



*Geneva Park District*

*Short and Long Range Plan*

*Annual Goals & Objectives*

*2022/23 Update*

### Mission Statement

The mission of the Geneva Park District is to provide recreational programs, facilities, and open space that will enhance the quality of life for residents of all age groups and abilities.

### Vision Statement

We aspire to enhance the quality of our community by providing exceptional recreation programs, facilities, and open space which inspire residents to live their Best Life.

### Value Statements

#### **I. Customer Commitment**

We will strive to exceed customers' expectations by delivering professional, helpful, efficient, and friendly service during all interactions.

#### **II. Responsible Leadership**

We will strive to hire and retain quality employees through the promotion of staff development and continuing education in the pursuit of maintaining professional staff.

#### **III. Fiscal Responsibility**

We will earn the public's trust by maintaining financial health, stability, and transparency in providing cost effective services that maximize value to the taxpayer.

#### **IV. Safety**

We will provide a safe environment through exceptional training and constant evaluation of risk management practices.

#### **V. Community Collaboration**

We will work collaboratively with all community partners, both public and private, to share resources and ideas that will build strategic alliances to enhance our community.

#### **VI. Innovation**

We will remain steadfast in continuously evolving to meet the needs of the community by providing relevant and innovative programs, events, facilities, and parks.

#### **VII. Stewardship & Sustainability**

We will minimize our impact on the environment by implementing best practices, and by promoting environmental education leading to a lifelong commitment to conservation.

## Summary of Goals

1. The Geneva Park District will provide a safe environment at all programs, properties, and facilities.
2. The Geneva Park District will attempt to construct new facilities and acquire additional open space for park sites and facilities to meet the needs of District residents.
3. The Geneva Park District will provide and maintain a quality system of existing parks, trails and facilities by updating and improving each site as per recent surveys and the Master Plan.
4. The Geneva Park District will provide creative programs and facilities to meet the needs of its residents as influenced by evaluations, surveys, the Master Plan and other research tools.
5. The Geneva Park District will continue cooperative efforts with other governmental agencies and local service organizations to build strategic alliances. Functioning as a best management organization requires strong partnerships as a way of developing value for the taxpayers.
6. The Geneva Park District will continue to meet population growth demands by hiring additional personnel as needed, by retaining competent present personnel, and by training new personnel accordingly. The District is an equal opportunity employer and provides equal employment opportunities to all qualified persons. We will assure that the workplace culture for our employees fosters professional growth and assures an overall positive working atmosphere. We will dedicate ourselves toward enhanced use of technology by making improvements to the communications network, when necessary.
7. The Geneva Park District will offer educational programs, classes, and stewardship opportunities that increase the environmental literacy of residents and will adopt environmentally friendly business practices that are fiscally responsible to conserve resources, educate the community and provide best practices in resource management and sustainability.
8. The Geneva Park District will strive to strengthen and maintain fiscal health and stability. Availability of funding and overall good financial health is a prerequisite for carrying out the goals and objectives of the District.

# Short/Long Range Goals & Objectives

Geneva Park District	Annual Goals and Objectives
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**Goal #1** The Geneva Park District will provide a safe environment at all programs, properties, and facilities.

DEPARTMENT	OBJECTIVES	YEAR	STATUS
<b>ADMINISTRATION</b>	<b>SHORT-TERM</b>		
	· Implement Pandemic Policy.	2021-2023	
	· Research & adopt Pandemic policy/procedures.	2020-2023	P/C
	<b>LONG-TERM</b>		
	· Prepare for PDRMA Review in 2022-23.	2022-2024	
<b>PARKS</b>	<b>SHORT-TERM</b>		
	· Install some type of screen (vegetative or hardscape) to prevent trail users in Wheeler Park from being hit by golf discs.	2021-2023	PC
	· Prune one Osage Orange and remove any hazard Ash Trees from Washburn Park.	2020-2023	PC
	· Assure timely completion of Playground Inspections.	2021-2023	PC
	· Assure and document all vehicles are regularly inspected by staff (monthly) and fleet staff (3x/year).	2021-2023	
	<b>LONG-TERM</b>		
	· Address water intrusion issues at Island Park.	2020-2023	PC
	· Implement a new ADA transition plan to obtain compliance for all facilities, parks and services	2014-2023	PC
<b>RECREATION</b>	<b>SHORT-TERM</b>		
	· Revise safety program in-line with PDRMA Review and Recommendations.	2020-2023	C/Ongoing
	· Update Active Intruder Training.	2021-2023	
	<b>LONG-TERM</b>		
	· N/A		
<b>FACILITIES</b>	<b>SHORT-TERM</b>		
	· Island Park-ensure the timely repair of the southern most bridge to make the foundation and cutwaters whole again.	2021-2023	
	· Investigate a Master Key system for buildings.	2020-2023	PC
	· Customize facility inspection checklist for preventative maintenance.	2020-2023	PC
	<b>LONG-TERM</b>		
	· Research outdoor surveillance cameras at all facilities.	2020-2023	PC

Geneva Park District	Annual Goals and Objectives
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**Goal #2** The District will attempt to construct new facilities and acquire additional open space for new park sites and facilities to meet the needs of District residents.

