



Regular Meeting Agenda

Parks and Recreation Commission

Shweta Maniar - Chair
Craig van Keulen - Vice Chair
Poonam Chabra - Commissioner
Julie Lucido - Commissioner
John Moniz - Commissioner
Harpreet Vittal - Commissioner
Saied Zargar - Commissioner

**Tuesday, March 17, 2026
7:00 PM**

**Council Chamber
17555 Peak Avenue, Morgan Hill, CA 95037**

CALL TO ORDER

ROLL CALL ATTENDANCE

DECLARATION OF POSTING AGENDA

PUBLIC COMMENT

This opportunity for public comment is for items that are not on the agenda. If you would like to make comments on an item that is on the agenda, please wait until we get to that item to offer your comments. Members of the public are entitled to address the Commission concerning any item within the Commission's subject matter jurisdiction. Public comments are limited to no more than three minutes. Except for certain specific exceptions, the Commission is prohibited from discussing or taking action on any item not appearing on the posted agenda. Public comment is intended for comments. Questions posed during public comment are not generally answered. If you have questions, please send them to the City Clerk at LCACpubliccomment@morganhill.ca.gov to receive a response. (See additional noticing at the end of this agenda)

RECOGNITIONS

PUBLIC SERVICES DIRECTOR REPORT

1. **Director's Report**
Recommendation:
Recieve report.

ADOPTION OF AGENDA

BUSINESS

1. **Accept February 17, 2026 Meeting Minutes**
Recommendation:
Accept February 17, 2026 Meeting Minutes.
2. **Senior Center Update**
Recommendation:
Recieve update.
3. **Centennial Recreation Center Membership Update**
Recommendation:
Recieve update.
4. **Work Plan Updates**
Recommendation:
Provide updates on Commission Work Plan items.

ANNOUNCEMENTS

FUTURE COMMISSION AGENDA ITEMS

ADJOURNMENT

NOTICE

Any documents produced by the City and distributed to the majority of the Commission less than 72 hours prior to an open meeting, will be made available for public inspection at the City Clerk's Counter at City Hall located at 17575 Peak Avenue, Morgan Hill, CA, 95037 and at the Morgan Hill Public Library located at 660 West Main Avenue, Morgan Hill, California, 95037 during normal business hours. (Pursuant to Government Code 54957.5)

PUBLIC COMMENT

Members of the Public are entitled to directly address the Commission concerning any item that is described in the notice of this meeting, before or during consideration of that item. If you wish to address the Council on any issue that is on this agenda, please complete a speaker request card located in the foyer of the Council Chambers and deliver it to the Minutes Clerk prior to discussion of the item. You are

March 17, 2026

not required to give your name on the speaker card in order to speak to the Commission, but it is very helpful. When you are called, proceed to the podium and the Chair will recognize you. If you wish to address the Commission on any other item of interest to the public, you may do so during the public comment portion of the meeting following the same procedure described above. Please limit your comments to three (3) minutes or less.

Please submit written correspondence to the Minutes Clerk via email at PRCpubliccomment@morganhill.ca.gov, who will distribute correspondence to the Commission.

Persons interested in proposing an item for the Commission agenda should contact a member of the Commission who may plan an item on the agenda for a future Commission meeting. Should your comments require Council action, your request may be placed on the next appropriate agenda. Council discussion or action may not be taken until your item appears on an agenda. This procedure is in compliance with the California Public Meeting Law (Brown Act) Government Code §54950.

City Council Policies and Procedures (CP 03-01) outlines the procedure for the conduct of public hearings. Notice is given, pursuant to Government Code Section 65009, that any challenge of Public Hearing Agenda items in court, may be limited to raising only those issues raised by you or on your behalf at the Public Hearing described in this notice, or in written correspondence delivered to the Commission at, or prior to the Public Hearing on these matters.

The time within which judicial review must be sought of the action by the Commission, which acted upon any matter appearing on this agenda is governed by the provisions of Section 1094.6 of the California Code of Civil Procedure.

For a copy of Commission Policies and Procedures CP 97-01, please contact the City Clerk's office (408) 779-7259, (408) 779-3117 (fax) or by email cityclerk@morganhill.ca.gov.

