



NOTICE OF OPEN MEETING

Notice is hereby given that the Excelsior Springs Parks and Recreation Board will conduct a meeting at 6:00 PM on Tuesday, April 1, 2025 at the Community Center, 500 Tiger Drive, Excelsior Springs, MO 64024.

EXCELSIOR SPRINGS PARKS AND RECREATION BOARD MEETING AGENDA

April 1, 2025 at 6:00 PM

1. CALL TO ORDER
2. ROLL CALL
3. CONSIDERATION OF AGENDA
4. VISITOR FORUM
5. APPROVAL OF MINUTES
 - A. Minutes from January 2025 Board Meeting
6. APPROVAL OF MONTHLY FINANCIAL REPORT AND BUDGET
 - A. Balance Sheet
 - B. Detail Budget Report
 - C. Revenue Report
 - D. Working Budget thru 3.20.25
 - E. Approval of Expenditures
7. STAFF REPORTS
 - A. Staff Reports

B. Directors Report

8. COMMITTEE REPORTS

9. OLD BUSINESS

A. Parks Foundation Update

10. NEW BUSINESS

A. Earth Day

B. MPRA Conference

11. OPEN DISCUSSION

12. ADJOURN

Representatives of the news media may obtain copies of this notice by contacting the City Manager's office, 201 East Broadway. Phone (816) 630-0752.

If any accommodations are required in order to attend this meeting (i.e. qualified interpreter, large print, reader, hearing assistance), please notify the City Manager's office no later than 48 hours prior to the beginning of the meeting.

Date and Time of Posting: Friday, March 28, 2025 at 10:15am

EXCELSIOR SPRINGS PARKS AND RECREATION BOARD

MEETING MINUTES

JANUARY 28, 2025

**THIS IS A DRAFT UNTIL APPROVED BY THE BOARD ON
FEBRUARY 25, 2025**

The Excelsior Springs Parks and Recreation Board meeting held January 28, 2025 at the Excelsior Springs Community Center was called to order by President Jake Simmons at 6:02 p.m.

Roll call was taken with five board members present.

MEMBERS PRESENT: President - Jake Simmons, Vice President - Kyle Uptegrove, Secretary - Terri Irons; Sherri Branson-Hurt, Zac Wilkins

MEMBERS ABSENT: Brandon Block, Mark Bullimore, Scott Buckman, Patrick Halfhill

CITY COUNCIL LIAISON: Reggie St. John

EXCELSIOR SPRINGS SCHOOL DISTRICT LIAISON: Absent - Eric Marshall

STAFF PRESENT: Nate Williams – Director; Drake Pollard – Assistant Director - Recreation/Programs; Taran Svoboda – Assistant Director - Administration; Chad Clevenger – Manager - Parks and Open Spaces; Alexis Blankenship – Recreation Coordinator; Janet Morehead – Administrative Assistant

Sherri Branson-Hurt made the motion to approve the agenda as presented. Terri Irons seconded the motion, motion passed, 5 – 0. A show of hands vote was taken: Ayes – 5 – Sherri Branson-Hurt; Terri Irons, Jake Simmons, Kyle Uptegrove, Zac Wilkins
Nays – 0

VISITORS: none

The minutes of the December 3, 2025 Parks and Recreation Board meeting will be revisited at the February 25, 2025 Parks and Recreation Board meeting.

Discussion was held on the Financial Reports dated January 16, 2025. Questions were asked and answered.

Terri Irons made the motion to accept the Financial Reports including the 2025 Balance Sheet dated 1/16/2025 Accounting Period 3/2025, page 1; Detail Budget Report dated 1/16/2025 for Accounting Period 3/2025, pages 1 - 3; Revenue Report dated 1/16/2025 for Accounting Period 3/2025, pages 1-2 and Nate Williams' 2024-25 Working Budget through 1/14/2025 as presented.

Kyle Uptegrove seconded the motion, passed, 5 – 0. A roll call vote was taken: Ayes – 5 – Sherri Branson-Hurt; Terri Irons, Jake Simmons, Kyle Uptegrove, Zac Wilkins
Nays – 0

STAFF REPORTS

Alexis Blankenship updated the Recreation Report.

There are 16 teams in Women's Volleyball. Teams or Individuals could sign up for this season. Teams were formed from those individuals. Fourteen individuals signed up and two teams were formed.

TNT will transition to AYSO. This has evolved into an older players camp and other opportunities.

There are 21 registered for the Rec Swim Program.

Lexi has been vetting and assigning officials while still working with the Umpires Association.

Dria Arnold and Lexi will be presenting at the Missouri Parks and Recreation Conference on Internships.

Drake Pollard talked about the new part time Performance Coach, Abbie Perry. She played volleyball at Missouri Baptist.

FEAT is working on a new swim program for this summer.

Plans are being made for a Sports Medicine Workshop this summer. Open to all and will be featuring the ACL and difference of male and female ACLs.

COMMITTEE REPORTS - none

OLD BUSINESS

The Parks Foundation held the Piccadilly presale on January 10, 2025 and it sold out in 45 minutes. 224 people will be attending "Down and Derby" on April 5, 2025.

Zac Wilkins mentioned that the Foundation members were able to talk with attendees about possible themes, likes and dislikes, etc. It was good to get feedback.

The new Foundation members are enthused and involved.

NEW BUSINESS

Six asphalt companies were sent Requests for Bids for the asphalt parking lot at Boundless BackYard. Four were returned.

Discussion was held on the bids and the companies.

Kyle Uptegrove made the motion to approve the bid of \$59,410.00 from Phillips Paving Co. Zac Wilkins seconded the motion.

A roll call vote was taken: Ayes – 5 – Sherri Branson-Hurt; Terri Irons, Jake Simmons, Kyle Uptegrove, Zac Wilkins Nays – 0

OPEN DISCUSSION

Reminder: Parks and Recreation Board will revisit the December 3, 2024 Parks and Recreation Board minutes on February 25, 2025.

Lexi has been planning Parks and Rec month and spring break week. An open Pinewood Derby and a 3 v 3 basketball tournament was discussed.

Nate Williams informed the Board that he along with Drake Pollard, Taran Svoboda, Lexi Blankenship, and Dria Arnold will be attending the Missouri Parks and Recreation Association State Conference and Expo at Branson February 17-21, 2025.

Sherri Branson-Hurt made the motion to adjourn the January 28, 2025 Excelsior Springs Parks and Recreation Board meeting. Kyle Uptegrove seconded the motion, motion passed, 5 – 0. A show of hands vote was taken: Ayes – 5 – Sherri Branson-Hurt; Terri Irons, Jake Simmons, Kyle Uptegrove, Zac Wilkins Nays – 0

Excelsior Springs Parks and Recreation Board meeting was adjourned at 6:45 pm

**EXCELSIOR SPRINGS
PARKS AND RECREATION**

BOARD MEETING

JANUARY 28, 2025

6:00 P.M.

ROLL CALL 6:02 = 5

_____ BRANDON BLOCK

H SHERRI BRANSON-HURT

_____ SCOTT BUCKMAN

_____ MARK BULLIMORE

_____ PATRICK HALFHILL

H TERRI IRONS

H JAKE SIMMONS

H KYLE UPTEGROVE

H ZAC WILKINS

yo REGGIE ST. JOHN, CITY COUNCIL LIAISON

_____ ERIC MARSHALL, ESSD LIAISON

EXCELSIOR SPRINGS
PARKS AND RECREATION
BOARD MEETING
JANUARY 28, 2025

ROLL CALL VOTE

	<i>FINANCIALS</i>	<i>1-28-2025</i>	<i>Boundless Backyard Asphalt Parking Lot.</i>		
BRANDON BLOCK	_____	_____	_____	_____	_____
SHERRI BRANSON-HURT	<u>Y</u>	<u>Y</u>	_____	_____	_____
SCOTT BUCKMAN	_____	_____	_____	_____	_____
MARK BULLIMORE	_____	_____	_____	_____	_____
PATRICK HALFHILL	_____	_____	_____	_____	_____
TERRI IRONS	<u>Y</u>	<u>Y</u>	_____	_____	_____
JAKE SIMMONS	<u>Y</u>	<u>Y</u>	_____	_____	_____
KYLE UPTEGROVE	<u>Y</u>	<u>Y</u>	_____	_____	_____
ZAC WILKINS	<u>Y</u>	<u>Y</u>	_____	_____	_____

210 PARKS & RECREATION

		DEBITS	CREDITS	
ASSETS				
101.01-00	CASH / PETTY CASH	500.00		
101.02-01	POOLED CASH PARTICIPATION / RECEIPT/DISBURS ACCOUNT	515,257.97		
101.03-20	PROTECTED/RESTRICTED CASH / CONSTRUCTION FUNDS	8,076.48		
107.01-01	PROPERTY TAXES / REAL ESTATE TAXES	545,882.78		
107.01-02	PROPERTY TAXES / PERSONAL PROPERTY TAXES	612,455.84		
107.01-03	PROPERTY TAXES / BAD DEBTS ALLOW-PROP TAX		10,661.24	
121.02-00	SPECIAL ASSESSMENTS REC / MOWING ASSESSMENTS	2,900.39		
143.02-00	PREPAID ITEMS / INSURANCE		24,983.34	
TOTAL ASSETS				1,649,428.88
LIABILITIES				
202.01-00	CURRENT PAYABLES / ACCOUNTS PAYABLE		121.57	
202.01-20	ACCOUNTS PAYABLE / ACCRUED ACCOUNTS PAYABLE	780.00		
202.70-00	CURRENT PAYABLES / PERFORMANCE BOND HELD		3,650.36	
202.79-00	CURRENT PAYABLES / UNEARNED FEES -GIFT CARDS	4,398.12		
202.80-00	CURRENT PAYABLES / COMM CENTER DEPOSITS		628.55	
204.01-01	PROPERTY TAXES / REAL ESTATE TAXES		983,184.32	
204.01-02	PROPERTY TAXES / PERSONAL PROPERTY TAXES		168,161.14	
TOTAL LIABILITIES			=====	
			1,150,567.82	
FUND EQUITY				
244.01-00	ENCUMBRANCE RESERVES / RES FOR ENCUMBRANCES		44,000.00	
244.02-00	ENCUMBRANCE RESERVES / P/Y RES FOR ENCUMBRANCES		1,640.80	
FUND BALANCE			453,220.26	
TOTAL FUND EQUITY			=====	
			498,861.06	
TOTAL LIABILITIES AND FUND EQUITY				1,649,428.88

REPORT SELECTIONS

Fiscal year : 2025
Fund : 210
All Departments
All Divisions
Suppress accounts with zero balances : Y

FUND 210 PARKS & RECREATION			DEPT/DIV 1001 GENERAL OPERATIONS/FUND ADMINISTRATION										
BA	ELE	OBJ	ACCOUNT	*****CURRENT*****			*****YEAR-TO-DATE*****			ANNUAL	UNENCUMB.	%	
SUB	SUB		DESCRIPTION	BUDGET	ACTUAL	%EXP	BUDGET	ACTUAL	%EXP	ENCUMBR.	BUDGET	BALANCE	BDGT