DEPARTMENT	OBJECTIVES	YEAR	STATUS
<b>PARKS</b>	<b>SHORT-TERM</b>		

<b>RECREATION / FACILITIES</b>	• Research orientation barn ceiling replacement.	2020-2023	
	• Research Skate Park replacement.	2019-2023	
	• Acquire land west of Randall Rd for future Community Park site.	2020-2025	
	• Complete Garden Club Park redesign and Phase I.	2020-2023	PC
	• New Climbing Structure @ Peck Farm Playground.	2021-2023	C
	<b>LONG-TERM</b>		
	• Research development of Art in the Park Program at Bennett North.	2016-2023	PC
	• Plan for Universal Design playground at Mill Creek Community Park.	2021-2023	
	• Research new dog friendly elements at some parks including doggie splash pad.	2019-2023	PC
	• Identify & pursue bike path connections such as Trout Farm (Batavia) bike path to the south across McKee Street to connect with Batavia Park District Trail.	2015-2023	PC
	• Research plans to renovate Gray Barn @ Peck Farm Maintenance.	2020-2023	
	• Complete Wheeler west bike path through to State St.	2017-2023	PC
	<b>SHORT-TERM</b>		
	• Review renovating & expanding Stone Creek Mini Golf to include expanded concessions.	2018-2023	PC
	<b>LONG-TERM</b>		
• Outdoor pool third phase expansion to include lap lanes & activities for older children.	2020-2025	PC	
• Renovate locker rooms @ Sunset Pool, include family restroom.	2021-2023		
• Update Butterfly House entrance.	2022-2023		
• Update flooring @ Sunset Pool Locker Rooms.	2021-2023	C	
• Research options to replace the Kids Korral Indoor Playground at SPRC.	2018-2023	PC	
• Develop Peterson Property to accommodate passive/active recreation components.	2022-2025		

Geneva Park District	Annual Goals and Objectives
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**Goal #3**      The District will provide and maintain a quality system of existing parks and facilities by updating and improving each site per the most recent Community Survey and Master Plan.

DEPARTMENT	OBJECTIVES	YEAR	STATUS
<b>PARKS</b>	<b>SHORT-TERM</b>		
	• Add play/climbing area to Peck Ball Fields.	2020-2023	C
	• Map all memorial trees with GIS and develop maintenance plan.	2020-2023	PC
	• Complete new park sign design and replace as needed.	2020-2023	PC
	• Investigate Sunset Sprayground safety surfacing.	2021-2023	
	• Investigate cost and work schedule to repair basement of Peck House.	2019-2021	C

<ul style="list-style-type: none"> <li>Renovate the Wheeler Park restrooms to include ADA recommendations.</li> </ul>	2021-2023	PC
<ul style="list-style-type: none"> <li>Wheeler Park turf improvement - get park "greener" by cultural improvements to start growing turf in areas now devoid of turf.</li> </ul>	2021-2023	PC
<ul style="list-style-type: none"> <li>Rework Wheeler Park flower beds along Rt. 31 - Remove existing vegetation, redesign with annuals as "drive by" beds.</li> </ul>	2021-2023	
<ul style="list-style-type: none"> <li>Research adding Pickleball courts to Mill Creek</li> </ul>	2019-2021	C
<ul style="list-style-type: none"> <li>Sandholm Park-on the west side, clear scrub under the oaks and replace with more attractive, oak friendly plantings. On the East side, work with contracted landscape architect to enhance the park as to design and site improvements.</li> </ul>	2021-2023	PC
<ul style="list-style-type: none"> <li>Island Park - define the two large annual planting beds by adding stone edging, make the beds mirror images, amend soil, add irrigation and restore turf.</li> </ul>	2021-2023	PC
<ul style="list-style-type: none"> <li>Island Park - shoreline restoration on the south eastern corner to ensure long life of the river bank.</li> </ul>	2022-2023	
<ul style="list-style-type: none"> <li>Old Mill Park - landscape improvements to two areas. The first would be the plantings by the gazebo, the second being the area nearest the bridge boat launch. Flowers being the emphasis.</li> </ul>	2021-2023	
<ul style="list-style-type: none"> <li>Replace the heavily degraded and worn out landscaping in front of the Wheeler maintenance shop.</li> </ul>	2021-2023	
<ul style="list-style-type: none"> <li>Hawks Hollow Playground updates -- research possibilities of; a new nature based play feature preferable made of natural materials and made in house, improvements to the mud art wall, replace/renew the stump jumping features.</li> </ul>	2021-2023	
<ul style="list-style-type: none"> <li>Peck Farm - Prairie restoration continues. Removal of woody invasive growth on the east side. Poison hemlock control. Cattail removal/control from the west side pond.</li> </ul>	2021-2023	
<ul style="list-style-type: none"> <li>Esping Park - Investigate reinstalling the drinking fountain removed from Garden Club Park. This fountain has the needed hose bib to get water to the ball field as needed.</li> </ul>	2021-2023	
<b>LONG-TERM</b>		
<ul style="list-style-type: none"> <li>Complete a tree audit system to account for new plantings, maintenance &amp; removals, as well as the location of all memorials.</li> </ul>	2015-2023	PC
<ul style="list-style-type: none"> <li>Develop Peterson property.</li> </ul>	2018-2025	
<ul style="list-style-type: none"> <li>Exercise stations/adult playground at parks or fitness centers.</li> </ul>	2020-2025	
<ul style="list-style-type: none"> <li>Bring all parks up to recommendations concerning ADA accessibility.</li> </ul>	2021-2025	PC
<ul style="list-style-type: none"> <li>Construct pickleball courts @ at to be determined.</li> </ul>	2020-2023	
<ul style="list-style-type: none"> <li>Final plan for Bennett North property.</li> </ul>	2018-2023	
<ul style="list-style-type: none"> <li>Restore Bennett North Property.</li> </ul>	2015-2023	PC
<ul style="list-style-type: none"> <li>Work with UP on retaining wall between south access road at Island Park and railroad property.</li> </ul>	2015-2023	PC

