

March 9th, 2022
Clinton Parks & Recreation Meeting Minutes
6:00 pm
Clinton Parks & Recreation Building
560 High Street

Call to Order: 6:03 Pm

Attendance: Chair Ed Verrier, Vice Chair John Green, Commissioner Patricia Kerrigan, Commissioner Amanda Agnitti, Commissioner Mike Garofoli

Administrative:

Consideration of Finalists for Director Position
Interview Schedule of Two Candidates

6:15- 7:00pm Mackenzie Maloof

John welcomes her & gives explanation of proceedings.

Ed asks Mackenzie to briefly explain a little bit about herself and why she chooses to apply for this position?

Mackenzie: I have worked here the past several years since I was in high school. I started as a volunteer, then a summer camp counselor, then a supervisor of that program. Became office assistant during the school year & then interim over the last 4.5 months. I decided to apply because I genuinely care about the families in the community and I have been able to build relationships with other departments around town. The families that partake in our programming and offerings from our department. And I think I would be a great fit. And I think I could offer a seamless transition. And we could start focusing on building and growing the department and improving.

Ed asks, Describe your most challenging customer experience, what happened and how did you deal with it?

Mackenzie: A good example of that would be when I was one of the supervisors for the summer program. I was shopping in Market Basket, and a parent came up to me and was extremely upset that her daughter had come home with a scrape down her leg and she thought it wasn't adequately cared for. I sympathized with her & assured her everything was taken care of and I pulled up the incident report on my phone. Because that is one of our policies. That anytime first aid is administered an incident report has to be filed and put into this group that we have over text. So I pulled it up and reassured her that everything was taken care of. As a rule, anytime that I speak with a parent or somebody that has a concern about the way things were handled I sympathize & we try to come up with a game plan to make sure that this doesn't happen in the future.

John asks, Did you need to document that conversation with that parent?

Mackenzie: I had to bring that to my supervisor at the time.

Patti asks, How did the parent react to your response?

Mackenzie: She seemed surprised because I think her daughter had gone home and didn't give her the entire story of what had happened. She seemed surprised that I

had that information readily available. It was a challenging experience because I was outside of work. But after working here for so many years and building those relationships with different parents and families, I expect that and I'm glad she felt comfortable to have that conversation.

Mike asks, Can you elaborate on the procedure for notifying parents in the case w they have an incident like that, why wasn't she aware, just curious, was she out of the loop somehow?

Mackenzie: Her grandmother had picked her up at work, and anytime an incident report is filed, we notify them at checkout, everything is written down on incident report forms, what happened, what was done, and then the counselor who administered first aid or handled the situation. At the end of the day that's given to the check out person. The check out person notifies the parent or guardian who picks up the child. Then a picture of that is sent so that everyone is aware.

Mike, seems didn't get the connection from her check out lady, good to know.

Amanda asks, Describe a time when you received inadequate direction for a project, how did you proceed, what were the results and what did you learn from the process?

Mackenzie: Over the past 4.5 months I did become interim director and prior to this I didn't have all of the knowledge that I have now. I didn't get the necessary adequate training. I was able to take the resources that I had and learn and I've never been afraid to ask questions when I need help and using the resources around town the municipality and different departments that I've built relationships with I've been able to build the department as best I could and I think that we are doing excellent as far as enrollment and programming and I can only see it improving in the future.

Patti asks, How do you prioritize your work, programs and managerial functions?

Mackenzie: Everything is planned out in advance so when a program is going on, I'm already planning for next season. Right now we've had the egg hunt scheduled and we have all the materials ready. We are already onto the summer playground. So I make sure everything is prioritized in advance so that we don't miss a step and we have that threshold of time to prepare and room in case things don't come in time. So we have flexibility. As far as organization goes, I write everything down and I have a calendar that's color coded. It has all of our facility rentals, outdoor rentals, office appointments, meetings, everything. After an event, everything gets written down to. What we needed for materials, what we have left over, what went well, what we can improve next time. I find that super helpful for building.

John says, a summary and an evaluation of the program, if they are going to run it again, or not run it again.

Mackenzie: Exactly, with all the helpful information having that recorded is definitely, because I'm not going to remember all that information a year from now.

Mike asks, How do you store that information file wise, that information?

Mackenzie: I have a binder, ultimately I would like to transfer it over to something more permanent.

Mike says, flip through it, find what you need, seems pretty basic, good.

Patti asks, How about the office managerial as far as bill paying and money transfers?

Mackenzie: The warrants I have on my calendar as well like when they're due so that I am able to have that week in advance to get the bills done and then signed by the

commissioners. As far as deposits we do it once a month so I plan for that as well. I think the scheduling is the most important thing as far as that goes to make sure everything gets done on time.

Patti asks, are you responsible for payroll?

Mackenzie: We send it to the treasurer's office every Friday.

John asks, for any counselor?

Mackenzie: For anyone in this department.

John, ok.

Mike asks, What will your achievements in this position at The Town of Clinton look like in a year? How will you measure your department's progress? Can you elaborate on your goals for expanding programs, the reporting function, feedback you give to us and are you accepting any advice feedback from our board? Now you have already gone above by providing most of that, can you something out there that you would like to elaborate to express how you would see this down the line.

Mackenzie: I think I'd loved to see a more diverse brochure of programs so I would like to appeal to all the demographics in our community. Because we do, we have a lot of awesome youth programs going on right now but we don't have the kind that bridge the gap between senior programs and our youth programs so I would like to see more adult programs instituted. I would also like to see our enrollment continue to climb, because that's awesome. And I think a lot of that has to do with the marketing we have been doing, advertising on facebook we've been able to see a lot more feedback from the community with that as well. As far as feedback from the board is always welcomed.

Mike responds, I've already seen over the last few weeks, month or so, how much you have responded to the community and comments providing information about the programs. It's impressive.

Mackenzie, Thank you.

John asks, within that as well, how do you measure your progress, program attendance, revenue, tell me a little about a managerial and how you see progress within reports that will be reporting to you, how would you like to see progress for someone reporting to you?

Mackenzie, I definitely like to see as the department grows, responsibilities of those reporting grow as well. Together we can work on the marketing aspect, building. Financial revenue is equally as important as enrollment numbers. They go hand in hand.

John responds, as enrollment grows what we are hoping is we need more staffing. As we get more staffing we get more diversified people and we grow and the department will grow.

Mike asks can I follow up, ask you about programs and the future, there are several opportunities for programs in the town existing. The high school is through their winter season, every night after 6pm gyms are vacant. I just saw online Lancaster is offering a family gym night, is that something you have ever considered or have views on that?

Mackenzie, absolutely would love to utilize all the facilities we have access to, I would like to see us maximize our programming through that. So utilizing our facility and the town's facility like the gym at the high and middle school.

Mike, good, great.

John asks, you mentioned relationships within the town, tell me about some of the people you work with right now?

Mackenzie, Our department actually became a part of the Clinton Area Community Partners and I've been able to meet with and discuss future programming with a lot of different people through there. Maria at the library is participating in our scavenger hunt this coming month and she is going to pass out coins over there. And as well as a couple other business owners around town so that is building those relationships. We are hoping to do a grandparent grandkid movie night with the senior center this summer. They actually have the inflatable movie screen, we are borrowing that from them for the mother son movie night. So we are able to create more programs with those relationships.

Patti, The two you mentioned here, Clinton Area Community Partners and Discover Clinton?

Mackenzie, yes.

John, It's very important to keep those relationships and grow those relationships within the town. You don't know who can help you or who is willing to help you.

Mackenzie, yes, I was actually discussing with Marie, she said if I ever need help with grant writing, or anything to go to her and she is an awesome resource with that.

Amanda, that's awesome.

