Meeting Start.

Thanks for coming and attending virtual! Thank you, Elk River, for hosting.

Approval for meeting minutes - Motion and seconded.

Additional Agenda Questions:

* City Vehicles - seasonal staff drive them?
* Warming house staff ages.

Introductions

Situational Analysis - Elk River & YMCA

* 2008/9 referendum to build a Y. It passed by 50 votes. Office space next to gym space, certain number of hours Rec can use in gym space, originally collaborate on 4 events a year. That lasted about 2 years. Within the agreement, residents need to live in city limits get 4 free passes to attend the Y, Y does not market that. In the contract. City gets 8 hours programming 9am - 3 pm, 8 hours 3pm - 9/10, 8 hours on weekends. The Y has made their own schedule, now trying to enforce agreement collaboratively and build relationship. Working with pickleballers also who go through community ed. Interest for more time, working with that group doing early Fridays 6-8am. The Y wants a discount for members. In the past during open gyms keeping track of Y members vs. who wasn't. Looking at records majority are Y members but staffed by city. Elk River has 0 gyms at the rec centers. Anyone else have unique partnerships like that with schools or YMCA
* Chanhassen has similar, was more connected in the past, now schools trying to charge more and less connected
* St. Cloud - rec center, senior center attached and a YMCA on the property, agreement is city does capital improvements then they run inside the building.
* Mounds View- For the past 20 years, the City of Mounds View Community Center was run by the YMCA. We ran Y and Rec programs. Things broke down during the COVID year in 2020 the contract with the city was requested to end early by YMCA. City decide to take the rec program back over; past year been running through parks and rec program for first time in many years. Has experience working on the Y side. Now doing it through the Rec Side.

Onboarding new staff - What are you doing? In person/virtual, training, how many hours, recruiting

* Anyone use volunteer groups and pay them, like AAU OR incentives, lifeguard referral of $200, then bonus after 90/180 days
	+ Summer staff programs: if they stay on without issues would you give bonus at the end.
	+ Expecting not to have a full staffing, issues are when their end date moves earlier than expected at hire
	+ Returning staff bonus on top of raises, 3% if they come back, also add a bump for minimum wage
	+ Paying for certificate?
	+ MG does pay for cert if they stay for an amount of time
	+ Pay for first aid and CPR for summer staff
	+ Thought as city couldn't do that as a bonus
	+ **Eagan is working on a plan, we can share if it passes council.**
	+ The money counts as income for staff, some keep away because so many part time seasonal employees.
	+ Can the budget afford an incentive, coming up with a plan is key
* When do we get to a point of offering benefits and PERA
	+ Roseville is going to that for ice staff
	+ Chanhassen does PERA for many rec center employees
	+ PERA has legal requirements of when they have to go on. It has kept some peoples staff around because they want the PERA

Warming house - staff ages - Starting this summer - no staff work alone under 18 at Shakopee. Anyone else dealing with this? Came from their HR - assuming it's a liability/safety thing

* No other cities have seen that. Owatonna has some sites that must have an 18 person on staff for insurance reasons.
* Have hired 14 and 15 YO's for rec programs, not always recommended, there are HR rules on those under 18

Onboarding - some digital some paper

* HR assistance at Maple Grove specifically to help onboard
* Eagan-our HR does the paperwork through ICIMS platform. We have been interviewing and training in person. Just need to see the IDS on the first training date to get copies and see proof of citizenship.
* Even with virtual, offer 2 times a month to help in person with paperwork.
* Helpful for non-programmer to track HR onboarding so they can focus on the training and HR has what they need.

NYE/WINTER EVENTS & COVID

* Crystal, Yes - holiday concert in 2 weeks no changes, refreshments served. Youth focused large events were not planned indoors.
* NYE event moved to night before NYE changed max from 1,000 to 500. Spaced out, sign ups taken
* MG not doing a NYE party, just discounted rates for drop in that day
* Elk River - outdoor Santa in the park. Elk River 2-5 PM Santa and MS clause and petting zoo and craft station, 250 - 300 kids show up, sit on Santa’s lap and take pictures, not run last year, previously free photos taken, at dusk around 5 p.m. tree lighting with Mayor
* St. Paul will be doing a variety of holiday events around the city. No limits, mainly free, indoors, masks required.
* MG has 5 events coming up, some outside, breakfast/lunch with Santa organized by a community group,
* Prior Lake has a 2.5-hour outdoor event Dec. 3rd - no changes
* We have skate and a swim with Santa events coming up... who do others use for skating or swimming Santa’s? Anyone have resources?
* City of le Sueur we just have skating with Santa in our ice arena
* Santa doesn't skate, he is there and watches others. None of the Santa’s have said they skate. Elk River has had one but not sure if he is still around
* Jennifer Lynn Trimbo : Ours will skate and interact with the families
* MG doing sensory Santa
* Chelsea (Swiggum) Swenhaugen : We have had a swimming Santa in the past. Our AQ coordinator is considering buying an old school full body swim suit. Struggling right now to replace our skating Santa… Please elaborate on sensory Santa! That sounds interesting
* Sensory Santa - free sign up genius, 10 minutes private in a more secluded building
* Petting Zoo: Fantasy Corral
* Any other holiday events that are more inclusive
* Parade with tree lighting, winter weekend out Fri-Sun a variety of events winter related
* Elf in the park has been popular. Hide an elf in the park
* We do a Candy Cane Flashlight Hunt in the park, Candy canes are put out in the park, golden ones can be turned in for prizes - gift cards.
* Nikki Friederich: I am hosting a Winter Solstice event on December 18th in Minneapolis. Mostly everything is outdoors. We are doing a small craft sale indoors, DJ with holiday music, fire pits, and luminary walk along Shingle Creek trail. Collaborated with local elementary school and they are making all the luminary bags for us to showcase.
* Frost the park - wooden snowflakes handed out and they could decorate at home then hang them in the parks

