

Strategic Objectives - Recreation

1. Continue expanding Recreation programs, events, and activity offerings.
 - a. Develop structure of general leadership.
 - i. Revise the department's organizational chart to accurately reflect the chain of command for current and new positions.
 - b. Use historical and current program numbers to better gauge what has been successful and where there are gaps or deficiencies.
 - i. Increase overall program participation by 10% through targeted outreach and marketing.
 - ii. 50% of participants returning for multiple sessions.
 - c. Introduce new recreation programs targeting underserved populations (e.g., seniors, youth, adaptive sports).
 - i. 3 adult/active adult programs added over the course of a year.
 - ii. 2 early childhood program developed within 6 months.
 - iii. 1-2 new programs added that are non-sports related.
2. Facility Enhancement & Sustainability
 - a. Sufficiently fund the budget to support parks, fields, recreational spaces as well as field and facility maintenance needs.
 - i. Decrease maintenance response time to resolve facility-related issues cut by 50%
 - ii. Expand maintenance hours for increased workload by 10-15 hours a week, including winter months.
 - b. Request an increase in department budget using past and current data to show cost and expenditure trends in recreation.
 - i. Assess existing facilities, fields, and playgrounds.
 - ii. Develop a 10-year, long-range facilities improvement plan.
 - iii. Evaluate at least 3 potential future locations for recreational spaces.
 - c. Partner with local non-profit group, Londonderry Restore the Recs Foundation to enhance specific park areas.
 - i. Secure approval from Town Council of project.
 - ii. Renovate both basketball courts located on Nelson Road.
 - iii. Project will be department-led with assistance and collaboration with other departments, including Public Works and Engineering.
 - iv. Compile data to display current usage of field space in past 5 years.
 - v. Complete renovations or upgrades on at least 2 recreation facilities.
 - d. Conduct annual facility audits to assess safety, accessibility, and usage.
 - i. Playgrounds will be inspected every year in the spring.

- ii. Fields, lights, and utility features are inspected every year in the spring.
- 3. Staff Development & Retention
 - a. Provide annual professional development training for all recreation staff.
 - i. General leadership should attend at least 2 training courses related to recreation each year.
 - ii. Maintenance staff should attend at least 1 training course related to recreation fields or facilities each year.
 - b. Develop a leadership pipeline program for high-performing employees.
 - i. Evaluate all seasonal and temporary staff with performance reviews at end before end of employment.
 - ii. Denote employees with high performance reviews for consideration in future wage increases and title changes.
- 4. Revise, update, and/or create policies and procedures for currently operated field and facility spaces.
 - a. Secure an outside firm or organization with a recreational background or focus on conducting a department-wide needs assessment.
 - i. Compare Londonderry recreational field spaces and uses to those of similar sized towns and/or departments in New Hampshire.
 - ii. Research recreational trends to ensure our department is up to current standards.
 - b. Establish processes, policies, and fees to allow for functions, recreation events, and/or birthday parties on department managed spaces.
 - i. Reservation process and documents available on website and registration page.
 - ii. Payment collections will be processed almost entirely online (including security deposit).
 - iii. Website link dedicated to information on how individuals, organizations, non-profits, and for-profits can acquire a Certificate of Insurance or TULIP policy.