



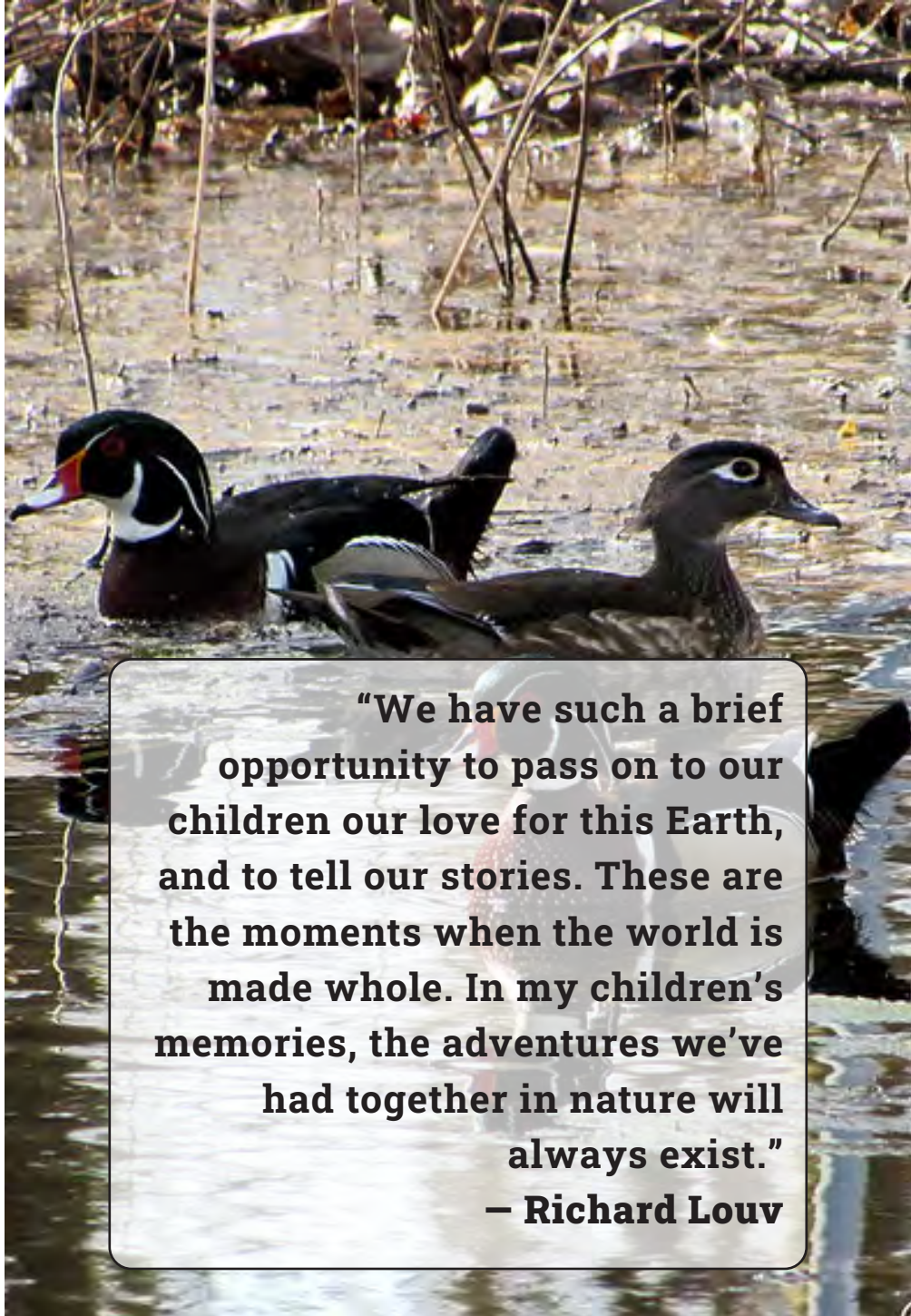
Warren County Park District Strategic Plan 2025

**A bold vision for parks,
trails, and green space in
Ohio's Largest Playground**



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“We have such a brief opportunity to pass on to our children our love for this Earth, and to tell our stories. These are the moments when the world is made whole. In my children’s memories, the adventures we’ve had together in nature will always exist.”

– Richard Louv

Executive Summary

Mission

Warren County Park District **enhances** our community's **well-being** by preserving **quality natural spaces** where all are invited to **discover** and **experience the great outdoors**.

Vision

Warren County Park District aspires to be a **leader in natural resource conservation, outdoor recreation, and nature education by building partnerships** and working toward a **connected network of green space and trails** that enhance our community's **quality of life**.

Unique Value Proposition

Warren County Park District is uniquely positioned to lead a regional approach to parks, trails, and green space—**Preserving our County's natural legacy, fostering partnerships and bridging boundaries, connecting people with nature and each other.**

By complementing — not duplicating — the work of other park providers, Warren County Park District can:

Bridge the gaps in service that arise between the disparate efforts of municipal, township, and state park providers.

Protect regionally significant natural areas, preserving our County's scenic character and the integrity of its watersheds and wildlife habitats.

Connect communities, parks, and people through an increasingly unified trail and green space network.

Leverage partnerships and collaboration to deliver county-wide solutions that transcend jurisdictional boundaries.

Be an efficient steward of financial resources, delivering high-quality services at a minimal cost per resident, while stretching dollars further by leveraging grant funding and generating non-tax revenue.

Build a healthier, more resilient, and more unified County—ensuring that future generations can live, play, and thrive in harmony with nature.

By **leading with purpose**, Warren County Park District is well-positioned to be a key partner in preserving and enhancing **quality of life**, while helping to shape a **thriving, healthy, and prosperous** Warren County — one that attracts visitors, strengthens the local economy, and proudly lives up to its reputation as **Ohio's Largest Playground**.

Executive Summary

	Goal Topic	Goal	Priority Action
1	Conservation	Become a recognized leader in the conservation and stewardship of Warren County's natural and scenic resources	Improve access to existing conservation areas and preserve regionally significant green spaces
2	Recreation	Provide a variety of opportunities for relaxation and recreation in the great outdoors	Improve comfort facilities, signage, wayfinding, parking and trail access
3	Education	Increase understanding and appreciation of the county's parks and natural resources	Collaboratively promote Warren County as a destination where people come to experience and learn about the natural world
4	Connectivity	Develop a connected network of green space and non-motorized trails, including land-based trails, water trails, & habitat corridors	Leverage grant funding and partnerships to expand and connect Warren County's network of trails and green corridors
5	Community	Bring people and organizations together to build community and achieve common goals	Position parks as welcoming places that bring people together and improve the health of our bodies, minds, and planet
6	Operations	Build an exceptional organization to ensure positive park experiences for all guests	Create safer, more welcoming parks through visible public safety efforts and renewal of aging infrastructure



June 2025

Part 1

THE PLAN

Photo Credit: Scott Hutchinson

Introduction

We believe Warren County is the best place to live, work, play, and operate a business. The goal of the Park District Strategic Plan is to ensure that our Park District reflects, contributes to, maintains, and enhances that position.

Will Rogers said, “Even if you are on the right track, you’ll get run over if you just sit there.” As the world becomes more connected, people and companies have a vast and expanding array of choices for where to live, work, and conduct business. As the world continues to change, Warren County must not only continue to offer great quality of life, but must also commit to continuous improvement in order to remain competitive. Warren County Park District is ready and willing to be a key partner in that effort.

The work being undertaken here will resonate for generations to come. Parks, trails, and green space are key aspects of balanced growth as the County continues to evolve. Together, we have the opportunity to create an enduring legacy by improving the lives of current and future Warren County residents and visitors.

We appreciate the hundreds of County residents and partner organizations who provided deep engagement and input into the planning process, so that this plan truly reflects our community’s expectations for their Park District.

The Warren County Park District Strategic Plan establishes the direction for the journey that we’ve chosen to embark upon together. Now let’s continue in partnership to bring the vision into reality!



Introduction

Expected outcomes of the planning process:

Define and refine our mission, vision, and values. We will establish and refine the guiding principles that act as the “North Star” for the Park District, helping us to stay focused on the Park District’s unique contributions to the County’s quality of life.

Establish strategic goals and priorities. We will create a “to-do list” of broad-based goals for the next ten years to guide our efforts and create a benchmark for measuring progress.

Determine our unique value proposition. We will investigate and uncover the unique contribution and role of the Warren County Park District, and how it differs from other park providers (like the state, municipalities, and townships), so that our services complement, rather than duplicate or compete with, those provided by others.

Evaluate challenges and opportunities. We will seek to understand what obstacles may stand in the way of progress and develop strategies for overcoming those challenges.

Community-driven process. We will listen to the perspectives of residents and stakeholders, seek to understand the park and green space opportunities they are looking for, and the Park District’s role in providing for those community needs.

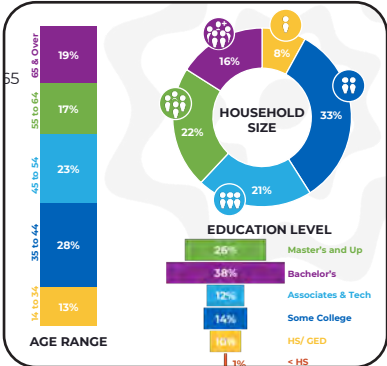
Big ideas. We will engage in a process of collective discovery, with the goal of uniting around a bold future vision for parks, trails and green space in Warren County.



Engagement Summary

365

survey respondents



4

steering committee meetings



8

focus group meetings

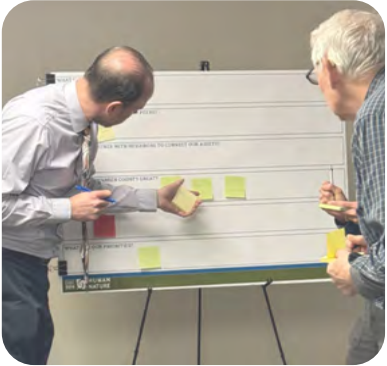


122

focus group attendees

6

open houses across Warren County



75

open house participants



A photograph of a man and a woman sitting on a wooden bench, viewed from behind. They are looking out over a landscape at sunset. The sun is a bright, glowing orb on the horizon, casting a warm, golden light across the sky and the silhouettes of the couple and the bench. The foreground is filled with out-of-focus, golden-brown vegetation. The overall mood is peaceful and contemplative.

Mission

Warren County Park District
enhances our community's
well-being by preserving
quality natural spaces where
all are invited to **discover** and
experience the great outdoors.

Vision

Warren County Park District aspires to be a **leader in natural resource conservation, outdoor recreation, and nature education** by **building partnerships** and working toward a **connected network of green space and trails** that enhance our community's **quality of life**.



Unique Value Proposition

Warren County Park District is uniquely positioned to lead a regional approach to parks, trails, and green space—

Preserving our County's natural legacy, fostering partnerships and bridging boundaries, connecting people with nature and each other.



By complementing — not duplicating — the work of other park providers, Warren County Park District can:

Bridge the gaps in service that arise between the disparate efforts of municipal, township, and state park providers.

Protect regionally significant natural areas, preserving our County's scenic character and the integrity of its watersheds and wildlife habitats.

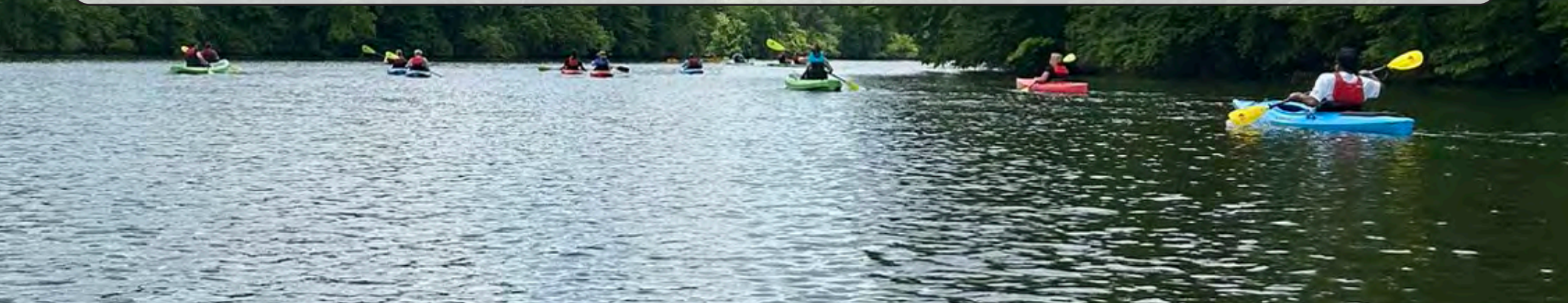
Connect communities, parks, and people through an increasingly unified trail and green space network.