Patti, is she the librarian upstairs in the children department, speaks spanish?

Mackenzie, no, she's the director. I think that's Maria.

John, you brought that up, have you had any experience with grant writing?

Mackenzie, I have shadowed grant writing, I haven't solo any experience yet but I'm willing to learn. I have looked into some classes on it as well that I would be willing to take. And I do have a lot of awesome resources through Clinton Area Partners and relationships I've built throughout town.

John asks, Describe a time when a team function did not work as well as proposed? Team function meaning event or staff as well that did not show up or not working well together.

Mackenzie, In any working environment that's going to happen, there is going to be some give and take, over the first week of our summer program, which is our highest grossing program, there's always a transition of who fits where. Over the past few years as I've supervised that program, I've been able to rearrange people so that we are able to give the kids the best possible experience. To make sure everyone is comfortable & everyone is going to work to the best of their abilities. So moving people around would be the best staff wise.

John asks, What about when a participant isn't going well, you have complaints during the program?

Mackenzie, Luckily that hasn't happened yet.

John, it will.

Mackenzie, This past week at the princess tea party, the kids seemed to be getting bored so we pulled out some coloring sheets. Being flexible would be best, just because we think it's gonna go this way and we think it's going to work this way you can't be set in your ways like that, there's always going to be a need for flexibility especially working with Children.

Amanda, you always have to pivot. Describe a time you were faced with a difficult professional decision. What were the factors involved in the decision? How did you determine the course you would follow?

Mackenzie, So a good example of that would be the daddy daughter dance this year, I didn't want to cancel it again because it is such a staple in our community & in our dept. So I made the decision to push it back instead of canceling it all together. Because with covid and with respect to the guidelines, I didn't think it would be a good idea to put 500 people in the middle school gym. So we pushed it out till May and we're going to have it outdoors. That way everyone will get to participate and we won't have to cut down the numbers. And we'll still be able to have that tradition throughout town because the community looks forward to it and we have a lot of awesome feedback for that. That goes hand in hand with our mother son movie night that we also pushed out because we don't have the strand anymore and we don't have a location that could accommodate that many people. So it's going to be an outdoor movie night this year.

Amanda asks, What has been your biggest challenge so far and how did you overcome it?

Mackenzie, I wasn't as prepared as I could of been coming into this and I think that usually when I'm not prepared for something like I would take the time to research it and I didn't have the time to do that so I have been learning while I'm going & I was able to be flexible and do that as well.

John asks, Stressful for you?

Mackenzie, Not really, definitely more pressure, but I'm able to juggle it definitely.

Mike states, for what it's worth you've done a great job.

Mackenzie, Thank you very much.

Mike, I really mean that.

John asks, tell me what your ideal position is , tell me what you see as the ideal position here at Clinton Parks and Rec as the director and tell me how you're going to get there in the next five years.

Mackenzie, Ideally I would get this position and then we would be able to utilize all of our space, I would love to see that garage space being utilized recreationally. Because it's untapped and then we also have the concession stand that I think would be awesome for us to be able to use again as well. And I'd like to start that process by talking to facilities, the town, and find out what needs to be done so we can start that process. Like really hit the ground running as far as maximizing our space.

John, that's facility wise, how about additional programming? Tell us a couple things you have in there, what you see as you know,

Mackenzie, I'd definitely like to see more adult programming, more family based programming as well. We do have a lot that is targeted at the children but the parents also attend and I'd like to see more of, getting together and like having all the families participate. As well as like the weekday toddler story time, that was something that was asked for by parents. There were parents asking for a playgroup, we have been so successful with micro athletics and micro soccer, that I'd love to see us taking community feedback and the board and being able to put that into play. Over the past few years I feel we have been set with the events we do each year and I'd like to see us more flexible and building.

Amanda, I love that idea of a toddler story time.

Ed, when you were talking about the concession stand, were you referring to over here. Um, when they had that concession stand in operation I volunteered my time for that and I hooked up all the plumbing for that. It started out with great guns but after a short period of time people stopped showing up to volunteer. Then finally it shut down. I have no idea, we could check that out someday and get into the building and see if the stuff is still in place. When they first started that place it was fantastic.

Patti asks, Who would you go to for resources to help you get that up and moving?

Mackenzie, my first step would be talking to Mike Ward first and foremost, and he could point me in the right direction of who has worked on that in the past and who I should go to next. Also Brian Farragher, Director of Facilities, cause I know his department and our department have keys to that facility. I feel like that could be a good starting point and they could help us move forward in the best and most effective way possible. I know you had mentioned it was hard to get people to volunteer, Ideally I would like to see more staffing for the concession in the future.

Ed, I don't know what the situation is with the water main, water main would have to get, naturally we need water up there, that would have to be squared away and then we go from there. Same with the bathrooms and everything else.

Mackenzie, So the first step is definitely having someone come out and see what needs to be done.

John asks, Tell me if you did receive this role, what do you see as your biggest learning curve going to be? What's your biggest weakness that's going to take time to come up to speed?

Mackenzie, So far I have been able to navigate things super well, I have been able to find all the information I need, that's been super helpful to me. I think the biggest issue is going to be when I don't have that experience. When there isn't anyone right away to tell me which direction to go in. So maybe with the grant writing, like if I weren't able to find it. Like if Marie didn't offer her information right out of the gate, that would have been somewhere that put me at a halt.

Mike, I would like to point out that you have the board as a resource, don't ever be afraid to reach out to members or the group as a whole for feedback.

Patti, I think you have done that though.

Mackenzie, you guys have been an awesome resource throughout the whole process. I appreciate that.

Patti, to clarify, how would you deal with the media?

Mackenzie, luckily John has taken over media relations and greatly appreciate it. I have learned a ton of open meeting law. Which isn't something I thought I would learn from this job.

Patti, but necessary.

Mackenzie, Very necessary. Moving forward I would like to stay out of violation of open meeting law.

Amanda asks, have you any experience other than the last 4.5 months with dealing with budgets?

Mackenzie, Dealing with budgets, for summer playground the last few years I was given a budget, And then one of the other senior counselors and I went and decided what we needed, what would be delegated to arts and crafts, what would be delegated to new sports equipment, games, which is definitely on a smaller scale than what I would

be working on here. But I think it's excellent experience and it's recreational related which is awesome.

John asks, What was that budget?

Mackenzie, The budget for summer playground, \$9,000.

John, okay, now you have \$800,000?

Mackenzie, start small.

Mike, ramp it all up.

Mackenzie, if I divide everything out it's not that big of a number.

John, How do you balance cooperation with staff and coworkers and your own independent thinking?

Mackenzie, I think communication immediately is key, I need to make my expectations clear for that program or event. I think it's super important for everyone to know what is expected of them. And always open for feedback from the staff, because I've been in that position, being the one running the event, you're going to have feedback and I wanna hear it. I know it wasn't always expected to get feedback, it was like you do this and that's it because that's the way it's always been done. I don't want to see that, I wanna see anybody who has a way we can improve in the future.

Mike, How would you encourage that?

Mackenzie, by asking. After every event. I summarize how things went over the last few events. I have asked the staff how they think they could improve this and how great they think it went. There is always room for improvement.

Mike, great answer.

Patti, What excites you about this job as director?

Mackenzie, I am so excited to see the potential this department has and the growth. I think this is a great starting point. But I would like to see where we can take it as far as programming goes. And like what we discussed before the facilities. I'd love to see everything being utilized. Continuing with new programs, new events, everything.

Amanda, you are right. It has been a lot of the same programming over and over again. And I like that you've already seen that in the 4.5 months that you've been here and you are already thinking about what you would like to add. And I like what Mike said about utilizing the gyms, I remember years ago there was an adult dodgeball league in Clinton. I think you're really on to something there and I think getting families more involved in programming is a great idea. I just was here for the Ninja kids and we as parents sat here the whole time but it is definitely something we could have been involved in too. I really like that and see where you're going and I see a lot of potential to bring the community together and revenue.

