

Short/Long Range Goals & Objectives

Geneva Park District - Goals and Objectives

Short terms goals are designed to be completed within one year. Long term goals are designed to be completed within 2-5 years, but can fluctuate based on budget.

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

DEPARTMENT	OBJECTIVES
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ADMINISTRATION	SHORT-TERM
	<ul style="list-style-type: none"> · Implement additional active threat management protocols. · Achieve a higher than average rating on PDRMA's Risk Management Review - ERMF. · Implement internal safety audit twice a year based on PDRMA review criteria. · Add an e-bike policy which covers scooters and electric bikes. · Add a first amendment policy which clearly defines locations/process.
	LONG-TERM
	<ul style="list-style-type: none"> · Improve security camera systems at indoor facilities, including picture resolution & data storage. · Implement new ADA transition strategies to obtain reasonable compliance for all facilities, parks, and services.

PARKS	SHORT-TERM
	<ul style="list-style-type: none"> · Ensure that park inspections are completed and acted upon twice a year, ballfields are inspected three times a year, and playground and building inspections are completed monthly. · Training in aerial lift use. · Ensure and document all vehicles are regularly inspected by staff (monthly) & fleet staff (3x/year). · Ensure that all vehicles not currently equipped with back up cameras are retrofitted with them. · Trail counter installed at Island Park to obtain monthly usage data for grant opportunities.
	LONG-TERM
	<ul style="list-style-type: none"> · Add e-bike and scooter signage along trails in accordance with policy. · Continue the planning for the eventual replacement of the Island Park south bridge. · Repair retaining wall at Island Park once a safe access route is created.

RECREATION	SHORT-TERM
	<ul style="list-style-type: none"> · Update Active Threat Training, including satellite facilities and the before and after school program. · Customize facility inspection checklist for preventative maintenance. · Add shade opportunities when available throughout the district, including Mill Creek & Sunset Pools. · Label all exterior facility doors with numbers in line with police/fire department recommendations. · Review facility readiness and signage for unannounced first amendment audits. · Develop an emergency response plan for large unannounced gatherings at Park District facilities and parks. · Ensure the new Emergency Response Plan for large unannounced gatherings at aquatic facilities are included in staff trainings.
	LONG-TERM
	<ul style="list-style-type: none"> · Research feasibility of installing crash bars on fences at pools.

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

DEPARTMENT	OBJECTIVES
PARKS	SHORT-TERM
	<ul style="list-style-type: none"> · Develop a long-range plan for the addition of amenities at Sandholm Park West. · Actively assist to ensure the timely implementation of the Winding Creek Park development/OSLAD Grant. · Research and identify locations for additional ballfields if warranted. · Investigate possibilities for acquisition of land parcel north of and adjoining Old Mill Park, and any other available land identified through the Master Plan. · Research and implement replacement of Orientation Barn and silo entrance doors. · Research Skate Park replacement/repairs, or potential re-location, if warranted.
	LONG-TERM
	<ul style="list-style-type: none"> · Research new dog friendly elements at some parks including doggie splash pad. · Research available land acquisition for future park sites.

RECREATION	SHORT-TERM
	<ul style="list-style-type: none"> · Consider purchasing soccer goals to replace organization-owned goals. · Based upon comprehensive Master Plan & future IGA agreements, determine future site of Friendship Station Preschool. · Reimagine utilization of existing ballfields fields. · Create a dedicated home field for girl's softball.
	LONG-TERM
	<ul style="list-style-type: none"> · Outdoor pool third phase expansion to include lap lanes & activities for older children. · Renovate locker rooms at Sunset and Mill Creek Pools. · Based upon comprehensive Master Plan determine future plans for the Peterson Property.

