

**Warrensburg Parks and Recreation**  
**Board Meeting Minutes**

January 26, 2022

**Call to Order**

Erica Collins called to order the regular meeting of the Warrensburg Parks and Recreation Board at 7:05 PM on January 26, 2022 at the Parks and Recreation Department, 445 E. Gay Street.

**1) Roll Call**

Alex Threlkeld conducted a roll call. The following members were present: Erica Collins, Dan Baldrige (arrived at 7:25PM), Jessica Caldwell, Cooleen Hall, Shawnacy Johnson

The following members were absent: Jason Duffey

Others in attendance were:

Danielle Fesler, Director of Warrensburg Parks & Recreation (WPR)

Alex Threlkeld, WPR, Recreation Superintendent

Jeff Imboden, WPR, Business and Information Specialist

Carrie Battles, WPR, Office Manager

Tracy Trotto, WPR, Recreation Supervisor of Programs and Events

Brooke Brown, WPR, Recreation Supervisor of Fitness

Josh Roglon, WPR, Recreation Supervisor of Sports

Carson Beard

Morgan Hebensperger

Jaason Levine

Bryant Lanier

Randy Croft, Community Change Committee

Greg Stack, Youth Excited about Sports (YES)

Nolan Brooks, City Council Liaison

Danielle Dulin, City of Warrensburg

Shakiena Lanier (arrived later)

DaVonne Stewart

Kathy Baldrige

Sarah Larson, Warrensburg Star Journal

**2) Approval of Agenda**

Dan Baldrige moved to approve the amended Agenda. Dan Baldrige seconded. Erica Collins – Yes, Dan Baldrige – Yes, Jessica Caldwell – Yes, Cooleen Hall – Yes, Shawnacy

Johnson – Yes. Agenda approved 5-0.

### **3) Approval of Minutes**

Dan Baldrige moved to approve the November 17, 2021 Regular Meeting Minutes with no changes. Shawancy Johnson seconded. Erica Collins – Yes, Dan Baldrige – Yes, Jessica Caldwell – Yes, Cooleen Hall – Yes, Shawnacy Johnson – Yes. Minutes approved 5-0.

Dan Baldrige moved to approve the November 17, 2021 Joint Meeting Minutes with no changes. Jessica Caldwell seconded. Erica Collins – Yes, Dan Baldrige – Yes, Jessica Caldwell – Yes, Cooleen Hall – Yes, Shawnacy Johnson – Yes. Minutes approved 5-0.

Shawnacy Johnson moved to approve the November 30, 2021 Special Meeting Minutes with no changes. Dan Baldrige seconded. Erica Collins – Yes, Dan Baldrige – Yes, Jessica Caldwell – Yes, Cooleen Hall – Yes, Shawnacy Johnson – Yes. Minutes approved 5-0.

### **4) Announcements – no announcements**

### **5) Committee Reports**

- a) Finance Committee Report – Erica Collins reported the committee discussed the aquacise class going forward, partnerships/donor wall, policies in place, personnel, communication on website, activity guide
- b) Master Plan Committee Report – did not meet
- c) Building & Grounds Committee Report – Jessica Caldwell reported the committee discussed a new custodian has been hired, TV mounted in the hallway, final interview was held for Park Operations Superintendent position, indoor pool heater was down, warranty for merry-go-round at inclusive playground
- d) Recreation Committee Report – Cooleen Hall reported the committee discussed outside teams guidelines was reviewed and update on recent basketball game
- e) Administration Committee Report – Erica Collins reported the committee discussed sales tax increases, upcoming opportunities – lower cost and free programming, staffing, and mowing impacts – contracted or in-house, pool services in-house considerations and certifications

### **6) New Business**

- a) 2022 Facility Rental Rate Increase Proposal – Danielle Fesler explained internally staff have been discussing rate increases for a while, with inflation and minimum

wage going up this was the best time to update rental rates. Most rates were minimal increases. A lot of additions have been made to the multi rooms including the removable walls and technology and media rentals.

The pools are currently rentable by each body of water. We changed the indoor pool to a full facility rental only and Nassif was changed to full facility rental, upper deck, or lower deck rental options. This will help with lifeguard staff costs.