Mackenzie, absolutely and families love that. We have had a couple different parents ask about an adult dodgeball. Because we have had in the past a dodgeball tournament. Adults have always been when it is ours. I think that would be awesome. I think I saw Sterling had backyard games for families and it was like field day and they competed. I think that would be fun.

Amanda, that's cool. And we have the space for that. That's great.

John, let's discuss your education real quick. What are your plans going forward?

Mackenzie, to finish my degree. I am already in works to get enrolled in classes for the coming semester. I plan on working remotely to get my degree during a reasonable amount of time.

John, Working remotely at school?

Mackenzie, oh yes, I'm sorry. School remotely.

John, How do you think that balance is going to be? School and full time career professional position?

Mackenzie, I've always worked full time while in school so I think I've had that flexibility of being able to separate and still give my full attention to my work and my school. In the past I was a full time student and a full time worker, and now I'm a part time student and a full time worker. So more of my time is going to be delegated to my career.

John, it's a balance you're already doing.

Mackenzie, exactly.

John, I think it's a necessity and I think for your professional growth to continue that as well.

Mackenzie, absolutely.

Patti, we have eleven minutes.

John, Does anyone have any additional questions for Mackenzie? I think I told you this before, I think the best things was that you were in this position for 4.5 months and maybe the worst thing sometimes. Your in this position for 4.5 months but it's provided you invaluable experience, I think it's helped you immensely knowing whats in here. Do you have an questions for the commission?

Mackenzie, I don't believe I do at this time. I just want to Thank you for the opportunity and for giving me this experience. I wouldn't have this kind of experience and I wouldn't have learned everything that I have learned over the last 4.5 months if you guys hadn't voted for me to be able to do this. Thank you.

Amanda, your welcome, you have done a great job.

Mike, I have dozens of questions , I'm sure you were prepared to answer but at this point I don't think we need those answers at this point.

Mackenzie, thank you.

John, Does anyone have any other questions. Thank you Mackenzie.

Mackenzie interview ends 6:55pm

Deliberation on candidate.

Break 7:05-7:12

7:15-8:00 Connor Marc-Aurele

Introductions

Ed asks, Connor explain a little bit about yourself and why you choose to apply for this position.

Connor, Certainly, I saw the posting and my background is in recreation sport management, I have two degrees, my bachelors is from Salem State University which I graduated in 2016 and then my masters I got from the University of Tennessee in Knoxville. Which I got in 2018. The whole time I was in school I thought I was gearing towards being in college athletics but then I did an internship with the YMCA in 2015 and 2016 and fell in love with the recreation side of things specifically working with kids

and it kinda opened my eyes to a lot more stuff. So while I did go to the University of Tennessee and got a lot of experience in intercollegiate athletics which was a priceless experience and one I wouldn't trade for anything I wanted to do something a little more local community based working in high level college athletics is saying a lot more business and I know there's a lot of business that goes into recreation but for me it was more so how the style of how your interactions were where you could really get on the communities level interact with people on the day to day, jump in the mix with kids, run programs with staff and so being a parks and rec director really hit home to me. When I was in HS I was actually a volunteer fifth grade basketball coach for two years. I went to Leicester, from Leicester originally. And that was a fun experience I loved being in the town but our town didn't do a lot of stuff outside of that. Senior year we actually advocated to do recreation basketball a lot of it was because me and my buddies would stay a little bit after practice with my fifth graders and we'd play in our local gym. And so they wanted to put a league together and we actually started a league my senior year, it lasted one year but it was cool the town recognized there was a need from their kids and decided to put something on for them. So in conjunction with high school athletics we had a small intramural basketball league, it was the only time that ever happened and for me I would love to replicate that with Clintons high school students or middle school students, I have a lot of ideas but really the big thing is that I like being a part of a community and that speaks more to me than being in as a D1 Athletic director one day, so that's why I applied.

Mike, good answer.

Connor, thank you.

Ed asks, Describe your most challenging customer experience. What happened? How did you deal with it?

Connor, so working with the YMCA, working with parents, it's very rewarding, it's fun to have that back and forth with them to figure out what you can do better in the program. It's not always the best when you have a conversation about something that happened in a program that could have been prevented so it was probably my third or fourth month when I was with the YMCA, in Worcester, the Greendale YMCA, just like on the Holden line, um I had in the same day one of my van drivers um was an older individual accidentally had a kid left behind in the van. For perspective, the building was right here, the van was parked right there, there's a sidewalk and then the doors are right here, super small space but from a safety standpoint that's potentially a child left behind and so had to talk to that staff who they were getting ready to retire and helping us out so nothing bad on them, it was an accident but the same day I had another group that left a kid behind, this child was a little bit um had a lot of stuff very particular about how they got their stuff in order and so they were found by another one of my staff walking through the hall of YMCA. YMCA is a great place because you have staff everywhere and the community is very friendly so the kid was okay, they got back with their group but I had to deal with two situations where I had parents wondering where was the lapse in supervision. I met those conversations head on, listening to the parents give me their feedback, obviously being upset and wondering about their child's safety. Both kiddos were fine, both kiddos were back in program the next day all smiles like nothing had even happened. It was tough because I sometimes take feedback a little too personally and so it almost felt like I was the one in that situation and not my staff but just listened to them and made sure that they understood that we had things in place or

were going to put in place. I actually self-reported us with my licensor. Because my program is licensed by the state of Massachusetts Department of Early Childhood education and they were actually like less than two minutes why are you reporting and I just wanted to make sure my bases were covered. It actually helped build my relationship with those families even more because they understood that I was committed to making sure their kids were safe. Didn't just brush it off. Didn't just say oh it was only two minutes no big deal like I took it very seriously on the other situation made sure those two staff understood what happened, I actually did suspend them which at the time being new director kind of was a heavy handed move but I think in the long run it kinda showed that I took my job seriously and when it comes to working with kids in a childcare setting or recreation or camp whatever it may be, those kids are the most important thing and that's why we are doing the programs that we do. And so their safety is of the utmost importance to me and I want to make sure my staff and my YMCA community knew how seriously I took that situation. Like I said the parents saw that and they were one of the first families to reach out to me when we ran summer camp that following year. That following summer which was right in the middle of the pandemic and so I took that as a vote of confidence for my program.

John, good.

Connor, thank you.

Patti asks, I would like you to tell us how you would prioritize your work for director here, meaning programs and as well as the managerial functions within the office that you are going to be responsible for?

Connor, First things first make sure that I have everything kinda buttoned up from a managerial side of things and make sure my administrative tasks are taken care of. Which is why I'm excited about this I'm ready to learn what all goes into this position learn about the town more, doing a quick research on the town of Clinton, it's a very interesting town and has a lot of cool athletic history especially with a lot of the parks and fields in the area so I would take care of those first, because if those buttoned up then the programs can't be at their best quality. If I'm in program worrying about stuff that's going on like from an admin stand point then I'm not going to be able to fully focused on the programs at hand, and those staff and those kids. So just making sure that I'm organizing my day so that if I have to go to a program that I'm getting as much stuff done for that day before I leave to go to a program so I can give my full attention to that program when I am on site or whatever it may be.

Patti, thank you.

Connor, you're welcome.

Patti, one more part of that, How do you what methods would you use or think are best effective to keeping that organization going?