AMERICANS WITH DISABILITIES ACT (ADA)

In compliance with the Americans with Disabilities Act, if you are a disabled person and you need a disability-related modification or accommodation to participate in this meeting, please contact the City Clerk's Office at (408)779-7259, (408)779-3117 (fax) or by email cityclerk@morganhill.ca.gov. Requests must be made as early as possible and at least two-full business days before the start of the meeting.

Parks & Recreation Commission Public Services Director Report

Announcements

- The Summer Recreation Activity Guide will be posted this Friday, March 20 online City website. Camps and Classes registration opens Monday, March 23 at 8 a.m. Swim Lessons registration opens Wednesday, March 25 at 8 a.m.
- The temporary Dog Park Item review is scheduled for the City Council Meeting on Wednesday, March 16. The agenda is available here:
<https://morganhillca.portal.civicclerk.com/event/1347/files/agenda/2769>
- Monterey Road Improvement Project Update: The City is still working through environmental review process to meet Federal/State Grant requirements, which has slowed the project from going out to bid. The City is hoping to receive the green light from the State of California this month to put the project out to bid. The City will also be working to notify businesses and residents where new medians will be constructed on Monterey Road in the coming weeks.
- Skate Park Locking – After careful review with the Police Department, the City will continue to lock the Skate Park nightly. However, staff have worked with the resident that reached out to the Commission and will be opening the park earlier each morning at 7:00am.

Calendar of Upcoming Items

March 2026

Monday, March 2nd – April 13th:

- [Adult Basketball Combo League](#)
 - Must be registered.
 - Time: 5:30 PM – 9:30 PM
 - Where: Morgan Hill Centennial Recreation Center
(171 West Edmundson Ave., Morgan Hill, CA 95037)

Every Tuesday, March 3rd – March 30th:

- [Bingo at the Community & Cultural Center](#)
 - Time: Doors open at 4:30 PM; Early Bird at 5:45 PM; Regular Games at 6:30 PM
 - Where: Morgan Hill Community & Cultural Center
(17000 Monterey Rd., Morgan Hill, CA 95037)

Every Wednesday, March 4th – March 25th:

- [Adaptive Hang-Out Wednesdays](#)
 - Time: 4:00 PM – 6:00 PM
 - Where: Centennial Recreation Center's Teen Center
(171 West Edmundson Ave., Morgan Hill, CA 95037)

Wednesday, March 4th – May 6th:

- [Co-ed Competitive Volleyball League](#)
 - Must be registered.
 - Time: 6:30 PM – 9:30 PM
 - Where: Morgan Hill Centennial Recreation Center
(171 West Edmundson Ave., Morgan Hill, CA 95037)

Thursday, March 5th – May 14th:

- [Co-ed Recreational Volleyball League](#)
 - Must be registered.
 - Time: 6:30 PM – 9:30 PM
 - Where: Morgan Hill Centennial Recreation Center
(171 West Edmundson Ave., Morgan Hill, CA 95037)

Tuesday, March 10th & 17th:

- [Adaptive Adult Hangout \(14+\)](#)
 - Time: 4:30 PM – 6:30 PM
 - Where: Centennial Recreation Center's Teen Center
(171 West Edmundson Ave., Morgan Hill, CA 95037)

Saturday, March 14th:

- [Parent's Night Out](#)
 - Must be registered.
 - Time: 5:00 PM – 9:00 PM
 - Where: Morgan Hill Centennial Recreation Center
(171 West Edmundson Ave., Morgan Hill, CA 95037)

Saturday, March 21st:

- [18th Annual 50+ Ball "Broadway Night" Fundraiser Event](#)
 - Time: 4:00 PM – 8:00 PM
 - Where: Where: Morgan Hill Community & Cultural Center
(17000 Monterey St, Morgan Hill, CA 95037)

Sunday, March 22nd:

- [49ers NFL Youth Flag Football Tournament](#)
 - Must be registered.