Leverage partnerships and collaboration to deliver county-wide solutions that transcend jurisdictional boundaries.

Be an efficient steward of financial resources, delivering high-quality services at a minimal cost per resident, while stretching dollars further by leveraging grant funding and generating non-tax revenue.

Build a healthier, more resilient, and more unified County—ensuring that future generations can live, play, and thrive in harmony with nature.

By leading with purpose, Warren County Park District is well-positioned to be a key partner in preserving and enhancing **quality of life**, while helping to shape a **thriving, healthy, and prosperous** Warren County — one that attracts visitors, strengthens the local economy, and proudly lives up to its reputation as **Ohio's Largest Playground**.



Goals

Conservation

Become a recognized leader in the conservation and stewardship of Warren County's natural and scenic resources

Recreation

Provide a variety of opportunities for relaxation and recreation in the great outdoors

Education

Increase understanding and appreciation of the county's parks and natural resources

Connectivity

Develop a connected network of green space and non-motorized trails, including land-based trails, water trails, and habitat corridors

Community

Bring people and organizations together to build community and achieve common goals

Operations

Build an exceptional organization to ensure positive park experiences for all guests



In nature, everything is connected. This symbol illustrates how our strategic goals mirror the natural world in how they inter-relate and work with one another.

1 Conservation

Goal

Become a recognized leader in the conservation and stewardship of Warren County's natural and scenic resources

Priority Action

Improve access to existing conservation areas and preserve regionally significant green spaces

Strategic Actions & Recommendations:

- A. Enhance the ecological and wildlife habitat value of Park District lands while maintaining an appropriate balance of recreational opportunities
 - Maintain at least 75 percent of Park District lands in an undeveloped state on average across the Park District, and meet or exceed that standard in new parks
 - Develop and implement natural resource management plans for each Park District property in conjunction with park master planning efforts
 - Manage invasive plants, focusing on highly visible areas, ecologically sensitive areas, and areas where safety can be improved through invasive species removal
 - In areas not being used for active recreation, convert turfgrass lawn areas to natural habitats through native meadow/prairie establishment and/or reforestation
 - Hire, train, and equip a team of natural resource professionals and seek training opportunities for existing staff to develop the Park District's natural resource skill set
 - Once a skilled team of natural resource professionals is established, proceed to train, equip, and engage volunteers to support natural resource management activities
- B. Identify priority areas for conservation and/or restoration and acquire land from willing sellers

- Develop a land acquisition policy that reflects the Park District's strategic goals and role as a County-wide regional park, green space, and trail provider
- Prioritize acquisition, preservation, and restoration of regionally significant natural areas, with an emphasis on scenic features and environmentally sensitive areas, including rivers and streams, wetlands, and habitats for threatened or endangered species
- Prioritize land acquisition in developing areas and in geographic areas not currently being served by the Park District
- Consult regional green space plans such as those published by the Ohio-Kentucky-Indiana Regional Council of Governments and Green Umbrella to inform green space protection priorities
- Identify opportunities to preserve the County's rural character, including working with partners on regenerative agriculture demonstration projects where appropriate
- C. Take advantage of grant programs such as the Clean Ohio Fund to advance the Park District's preservation and restoration objectives Regularly convene and facilitate representatives of park providers, land trusts, and related organizations serving Warren County to coordinate regional conservation, preservation and restoration efforts
- D. Preserve and restore headwater streams and wetlands to improve the region's water quality
 - Seek grant funding, such as the H2Ohio program, and/or partnerships with in-lieu fee stream and wetland mitigation programs, the Soil and Water Conservation District, and other interested organizations



2 Recreation

Goal

Provide a variety of opportunities for relaxation and recreation in the great outdoors

Strategic Actions & Recommendations:

- A. Provide a variety of outdoor recreation experiences across the park system, while retaining and refining the unique identity, character, and purpose of each park within that system
 - Evaluate existing programs and services in accordance with the Park District Mission and Vision, relevant industry trends, market research, and community needs
 - Develop master plans for future recreational amenities in each park that appropriately balance recreation access with natural resource protection
 - Take a regional approach to providing recreation opportunities by coordinating and combining the efforts of multiple park providers, with each partner focusing on their own unique strengths, avoiding duplication and filling gaps in services
- B. Improve access to outdoor recreation experiences for all users by providing improved comfort facilities, signage, wayfinding, parking, and trail access
 - Prioritize low-cost, high-impact improvements such as signage and wayfinding
 - Seek grants and donations to partially defray costs for larger capital investments
- C. Enhance access to outdoor recreation experiences for guests of all ages and ability levels

Priority Action

Improve comfort facilities, signage, wayfinding, parking and trail access

- Prepare and implement an Americans with Disabilities Act self-assessment and transition plan, balancing the need for accessibility with opportunities for physically challenging activities so that all ability levels are served
- Design all new facilities and amenities with accessibility in mind, and dedicate a portion of each year's capital maintenance/replacement spending to accessibility improvements
- Balance the need for accessibility with the need to provide challenging outdoor adventure experiences, so that all ability levels are served
- D. Maintain and enhance public safety in the Park District so that residents and visitors can comfortably access outdoor recreation opportunities
 - Conduct a review of park rules and regulations with the goal of creating a set of clear, consistent, and enforceable park rules
 - Improve public safety patrol and enforcement through enhanced partnerships with law enforcement agencies and/or a dedicated park ranger force
 - Implement Crime Prevention through Environmental Design principles in the parks
 - Leverage invasive species removal efforts to improve safety and visibility in the parks
 - Program and activate targeted park areas to drive out undesirable activity
 - Improve wayfinding to assist emergency response efforts
 - Consolidate and improve the visibility of park regulatory signage



3 Education

Goal

Increase understanding and appreciation of the county's parks and natural resources

Priority Action

Collaboratively promote Warren County as a destination where people come to experience and learn about the natural world

Strategic Actions & Recommendations:

- A. Expand nature education opportunities and spread those offerings to parks not currently being served
 - Prioritize the program types most desired by residents as expressed in survey results, emphasizing opportunities that are the most achievable based on current and anticipated resources/staffing levels
 - Rotate nature education opportunities to different sites around the Park District
 - Utilize volunteer effort, including Ohio Certified Volunteer Naturalists, as well as partnerships with like-minded organizations and businesses to act as a force multiplier for program delivery
 - Work toward year-round programming by partnering with libraries and other organizations to increase nature education opportunities at indoor locations during the winter months
- B. Develop outdoor adventure programs to introduce people to nature-based recreation activities
- C. Raise awareness of program offerings in Warren County by cross-marketing opportunities provided by community partners that are aligned with the Park District's mission
- D. Expand education opportunities to residents in areas where the Park District lacks a physical location
 - Develop and expand partnerships with other park providers serving Warren County to provide nature-based programming in their parks
- E. Create nature education opportunities outside of the traditional scheduled program framework, which could include interpretive signage along trails or the use of digital apps
- F. Regularly convene and facilitate representatives of park providers and related organizations serving Warren County to coordinate and fill gaps in nature education programming efforts

4 Connectivity

Goal

Develop a connected network of green space and non-motorized trails, including land-based trails, water trails, and habitat corridors

Priority Action

Leverage grant funding and partnerships to expand and connect Warren County's network of trails and green corridors

Strategic Actions & Recommendations:

- A. Provide access to public green space, land-based trails, water trails, or WCPD program offerings within a ten-minute drive of every Warren County resident
 - Inventory existing trail and green space assets, identify opportunities to make connections, and prioritize those opportunities
 - Implement a range of trail types (including paved, natural surface, and water trails) and experiences suitable for a diverse range of ability levels
 - Prioritize trails that connect communities, parks, schools, and other similar assets
 - Use the Park District's county wide reach to facilitate regional trail connections between jurisdictions
 - Trail planning should emphasize the importance of the Little Miami and Great Miami River corridors as the spine of the regional trail network, and create connections between them
 - Emphasize the connection between recreation and active transportation, making use of transportation funding sources where appropriate to develop trail connections
- B. Increase utilization of existing trails through improved mapping, signage, wayfinding, and marketing
- C. Connect to larger regional networks, facilitating tourism through multi-day trail excursion experiences
- D. Collaborate with partners to quantify and publicize the economic impact of trails
- E. Collaborate with partners to market the County's trail offerings to local and regional audiences
- F. Collaborate with state, local, and nonprofit partners and neighboring jurisdictions on a regional approach to trail planning, funding, maintenance, and management



5 Community

Goal

Bring people and organizations together to build community and achieve common goals

Strategic Actions & Recommendations:

- A. Leverage the county-wide reach of the Park District to facilitate collaboration and partnership between jurisdictions and organizations, fostering a regional approach to parks, trails, and programming
- B. Design programs, partnerships, and events that engage new audiences and park user groups while promoting inclusion and combating social isolation
- C. Market the parks as welcoming spaces where people can gather, interact, and build community by providing a shared environment for activities, social events, and casual encounters
- D. Build partnerships with organizations that deliver programming on natural resources, public health, and arts and culture. Collaborate to cross-market those programs that align with the Park District's mission
- E. Emphasize the parks as spaces that enhance physical and mental health for people of all ages, and promote mission-aligned activities that support improved health outcomes
 - Market the parks as a location for fitness and wellness-based group activities and develop partnerships with those groups
- F. Pursue increased volunteerism as a community-building activity that can deliver multiple benefits for parks, trails, and green space
- G. Increase awareness and relevancy of the Park District and the value it brings to the community

Priority Action

Position parks as welcoming places that bring people together and improve the health of our bodies, minds, and planet

- Develop and implement a branding and marketing strategy, including a consistent graphic style for signage, printed materials, and digital communications
- Clearly demonstrate and communicate the Park District's offerings and benefits to County residents and visitors
- Build the perception of parks as an essential community service, similar to transportation, public safety, utilities
- Conduct ongoing market research to refine goals, improve services, and evaluate outcomes
- H. Subject to funding availability, develop and implement a community grants program to support improvements to park spaces operated by municipalities, townships, and mission-aligned non-profits consistent with the Park District's mission.





6 Operations

Goal

Build an exceptional organization to ensure positive park experiences for all guests

Priority Action

Create safer, more welcoming parks through visible public safety efforts and renewal of aging infrastructure

Strategic Actions & Recommendations:

- A. Deliver a consistently high standard of park maintenance and appearance
 - Develop and implement maintenance standards across all parks to clearly define maintenance expectations
 - Identify staffing and equipment needs to keep pace with park improvements and expansion
- B. Ensure that park facilities remain functional and relevant in a changing world
 - Conduct facility evaluations of each site to determine needs and opportunities
 - Quantify and document deferred maintenance needs, life cycle costs, and liabilities due to aging infrastructure
 - Change or remove park features or properties that do not align with the mission and goals of the Park District or where the value provided to park users is not sufficient to justify the effort required to maintain those features
- C. Drive efficiency and sustainability
 - Reduce maintenance effort and emissions from equipment
 - Implement no-mow zones and other practices that support conservation goals while reducing maintenance effort

- Reduce time, cost, and emissions related to loading, unloading, and transporting equipment and personnel
- Examine team member reporting and equipment storage locations to achieve a more even distribution across the Park District
 - Research alternative service delivery methods such as contracting with private businesses for some maintenance functions
 - Seek and take advantage of opportunities to drive energy efficiency
- Promote “Leave No Trace” principles in the parks and encourage patrons to take their trash home with them, in conjunction with pilot projects to remove trash receptacles in targeted park areas
- Leverage volunteer efforts as a force multiplier for park maintenance and improvement
- D. Make Warren County Park District a great place to work
 - Ensure that team members are equipped with the tools and resources they need to do their work effectively and efficiently
 - Identify staffing and equipment needs to keep pace with park improvements and expansion

