

Specific SMART Goal	Core Value Represented	Anticipated Completion	Facility	Staff
Develop and implement a comprehensive Recreation Internship Manual and program structure, including onboarding materials, defined learning objectives, evaluation tools, and department rotations; implement the program with summer recreation intern	Support Staff Development & Training	4/30/2027	Administration	Labus
Support the planning and execution of the referendum rollout by November 2026, including participation in planning meetings, assisting with development communication tools/materials, and contributing to community engagement initiatives/events.	Enhance Community & Staff Engagement	11/1/2026	Administration	Administration
Assist in completing the DPRA accreditation checklist, ensuring 100% of assigned sections are completed and documented, and participate in all internal review meetings to verify compliance and readiness.	Support Staff Development & Training	4/30/2027	Administration	Administration
Update the Volunteer Manual and create a clear benefits chart for each volunteer area, ensuring all program areas are represented, and distribute to staff	Enhance Community & Staff Engagement	4/30/2027	Administration	Labus
Transition identified recreation and facility forms to JotForm, and conduct at least two staff training sessions and make forms accessible via the website.	Increase Accessibility & Inclusiveness	1/30/2027	Administration	Labus/Pozner
Successfully implement ePact for all Camp and SPACE programs, ensuring registered participants have completed profiles prior to program start, and provide training to all relevant staff with full compliance during the summer season.	Strengthen Commitment to Exceptional Customer Service	8/1/2026	Administration	Labus/Amato
Develop and implement a standardized formula and tracking tool to identify program net revenue and net loss and apply it to at least three program areas, providing quarterly reports to leadership to support data-driven decision making.	Strengthen Financial Sustainability	4/30/2027	Administration	Labus/Amato
Review the Special Event/ADA checklist and make suggestions to staff for improvements	Increase Accessibility & Inclusiveness	4/30/2027	Administration	Labus/Amato
Develop and implement a strategic partnership with the Skokie Public Library to increase literacy engagement across camp and SPACE programs.	Enhance Community & Staff Engagement	8/30/2026	Administration	Amato
Apply for the American Camp Association Character Grant and Illinois Association of Park Districts Play4Kids Grant to help fund inclusive programming initiatives.	Strengthen Financial Sustainability	10/1/2026	Administration	Amato
Develop, launch, and promote a Summer Event Pass program designed to increase attendance and participant retention at Skokie Park District events while collecting contact information from new users for future marketing and engagement efforts.	Enhance Community & Staff Engagement	8/30/2026	Administration	Amato
Secure lease with MWRD for Channelside South.	Provide First Class Facilities & Parks	6/26/2026	Administration	Tuft
Update Board and Administrative Manual	Support Staff Development & Training	4/30/2027	Administration	Tuft
Oversee the Skokie Water Playground partition installation.	Provide First Class Facilities & Parks	6/1/2026	Aquatics/Dammrich	Guyenn/Runkle/Bidstrup
Provide staff training and expectations meeting focused on grounds and facility cleanliness for both pools.	Provide First Class Facilities & Parks	9/1/2026	Aquatics/Dammrich	Runkle/Bidstrup
Personally conduct cleanliness inspection at each pool a minimum of three times a week and document day/time.	Provide First Class Facilities & Parks	9/1/2026	Aquatics/Dammrich	Runkle/Bidstrup
Offer "L"ap Swim Challenge to swimmers.	Enhance Community & Staff Engagement	9/4/2026	Aquatics/Dammrich	Runkle/Bidstrup
Create agendas for each lifeguard inservice.	Support Staff Development & Training	9/2/2026	Aquatics/Dammrich	Runkle/Bidstrup
Develop swim instructor inservices for instructors to receive more consistent training throughout the summer.	Support Staff Development & Training	9/3/2026	Aquatics/Dammrich	Runkle/Bidstrup
Create first day orientation checklist to ensure lifeguards are properly briefed before going on chair.	Support Staff Development & Training	9/4/2026	Aquatics/Dammrich	Runkle/Bidstrup

Revise trainings to ensure customer service and management staff have a strong foundation of Rectrac related knowledge beyond Touch POS.	Support Staff Development & Training	9/5/2026	Aquatics/Dammrich	Bidstrup
Have Aquatics and Special Facilities Manager coordinate with Operations III Aquatics staff on pool startup and shutdown (lead Devonshire Aaquatic Center start up).	Support Staff Development & Training	11/1/2026	Aquatics/Dammrich	Runkle/Casiano Jr.