Goal #3

The Geneva Park 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
PARKS	SHORT-TERM
	<ul style="list-style-type: none"> · Implement the design phase of the exterior of the Sunset Community Center. · Work with the Garden Club to choose and install a sign for Garden Club Park. · Map all memorial trees with GIS and develop maintenance plan. · Complete park sign replacements. · Wheeler Park turf improvement - get park "greener" by cultural improvements to start growing better turf. · Island Park - shoreline restoration on the South Eastern corner to ensure long life of the river bank. · Install exhaust fan for welding, vehicle, and equipment exhaust at the Wheeler Maintenance Shop. · Peck Farm - Prairie restoration continues. Removal of woody invasive growth on the East side, poison hemlock control, and cattail removal/control from the West side pond. · Improve landscape design at SPRC entrance.
	LONG-TERM
	<ul style="list-style-type: none"> · Complete a tree inventory to account for new plantings, maintenance & removals, as well as the location of all memorials. · Develop Peterson Property based on community feedback.

- Bring all parks up to recommendations concerning ADA accessibility, as they experience replacement/repairs.

RECREATION

SHORT-TERM

- Renovate HSS and WAS ballfields to better serve softball.
- Repaint Mill Creek kiddie pool.
- Replace windows at Sunset Community Center.
- Completed painting the outside of the Sunset Community Center.
- Budget and plan to replace floor in fitness center at Sunset Community Center.
- Budget and plan to replace carpet in locker rooms at Sunset Community Center.
- Determine need to replace or repair partition wall in room 107/108.
- Budget and plan to replace washer and dryers at both BestLife Fitness Centers.
- Research reimagining of Discovery Room at Peck Farm Park, with grant opportunities.
- Complete joint repairs in main pool at Sunset Pool.
- Replace speakers on pool deck at Sunset Pool.
- Consider new uses of volleyball courts at Sunset Pool to include passive opportunities.

LONG-TERM

- Develop multi-year capital improvement plans for Sunset Community Center and SPRC, inline with the Master Plan.

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

ADMINISTRATION

SHORT-TERM

- Evaluate the addition of adding software that will assist in completing the Distinguished Agency process.
- Complete Comprehensive and Strategic Plan.

LONG-TERM

- Complete 10 year Master Plan, and implement future plans based on the results.

PARKS

SHORT-TERM

- Develop a plan for ongoing horticultural volunteer opportunities along the riverfront parks by way of a greenhouse volunteer program. Volunteers would receive greenhouse space in return for continuing volunteer work maintaining beds along the river.

LONG-TERM

- Maintain prairie and oak savannah at Peck Farm.

RECREATION

SHORT-TERM

- Complete age analysis of program offerings to ensure balance.
- Review current program participant survey process and implement process to report on results.
- Complete gap analysis for program space to capitalize on unused program space.
- Consider offering full-day camp option at Peck Farm Park.
- Implement Prairie Play School afternoon sessions.
- Increase birthday party revenue at all facilities.
- Expansion of STEAM programs.
- Evaluate and offer programming on nights and weekends for working families.
- Expansion of adult programs including athletics, fitness and additional recreational opportunities.

- Expand utilization of Playhouse 38 beyond Cultural Arts to other departments to increase usage and awareness.
- Expand aqua fitness programming opportunities.
- Redesign the Park District website to align with modern design trends and technology, delivering an improved, mobile-responsive user experience.

LONG-TERM

- N/A

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
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ADMINISTRATION

SHORT-TERM

- N/A

LONG-TERM

- Compliance with efficiency report requirements required by Illinois law once every decennial (2034).

PARKS

SHORT-TERM

- Chainsaw training & additional shared interests with the Kane County Forest Preserve.
- Maintain Garden Club Park and foster cooperative efforts in growing plants and maintaining gardens.
- Burn training with DuPage County Forest Preserve.

LONG-TERM

- Promote cooperative training with other "like" agencies i.e. Kane County Forest Preserve and neighboring park districts.
- Research cooperative use of equipment between "like" agencies i.e. Kane County Forest Preserve and neighboring park districts.

RECREATION

SHORT-TERM

- Develop partnerships with private businesses to increase participation and awareness.
- Continue to evaluate safety protocols for KZ in conjunction with School District and Police.
- Increase cooperative trainings with the Geneva Fire Department.
- Co-op Summer Camp program with the Geneva Police and Fire Departments.
- Review safety protocols with Geneva Police for large unannounced gatherings at aquatic facilities.
- Diversify local business BestLife Fitness partners with membership campaigns.
- Drive new corporate memberships at BestLife Fitness through local municipalities and businesses.