45			RECREATIONAL ACTIVITIES										
451			RECREATION										
	00		*****										
	12	00	REGULAR SALARIES & WAGES	25581	12150.93	48	153486	133171.18	87	.00	306975	173803.82	43
	13	00	OTHER SALARIES & WAGES	7337	3507.44	48	44022	53280.64	121	.00	88045	34764.36	61
	14	00	OVERTIME	20	.00	0	120	.00	0	.00	240	240.00	0
	15	01	VACATION	0	.00	0	0	916.00	0	.00	0	916.00	0
	21	00	FICA/MEDICARE EXPENSE	2520	1165.29	46	15120	13892.51	92	.00	30237	16344.49	46
	22	01	LAGERS CONTRIBUTIONS	1869	898.00	48	11214	9909.21	88	.00	22427	12517.79	44
	23	01	MEDICAL	5330	3140.71	59	31980	43226.51	135	.00	63960	20733.49	68
		08	BENEFIT ALLOWANCE	1300	700.00	54	7800	7700.00	99	.00	15600	7900.00	49
	24	00	WORKERS' COMPENSATION	907	270.80	30	5442	3301.63	61	.00	10882	7580.37	30
	26	01	ADMIN FEES - SECTION 125	9	9.50	106	54	57.00	106	.00	111	54.00	51
	27	00	COMMUNITY CTR MEMBERSHIP	137	.00	0	822	584.55	71	.00	1643	1058.45	36
	29	05	EMPLOYEE APPRECIATION	33	.00	0	198	344.01	174	.00	400	55.99	86
	33	01	LEGAL	42	.00	0	252	.00	0	.00	500	500.00	0
		03	CONSULTING/ENGINEERING	63	.00	0	378	.00	0	.00	750	750.00	0
		05	MEDICAL SERVICES	67	.00	0	402	395.00	98	.00	800	405.00	49
		08	PAYROLL PROCESSING	363	.00	0	2178	1953.69	90	.00	4352	2398.31	45
	34	04	COMPUTER PROGRAMMING	86	15.00	17	516	75.00	15	.00	1030	955.00	7
	35	01	RECREATION OFFICIALS	667	.00	0	4002	1786.00	45	.00	8000	6214.00	22
		03	OTHER INSTRUCTORS	250	.00	0	1500	3024.00	202	.00	3000	24.00	101
	41	01	ELECTRICITY	1000	519.19	52	6000	4166.86	69	.00	12000	7833.14	35
		03	WATER & SEWER	583	291.63	50	3498	1758.42	50	.00	7000	5241.58	25
		05	REFUSE COLLECTION	542	.00	0	3252	2162.00	67	.00	6500	4338.00	33
	43	02	CONTRACTS-BLDG & EQUIP	150	.00	0	900	329.50	37	.00	1800	1470.50	18
		10	VEHICLE MAINTENANCE	217	.00	0	1302	2199.24	169	.00	2600	400.76	85
		11	MACHINERY & EQUIPMENT	250	576.20	231	1500	1925.63	128	.00	3000	1074.37	64
		12	BUILDINGS & IMPROVEMENTS	625	.00	0	3750	6964.83	186	.00	7500	535.17	93
		25	PARKS RELATED	1000	1974.88	198	6000	4537.91	76	.00	12000	7462.09	38
		27	BALL FIELD MAINTENANCE	125	262.75	210	750	279.74	37	.00	1500	1220.26	19
		28	WALK TRAIL MAINTENANCE	42	.00	0	252	8.86	4	.00	500	491.14	2
		29	LAKE MAINTENANCE	25	1508.00	6032	150	1653.84	1103	.00	300	1353.84	551
		30	SPLASH PARK MAINTENANCE	125	.00	0	750	41.71	6	.00	1500	1458.29	3
	44	02	OFFICE EQUIPMENT	17	.00	0	102	.00	0	.00	200	200.00	0
		04	MACHINERY & EQUIPMENT	667	.00	0	4002	2470.00	62	.00	8000	5530.00	31
		06	LAND RENTALS	333	.00	0	1998	497.50	25	.00	4000	3502.50	12
	52	01	PROPERTY	1246	5936.25	476	7476	28240.51	378	.00	14949	13291.51	189
		02	INLAND MARINE	37	.00	0	222	.00	0	.00	440	440.00	0
		04	GENERAL LIABILITY	789	229.63	29	4734	1377.78	29	.00	9465	8087.22	15
		05	AUTO	369	372.03	101	2214	2489.15	112	.00	4422	1932.85	56
		06	CRIME	52	74.01	142	312	444.06	142	.00	624	179.94	71
	53	01	TELEPHONE	100	106.21	106	600	579.58	97	.00	1200	620.42	48
		02	MOBILE PHONE	304	.00	0	1824	1675.40	92	.00	3650	1974.60	46
	54	00	ADVERTISING	125	.00	0	750	125.00	17	.00	1500	1375.00	8
	55	00	PRINTING	33	.00	0	198	.00	0	.00	400	400.00	0
	58	01	HOTEL ROOM	250	638.24	255	1500	2366.33	158	.00	3000	633.67	79
		04	MEALS	83	.00	0	498	359.45	72	.00	1000	640.55	36
	60	01	COMPUTER/OFFICE SUPPLIES	42	.00	0	252	299.32	119	.00	500	200.68	60

FUND 210 PARKS & RECREATION			DEPT/DIV 1001 GENERAL OPERATIONS/FUND ADMINISTRATION							ANNUAL BUDGET	UNENCUMB. BALANCE	% BDGT
BA ELE OBJ	ACCOUNT		*****CURRENT*****	*****YEAR-TO-DATE*****								
SUB	SUB	DESCRIPTION	BUDGET	ACTUAL	%EXP	BUDGET	ACTUAL	%EXP	ENCUMBR.			

45		RECREATIONAL ACTIVITIES										
451		RECREATION										
	00	*****										
	03	POSTAGE	6	.00	0	36	47.44	132	.00	75	27.56	63
61	02	MEDICAL SUPPLIES	4	.00	0	24	11.67	49	.00	50	38.33	23
	03	JANITORIAL SUPPLIES	33	.00	0	198	.00	0	.00	400	400.00	0
	04	UNIFORMS & CLOTHING	225	99.99	44	1350	1972.45	146	.00	2700	727.55	73
	06	CHEMICALS	125	.00	0	750	26.26	4	.00	1500	1473.74	2
	07	MINOR EQUIPMENT PURCH	83	.00	0	498	.00	0	.00	1000	1000.00	0
	15	OTHER RECREATION RELATED	1000	42.82	4	6000	5045.07	84	.00	12000	6954.93	42
	30	MISCELLANEOUS	8	.00	0	48	9222.00	9213	.00	100	9122.00	-9222
62	01	GASOLINE & DIESEL	1083	48.15	4	6498	3528.54	54	.00	13000	9471.46	27
	02	OIL & LUBRICANTS	100	6.54	7	600	564.70	94	.00	1200	635.30	47
67	01	REGISTRATION FEES	250	.00	0	1500	1520.96	101	.00	3000	1479.04	51
	02	DUES & MEMBERSHIPS	192	.00	0	1152	1270.00	110	.00	2300	1030.00	55
69	01	BANK/TRANSACTION CHARGES	146	3288.61	2253	876	10645.84	1215	.00	1750	8895.84	-608
	04	ASSESSMENT LIST	1092	.00	0	6552	12521.36	191	.00	13100	578.64	96
73	00	SYSTEM IMPROVEMENTS	8333	609.52	7	49998	36238.71	73	.00	100000	63761.29	36
74	01	MACHINERY PURCHASED	5583	.00	0	33498	31642.88	95	35500.00	67000	142.88	-100
	02	VEHICLES	2917	.00	0	17502	.00	0	8500.00	35000	26500.00	24
00	**	*****	76892	38442.32	50	461352	454827.43	99	44000.00	922677	423849.57	54
451	**	** RECREATION	76892	38442.32	50	461352	454827.43	99	44000.00	922677	423849.57	54
45	**	** RECREATIONAL ACTIVITIES	76892	38442.32	50	461352	454827.43	99	44000.00	922677	423849.57	54
49		OTHER FINANCING USES										
491		OPERATING TRANSFERS OUT										
	00	*****										
	89 01	TRANSFER TO GENERAL	1458	1458.33	100	8748	8749.98	100	.00	17500	8750.02	50
	00 **	*****	1458	1458.33	100	8748	8749.98	100	.00	17500	8750.02	50
491	**	** OPERATING TRANSFERS OUT	1458	1458.33	100	8748	8749.98	100	.00	17500	8750.02	50
49	**	** OTHER FINANCING USES	1458	1458.33	100	8748	8749.98	100	.00	17500	8750.02	50
DIV	1001	TOTAL *****										
		FUND ADMINISTRATION	78350	39900.65	51	470100	463577.41	99	44000.00	940177	432599.59	54
DEPT	10	TOTAL *****										
		GENERAL OPERATIONS	78350	39900.65	51	470100	463577.41	99	44000.00	940177	432599.59	54
FUND	210	TOTAL *****										
		PARKS & RECREATION	78350	39900.65	51	470100	463577.41	99	44000.00	940177	432599.59	54
GRAND	TOTAL	*****	78350	39900.65	51	470100	463577.41	99	44000.00	940177	432599.59	54