**RECREATION /  
FACILITIES**

**SHORT-TERM**

· Prepare sign audit and replacement at Stone Creek Miniature Golf.	2020-2023	
· Old Mill Park - develop and implement a plan to bolster the eroding embankment along the FRT.	2021-2023	
· Mill Creek Community Park - investigate possibilities and costs to bring water to the site for ball fields, drinking fountain etc.	2021-2023	
· Wheeler Shop -install exhaust fan for welding, vehicle and equipment exhaust.	2021-2023	
· Wheeler Park Recreational Support Facility (Mini Golf Hut).	2019-2023	PC
<b>LONG-TERM</b>		
· Update Sunset Pool locker rooms.(Floors being done 2021).	2021-2023	

Geneva Park District	Annual Goals and Objectives
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**Goal #4** The Geneva Park District will provide creative programs and facilities to meet the needs of its residents per the surveys, Master Plan and other research tools.

DEPARTMENT	OBJECTIVES	YEAR	STATUS
<b>ADMINISTRATION/ FINANCE</b>	<b>SHORT-TERM</b>		
	· Utilize widely used email/text messaging as a communication link with program participants.	2018-2023	PC
	· Investigate cost of new phone system.	2021-2023	
	<b>LONG-TERM</b>		
	· N/A		
<b>RECREATION</b>	<b>SHORT-TERM</b>		
	· Increase search engine optimization for all facilities.	2020-2023	PC
	· Eliminate AOA variety programming and re-brand to be inclusive of all adults. Adult Variety Programming - Senior Trips separate.	2018-2021	C
	· Complete gap analysis for program space to capitalize on unused program space.	2021-2023	
	· Increase programming and camp participation at Peck Farm Park to increase revenue by 10% per year.	2016-2023	C/Ongoing
	· Offer Full day camp option @ Peck Farm.	2021-2023	C/Ongoing
	· Offer outdoor pickleball league.	2020-2023	Inc
	· Increase birthday party revenue at all facilities.	2020-2023	Inc
	· Increase opportunities beyond affiliates with special interest groups & private sector organizations.	2020-2023	PC
	· Analyze program cost recovery data and recommend 1-5 year pricing structure.	2021-2023	
	· Expansion of STEAM Programs.	2021-2023	
	· Expand upon E-Sport Offerings.	2021-2023	
		<b>LONG-TERM</b>	
	· N/A		
<b>FACILITIES</b>	<b>SHORT-TERM</b>		
	· Complete District wide community survey.	2020-2024	
	· Expansion of girls sports leagues and/or "Travel".	2017-2023	PC
	· Complete renovation plan for Skate Park.	2020-2023	
	· Develop additional pandemic guidelines to continue offering all programs, events and facility usage.	2020-2023	C/Ongoing
	<b>LONG-TERM</b>		

	· Complete 10 year Master Plan.	2023-2024	
<b>PARKS</b>	<b>SHORT-TERM</b>		
	· Develop Oak Savannah at Peck North.	2020-2023	PC/Ongoing
	· Develop a plan for ongoing horticultural volunteer opportunities along the river front parks by way of a greenhouse volunteer program. Volunteers would receive greenhouse space in return for continuing volunteer work maintaining beds along the river.	2021-2023	
	· Acorn collection/planting with a spring giveaway.	2020-2023	

Geneva Park District	Annual Goals and Objectives
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**Goal #5** The Geneva Park District will continue cooperative efforts with other governmental agencies and local service organizations to build strategic alliances. Functioning as a best management organization requires strong partnerships as a way of developing value for the taxpayers.

DEPARTMENT	OBJECTIVES	YEAR	STATUS
<b>ADMINISTRATION-FINANCE</b>	<b>SHORT-TERM</b>		
	· N/A		
	<b>LONG-TERM</b>		
	· N/A		
<b>PARKS</b>	<b>SHORT-TERM</b>		
	· Chainsaw Training.	2020-2023	C/Ongoing
	· Work with Garden Club on re-design of park.	2019-2023	PC
	· Burn Training.	2020-2023	C/Ongoing
	<b>LONG-TERM</b>		
	· Promote cooperative training with other "like" agencies.	2019-2023	C/Ongoing
	· Research cooperative use of equipment between "like" agencies.	2019-2023	PC/Ongoing
<b>RECREATION</b>	<b>SHORT-TERM</b>		
	· Develop partnerships with private businesses to increase participation and awareness.	2020-2023	C/Ongoing
	· Increase presence/awareness at community wide events.	2020-2023	C/Ongoing
	· Develop new safety protocols for KZ in conjunction w/School District and Police.	2021-2023	
	<b>LONG-TERM</b>		
	· N/A		

Geneva Park District	Annual Goals and Objectives
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**Goal #6** The Geneva Park District will continue to meet population growth demands by hiring additional personnel as needed, by retaining competent present personnel, and by training new personnel accordingly. The District is an equal opportunity employer and provides equal employment opportunities to all qualified persons. We will assure that the workplace culture for our employees fosters professional growth and assures an overall positive working atmosphere. We will dedicate ourselves toward enhanced use of technology by making improvements to the communications network, when necessary.