- Time: 8:00 AM – 6:00 PM
- Where: Morgan Hill Outdoor Sports Center
(16500 Condit Rd., Morgan Hill, CA 95037)

Sunday, March 22nd – May 3rd:

- [Pickleball 101](#)
 - Must be registered.
 - Time: 8:30 AM – 9:30 AM
 - Where: Morgan Hill Community Park, Outdoor Pickleball Courts
(171 West Edmundson Ave., Morgan Hill, CA 95037)
- [Pickleball 201](#)
 - Must be registered.
 - Time: 9:30 AM – 10:30 AM or 10:30 AM – 11:30 AM
 - Where: Morgan Hill Community Park, Outdoor Pickleball Courts
(171 West Edmundson Ave., Morgan Hill, CA 95037)

Monday, March 23rd – May 4th:

- [Pickleball: Beginner/Intermediate Class for Adults](#)
 - Must be registered.
 - Time: 9:00 AM – 10:00 AM
 - Where: Morgan Hill Centennial Recreation Center Gym
(171 West Edmundson Ave., Morgan Hill, CA 95037)

Monday, March 23rd:

- [Summer Camps & Classes Registration Opens](#)
 - Time: 8:00 AM

Wednesday, March 25th:

- [Summer Swim Lessons Registration Opens](#)
 - Time: 8:00 AM

Every Day in March:

- [Senior Center Activities](#)
 - Senior Center Monthly Newsletter lists out every activity, date/time, and room.
 - Time: Varies (Senior Center is open 9AM-3PM)
 - Where: Centennial Recreation Center's Senior Center
(171 West Edmundson Ave., Morgan Hill, CA 95037)

April 2026

Every Wednesday, April 1st – April 29th:

- [Adaptive Hang-Out Wednesdays](#)
 - Time: 4:00 PM – 6:00 PM
 - Where: Centennial Recreation Center's Teen Center
(171 West Edmundson Ave., Morgan Hill, CA 95037)

Wednesday, April 1st – May 6th:

- [Co-ed Competitive Volleyball League](#)
 - Must be registered.
 - Time: 6:30 PM – 9:30 PM
 - Where: Morgan Hill Centennial Recreation Center
(171 West Edmundson Ave., Morgan Hill, CA 95037)

Thursday, April 2nd – May 14th:

- [Co-ed Recreational Volleyball League](#)
 - Must be registered.
 - Time: 6:30 PM – 9:30 PM
 - Where: Morgan Hill Centennial Recreation Center
(171 West Edmundson Ave., Morgan Hill, CA 95037)

Monday, April 6th – May 4th:

- [Pickleball: Beginner/Intermediate Class for Adults](#)
 - Must be registered.
 - Time: 9:00 AM – 10:00 AM
 - Where: Morgan Hill Centennial Recreation Center Gym
(171 West Edmundson Ave., Morgan Hill, CA 95037)

Monday, April 6th – April 13th:

- [Adult Basketball Combo League](#)
 - Must be registered.
 - Time: 5:30 PM – 9:30 PM
 - Where: Morgan Hill Centennial Recreation Center
(171 West Edmundson Ave., Morgan Hill, CA 95037)

Every Tuesday, April 7th – April 28th:

- [Bingo at the Community & Cultural Center](#)
 - Time: Doors open at 4:30 PM; Early Bird at 5:45 PM; Regular Games at 6:30 PM

- Where: Morgan Hill Community & Cultural Center
(17000 Monterey Rd., Morgan Hill, CA 95037)

Saturday, April 11th:

- [Parent's Night Out](#)
 - Must be registered.
 - Time: 5:00 PM – 9:00 PM
 - Where: Morgan Hill Centennial Recreation Center
(171 West Edmundson Ave., Morgan Hill, CA 95037)

Sunday, April 12th – May 3rd:

- [Pickleball 101](#)
 - Must be registered.
 - Time: 8:30 AM – 9:30 AM
 - Where: Morgan Hill Community Park, Outdoor Pickleball Courts
(171 West Edmundson Ave., Morgan Hill, CA 95037)
- [Pickleball 201](#)
 - Must be registered.
 - Time: 9:30 AM – 10:30 AM or 10:30 AM – 11:30 AM
 - Where: Morgan Hill Community Park, Outdoor Pickleball Courts
(171 West Edmundson Ave., Morgan Hill, CA 95037)

Tuesday, April 14th & 28th:

- [Adaptive Adult Hangout \(14+\)](#)
 - Time: 4:30 PM – 6:30 PM
 - Where: Centennial Recreation Center's Teen Center
(171 West Edmundson Ave., Morgan Hill, CA 95037)

Tuesday, April 28th:

- [50+ Adult Day Trip to Monterey](#)
 - Must be registered.
 - Time: Depart Senior Center at 7:30am
 - Where: Centennial Recreation Center's Senior Center Multipurpose Room
(171 West Edmundson Ave., Morgan Hill, CA 95037)

Every Day in April:

- [Senior Center Activities](#)
 - Senior Center Monthly Newsletter lists out every activity, date/time, and room.
 - Time: Varies (Senior Center is open 9AM-3PM)
 - Where: Centennial Recreation Center's Senior Center
(171 West Edmundson Ave., Morgan Hill, CA 95037)



MEETING MINUTES

Parks and Recreation Commission

Shweta Maniar - Chair
Craig van Keulen - Vice Chair
Poonam Chabra - Commissioner
Julie Lucido - Commissioner
John Moniz - Commissioner
Harpreet Vittal - Commissioner
Saied Zargar - Commissioner

**Tuesday, February 17, 2026
7:00 PM**

**Council Chamber
17555 Peak Avenue, Morgan Hill, CA 95037**

CALL TO ORDER

7:02pm

ROLL CALL ATTENDANCE

Commissioners van Keulen, Chabra, and Zargar absent.

PLEDGE OF ALLEGIANCE

DECLARATION OF POSTING AGENDA

PUBLIC COMMENT

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LCACpubliccomment@morganhill.ca.gov to receive a response. (See additional noticing at the end of this agenda)

None.

RECOGNITIONS

None.

PUBLIC SERVICES DIRECTOR REPORT

1. Public Services Director's Report

Recommendation:

Receive report.

Report provided.

ADOPTION OF AGENDA

Motion Vittal, Second Moniz, Adopted 4-0.

BUSINESS

1. Accept January 20, 2026 Meeting Minutes

Recommendation:

Accept January 20, 2026 Meeting Minutes

Motion Moniz, Second Vittal, Accepted 4-0.

2. Trail Dog Park Review and Next Steps

Recommendation:

1. Review Trial Dog Park implementation; and
2. Provide recommendation to the City Council on the Trial Dog Park implementation on a permanent basis.

Report provided by Keri Russell, Maintenance Manager.

Motion to forward a positive recommendation to the City Council to move forward with the permanent dog park, that includes mulch, and for the PRC explore the opportunity for sponsorship for maintenance and/or capital costs.

Motion Moniz, Second Lucido, Approved 4-0.

Public Comment by Doug Muirhead

3. Work Plan Updates

Recommendation:

Provide Work Plan Updates.

Commissioners provided Work Plan updates.

ANNOUNCEMENTS

None.

FUTURE COMMISSION AGENDA ITEMS

None

ADJOURNMENT

7:41pm



Parks and Recreation Commission

Senior Services Update

March 17, 2026



Senior Center Overview



Socialization

- Senior Center is open Monday-Friday 9am-3pm
- Coffee, pastries, card games, volunteer classes, art programming, exercise classes, puzzles and friendship

Nutrition Program – County funded, operated by YMCA

- Meals served Monday-Friday
- Lunch served at 11:30am
- \$5 suggest contribution for patrons 60+, \$9 for under 60
- All meals cooked on site
- Presentations, entertainment, parties, activities
- Additional funding support from the Friends of Morgan Hill Senior Center and City of Morgan Hill

Senior Center Free Support Services

Partnerships:

- Health Insurance Counseling and Advocacy (HICAP)- Sourcewise
- Senior Adult Legal Assistance – SALA
- Tax Preparation - AARP
- Dementia and Alzheimer's Support Group – Alzheimer's Association
- Veteran's Medical Outreach – VA Palo Alto Health Care System
- South County Dementia Caregivers Support Group – Susan & Charles Berghoff Foundation
- Matter of Balance Classes – Santa Clara Valley Medical Center
- South County Dementia Caregivers Support Group for Families Living with Lewy Body Dementia
- Age Well, Drive Smart Classes – California Highway Patrol



Free Programs

- Billiards/Ping Pong
- Bocce Ball
- Creative Writing
- Computer Co-pilots
- Computer lab
- Card Games, Dominos and Mahjong
- Discussion Group
- Karaoke
- Matter of Balance – Santa Clara Valley Medical Center
- Movie Matinee
- Paper Crafting



Fee Based Classes/Programs

- Tai Chi – Beginning and Advanced classes
- Watercolor – Beginning and Advanced classes
- Movies with Grant
- Tap Class
- Day Trips



Upcoming Special Events

- Saturday, March 21 – 50+ Ball
- Friday, May 16 – Senior Resource Fair
- Thursday, July 9 – Summer Dance
Conmigo



Health and Wellness

All Classes are free for CRC members. If participant is not a member, a drop-in fee is available.