Connor, Using a my calendar, my phone or my computer so I get those constant notifications um, we all live off notifications in our phone it buzzes and we think it and always grab it or we think its buzzing and we touch our leg. Using my phone, I'm old school as well, I like to write stuff down on paper so having some sticky notes, just in terms with what's going on for the day but make sure my desktop is organized where emails are going make sure those are in the right spot. Keeping open emails in my inbox so I can respond to them or know that I need to respond to them. Keep my communication open whether it's the assistant director or keeping tabs on, not tabs I shouldn't say that, make sure I let them know where I'm going to be, checking where

there at what they need. Same with staff at the programming, making sure they on task have what they need and getting what they need to get done.

Patti, thank you

Conner, welcome.

Amanda asks, Describe a time when you received inadequate direction for a project. How did you respond? What were the results? What did you learn from the process?

Conner, thats a really good question, um, my time in my undergrad was amazing but kinda hectic, I had a lot of stuff going on so I was our Rugby clubs president, I was Captain for three years so my sophomore year on so that was my baby I put a lot of time into that my body is still feeling it to this day. And it took a lot of my time, but at the time I was also Resident Assistant so I was working in the first year freshman dormitories, mentor figure running programs staying up late doing duties in the building making sure that there was no under age drinking or anything going on um as well as being a student working at the YMCA as well as I was a top student in my cohort for recreation and sport management so my advisor put a lot of pressure on me to run certain things. He actually elevated me into a graduate level course as a junior which I had to take an extension on because the work just got away from me during when I had all that other stuff going on but part of that he gave me a project around his book that he was writing and it wasn't really clear cut he was just like here is he gave me basic instruction and said here you go and I was like what do I need to do? Um it was a lot of phone calls back and forth, I can still remember walking around campus and my phone would start buzzing and I would immediately feel anxious thinking it was him.

John, What the professor? Is that what your saying?

Connor, Yes, he was a great guy and he was a great advocate for me going to the University of Tennessee. I actually was never informed but found out a couple years later that I was a published contributor for the book. For context the book was about mass participation in the sport of hockey, so what we looked at the big over arching idea my professor was looking at was how much money like US Hockey was putting into their elite programs vs putting it into getting more people to play hockey with kinda like the idea that we should be focusing more of our resources on that mass participation side is kinda why I'm in this position and not still in Knoxville trying to make my way into collegiate athletics cause I saw the same thing but I was able to kinda buckle down communicating with him another piece of context, he is from Russia originally so there was a bit of a language barrier there but just kept on him, making sure I was scheduling meetings with him having regular touch points so that I could see where my progress was, he could see where my progress was and I finished it going into the summer because there were some revisions to make I was getting ready to go to knoxville I think he called me, I was working at the universities ticket office and he called me and I was like No, its done, I put my last stamp on it, like no more but it was definitely very much like he gave me a little at first then a little here and there and had to keep piecing it together while also balancing all the other things I had going on. But when it was done it felt really good to get it done.

John, what did you learn from that?

Connor, I learned that to just make sure communication is good make sure that I'm asking the right questions from the jump and just keep hacking away at things. I knew there was an end goal so I needed to keep chugging along, make sure I was doing

my piece and getting information that I needed but if I had kinda laid it out from the jump and kinda balanced my time a little better with everything else I had going on it probably would have gone a little bit smoother.

Mike, communication is the key to everything.

Connor, it most certainly is, um I learned that from that moment and took that with on all my other stops along the way.

Amanda, great.

Mike, I have a general question about your future goals, what would your achievements in this position look like in a year and how will you measure your progress and the departments progress and I'm gonna expand on that by highlighting how would you expand a programming by what you understand for existing programming and what is your philosophy for feedback reporting to the board and are you accepting of any advice from other directors, people on the board with experience and how would you handle all that?

Connor, I'm going to answer that last part first and say yes, most certainly. I think that being someone that is while born and raised in Massachusetts I have not alot of knowledge about the town of Clinton, I know we played Clinton in high school a couple times but that is about it. My brothers girlfriend lives in the town as well. I know theres a really good brewery but I don't remember what it's called.

John, Sterling Street.

Connor, yes, very good, I went there one time, great vibes there. But yes, one of my favorite mentors and someone I still have communication with is one of my directors from the YMCA here in Worcester, and she very much, she is the director of the branch and she is one of the higher level execs within the association, she is constantly communicating with her board of directors to see what ideas they have, asking for their feedback on current programming and my plan if hired was to tap her and ask her what kind of questions she asks, what kind of probing she would do to communicate with her board and to make sure they are communicating with her and giving her feedback on her ideas and pitching there own ideas because you guys I'm guessing are members of this community and have a vested interest in this community so I would want to tap you guys to see what your looking for from an adult stand point, a youth stand point um, I actually had questions that we'll probably get to later, whats the status of savage fields different phases, I know phase one completed in 2017 with a playground, and that was kinda like a check that ones done, so thats a success but I also know there were some other phases planned with different things including the skatepark, I can't remember what else was in there but

Amanda, parking lot, new lighting, might be a little sour about it but

Connor, Gotcha, adding new lighting to the adult softball field.

John, might be a tough subject. (everyone laughing)

Connor, Some of the goals that I had, a lot of them from a programming standpoint, learning about the current programming and then getting ready to enhance in small ways and immerse myself into it. Summer camp is one of my most favorite things in the world, I honestly think that everyone should work summer camp at least one time to at least to really understand what it means to work with kids and engage with a younger audience while also having customer service skills where you interact with parents. I think it's super viable. I know everyone always says you should be in the customer service role if its in food service or whatever, I think working in camp kinda

lets you express yourself while also learning those things at the same time. So my first thing would be to really lock in to summer camp and get ready to put on an awesome program. I see a couple of the weeks are just about 50% full, um and in your January meeting you guys talked about having alternatives to field trips. Field trips are stressful. And camp and having kids going to Canobie lake park with 60 plus or whatever it may be thats a lot and it is expensive. So finding alternatives to that whether its collaborating with other towns or collaborating with people in town so that those kids have something enriching for that week that doesn't have to be, wanna play laser tag at that, whats that entertainment place in Marlboro called.

Amanda, Apex, it's expensive.

Connor, I haven't been there yet. So those are some of my basic ideas. In terms of expanding, I would love to get into the schools and kinda see what they are running for clubs, see what the high schools are doing in terms of recreation again one of my biggest things is that there are so many kinds in high school that just disregard sport because of the barrier of entry, try outs or thinking they aren't good enough and a lot of people throw away sport for a good amount of their life because of that initial barrier. And I think that if there was an opportunity to have an intramural program or let high school kids run their own programs outside of the school within our bubble I think that would be a very entertaining experience for them. Give them a chance to run their own league, make their own team, decide what rules they wanna do and then have us be the guiding body for them. I think that would be huge. And then connect with adults in the same way. See what kind of leagues they want to run. With our older population lets see what kind of things they need and then outside of just sports because a lot of that I'm very biased towards that, I know recreation entails a lot of other things I think it's really cool you guys are doing a music and dance program for kids and I think there is a lot of other stuff to build off of that, music, art, or active art within the community to kinda like give it a boost, I could go into it a million different ways but first step would be to see what the current programming is, connect with staff, connect with those families and see whats small that we can tweak to add to a really good summer. Build my relationships with the schools, with the current leagues and with the rest of the community to see what we can do to further enhance the programming and then throw some ideas at some people and see what sticks.

Mike, great answer.

Connor, thank you.

John asks, within your YMCA experience, I want you to try to keep it within theore, tell me when a program , a function or event didn't go as well as what it was on paper? What it was planned out to be, I'm looking for the how did it fail, why did it fail, and what did you do to?

Connor, It's hard to say because a lot of my programs childcare is very much a necessity and so I didn't think any of those programs would fail necessarily. I guess on a smaller sense um during covid we had

John, is fail a tough word? I'll say didn't meet your expectations.