CITY OF EXCELSIOR SPRINGS
REVENUE REPORT
50% OF YEAR LAPSED

ACCOUNTING PERIOD 06/2025

CITY OF EXCELSIOR SPRINGS

FUND 210		PARKS & RECREATION		*****	CURRENT	*****	*****	YEAR-TO-DATE	*****	ANNUAL	UNREALIZED
ACCOUNT		ACCOUNT DESCRIPTION		ESTIMATED	ACTUAL	%REV	ESTIMATED	ACTUAL	%REV	ESTIMATE	BALANCE
310		TAX REVENUES									
311		GENERAL PROPERTY TAXES									
	01 00	REAL ESTATE TAX		43,532	.00		261,192	493,057.55	189	522,382	29,324.45
	02 00	PERSONAL PROPERTY TAXES		9,886	.00		59,316	133,187.82	225	118,632	14,555.82
	04 00	SUR-TAX		10,417	.00		62,502	102,358.84	164	125,000	22,641.16
311	**	GENERAL PROPERTY TAXES		63,835	.00		383,010	728,604.21	190	766,014	37,409.79
312		TAXES-OTHER THAN ASSESSED									
	01 00	RAILROAD & UTILITY		2,358	41,275.14	1750	14,148	42,445.16	300	28,300	14,145.16
	03 00	HOUSING AUTHORITY		750	.00		4,500	.00		9,000	9,000.00
312	**	TAXES-OTHER THAN ASSESSED		3,108	41,275.14	1328	18,648	42,445.16	228	37,300	5,145.16
313		GENERAL SALES & USE TAX									
313	**	GENERAL SALES & USE TAX		0	.00		0	.00		0	.00
314		SELECTIVE SALES & USE TAX									
	01 00	CIGARETTE TAX & OTHER		1,417	800.35	57	8,502	4,056.56	48	17,000	12,943.44
314	**	SELECTIVE SALES & USE TAX		1,417	800.35	57	8,502	4,056.56	48	17,000	12,943.44
310	***	TAX REVENUES		68,360	42,075.49		410,160	775,105.93		820,314	45,208.07
330		INTERGOVERNMENTAL REVENUE									
331		FEDERAL GRANTS									
331	**	FEDERAL GRANTS		0	.00		0	.00		0	.00
332		CLAY COUNTY GRANTS									
332	**	CLAY COUNTY GRANTS		0	.00		0	.00		0	.00
330	***	INTERGOVERNMENTAL REVENUE		0	.00		0	.00		0	.00
340		CHARGE FOR SERVICES									
347		RECREATIONAL REVENUES									
	02 11	CONCESSION STAND		42	23.00	55	252	23.00	9	500	477.00
	02 12	ADULT SPORTS		333	.00		1,998	1,610.00	81	4,000	2,390.00
	02 13	YOUTH SPORTS		3,333	1,755.00	53	19,998	23,625.00	118	40,000	16,375.00
	02 *	PARKS & RECREATION		3,708	1,778.00	48	22,248	25,258.00	114	44,500	19,242.00
347	**	RECREATIONAL REVENUES		3,708	1,778.00	48	22,248	25,258.00	114	44,500	19,242.00
340	***	CHARGE FOR SERVICES		3,708	1,778.00		22,248	25,258.00		44,500	19,242.00

CITY OF EXCELSIOR SPRINGS
REVENUE REPORT
50% OF YEAR LAPSED

ACCOUNTING PERIOD 06/2025

CITY OF EXCELSIOR SPRINGS

FUND 210 PARKS & RECREATION		ACCOUNT	*****	CURRENT	*****	*****	YEAR-TO-DATE	*****	ANNUAL	UNREALIZED
ACCOUNT		DESCRIPTION	ESTIMATED	ACTUAL	%REV	ESTIMATED	ACTUAL	%REV	ESTIMATE	BALANCE
360		OTHER REVENUES								
361		INTEREST INCOME								
	01 00	BANK ACCOUNTS	292	.00		1,752	923.13	53	3,500	2,576.87
	07 00	DUE ON DELQ TAXES	542	.00		3,252	2,499.04	77	6,500	4,000.96
361	**	INTEREST INCOME	834	.00		5,004	3,422.17	68	10,000	6,577.83
363		RENTAL INCOME								
	10 03	COMMUNITY CENTER RENT	0	.00		0	1,020.00		0	1,020.00-
	10 05	FIELD RENTS	83	550.00	663	498	1,885.00	379	1,000	885.00-
	10 06	SHELTER RENTALS	83	100.00	121	498	535.00	107	1,000	465.00
	10 *	MISCELLANEOUS RENTS	166	650.00	392	996	3,440.00	345	2,000	1,440.00-
363	**	RENTAL INCOME	166	650.00	392	996	3,440.00	345	2,000	1,440.00-
365		CONTRIBUTIONS/DONATIONS								
	02 00	DONATIONS	2,500	.00		15,000	.00		30,000	30,000.00
365	**	CONTRIBUTIONS/DONATIONS	2,500	.00		15,000	.00		30,000	30,000.00
369		MISC REV & REIMB EXPS								
	01 00	MISCELLANEOUS	0	.00		0	419.00		0	419.00-
369	**	MISC REV & REIMB EXPS	0	.00		0	419.00		0	419.00-
360	***	OTHER REVENUES	3,500	650.00		21,000	7,281.17		42,000	34,718.83
390		OTHER FINANCING SOURCES								
391		OPERATING TRANSFERS IN								
391	**	OPERATING TRANSFERS IN	0	.00		0	.00		0	.00
392		PROCEEDS FROM ASSET SALE								
	00 00	PROCEEDS FROM ASSET SALE	1,250	.00		7,500	.00		15,000	15,000.00
392	**	PROCEEDS FROM ASSET SALE	1,250	.00		7,500	.00		15,000	15,000.00
393		PROCEEDS FROM FINANCING								
393	**	PROCEEDS FROM FINANCING	0	.00		0	.00		0	.00
390	***	OTHER FINANCING SOURCES	1,250	.00		7,500	.00		15,000	15,000.00
FUND TOTAL PARKS & RECREATION			76,818	44,503.49		460,908	807,645.10		921,814	114,168.90
GRAND TOTAL			76,818	44,503.49		460,908	807,645.10		921,814	114,168.90

FUND 210 PARKS & RECREATION

ACCOUNT	DESCRIPTION	DEBIT BALANCE	CREDIT BALANCE
0000-101.01-00	CASH / PETTY CASH	500.00	
0000-101.02-01	POOLED CASH PARTICIPATION / RECEIPT/DISBURS ACCOUNT	515,257.97	
0000-101.03-20	PROTECTED/RESTRICTED CASH / CONSTRUCTION FUNDS	8,076.48	
0000-107.01-01	PROPERTY TAXES / REAL ESTATE TAXES	545,882.78	
0000-107.01-02	PROPERTY TAXES / PERSONAL PROPERTY TAXES	612,455.84	
0000-107.01-03	PROPERTY TAXES / BAD DEBTS ALLOW-PROP TAX		10,661.24
0000-121.02-00	SPECIAL ASSESSMENTS REC / MOWING ASSESSMENTS	2,900.39	
0000-143.02-00	PREPAID ITEMS / INSURANCE		24,983.34
0000-202.01-00	CURRENT PAYABLES / ACCOUNTS PAYABLE		121.57
0000-202.01-20	ACCOUNTS PAYABLE / ACCRUED ACCOUNTS PAYABLE	780.00	
0000-202.70-00	CURRENT PAYABLES / PERFORMANCE BOND HELD		3,650.36
0000-202.79-00	CURRENT PAYABLES / UNEARNED FEES -GIFT CARDS	4,398.12	
0000-202.80-00	CURRENT PAYABLES / COMM CENTER DEPOSITS		628.55
0000-204.01-01	PROPERTY TAXES / REAL ESTATE TAXES		983,184.32
0000-204.01-02	PROPERTY TAXES / PERSONAL PROPERTY TAXES		168,161.14
0000-243.00-00	EQUITY/FUND BALANCE / OPEN ENCUMBRANCES	44,000.00	
0000-244.01-00	ENCUMBRANCE RESERVES / RES FOR ENCUMBRANCES		44,000.00
0000-244.02-00	ENCUMBRANCE RESERVES / P/Y RES FOR ENCUMBRANCES		1,640.80
0000-253.02-00	FUND BALANCE-UNRESERVED / UNRESERVED & UNDESIGNATED		153,152.57
0000-311.01-00	GENERAL PROPERTY TAXES / REAL ESTATE TAX		493,057.55
0000-311.02-00	GENERAL PROPERTY TAXES / PERSONAL PROPERTY TAXES		133,187.82
0000-311.04-00	GENERAL PROPERTY TAXES / SUR-TAX		102,358.84
0000-312.01-00	TAXES-OTHER THAN ASSESSED / RAILROAD & UTILITY		42,445.16
0000-314.01-00	SELECTIVE SALES & USE TAX / CIGARETTE TAX & OTHER		4,056.56
0000-347.02-11	PARKS & RECREATION / CONCESSION STAND		23.00

FUND 210 PARKS & RECREATION

ACCOUNT	DESCRIPTION	DEBIT BALANCE	CREDIT BALANCE
0000-347.02-12	PARKS & RECREATION / ADULT SPORTS		1,610.00
0000-347.02-13	PARKS & RECREATION / YOUTH SPORTS		23,625.00
0000-361.01-00	INTEREST INCOME / BANK ACCOUNTS		923.13
0000-361.07-00	INTEREST INCOME / DUE ON DELQ TAXES		2,499.04
0000-363.10-03	MISCELLANEOUS RENTS / COMMUNITY CENTER RENT		1,020.00
0000-363.10-05	MISCELLANEOUS RENTS / FIELD RENTS		1,885.00
0000-363.10-06	MISCELLANEOUS RENTS / SHELTER RENTALS		535.00
0000-369.01-00	MISC REV & REIMB EXPS / MISCELLANEOUS		419.00
1001-451.12-00	RECREATION / REGULAR SALARIES & WAGES	133,171.18	
1001-451.13-00	RECREATION / OTHER SALARIES & WAGES	53,280.64	
1001-451.15-01	SPECIAL PAY / VACATION	916.00	
1001-451.21-00	RECREATION / FICA/MEDICARE EXPENSE	13,892.51	
1001-451.22-01	RETIREMENT BENEFITS / LAGERS CONTRIBUTIONS	9,909.21	
1001-451.23-01	HEALTH & LIFE INSURANCE / MEDICAL	43,226.51	
1001-451.23-08	HEALTH & LIFE INSURANCE / BENEFIT ALLOWANCE	7,700.00	
1001-451.24-00	RECREATION / WORKERS' COMPENSATION	3,301.63	
1001-451.26-01	OTHER BENEFITS / ADMIN FEES - SECTION 125	57.00	
1001-451.27-00	RECREATION / COMMUNITY CTR MEMBERSHIP	584.55	
1001-451.29-05	INDIRECT EMPLOYEE EXPENSE / EMPLOYEE APPRECIATION	344.01	
1001-451.33-05	PROFESSIONAL SERVICES / MEDICAL SERVICES	395.00	
1001-451.33-08	PROFESSIONAL SERVICES / PAYROLL PROCESSING	1,953.69	
1001-451.34-04	TECHNICAL SERVICES / COMPUTER PROGRAMMING	75.00	
1001-451.35-01	CONTRACT LABOR / RECREATION OFFICIALS	1,786.00	
1001-451.35-03	CONTRACT LABOR / OTHER INSTRUCTORS	3,024.00	
1001-451.41-01	UTILITY SERVICE / ELECTRICITY	4,166.86	
1001-451.41-03	UTILITY SERVICE / WATER & SEWER	1,758.42	