LONG-TERM

- N/A

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
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ADMINISTRATION	SHORT-TERM
	<ul style="list-style-type: none"> · Continue training and promoting a strong work place culture including inter-department interactions. · Review tuition reimbursement policy to better define benefits/limits and goals of benefit offering. · Evaluate a new occupational therapy provider to provide pre-employment tests. · Track non-taxable tips and OT legal changes in 2025 from OBBBA (One Big Beautiful Bill Act) to include in 2026 W2's. · Hire a part-time grant writer. · Assess hierarchy and job descriptions and recommend any necessary changes/updates. · Provide full-time employees wellness training in managing stress in the workplace and personal lives. · Update and improve on-boarding program for staff. · Explore tracking employee certifications, including CPR/First Aid in Paycom system. · Continue to have speakers at FT staff meetings to promote wellness; promote PDRMA wellness training webinars and PATH.

LONG-TERM

- Based on the Strategic Plan, implement staff culture initiatives for an improved work environment.

PARKS	SHORT-TERM
	<ul style="list-style-type: none"> · Investigate flexible work options based upon mutual benefit to District and employee. · Investigate an alternative software for playground safety inspection record keeping. · Assure all Parks staff have job specific training and certifications necessary to ensure safe environments throughout the District.

LONG-TERM

- Ensure compliance with PDRMA recommended training so as to ensure safe work practices.

RECREATION	SHORT-TERM
	<ul style="list-style-type: none"> · Support Culture Club with their identified initiatives. · Focus on fostering an inclusive, welcoming, and supporting organizational culture.

LONG-TERM

- Investigate feasibility of adding BAS for Sunset Community Center HVAC.
- Install network infrastructure for chemical controllers at Sunset Pool to communicate electronically.

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.
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DEPARTMENT	OBJECTIVES
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ADMINISTRATION	SHORT-TERM
	<ul style="list-style-type: none"> · Research the feasibility of the Elective Pay program to recover significant amounts of funds for green initiatives, including solar, EV chargers, and all-electric vehicles.

LONG-TERM

- N/A

PARKS	SHORT-TERM
	<ul style="list-style-type: none"> · Develop a turf fertilizer and weed control program that addresses our athletic fields and high visibility parks. · Addition of EV vehicles and equipment to the fleet. · Institute a compost topdressing program at Wheeler park. To be moved to athletic fields as resources allow.

LONG-TERM

- Replace ballfield lights with an upgrade for better automation and reduced energy usage.
- Maintain the seven year tree pruning rotation for all overstory trees and implement.
- Research solar energy to lower e-costs. Maintain the current solar array at Peck Farm and seek out additional opportunities for new installations.
- Continue the use of grants and other available funding to install additional public EV charging stations.
- Install motion activated light sensors in shops.

RECREATION

SHORT-TERM

- Develop beekeeping program utilizing bee hives at Community Gardens.
- Install interpretive signage relating to energy saved and produced

LONG-TERM

- Petersen Property - determine the educational/environmental use of the property befitting it's agricultural/natural area surroundings.

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
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ADMINISTRATION

SHORT-TERM

- N/A

LONG-TERM

- Collect data on bid forms to have contractors self-report whether they are eligible to be a certified vendor under M/W/V (minority-owned, woman-owned or veteran-administered) program administered by the state. Per Illinois law, this information should be published by taxing districts which indicates certain vendor diversity from all vendors and subcontractors.

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.
- Begin applying process for the ITEP grant for the replacement of the South bridge at Island Park.
- Develop an inventory of largest pool and building mechanical items and create a replacement schedule/budget.

LONG-TERM

- N/A

RECREATION

SHORT-TERM

- Analyze program cost recovery data and recommend 1-5 year pricing structure.
- Seek quotes for brochure printing annually.
- Research possibility of switching to three program guide cycle instead of four.
- Research alternative options to mailing a brochure to all resident households.
- Re-develop current sponsorship packages to better suit needs of District and potential sponsors.
- Research grant opportunities for facility and program improvements.
- Implement revised member retention strategies across both BestLife Fitness centers to capitalize on current member market.