Connor, thats far, I guess what I can do is combine two aspects where going into what was I wanna say, I can't remember if it was going into February vacation week or April vacation week, I think it was April vacation so going into April vacation week last year I had three staff, one who was my current full time coordinator and two more that I had elevated and developed to be assistant coordinators, assistant directors in waiting

whatever it may be one of which is assistant director now at the Greendale Y, I was taking a week off to take a break as well as move, I was moving from Auburn to Bellingham Massachusetts. And I'll be moving from Bellingham back up to Worcester in the next two weeks so I'm excited about that but anyway during that week I let them know that I'm going to be off for this week, it was in early April, end of March going into April I was like you have to plan this week, I'm going to be away, make sure you have everything buttoned up, what activities your going to run, what supplies you need, make sure staffing schedule is good, my first test for them to see, hey can you run a program? And so in a sense it was two fold, I had to put on a good program but I was also delegating and entrusting my staff to do what they needed to do. Long story short I get back from vacation, ready for Monday, ready to rock and roll. My final year at the Y was opening up everyday at 7am because that's what I did all throughout the pandemic and so I kept that routine because I wanted to make sure that my staff could close out the day. I like to start the day early, when I got there, there was nothing ready to go. No schedule, staffing schedule was kinda all over the place, activities were weird, no supplies were ordered, it was very much put together and you could tell it was Friday afternoon and they were like oh no we didn't do what we needed to do. They owned up to it immediately. I didn't reprimand them, I didn't get upset, I just was like giving them the feedback. You guys had this time to figure it out. And I was able to put together a quick schedule and activity plan for the remainder of the week in about two hours. While that's not all the work that goes into planning a week of vacation care, having that structure in place is the first thing you need to do. So I was able to do that so that they and the rest of my staff could have a structure in place. So at this point my staff had dropped the ball on that but at the same time learning experience. The program while it wasn't up to my expectation that week I found that it was a really good learning lesson for my staff so that they could down the road improve upon be able to rock and roll the summer camp which I was able to lay the groundwork before I left the Y in May of 2021 but I heard it was successful from people I followed up with after the fact and that's great news to me. I actually checked in with them late last week driving home and they're all doing amazing and the program is still chugging along. So it felt good. Those are some good people over there.

Mike, can I followup? I'd like to ask you a little about your summer program, your summer camp program, you highlighted that, what exactly did that entail?

Connor, um, so pretty run of the mill day camp just in terms of the initial...inaudible... we didn't do field trips, we did field trips when I was a counselor in Knoxville and then a program in Colorado we did field trips. We did not do field trips summer of 2020, um pretty self explanatory there but we traditionally didn't do field trips because our camps were upwards of 200 kids and we were trending up to 300 before I decided to take my leave. Um our day would run from 7 to 6, we had extended care in the morning and extended care in the afternoon, my favorite piece was really designing what the weeks were going to look like. Building out themes for each week. Working my curriculum staff make sure that activities were aligned with those themes. Make sure lesson plans were detailed so that staff could lead games on their own. I'm really big, one of my big proponents is to make sure staff are empowered to run activities. I don't want them to just roll the balls out and let the kids do what they need to do, I think you get more engagement by leading something that has a goal in mind. Has some sort of structure in place so that you're actively engaging with the kids. I

think staff can take a game of kickball and just sit to the side and be on their phone and not engage to catch your breath which we all need, working with kids is a lot. But having something that's intentional and laid out is super important to me and we would always culminate at a big event at the end of the week, whether it's a talent show or a movie day or a big celebration within the Y is how my weeks would always end. But one of my favorite things is building out the themes for each week. Welcome to camp week we do all the typical camp stuff, water week where we are using Indian lake over there in North Worcester to get out there on paddle boats, kayak, whatever it may be um just making sure each one of my weeks has something that grabs the attention of our members so that they wanna be at camp. Capturing that energy is the best thing.

Mike, great, one last followup on that theme, would you be discouraged and how would you handle um reprogramming to learn that our department or our summer program will be at a quarter of that number?

Connor, oh that's fine. The number of kids doesn't matter to me because it doesn't matter how many kids you have, you could have, well, I've been a YMCA sports counselor and I've had like two kids show up for a sports sampler, kinda hard to put on an hour program with two kids, feels like babysitting at that point, you still have fun but it defeats the purpose of why your there. So with 60 kids or 100 kids, or 200 kids doesn't matter at that point you can still put on amazing programming whether it's splitting your camps with two groups having older and younger and bringing them all together for a bigger event at the end. I think that with 60 kids that's perfectly fine. I think in terms of if there is no themes in place it's just talking with the staff and seeing what they want to do. There the ones that are gonna be in the trenches so to speak everyday, so they are the ones that need feedback. I didn't just roll out my themes and just say this is what we are doing I sent surveys to my staff saying hey what do you wanna see at camp. Summer 2020 was busy, everybody was at home so they were safe but I was still at work every day for ten hours getting ready for that summer because people were expecting it, people needed it. But I called, I did half an hour zoom meetings with about 30 of my returning staff to see what went well the prior year and what they were looking forward to that year so that I could start to formulate what we were going to do at camp that year and present them with ideas. This is what I'm thinking what are you guys thinking, so that I'm getting their feedback too. Long answer there but really in short talk to the staff see what they like about running camp and what they are looking forward to this year. And build with them to make something.

Amanda, what experience do you have in dealing with budgets? And in dealing with that where we are a municipality, it's going to be a little different than what you're used to.

Connor, my budget experience is about 2.5 years so my full years in Worcester I was in charge of my budget, for about half of Colorado I was in charge of my budget mainly I was focused on running my sites and making sure my staff were good um wasn't really keeping track of income or staff expenses. My supervisor would tell me staff A was over hours and I would make sure I reeled it back in. But when I was in Worcester I had a lot of hands in terms of making sure I was checking on payroll with staff making sure my staff schedule was intentionally had x amount of hours were covered each week so we stayed on track make sure that I was actively trying to get more kids into programs so that we were hitting certain goals because at the end of the day in the YMCA realm as a non profit your main income or main revenue source is programs

or membership that's it, everything else hopefully evens out so that was making sure we weren't spending too much money on supplies. Make sure if we are buying supplies we are going to continue to use, not going to just buy a bunch of blank paper so that kids can do two lines through it and then recycle it because that's not going to help my bottomline. Um I know in terms to a municipality there's a lot more other factors that are in play like field expense, dpw, plumping whatever I have enough experience that I could look at a budget and understand what needs to be tweaked um that's why I would lean on the board. The commission to see what direction I need where I need to go with it to make sure we are on track and the adjustments I would need to make accordingly.

Amanda asks, Describe a time you were faced with a professional decision that was difficult and what factors were involved in your decision and how did you determine the course you would follow?