A newer addition to the rental rates was an after-hours rental option. Previously the after-hours rental was eight hours. We decreased to four hours. Carrie Battles explained interest is from schools for after graduation or after prom rentals. Carrie also explained the package, what rooms and facilities are available along with add-on options. Jeff Imboden added he, Carrie, and Alex did a lot of research around town and the majority of rental rooms are at the University of Central Missouri (UCM) – but does not have great parking. He said he spoke with the rentals supervisor at UCM are currently looking at raising their rates as well. He added our rates include setup and cleanup. New rental rates will be in effect as of March 1, 2022. Minutes reflect Dan Baldrige arrive at 7:25PM to make quorum.

Shawnacy Johnson moved to approve the Facility Rental Rate Increase. Dan Baldrige seconded. Erica Collins – Yes, Dan Baldrige – Yes, Jessica Caldwell – Yes, Cooleen Hall – Yes, Shawnacy Johnson – Yes. Increase approved 5-0.

- b) Parks and Recreation Donation Request Form – Danielle Fesler explained prior to COVID we had a lot of interest in organizations asking for donations, before we didn't have a policy or equitably keep it equal. This policy gives equal opportunity to all organizations asking for WPR donations. The form asks what the donation will be used for along with options for donations. The Board discussed an organizational cap of \$88.25 per year being noted and will be added to the form.

Jessica Caldwell moved to approve Parks and Recreation Donation Request Form with revision of cap. Dan Baldrige seconded. Erica Collins – Yes, Dan Baldrige – Yes, Jessica Caldwell – Yes, Cooleen Hall – Yes, Shawnacy Johnson – Yes. Form approved 5-0.

- c) Shakiena Lanier – Shakiena Lanier requested to speak and be on the agenda. She was not present at this time. Bryant Lanier was in attendance and spoke on behalf of his wife Shakiena Lanier and son Braylon Lanier.

Bryant explained he is here on behalf of his son on his ineligibility to play, the suspension he and his wife received, and an answer to why Braylon was not able to play in the current basketball season. Bryant explained he reached out to the community center and filled out a coaches form and added his son's name as a player on the team. His name was not noted on the official roster and was left off. WPR stated his name was not on the roster and was ineligible to play in the league. Bryant asked does WPR allow roster changes to happen after rosters are submitted – for WPR teams and outside teams? He stated he has a text message from a WPR coach that attended the WPR coach meeting and was reached out to by WPR staff to remove two kids off his team to another team who they played flag football with. Bryant stated he came to WPR but could have played their son as anybody.

Bryant stated that when meeting with Josh and Alex that night they both said he was unable to play, and Danielle would contact him on Monday and Danielle never contacted us. On January 13<sup>th</sup> Shakiena and Bryant received 7-day suspensions. Erica Collins asked Bryant if he had any contact with WPR staff between the time he asked if his son could play and when the suspension was received. Bryant stated yes, during the game on Friday. He stated he and Josh shook hands and Danielle will contact them. Bryant contacted Danielle on January 14<sup>th</sup> to further explain the suspension. Erica Collins asked on the day of the game, he talked to Josh. Bryant stated Shakina came to the community center to speak with Josh about adding his son to his coach's roster. Erica Collins asked when Bryant reached out to WPR to let them know Braylon was left off the roster. Bryant stated it was three days prior to games starting. Outside Team paperwork was submitted to WPR on November 11<sup>th</sup>. Erica Collins asked if Bryant received a copy of the Outside Team Guidelines. Bryant stated yes and that it says on the top of the form once rosters are submitted changes will not be accepted. Bryant stated he agreed with that, but he also just shared an instance where the rules were changed. Erica Collins stated that rule about roster changes was specifically on the Outside Team Guidelines not the WPR team guidelines. Erica Collins stated we follow policy as written. Bryant stated according to the coach's conduct policy they should have received a verbal warning, written warning, and then a suspension. He also stated he did not

receive an answer to why he received the suspension.