LONG-TERM

- N/A

Ongoing Goals and Objectives

Geneva Park District - Goals and Objectives

Ongoing goals and objectives are designed to serve as a reminder to staff of continuous tasks that are oftentimes open-ended, and rollover on an annual basis.

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

DEPARTMENT	OBJECTIVES
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| ADMINISTRATION | <ul style="list-style-type: none"> · Train all staff on current CPR/AED, and First Aid standards. · Update and evaluate Active Threat Training. · Conduct Monthly Safety Meetings. · Continually evaluate emergency response plans for large unannounced gatherings. · Complete required annual PDRMA trainings and develop required policies as recommended. · Include 1-3 safety trainings at each full-time staff meeting. |
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| PARKS | <ul style="list-style-type: none"> · Seasonally timed safety training for all Parks staff. · Complete defensive driver training every other year for all staff driving Park District vehicles. · Continue to educate and certify full-time Parks Department employees concerning playground inspections, reports and maintenance. · Set facility and park inspection schedules and adhere to it throughout the year to ensure that all facilities and parks are inspected appropriately with documentation. · Attend additional prescribed burn training as necessary. · Continue to educate parks staff in tree, turf, natural area maintenance, building and staff equipment. · Train and implement winter ice control process including pre-treatment. |
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| RECREATION | <ul style="list-style-type: none"> · Perform and document spring storm drills, fall fire drills and annual Active Threat Training at Kids' Zone, SPRC, SCC, PFP, Playhouse 38 and Friendship Station. · Investigate and communicate concerns raised by the public to the Parks Department, and implement reactive measures. · Provide Board with bi-annual Safety Committee Reports. · Continue to increase safety awareness among full-time staff and instructors by increased training and communication at meetings in addition to bi-annual full-time staff meetings. · Maintain an efficient checklist to make sure all staff and volunteers have updated applicable certifications for first aid, CPR, coaches training, and completed background checks. · Implement emergency response training at Park District facilities, Kids' Zone and Preschool. · All recreation staff to be BASSET certified. |
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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
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| ADMINISTRATION | <ul style="list-style-type: none"> · Continue to accept donated parcels of land as they fit into overall park, land and open space footprint. · Research land acquisition possibilities as they become available. · Continue to investigate opportunities to acquire open space for passive and active recreation. |
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- Construct additional bike/pedestrian trails per City of Geneva Strategic Plan & GPD Master Plan.

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 & Master Plan.

DEPARTMENT	OBJECTIVES
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- PARKS**
- Resurface Fox River Trail or portions thereof as necessary.
 - Investigate use of sustainable methods of technology for buildings and facilities (i.e. wind power, solar panels, green roofing, etc.).
 - Develop procedures to increase the survivability of newly planted trees.
 - Implement a natural area work plan inventory to gauge progress and implement maintenance procedures to promote healthy sustainable landscapes.
 - Invasive removal at Peck South, including area around silo and orientation barn.
 - Maintain trees and add prairie plants at Peck North.

DEPARTMENT	OBJECTIVES
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- RECREATION**
- Seal surface at all Park District tennis courts, pickleball courts and basketball courts as needed.
 - Renovate fields with new ball mix, on a schedule.
 - Continue to hold annual shutdowns of Sunset Community Center and SPRC to perform deep cleaning and preventive maintenance.
 - Make annual improvements to all athletic fields.
 - Make annual improvements to the Links Disc Golf Course.

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
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- ADMINISTRATION**
- Increase "wellness" focused programs.
 - Review programs and the registration process for possible updates and computer technology upgrades.