- Zumba Gold
- Chair Yoga
- Gentle Pilates
- 50+ Yoga
- 50+ Functional Fitness
- Pickleball

Senior Subsidized Class:

- Fitness for Arthritis – (\$3 drop-in fee)



RYDE Transportation

RYDE Volunteer Driver Program

Door to door transportation program that works with volunteers to provide seniors in Morgan Hill with safe rides to appointments, pharmacy, grocery store, etc.

To enroll: Participants complete an application available online. All rides are scheduled at the Centennial Recreation Senior Center.

Phone: 408-310-4250

Email: RYDE@mhcrc.com



Age Friendly Community Update

- City of Morgan Hill is an approved Age Friendly City
- County wide initiative with the World Health Organization
- Not only to accommodate those aging but ensure a livable community for all members



Questions?



*Morgan Hill Parks and Recreation Commission Meeting
March 17, 2026
Report on CRC Membership*



CENTENNIAL RECREATION CENTER



CENTENNIAL RECREATION CENTER



- 2006 – CRC opens in October. 54,000 sq. ft. facility
- 2008 – Aquatics Center added to membership
- 2010 – First facility expansion (fitness)
- 2021 – Second facility expansion (group exercise studio)



BENEFITS OF BEING A MEMBER

- Full access to CRC Fitness Center
- Full access to Aquatics Center
- Adult & Family memberships include children ages 21 and under in the same household
- Group exercise classes (Zumba, Pilates, Boot Camp, and more)
- Free childcare (ages 6 months – 9 years old) at CRC Kids' Club
- Lap swimming and aqua fitness classes
- Open gym (basketball, badminton, volleyball, and pickleball)
- Three Free Wellness Coaching Sessions
- Discounts on recreation classes
- Access to other YMCA's



MEMBERSHIP NUMBERS



Pre-Covid: 5,000 membership units

Covid: Lowest 2,355 (February 2021)