Enhance social media usage (Water safety, RESPECT THE WATER, etc.)	Enhance Marketing & Communications	9/1/2026	Aquatics/Dammrich	Runkle/Bidstrup
Conduct a comprehensive cost analysis of neighboring park district programs, leagues, and field rentals and recommend fee adjustments to ensure Skokie Park District pricing remains competitive, financially sustainable, and aligned with market trends.	Strengthen Financial Sustainability	4/30/2027	Athletics	Evans
Research and implement a digital sign display or communication platform that notifies patrons when the Oakton Pickleball Courts are reserved for rentals, leagues, programs, tournaments, or special events.	Enhance Community & Staff Engagement	4/30/2027	Athletics	Khnanisho
Organize and host a fall pickleball tournament at the Oakton pickleball courts.	Expand Program and Wellness Offerings	10/1/2026	Athletics	Khnanisho
Develop and distribute a community athletics interest survey to identify adult recreation interests, participation barriers, and demand for new programs, leagues, and events.	Enhance Community & Staff Engagement	4/30/2027	Athletics	Evans
Continue to offer staff trainings on Tyler modules.	Support Staff Development & Training	4/30/2027	Business Services	Schmidt, Le
Streamline Accounts Payable process to include online invoice approvals.	Support Staff Development & Training	4/30/2027	Business Services	Le, Traverso
Analyze current monthly credit card processing fees and deliver a recommendation to lower ongoing processing expenses by 10%.	Strengthen Financial Sustainability	4/30/2027	Business Services	Schmidt, Le
Create and implement General Ledger account request form and a staff transfer form to improve efficiency and visibility on action items.	Strengthen Financial Sustainability	11/1/2026	Business Services	Schmidt/Le/Portillo/Catania
Implement and maintain Fixed Assets module in Tyler to track capital projects and expenditures.	Strengthen Financial Sustainability	4/30/2027	Business Services	Schmidt/Le/Hayat
Contingent upon the bond referendum passing, develop and implement a financial readiness plan to ensure all necessary funding mechanisms, budget allocations, and fiscal resources are properly established and in order to support approved capital projects.	Strengthen Financial Sustainability	12/1/2026	Business Services	Schmidt, Le
With IT, train appropriate staff in updating the new SPD app (Athletics, Pools, Golf staff)	Enhance Marketing & Communications	9/30/2026	Communications & Marketing	Bottorff/Pozner/Catania
Lead GO Technology Group migration of the SPD website to a new CMS	Enhance Marketing & Communications	2/26/2027	Communications & Marketing	Bottorff/Pozner/Walker/IT
Lead effort to make SPD website fully accessible and eliminate PDFs	Enhance Marketing & Communications	4/30/2027	Communications & Marketing	Bottorff/Pozner/Walker
Compile analytics reports for social media, QR, google/websites, and RecTrac “how did you hear about us” data	Enhance Marketing & Communications	4/30/2027	Communications & Marketing	Pozner/Gomez
Coordinate new facility and event photo procurement plan	Enhance Marketing & Communications	4/30/2027	Communications & Marketing	Walker/Gomez
Lead the Summer ’26 Stand Up Skokie communications campaign and collect data	Enhance Marketing & Communications	8/31/2026	Communications & Marketing	Bottorff/Pozner
Lead proposed and then potential referendum communication efforts	Enhance Marketing & Communications	11/3/2026	Communications & Marketing	Marketing Team
Create online training module about recycling (video presentation with comprehension questions for staff) to increase recycling practices at Devonshire Cultural Center.	Promote Environmental Stewardship & Sustainability	4/30/2027	Devonshire Cultural Center	Robinson
Implement a new strategy to encourage repeat attendance and a new alternative revenue stream for theater productions and gather audience feedback to help improve future experiences. Do a monthly audit of all revenues and expenses.	Strengthen Commitment to Exceptional Customer Service	4/30/2027	Devonshire Cultural Center	Goldberg/Horwitz