DEPARTMENT	OBJECTIVES
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- RECREATION**
- Increase overall awareness of benefits of facilities and trails.
 - Expand program offerings with a focus on evenings and weekends for working parents.
 - Increase special interest programming for adults.
 - Increase tumbling and beginner gymnastics participation.
 - Continue to communicate with parents and increase participant satisfaction of swim lesson programs.
 - Increase opportunities beyond affiliates with special interest groups & private sector organizations.
 - Seek expansion opportunities for Kids' Zone.
 - Consider preschool before/after care.
 - Continue growth of all athletic leagues.
 - Expand Toddler and Youth programs.
 - Increase marketing efforts for general programs.
 - Continue to implement pricing guidelines and adhere to already established policies.
 - Increase customer satisfaction with times programs are offered.
 - Increase recreational opportunities for teens, and seek creative forms of feedback.
 - Expand cultural arts programs and special events.
 - Increase variety of programming at Peck Farm Park.
 - Increase fitness, health and wellness programming for all ages.

- Streamline sponsorship efforts to fully realize sponsorship potential.
- Increase data driven marketing opportunities in relation to programs and events.
- Increase outdoor recreational opportunities, including riverfront opportunities.
- Work to maximize program space utilizing all facilities including Parks and Peck Farm.
- Continue to implement retention programs at SCC and SPRC, along with marketing campaigns.
- Continue growth in wellness programs, utilizing non-traditional facilities such as Parks.
- Increase marketing efforts for all seasonal facilities.
- Increase focus and marketing on corporate memberships.
- Increase participation at special events.
- Increase special events at pools.

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
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ADMINISTRATION	<ul style="list-style-type: none"> · Continue to work with the City of Geneva regarding the Strategic Plan Bike/Pedestrian issues. · Continue to meet with legislators to inform them of Park District issues/needs.
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PARKS	<ul style="list-style-type: none"> · Promote cooperative training with other "like" agencies. · Research cooperative use of equipment between "like" agencies. · Continue to work cooperatively with the Geneva Garden Club at the greenhouse & Garden Club Park.
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RECREATION	<ul style="list-style-type: none"> · Conduct joint programs with the Library, School District, Forest Preserve, Police Department, Fire Department and other Park Districts. · Continue developing the Kane County Naturalist Network with the Forest Preserve and nearby Park · Continue to develop and maintain positive relationships with all affiliate organizations for the purpose of advancing opportunities for youth. · Review and update IGAs with School District and other organizations. · 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. · Continue to cooperate with youth organizations to promote positive choices, and seek opportunities for feedback. · Work with Chamber of Commerce on events and marketing of Geneva Park District. · Schedule quarterly meetings with School District to review programs and facility usage.
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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
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ADMINISTRATION	
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- Per law, new Board members need to complete electronic training on Open Meetings Act within 90 days of taking the Oath of Office.
- Continue to provide full-time employees wellness training in managing stress in the workplace and lives.
- Continue to schedule and improve the new employee orientation system whereby all employees are trained on Park District Customer Service Standards.
- Update computer system software as necessary. Continue to update and improve website.
- Assess the salaries and benefits for part-time and full-time employees.
- Encourage continuing education and training for all full-time staff.
- Ensure all departments hold staff training meetings for seasonal staff 2-3 times per season.
- Ensure all departments hold staff meetings including seasonal, at least annually.
- Develop a culture of continuous improvements.
- Develop a multi-year plan to be able to budget & allow a variety of staff to attend national conferences.

PARKS

- Expand volunteer program to include assistance with natural areas management.
- Encourage staff participation in District sponsored activities such as the Culture Club and Safety
- Hold staff training and communication meetings at least twice per year.
- Continue to research new ideas for park maintenance and equipment to improve efficiencies.

RECREATION

- Continue Culture Committee to improve work place culture.
- Continue volunteer program for Peck Farm to operate butterfly house, assist with programs and
- Implement service quality task force standards and procedures to achieve service quality goals based on Community Survey Results.
- Continue offering staff educational opportunities.
- Cross-train front office staff at both facilities.
- Continue training fitness center staff so they fully understand equipment, operations and safety
- Prepare and implement quality assurance program for locker room cleanliness at pools.

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 the best practices in resource management.

DEPARTMENT

OBJECTIVES

PARKS

- Reduce paper usage when appropriate.
- Complete IPRA's Environmental Report Card self-assessment annually.
- 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.
- 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.
- Actively seek and implement ways to conserve energy and be cognizant of Dark Sky initiatives recommendations while lighting parks and facilities.
- Purchase products for use in facility and park operations, to minimize negative environmental impacts, taking into consideration the effects of product production, use, storage and disposal.