6 Operations

Goal

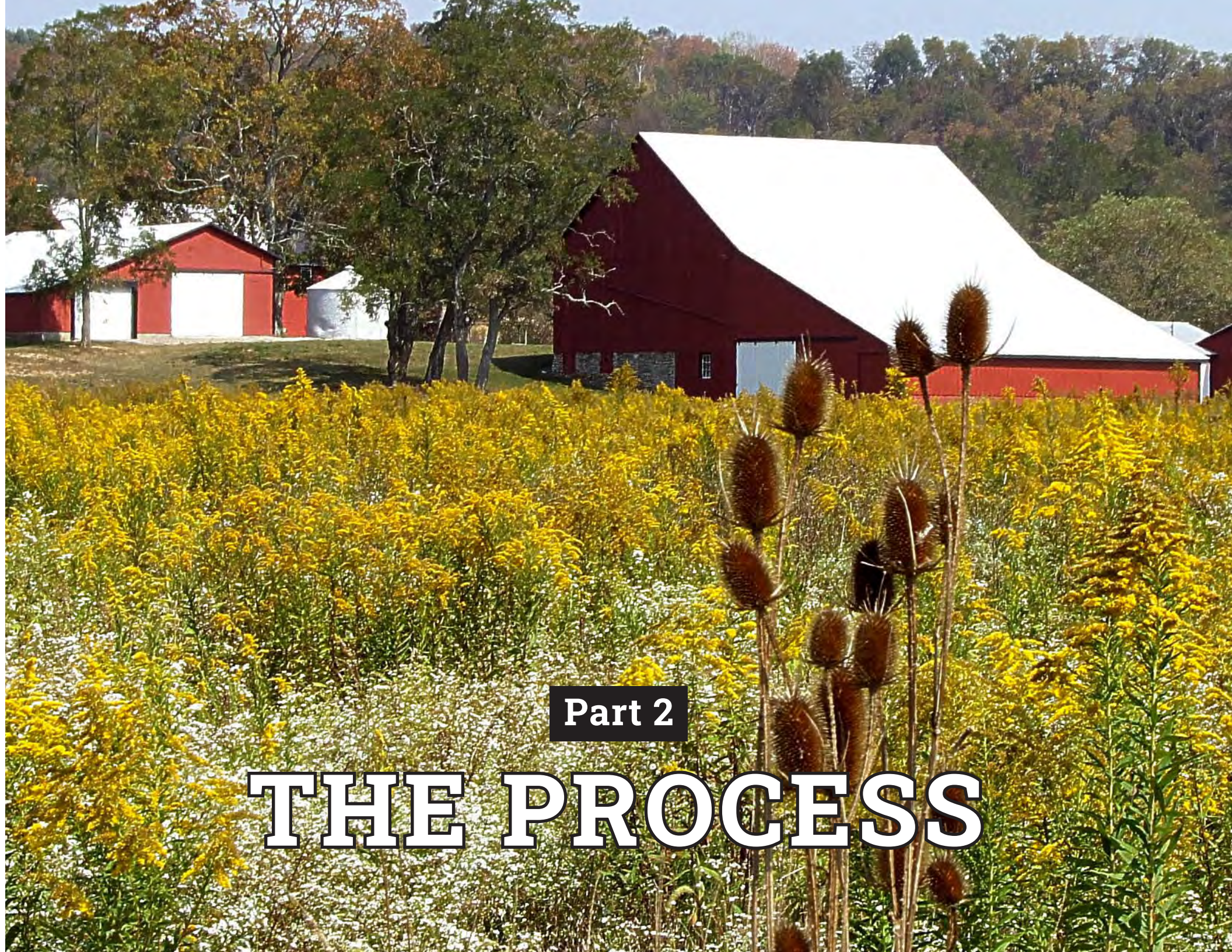
Build an exceptional organization to ensure positive park experiences for all guests

- Ensure that policies and procedures are clear and well understood. Conduct a policy and procedure review using CAPRA as a model
- Conduct ongoing monitoring of compensation trends to ensure that salaries are competitive for comparable positions in the area
- Promote a positive, friendly, and supportive workplace culture
 - Implement a formalized system of employee recognition to express appreciation for outstanding work
 - Find opportunities for joint projects that pull in staff from different teams to increase team cohesion across the organization and break down silos
 - Develop opportunities to improve employee benefits in a cost-conscious manner
- Expand career development opportunities for team members
 - Connect team members with training, education, and networking opportunities
 - Identify career paths and growth opportunities within the Park District and steer key team members toward those opportunities

Priority Action

Create safer, more welcoming parks through visible public safety efforts and renewal of aging infrastructure

- Incorporate professional development goals into performance reviews
- Foster a culture of safety in the workplace
 - Develop formalized training procedures for safe operation and routine maintenance of equipment
 - Convene a safety committee and meet on a regular basis to advance safety initiatives
- E. Develop a diverse and sustainable funding strategy that demonstrates fiscal responsibility
 - Partner with communities, organizations and businesses to support local initiatives, benefit the regional economy, and generate revenue
 - Increase supplemental funding through grants and donations, including through collaboration with non-profits, government partners, and community foundations
 - Expand opportunities for corporate engagement, partnerships, and sponsorships
 - Grow non-tax revenue by charging appropriate fees for specialized activities and enhanced services
 - Recognizing the role of parks as an essential community service, seek enhanced taxpayer funding as part of a diverse funding mix, to ensure a high level of service to the community



Part 2

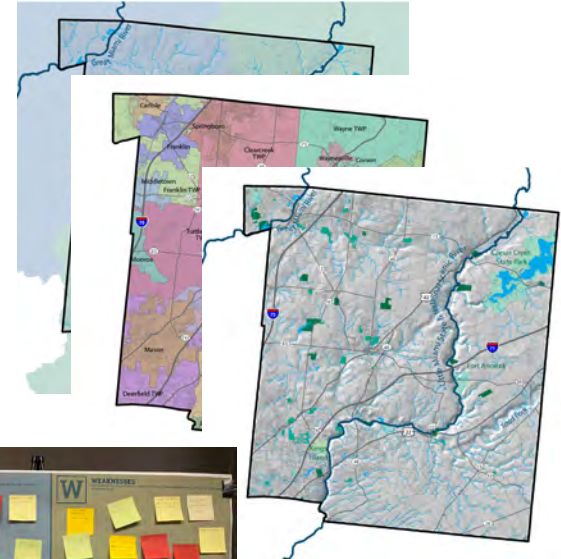
THE PROCESS

THE PROCESS

February
2024

PHASE 1 Awareness

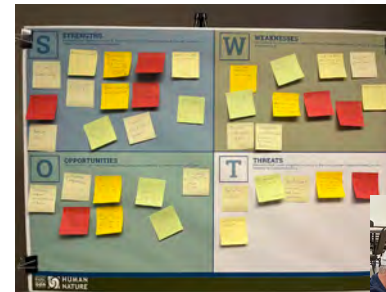
- Collect & review previous studies, plans, reports, surveys
- Inventory Mapping
- Benchmarking & Trends Analysis
- Board of Park Commissioners Meeting
- Steering Committee Meeting #1
- Stakeholder Focus Groups (9)
- Statistically Valid Survey



August
2024

PHASE 2 Exploration & Vision

- Summarize Awareness Findings
- Steering Committee Meeting #2 (Vision/Mission/Goals)
- Draft Mission Statement, Vision, Goals, and Objectives
- Steering Committee Meeting #3
- Public Open Houses (6)
- Draft Strategic Plan Report
- Steering Committee Meeting #4
- Presentation to Board of Park Commissioners
- Final Strategic Plan Adoption





BACKGROUND

About Park Districts

What is a Park District?

The board of park commissioners may acquire lands... ..for conversion into forest reserves and for the conservation of the natural resources of the state... ..and to those ends may create parks, parkways, forest reservations, and other reservations and afforest, develop, improve, protect, and promote the use of the same (Ohio Revised Code 1545.11).



Why a County-Wide Park District?

- Regionally Significant Green Space
- Natural Resources & Conservation
- Passive Recreation in Nature
- Regional Trails & Connections
- Work Across Jurisdictions
- Partnerships

Governance

Warren County Park District was formed in 1970. The Park District is governed by a three member Board of Park Commissioners, who are appointed to staggered three-year terms by the County Probate Judge.

Park Commissioners oversee the policies, finances, and projects of the Park District, providing overall direction, big-picture leadership, and vision, enabling the Park District to effectively serve Warren County residents and visitors.

2024 Board of Park Commissioners

- Ben Yoder, President
- Jeff Blazey, Vice President
- Wendy Monroe, Member

2025 Board of Park Commissioners

- Ben Yoder, President
- Wendy Monroe, Vice President
- Chris Hice, Member

Appointing Authority

- Hon. Joseph W. Kirby, Warren County Probate Judge

Chief Operating Officer

- Larry Easterly

Chief Executive Officer

- Matt Latham

Matt Latham is the Park District's Chief Executive Officer, and manages the day-to-day operations of the Park District in accordance with the policies and strategic direction of the Board. Together with Chief of Operations Larry Easterly, he coordinates a team of staff who are passionate and dedicated to helping Warren County residents and visitors discover and experience the great outdoors.