Create POS Concessions interface to track and sell snacks and beverages at all Devonshire productions, including Concerts in the Park and theatre productions.	Strengthen Financial Sustainability	8/1/2026	Devonshire Cultural Center	Goldberg
Meet the target for the Devonshire Cultural Center 26/27 budget bottom line by reducing expenses in theatre staff hours, add one new revenue generating initiative, and provide monthly monitoring on cost cutting and revenue producing initiatives for programs.	Strengthen Financial Sustainability	4/30/2027	Devonshire Cultural Center	Horwitz
Investigate and propose a working assisted listening system in the theater to better support theater patrons with hearing concerns.	Increase Accessibility & Inclusiveness	4/30/2027	Devonshire Cultural Center	Horwitz/Poulos
Evaluate and present at least two options for a donor recognition feature, such as a donor wall or memorial rock garden, including estimated costs, revenue potential, and implementation recommendations for Emily Oaks Nature Center.	Strengthen Commitment to Exceptional Customer Service	4/30/2027	Emily Oaks Nature Center	Hansen
Research and develop a proposal for a natural resources library at Emily Oaks Nature Center, including location recommendations, storage and shelving plans, and a projected budget to support donated book collections.	Enhance Community & Staff Engagement	4/30/2027	Emily Oaks Nature Center	Hansen
Expand the weekly After School Nature Club program to include Park View School and successfully enroll participants in the new program offering.	Expand Program and Wellness Offerings	4/30/2027	Emily Oaks Nature Center	Schaeffer
Create and distribute a quarterly Environmental Action Team newsletter for Skokie Park District staff and board members that highlights environmental initiatives, accomplishments, statistics, and sustainability tips, while identifying and implementing an effective distribution method such as Paycom or other staff communication platforms.	Promote Environmental Stewardship & Sustainability	4/30/2027	Emily Oaks Nature Center	Taira
Collaborate with local environmental organizations including Go Green Skokie, Wild Ones, and Chicago Wilderness to organize and host at least two public educational sessions focused on community green initiatives and environmental stewardship.	Promote Environmental Stewardship & Sustainability	4/30/2027	Emily Oaks Nature Center	Taira
Establish relationships with at least three wholesale vendors and introduce new seasonal and event-based merchandise at the Emily Oaks gift shop to enhance customer experience and increase retail variety.	Strengthen Financial Sustainability	4/30/2027	Emily Oaks Nature Center	Martin
Update and refresh birthday party activities for ages 3–4 by introducing at least two new age-appropriate activity options designed to improve participant engagement and program variety.	Expand Program and Wellness Offerings	4/30/2027	Emily Oaks Nature Center	Taira
Launch at least two new women's focused offerings/outings.	Increase Accessibility & Inclusiveness	9/1/2026	Golf	Hejnowski/Quinlan
Implement monthly sales incentive program for front line staff.	Strengthen Financial Sustainability	6/1/2026	Golf	Hejnowski/Quinlan
Implement staff quarterly meeting feedback surveys.	Enhance Community & Staff Engagement	7/1/2026	Golf	Hejnowski/Quinlan
Develop at least one program or event with a different department.	Enhance Community & Staff Engagement	12/1/2026	Golf	Hejnowski/Quinlan
Have at least one supervisor attend developmental training course.	Support Staff Development & Training	12/1/2026	Golf	Hejnowski/Quinlan
Ensure all front line staff attend customer service training.	Strengthen Commitment to Exceptional Customer Service	9/1/2026	Golf	Hejnowski/Quinlan
Train three staff members to manage key components of golf tournaments.	Support Staff Development & Training	7/1/2026	Golf	Hejnowski/Quinlan
Cross promote at least three special events or programs with other facilities.	Enhance Marketing & Communications	12/1/2026	Golf	Hejnowski/Quinlan
Have at least one additional employee obtain their pesticide applicator License.	Support Staff Development & Training	7/1/2026	Golf	Savoie
Expand Bunker on 8th green.		8/1/2026	Golf	