DEPARTMENT	OBJECTIVES	YEAR	STATUS
<b>ADMINISTRATION-FINANCE</b>	<b>SHORT-TERM</b>		
	· Continue training and promoting a strong work place culture including inter-department interactions.	2020-2023	C/Ongoing
	· Provide full-time employees wellness training in managing COVID-19 related stress in the workplace and personal lives.	2020-2023	C/Ongoing
	· Address staffing shortages. Provide mitigation strategies to offer options to address shortages in FT and PT positions.	2022-2023	
	<b>LONG-TERM</b>		
	· Natural Resource Permanent Part-Time Position.	2020-2023	
<b>PARKS</b>	<b>SHORT-TERM</b>		
	· Dedicate a Parks Maint. I to Trades during the April 15-Sept 15 time period.	2020-2023	
	· Dedicate a PMI to assist the ball fields PMII during the March 15th thru May 30th and August 15th thru November 1st period.	2021-2023	
	· Investigate flexible work options including 4-10 hour days for certain parks positions at certain times of the year.	2021-2023	
	· Investigate a phone app for playground safety inspection record keeping.	2019-2023	
	<b>LONG-TERM</b>		
	· Research GIS planning intern.	2020-2023	
<b>RECREATION</b>	<b>SHORT-TERM</b>		
	· Continue to implement ID Badges for all GPD employees.	2019-2023	PC/O
	· Complete and implement intern program.	2019-2021	C
	· Evaluate marketing personnel goals.	2021-2023	
	<b>LONG-TERM</b>		
	· Research reorganization of Recreation Department to include Assistant Superintendent position.	2020-2021	C
<b>FACILITIES</b>	<b>SHORT-TERM</b>		
	· N/A		
	<b>LONG-TERM</b>		
	· N/A		

Geneva Park District	Annual Goals and Objectives
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**Goal #7** The Geneva Park District offers educational programs, classes and stewardship opportunities that increase environmental literacy of residents and will adopt environmentally friendly business practices that are fiscally responsible to conserve resources, educate the community and provide best practices in resource management.

DEPARTMENT	OBJECTIVES	YEAR	STATUS
<b>ADMINISTRATION-FINANCE</b>	<b>SHORT-TERM</b>		
	· Implement paperless employee packets. Need to purchase software if objective is to remain.	2023-2024	
<b>PARKS</b>	<b>SHORT-TERM</b>		
	· Develop a Seven Year Tree Pruning Rotation for all overstory trees and implement.	2021-2028	PC

• Develop a turf fertilizer and weed control program that addresses our athletic fields and high visibility parks.	2021-2023	PC
• Institute a compost topdressing program at Wheeler park. To be moved to athletic fields as resources allow.	2021-2023	PC
• New vehicles and equipment with idle shutdown.	2020-2023	C/Ongoing
• Implement a composting demonstration at Community Garden.	2017-2023	PC
• Increase volunteer opportunities as it relates to conservation & environmental opportunities and increase volunteer recognition.	2020-2023	

**LONG-TERM**

• Replace ballfield lights with upgrade to better automation and reduced energy. (Automated @ Peck, now Bob Cox Field)	2019-2023	PC
• Research solar energy for summer pool operations.	2020-2023	PC
• Install motion activated light sensors in shops.	2020-2023	PC
• Solar Power off grid lighting research.	2020-2023	
• Research low voltage office lighting & solar power.	2020-2023	

**RECREATION**

**LONG-TERM**

• Petersen Property - determine the educational/environmental use of the property befitting it's agricultural/natural area surrounds.	2021-2024	
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Geneva Park District Annual Goals and Objectives

**Goal #8** The Geneva Park District will strive to strengthen and maintain fiscal health and stability. Availability of funding and overall good financial health is a prerequisite for carrying out some of the goals and objectives of the District.

DEPARTMENT	OBJECTIVES	YEAR	STATUS
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**ADMINISTRATION/FI SHORT-TERM**

• Fuel Monitoring System for fleet vehicles.	2020-2022	
• Implement IL minimum wage law beginning Jan 1, 2020 thru Jan 1, 2025. Analyze budgetary impact of increased minimum wage rates and wage compression.	2020-2025	PC
• Provide cost recovery training to employees to ensure proper financial management of programs.	2022-2023	
• Conduct salary survey of all full-time employees to ensure alignment with market rates and compliance with exempt employee legislation, and minimum wage.	2020-2023	C/Ongoing
• Monitor and report financial impact of COVID-19 on budget.	2020-2023	C/Ongoing
• Apply for COVID-19 grant relief where available.	2020-2023	C/Ongoing

**PARKS**

**SHORT-TERM**

• Weigh the options on providing EV charging stations as it relates to the costs of accepting credit cards vs. limiting use/no charge.	2021-2023	
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**LONG-TERM**

• N/A		
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# Ongoing Goals & Objectives

Geneva Park District	Annual Goals and Objectives
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**Goal #1** The Geneva Park District will provide a safe environment at all programs, properties, and facilities.