2024 Board of Park Commissioners



2025 Board of Park Commissioners



Matt Latham, Chief Executive Officer



Larry Easterly, Chief Operating Officer

What We Offer



ACCESS TO NATURE



NATURE EDUCATION
PROGRAMS



TRAILS - WALKING,
JOGGING, BIKING



LITTLE MIAMI SCENIC
TRAIL ACCESS



FISHING



BOATING



PLAYGROUNDS /
NATURE PLAY



SPORTS FIELDS



EXECUTIVE GOLF
COURSE



DISC GOLF



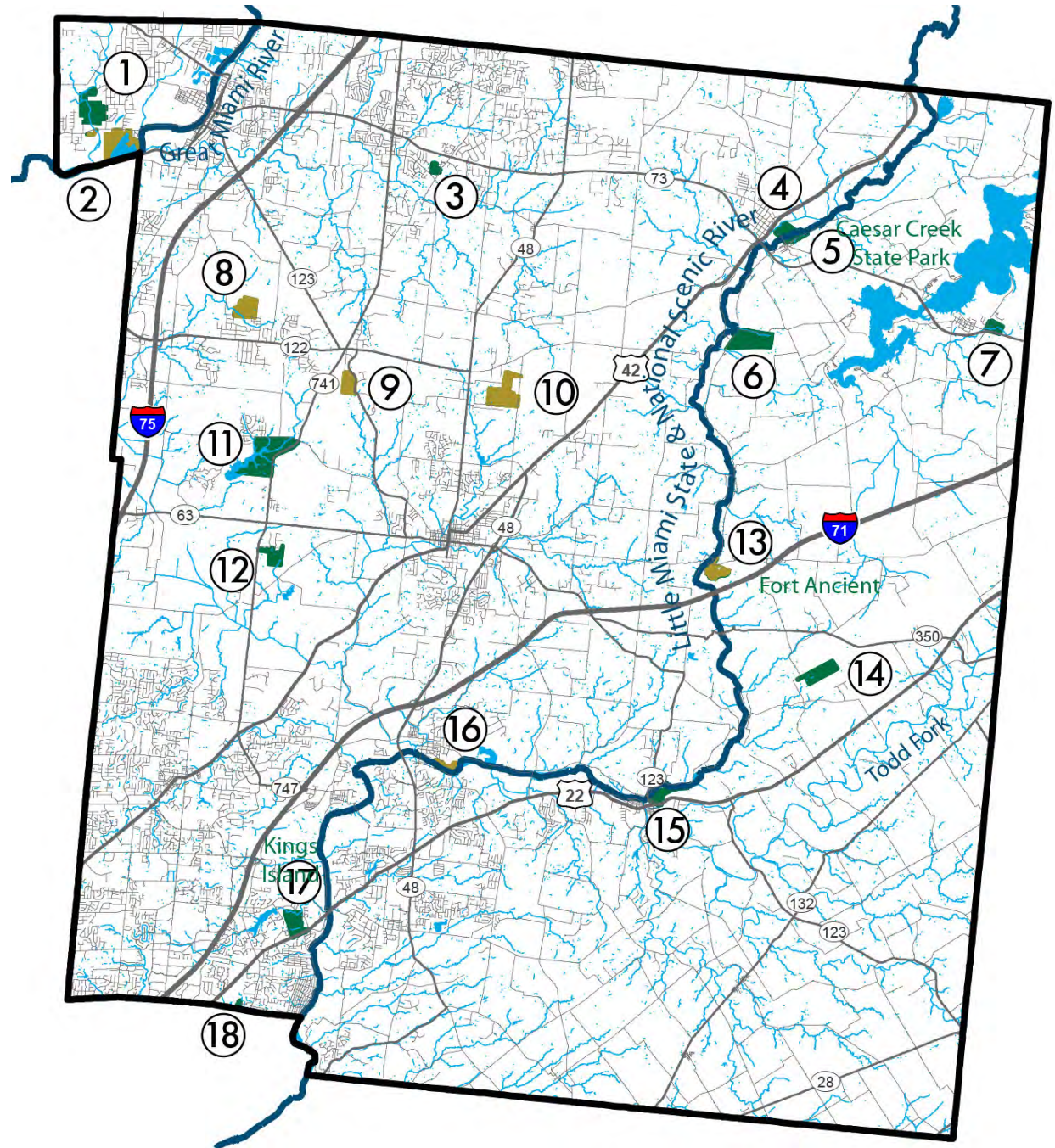
EXISTING CONDITIONS

Park District Lands

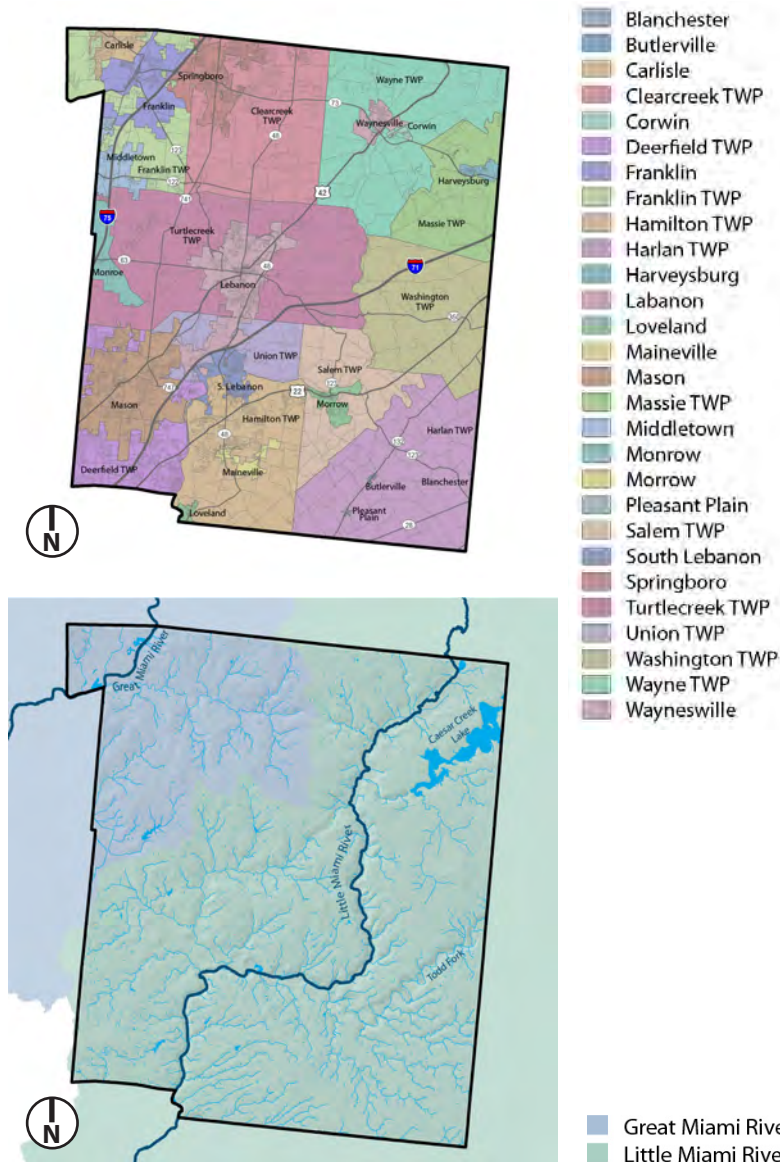
18 Properties (1,716 acres)

- 12 parks open to public (green)
- 6 undeveloped conservation areas (gold)

- ① Carmody Park
- ② Carl E. Oeder Park
- ③ Kesling Park
- ④ Bowman Park
- ⑤ Clint Fultz River Park
- ⑥ Hisey Park
- ⑦ Hatton Lukens Park
- ⑧ Shaker Road Property
- ⑨ Loeb Park
- ⑩ Shaw Park / Drake Road Park
- ⑪ Armco Park
- ⑫ Keever Trails
- ⑬ Mathers Mill Nature Preserve
- ⑭ Gulley Park and Trails
- ⑮ Morrow Veterans Park
- ⑯ Spicer Property
- ⑰ Landen Deerfield Park
- ⑱ Minard Park



Local Jurisdictions & Watersheds



Local Jurisdictions

Warren County is comprised of 29 different local jurisdictions, which allows for a high degree of local control, but also presents a risk of fragmentation and duplication of services.

This environment provides an opportunity for a County-wide Park District to work across boundaries to facilitate collaboration and foster regional thinking.

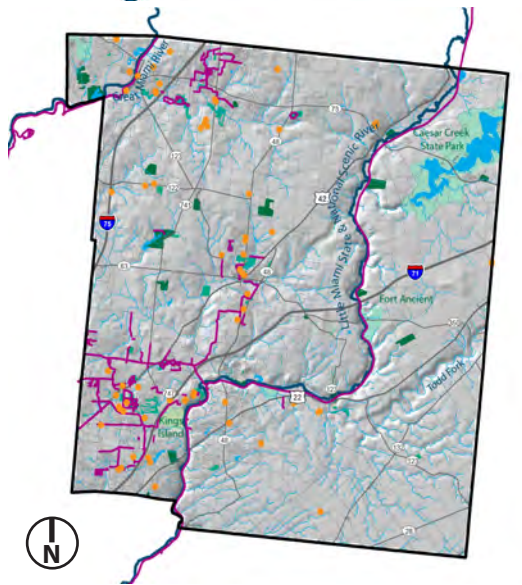
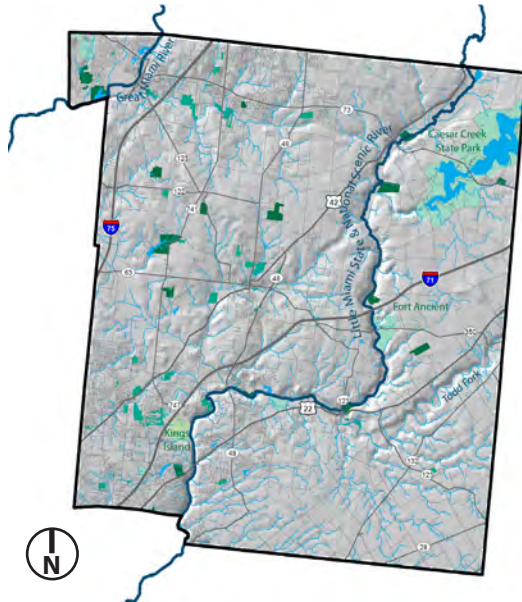
Watersheds

Warren County is uniquely situated in two watersheds, including a small but significant reach of the Great Miami River, and 33 miles of the Little Miami State and National Scenic River. These rivers represent natural and recreational resources of inestimable value.

Opportunities:

- Work with partners to protect the wetlands and headwater streams within these watersheds to ensure that our waters remain clean.
- Collaborate in the establishment of water trails, to make these resources more accessible for residents and visitors to enjoy.

Other Parks, Green Space & Trails



- Carlisle (2 parks, 16 ac.)
- Clear Creek TWP (1 park, 97 ac.)
- Deerfield TWP (6 parks, 321 ac.)
- Five Rivers MetroParks (1 park, 449 ac.)
- Franklin (4 parks, 81.8 ac.)
- Franklin TWP (1 park, 50 ac.)
- Hamilton TWP (4 parks, 284 ac.)
- Harlan TWP (1 park, 46 ac.)
- Lebanon (16 parks, 359 ac.)
- Mason (7 parks, 507 ac.)
- Morrow (3 parks, 59 ac.)
- Ohio History Connection (Fort Ancient, 644 ac.)
- South Lebanon (4 parks, 20 ac.)
- Springboro (8 parks, 479 ac.)
- Turtle Creek TWP (2 parks, 29 ac.)
- Union TWP (1 park, 5 ac.)
- Caesar Creek State Park (1 park, 7,684 ac.)

- Schools
- Off-Road Bike Trails
- Community / Neighborhood Parks
- Park District Parks
- State Parks
- Private Amusement Parks

Other Parks & Green Space

Warren County is not only blessed with a great Park District, but also other park providers.

How can we work together to think regionally and incorporate these assets into a connected network?

How can the Park District set itself apart so that its offerings complement, and don't compete with, the great park and recreation-related work being done by others?

Trail Connectivity

The Little Miami Scenic Trail and the Great Miami River Trail represent the backbone of the County's trail network.

Additionally, local jurisdictions have made great progress in providing trail connectivity within their own communities.








Can we work together to safely connect communities, schools, parks, and other assets, providing a feeder network to our "backbone" trails, to give residents and visitors choices for how they want to get around?

Benchmarking

Before we can determine where we're headed, we first have to understand where we are. We started by comparing Warren County Park District to other Park Districts across the state serving counties of similar population size.

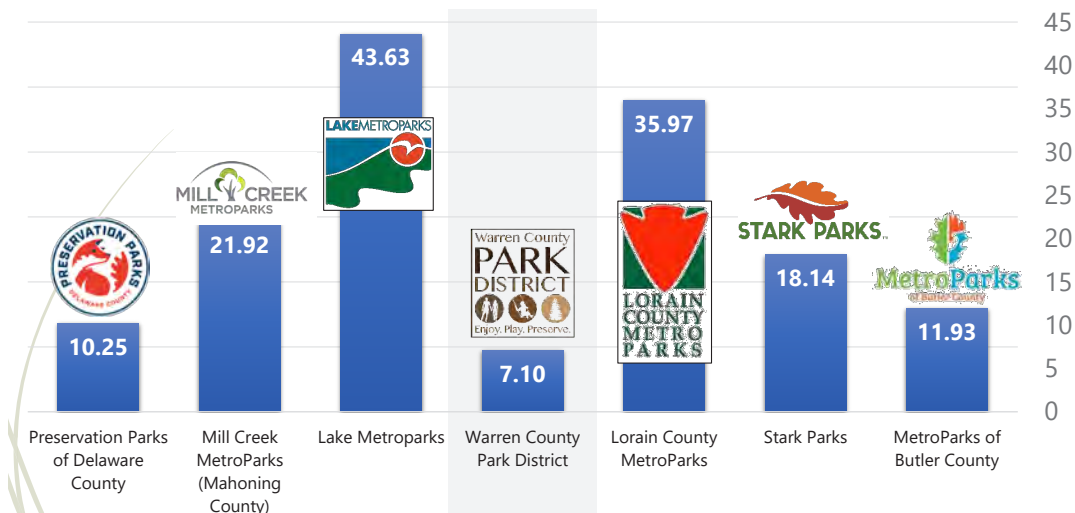
We looked at the six counties that are closest in population size to Warren County. All six of these counties have a Park District that can be considered a "peer" to Warren County Park District. These are:

- Preservation Parks of Delaware County
- Mill Creek MetroParks (Mahoning Co.)
- Lake Metroparks (Lake County)
- Lorain County MetroParks
- Stark Parks (Stark County)
- MetroParks of Butler County

	County	Park District	Population
	Delaware	Preservation Parks of Delaware County	214,120
	Mahoning	Mill Creek MetroParks	228,621
	Lake	Lake MetroParks	232,524
	Warren	Warren Co. Park District	242,338
	Lorain	Lorain Co. Metro Parks	312,974
	Stark	Stark Parks	374,853
	Butler	MetroParks of Butler Co.	390,378

Benchmarking: How Do We Compare?

Acres of Park District Land Per 1,000 Population



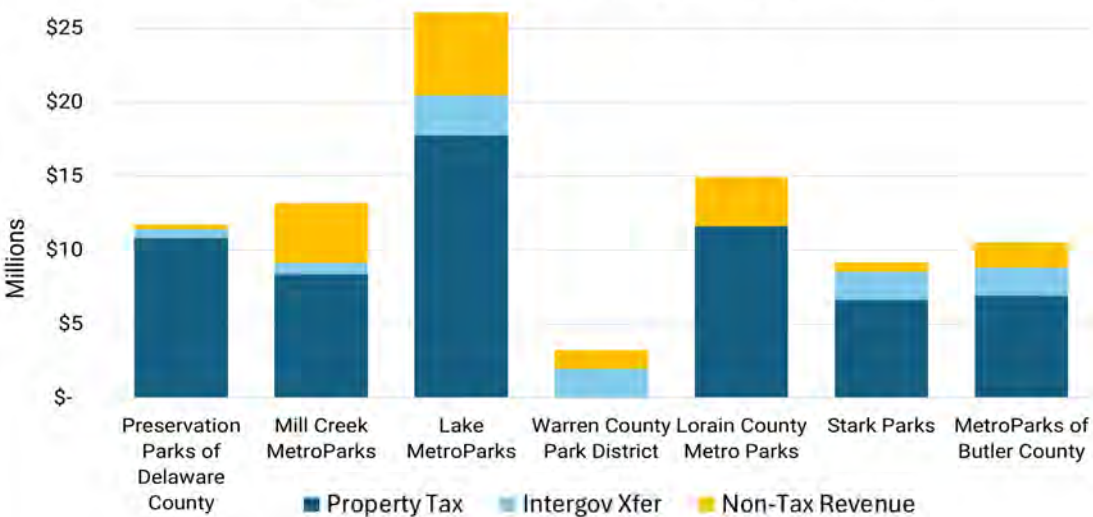
This chart compares the amount of Park District land being preserved by peer counties, adjusted by population.