Expand Bunker on 8th green.	Provide First Class Facilities & Parks	8/1/2026	Golf	Savoie

Provide oversight of structure roofing replacement at Sports Park.	Provide First Class Facilities & Parks	7/1/2026	Golf	Guynn/Hejnowski/Quinlan
Provide oversight of structure painting project at Sports Park.	Provide First Class Facilities & Parks	6/1/2026	Golf	Guynn/Hejnowski/Quinlan
Provide oversight of putting green installation at Sports Park.	Provide First Class Facilities & Parks	7/1/2026	Golf	Guynn/Hejnowski/Quinlan
Oversee mini golf fencing repairs/restoration at Sports Park.	Provide First Class Facilities & Parks	10/1/2026	Golf	Guynn/Hejnowski/Quinlan
Oversee netting replacement project at Weber Park Golf Course.	Provide First Class Facilities & Parks	11/1/2026	Golf	Guynn/Hejnowski/Quinlan
Develop Standard Operating Procedures (SOP) for events that the Safety Manager will attend.	Improve Safety & Infrastructure	4/30/2027	Human Resources/Safety	Green
Complete digital transition for all incident reporting forms to streamline access and reporting metrics.	Improve Safety & Infrastructure	8/1/2026	Human Resources/Safety	Green
Develop, launch, and maintain annual safety training calendar with training materials for district wide use.	Support Staff Development & Training	3/16/2027	Human Resources/Safety	Green
Work with the Village of Skokie Emergency Coordinator, with the goal to improve community disaster plan coordination. Rollout Standard Response Plan with updated Emergency Action Plan.	Improve Safety & Infrastructure	1/31/2027	Human Resources/Safety	Green
	Improve Safety & Infrastructure	4/30/2027	Human Resources/Safety	Green
Enhance understanding of FMLA and Short-Term Disability by attending classes and seminars.	Support Staff Development & Training	4/30/2027	Human Resources/Safety	JahJah
Develop a Standard Operating Procedure (SOP) for Human Resource and Payroll Coordinator responsibilities.	Improve Safety & Infrastructure	4/30/2027	Human Resources/Safety	JahJah
Identify and streamline manual, time-intensive payroll processes to improve efficiency and accuracy.	Improve Safety & Infrastructure	4/30/2027	Human Resources/Safety	JahJah
Develop and maintain standardized employee training schedules and materials to ensure compliance with PDRMA, DOL, DPRA, and all applicable state and federal requirements.	Support Staff Development & Training	9/1/2026	Human Resources/Safety	Stonitsch
Develop and maintain standard operating procedures (SOPs) for all HR functions and processes.	Support Staff Development & Training	12/31/2026	Human Resources/Safety	Stonitsch
Develop and implement an IMRF eligibility review process, including an audit of current IMRF-eligible employees and a monthly notification system to help supervisors monitor and manage employee eligibility.	Strengthen Financial Sustainability	10/1/2026	Human Resources/Safety	Stonitsch
Develop a standardized onboarding and offboarding processes to ensure clear and timely communication with all applicable departments, completion of required trainings, and employee preparedness.	Support Staff Development & Training	9/1/2026	Human Resources/Safety	Stonitsch
Reintroduce a structured mentorship program for new employees to enhance onboarding, engagement, and retention.	Support Staff Development & Training	2/1/2027	Human Resources/Safety	Stonitsch
Create and administer an annual employee survey to assess employee satisfaction and identify areas for improvement.	Support Staff Development & Training	8/1/2026	Human Resources/Safety	Stonitsch
Evaluate and align part-time and full-time pay schedules by consolidating them into a single standardized timeline.	Improve Safety & Infrastructure	12/31/2026	Human Resources/Safety	Stonitsch
Create online registration platform for SPACE via WebTrac.	Increase Accessibility & Inclusiveness	5/31/2026	Oakton Center/Exploratorium	Tyler/Fletcher
Restructure Exploritorium birthday party offerings and weekend public hours, including fee structure, to increase capacity and revenue, measured by increasing the number of available party bookings from 10 to at least 14 per weekend and generating increased revenue compared to the previous year.				