DEPARTMENT	OBJECTIVES	YEAR	STATUS
<b>ADMINISTRATION</b>	<b>ONGOING</b>		
	<ul style="list-style-type: none"> <li>Update all staff on current CPR/AED standards.</li> </ul>	2022-2023	Ongoing
	<ul style="list-style-type: none"> <li>Maintain annual files in conjunction with the PDRMA loss review.</li> </ul>	2020-2023	Ongoing
<b>PARKS</b>	<ul style="list-style-type: none"> <li>Complete required annual PDRMA trainings and develop required policies as recommended.</li> <li>Seasonal refresher courses for training and current procedures.</li> <li>Complete defensive driving training every other year for all staff driving Park District vehicles that includes seasonal staff and follow up with winter weather conditions.</li> <li>Continue to educate and certify certain full-time Parks Dept. employees concerning playground inspections, reports and maintenance.</li> <li>Set facility &amp; park inspection schedule and adhere to it throughout the year to ensure that all facilities and parks are inspected appropriately with documentation.</li> <li>Pre &amp; Post Project Awareness Training.</li> <li>Include 1-3 safety trainings @ each full-time staff meeting.</li> <li>Attend additional prescribed burn training as necessary.</li> <li>Continue to educate parks staff in tree, turf and natural area maintenance.</li> <li>Plant more diverse trees to replace trees removed.</li> <li>Active Shooter Training.</li> </ul>	2022-2023	Ongoing
		2022-2023	Ongoing
		2022-2023	Ongoing
		2022-2023	Ongoing
		2022-2023	Ongoing
		2022-2023	Ongoing
		2022-2023	Ongoing
		2022-2023	Ongoing
		2020-2025	Ongoing
		2022-2023	Ongoing
<b>RECREATION</b>	<b>ONGOING</b>		
	<ul style="list-style-type: none"> <li>Perform and document spring storm drills, fall fire drills and annual intruder training at Kids' Zone, SPRC, GCC, PFP, Playhouse 38 and Friendship Station.</li> </ul>	2022-2023	Ongoing
	<ul style="list-style-type: none"> <li>Provide Board with bi-annual Safety Committee Reports.</li> </ul>	2022-2023	Ongoing
	<ul style="list-style-type: none"> <li>Continue to increase safety awareness among full-time staff and instructors by increased training and communication at meetings in addition to biannual full-time staff meetings.</li> </ul>	2022-2023	Ongoing
	<ul style="list-style-type: none"> <li>Maintain an efficient checklist to make sure all staff and volunteers have updated applicable certifications for First Aid, CPR and Coaches training as well as a completed background check.</li> </ul>	2022-2023	Ongoing

	<ul style="list-style-type: none"> <li>Continued safety precautions as outlined by the CDC and IDPH as it relates to COVID.</li> </ul>	2021-2023	Ongoing
<b>FACILITIES</b>	<b>ONGOING</b>		
	<ul style="list-style-type: none"> <li>Implement emergency response training at Park District facilities, Kids' Zone &amp; Preschool.</li> </ul>	2022-2023	Ongoing
	<ul style="list-style-type: none"> <li>Train and implement winter ice control process including pre-treatment.</li> </ul>	2022-2023	Ongoing
	<ul style="list-style-type: none"> <li>Continue Confined Space Training.</li> </ul>	2022-2023	Ongoing

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**Goal #2** The District will attempt to construct new facilities and acquire additional open space for new park sites and facilities to meet the needs of District residents.

DEPARTMENT	OBJECTIVES	YEAR	STATUS
<b>PARKS</b>	<b>ONGOING</b>		
	<ul style="list-style-type: none"> <li>N/A</li> </ul>		
<b>RECREATION-FACILITIES</b>	<b>ONGOING</b>		
	<ul style="list-style-type: none"> <li>Continue to accept donated parcels of land as they fit into overall park, land and open space footprint.</li> </ul>	2022-2023	Ongoing
	<ul style="list-style-type: none"> <li>Continue to investigate opportunities to acquire open space for passive and active recreation.</li> </ul>	2022-2023	Ongoing
	<ul style="list-style-type: none"> <li>Construct additional bike/pedestrian trails per City of Geneva Strategic Plan &amp; GPD Master Plan.</li> </ul>	2022-2023	Ongoing
	<ul style="list-style-type: none"> <li>Update and renovate soccer fields.</li> </ul>	2022-2023	Ongoing
	<ul style="list-style-type: none"> <li>Update and renovate baseball fields.</li> </ul>	2022-2023	Ongoing
	<ul style="list-style-type: none"> <li>Update and renovate football fields.</li> </ul>	2022-2023	Ongoing
	<ul style="list-style-type: none"> <li>Update and renovate lacrosse fields.</li> </ul>	2022-2023	Ongoing

Geneva Park District	Annual Goals and Objectives
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**Goal #3** The District will provide and maintain a quality system of existing parks and facilities by updating and improving each site per the most recent Community Survey and Master Plan.