Connor, I could go in two directions, I'll start with one and then if another is needed I can answer that as well. When I graduated from the University of Tennessee I kinda hit a spot where I hadn't decide what I wanted to do next. Not that I hadn't given that a lot of thought not alot of stuff jumped out to me. I had been presented with an internship with the ticket office which was just a quick back story, when I applied to grad school, I was kinda doing it because theres not a lot of stuff that pops up as a sports management major either go be an intern for a minor league baseball team or just kinda putz around and find some parttime work till your going to figure out what your going to do next. I was lucky enough that one of my professors pointed me in the direction of graduate school because he said your writing is well enough to succeed in grad school and so I got into the University of Tennessee and at that point had no other idea of what I was going to do but I was able to connect with he ticket office, I didn't get a graduate assistantship, I got just a job but I got a job at the ticket office and did that for two years and it was an amazing experience and I met a lot of cool people there and my supervisor offered me an internship which was for a couple dollars an hour and I could be working 80 hours a week pushing 160 because of how intense the athletic calendar is. Or I could have taken a job with theYMCA in Knoxville, and my third option was go be a program director in Colorado. Colorado in terms of process was the most professional of the processes that I was involved with. They had a phone screen, an initial zoom, and then the third zoom, and then they flew me out there for two days to kinda tour the city, sit in on three different interview meetings and then fly back. And I fell in love with the kinda the idea of going to Colorado and my hiring manager who is now currently and exec in Arizona for the YMCA, she really sold me on what she could help me with but it was a tough decision for me because I hadn't decided if I wanted to leave Knoxville which was very comfortable for me and I kinda had built up a lot of relationships and I would have to start 100% fresh in Colorado. And while I won't say I regret going to Colorado theres part of me that has a little hesitancy with it because I ended up leaving after a year. I got very home sick, a lot of people that I was close with took other jobs or left YMCA all together including my hiring manager. She actually moved to Arizona in April of 2019, so I left in August and she had left 5 months prior and that was a tough one. She was very influential on me and very important and when she left I was like I don't know what am I going to do. At that point I had already kinda started feeling a little home sick was dealing with a little bit of depression and regardless was able to get home and if I could do it all again I would probably stay in Knoxville and see what happened with the Y or the ticket office or go that route. I'm glad it worked out the way it did because I ended

up with the YMCA in Worcester and that was an amazing experience within itself. But I wish I gave it a little more thought before I had jumped at Colorado without having anything else going on I bet it will come up later but one of the biggest things I'm working on is balance in terms of work stuff and when I'm in Colorado I had no other friends besides the people I worked with I sunk all of my time into work and eventually when we had no staff and I was running after school site by myself and doing my admin in morning so working 8 to 6 everyday and having no other outlet it did eat at me a lot. Knoxville I had people who I had built relationships with, a support system and I kinda left that all behind and chase what I thought was a better opportunity and while it did help me get where I am today, I might have changed it looking back at it.

Amanda, great answer.

Mike, I have a followup, what you just told us is very expressive and revealing and I appreciate you telling us, very straight forward, so based on that I've noticed that over a very short period of time you have transitioned a number of times so being your potential employers would that be something that we should note or be concerned with. How could you dispel that we wouldn't lose you in the short term.

Connor, I'm my biggest critic and when I look at my resume and while it has a lot of experiences on there, I am proud of it and I know that its a lot of stuff and a lot of movement in a short amount of time. Its funny because I was thinking about this recently and really in grand scheme I graduated from the University of Tennessee four years ago this upcoming May and fours years is not that long of a time but the fact that I've bounced around it does make it seem like what am I doing. For me I look at that time as a chance to try and figure out what I wanted to do and really I thought it was the YMCA and the pandemic took a huge chunk out of me with the time I put in from March 13, 2020 I was working ten hour days almost 5-6 days a week until I left the YMCA in May of 2021. Um, I left the YMCA to take a break and to take a job with a non profit that I really believed in and thought was an amazing organization and it is still an amazing organization but for me the work behind a computer screen not in the mix is something that I didn't realize I was going to miss until I got into that situation. So to answer your question, this is where I wanna be. I'm making an active move to come back to central Massachusetts with my girlfriend and my family is here and I'm really my roots are in central Massachusetts and I want to lay my roots here myself and have my stamp on a program. When I left the Y originally I thought I was going to be met with a lot of animosity and people would be upset and that wasn't the case. People embraced me for taking a step back and recognized I was taking a break for my own well being and visiting them last week and seeing all them all still happy and still excited to see me and seeing kids who remembered me was really rewarding. And for me that just spoke to me that I really need to be in the mix where I'm working directly with people. And this is a job that can let me do that and build relationships and new experiences and I know that I can't stop, I gotta stop looking for something I gotta put my time into something and when I put that time in I know that I'll figure out where I want to be and thats why this job jumped out to me because it's a chance to kinda grow build something that's already build upon something that's already in place and build upon myself in that place.

Mike, to give you a little positive feedback, I had a very similar experience then made a decision and settled into something that ended up being a long term career so I hope that you meet the same.

Connor, thank you.

John, when I say describe your ideal position, you're in this position, it's your ideal position. What does this position look like to you and your growth in five years?

Connor, this department looks like one that puts on a lot of programs and is an intricate part of the community. Doesn't have to be the flashiest, doesn't have to be super front and center per se but is consistent. People show up to the Parks and Recreation Department and know what we are putting on and also know that they have a chance to give input feedback on what they want to see, I want it to feel like there's an open door policy where people can come in and talk to me, um I don't want to get talked to too much so that it gets me tied up with other things I got going on cause I don't like telling people I got to go and like be rude but um in terms of my growth I wanna be I will say one of my most rewarding experiences was my time in college and it was working alongside my friends and coworkers in residence life and building relationships with them so that we were putting on programs and making sure that kids weren't doing whatever college kids do behind their closed doors and it's one of my favorite caveats I've learned over the years is that You build the best relationships with people when your putting in that work we would go to the library at night and stay there till midnight, we might get a couple assignments done but it was more so that you were experiencing each other while your trying to get done whatever it may be and the same thing hold true with my professional life working at the YMCA where we were putting on trainings that were ten hours on a Saturday to get ready for an afterschool program that was starting on Monday. We had to make sure that all our staff knew what they were doing that all our files were in order and that's when your doing the monotonous stuff and doing the grind and you really connect with your coworkers and for me that's something that I've always tried to look for and part of the reason why this force didn't work out was because it was a hybrid situation, my team that I became a part of was working behind a computer screen for almost a year I had not, I had been in the mix with people from the beginning of the pandemic and that was very jarring for me as it is was for them to come back to the office after being away for such a long time and so that's what I'm that's why I'm here and that's why I want to be here in five years I want to still feel that feeling. Being excited to be going to summer camp, excited that we have kids coming to this space to do a bunch of different activities excited when a Clinton citizen comes up to me and wants to do this program and I'm like Yeah, let's do it, like why not? I've gone in a lot of different directions but I hope that answers.

John, what's the staff look like here?

Connor, hopefully super diverse, hopefully a mix of everyone in the community. Hopefully have as many as the facets of the community represented in our staff but also I want staff that are committed to what we're doing. I don't want too many bodies, people that are invested in what programs we are putting on and the people that we are serving.

Amanda, any experience with adult programming?

Connor, a little bit, um I guess my most recent adult programming is I worked at a small little par 3 golf academy this past summer during my little bit of transition period and it was my first time ever teaching adults outside of maybe coaching my friends in something or teaching my girlfriend to snowboard which was hilarious and a little frustrating at the same time. (Laughter) She is much better now. We started dating about a year ago and the weekend we started dating we went up to Wachusett and she was super confident, I got this, no worries, long story short she ended up

punching the mountain at one point because she couldn't figure it out. I actually this past winter was debating on becoming a snowboard instructor so I went to a couple training courses and learned a couple things so we went back to Wachusett a couple months ago and I was like try this and it ended up working so I realized that I needed to keep learning and growing and then she figured it out so now we are a snowboarding family.

Amanda, all else fails, skiing is way easier. (laughter)

Connor, I hear that, I hear that I've never skied personally but I know it's similar to ice skating where you make sure your edges are there and all that. I can't remember what the question was I got distracted by the story.

Amanda, the adult programming, we do deal with the senior center and stuff like that, they do joint programs.

Connor, so I was a coach for our adult lessons at the golf program and it was interesting cause I was used to being the Ra Ra guy with the kids, which is funny with golf because golf is a very much a etiquette based sport and more reserved. I'm like lets have some fun with it, I don't want these kids to feel nervous because it's golf but it's fun and so I didn't know how to approach the adults. I remember talking to my coworker who had been at the program for awhile, I was like what do I do? Just be yourself, roll with it. Its funny when I went to my first lesson I was super nervous to say anything but eventually they would ask me a question and I'm like huh, like adjust your grip a little and I figured out how to do it and with anything else it's just submersing yourself with it, getting to know that population, getting to know those people seeing what they want out of it and then making sure those ideas happen or figure out the best way how to make those ideas happen. Limited experience working with adults but not afraid of it and ready to jump in if need be.