	Provide First Class Facilities & Parks	1/1/2027	Oakton Center/Exploratorium	Mergler

Redesign and upgrade the transportation exhibit in the Exploritorium to create a more engaging, interactive, and developmentally appropriate play experience for children.	Provide First Class Facilities & Parks	4/30/2027	Oakton Center/Exploritorium	Mergler
Implement new MNASR liaison role for the 2026 camp season. This new role will improve communication and efficiency, measured by documented procedures and staff understanding of roles.	Increase Accessibility & Inclusiveness	1/30/2027	Oakton Center/Exploritorium	Hurwitz/Fletcher
Create and distribute an afterschool club survey to gather feedback from participants and families, so that future programming better meets their interests, measured by survey responses and use of results to inform program planning.	Strengthen Commitment to Exceptional Customer Service	4/20/2027	Oakton Center/Exploritorium	Hurwitz
Oversee ballfield sideline repairs at Lyon Park.	Provide First Class Facilities & Parks	11/1/2026	Park Services	Hallm/Gottschalk
Oversee implementation of ADA audit remediations.	Increase Accessibility & Inclusiveness	4/30/2027	Park Services	Guynn
Oversee the implementation of the landscape, operations, and horticulture department's battery powered equipment conversions and electrical infrastructure improvements.	Promote Environmental Stewardship & Sustainability	7/1/2026	Park Services	Guynn/Hallm/Hacker
Oversee the installation of drainage in the Devonshire Cultural Center preschool grass area.	Provide First Class Facilities & Parks	7/1/2026	Park Services	Hallm/Gottschalk
Oversee installation of native bed at Lauth Park.	Promote Environmental Stewardship & Sustainability	9/1/2026	Park Services	Hallm/Riely
Complete sign bed renovations at Devonshire(all), Lorel, Lyon, Sequoya, and Tennis Center.	Provide First Class Facilities & Parks	11/1/2026	Park Services	Hallm/Gottschalk
Conduct "Safety Bites" for Horticulture and Landscape staff.	Support Staff Development & Training	4/30/2027	Park Services	Gottschalk
Oversee shelter flooring and partition improvements at Central and Terminal parks.	Provide First Class Facilities & Parks	6/1/2026	Park Services	Guynn/Hacker
Oversee outdoor water fountain replacements (3) at Oakton Park.	Provide First Class Facilities & Parks	9/1/2026	Park Services	Hacker/Lechowicz
Oversee Dammrich Rowing Center/Channelside Park /Devonshire Park asphalt project.	Provide First Class Facilities & Parks	10/1/2026	Park Services	Guynn/Hacker
Oversee concrete deck repairs/fencing improvements at both pools	Provide First Class Facilities & Parks	6/1/2026	Park Services	Guynn/Hacker
Oversee boiler replacement at Devonshire Cultural Center.	Provide First Class Facilities & Parks	11/1/2026	Park Services	Hacker/Lechowicz
Oversee classroom heater replacement at Devonshire Cultural Center.	Provide First Class Facilities & Parks	11/1/2026	Park Services	Hacker/Lechowicz
Oversee the Emerson Park playground replacement.	Provide First Class Facilities & Parks	7/15/2026	Park Services	Guynn
Oversee Emerson Park grant reporting.	Strengthen Financial Sustainability	8/1/2026	Park Services	Guynn
Oversee DCEO grant reporting-Gliess courts.	Strengthen Financial Sustainability	4/30/2027	Park Services	Guynn
Oversee DCEO grant reporting-Gliess playground equipment.	Strengthen Financial Sustainability	4/30/2027	Park Services	Guynn
Oversee Gleiss Park playground/park renovation.	Provide First Class Facilities & Parks	5/15/2026	Park Services	Guynn/Hacker/Hallm
Oversee Lyon Park playground/park renovation.	Provide First Class Facilities & Parks	6/1/2026	Park Services	Guynn/Hacker/Hallm
Oversee Lockwood Park playground planning.	Provide First Class Facilities & Parks	2/1/2027	Park Services	Guynn

Oversee Shawnee Park playground planning.	Provide First Class Facilities & Parks	2/1/2027	Park Services	Guynn
Oversee Lauth tennis court replacement planning.	Provide First Class Facilities & Parks	3/1/2027	Park Services	Guynn
Oversee Main-Hamlin tennis court replacement planning.	Provide First Class Facilities & Parks	3/1/2027	Park Services	Guynn
Oversee Oakton Community Center 2nd floor painting project.	Provide First Class Facilities & Parks	11/1/2026	Park Services	Guynn/Hacker/Lechowicz
Oversee Tot Learning Center exterior repairs and painting project.	Provide First Class Facilities & Parks	10/1/2026	Park Services	Guynn
Offer three events for dogs and owners.	Expand Program and Wellness Offerings	4/1/2027	Pooch Park	Bidstrup
Collaborate with the party host team to create, test, and implement a customer feedback survey for birthday party rentals to evaluate the booking process, party host performance, and overall guest satisfaction with Skatium party operations.	Enhance Community & Staff Engagement	4/30/2027	Skatium	Luecke
Promote practice ice and public skate opportunities through targeted marketing efforts and increase average weekly attendance by tracking participation numbers and identifying growth trends throughout the season.	Strengthen Financial Sustainability	11/1/2026	Skatium	Hathaway