- Protect and restore indigenous natural communities such as grasslands, woodlands/wetlands and promote the reclamation, acquisition, preservation and management of other open space areas, including river corridors, greenways and trails.
- Acquire electric vehicles and equipment as opportunities present.
- Attend training on pesticide/herbicide reduction.
- Continued LED replacements.
- Provide education and interpretative opportunities for staff and public to increase appreciation for the natural world and promote environmentally conscious lifestyles, emphasizing selective consumption and low-impact resource use.
- Continue to recycle paper, plastic and metals using waste hauler or scrap metal recyclers.
- Use LEED guidelines when fiscally prudent in the construction of new facilities.
- Implement Natural Areas Management Plan to establish long term goals.
- Burn natural areas 1/3 each burn season, weather permitting.
- Enforce "No idling" policy.
- Provide programs/training regarding changes to recycling standards.

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
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ADMINISTRATION

- Review full-time and part time salaries based on minimum wage and Exempt Employee Legislation.
- Continue multi-year operating budget as a tool for future financial planning.
- Continue to implement formal pricing strategy and guidelines for all District programs and operations.
- 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.
- Provide monthly Investment Reports to the Board at the Regular Board Meeting.
- Provide monthly Revenue and Expenditure reports to the Board at the Regular Board Meeting.
- 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.
- Ensure annual tax levy includes new growth and inflationary increases to meet additional demand and maintain existing levels of services.
- 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
- Reduce dependence on Real Estate taxes by further diversifying revenue streams, reducing expenditures and/or introducing cost efficiencies where possible.
- Maintain or improve District's credit rating.
- Maintain Fund Balance Policy on an annual basis.
- Maintain our Certificate of Achievement Award from GFOA demonstrating transparency and full disclosure in the District's financial statements.
- Conduct quarterly departmental revenue/expense meetings to evaluate and control budget.

Completed 2025 Goals

Below is a list of completed goals from all departments over the past year. This list was developed from previous short-term and long-term goals. Items that were not completed and remain relevant continue to be reflected in current goals for staff to focus on.

Rec Department

- Replaced AED at aquatic facilities with a model designed for aquatic environment.
- Completed aquatics instructor developmental course for full-time staff.
- Added shade opportunities at ball fields across the district.
- Replaced VGB grates.
- Sanded and re-finished gym floor at SPRC with painted pickleball lines.
- Rebuilt the remaining circulation pump at Sunset Pool.
- Removed batting cage at SPRC and replaced with divider curtain.
- Replaced existing gym divider curtains at SPRC.
- Added concrete to tube corral for better user experience.
- Added water bottle refills station at Sunset Pool.
- Updated Stone Creek Mini Golf Hut to include expanded concessions.
- Replaced filtration system at Sunset Pool.
- Reimagined birthday offerings at Stone Creek Mini Golf.
- Hosted grand opening event at Mill Creek Community Park.
- Increased programming and camp participation at Peck Farm Park.
- Implemented nature preschool at Peck Farm Park.
- Increased non-athletic programmatic opportunities for teens.
- Increased co-op programmatic opportunities with the Geneva Library District.
- Created and hosted an inter-park district cheer and pom competition at SPRC.
- Increased presence/awareness at non-park district community wide events.
- Reinvigorated the employee incentive program, currently the ABC Award.
- Supported Culture Club with their identified initiatives.
- Installed app-based lighting system at Sunset ball field.
- Hosted new events, including Putt & Pour and Par-Tober Fest at Stone Creek Mini Golf, Lights & Flights craft beer fest, Youth Olympiad, and the expansion of Winter Wonder Lights.
- Created large group gathering procedures.
- New shade installed at Sunset Pool.
- Creation of the Flex Zone at SPRC BestLife Fitness.
- Increased cooperative classes with surrounding districts.
- Received the “Chamber Champion” award from the City of Geneva Chamber of Commerce.