DEPARTMENT	OBJECTIVES	YEAR	STATUS
<b>PARKS</b>	<b>ONGOING</b>		
	<ul style="list-style-type: none"> <li>Resurface Fox River Trail or portions thereof as necessary.</li> </ul>	2022-2023	Ongoing
	<ul style="list-style-type: none"> <li>Investigate use of sustainable methods of technology for buildings &amp; facilities (ie wind power, solar panels, green roofing, etc).</li> </ul>	2021-2025	Ongoing
	<ul style="list-style-type: none"> <li>Remove and replace ash trees and other compromised trees and plants with native and Illinois hardy species.</li> </ul>	2022-2023	Ongoing

	<ul style="list-style-type: none"> <li>Implement a natural area work plan inventory to gauge progress and implement maintenance and procedures to promote healthy sustainable landscapes.</li> </ul>	2022-2023	Ongoing
	<ul style="list-style-type: none"> <li>Continue development of prairie at River Park and other natural areas throughout district.</li> </ul>	2022-2023	Ongoing
	<ul style="list-style-type: none"> <li>Invasive removal at Peck South, including area around silo and orientation barn.</li> </ul>	2022-2023	Ongoing
	<ul style="list-style-type: none"> <li>Plant and maintain Oak Savannah at Peck North.</li> </ul>	2020-2023	Ongoing
<b>RECREATION / FACILITIES</b>	<b>ONGOING</b>		
	<ul style="list-style-type: none"> <li>Seal surface at all Park District tennis courts and basketball courts as needed.</li> </ul>	2022-2023	Ongoing
	<ul style="list-style-type: none"> <li>Implement a 2-3 year rotation of baseball field laser grading.</li> </ul>	2022-2023	Ongoing
	<ul style="list-style-type: none"> <li>Make annual/improvements to ballfields.</li> </ul>	2022-2023	Ongoing
	<ul style="list-style-type: none"> <li>Make annual improvements to the Links Disc Golf Course.</li> </ul>	2022-2023	Ongoing
	<ul style="list-style-type: none"> <li>Evaluate all roofing systems and create preventative maintenance and replacement plans.</li> </ul>	2022-2023	Ongoing

Geneva Park District	Annual Goals and Objectives
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**Goal #4** The Geneva Park District will provide creative programs and facilities to meet the needs of its residents per the surveys, Master Plan and other research tools.

DEPARTMENT	OBJECTIVES	YEAR	STATUS
<b>ADMINISTRATION</b>	<b>ONGOING</b>		
<b>FINANCE</b>	<ul style="list-style-type: none"> <li>Investigate the addition of social networking sites and other internet options to screen potential employees.</li> </ul>	2022-2023	Ongoing
	<ul style="list-style-type: none"> <li>Increase "wellness" focused programs.</li> </ul>	2022-2023	Ongoing
	<ul style="list-style-type: none"> <li>Review programs and the registration process for possible updates and computer technology upgrades.</li> </ul>	2019-2023	Ongoing
<b>RECREATION</b>	<b>ONGOING</b>		
	<ul style="list-style-type: none"> <li>Increase overall benefits &amp; awareness of facilities &amp; trails per Community Survey results.</li> </ul>	2022-2023	Ongoing
	<ul style="list-style-type: none"> <li>Expand program offerings with a focus on evenings and weekends for working parents.</li> </ul>	2022-2023	Ongoing
	<ul style="list-style-type: none"> <li>Increase special interest programming for adults per Community Survey results.</li> </ul>	2022-2023	Ongoing
	<ul style="list-style-type: none"> <li>Increase tumbling and beginning gymnastics participation.</li> </ul>	2022-2023	Ongoing
	<ul style="list-style-type: none"> <li>Continue to communicate with parents and increase participant satisfaction of swim lesson programs.</li> </ul>	2022-2023	Ongoing
	<ul style="list-style-type: none"> <li>Expand Kids' Zone.</li> </ul>	2022-2023	Inc(COVID) Ongoing
	<ul style="list-style-type: none"> <li>Consider preschool before/after care.</li> </ul>	2022-2023	Ongoing
	<ul style="list-style-type: none"> <li>Continue growth of all athletic leagues.</li> </ul>	2022-2023	Ongoing

	<ul style="list-style-type: none"> <li>Expand Toddler and Youth programs.</li> <li>Increase marketing efforts for general programs.</li> <li>Continue to implement pricing program matrix for select programs and facilities.</li> <li>Increase customer satisfaction with times programs are offered per Community Survey results.</li> </ul>	2022-2023	Ongoing
		2022-2023	Ongoing
		2022-2023	Ongoing
		2022-2023	Ongoing
		2022-2023	P/C-Ongoing
		2022-2023	Ongoing
		2022-2023	Ongoing
		2022-2023	Ongoing
		2022-2023	Ongoing
		2022-2023	Ongoing
<b>FACILITIES</b>	<b>ONGOING</b>		
	<ul style="list-style-type: none"> <li>Work to maximize program space utilizing all facilities including Parks &amp; Peck Farm.</li> <li>Continue to implement retention programs at SRFC &amp; SPRC, along with marketing campaigns.</li> <li>Continue growth in small group fitness programs, and personal training.</li> <li>Increase marketing efforts for all seasonal facilities.</li> </ul>	2022-2023	Ongoing
		2022-2023	Ongoing
		2022-2023	Ongoing
		2022-2023	Ongoing
		2022-2023	Ongoing
		2022-2023	Ongoing
		2022-2023	Ongoing
	<ul style="list-style-type: none"> <li>Increase focus and marketing on corporate memberships.</li> <li>Increase participation at special events.</li> <li>Increase special events at pools.</li> </ul>	2022-2023	Ongoing
		2022-2023	Ongoing
<b>PARKS</b>	<b>ONGOING</b>		
	<ul style="list-style-type: none"> <li>N/A</li> </ul>		

Geneva Park District	Annual Goals and Objectives
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**Goal #5** The Geneva Park District will continue cooperative efforts with other governmental agencies and local service organizations to build strategic alliances. Functioning as a best management organization requires strong partnerships as a way of developing value for the taxpayers.