FUND 210 PARKS & RECREATION

ACCOUNT	DESCRIPTION	DEBIT BALANCE	CREDIT BALANCE
1001-451.41-05	UTILITY SERVICE / REFUSE COLLECTION	2,162.00	
1001-451.43-02	REPAIR & MAINTENANCE / CONTRACTS-BLDG & EQUIP	329.50	
1001-451.43-10	REPAIR & MAINTENANCE / VEHICLE MAINTENANCE	2,199.24	
1001-451.43-11	REPAIR & MAINTENANCE / MACHINERY & EQUIPMENT	1,925.63	
1001-451.43-12	REPAIR & MAINTENANCE / BUILDINGS & IMPROVEMENTS	6,964.83	
1001-451.43-25	REPAIR & MAINTENANCE / PARKS RELATED	4,537.91	
1001-451.43-27	REPAIR & MAINTENANCE / BALL FIELD MAINTENANCE	279.74	
1001-451.43-28	REPAIR & MAINTENANCE / WALK TRAIL MAINTENANCE	8.86	
1001-451.43-29	REPAIR & MAINTENANCE / LAKE MAINTENANCE	1,653.84	
1001-451.43-30	REPAIR & MAINTENANCE / SPLASH PARK MAINTENANCE	41.71	
1001-451.44-04	RENTALS - OPER & CAPITAL / MACHINERY & EQUIPMENT	2,470.00	
1001-451.44-06	RENTALS - OPER & CAPITAL / LAND RENTALS	497.50	
1001-451.52-01	INSURANCE COVERAGES / PROPERTY	28,240.51	
1001-451.52-04	INSURANCE COVERAGES / GENERAL LIABILITY	1,377.78	
1001-451.52-05	INSURANCE COVERAGES / AUTO	2,489.15	
1001-451.52-06	INSURANCE COVERAGES / CRIME	444.06	
1001-451.53-01	COMMUNICATIONS / TELEPHONE	579.58	
1001-451.53-02	COMMUNICATIONS / MOBILE PHONE	1,675.40	
1001-451.54-00	RECREATION / ADVERTISING	125.00	
1001-451.58-01	TRAVEL/MEALS / HOTEL ROOM	2,366.33	
1001-451.58-04	TRAVEL/MEALS / MEALS	359.45	
1001-451.60-01	OFFICE OPERATIONS / COMPUTER/OFFICE SUPPLIES	299.32	
1001-451.60-03	OFFICE OPERATIONS / POSTAGE	47.44	
1001-451.61-02	OPERATING MATL/SUPPLIES / MEDICAL SUPPLIES	11.67	
1001-451.61-04	OPERATING MATL/SUPPLIES / UNIFORMS & CLOTHING	1,972.45	

FUND 210 PARKS & RECREATION

ACCOUNT	DESCRIPTION	DEBIT BALANCE	CREDIT BALANCE
1001-451.61-06	OPERATING MATL/SUPPLIES / CHEMICALS	26.26	
1001-451.61-15	OPERATING MATL/SUPPLIES / OTHER RECREATION RELATED	5,045.07	
1001-451.61-30	OPERATING MATL/SUPPLIES / MISCELLANEOUS	9,222.00	
1001-451.62-01	ENERGY USAGE / GASOLINE & DIESEL	3,528.54	
1001-451.62-02	ENERGY USAGE / OIL & LUBRICANTS	564.70	
1001-451.67-01	DEVELOPMENT & TRAINING / REGISTRATION FEES	1,520.96	
1001-451.67-02	DEVELOPMENT & TRAINING / DUES & MEMBERSHIPS	1,270.00	
1001-451.69-01	MISCELLANEOUS FEES / BANK/TRANSACTION CHARGES	10,645.84	
1001-451.69-04	MISCELLANEOUS FEES / ASSESSMENT LIST	12,521.36	
1001-451.73-00	RECREATION / SYSTEM IMPROVEMENTS	36,238.71	
1001-451.74-01	MACHINERY & EQUIPMENT / MACHINERY PURCHASED	31,642.88	
1001-491.89-01	OPERATING TRANSFERS OUT / TRANSFER TO GENERAL	8,749.98	
FUND TOTALS		2,197,828.99	2,197,828.99
FUND IS IN BALANCE			

EXCELSIOR SPRINGS
PARKS AND RECREATION BOARD MEETING
MARCH 25, 2025
STAFF REPORTS

PARKS MAINTENANCE REPORT

- ★ Serviced leaf blowers and grass trimmers
- ★ Welded loose handrail at Wildwood Park
- ★ Repairs to ramps and playground borders at various parks
- ★ Planted 4 arborvitae at Eddie Raper Park in place of rose bushes
- ★ Planting shrubs, seeding, fertilizing, strawing, poured restroom floor, setting grade for shelter at Boundless Backyard
- ★ Several small snow removal events
- ★ Picked up limbs downed by two separate wind events
- ★ Grinding stumps in various parks
- ★ Finished mulching around trees in parks
- ★ Graffiti removal Century Park, Piburn, and Fishing River/Linear Park
- ★ Removed leaves and mulched around shrubs in Hall of Waters circle
- ★ Cleaned rocks, leaves, dirt, and debris from under bridges on Isley Woods Trail
- ★ Painted bike racks at Hall of Waters

- ★ Painted bollards throughout parks
- ★ Repairs to concrete floor and retaining wall at Sunnyside Park small shelter
- ★ Mowed native grass/forbes area at Siloam Mtn. Park
- ★ Sent two employees to free welding class hosted by Clay County Parks
- ★ Sent one employee to rigging class hosted by Johnson County KS Parks
- ★ Weekly trash runs

RECREATION REPORT

SPORTS / NUMBERS

- Soccer final numbers -
 - TNT/AYSO! : 33 (as of 3/17)
 - U6: 32
 - U8: 49
 - U10: 27
 - U12: 16
 - Total: 124
- Volleyball final numbers -
 - 3rd/4th grade: 22
 - 5th/6th/7th grade: 41
 - Total: 63 (Biggest spring season ever!! & 4 away from the biggest ever season!)
- Baseball, Softball, T-Ball, & TNT registration is open. We will be offering new divisions this season due to joining Richmond, Hardin, & Orrick:
 - Co-ed Coach Pitch (travel)
 - Machine Pitch Boys Baseball (travel)
 - Machine Pitch Girls Softball (travel)
 - T-Ball (no travel)
 - Tigers 'N Training (no travel)

- Spring Tennis Lessons (AW Michael)
 - Red Ball : 6
 - Orange Ball: 6
 - Green Ball: 5

NEW PROGRAMS & CAMPS

- **NEW!** March Madness bracket challenge went live on Selection Sunday (3/16). Brackets were due 3/20 (before Round 1). The last bracket left standing will win a prize.
- **NEW!** I will be launching a summer program called Mobile Rec this June. I will be taking recreation equipment around to different ES parks to get kids outdoors and moving. More details to follow!
- **NEW!** We are helping ESSD with the Special Olympics Track Meet again on April 30th at 4:00pm! We are looking for donations / sponsors!
- **NEW!** I am chatting with Lyndsey Baxter about a kids Opal Wapoo and hosting a cornhole tournament at BBQ Fly Over.

Other News

- I am working with Missouri Conservation on a Free Kids Fishing Day. I want to choose a date where kids won't need a fishing license.
- We are offering at least 7 movies in the park this summer!
- Kylie Deason and I have been attending career fairs. We went to Kearney Junior High on Feb 27th & we will be attending the ESHS fair on 3/18, followed by Kearney High School's hiring fair on 3/21.

FEAT PERFORMANCE

January Update:

- [Abbie Perry](#) has reached out to Lawson High school for training opportunities. She will start with high school sports first.
- Drake and Abbie to create a marketing plan.
- Drake is getting insight on hosting a sports medicine workshop. [Emily Post](#) has been a good support and Drake will continue to work with her.
- Drake to assist ESSD sports medicine program with equipment needs, and student placement for internship opportunities.
- Drake and Abbie to set up spring break clinic and summer clinic. FEAT and the recreation development will continue to work together for sports related skill development.
- January visits were 224.

February Update:

- No response yet from Lawson VB.
- April 3rd, potential Middle school training day, [Richie Marsh](#) to assist
- ACL workshop is on going, date pending. Emily Post, DPT and career center teacher as a volunteer to speak.
- Spring break camp, March 25th-27th
- February visits were 192
- We are considering a dry-land training program with Purple Wave Swim Team and Kearney High school swim team, pending approval from parties.
- Drake spoke with Coach Danneman and Coach Ganzer about ESHS athletes about training during spring break if athletes choose too.

ESPR Board Weekly Update 1.31.2025

"Poking the bear might be dangerous, but it sure can be fun"

Get to Know...

Last week we welcomed Bear Nathaniel to our world! With that I was able to take the week off to enjoy time at home before returning back to work this week. Back on Team No Sleep in the Williams house!



Updates...

Division Updates

- Winter Basketball games start this weekend
- Youth Soccer & Volleyball for the Spring are now open for registration
- Winter Women's Volleyball is open for registration and has an anticipated 12 teams
- TNT Basketball starts this weekend
- The New Year's Wellness Challenge is ongoing
- Lexi is working on some more non-traditional sports for the future (Lacrosse)
- Tons of activities going on through the ESCC: <https://www.es-prcc.com/upcoming-events>
 - Be sure to check out all the events coming up!

Parks Foundation Bricks

The brick orders are ongoing for Rainbow Splash Park. I will have flyers on tables at the upcoming Chamber Luncheon to market the bricks.

Excelsior Springs Park & Rec Foundation Raising Money for Better Parks Donor Site

The Excelsior Springs Park and Recreation Foundation is continuing to raise money to create and enhance our community's parks. After the Rainbow Splash Park was completed, an area was identified near the entrance to the park for bricks to celebrate, commemorate, and memorialize the people that are connected to Excelsior Springs - local or far away.

📧 bricksrus.com

Preventative Maintenance Agreements

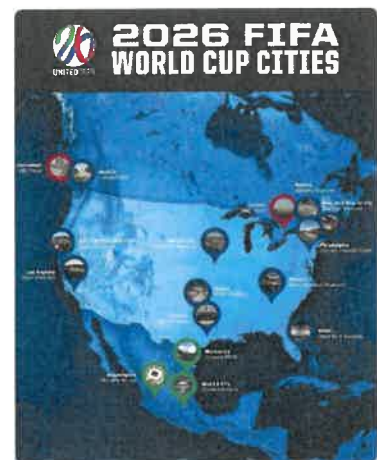
On Monday an RFP with 3 different PM agreements will be sent out for the Community Center. We have been using P1 for the last 3 years, but it is time to evaluate whether they are still competitive or not to do the required work around the facility.

Navitas

We have been meeting with Navitas again to discuss the PoolPak that is not functioning on the Natatorium. They have been working for a few months on getting bids together to replace it. Through their energy monitoring, the RTU 3 is working really hard to compensate for the PoolPak being down and they recommend it being replaced as well. As we budgeted \$1 million this year to replace the PoolPak, the best bid is to replace both with contingency for just over \$870k. This is a great savings, and could be installed around July/August of this year if approved by City Council. We will discuss switching gears on how to get this done in a closed session after the City Council meeting on February 3rd.

Missouri Municipal League

On Thursday I had the opportunity to attend the MML meeting at the Hall of Waters. At this meeting they discussed the World Cup in 2026 and what we can expect leading up to and during this tournament. The World Cup is the biggest and most viewed sporting event in the world with over 5 billion people watching. To put into perspective, the Super Bowl has 115 million viewers. Kansas City has a central location that will put us in the heart of the largest World Cup in the history of the event that will span over 3 countries.