Danielle Fesler stated Bryant and Shakina did receive a verbal and written warning. Bryant asked when that happened. Danielle stated Alex and Josh did speak to Bryant and Shakina the day of the first game that Braylon was not able to play due to the roster change. OJ Rhone emailed Josh about Braylon playing and he did express in written form that Braylon could not play. Bryant stated he did not receive that email. Danielle stated typically with outside teams WPR staff do not communicate with outside coaches, they only communicate with the contact of the organization which is OJ. Bryant stated WPR does not communicate with coaches, but he was sent a suspension letter. Danielle explained Whiteman is an outside team and we speak to the Whiteman contact, and they speak to their teams so in this situation OJ would be the contact for the YES outside teams. Erica stated on the coach's code of conduct at the bottom it states, I will be subject to disciplinary action including but not limited to the following in any order or combination – that states we do not have to go in order of the code of conduct.

Bryant stated he still did not get an answer to his suspension. Erica asked if Danielle would address Bryant's suspension. Danielle stated Bryant broke several code of conducts when he played him in the game when he was not allowed, unsportsmanship conduct, etc. Bryant asked if they should have received a technical since the rule was broken. Danielle stated he should not have played at all and that game has been recorded as a forfeit. Bryant stated once he went into the game they should have received a technical by the rules of basketball. Danielle stated he should not have been in the game at all. Bryant asked if he received the technical. Danielle stated no. Bryant stated his family feels unlawfully discriminated against.

Dan Baldrige asked Bryant what the deadline for the roster was. Bryant stated November 8<sup>th</sup>. Dan asked what date was the first roster submitted, November 5<sup>th</sup>. Dan asked was any of the coach's conduct signed on November 5<sup>th</sup>, Bryant stated no, it was signed on November 11<sup>th</sup>. Dan stated WPR allowed YES to add coaches late since at that point no one could play. Dan stated from the report he received from everyone involved, Bryant is in violation of several things and he signed as a coach, I will be subject to disciplinary action including but not limited to the following in any order or combination.

Shawnacy Johnson asked if it is our policy that a coach's child does or does not have a guaranteed spot on their parent's team. Dan stated it is a WPR team policy that a coach can put their child's name down and guaranteed on the same team. Dan stated Josh is challenged with building the team equitably. Shawnacy stated we cannot have a perception of selective enforcement. Shawnacy stated we have selectively bent the rules. Dan stated we have not bent the rules. Dan stated we have an outside team policy or outside teams. Danielle stated WPR has an internal team formation policy and we do not control outside teams. Danielle stated we do not freeze spots for outside teams.

Shakina arrived at the meeting.

Shakina stated they were told on Friday the day of the game that their child could not play, and they are here because they don't know why this cannot be overlooked and can provide information and it was an error. Dan stated the WPR staff will do what the Board says and when they say there is no exception that is coming from the Board. Bryant stated as sports supervisor he should ask the Board to add a child to a roster. Erica stated he was asked to make an exception and he followed the policy as it was written. Shawnacy stated he came as a Board member and spoke to Josh the Friday of the game and asked if we have a policy that a coach's kid has a spot on a parent's team. Shawnacy asked why we have bent over backwards to keep a child from playing and if we want that kind of reputation in the community. Cooleen Hall stated when it is an outside team, we do not have control of the roster and when it is an internal team we do have control of the roster. Cooleen stated it is the outside team's responsibility to follow the outside team guidelines and that is where her frustration would be. Erica stated the child was played anyway and what has been taught to his child. Erica stated the policy will be brought back to the Board to resolve future problems. Dan asked Josh is it unreasonable for Braylon to join the roster for future games. Josh stated it is not unreasonable.

Dan Baldrige moved to approve Braylon Lanier's eligibility to play in the 2022 WPR basketball league. Shawnacy Johnson seconded. Erica Collins – Abstain, Dan Baldrige – Yes, Jessica Caldwell – Yes, Cooleen Hall – Yes, Shawnacy Johnson – Yes. Eligibility approved 4-0-1.

- d) OJ Rhone - Youth Excited about Sports – OJ Rhone requested to speak and be on the agenda. He was not present at this time. Greg Stack was in attendance and spoke on behalf of OJ Rhone.

Greg stated there is a bigger picture with the organizations' relationships and developed more. Greg stated OJ wanted him to ask several things; he asked if there was a coach meeting for external coaches. Danielle stated the league deadline was November 8<sup>th</sup>. Greg stated including outside teams at the coach meeting would be helpful in the future. Greg stated OJ received the same suspension as Bryant and Shakina and would like the same explanation in writing. Greg stated there was confusion on the outside team policy and if rosters are confirmed by officials prior to the game, which that did not happen. Greg stated if YES did not bring this up at all then no one would have known at all.

