

2025 - 2027 STRATEGIC PLAN



Vision

Four strategic goals were developed in alignment with the central components of our vision that was adopted in 2020. The goals are paired with objectives and specific activities in order to guide staff in advancing the work needed to achieve the vision.



Shape Positive Public Perceptions

GOAL #1

Advance best practices, resources, training and talent to drive organizational excellence, resulting in safe and attractive facilities, programs and services that build a better Bristol.

OBJECTIVES

-  Operational Efficiency and Financial Stewardship
-  Steward Clean, Safe, and Attractive Parks
-  Improved Employee Performance and Satisfaction






Fostering Cultural Unity

GOAL #2

Foster inclusive and welcoming spaces that celebrate the diversity of the community to ensure everyone has equitable access to the benefits of our services.

OBJECTIVES

-  Diverse programs, services, and staff
-  Amplify and engage diverse voices
-  Inclusive, accessible and welcoming physical spaces






Responsible & Healthy Citizens

GOAL #3

Drive increased and equitable investment in parks as critical community infrastructure resulting in benefits aligned with the 7-dimensions of wellbeing to improve resident health.

OBJECTIVES

-  Environmentally Resilient
-  Essential Health Provider
-  Increased Access to Programs and Initiatives






Inspire Advocacy

GOAL #4

Educate, develop and engage residents in the community building process to increase impact and capacity for mission delivery.

OBJECTIVES

-  Engaged Volunteers
-  Strong Community Partnerships
-  Engaged and Informed Community

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Mission

Deliver high-quality services and facilities that enhance the community's quality of life, meet the diverse needs of all citizens, and build a sustainable future.

Core Values

- Service
- Partnership
- Diversity, Inclusion, and Social Equity
- Stewardship and Conservation
- Fiscal Stewardship
- Innovation

What We Do

The City of Bristol Parks, Recreation, Youth and Community Services Department (BPRYCS) is organized into six operational divisions: Administration, Parks, Grounds & Facilities, Recreation, Aquatics, Youth & Community Services, and Arts & Culture. The professional staff consists of 32 full-time employees and more than 200 parttime seasonal employees. Policy is set by a seven member Board of Park Commissioners, with advisory support from the Youth Commission and the City Arts & Culture Commission.



Bristol Parks, Recreation, Youth and Community Services

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Acknowledgements

In November 2021, the Bristol Parks, Recreation, Youth & Community Services (BPRYCS) Department adopted its first ever strategic plan (2022-2024). The plan was derived from the 2020 Comprehensive Master Plan and vetted through a staff led Strategic Planning Committee. The transition to the 2025 -2027 Strategic Plan included a comprehensive and inclusive 8-month planning process that allowed for substantial opportunity for input from board members, the leadership team and full time staff. As a result, a thorough review of previous strategic goals and activities was conducted and integrated into new priorities. 2025 -2027 plan goals and objectives were established through staff workshops and discussions, commission and coalition presentations, leadership team meetings, and established working groups.

Purpose of Strategic Planning

- Guide department work through 2027.
- Aligns budgeting and funding priorities with goals.
- Provides clear direction by establishing long term sustainable goals and vision.
- Leverage resources and optimize operating systems.
- Establishes a strong and reputable foundation within the community.
- Provides a valuable tool for evaluating progress, capacity, and ability to meet the expanding needs of the Bristol community.

Progress and Evaluation

- Key Performance Indicators (KPIs) identified and benchmark data cultivated to measure success.
- Organizational teams and an internal work flow process will support plan objectives and accountability across all goals.
- Monthly Strategic Plan Progress Reports and Annual presentations to the Board of Park Commissioners to promote transparency.

Planning Process

- **January 2024**
2022 - 2024 Strategic Planning Reflection
- **March - April 2024**
Launched the Strategic Planning Process
- **April - August 2024**
Established Goals, Objectives and Activities
- **September 2024**
Prioritized Activities
- **October - November 2024**
Developed Measures for Success and the Accountability Framework
- **December 2024**
Final Plan is Adopted
- **2025 - 2027**
Plan is Implemented and the Identified Activities and Objectives are Underway