DEPARTMENT	OBJECTIVES	YEAR	STATUS
<b>ADMINISTRATION</b>	<b>ONGOING</b>		
<b>FINANCE</b>	<ul style="list-style-type: none"> <li>Continue to work with the City of Geneva regarding the Strategic Plan Bike/Pedestrian issues. Work should be financed between City, Park District, Forest Preserve &amp; Township.</li> <li>Continue to meet with legislators to inform them of park District issues.</li> </ul>	2022-2023	Ongoing
		2022-2023	Ongoing
<b>PARKS</b>	<b>ONGOING</b>		

	• Promote cooperative training with other "like" agencies.	2022-2023	Ongoing
	• Research cooperative use of equipment between "like" agencies.	2022-2023	Ongoing
	• Research land acquisition possibilities with Forest Preserve District, City and School District.	2022-2023	Ongoing
<b>RECREATION</b>	<b>ONGOING</b>		
	• Conduct joint programs with the Library, School District, Forest Preserve and other Park Districts.	2022-2023	Ongoing
	• Continue developing the Kane County Naturalist Network with the Forest Preserve and nearby Park Districts.	2022-2023	Ongoing
	• Continue to develop and maintain positive relationships with all affiliate organizations for the purpose of advancing opportunities for youth.	2022-2023	Ongoing
	• Reviewing & updating IGAs with School District and other organizations.	2022-2023	Ongoing
	• Work with the School District, City of Geneva and the Library District to develop Intergovernmental Agreements as a way to enhance value for the taxpayers by sharing resources.	2022-2023	Ongoing
	• Continue to cooperate with the Youth Coalition to promote positive choices.	2022-2023	Ongoing
	• Work with Chamber of Commerce on events and marketing of Geneva Park District.	2022-2023	Ongoing
	• Schedule quarterly meetings with School District to review programs and facility usage.	2022-2023	Ongoing

Geneva Park District	Annual Goals and Objectives
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**Goal #6** The Geneva Park District will continue to meet population growth demands by hiring additional personnel as needed, by retaining competent present personnel, and by training new personnel accordingly. The District is an equal opportunity employer and provides equal employment opportunities to all qualified persons. We will assure that the workplace culture for our employees fosters professional growth and assures an overall positive working atmosphere. We will dedicate ourselves toward enhanced use of technology by making improvements to the communications network, when necessary.

DEPARTMENT	OBJECTIVES	YEAR	STATUS
<b>ADMINISTRATION</b>	<b>ONGOING</b>		
<b>FINANCE</b>			
	• Reduce paper in employment files by electronically storing files where possible.	2021-2025	Ongoing
	• Per law, new Board members need to complete electronic training on Open Meetings Act within 90 days of taking the Oath of Office.	2022-2023	Ongoing

	<ul style="list-style-type: none"> <li>Continue to schedule and improve the new employee orientation system whereby all employees are trained on Park District Customer Service Standards.</li> </ul>	2022-2023	Ongoing
	<ul style="list-style-type: none"> <li>Update computer system software as necessary. Continue to update and improve website.</li> </ul>	2022-2023	Ongoing
	<ul style="list-style-type: none"> <li>Assess the salaries and benefits for part-time and full-time employees.</li> </ul>	2021-2025	Ongoing
	<ul style="list-style-type: none"> <li>Encourage continuing education and training for all full time staff.</li> </ul>	2022-2023	Ongoing
	<ul style="list-style-type: none"> <li>Develop a culture of continuous improvements.</li> </ul>	2022-2023	Ongoing
<b>PARKS</b>	<b>ONGOING</b>		
	<ul style="list-style-type: none"> <li>Continue volunteer program for Peck Farm to operate butterfly house, assist with programs &amp; operations.</li> </ul>	2022-2023	Ongoing
	<ul style="list-style-type: none"> <li>Expand volunteer program to include assistance with Natural Areas management.</li> </ul>	2022-2023	Ongoing
	<ul style="list-style-type: none"> <li>Hold staff training and communication meetings at least twice per year.</li> </ul>	2022-2023	Ongoing
	<ul style="list-style-type: none"> <li>Continue to research new ideas for park maintenance and equipment to improve efficiencies.</li> </ul>	2022-2023	Ongoing
<b>RECREATION</b>	<b>ONGOING</b>		
	<ul style="list-style-type: none"> <li>Continue to implement ID Badges for all GPD employees.</li> </ul>	2021-2023	PC/O
	<ul style="list-style-type: none"> <li>Continue Culture Committee to improve work place culture.</li> </ul>	2022-2023	Ongoing
	<ul style="list-style-type: none"> <li>Implement service quality task force standards and procedures to achieve service quality goals based on Community Survey Results.</li> </ul>	2022-2023	Ongoing
	<ul style="list-style-type: none"> <li>Continue offering staff educational opportunities.</li> </ul>	2022-2023	Ongoing
<b>FACILITIES</b>	<b>ONGOING</b>		
	<ul style="list-style-type: none"> <li>Cross-train front office staff at both facilities.</li> </ul>	2022-2023	Ongoing
	<ul style="list-style-type: none"> <li>Continue training fitness center staff so they fully understand equipment, operations and safety measures.</li> </ul>	2022-2023	Ongoing
	<ul style="list-style-type: none"> <li>Hold staff training meetings for seasonal staff 2-3 times per season.</li> </ul>	2022-2023	Ongoing
	<ul style="list-style-type: none"> <li>Evaluate all staff including seasonal, at least annually.</li> </ul>	2022-2023	Ongoing
	<ul style="list-style-type: none"> <li>Continue to develop and implement fitness facility training program.</li> </ul>	2022-2023	Ongoing
	<ul style="list-style-type: none"> <li>Prepare &amp; implement Quality Assurance Program for locker room cleanliness at pools.</li> </ul>	2022-2023	Ongoing