Summer 2025: 4,284 86% of pre-Covid levels

Summer Access Passes – 97 – Converted - 10

Current: 3,952

31% Adult Memberships

47% Family Memberships

22% Special hours, youth/teen, staff memberships

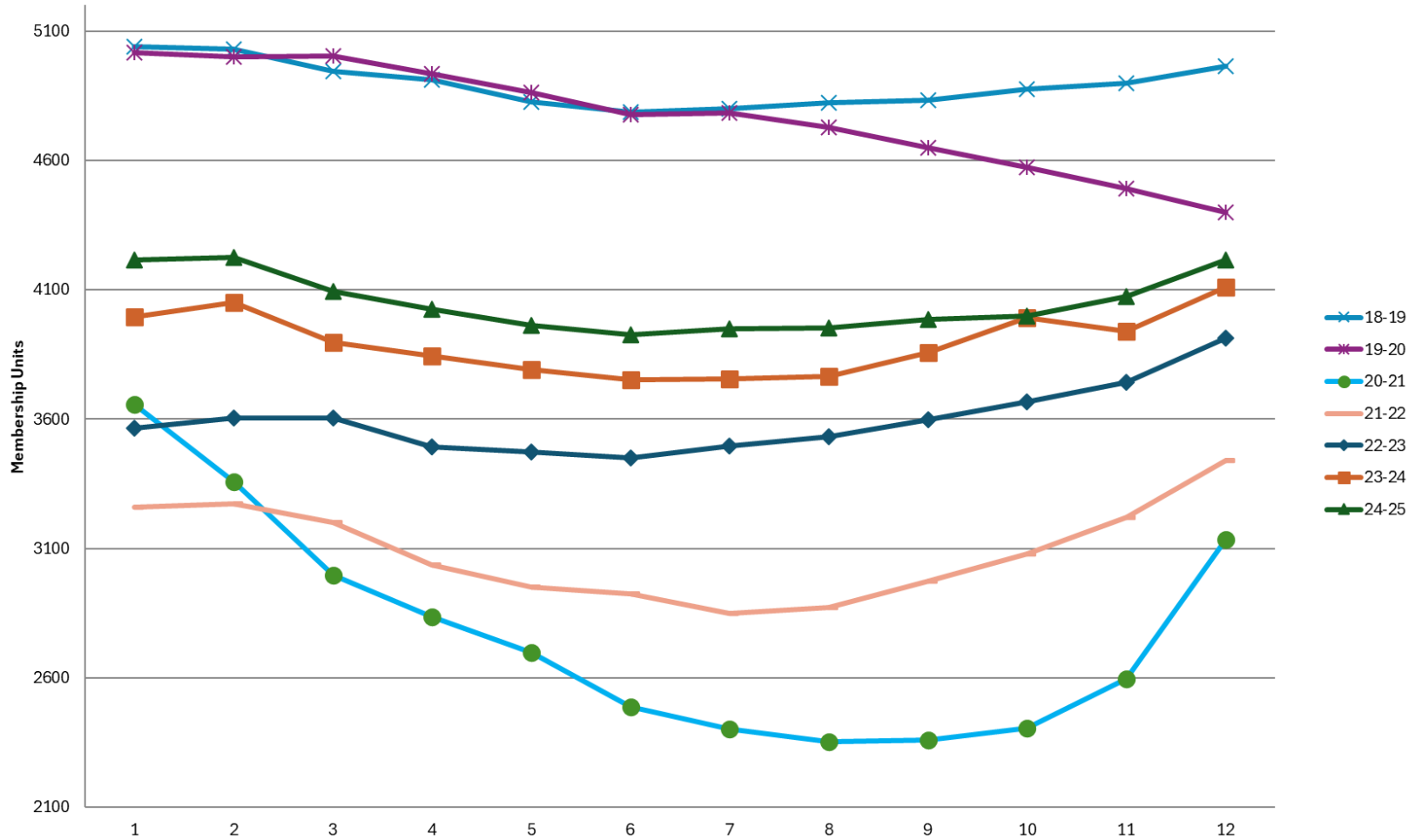
74% Morgan Hill Residents



MEMBERSHIP CHART



CRC Membership



MEMBERSHIP TYPE DISTRIBUTION

	March 5, 2019	% of total	March 5, 2026	% of total
Family	2,383	49%	1,852	51%
Adult	1,671	35%	1,153	29%
Special Hours	407	8%	391	10%
Couple SP Hours	101	2%	107	3%
Adult Plus	132	3%	74	2%
Teen	140	3%	167	4%
Uncategorized Staff	4	0%	193	5%
Corporate	0	0%	15	0%
	4,838		3,952	

MEMBERSHIP PROMOTIONS



- October 2025 – “No Enrollment Fee for Returning Members” – generated 45 more memberships than the previous October
- January 2026 – “No Enrollment Fee to All New Members” resulted in 55 net new memberships - the best January performance in a decade
- April 2026 – “Member Referral” - July membership dues will be omitted
 - Referred member must have active membership for a minimum of two months



FITNESS

- 70 group exercise classes per week
- Over 120 pieces of equipment
- 20-30 personal training sessions per week



GROUP EXERCISE



KIDS CLUB



- Kids Club 335 kids/visits a week
- Curriculum Themed Programming
- Parents Night Out-Monthly Event
- Positive Feedback from the Members



AQUATICS



- Indoor pool for recreation swim, lap swim, classes
- 23 Aqua Fitness Classes per week (AC/CRC)
- Access to Aquatics Center included with membership



GYMNASIUM



- Basketball-shooting and scrimmage time; League on Monday nights
- Pickleball
- Badminton
- Volleyball Open time and Leagues
- Recreation Classes



MEMBER APPRECIATION EVENTS



- Theme Days
- Breakfast with Santa
- Ice Cream Social
- Bagels and Coffee
- Fitness Challenges



MEMBER RETENTION/ENGAGEMENT



New part-time teammate working 10-15 hours per week on retention

- New Member Orientation
- Intro to Group Exercise Classes
- Social Media content
- Engagement Activities



MEMBER FEEDBACK



Membership Survey-July 2025

- 12% response rate
- Respondents rated CRC “excellent” or “good” across most categories, including staff friendliness, cleanliness, safety and security.
- 91% of members rated the facility overall as “excellent” or “good”

Comment Cards

- Provides opportunity for members and guests to submit timely feedback



GOALS FOR 2026



- Continue to increase membership units
- Provide great customer service and response time to comments/suggestions/complaints
- Improve onboarding experience for members
- Transition membership process to self serve (online)
- Focus on member retention
- Evaluate current fitness space
- Maintain a clean and safe facility
- Celebrate the 20th anniversary of the CRC!