Finance and Personnel Department

- Implemented annual phishing and security cyber training for all full-time employees.
- Updated salary survey of all full-time employees to ensure alignment with market rates and compliance with exempt employee legislation, and minimum wage.
- Completed eighth year of District’s participation in Health Savings Accounts. By increasing the PPO deductible and instead utilizing HSA funds this saved the District approximately 40,000 in 2025.

- No findings in the Management Letter for fiscal year 2024-25 audit.
- Received 14th consecutive year award in GFOA's Certificate of Achievement for Excellence in Financial Reporting for fiscal year ending 4/30/24.
- Investments in 2025 earned a blended annual average rate of return of 3.55%. This compares to a rate in 2024 of 4.12%.
- Issued GPD purchased biennial limited bonds in 2025 saving the District over the two-year life of the bond interest of \$105,000 and issuance costs of \$14,000 totaling \$119,000.
- Implement Equal Pay Act to include pay scale and benefits in any job posting as well as notifying all current employees after an external job is posted.
- Absorbed contracted out payroll accounting services costs using internal staff.
- Added MFA security to network thru VPN.
- Implemented a Cyber Security Policy for the District.
- Payroll Manager received notary license to use for District business.
- Completed implementation of Paycom integration to include a training piece and record HR keeping piece.

Parks Department

- Full-time staff attended many trainings and earned certifications, including Aquatic Facility Operators, Certified Playground Safety Inspector, ladder safety training, Safe Operations of Mowers, and State of Illinois pesticide license.
- Full-time staff attended conferences, including the IAPD/IPRA "Soaring to New Heights" conference, Great Lakes Park Training Institute, the iLandscape Show, and the PDRMA Risk Management Institute.
- Completed the renovation/replacement of the Stone Creek Miniature Golf building project.
- Added solar panels to the roof of the grey barn at Peck Farm Park.
- Completed the replacement of the sand filters at Sunset Pool.
- Installed an emergency call box (phone) on the exterior of the filter building at Moore Park sprayground.
- Replaced the heater for the Sunset Pool splashpad.
- Installed new fencing around the player benches and replaced backstop posts and fabric at Wheeler Park ballfield.
- Replaced portions of the fence fabric of the sideline fences and backstops at the ballfields at Mill Creek Community Park.
- Installed new gravel at the Community Gardens.
- Replaced water heater at Sunset Community Center.
- A new 2" water service run was installed to renovate the bathrooms at Island Park.
- Installed a new drain line at Sunset Community Center and connected it to a nearby storm sewer.
- Started the tennis court renovation at Mill Creek Community Park by replacing fence posts and adding a 2" asphalt overlay on top of the courts.
- Completed extensive tuckpointing and replaced several blocks on the exterior of the Sunset Community Center building.
- Replaced the exhaust fan in the Peck Farm silo.
- Installed an emergency fuel shutoff switch at Wheeler Maintenance Facility.
- Replaced the water well pump and reinstalled the pump assembly deeper into the aquifer at Peck Farm Park.

- Renovated the ballfields at Esping and Wheeler Parks.
- Replaced the fence along the Fox River Trail north of Old Mill Park.
- Purchased a new Volkswagen ID Buzz as the new rec vehicle.
- Installed a new charging outlet in the Sunset Community Center garage for internal use.
- Purchased a new 14-passenger bus.
- Purchased an all-electric 72" deck mower.
- Purchased an additional hybrid Ford Maverick truck.
- Completed many painting projects, both interior and exterior, throughout the district.
- Refurbished the pergola pillars at Mill Creek Pool.
- Researched, planned, and developed a new whiffle ball field at the Lions Park backstop.
- Replaced the water wheel at Stone Creek Mini Golf.
- Filled numerous holes in the Dryvit exterior at Sunset Community Center.
- Completed "Drill and Fill" operations to both ballfields at Mill Creek Community Park and the soccer fields at Peck Farm Park.
- Planted 6,000 bulbs at Sunset Community Center and Wheeler Park.
- Transformed Peck Farm Park for Winter Wonder Lights.
- Removed invasive species along both sides of the creek at Esping Park from Simpson Street to the playground.
- Conducted tours of our greenhouses for students from the Geneva High School Horticulture program.