Looks like a majority of people’s events are outdoors just curious if anyone is moving forward with indoor events? or if you are making modifications to indoor events?

* New Hope - NYE open skate and movie, not NYE this year but on the 28th. One sheet of ice is open skate. right after inflatable movie screen is on second sheet of ice where they can sit on stadium seating to watch the movie. NO fee to watch movie, just skating
* IGH- Parents Shopping Night- drop the kids off to go shopping- pizza, crafts, games, etc. Cookies and Canvas- lead by Cheers Pablo, they paint a holiday scene and eat cookies!

Blaine - breakfast with Santa. Table with each family. Used to do buffet style. Now they get a menu

and each table gets what they choose. IF they want to be with another family they let us know.

Winter celebration on nov 28 outside at the park with Santa and reindeer, inside will be carolers.

Reach out to Home Depot - they gave 192 of wooden kits and they will have an outdoor Santa workshop.

Concert will be inside, no make requirement.

COMMUNITY OUTREACH & ENGAGEMENT

* New Hope communications department - citywide survey compiling information. Not specific but good guidance on what they are seeing, only a small percentage but helpful to get community feedback
* MG - Youth Outreach - drop in teen center free membership. Use peachjar through schools, expensive but works, lots of word of mouth
* Do you make the fliers in more than one language?
	+ Crystal has started.
* We don't use peach jar, but I've created partnerships with our schools & comm. ed programs so we can promote directly to their participants
* Crystal - reached out to specific groups. And looking at barriers
* Spring Lake Park - paper fliers at schools 4 times per year

Art Program Ideas

* Photo Contest
* Chalk Art
* Public Art Display/gallery in your center
* Cover equipment boxes or hydrants in public art.
* MG Teen Center recently did a mural.

Inclusion:

* Ask all participant at registration if they have needs.
* Plymouth has a lot of resources they will send to Aaron and he will send them out.
* REACH for Resources is used by some cities.
* Owatonna – rebranding adaptive recreation. Do TR Bowling/Swim, use inclusive model on all programs.

Sponsorship:

* Timing – when do you reach out?
* Chan: Late October/early November then hit up businesses you know are interested in specific events as needed.
* Plymouth: Similar, now bigger levels are being recruited for next year.
* New Hope: October – get the names in the brochure.
* Perhaps try community development for leads.
* Vadnais – reach out to new businesses.
* Have 4-5-month lead time for big events.

City Vehicles – who allows teen staff to drive?

* 12/15 passenger vans
* PT staff who are trained.
* One city current policy is 18+ and a van training. Usually it’s a deal, driving 3X a week for field trips.

MRPA Updates:

* Bethani will check if past board meeting minutes can be posted before approval.
* Elections are going on.
* Finished up ERLI – great day and great program.
* Virtual workshops are coming up.
* No December meeting.

Programming committee:

* If anyone is interested in hosting a future meeting let him know.

Elk River Furniture & Things Event Center

* ½ cent sales tax up to ½ million for trails, facilities and parks.
* Facility is next to the high school so did a land exchange and build 2 softball fields for the school. During season school exclusively uses and maintains.
* Naming – arenas are named in addition to the building.
* Around 65K per year for 7 years for building.
* Around 28K for 5 years for main arena
* Around 24K for 5 years for secondary arena.
* Concessions will be more of a grill style, local Chows restaurant catering wing.

Motion to adjourn – motion approved.

Thank you everyone!

**SIGN IN LIST**

Aaron Thelen

Stacy Chouinard

Priya Tandon

Jodi Sarles

Ryan Hayes

Crystal Anderson

Tanya Huntley

Stephanie Schutta

Marci Sussenquth

Mark Schneider

Gina Robinette

Kiley Meyhoefer

Thomas Gorycki

Corinne Mitchell

Tonya Love

Katie Everett

Warren Ellingworth

Tricia Handorff

Bethani Gerhard