Mike, I think most of your efforts here would be organizing activities as opposed to instruction. I think you would be fine.

Connor, not afraid to do that instruction stuff if need be though.

Mike, yeah thats good to know.

John, if you did receive the role Connor what do you think would be the biggest learning curve would be?

Connor, just the municipality side of things. Um, I'm not worry about the programs. I think that I've got that down pat. Um, it would be more so learning that side of things and then finding the time to make sure I'm connecting with all the right people. Whether it's sitting in on other department meetings, whether it's going down to the dpw to see what kind of stuff their doing, see what kind of stuff I could help with, help build that rapport with them. Being a presence within the town. It was nice because when I was working at good sports we were hybrid and my girlfriend has been working 100% remote for a point of sale company, um Toast. Works at restaurants and all that kind of stuff.

John, I know toast.

Connor, so its been nice because I've been home and she's been at home, it's been very nice but I honestly looked at this role and my first couple months whether it's actually I should say that maybe that first year is going to be a lot of me being in Clinton and being in my office being amongst the people being in programs. Um, I was joking with her today that, listen if I have to go to a little league game on Saturday to build that relationship with that commissioner then so be it. I'll go sling some hot dogs.

Amanda, all our sports are like, we have the Soccer Association, we have the Clinton Little League, like they handle all

Mike interrupts. It's almost worth interrupting to give you a quick briefing. We have a unique situation where all of our outside programming for youth activities outside of what we handle in this small venue are handled by outside associations. And in the past there hasn't been a lot of connection and I hope personally that is changed. And you sound like exactly what, you seem that you exactly have that same kind of idea. Connecting with those groups.

Connor, yeah they are using the fields in the town It's not so much I don't want it to be a relationship alright your renting from us make sure your checking xyz box. It's like no, what do you need, what are you seeing at the field like hey you need help with this, you need help with that. I want, you can't rework the structure that are in place like we are going to put you under our umbrella so that that money is coming here because those organizations are self sustaining and that's why they are in the position they are but making sure that their committed to the community and the kids they serve just as much as we are. I think that would be my goal hopefully initially if not over the first year or so.

Mike, very good.

Patti, have like 3 minutes left.

John, it is an interesting because I've been involved in both the organizations and while there's different organizations that run those, Parks and Rec department owns all the fields and all the facilities. So it's something that a relationship needs to be formed and fostered and nurtured and worked on.

Amanda, yes.

Mike, professionalized.

Amanda, and were not just Parks and Rec, we are still the Fuller Field Commission as well. The oldest baseball field is right over here and we own that to so.

Mike, do you have any background on what we are talking about here?

Connor, yes. I looked it up. I think there's a field somewhere in Canada that like maybe has a claim?

Amanda, yes. They are fighting them with it. (laughter)

John, it's Canada Connor.

Amanda, it doesn't count.

Connor, I don't know how Guinness looks at it. (laughter) It's funny because I was seeing if you guys had the February minutes posted so I could see what you had talked about not from an idea side of things but from a programs to have an idea going into this.

Amanda, we haven't approved them yet, till the end of the month.

Connor, gotcha.

Mike, we had a tea party.

Patti, princess party.

Connor, I was looking for the Fuller field stuff and I didn't see anything from that commission minutes online.

Amanda, I'm glad you went back and read all those minutes.

Mike, that's impressive by the way.

John, it's exciting reading.

Amanda, I have wrote many of them.

Mike, we are actually in transition for our oversight for that facility and it's never been quite ironed out and I think covid and everything had some impact on it and we would be ramping up....

Amanda, are you talking about Fuller Field? There's a concession stand, it pretty much needs to be gutted. But we could literally make this so much bigger than what it is right now currently. Do you have any questions for us?

John, timing wise I think we need to, do you have questions for us Connor?

Connor, yes just in terms of building on current programming I know that I saw in the minutes that there was talk about bringing back micro athletics which seems like a little sports sampler for kids 2-4 as well as ninja classes which didn't have anything else to elaborate on, are we looking to bring those back?

Amanda, they have been brought back.

Connor, they have been brought back, Saturdays?

Patti, yes.

Connor, and then just because it's a topic still I know that in central mass covid cases have gone down obviously there's no more masks but just kinda from a town of clinton perspective where are we at in terms of covid stuff, um is it still a concern or have we toned down.

John, limited we are working towards we decide the cap.

Amanda, and I believe the numbers on the website are the minimum numbers, like we have wiggle room for more people in the programs.

Connor, gotcha.

Mike, by the way those numbers reflect this area, this space. That's what those are based on.

Patti, I think it's only 70 in here.

Mike, presently.

Connor, department of public health for camp?

Amanda, the numbers are from the state and then the local board of health you have to get approval through for certain things depending on if there are any mandates or anything like that. But I believe there is nothing right now.

Connor, great.

John, anything else for us Connor?

Connor, if we have the time I was going to ask each of you what your favorite thing about the Town of Clinton is?

Amanda, I'll go first, the Clinton Dam. It's always been one of my favorite places in town, I live down there so I frequent it often and I always say this is the best town by a dam site. So much so that I made t-shirts that say it and sold them in order to donate \$500 to the wheat center during the pandemic. So that's my favorite part about Clinton.

Mike, I have lived in and out of town 4 or 5 times over my lifetime and different times, different things stood out. It's always been a community that was tight, sports history was epic at one point um the scenery, dam especially, and all those things kinda revolve back and forth especially when you get to my age.

Patti, for me it's actually being on this board. I'm a retired teacher. I'm a townie, lets start from there. Townie through and through. I'm a retired teacher from the middle school of 36 years, and in my retirement I realized I was missing out on helping people which I like to do, mainly kids so when this position came up I went for it. John and I had a battle. Sort of.

John, we did not have a battle. (laughter)

Patti, we didn't have the battle, it was the people appointing us that had the battle.

John, she lost so she got on the board.

Patti, it was a tie and no one could break the tie. And it went on forever and ever. So my interest was to come on the board to make sure programs were being run for kids because I think it's one of the things you have to showcase when people come into town and they want to live here. I have grandchildren now, when my kids grew up here we accessed the parks and rec, they went to the public schools so I'm a townie and I want to see it continue.

Ed, I grew up in Clinton, after I got married we built a house in Bolton. My wife passed away and I decided to sell the house and move back to Clinton. And I can say this honestly, I really love being back here. I grew up here. I'm involved in all these different things. They had a meeting when they decided to build this building and I got on the committee. I'm a plumber by trade. And the director at that time at the second meeting she said to me that I should run for parks and rec. And I ran and I've been on the board since, I think thirteen years. I've enjoyed every minute of it. I like being in town and getting involved. I belong to the exchange club and do meals on wheels and a few other things. And I really enjoy being back here.

Amanda, he has a heart of gold.

John, I'm moving, no (laughter) So I'm a newbie, I've only been here for 18 years. As I'm told, I am not a townie.

Amanda, I'm a newbie too even though I've been here since 91'

(laughter)

John, even though I pay taxes more than anybody, I am not a townie. I built a house here, I raised my kids here, I was raised in a small town in the mid west. I like you travelled everywhere and went all over and your experiences here and there I appreciate. So I've lived all over the country, chose to settle here, it's a small town. My kids are here, my favorite things about it is Fuller Field. I have an avid baseball kid and a basketball kid we travel all over the country. So Fuller Field you'll see me out there basically all the time. That's small town feel, not from here so. There you go.