MPRA Conference

Missouri Parks and Recreation Association annual conference is coming up in 2 weeks. I sat in on a meeting Thursday where they notified us we will have 167 vendors at the exhibit hall this year,

which is up from 130 last year! At conference this year we will also be doing a Region 1 social for the first time, that will be sponsored by Athco/Landscape Structures. This will be an exciting opportunity for all the members attending conference from our region to get together at the beginning of conference.



Excelsior Springs Parks, Recreation, & Community Center

I hope you all have a great weekend.

Nate Williams, CPRP, AFO

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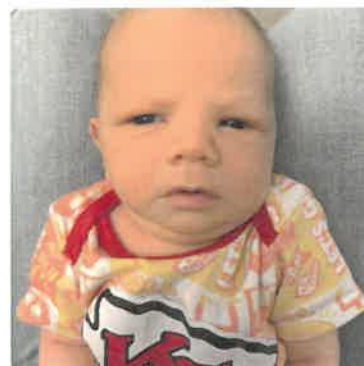
ESPR Board Weekly Update 2.7.2025

"Never mistake motion for action."

Get to Know...

Three weeks down with baby Bear, and still a pretty easy going little dude. The girls just ignore him and pretend like he's not even there, so nothing has changed around the house in their opinion.

I was an adult before I got to see the Chiefs in a Super Bowl, and now 3 of my kids don't even know what life is like without the Chiefs in the Super Bowl... GO CHIEFS!



Updates...

Division Updates

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🔗 bricksrus.com

Parks Maintenance Building

The Parks Maintenance crew has been busy this winter working on the inside of the new maintenance building. As expected, they are doing an unbelievable job on it! It is looking incredible, and they definitely deserve to have the amazing new facility.



Preventative Maintenance Agreements

RFP's were sent out to 3 different companies for 3 different PM agreements at for the Community Center. We have been using P1 for the last 3 years, but it is time to evaluate whether they are still competitive or not to do the required work around the facility.

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Boundless BackYard

The parking lot asphalt was approved by City Council this week. Phillips Paving will be doing the work for us this spring, which will show a lot of progress as community members will be able to access the park.

MPRA Conference

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Nate Williams

Nate is using Smore to create beautiful newsletters



ESPR Board Weekly Update 2.14.2025

"Learning is a process, not an event."

Get to Know...

Updates...

Division Updates

- Winter Basketball is hitting some roadblocks with weather, but should finish soon
- Youth Soccer & Volleyball for the Spring are now open for registration
- Youth Baseball/Softball will now be joining Richmond, Orrick, and Hardin this summer!
- Winter Women's Volleyball has started and has 16 teams
- TNT Basketball is ongoing
- The New Year's Wellness Challenge is ongoing
- Tons of activities going on through the ESCC: <https://www.es-prcc.com/upcoming-events>
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identified near the entrance to the park for bricks to celebrate, commemorate, and memorialize the people that are connected to Excelsior Springs - local or far away.

bricksrus.com

Downtown Excelsior Partnership

On Thursday I was able to participate in meetings most of the day with Main Street America and Missouri Main Street to go through the evaluation process for DEP to maintain accreditation. Lyndsey has done a phenomenal job directing the organization and building a vibrant downtown in Excelsior Springs, and DEP is now officially reaccredited. DEP is now 1 of 9 main street programs in the state of Missouri to be Accredited!



Downtown Excelsior Partnership, Inc. Earns 8th Consecutive Main Street America Accreditation * Excelsior Springs, MO Tourism

DOWNTOWN EXCELSIOR SPRINGS, MO - February 14, 2025

Yesterday, Downtown Excelsior Partnership, Inc. (DEP) welcomed representatives from Main Street America (MSA) and Missouri Main Street Connection (MMSA) for its Annual Accreditation Assessment Visit. The review reaffirmed DEP's position as a top-tier Main Street program, not just in Missouri but nationwide,...

visitexcelsior.com

The Elms

This week a group of City leaders has the opportunity to sit down with the new General Manager at the Elms. It was a very promising meeting, and definitely leaning toward a positive impact on the community again. They realize there has been a disconnect with the hotel and the community and they want to change that.

Preventative Maintenance Agreements

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great savings, and could be installed around July/August of this year if approved by City Council. It is ready to present to the City Council at the meeting on February 18th.

Boundless BackYard

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Nate Williams

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ESPR Board Weekly Update 2.28.2025

"Are you looking for the reasons why you CAN or you CAN'T?"

Get to Know...

It is almost March, which means outdoor activities can resume! With the beautiful weather this week, Jade was able to take Cece & Bear to the zoo. She was able to enjoy the time with the littles while everyone else was at school & work all day.

Updates...

Division Updates

- Winter Basketball is now complete
- Youth Soccer & Volleyball for the Spring are preparing to begin
- Youth Baseball/Softball will now be joining Richmond, Orrick, and Hardin this summer!
- Winter Women's Volleyball is ongoing with 16 teams
- Recreation Swim has started and is going well with 34 participants!
- The New Year's Wellness Challenge is ongoing
- Tons of activities going on through the ESCC: <https://www.es-prcc.com/upcoming-events>
 - Be sure to check out all the events coming up!



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📧 bricksrus.com

Spa Update

After months of evaluation and waiting for parts, we have received confirmation this week from the contractor that they will be on site the week of March 3rd to begin repairs on the spa. The contractor estimates it will take less than one week to complete the repairs.

Preventative Maintenance Agreements

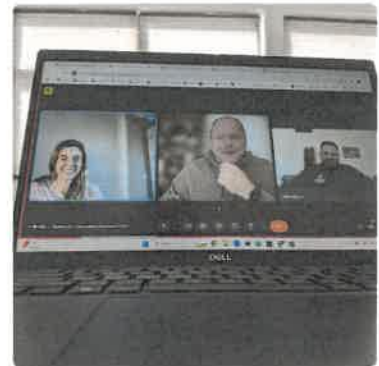
An amendment to the RFP was sent out this week for PM agreements at for the Community Center that will extend the deadline to April 4th. We have been using P1 for the last 3 years, but it is time to evaluate whether they are still competitive or not to do the required work around the facility.

Navitas

The PoolPak and RTU 3 were approved last week at City Council, and are anticipated to be replaced this fall! This will be the first major step in major repairs needed to the natatorium due to the PoolPak not working for a while.

Variety KC

This week I had the opportunity to meet with Ali O'Grady, who is a Community Liaison for Variety KC. We were able to discuss the Boundless BackYard project as well as other items that make our facilities more inclusive & accessible. She directed me to the community grant that Variety KC offers to work on getting some assistance with adult changing tables, grab bars, etc for the restroom facility.



Earth Day 2025

Earth Day clean up event was set to be on April 19th this year, but realized that is Easter weekend. With it being Easter, we will be hosting the annual Earth Day clean up event on Saturday, April 26th.



Boundless BackYard

The Parks Maintenance crew was able to get back out to the park to do some grading work around the park property and started putting in some plants along the edge of the parking lot.



MPRA Conference

The Missouri Parks and Recreation Association annual conference was last week. We were supposed to have 167 vendors at the exhibit hall this year, but the snow storm kept over half of them from coming. At the conference this year we hosted a Region 1 social for the first time, which will be sponsored by Athco/Landscape Structures. With the snow storm we had to shift gears but joined up with another Region to host at the only place open at the Branson Landing on Tuesday night.



Excelsior Springs Parks, Recreation, & Community Center

I hope you all have a great weekend.

Nate Williams, CPRP, AFO

Director of Parks, Recreation, and Community Center

Email: natewilliams@es-prcc.com

Website: es-prcc.com

Location: [500 Tiger Dr, Excelsior Springs, MO](#)

ESPR Board Weekly Update 3.7.2025

"Some look for a beautiful place, others create the beauty."

Get to Know...

Was able to hop on my YP Fam call last night that turned into over 3 hours of us sharing what going on in our part of the world. There also might have been some talk about the crazy people or situations having to deal with. I'd say we have it pretty easy in ES compared to some.



Updates...

Division Updates

- Youth Soccer & Volleyball for the Spring are preparing to begin
- Youth Baseball/Softball will now be joining Richmond, Orrick, and Hardin this summer!
- Winter Women's Volleyball is ongoing with 16 teams
- Recreation Swim has started and is ongoing
- Tons of activities going on through the ESCC: <https://www.es-prcc.com/upcoming-events>
 - Be sure to check out all the events coming up!

Parks Foundation Bricks

The brick orders are ongoing for Rainbow Splash Park. I will have flyers on tables at the upcoming Chamber Luncheon to market the bricks.

Excelsior Springs Park & Rec Foundation Raising Money for Better Parks Donor Site

The Excelsior Springs Park and Recreation Foundation is continuing to raise money to create and enhance our community's parks. After the Rainbow Splash Park was completed, an area was identified near the entrance to the park for bricks to celebrate, commemorate, and memorialize the people that are connected to Excelsior Springs - local or far away.

📧 bricksrus.com

Spa Update

After months of evaluation and waiting for parts, work began this week to begin repairs on the spa. The contractor estimates it will take less than one week to complete the repairs.



Preventative Maintenance Agreements

An amendment to the RFP was sent out this week for PM agreements at for the Community Center that will extend the deadline to April 4th. We have been using P1 for the last 3 years, but it is time to evaluate whether they are still competitive or not to do the required work around the facility.

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ESPR Board Weekly Update 3.14.2025

"Luck is great, but most of life is hard work."

Get to Know...

This week my poor family has had to endure college basketball with all the tournament games going on, but the biggest game being UNC hopefully beating Duke tonight! Don't worry though we have fit Moana 2 in a couple of times already to keep the balance.

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📧 bricksrus.com

Spa Update

After months of evaluation and waiting for parts, work began last week to begin repairs on the spa. The contractor did run into some minor repairs that need to be done prior to opening.



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Navitas

The PoolPak and RTU 3 were approved at City Council, and are anticipated to be replaced this fall (anticipated early October)! The contractors involved were on-site this week to start preparing for what will need to be done as they get ready for install. This will be the first major step in major repairs needed to the natatorium due to the PoolPak not working for a while.

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The new GM at The Elms is also planning to be involved and have several staff help, so that could open up some additional possibilities as well.

I believe after a few years we are also running low enough on our stock of shirts that I will need to get some new ones ordered, but I'll be looking to do that soon.



Boundless BackYard

The newest park is preparing to pour the concrete floor for the restroom facility as the plumbing work is ready. Following the restroom area, the crew will be ready to move on to the picnic shelter. This spring they will also be getting the base ready for the asphalt parking lot to be poured.