To ensure an apples-to-apples comparison, only Park District data is included. With so many different types of park providers, we couldn't accurately quantify all types of park lands in these counties.

While Warren County is blessed to have Caesar's Creek State Park, it should be noted that all of the comparable counties have state-owned park/nature preserve lands within their borders.

(Data is from 2023)

Annual Funding Comparison
(To other Ohio Park Districts serving similar population size)

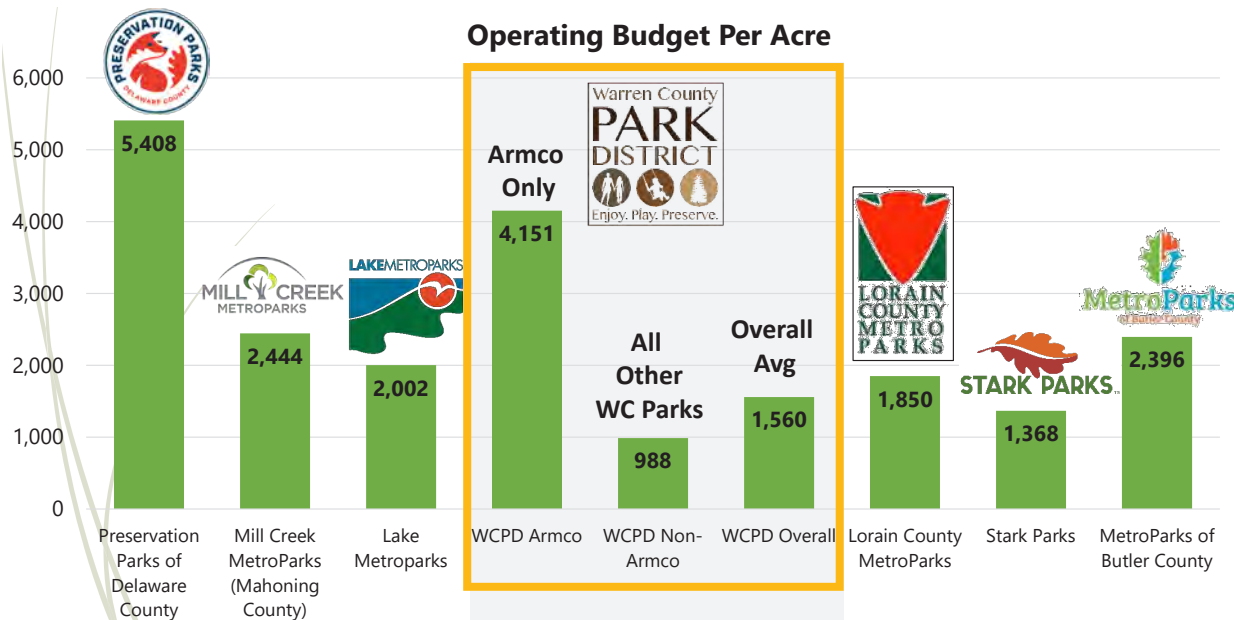


This chart compares the amount of funding that peer park districts have available to preserve and manage parks, trails, and green space.

Notably, Warren County is the largest county in the state (by population) that lacks a dedicated property tax levy for its Park District.

(Data is from 2024)

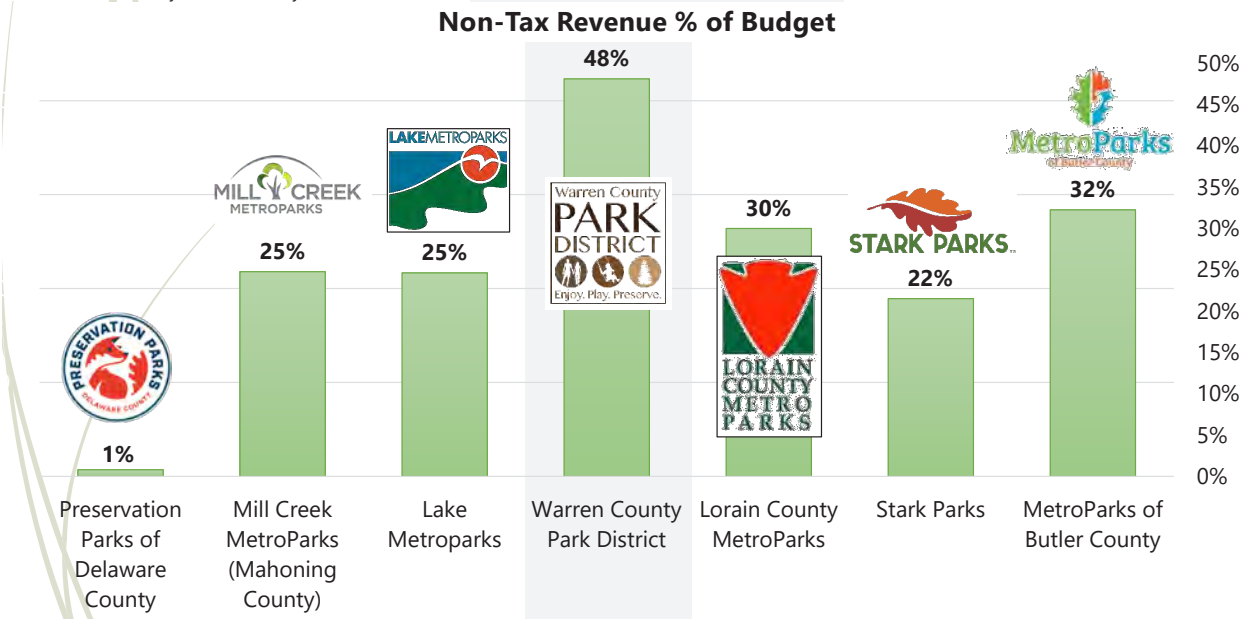
Benchmarking: How Do We Compare?



This chart compares the amount of funding available to maintain and manage each acre of green space within the Park District.

If Armco Park is excluded, the Park District has the lowest amount available to care for each acre of park land compared to peer districts.

Armco Park receives a higher amount of investment because of the revenue-generating activities there. (Conversely, for that same reason, the park also costs more to operate.) Armco Park has its own separate revenue fund to ensure that proceeds from fee-based park activities are reinvested in the park. Armco Park recovers nearly all of its operating costs through user fees and charges.



This chart compares the amount of non-tax revenue generated by peer park districts. Warren County Park District receives, by far, the highest proportion of its revenue from non-tax sources when compared to peer districts, about double the national average. This is primarily due to the fee-based activities available at Armco Park.

(These charts are based on 2023 figures)

Benefits of Parks



TOURIST DESTINATIONS

Parks play a major role in a county's tourism economy. Some parks are **tourist attractions** by themselves, while others serve as great venues for festivals and sport events.

This presents opportunities to **provide services** that support tourist destinations (i.e. Little Miami Scenic Trail).



BUSINESS ATTRACTORS

Quality of life ranks as second highest factor that companies consider when selecting where to locate.

Businesses are willing to offer **higher wages** to locate in places with **more productive workers**.

Employees are searching for jobs in areas with high **quality of life**.



RESIDENT ATTRACTORS

84% of U.S. adults seek quality parks and recreation when choosing a place to live.

This finding is consistent across all demographic and political groups.

Parks have a positive impact on nearby **residential property values**.



HEALTH & WELLNESS CENTERS

Parks encourage physical activity and their use is associated with **improved blood pressure** and **cholesterol levels, reduced stress/anxiety/depression, and improved physical health**.

During the COVID-19 pandemic, it became increasingly clear that parks and public land are playing a large role in our health as parks saw some of their highest usage in modern times.

Benefits of Parks



COMMUNITY LIVING
ROOMS

Parks are where communities and neighbors come together to celebrate, play, and be entertained. They are a neighborhood's **living room**, and **everyone's backyard**.

Engaging residents in the planning of parks fosters a **sense of community** and helps ensure that the parks reflect the needs of the community.

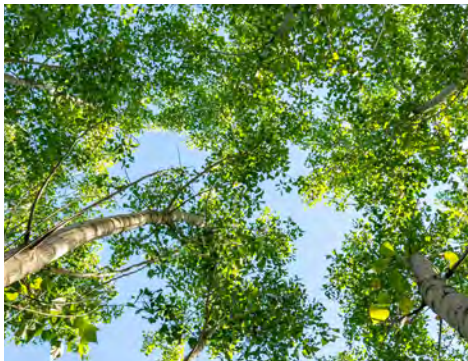


LABORATORIES &
CLASSROOMS

Ohio's abundant and diverse natural resources provide opportunities to connect residents and visitors to nature through **high-quality outdoor recreation and education** opportunities.

Parks offer the ability to cultivate the **next generation of park stewards**.

Parks also provide opportunities to expand **partnership efforts with local schools and organizations** to engage students and provide STEM programs.

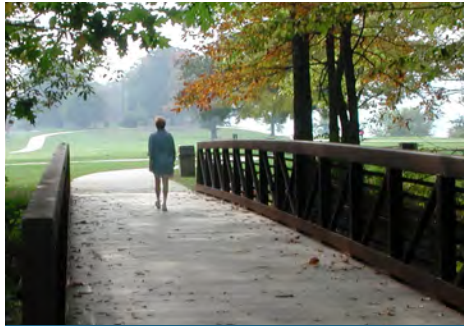


DIVERSE & HEALTHY
LANDSCAPES

Green space and vegetation **intercept, filter/cleanse, infiltrate, and store rainwater**, reducing flooding and stormwater management costs.

Air pollution significantly impacts human cardiovascular and respiratory systems. Vegetation within parks not only provides **shade**, it plays a role in **improving air quality** and reducing pollution costs by **remove air pollutants** such as nitrogen dioxide, sulfur dioxide, carbon monoxide, ozone, and some particulates.

Park Trends



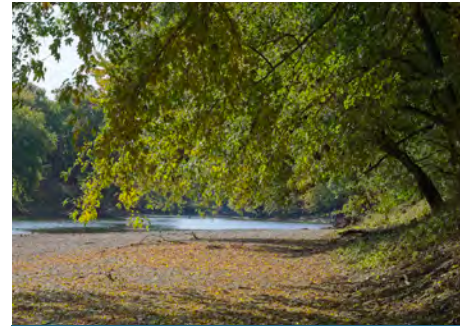
TRAILS & CONNECTIVITY

Ohioans want more trails - natural surface, paved multi-use, and finely crushed stone trails.



HEALTH & WELLNESS

Studies highlight measurable health and social benefits from spending time in parks.



ACCESS TO NATURE/ WATER

Canoeing, kayaking, & swimming are a growing trend locally and nationally. Access also benefits anglers and wildlife viewers.



TECHNOLOGY

Mobile apps on smart phones, watches, and tablets assist in planning and tracking outdoor activity and reserving facilities.



DOG PARKS

During the pandemic, dog ownership surged and now more owners are searching for parks to provide off-leash opportunities for their pets.



WILDLIFE OBSERVATION

Passive recreation opportunities to observe nature in peace and serenity provide an escape from busy daily life.



GREEN INFRASTRUCTURE

Park land is being used to manage stormwater and reduce flooding.



IMPROVE, ENHANCE, ADAPT

Updating, and improving existing features (i.e., playgrounds, trails, sport fields, shelters, etc.) ensures safety and accessibility.



ENGAGEMENT

Participants

Warren County Residents (365 survey participants & 75 open house attendees)

Steering Committee

Park Commissioners

Warren County Municipal League

Lebanon Chamber of Commerce

Leadership Warren County (2024 Class)

Friends of Warren County Park District

Stakeholder Focus Groups (122 participants)

Conservation

Countryside YMCA
Five Rivers MetroParks (retiree)
Friends of WC Parks
Green Umbrella
LCNB National Bank
Little Miami Conservancy
Little Miami Watershed Network
Ohio Division of Wildlife
Ohio River Foundation
WC Soil and Water Conservation District

Recreation

Champlin Architecture
City of Lebanon
City of Mason
City of Mason Parks & Recreation
City of Springboro Park Board
Clearcreek Twp Resident
Hamilton Township Parks & Rec
Ice Hounds Hockey
Kings SAY Soccer

Mercury Soccer

Springboro HS Golf

Springboro High School Ice Hockey

Warren County Sports Park

Waynesville Baseball & Softball Assoc.