Develop and launch either an Adult or Adaptive Theatre on Ice team by establishing program structure, recruiting participants, and holding at least one regular team practice or performance opportunity.	Increase Accessibility & Inclusiveness	10/30/2026	Skatium	Hathaway
Develop and implement a consistent waiver collection policy and procedure for all non-RecTrac activities, including rentals, parties, and contracted ice programs, to improve compliance and risk management.	Improve Safety & Infrastructure	10/5/2026	Skatium	
Coordinate upgrades to the party room, including improvements of tables, window shades, TV equipment, paint, microwaves and flooring to enhance guest experience and facility appearance.	Provide First Class Facilities & Parks	9/1/2026	Skatium	
Expand yoga offerings to include at least three chair yoga sessions or other yoga styles specifically geared toward Active Adults.	Expand Program and Wellness Offerings	3/1/2027	Skokie Heritage Museum	England
Launch a publicly accessible online collections portal featuring at least 500 fully digitized, cataloged, and searchable historical photographs to improve community access to Skokie history resources.	Increase Accessibility & Inclusiveness	4/30/2027	Skokie Heritage Museum	England
Partner with Downtown Skokie Merchants Collaborative for Dine-In Movie on Brown St. July 16, Skokie Heritage Day in September, and the Cookie Walk in December.	Enhance Community & Staff Engagement	12/31/2026	Skokie Heritage Museum	England
Complete at least five oral history interviews in full (recorded, edited, supplemental materials digitized, transcription created and reviewed by two volunteers, interviewee approval obtained, and everything cataloged).	Enhance Community & Staff Engagement	4/30/2027	Skokie Heritage Museum	Guthrie
Explore languages represented in the classroom to support multilingual development and cultural awareness by teaching the children how to count from 1-5 in the different languages during daily circle time. Make a multi-cultural quilt or mural for display.	Expand Program and Wellness Offerings	2/28/2027	Tot Learning Center	Ferguson/Bravo
Increase family engagement and strengthen home-school connections by implementing weekly take-home learning experiences through Ella’s Fun Bag and Zoey the Zebra. Two students per week will participate in an interactive family activity that encourages parent involvement through shared experiences, photos, and written reflections. Success will be measured by providing each child with at least two opportunities to participate during the school year and creating two classroom memory books documenting family participation and learning experiences.	Expand Program and Wellness Offerings	4/30/2027	Tot Learning Center	Ferguson/Bravo
Implement at least three new marketing strategies to increase overall Tot Learning Center enrollment by at least 5% compared to the previous year.	Enhance Marketing & Communications	4/30/2027	Tot Learning Center	Khan
Develop and implement a structured infant waitlist and enrollment tracking system to improve organization and ensure families are contacted within 48 hours of available openings.	Strengthen Commitment to Exceptional Customer Service	4/30/2027	Tot Learning Center	Khan

Based on findings, develop and deliver a 30-minute recycling training session for all staff, including custodians, with a follow-up check-in to assess improvement in recycling practices.	Promote Environmental Stewardship & Sustainability	4/30/2027	Weber Center/Fitness First	Bontly/Thompson
Increase participation in Fun Runs by 20% by introducing at least one new themed or rebranded event, enhancing promotion strategies, and collecting participant feedback after each event to guide future improvements.	Enhance Community & Staff Engagement	10/30/2026	Weber Center/Fitness First	Bever
Launch a pilot retail and/or vending program (e.g., drinks, snacks, fitness accessories) at the fitness center, and evaluate profitability and member satisfaction.	Strengthen Commitment to Exceptional Customer Service	4/30/2027	Weber Center/Fitness First	Bever
Revamp Tiny Tots Open Gym by introducing at least one theme day per month or partnering with vendors to run a mini class.	Expand Program and Wellness Offerings	4/30/2027	Weber Center/Fitness First	Kasper
Develop a handbook for Building Supervisor staff, along with retraining and verification of all job duties.	Support Staff Development & Training	4/30/2027	Weber Center/Fitness First	Bontly/Thompson
Expand program offerings by providing specialty classes immediately following camp as convenient daily extension options at multiple camp locations.	Expand Program and Wellness Offerings	4/30/2027	Weber Center/Fitness First	Kasper
Evaluate all group exercise classes by analyzing attendance, cost, and member feedback, and implement a revised schedule that improves average class attendance and reduces underperforming classes. Pilot at least one new or trending class per quarter.	Expand Program and Wellness Offerings	4/30/2027	Weber Center/Fitness First	Bever