Joy Street Boardwalk

I have talked to some concerned individuals about motorized vehicles, mostly the pocket rocket style, that are frequently utilizing the trail connecting the King's neighborhood to Get Fit Park and the Hospital. They have requested signage and some extra monitoring in this area to ensure nobody gets hurt. I'm thinking a big sign posted along this area a handful of times that states, ***"Walk it, jog it, bike it – but please don't drive it!"*** Even though people don't read signs it might at least be a step in a positive direction.



Excelsior Springs Parks, Recreation, & Community Center

I hope you all have a great weekend.

Nate Williams, CPRP, AFO

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Email: natewilliams@es-prcc.com

Website: es-prcc.com

Location: [500 Tiger Dr](#), [Excelsior Springs, MO](#)

Phone: [816.630.1040](tel:816.630.1040)

Facebook: facebook.com/ESParksandRec



Nate Williams

Nate is using Smore to create beautiful newsletters

EARTH DAY CLEAN UP 2025



**EXCELSIOR
SPRINGS**
Parks



SATURDAY, APRIL 26TH

9:00AM-12:00PM

Come join a group of volunteers to clean up several different areas of the community. We will meet at the Carolyn Schutte Pocket Park to get directions and giveaways before breaking out into groups.

Notify Nate Williams if bringing a group: natewilliams@es-prcc.com

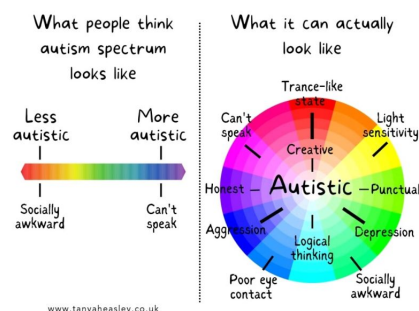


Celebrate Your WHY by Jason Elissalde

- Direct to YOUR purpose
- 5 stages of grief: denial, anger, bargaining, depression, acceptance
 - ◆ Add 6th stage: ACTION
 - ◆ I'm no longer accepting things I cannot change!
- We aren't just the services we offer = We are the impact
- Who are you?
- What do you stand for?
- Who do you want to be when you grow up?
- 1. Be Engaged
- 2. Be Accountable
- Who is on the boat?
 - ◆ 30% Engaged = workers, leading innovation
 - ◆ 50% Not Engaged = passengers
 - ◆ 20% Actively Disengaged = anchors
- How will you make an impact? Make it meaningful
 - ◆ Are we looking for all the reasons why "I CAN" or "I CAN'T"
- When you believe in your WHY, you will figure out your HOW
- KEEP CHUCKIN' STARFISH!

Designing with Sensory Needs in Mind by Ariel Mansholt (LSI)

- Autism = NOT Less.....|.....More
 - ◆ Wheel/Pie
 - Language - 40% nonverbal
 - Motor
 - Executive Forum
 - Sensory
 - Perception



- ◆ 7.3 million receive services under the IDEA Act
- ◆ Check out Raccoon River Greenway in Des Moines
- Get them there = Design concepts to get families there
 - ◆ Starts with the website
 - Highlight sensory friendly areas/amenities
- Play there
 - ◆ Self regulation - use elements to help get back to playing
 - Put in shaded area - kids on medication
 - Place away from play structures
 - ◆ Color choices that make sense
 - ◆ Touch is a whole body experience
 - Textures, Temperatures, Water play, Finger play (tactile wall)
 - ◆ Changing table shift to a permanent concrete bench/ledge if space
- Staying there
 - ◆ Facilities - bathrooms, eating, shade
 - ◆ Rest space

Hunting for Unicorns by Jason Elissalde

- 75% of workforce will be Millennials by 2030
 - ◆ Looking for purpose
 - Value-aligned work
 - ◆ Not leaving for more money—That's the excuse but not the root cause
- 1. Know who you are looking for
 - a. Be intentional about identifying the attributes/traits needed
 - i. Hard Skills = Aptitude
 - ii. Soft Skills = Attitude
- 2. Invest your time
 - a. Slow down and reap benefits later
 - b. 10 weeks to terminate bad, 6 weeks to restaff
- 3. Simplify applicant process
 - a. Look through the eyes of applicants
 - b. Average length to hire process ~50 days in gov't
- 4. Be honest
 - a. The poor can be opportunity for right hire
- 5. Use Unicorn bait
 - a. Gorilla recruiting - always ready to offer job
 - b. Job postings
 - i. Be a storyteller
 - c. Recruitment videos - 60 seconds or less
- "Some look for a beautiful place, others look to make a place beautiful."

Building Political Capital by Kirsten Barnes

- Types of Capital
 - ◆ Social
 - ◆ Reputational
 - ◆ Intellectual
 - ◆ Psychological
- What is your end goal?
 - ◆ How/where are you going for leverage
- Bank up your capital for when you need it
- Who do I need to align myself with? Key Stakeholders
 - ◆ Key Stakeholders
 - Build meaningful relationships/ genuine relationships
 - Make them feel important
 - Share your goals
- Transform customers into loyal evangelists
- Make your organization more 'human'
- Simplify complex ideas
- Give yourself a competitive advantage
- Establish authority in the community
- Expand your realm of influence

Book: Network for Good = resources on telling story

Time Management Tips & Tools Used by the Most Successful by Athletify

- What's your biggest distraction?
- What's holding you back from momentum?
- Remove all distractions at least 2x per day = 60-90 minute chunks
 - ◆ Uninterrupted time
- Ivy Lee Method:
 - ◆ At end of each workday, write down list of most important tasks for tomorrow
 - ◆ Prioritize list
 - ◆ Next day focus on 1st item
 - ◆ Work through the prioritize list from top to bottom
- Warren Buffet Method:
 - ◆ Brain dump on 1 paper
 - Prioritize top 3
 - ◆ Write down top 3 on new paper = work on these items only
- Richard Branson Method:
 - ◆ Stand up in meetings
 - ◆ Walking meetings
 - Get to the point & move on
- Pruning Tree Analogy:
 - ◆ Prune bad/less important things
 - ◆ Cut ⅓ to free up time
- 80/20 Rule - 20% of what you do leads to 80% of desired results = do 20% that matters

DRAKE'S NOTES:

Keynote: Dr. Kevin Daley

Mindset Revolution (2 truths and a lie)

Growth Mindset

- Growth mindset is about being positive
- You either have it or you don't
- Growth mindset means you will always succeed
 - Progress > Perfection

Building Resilience

- Control the controllables
- Create a culture of trust and support
- Reframe setbacks as opportunities

Cultivating Innovation

- Create a safe place for ideas
- Challenge assumptions
- Experiment and iterate

Session #1

Content that connects:

- Written, visual, social media, interactive, audio, educational, real life success
- Blogs
- + **Theme drives engagement**
 - Improvements and announcements
 - Staff highlights
 - Event/program highlights
 - Before and after
 - Educational "awareness"
 - Photo contest, art, giveaways, "make the news" (pick a winner, day passes, pool, wellness)

How can we strengthen our partnerships?

- Golf
 - Local Businesses
1. Know your key message
 2. Keep it relatable
 3. Internal communication
 4. Be the bridge
 5. Initiative
 6. Preparedness

Session #2

Leaders Inspire Peak Performance

- Move the needle vs. staying busy
- Set goals ----> how/why?
- 50,000 negative thoughts per day (% each thought is negative)
- Age 8, 70% of children have a belief system formed

Cycle of Peak Performance

- Beliefs
- Thoughts
- Behavior
- Results
- Feelings

Youth Empowerment----> Mentorships

Beliefs - Leaderships, worth, worth ethic, conflicts, change, trust

- A. How can I best lead you?
- B. What are your beliefs?
- C. What inspires you to do your best work?
- D. What is the story that you are telling?**

Be Intentional

- Choose how you show up everyday
- ID based behavior
- What is our identity?
- Bring the joy (What describes you the best?)
 - We need to create an onboarding presentation for full time and part time staff
 - 6 month/yearly check-ins
 - Can we use the MRPA mission statement

Chad, Mexico Missouri - ALLEY

Ask, listen, learn, you take action

*Supportive

*Thermostat vs. thermometer

*Pick a word or phase

Remember what you do....

What you say you do (logical/surface) vs. what you actually do (emotional/meaning)

- Services vs. what you actually provide? - Dental office example

What you actually do...

1. Enrich Lives, help people feel they belong, safe place for children to play
2. Connecting communities

Adapt and Thrive: “shift happens”

- You choose how respond.
 - What makes people resilient?
 - Harvard study, experience the most trouble

www.scottwelle.com

Session #3

Daily Execution, Extraordinary Results by Scott Welle

Easy way vs best way

Focus on we vs focus on me

#1 Goals

- Make realistic goals with a plan to accomplish it
 - Less than 3% of people set a goal in the country
 - 84%-92% fail to achieve a goal

Why do so many people not set goals?

- A. Distractions
- B. Time it will take to achieve the goal
- C. How much work it will take
- D. Afraid of failure

{SMART goals}

#2 Goal Setting

The OPP framework

- A. Outcome - end destination, where you're going, when
- B. Performance - Benchmarks, milestones, chunks
- C. Process - Daily controllables

*What is one outcome you're working towards now? Q1-Q4

[Ladder illustration]

Things you can control vs. things that matter

#3 Goal achieving

*Excellence and Execution

- A. Savor the small wins
- B. Clear the path (How will you simplify?)
 - What distractions are holding you back?

Session #4

Financial Onboarding - Gabe, Columbia, MO

- Increasing demands
- Better services
- Responsibility

*Create a template for Nate about additions of each department

*Service, organize, control

*84% of families choose a place to live based on services or parks

Free Programs vs. Revenue Based

Rentals opportunities

Most revenue opportunities

1. Clarity - Fiscal year, revenue, expenses, gross, net, expanded funds, allocated funds,
2. Operating budget, capital budget, fleet replacement, staffing

Compliance

- Contract management
- Supply management
- Purchasing
- Legal agreements
- Grants, contracts administration

*Survey kids and middle school kids - Create handouts for teachers in the 1st hour.

*Restate spots around the center - outdoor pool sponsorships - Fence 8-10 spots at what price?

Culture - (NPRA stat)

- Input Level
- Take time to improve COR's
- Profit pricing
- Break even
- Subsidized pricing
- Yearly revenue goals (know revenue projections)

Thompson River Parks and Recreation - 2024 sponsorship and advertising

Check-in

- Continuous process
- Plan it, present it, implementing, monitoring, auditing
- Team or division goals

*Who can provide monthly expense reports?

Session #5

Fit for all: Creating inclusive fitness programs (evaluation health)

- Physical
- Cognitive
- Adaptative

*How do we include Parks more?

*Get fit park - physical

*Century - cognitive

[Physical, social, program barriers]

- Aligning class during youth activities
- Senior-friendly classes
- Accommodating working adults and families
- Align nutrition with fitness programs

*Create groups, walking, whole family, fitness fair

Session #6

Needs vs wants: Managing customer feedback and expectations

- ID needs vs wants
- Tools to solicit feedback
- Data
- Case study

National Sport Association

Plan of action:

1. Mission and goals
2. Your customer base
3. Core services
4. Funding abilities
5. Political will
6. Demographics
7. Alternating opportunities
8. Fad/trend/decline

Racquetball room ----- Rock wall climbing?