Connectivity & Trails

Cincinnati Cycle Club

Cincinnati Off-Road Alliance

City of Lebanon

City of Mason

City of Springboro

CMT Inc.

Cincinnati Off Road Alliance

Friends of the Little Miami State Park

Ohio Department of Transportation

Rails to Trails

Tri-State Trails

Union Village

Warren County Planning

Warren County Solid Waste District

Businesses

City of Carlisle

City of Mason

Duke Energy

Lebanon Area Chamber of Commerce

Waynesville Merchants

Nonprofit Organizations

Camp Joy

Family Promise of Warren County

Five Rivers MetroParks (retiree)

Little Miami Watershed Network

Otterbein Senior Life

SAFE on Main

Countryside YMCA

YMCA Camp Kern

Warren County Community Services

Warren County Foundation

Civic Institutions

BCW Workforce

City of Carlisle

City of Lebanon

City of Mason

City of Middletown

City of Springboro

Franklin Township

Hamilton Township

Lebanon Parks Board

Turtlecreek Township

Warren County Sheriff's Office

Education

Carlisle Local Schools

Kings Local Schools

Lebanon City Schools

Lebanon Public Library

Little Miami Local Schools

Mason City Schools

Sinclair Community College

Springboro High School

Warren County Career Center

WC Soil and Water Conservation District

Open Houses

6

open houses across
Warren County



50

in-person
participants



101

in-person
comments



25

virtual participants



624

virtual comments



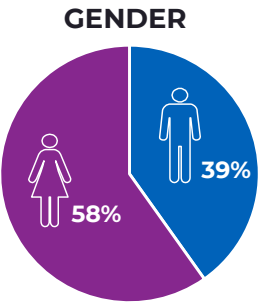
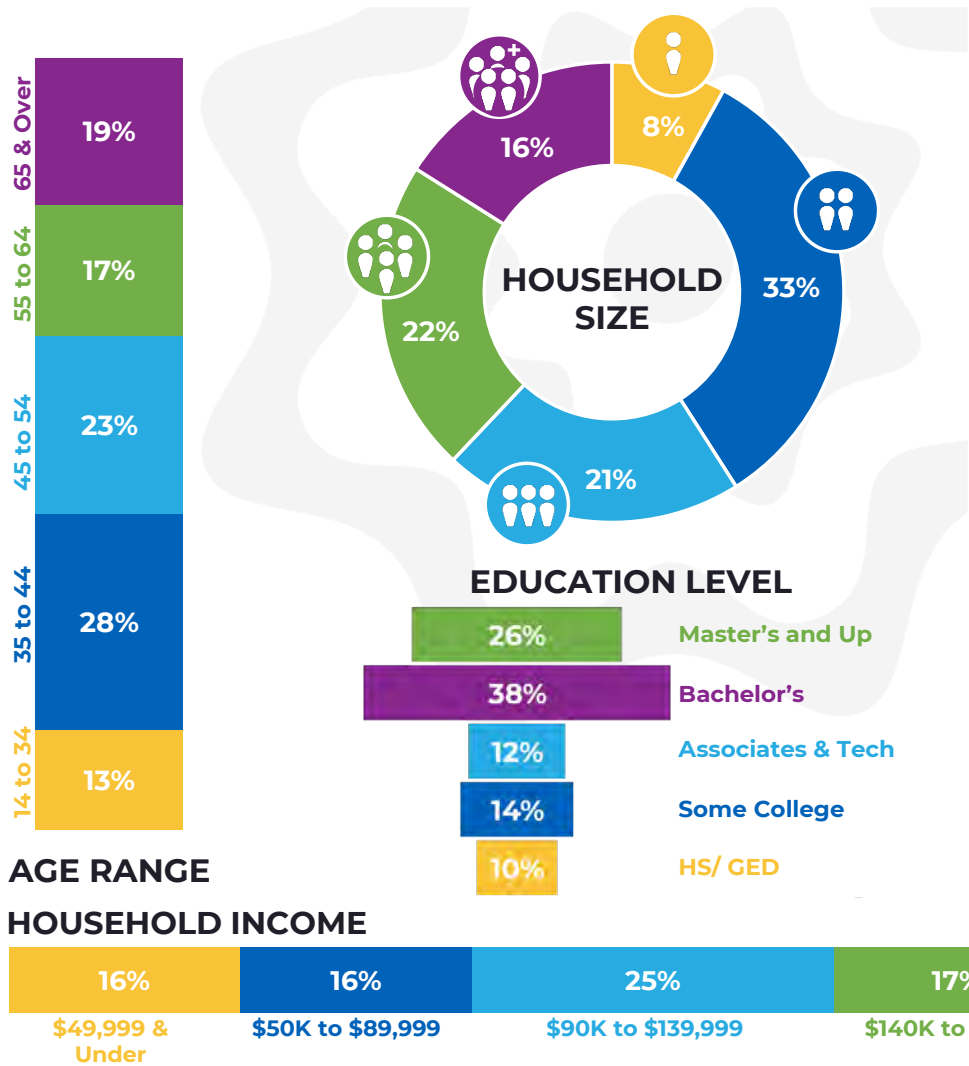
80+

marketing
communications
sent



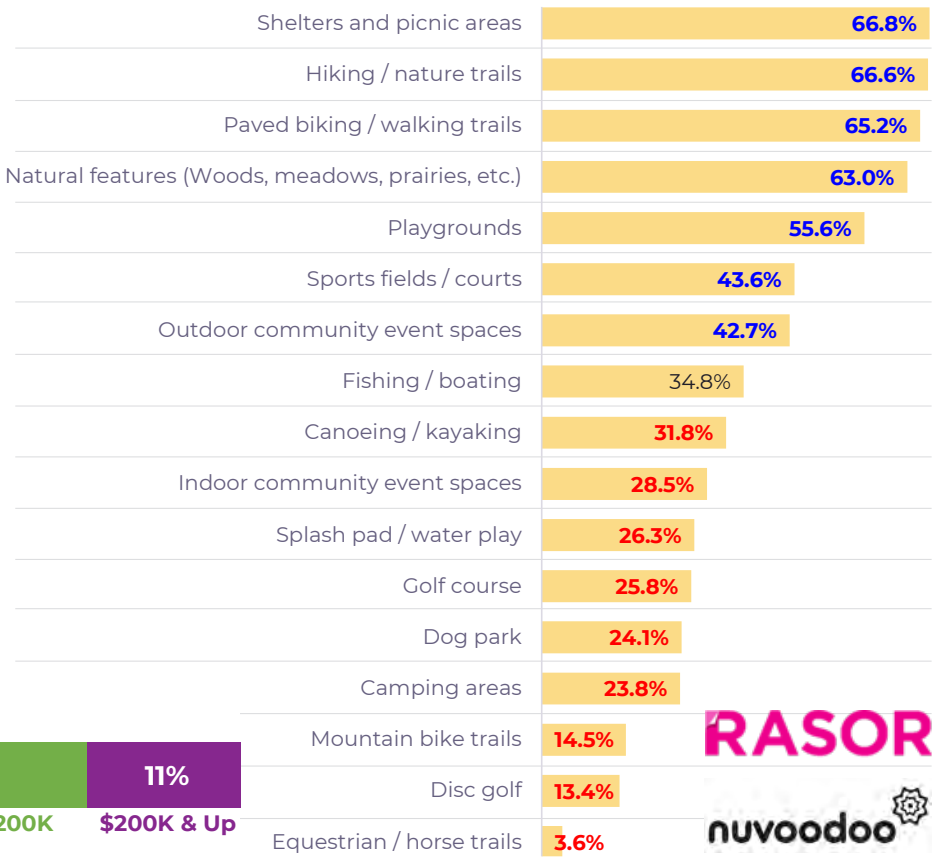
Statistically Valid Survey

365 community members responded to the survey, meeting the criteria for statistical validity. A wide variety of age ranges, education levels, household incomes, and household sizes were represented.



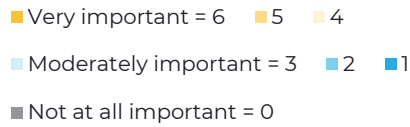
92%
WARREN COUNTY, OH
RESIDENTS

We asked respondents what outdoor activities they engage in, regardless of where they take place.



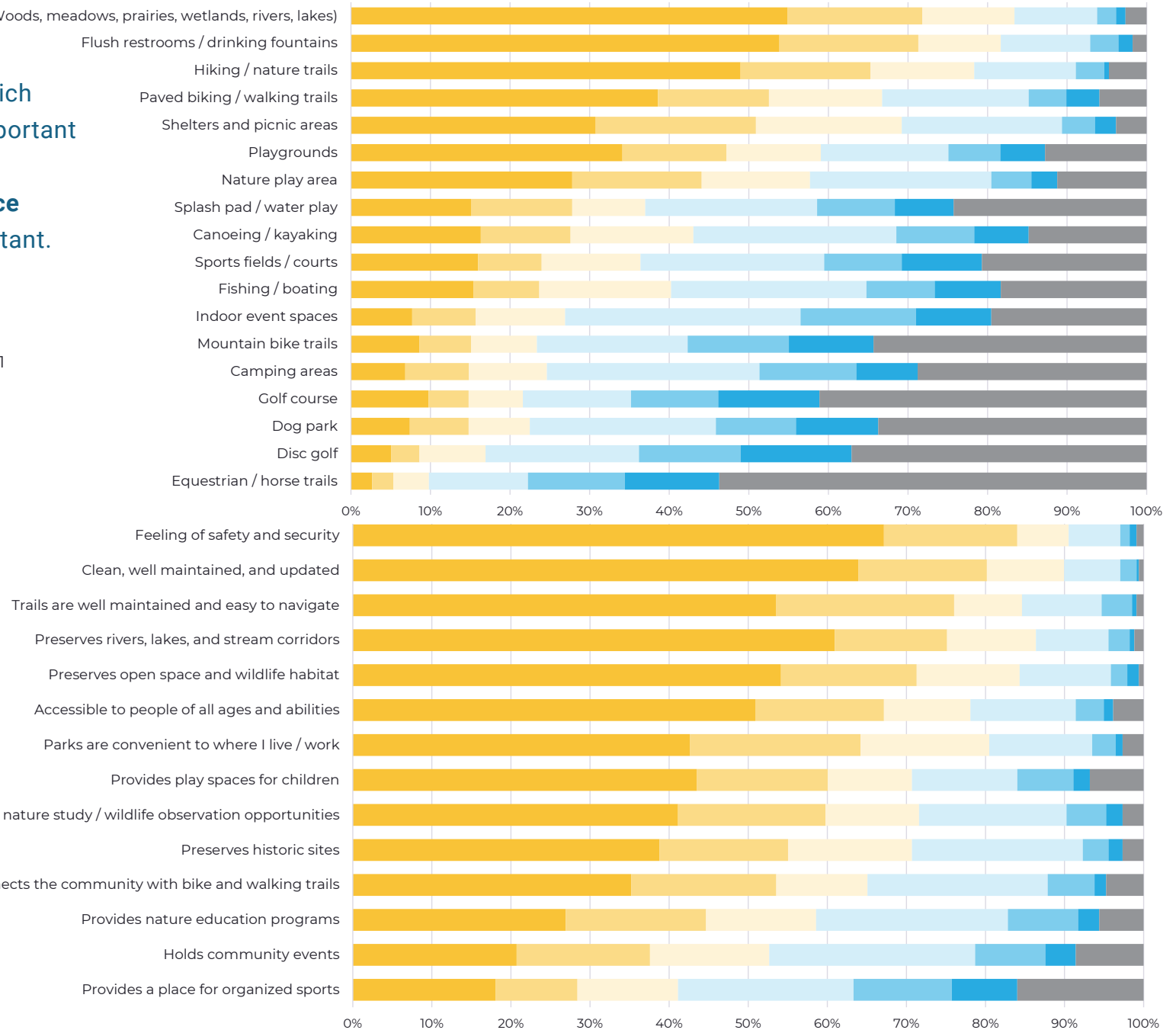
Park Feature Importance:

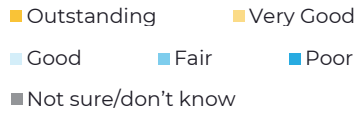
We asked respondents which park features are most important to them and the **natural / ecological** and **convenience** features rated most important.



Park Factor Importance:

We asked respondents what aspects of parks are most important to them. **Safety and cleanliness**, along with **preservation, maintenance** and **habitat** ranked among the most important factors.

