Timeline of Activities

Preliminary Review (March-April)

Planning process is adopted by Policy & Strategy Committee

Review of 2022-2024 Strategic Plan and recommendations drafted

Internal staff-driven action plan reviewed and incorporated into strategic plan

Leadership Team Engagement (May-June)

BPRYCS Leadership Team engages with strategic plan and workshops priorities during Leadership Team meetings

Public & Board Engagement (July-August)

Public engagement meeting is held with stakeholders invited to provide input on draft strategic plans

Full Board of Park Commissioners provide input into draft strategic plan

Full Staff Engagement (September-October)

BPRYCS staff take a deep dive into the draft strategic plan and “kick the tires” during the 9/18 All-Staff Meeting

Development & Adoption (November-December)

Community Engagement Coordinator develops the strategic plan public facing document

Board of Park Commissioners adopts the 2025-2027 Strategic Plan

Work Completed to Date

Activity	Completed Date
Strategic Planning Process Approved by Parks Board	*3/20/24*
Review of 22-24' Strategic Plan and prioritization of carry-over initiatives completed by Parks Board and BPRYCS Leadership Team	*4/17/24 (Parks Board)* *4/24/24 (Leadership Team)*
BPRYCS Staff Contributed to priorities and vision for the next 3-years at All-Staff Meeting	*4/30/24*
All-Staff contributions were reviewed and themes developed at BPRYCS Leadership Team meeting.	*5/14/24*
Leadership Team reviewed draft plan and provided input into the goals and objectives	7/10/24

Bristol Parks, Recreation, Youth & Community Services

- ***Mission:*** to deliver high-quality services and facilities that enhance the community's quality of life, meet the diverse needs of all citizens, and build a sustainable future.

- ***Vision:* an essential department impacting the lives of all Bristol residents by shaping positive public perceptions, fostering cultural unity, creating responsible and healthy citizens, and inspiring advocacy.**

Core Values

- Service
- Partnership
- Diversity, Equity & Inclusion
- Stewardship & Conservation
- Fiscal Stewardship
- Innovation

Vision Translated to Goals

In order to achieve our vision, 4 strategic goals were developed, aligned with the central components of our vision statement that was adopted in 2020. The goals are paired with objectives and specific activities in order to guide staff in advancing the work needed to achieve the vision.

Vision	Goals
(1) Shaping positive public perceptions	Advance best practices, resources, training and talent to drive organizational excellence, resulting in safe and attractive facilities, programs and services that build a better Bristol.
(2) Fostering cultural unity	Foster inclusive and welcoming spaces that celebrate the diversity of the community to ensure everyone has equitable access to the benefits of our services.
(3) Creating responsible and healthy citizens	Drive increased and equitable investment in parks as critical community infrastructure resulting in benefits aligned with the 7- dimensions of well-being to improve the health of Bristol residents.
(4) Inspiring advocacy	Educate, develop and engage residents in the community building process to increase impact and capacity for mission delivery.

Shaping Positive Public Perceptions

- *Goal 1:* Advance best practices, resources, training and talent to drive organizational excellence, resulting in safe and attractive facilities, programs and services that build a better Bristol.
- *Summary:* Positive public perceptions are shaped by highly effective, qualified and dedicated employees that are well trained and committed to leveraging best practices to perform their best which creates enjoyable customer experiences. Attractive, safe and well-maintained spaces also inform perception of the public. National standards for accreditation demonstrate a department's success in meeting best practices and provides recognition that the community is a great place to live.

Goal 1. Objectives

1.1

- BPRYCS cultivates a **workplace** that is second to none in employee performance and satisfaction for maximum community impact

1.2

- BPRYCS stewards **clean, safe, and attractive** parks and facilities that encourage public visitation and play

1.3

- BPRYCS develops, adopts and implements **best practices** for operational efficiency and financial stewardship in alignment with industry and national standards to ensure organizational excellence

Fostering Cultural Unity

- *Goal 2:* **Foster inclusive and welcoming spaces that celebrate the diversity of the community to ensure everyone has equitable access to the benefits of our services.**
- ***Summary:*** Aligned with our commitment to ensuring every resident has access to high-quality parks and services; an emphasis on diversity, equity and inclusion fosters inclusive and welcoming environments. This is achieved through investment and improvements to the accessibility of our physical spaces, development of services that are reflective of a diversity of needs and interests, and through creation of strategic approaches that engage, involve, and amplify the voices of underserved residents.

Goal 2. Objectives

2.1

- BPRYCS **programs, services, and staff** are diverse and reflective of the Bristol community

2.2

- BPRYCS **creates physical spaces** that are inclusive, accessible and welcoming to all members of the community through strategic investment and decision-making

2.3

- BPRYCS develops and employs policies, practices, and procedures that **amplify and engage diverse voices** within the community bringing new perspectives to shape service delivery

Creating Responsible and Healthy Citizens

- *Goal 3:* Drive increased and equitable investment in parks as critical community infrastructure resulting in benefits aligned with the 7- dimensions of well-being to improve the health of Bristol residents.
- *Summary:* Research shows that harmony between the 7-dimensions of well-being is the key to a healthy, more satisfying life. Investment in BPRYCS services that most significantly influence the dimensions of well-being will be prioritized for maximum impact. Healthy citizens need healthy environments to thrive and the sustainability and development of green spaces is key.

Goal 3. Objectives

3.1
- BPRYCS identifies, implements, and prioritizes **programs and initiatives** that directly result in **increased access** to benefits from the 7-dimensions of well-being

3.2
- BPRYCS is the leader in projects, educational initiatives and policies that build an **environmentally resilient community** and **empowers** the next generation of park stewards as healthy green space champions

3.3
- BPRYCS' role as an **essential health provider** that influences community wellness benefits, is **fully realized** and reflected in both investment and resource allocation

Inspiring Advocacy

- *Goal 4:* Educate, develop and engage residents in the community building process to increase impact and build capacity for mission delivery.
- ***Summary:*** BPRYCS inspires advocacy through a comprehensive community engagement program that allows residents to have a seat at the table to shape department services. Opportunities for community members to volunteer allows for connection, stewardship and employment pathways. Strong community partnerships subsidize gaps in funding and other resources deficits that create barriers in meeting our mission.

Goal 4. Objectives

4.1
- BPRYCS **engagement, brand recognition, and communication** efforts result in community members that are engaged, informed and part of the process of shaping their parks, programs and services

4.2
- BPRYCS fosters a deep pool of committed, qualified, and **engaged volunteers** that support department services and creates a leadership pipeline for stewards of the future

4.3
- BPRYCS forges **strong community partnerships** that support mission delivery through funding or other resources that help reduce barriers

Activity Breakout: Kicking the Tires on the Goals & Objectives

- Do the goals & objectives resonate?
- Do the objectives properly align under the stated goal?
- Is there anything missing?
- Is the scale inspirational and transformative yet doable?

Next Steps: Developing the Activities to Support the Objectives

Activity	Completed Date
Board of Park Commissioners contributes to and approves Strategic Plan goals and objectives	7/17/24
Leadership Team meets to build the activities that will support the objectives	7/24/24
Youth Commission, Arts & Culture Commission and additional community engagement pop-ups for additional input into the activities	*Summer 2024*
All-Staff Meeting to engage staff in the creation of activities to support the objectives, activity measures that are ambitious yet achievable and developing accountability teams that are responsible for the objectives	*9/18/24*
Final plan is developed, approved and adopted by the Board of Park Commissioners	Final Development: Fall 2024 Board Adoption: 12/18/24