Wants....

- Lack of facilities
- Convenience of use
- Assessibility
- Increasing expectations
- Quality of Life

Making the community aware...Educate your community

- Existing facilities
- Cooperative agreements
- Organizations responsible
- Organizations ability
 - Expertise
 - Funds
 - Support

Validate the want

- A systematic process
- Use a third party
- Time to gather - Information

Communicate

- Organization must be willing
- Actively listen to input

How?

- Surveys
- Open House
- Focus
- Website

- E-blasts
- Social Events

Taran's Notes (I am NOT a note-taker)

Reframing & De-Escalating Challenging Behaviors:

https://drive.google.com/file/d/1ohaBwMCOjsJBDd0R72AVnOw17ty_nXng/view?usp=sharing

Compass Points:

Much like personality colors, compass points describe qualities and traits of individuals and how it impacts work.

<https://drive.google.com/file/d/1G4DVrs4z7sFWg1hjTIS18kIJFRyj1L53/view?usp=sharing>

Reignite Your Passion:

<https://drive.google.com/file/d/1NYHFm4z1eutvbVzcnRHgFLdmEvnX8afV/view?usp=sharing>

Building Political Capital:

<https://drive.google.com/file/d/1Ks7-yevqDF-OCiqHK5uCQo1gMdbuavNA/view?usp=sharing>

Hunting for Unicorns

Jason spoke about making the job hunt and recruitment process fun by being honest, simple and stand out. He described how you can take a boring job description and make it fun to keep people interested. Statistics show that over 90% of applicants stop filling out applications because they are repetitive, too long or both.

I really enjoyed this class and decided to implement this with our job postings. Check out one of our new and improved job descriptions:



EXCELSIOR SPRINGS

Parks · Recreation · Community Center

Job Title:	Senior Center Program Specialist	Job Category:	Senior Center
Department/Group:	ESPRCC	Supervisor:	Senior Center Administrator
Location:	ES Community Center	Date Closing	Open until filled
Level/Salary Range:	C Starting at \$16.00/hour	Position Type:	Part-time 20-25 hours/week

Do you believe that laughter is the best medicine? Are you ready to bring joy, creativity, and a little bit of mischief to a group of incredibly fun and fabulous seniors? We are seeking a *Senior Center Program Specialist* (a.k.a. Professional Fun-Maker) to join our team and provide top-notch entertainment, activities, and unforgettable memories. If you're a master at trivia, know your way around a Bingo card, and can lead a "Karaoke for Seniors" session without skipping a beat—this job is for you! You'll be responsible for making every day a celebration through laughter, fun, and the occasional (yet epic) dance-off.

Responsibilities:

- **Program Wizardry:** Create, develop and lead programs and activities that would make even the most reserved senior want to shake their groove thing (and sometimes, they do!).
- **Event Planner Extraordinaire:** Host events that keep our seniors engaged, entertained, and *constantly* asking for more such as events ranging from trivia nights to impromptu kazoo orchestras.
- **Social Butterfly Whisperer:** Cultivate a warm, welcoming environment that encourages lively social interactions (and maybe a few well-placed pranks).
- **Therapeutic Game Changer:** Introduce mind-stimulating games, puzzles, and activities that are as fun as they are mentally enriching.
- **Grandparent's New Best Friend:** Be the go-to person for everything from explaining how TikTok works to teaching the latest dance moves.
- **Laugh Specialist:** Ensure that every program is sprinkled with humor, ensuring laughter is a mandatory requirement at every event.
- **Happiness Ambassador:** You'll be the smiling face everyone looks forward to seeing each day. Be a source of laughter, comfort, and the occasional (and hilarious) dad joke.
- **Memory Lane Tour Guide:** Lead storytelling sessions and reminisce about the good old days—be prepared for tales of epic pranks, weird food trends, and, yes, moon landing conspiracy theories.
- **Dance Instructor:** From the Cha-Cha to the Macarena, lead fun dance sessions that may result in an impromptu "most enthusiastic dancer" award.
- **Lunch Squad Member:** Whether it's serving up delicious dishes, spreading smiles, or making sure everyone gets a tasty, nutritious lunch, you'll be a key player in turning lunch hour into a fun, energizing part of the day!
- **Caffeine Enthusiast:** Brew up endless cups of coffee for our seniors as you chat about the weather, the latest gossip, and the best way to win at Bingo.
- And any other awesome tasks that come your way!



EXCELSIOR SPRINGS

Parks · Recreation · Community Center

Qualifications:

- You're a proud holder of that shiny high school diploma, ready to take on the world.
- Previous experience in program coordination, event planning, or working with seniors is a plus, but the ability to make someone chuckle on command is a MUST.
- Patience and the ability to manage multiple projects (including dodging flying bingo cards).
- You've got the office gadgets down—from printers to copiers, you know how to make things run smoothly.
- Creativity to think outside the box, inside the box, and sometimes even *on top of the box*.
- A good sense of humor and a love for storytelling. Bonus points for knowing how to fake an accent for dramatic readings of "Adventures of Huckleberry Finn."
- You have a special gift for connecting with the wise and wonderful members of our senior community, bringing joy and companionship to their days.
- Operate in stealth mode when it comes to private matters.
- A *great* memory. You'll need to remember everyone's favorite snack, song, and that one time someone thought their glasses were in their purse but they were actually on their head.
- Ability to lead activities with the energy of a toddler on a sugar rush, while also being able to slow down for a great game of cards.
- Ready to level up? You'll need to earn your Food Service Manager certification shortly after joining the team to keep things running smoothly and efficiently.
- CPR/First Aid certification because safety first, but fun second!

Perks:

- VIP access to the coolest, most vibrant senior social events in town.
- Opportunity to create memories that will last a lifetime (or at least until the next nap time).
- Access to endless free advice on life, love, and how to throw the most epic dinner parties (our seniors have lived through it all).
- The chance to be the real reason why someone's day just got 10 times better.

Join us for the job where no two days are alike, and every day is filled with laughter, fun, and memories. If you can manage all of this while still making sure everyone's got their bingo markers ready, we want you to be our next Senior Center Program Specialist! Apply today and get ready to be part of the most vibrant team around!

Dria's Notes

Keynote: Growth Mindset

"It's about showing up, doing the work and knowing that progress beats perfection everytime"

Building Resilience:

1. Control the controllables
 - a. If you cannot control it yourself, let it go!!
2. Foster a culture of trust & support
3. Reframe setbacks & opportunities

Focus on what you can control!

- How can I apply this when managing my staff?
1. Create a safe space for ideas to flow
 - a. Ask staff what they want to see. Changes? How to get teammates to work together and chip in? Etc.
 2. Challenge assumptions
 3. Experiment and see what works! Don't be afraid to try and things now work.

Healthy Boundaries to Protect your Genius

Protect your neck

- Muting: What do you hide about yourself to protect others
- Switching it up: How do you change when you cross through certain doors?
 - When "uppers" are present we tend to do things that make them happy even if that means bending the rules or changing our standards.
 - Rude patrons can make us feel like we need to change our standards to make them happy. They can also make you question your abilities.
- Foundation or Flopping: What are you standing on when under pressure?
 - My "Why?"
 - My experiences and accomplishments
 - "We are here to provide fun and we have to get back to that sometimes."
 - Even though you may disagree on the process to accomplish the goal, you all have the same goal in mind.

Power Boundaries

- "Remove all toxic people from your inner circle"

- Health Boundaries: limits we set around our interactions with others.
 - Boundaries allow you to provide safety & respect while allowing effective interaction.
 - Create trust and understanding among peers setting expectations on how people should treat others.
 - If someone's mood affects how they treat you, it breaks the trust you have with them.
 - Protect themselves against potential harm or exploration.
 - Some environments don't deserve your genius!!!

Key considerations

- Respect others' personal space! If it is not yours, don't touch it. Respect their space. If they don't want to talk right now, let them be.
- Be mindful of your TONE, VOLUME, and WORDS being used.
- Provide access to private areas or space for staff to go if they need to cool down/unload.
- Use discretion when sharing with others
 - Do not over share...keep personal things personal
 - "I enjoy having you as a co-worker but please do not share that with me"
- You put on the work place culture when you are at work even if it does not align with your personal culture. This can be draining... so be careful.

Why healthy boundaries?

- Improves communication
- Enhance self esteem
- Reduce stress levels
- More effective problem solving skills
- Greater sense of security
- Better decision making
- Less emotional manipulation
- Stronger relationships
- Improve mental clarity

Types:

- Intrapersonal: For YOU
 - Set aside time for working out, bible time, family dinner etc.
- Interpersonal: OTHERS
- Institutional: WORKPLACE
 - No workplace should own you!

Burn out & Wellbeing

- Those that get mad when you set boundaries, are the reason the boundaries are set

5 areas of natural genius

- Visionary: creative, see big pictures, problem solving
- Relationship: thrive in groups & through relationships
- Execution: turns plans into action
- Creative: expresses ideas through arts (art, music, dance)
- Physical: Athletes, mechanical, hands on working

Building diverse and inclusive aquatic teams: Stevie Weeks Landmark Aquatics

Diversity: “official definition” look on google

- Our definition:
 - How are we breaking boundaries?
 - How are we reaching out?
 - How are we encouraging our teams?

How are we picking our teams to make sure we are fitting everyone?

- Ie. drama kids, football kids, homeschool kids (this makes sure that we have enough coverage and everyone feels welcomed! They have a space they belong)

What does this matter?

- High quality staff without favoritism
- Foster culture around high performance
- Strengthens transparency and honesty

What does this mean for our aquatic teams?

- Kids want to see who they are on stand! (ie. little kid at disney dressed as cinderella wants to see cinderella)
- Make a program that will create future lifeguards!
- Ask Stevie for gender neutral policy!
- Be transparent with your employees at hire! Create safe space for all employees and do not let anyone feel uncomfortable.

Questions:

- How are we going to respond and make sure everyone is respected? (situational awareness!!)
 - People with head dress, it comes off. How can we protect that?

- Be aware of slang that kids use. You will get through to them better and have better communication.
- Are you offering lifeguard classes in other languages, special accommodations for testing, closed captioning, scenario trauma?
- Are you asking lifeguards if they need reasonable accommodations on stand?
- Are you posting jobs in places that promote diversity?
 - Senior citizen for opening guard? Promote in newspaper!
- Are there other ways they can help?
 - Aquatic attendant? Party attendant?
- IDEA: Have “training guards” as a buddy for new hires.
- What barriers are in the community?
 - Finding people that want the job?
 - Living in a low diversity area.

Team activity:

- Beads for their lanyard?
- Have each color bead represent something, race, diagnosis, economic status?