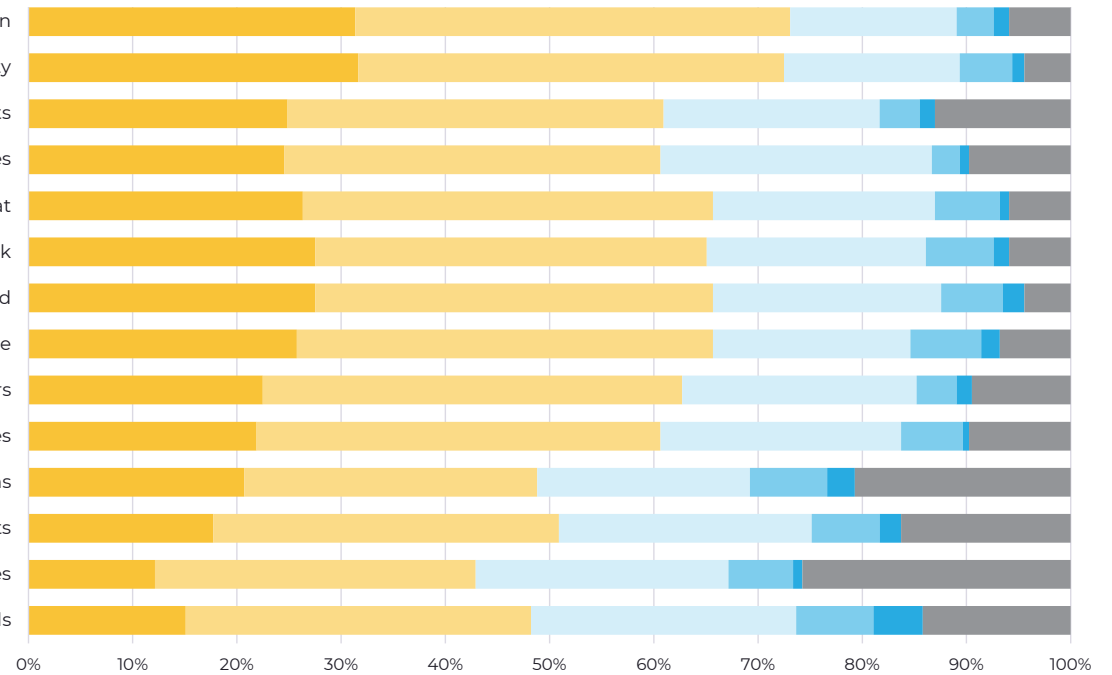




Performance Rating:

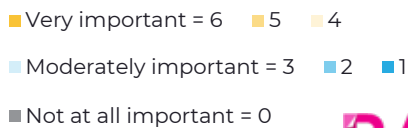
We asked respondents what they thought of the job Warren County Park District was doing in certain areas. WCPD received relatively high marks across the board. Some of the most important factors also have some of the highest ratings.

- Provides play spaces for children
- ★ Feeling of safety and security
- Provides a place for organized sports
- ★ Provides quiet nature study / wildlife observation opportunities
- ★ Preserves open space and wildlife habitat
- ★ Parks are convenient to where I live / work
- ★ Clean, well maintained, and updated
- Trails are well maintained and easy to navigate
- Preserves rivers, lakes, and stream corridors
- Accessible to people of all ages and abilities
- Provides nature education programs
- Holds community events
- Preserves historic sites
- Connects the community with bike and walking trails

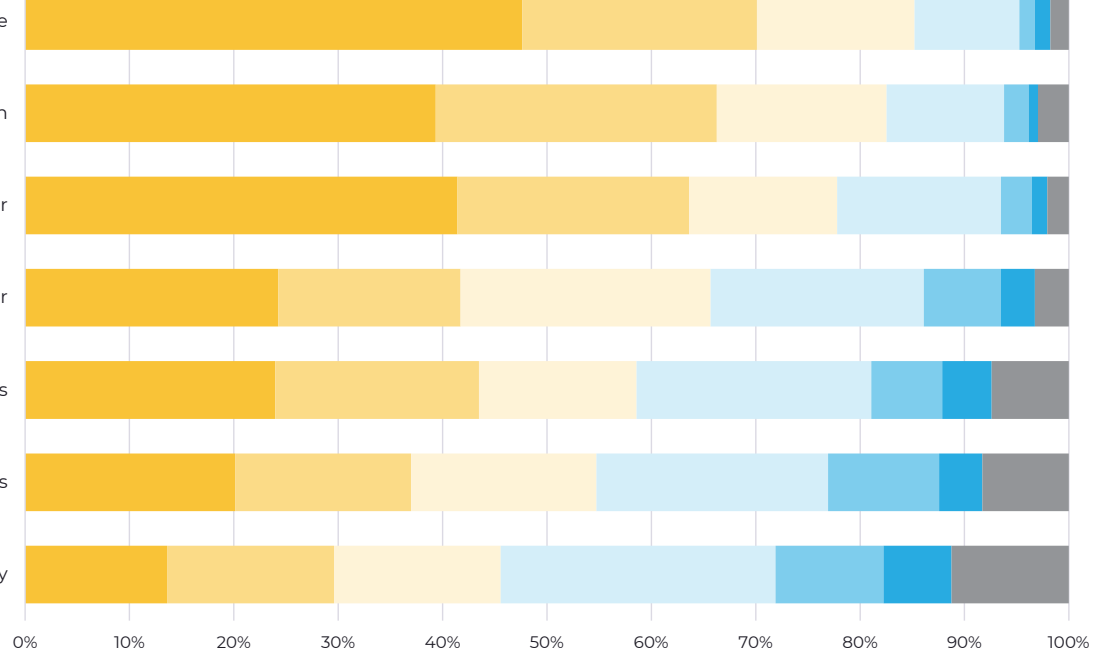


Park Benefit Importance:

We asked respondents how important certain park benefits were to them. The contributions to quality of life and physical and mental health were ranked as most important.



- Contributes to the quality of life
- Promotes physical and mental health
- Contributes to cleaner air and water
- Brings the community together
- Contributes to increased property values
- Attracts residents and businesses
- Promotes tourism to the County



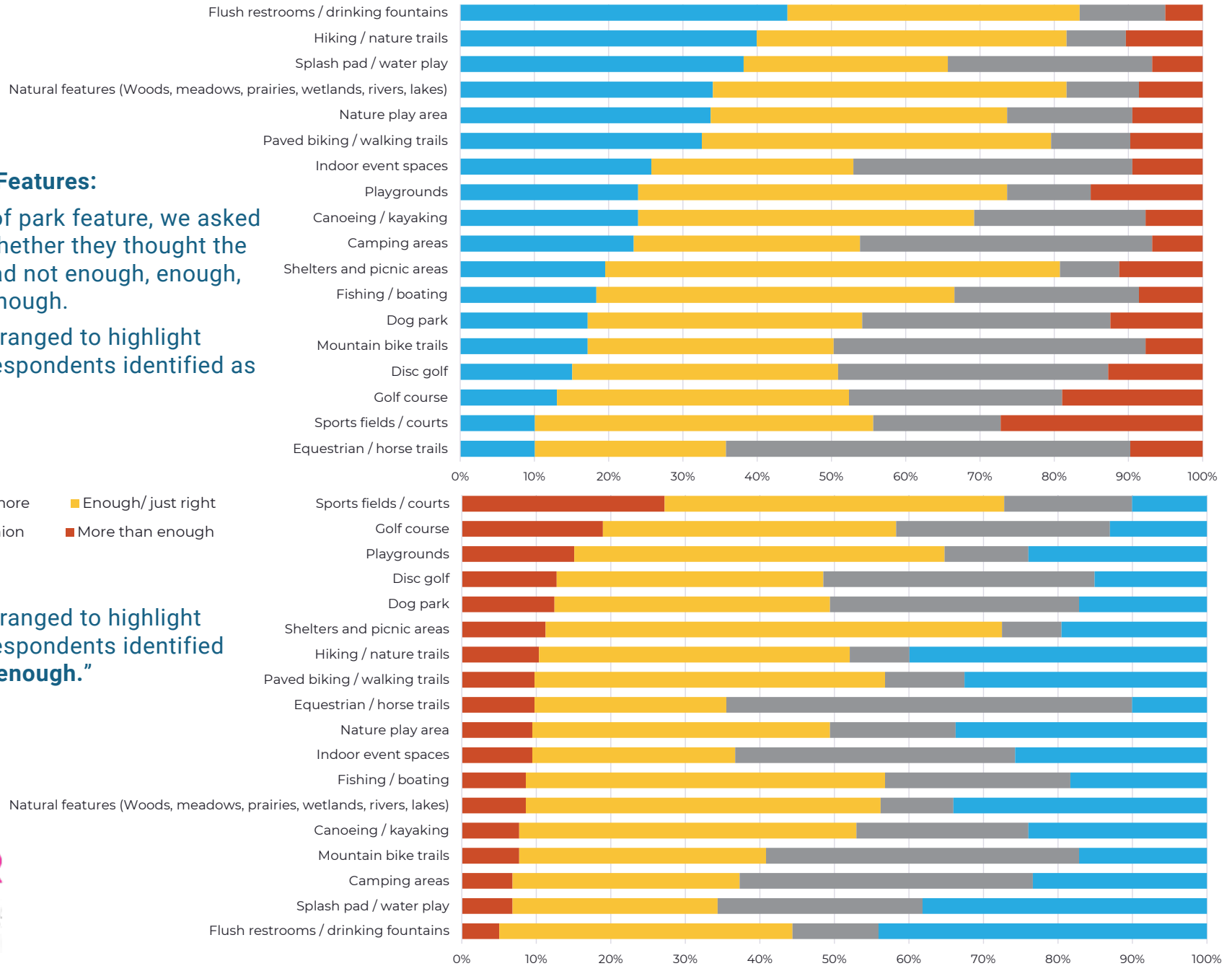
Need for Park Features:

For each type of park feature, we asked respondents whether they thought the Park District had not enough, enough, or more than enough.

This chart is arranged to highlight features that respondents identified as **“not enough.”**

■ Not enough/ need more ■ Enough/ just right
■ Don't know/ no opinion ■ More than enough

This chart is arranged to highlight features that respondents identified as **“more than enough.”**



SWOT Analysis

STRENGTHS

Leadership & Stakeholders

Financial management
Natural resources / assets
Diverse recreational offerings
Strong community partnerships
Dedicated personnel

Survey Respondents

Safety & security
Play spaces for children
Spaces for organized sports
Quiet nature / wildlife observation opportunities
Green space & wildlife habitat preservation

WEAKNESSES

Leadership & Stakeholders

Financial limitations
Geographic gaps in park coverage
Facility & infrastructure improvements
Public awareness
Staffing and resource limitations
Marketing & branding deficiencies

Survey Respondents

Connecting community with bike & walking trails
Preserving historic sites
Holding community events
Providing nature education programs
Accessibility for people of all ages and abilities

OPPORTUNITIES

Leadership & Stakeholders

Funding diversification
Land activation and development
Diverse programming
Partnership development
Brand development
Enhanced connectivity

Survey Respondents

Nature and outdoor features and programs that serve the public good
Communication targeted toward sentimentality in 'pride of place' & 'our parks' may help build familiarity and increase visitation

THREATS

Leadership & Stakeholders

Financial instability
Development pressures
Infrastructure deterioration & maintenance challenges
Safety and security
Competition for attention & resources
Public awareness challenges



IMPLEMENTATION

Implementation Matrix

Timing	S = Short Term, M = Medium Term, L = Long Term, O = Ongoing
Impact	H = Higher Impact, M = Med. Impact, L = Lower Impact
Cost	L = Lower Cost, M = Medium Cost, H = Higher Cost