Parks & Recreation Commission

FY 2025-26 Work Plan – Approved by City Council 8.20.25

Project	City Council Priority Supported	Staff Resources Required	Desired Outcome (Commissioner Responsible)
1. Motivate the next generation to get more active in Parks and Recreation	Supporting Our Youth, Seniors & Entire Community	Recreation Manager (Minimal)	1. Review program opportunities for new youth programming. (Maniar/Vittal/Chabra) 2. Work with City staff to review opportunities to more formally include youth (YAC and other youth) in park planning. (Vittal/Lucido)
2. Support bicycle and trails development efforts	Supporting Our Youth, Seniors & Entire Community	PS Director (Minimal)	Work to coordinate with community members on bicycle and trails issues with volunteer Bicycle and Pedestrian Advocacy Group. (Zargar)
3. Support the Morgan Hill Magical Bridge ongoing operations	Supporting Our Youth, Seniors & Entire Community	Recreation Supervisor and Coordinator (Moderate)	Support and enhance the ongoing volunteer and ambassador efforts at the Morgan Hill Magical Bridge Playground, including a youth volunteer program. (Vittal/Maniar/Chabra)
4. Support City in grant opportunities	Supporting Our Youth, Seniors & Entire Community Fiscal Sustainability	PS Director (Moderate) Mngt Analyst (Moderate)	Support City staff in identifying and evaluating grant opportunities and associated projects. (Maniar/Zargar/Chabra)
5. Increase volunteer Adopt a Park Program participation	Supporting Our Youth, Seniors & Entire Community Fiscal Sustainability	PS Director (Minimal) CS Supervisor (Minimal)	Support efforts to identify volunteers for tree establishment watering. (Zargar/Moniz)

Project	City Council Priority Supported	Staff Resources Required	Desired Outcome (Commissioner Responsible)
6. Support City park planning efforts	Supporting Our Youth, Seniors & Entire Community	PS Director (Significant)	1. Commence Parks and Recreation Master Plan update. (All) 2. Evaluate future opportunities for parkland acquisition and development. (van Keulen) 3. Research opportunities for the creation of additional dog parks in existing or new park spaces. (Moniz) 4. Review options for the future of the Community Park Pond. (All) 5. Review and provide recommendations to the City Council on adding restrooms to existing parks, including Diana, Nordstrom and Paradise. (van Keulen/Moniz)
7. Support the Annual Open Streets Event	Supporting Our Youth, Seniors & Entire Community	PS Director (Minimal) CS Supervisor (Moderate)	Support the planning and implementation of the annual Open Streets Event in coordination with health and wellness community resource fair. (Moniz/Vittal/Chabra/Lucido)
8. Explore Park and Outdoor Recreation Activation Opportunities	Supporting Our Youth, Seniors & Entire Community	PS Director (Minimal) CS Supervisor (Minimal) Recreation Manager (Minimal) Recreation Coordinator (Moderate)	1. Explore the opportunity to develop and implement an "Art in the Park" event, program or improvement. (Moniz/Chabra) 2. Review the opportunity to implement free fitness opportunities in parks in partnership with local fitness advocates. (Zargar) 3. Review the potential to organize social events with DJs and encourage families to picnic at the park for a chance for communal gatherings with sports and activities. (Zargar/Chabra) 4. Review opportunity to implement outdoor education workshop sessions for seniors. (Chabra)
9. Support Community Organizations related to Parks and Recreation	Supporting Our Youth, Seniors & Entire Community	PS Director (Minimal)	Identify and implement recognition opportunities for non-profit organizations. (Vittal/Chabra)

Staff Resources Required: **0-50 hours = Minimal** **51-100 hours = Moderate** **100+ hours = Significant**