Inclusion Training:

- Train lifeguards on how to accommodate other groups! Have training on
 - How to accommodate patrons with special abilities.
 - Conflict resolution work (open slide outside hours, offer toys etc)
 - Reasonable accommodations for guards and patrons
 - Change uniform if needed
 - Don't use whistles during sensory swim time (hand signals)

Hunting for Unicorns: Jason Next Practice (DISNEY MAN)

- Non-linear career paths are not the future
 - People are not working in the same job for years anymore
- People are leaving jobs for needing a sense of purpose. NOT MONEY!
 - Make them feel needed and welcome, they will stay!
- Why do you do it “that” way?
 - Think about why you do things the way you do. Is it because you “always do it that way?”

When hiring...

- Know WHO you are looking for

- What do you need?
- Hard vs soft skills:
 - Hard: measurable, needed to perform a job (aptitude)
 - Soft: harder to measure, your personality, interpersonal skills (attitude)
- Invest your time into hiring
 - The right hire will reduce our stress. A bad hire will cause more.
 - Learn about them. Take some time. You do not have to hire on the spot!
 - On average it takes 10 weeks to get rid of a bad hire and an additional 6 weeks to get another new hire.
- Simplify Applicant Process
 - Look at your application process through the eyes of the applicant.
 - How can we make this easier/better for them?
 - The average length of the hiring process is 36 days. (DANG)
 - Job applicants have lots of options! Make moves FAST or they will move on.
- Be Honest
 - Not everything is sunshine and rainbows. You need to be honest with them so they do not feel like they are being lied to from day one.
 - Interview and job feels like two different things. Let the interview be transparent
- Use Unicorn Bait
 - Carry business cards with you! Find people that you enjoy their energy and recruit them.
 - Get your lifeguards from within...JUNIOR LIFEGUARD

Include our PURPOSE in your job posting. Why do we love parks and rec?

- Changing lives
- Creating joy and memories

Tell a story. We are looking for another Naomi. Be silly and fun!

- Why do this job?
 - Be funny with messaging (photo idea on phone)
 - A list of tasks is not going to get it done....

- Make recruitment video! Get clips of guards doing things for summer help.

12 ways to rethink in-service

In-service is the most criticized/evaluated training in most legal cases.

Doing inservice effectively is HARD. Claims on your pool is HARD. Choose your HARD....

Is your documentation defensible?

- You need to document what you do at inservice (VERY DETAILED) this will save you in a deposition case.
- Lesson plans with DETAILS.
 - Date, time, length of in-service and instructors present.
- Lifeguards need to sign in themselves for proof of being there.
- Have skill sheets for guards to perform with headguards regularly? Date and time stamp. (will watch cameras)

Who is leading in-service?

- Are they qualified?
- What do we do when skills are in question? More practice required?

Do you have a make-up gap?

- Plan for things to happen...
- Missed guards are magnets for events.
- If they miss in-service, do skill checks with them (saves, CPR)
 - Reduced training is always a target or argument.

Are your lesson plans comprehensive?

- Include: Topic and skill practice and what they are doing!
- Plan every minute! This reduces time lost.
 - Lessen transition time.

Does in-service reflect your reality?

- Make your in-service site specific!
- What do we see? Practice that!
- How do we make it as realistic as possible?

Is your inservice relevant?

- DO MORE SURVEILLANCE
 - Make them realistic

- QR CODE:
- Include: 1 skill, surveillance and something fun
- Don't just follow the lifeguard textbook...
- Teach them how to be a good victim!
- Figure out how to do skill practice in real people??
- Cause chaos: cut finger off glove, AED pad package, 2 victims
- How can you use bystanders?
- Make female mannequins with bra and foam?

Does leadership receive in-service at their level?

- Make sure your leaders are also practicing!
- Make leaders walk up to a scene already, evaluate what is going on and jump in to help.

Are you maximizing inservice opportunities?

- Large groups aren't always effective, break them up into smaller groups.
- Sign up Genius??
- Reduce the time spent on in-service 30 mins, 45 mins...
- Summer: make them do scenarios each week. Schedule before outdoor opens to do some skill practice.

How do you know your inservice is effective?

- Do feedback sheets for each person.
- QR code with survey.

Is in-service progressively developmental?

- Does it change and get better each time?
- Make things more complex as we improve.

Is your in-service more than physical training?

- Customer service
- Decision making (make up scenarios like mad people, first aid, unique situations)
- Have a debrief. Ask them WHY they think they are doing the activity.

Activity: Lithuania Skydiver

- One unconscious baby buried under the feet

- All laying down 2 unconscious, all spinals
- All happy and drunk, linked arms (mad if they try and take us apart) one guard down

Reignite Your Passion and Light Your Aquatics Team Fire

Kristen Barnes: Five Star Recreation (AOAP)

<https://www.fivestarrecreation.com/mpira2025>

My Why: I didn't think I would ever be in Aquatics but this is where I am supposed to be!

What is it that we REALLY do? 2025 Realities

- More training
- Staffing shortage (quality staffing shortage)
- Unsatisfied users
- More staff coaching
- More competition for time for guards (sports/work/family)

It is so easy to fall out of love with Aquatics...

Activity

List Everything you need to do during your shift:

- Payroll
- Incident reports
- Swim lesson registration
- Take chemicals
- Look at pump room and fix
- Clean office
- Remind guards of things they forgot
-
- Answer the question "what is the pool temperature"
- Answer the phone
- Scheduling

Then...Answer these:

- What do you like best?
- What do you just like?
- What do you like least?
- How important are these things

Fun does not always mean fulfilled!

Ratio 5:1

- If the interactions in your relationships isn't 5 good things to 1 bad thing, your satisfaction rate decreases by 70%
- BE INTENTIONAL
- WHY did you get into Aquatics?
- What 3 things have impacted you in a good way emotionally in aquatics?
 - Provided swim lessons to kids who were once turned away
 - Watch the lifeguards mature and turn into good people
 - Created fulfilling programs. (purple wave)
- Make time to do the things you love MORE!
 - Put it in your schedule!
- Take a break when you need it
- GET A MENTOR! '
- Celebrate EVERYTHING
- Own your words and actions (when you mess up....)
 - You will make mistakes...it sucks..but we are humans and it is okay!
 - DO NOT cover it up!

Developing Effective Strategic Plans in Aquatics

Why are you here? Have guards write their "why" on a piece of paper with their photo are put on windows.

Wear your lifejacket to work day???? FUN

Make fun videos with lifeguards about pool rules for the summer?

Look up O Fallon P&R

Stevie & Carolyn: Ask for help on inclusive plan for lessons

Parents/child swim: Teach the parent to teach the child swim lesson program?

Have swim instructors "chart" about each child after lessons?

Lexi's Conference Notes

Opening Keynote - Kevin Daley

To build resilience -

1. Control the controllables
2. Foster a culture of trust & support
3. Reframe setbacks and opportunities

To cultivate innovation -

1. Create a safe space for ideas
2. Challenge assumptions
3. Experiment & iterate

Healthy Boundaries to Protect Your Genius Dr. Jason Gines

- **Protect your neck**

- Muting - What do you mute about yourself to keep others comfortable?
- Switching it up - How do you change when you walk through certain doors?
- Foundation or Flopping? - What are you standing on when you are under pressure?
* Joy is a good pressure reliever!

- **Power Boundaries**

- Power boundaries are the limits we set around our interactions with others.
- Some environments don't deserve your genius!
 - Respect personal space of those around you in your office setting
 - Provide staff with access to private areas or space
 - Have mindfulness of language and tone in the office
 - Know whether or not to overshare in your office
- Why?
 - Stronger relationships
 - Improved communication
 - Effective problem solving

- Enhanced self esteem
- Reduces stress levels
- Sense of security
- Less emotional manipulation
- Stronger sense of identity
- Doing these things will lead to avoiding burnout and bettering your wellbeing
- Burnout is caused by a lack of healthy boundaries.

Celebrate Your Why! Utilizing Purpose to Maximize Impact

Jason Elissalde

Big question....What is my purpose?

Impact Statement....We are not the services we offer, we are the impact we make.

What pulls you out of bed in the morning? What is your pull? Who do you want to be when you grow up? What do you stand for?

- 1) Be engaged
- 2) Be accountable

The smallest interactions can still change perceptions.

Find a way to form emotional connections with those you serve!

People will forget what you did, but never how you made them feel.

When you believe in your why, you will figure out how.

Compass Points:

Understanding Your Direction & How it Impacts Your Work

Kevin Mabie

In this session, we were guided through a personality test. You were either north, east, south or west. I didn't take many notes as it was a very interactive session.

8 Attributes Every Leader Needs

James & Jared Moore

I attended this session, however, it was not very helpful. I learned that it is important to prepare for a presentation ahead of time!

Reimagining Youth Sports Experiences

Dakota Marriott / RCX Sports

RCX is a “league in a box” & their mission is to “get more kids playing!”

Their pillars are:

- Affordability
- Accessibility
- Inclusivity
- Opportunity to be a multisport athlete

RCX is partnered with NFL Flag, Jr NBA, NHL Street, MLS Go, MLB Pitch, Hit & Run

They offer probranded uniforms (ex. Kansas City Chiefs flag jersey, St Louis Blues street hockey jersey)

RCX can help revive struggling recreation programs.

RCX is a non-profit that can sponsor kids to participate in their programs if there is a need. They are proud to believe in “sport for all”. They try their hardest to limit barriers.

Jr NBA - includes both NBA and WNBA

NHL Street Hockey -

- No need for ice
- Equipment is not included
 - Rink setup , nets, portable boards, sticks, goalie equipment, street hockey balls
 - The RCX foundation can assist with \$\$\$\$
 - Sticks are scuff proof

MLS Go - girls and boys, wants to bring back to soccer to local parks

USTA partnership coming in 2025! Team tennis (redball)

Leagues can run all year round, all registration will take place within your organization, will provide uniforms with a 2 week turnaround

Pricing

NFL Flag - \$30 per kid (owed to RCX)

- Sublimated NFL-Club branded jersey
- Branded flag belt
- 1 football for every 5 players
- Additional merch available

Jr NBA League - \$25 per kid (owed to RCX)

- Sublimated NBA/WNBA team branded jersey
- 2 basketballs for every 10 players
- Additional merch available

NHL Street Hockey - \$25 per kid (owed to RCX)

- Sublimated NHL team branded jersey
- Custom additional equipment available
- Rink set up - nets and boards optional
- Additional merch available

MLS Go - \$35 per kid (owed to RCX)

- Sublimated MLS team branded jersey
- Matching socks and shorts
- 2 soccer balls for every 10 players
- Additional merch available

MLB Pitch, Hit & Run - Free to operate!

- Activation handbooks provided
- Activation kit provided

USTA coming soon!

You can charge whatever registration fee you want - you are still running your league. If you are running MLS Go & you charge \$55 per participant, you will keep \$20 per sign up and the other \$35 will go to RCX. After registration closes, your agency will send RCX a check.