**Goal #7**

The Geneva Park District offers educational programs, classes and stewardship opportunities that increase environmental literacy of residents and will adopt environmentally friendly business practices that are fiscally responsible to conserve resources, educate the community and provide best practices in resource management.

DEPARTMENT	OBJECTIVES	YEAR	STATUS
<b>PARKS</b>	<b>ONGOING</b>		
	· Develop and implement plan for paperless office.	2022-2023	Ongoing
	· Actively seek and implement ways to conserve and protect water and soil, enhance air quality, limit the production and release of damaging pollutants, and protect wildlife.	2022-2023	Ongoing
	· Office Green Initiatives: Reduce waste production, reuse and recycle materials from facility and park operations, and handle hazardous and all other wastes according to lawful and safe procedures.	2022-2023	Ongoing
	· Actively seek and implement ways to conserve energy resources and investigate methods of applying alternative energy technologies. (LED Lights)	2022-2023	Ongoing
	· Purchase products for use in facility & park operations, to minimize negative environmental impacts, taking into consideration the effects of product production, use, storage and disposal.	2022-2023	Ongoing
	· Protect & restore indigenous natural communities such as grass lands, woodlands/wetlands and promote the reclamation, acquisition, preservation & management of other open space areas, including river corridors, greenways & trails.	2022-2023	Ongoing
	· Acquire electric vehicles and equipment as opportunities present.	2022-2023	Ongoing
	· Attend training on pesticide/herbicide reduction.	2022-2023	Ongoing
	· Continued LED replacements.	2022-2023	Ongoing
	· Provide education and interpretative opportunities for staff and public to increase appreciation for the natural world & promote environmentally conscious lifestyles, emphasizing selective consumption & low-impact resource use.	2022-2023	Ongoing
	· Continue to recycle paper, plastic and metals using waste hauler or scrap metal recyclers.	2022-2023	Ongoing
	· Use LEED guidelines when fiscally prudent in the construct of new facilities.	2022-2023	Ongoing
	· Implement Natural Areas Management Plan to establish long term goals.	2022-2023	Ongoing
	· Burn natural areas 1/3 each burn season, weather permitting.	2022-2023	Ongoing
	· Enforce "No idling" policy.	2022-2023	Ongoing
· Provide programs/training regarding changes to recycling standards.	2019-2023	Ongoing	

**Goal #8**                      The Geneva Park District will strive to strengthen and maintain fiscal health and stability. Availability of funding and overall good financial health is a prerequisite for carrying out some of the goals and objectives of the District.

DEPARTMENT	OBJECTIVES	YEAR	STATUS
<b>ADMINISTRATION</b>	<b>ONGOING</b>		
<b>FINANCE</b>	<ul style="list-style-type: none"> <li>. Review Full &amp; Part time salaries based on minimum wage &amp; Exempt Employee Legislation.</li> <li>. Develop multi-year operating budget as a tool for future financial planning.</li> <li>. Continue to implement formal pricing strategy and guidelines for all District programs and operations.</li> <li>. Provide financial education to the board and public so as to provide a better understanding of the District’s financial position and its relations to other micro-economic conditions.</li> <li>. Provide monthly Investment Reports to the Board at the Regular Board Meeting.</li> <li>. Provide monthly Revenue &amp; Expenditure reports to the Board at the Regular Board Meeting.</li> <li>. Ensure safety of District’s cash and investments while maximizing rate of return on investments. Return on investment is of secondary importance compared to the safety of investments.</li> <li>. Ensure annual tax levy includes new growth and inflationary increases to meet additional demand and maintain existing levels of services.</li> <li>. Issue biennial Limited General Obligation Bonds to fund the District's Capital Improvement Plan. Consider purchase of bonds to provide savings in bond issuance costs and generate investment income revenue.</li> <li>. Reduce dependence on Real Estate taxes by further diversifying revenue streams, reducing expenditures and/or introducing cost efficiencies where possible.</li> <li>. Maintain or improve District’s credit rating.</li> <li>. Maintain Fund Balance Policy on an annual basis.</li> <li>. Maintain our Certificate of Achievement Award from GFOA demonstrating transparency and full disclosure in the District’s financial statements.</li> <li>. Conduct quarterly departmental revenue/expense meetings to evaluate and control budget.</li> </ul>	<p>2022-2023</p> <p>2021-2025</p> <p>2022-2023</p> <p>2022-2023</p> <p>2022-2023</p> <p>2022-2023</p> <p>2022-2023</p> <p>2022-2023</p> <p>2022-2023</p> <p>2022-2023</p> <p>2022-2023</p> <p>2022-2023</p> <p>2022-2023</p> <p>2022-2023</p> <p>2022-2023</p> <p>2022-2023</p> <p>2022-2023</p> <p>2022-2023</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>