## **7) Unfinished Business**

## **8) Director's Report**

- a) Danielle stated last fall due to short staffed mowing was contracted out. She stated WPR is still short staffed and plan to meet with contractors to contact out mowing and now going out for zero-turn mower bid this year.
- b) Brooke Brown stated January 8<sup>th</sup> she took the NETA workshop course for group exercise instructor. She is certified as a group exercise instructor and nutrition coach.
- c) Jeff Imboden provided an update on the digital sign.

## **9) Appearances to the Park Board not listed on the Agenda**

- a) *Edited at the request of Park Board member Shawnacy Johnson:*

Randy Croft: "My name is Randy Croft, not representing YES or the military. I live and work on Whiteman Air Force Base. I have four families with a total of 30 children. I was here at the November 2020 Board meeting as an observer, and I was an observer tonight. My concern and note to the Board, is there is a perception of a standard that is not the same for outside organizations. I've had four conversations with coaches this week, three WPR coaches, and two of them made note there were exceptions where kids were added to the roster after the registration deadline. Two coaches, two teams. I could give you the names but I'm not going to mention them because they don't want their names in the minutes. I'd be glad to share with Josh offline. There is a perception here and that's a concern because I'm faced with a lot of military families in my role. Part of the community change committee is to present that Warrensburg is a great

place to live and work and raise your family. Both the 2020 Board and tonight, when Coach brought up a concern there was an adversarial scare right off the bat. That is a concern that says, is that how you treat your coaches that have been participating the last couple years. But they aren't part of WPR and if you won't want to engage with nonprofits like we do with volleyball and baseball. Is it standard? I am leaving with a perception that there is not the same standard and tonight didn't solve that for me. I have people to talk to and have concerns. I want to commend the team for at least addressing it. I'm an outside, independent. I know Mr. Rhone but not representing YES or the base. I'm with a committee who builds bridges in the community when there's perceptions of bridges that we need to tear down. I can leave here with a lot of defensiveness a lot of ways you don't really treat and talk to coaches who try to mentor kids and involve – whether they are part of parks and rec or outside organizations – I know you play other nonprofits. I leave with more concerns than assurances. Let the record know two parents where exceptions were made once the rosters were frozen. That's a perception of a different standard."

#### **10) Park Board Members Comments**

a) *Edited at the request of Park Board member Shawnacy Johnson:*

Shawnacy Johnson: "Let me just say this. Two things can be true at once, it's not a zero sum game. Could Mr. Lanier handled things differently tonight? Sure, right. However, we also (WPR Board), and Josh and staff in particular, could have handled things differently. I think that's what Mr. Croft is getting at. We have to make sure particularly when it comes to children that we are putting the children first and our egos and anything else second to that. The children have to be the primary concern. The inconsistencies with policy and enforcement can be addressed secondarily to make sure we are dealing with the children at the center of what we're doing. And again I say, two things can be true at once, we could have done things better, should have done things better. We shouldn't have directors that have no autonomy. We shouldn't have individuals that don't have the ability to make decisions in the moment because this Board is not readily available at a moment's notice. After the fact, the decision was inconsistent we can address that after the fact. At no point should these individuals on that side of the room be hog tied and not be able to make decisions in the moment when it has to do with children being affected."

b) Dan stated the kids come first. He stated it would be great to have autonomy in the committees.




- c) Erica stated the reason for parks and recreation is to be health, interact, and for families and it should be equitable. She stated she appreciates our volunteer coaches and everyone who supports parks and recreation.

**11) Adjournment**

Dan Baldrige moved to adjourn. Jessica Caldwell seconded. The meeting adjourned at 8:41PM.

Alex Threlkeld conducted a roll call. The following members were present: Erica Collins, Dan Baldrige (arrived at 7:25PM), Jessica Caldwell, Cooleen Hall, Shawnacy Johnson

The following members were absent: Jason Duffey

  
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Erica Collins, President

  
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Submitted by Alex Threlkeld