Ed, what high school did you go to?

Connor, I went to Leicester.

Mike, what year did you graduate?

Connor, 2012. So I played on the football team and we played Clinton in the second to last before they went to the state championship

Mike, oh I remember that, Worcester State. Clinton came back from the end.

Connor, no we took it. Maybe the year prior.

Mike, maybe the year after.

John, he wouldn't be bringing that story up if he didn't win.

Connor, absolutely right.

John, thank you so much.

Amanda, it's been a pleasure.

John, next steps we will meet and I'll be in touch.

Amanda motions for a break, Patti seconds, All in favor 8:00pm

Deliberation:

Call to order at 8:13

Discussing Connor:

Mike, I'd like to, when I asked him about jumping around, I think that he highlighted that and I think that was important to bring up. I think him addressing it was perfect. He explained himself and there should never be any issue with people evolving, I think he explained himself and I would never even have asked that but I recall having had similar experiences and that was a concern so I brought that up and he handled it perfectly. I'm comfortable with his answers.

Ed, I actually went through his resume and I broke down how much time he spent at, I figured it all out you know. All the jobs and how much time. He bounced around quite a bit.

Mike, he seemed to have a little bit of a period in his life where he was challenging himself and doubting himself at the same time. Again should not be a big concern for us.

Patti, no, think it's natural.

Amanda, Positives I would say he is very organized, well spoken, planner, open door policy, I can already tell he communicates very well, the only negative I would say is...

Mike, whether he would be satisfied here?

Amanda, no where there's no mentor here, there's no body where he can turn to and say what am I supposed to do for this? Do you know what I mean? Because theres nobody that can say, this is the job, this is what we do next.

Mike, except when his first reaction, when he got into his whole thing, the two of them would be perfect as a team. Now I don't know how...

Amanda, I don't think that will happen. No.

John, I'm going to tell you right now, we are going to appoint a director tonight, we are not going to talk about....

Mike, I understand that, do you think Mackenzie would stay?

Amanda, NO, nope.

Patti, No

John, No

Mike, really? Has that been established ya think? Or

Amanda, my communication with her and just talking with her...

John, I do not think she would stay on.

Amanda, nope. And I mean, it would be hard for me to stay on if I was in her position. It's like getting second place. You always want first place, ya know.

John, Um education that's one thing, he is above that on that side, um, he brought this up quickly, I'm gonna tell ya, he isn't long for a position like this.

Patti, thats what I think. Because of his education, once he gets his salary, and he doesn't see a clear cut progress of movement and raises that he is going to look, get the experience as a director and when another director position in another affluent town...

John, I don't want to necessity disqualify him for that.

Patti, I wouldn't say disqualify.

John, he can build a program, he's three to five year. He kept saying he needed to take a leave.

Patti, right so I'm just wondering about the pressure.

Amanda, I was a member at Greendale when I first had Bella, she was probably a year and a half, that place it's crazy with the amount of kids. It's not even comparable. It's more like a daycare center. Which this is sometimes. But you deal with not just kids, it's the adult program, it's everything. So that's worrisome to me.

John, I don't think there's any issues with managing staff and I think he has more experience with budgets, granted it's on a different side, not a municipality.

Amanda, but I got the feeling that Mackenzie has more experience on the budget side than he does. Just with the 4.5 months that she has been here as interim.

Patti, keeping up with the bill paying, the deposits, staff payroll and I do agree with that as well.

Mike, I don't know if I saw anything clear cut about that I just from his answers it was just my understanding that the position he over saw that...

Amanda, he didn't oversee the budget. He was going over in hours and they had him scale back.

John, he had a director, he was overseeing the counselors but he had a director saying your hours are here your hours are there.

Mike, okay.

Amanda, that was a concern to me, he might need a little hand holding.

John, and it's throwing that person, person is going to learn on the job.

Amanda, as far as Mackenzie goes, are we discussing them separately

Patti, she's really my concern as the fuller field commission is the fields, he seemed like he was really going to be a good fit, the sports organizations aside but I know Mackenzie also is well aware of what's happened and what needs to be done.

Mike, she seems to be very adaptable. My vision has been with the parks director and interacting with the program end of our facility uses. He seems to be he was so well prepared I was amazed. At the end of Mackenzie's interview I was saying this is hands down, nobody is gonna top that, he came in guns blaring, I was very impressed.

John, his research was very good.

Mike, yeah my first thought was how do we keep these two

Amanda, I know he has read more minutes than some of you. (laughter)

Patti, he did tell us on his zoom that he did look up the town. Which I thought was impressive.

Amanda, it is, that information is there if you want it, and that shows he is willing to.

Mike, the major concern is that he may be underwhelmed in the position and that he may not be long for the job because of his ambitions.

John, he is bigger than this. Let's be honest. Our town, we love our town obviously, he is bigger than this town.

Amanda, I agree.

Mike, it's a little diamond.

Patti, diamond in the rough.

Amanda, okay Alladin.

John, he is bigger than this town.

Amanda, he will outgrow this position quickly.

John, he will outgrow this and want to move on. Now its either up to us as a board to continue to build programs or he can build a staff and the salary forces someone like that to stay, I don't know that our town can do that.

Patti, I don't feel our town, Ed could.

John, I don't know that we could get to a \$100,000 directors job.

Mike, I had a feeling that this was were this was going, that Mackenzie was better suited for the job. Especially considering our needs at this time. Anyone concerned about the fact that an overqualified person is being rejected in favor of a....

Patti, I don't, although he may want this job right now because he doesn't have a job right now, I think you're right, his qualifications and his direction and thought process I think needs to go to a bigger avenue.

Amanda, we haven't even really discussed Mackenzie yet.

John, I completely understand what you're saying and I don't think we are rejecting someone who is overqualified for someone who is underqualified. I think the other candidate is qualified as well. And I think we can see some growth, we see her growing in the position and we see him growing out of the position quickly.

Mike, the reason I bring it up is because Clinton has been accused of having that in it's history by appointed hiring peoples relatives hiring the lesser qualified for friendship reasons.

Amanda, we are hiring from within, how are you...

Mike, no no no I'm just telling you, the reason I brought it up is

Patti, I don't think Clinton is the only one doing that.

Mike, no it's not. Inaudible, everyone speaking at once.

John, there's someone sitting here that was directly involved in that. I don't have...

Patti, that happened to someone in my family in the school system to so it happens.

John, it happens in town, it happens everywhere. Listen, I'm going to tell you right now, he is gonna blow it out of the water and we are gonna be right back here in a couple of years.

Amanda, I don't think it would last three years. I really enjoyed him, I wish...

Mike, okay, I think we are close to a decision, do we relay that information to him when we tell him?

John, no.

Mike, didn't know what the protocol was.

Amanda, With that I would like to nominate Mackenzie Maloof as the new director, Mike seconds, discussion

Mike, she's held her own and gotten an excelled of my expectations and what I was hoping she would do. She has given feedback that we didn't have before. Progress in marketing, even just the simple things as posting on facebook, see them everyday now. All things that I had always hoped this department would have an opportunity to oversee and she has done that in a short time.

Patti, and I also think that she has owned up to the fact that if she doesn't have an answer for something she's going to find it. If she is doing something wrong then she wants to be told.

Ed, we couldn't find anyone better qualified. The time that I've been here and she's been here if you ask her something like what you said if she doesn't know she will get ya an answer and she follows up on everything.

Patti, she does.

Ed, she does a fantastic job and really I don't think we could ask for anybody better.

Amanda, anything else John?

Patti, any other thoughts?

Amanda asks, All in favor?

All in favor.

Congratulations we have a new director at 8:27PM

John motions to adjourn, Amanda seconds, All in favor.