ID	Goal	Timing	Impact	Cost
1	CONSERVATION: Become a recognized leader in the conservation and stewardship of Warren County's natural and scenic resources			
1.A	Enhance the ecological and wildlife habitat value of Park District lands while maintaining an appropriate balance of recreational opportunities	O	H	M
1.A1	Maintain at least 75 percent of Park District lands in an undeveloped state on average across the Park District, and meet or exceed that standard in new parks	O	H	L
1.A2	Develop and implement natural resource management plans for each Park District property in conjunction with park master planning efforts	M	H	M
1.A3	Manage invasive plants, focusing on highly visible areas, ecologically sensitive areas, and areas where safety can be improved through invasive species removal	O	H	M
1.A4	In areas not being used for active recreation, convert turfgrass lawn areas to natural habitats through native meadow/prairie establishment and/or reforestation	M	M	M
1.A5	Hire, train, and equip a team of natural resource professionals and seek training opportunities for existing staff to develop the Park District's natural resource skill set	M	H	M
1.A6	Once a skilled team of natural resource professionals is established, proceed to train, equip, and engage volunteers to support natural resource management	L	H	L
1.B	Identify priority areas for conservation and/or restoration and acquire land from willing sellers	M-L	H	H
1.B1	Develop a land acquisition policy that reflects the Park District's strategic goals and role as a County-wide regional park, green space, and trail provider	S	H	L
1.B2	Prioritize acquisition, preservation, and restoration of regionally significant natural areas, with an emphasis on scenic features and environmentally sensitive areas, including rivers and streams, wetlands, and habitats for threatened or endangered species	M-L	H	H
1.B3	Prioritize land acquisition in developing areas and in geographic areas not currently being served by the Park District	M-L	H	H
1.B4	Consult regional green space plans such as those published by the Ohio-Kentucky-Indiana Regional Council of Governments and Green Umbrella to inform green space protection priorities	O	M	L
1.B5	Identify opportunities to preserve the County's rural character, including working with partners on regenerative agriculture demonstration projects where appropriate	M-L	L	M-H
1.B6	Take advantage of grant programs such as the Clean Ohio Fund to advance the Park District's preservation and restoration objectives	O	H	L-M
1.C	Preserve and restore headwater streams and wetlands to improve the region's water quality	O	M	H
1.C1	Seek grant funding, such as the H2Ohio program, and/or partnerships with in-lieu fee stream and wetland mitigation programs, the Soil and Water Conservation District, and other interested organizations	O	M	L
1.D	Regularly convene and facilitate representatives of park providers, land trusts, and related organizations serving Warren County to coordinate regional conservation, preservation and restoration efforts	S	H	L
2	RECREATION: Provide a variety of opportunities for relaxation and recreation in the great outdoors			
2.A	Provide a variety of outdoor recreation experiences across the park system, while retaining and refining the unique identity, character, and purpose of each park within that system	L	H	H
2.A1	Evaluate existing programs and services in accordance with the Park District Mission and Vision, relevant industry trends, market research, and community needs	S	M	L
2.A2	Develop master plans for future recreational amenities in each park that appropriately balance recreation access with natural resource protection	M	H	M

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ID	Goal	Timing	Impact	Cost
2.A3	Take a regional approach to providing recreation opportunities by coordinating and combining the efforts of multiple park providers, with each partner focusing on their own unique strengths, avoiding duplication and filling gaps in services	O	H	L
2.B	Improve access to outdoor recreation experiences for all users by providing improved comfort facilities, signage, wayfinding, parking, and trail access	M-L	H	H
2.B1	Prioritize low-cost, high-impact improvements such as signage and wayfinding	S	H	L
2.B2	Seek grants and donations to partially defray costs for larger capital investments	O	H	L
2.C	Enhance access to outdoor recreation experiences for guests of all ages and ability levels	M-L	H	H
2.C1	Prepare and implement an Americans with Disabilities Act self-assessment and transition plan, balancing the need for accessibility with opportunities for physically challenging activities so that all ability levels are served	S-M	M	M
2.C2	Design new facilities/amenities with accessibility in mind, dedicate a portion of each year's capital maintenance/replacement spend to accessibility improvements	O	M	H
2.C3	Balance the need for accessibility with the need to provide challenging outdoor adventure experiences, so that all ability levels are served	O	M	M
2.D	Maintain and enhance public safety in the Park District so that residents and visitors can comfortably access outdoor recreation opportunities	O	H	M
2.D1	Conduct a review of park rules and regulations with the goal of creating a set of clear, consistent, and enforceable park rules	S	M	L
2.D2	Improve public safety patrol and enforcement through enhanced partnerships with law enforcement agencies and/or a dedicated park ranger force	M	H	M
2.D3	Implement Crime Prevention through Environmental Design principles in the parks	M	M	M
2.D4	Leverage invasive species removal efforts to improve safety and visibility in the parks	S	H	L
2.D5	Program and activate targeted park areas to drive out undesirable activity	M	H	M
2.D6	Improve wayfinding to assist emergency response efforts	S	L	L
2.D7	Consolidate and improve the visibility of park regulatory signage	S	L	L
3	EDUCATION: Increase understanding and appreciation of the county's parks and natural areas			
3.A	Expand nature education opportunities and spread those offerings to parks not currently being served	S	H	L
3.A1	Prioritize the program types most desired by residents as expressed in survey results, emphasizing opportunities that are the most achievable based on current and anticipated resources/staffing levels	S	M	L
3.A2	Rotate nature education opportunities to different sites around the Park District	S	H	L
3.A3	Utilize volunteer effort, including Ohio Certified Volunteer Naturalists, as well as partnerships with like-minded organizations and businesses to act as a force multiplier for program delivery	S	H	L
3.A4	Work toward year-round programming by partnering with libraries & other orgs to increase nature education opportunities at indoor locations during winter	S	M	L
3.B	Develop outdoor adventure programs to introduce people to nature-based recreation activities	M	M	L

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ID	Goal	Timing	Impact	Cost
3.B1	Emphasize programs that equip people with the knowledge they need to safely and confidently pursue outdoor activities	M	M	L
3.B2	Develop partnerships with local organizations (such as activity-based clubs) and businesses (such as outdoor recreation equipment providers)	M	M	L
3.C	Raise awareness of program offerings in Warren County by cross-marketing opportunities provided by community partners that are aligned with the Park District's mission.	S	M	L
3.D	Expand education opportunities to residents in areas where the Park District lacks a physical location	S	H	L
3.D1	Develop and expand partnerships with other park providers serving Warren County to provide nature-based programming in their parks	S	H	L
3.E	Create nature education opportunities outside of the traditional scheduled program framework, which could include interpretive signage along trails or the use of digital apps	M	M	L
3.F	Regularly convene and facilitate representatives of park providers and related organizations serving Warren County to coordinate and fill gaps in nature education programming efforts	S	H	L
4	CONNECTIVITY: Develop a connected network of green space and non-motorized trails, including land-based trails, water trails, and habitat corridors			
4.A	Provide access to public green space, land-based trails, water trails, or WCPD program offerings within a ten-minute drive of every county resident	L	H	H
4.A1	Inventory existing trail and green space assets, identify opportunities to make connections, and prioritize those opportunities	M	H	M
4.A2	Implement a range of trail types (including paved, natural surface, and water trails) and experiences suitable for a diverse range of ability levels	L	H	H
4.A3	Prioritize trails that connect communities, parks, schools, and other similar assets	O	H	H
4.A4	Use the Park District's countywide reach to facilitate regional trail connections between jurisdictions	L	H	H
4.A5	Emphasize the Little Miami and Great Miami River corridors as the spine of the regional trail network, and seek to create connections between them	O	H	H
4.A6	Emphasize the connection between recreation and active transportation, making use of transportation funding sources to develop trail connections	O	H	M
4.B	Increase utilization of existing trails through improved mapping, signage, wayfinding, and marketing	S	H	L
4.C	Connect to larger regional networks, facilitating tourism through multi-day trail excursion experiences	L	H	H
4.D	Collaborate with partners to quantify and publicize the economic impact of trails	S	H	L
4.E	Collaborate with partners to market the County's trail offerings to local and regional audiences	S-M	M	M
4.F	Collaborate with state, local, and nonprofit partners on a regional approach to trail planning, funding, maintenance, and management	S-M	H	M
5	COMMUNITY: Bring people and organizations together to build community and achieve common goals			
5.A	Leverage the county-wide reach of the Park District to facilitate collaboration and partnership between jurisdictions and organizations, fostering a regional approach to parks, trails, and programming	S	H	L
5.B	Design programs, partnerships, and events that engage new audiences and park user groups while promoting inclusion and combating social isolation	S-M	M	L

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ID	Goal	Timing	Impact	Cost
5.C	Market the parks as welcoming spaces where people can gather, interact, and build community by providing a shared environment for activities, social events, and casual encounters	S-M	H	L
5.D	Build partnerships with organizations that deliver programming on natural resources, public health, and arts and culture. Collaborate to cross-market those programs that align with the Park District's mission.	M	M	L
5.E	Emphasize parks as spaces that enhance physical & mental health for people of all ages, & promote mission-aligned activities that support improved health	M	M	L
5.E1	Market the parks as a location for fitness and wellness-based group meetings and activities and develop partnerships with those groups	M	M	L
5.F	Pursue increased volunteerism as a community-building activity that can deliver multiple benefits for parks, trails, and green space	S-M	H	L
5.G	Increase awareness and relevancy of the Park District and the value it brings to the community	S	H	L
5.G1	Develop and implement a branding and marketing strategy, including a consistent graphic style for signage, printed materials, and digital communications	S	H	M
5.G2	Clearly demonstrate and communicate the Park District's offerings and benefits to County residents and visitors	S	H	L
5.G3	Build the perception of parks as an essential community service, similar to transportation, public safety, utilities	S	H	L
5.H	Conduct ongoing market research to refine goals, improve services, and evaluate outcomes	O	M	L
5.I	Subject to funding availability, develop and implement a community grants program to support improvements to park spaces operated by municipalities, townships, and mission-aligned non-profits consistent with the Park District's mission.	M	H	M
6	OPERATIONS: Build an exceptional organization to ensure positive park experiences for all guests			
6.A	Deliver a consistently high standard of park maintenance and appearance	S	H	M
6.A1	Develop and implement maintenance standards across all parks to clearly define maintenance expectations	S	H	L
6.A2	Identify staffing and equipment needs to keep pace with park improvements and expansion	S	H	L
6.B	Ensure that park facilities remain functional and relevant in a changing world	O	H	M
6.B1	Conduct facility evaluations of each site to determine needs and opportunities	M	M	M
6.B2	Quantify and document deferred maintenance needs, life cycle costs, and liabilities due to aging infrastructure	S	M	M
6.B3	Change or remove park features or properties that do not align with the mission and goals of the Park District or where the value provided to park users is not sufficient to justify the effort required to maintain those features	O	M	M
6.C	Drive efficiency and sustainability	O	M	M
6.C1	Reduce maintenance effort and emissions from equipment	M-L	M	M
	Implement no-mow zones and other practices that support conservation goals while reducing maintenance effort	S	M	L
6.C2	Reduce time, cost, and emissions related to loading, unloading, and transporting equipment and personnel	M	M	M-H

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ID	Goal	Timing	Impact	Cost
6.C3	Examine team member reporting and equipment storage locations to achieve a more even distribution across the Park District	M	M	M
	Research alternative service delivery methods such as contracting with private businesses for some maintenance functions	S	M	M
	Seek and take advantage of opportunities to drive energy efficiency	O	L	L
6.C4	Promote "Leave No Trace" principles in the parks and encourage patrons to take their trash home / pilot projects to remove trash receptacles in targeted park areas	S	M	L
6.C5	Leverage volunteer efforts as a force multiplier for park maintenance and improvement	O	M	L
6.D	Make Warren County Park District a great place to work	O	H	M
6.D1	Ensure that team members are equipped with the tools and resources they need to do their work effectively and efficiently	O	H	M
	Identify staffing and equipment needs to keep pace with park improvements and expansion	S	H	M
	Ensure that policies and procedures are clear and well understood. Conduct a policy and procedure review using CAPRA as a model	S-M	H	L
	Conduct ongoing monitoring of compensation trends to ensure that salaries are competitive for comparable positions in the area	O	H	L
6.D2	Promote a positive, friendly, and supportive workplace culture	O	H	L
	Implement a formalized system of employee recognition to express appreciation for outstanding work	S	H	L
	Find opportunities for joint projects that pull in staff from different teams to increase team cohesion across the organization and break down silos	S	H	L
	Develop opportunities to improve employee benefits in a cost-conscious manner	M	M	M
6.D3	Expand career development opportunities for team members	M	H	L
	Connect team members with training, education, and networking opportunities	S	H	L
	Identify career paths and growth opportunities within the Park District and steer key team members toward those opportunities	M	H	L
	Incorporate professional development goals into performance reviews	S	H	L
6.D4	Foster a culture of safety in the workplace	O	H	L
	Develop formalized training procedures for safe operation and routine maintenance of equipment	S	H	L
	Convene a safety committee and meet on a regular basis to advance safety initiatives	S	M	L
6.E	Develop a diverse and sustainable funding strategy that demonstrates fiscal responsibility	S	H	H
6.E1	Partner with communities, organizations and businesses to support local initiatives, benefit the regional economy, and generate revenue	O	H	M
6.E2	Increase supplemental funding through grants and donations, including through collaboration with non-profits, government partners, and community foundations	O	H	M
6.E3	Expand opportunities for corporate engagement, partnerships, and sponsorships	S	M	L
6.E4	Grow non-tax revenue by charging appropriate fees for specialized activities and enhanced services	S	M	L
6.E5	Recognizing the role of parks as an essential community service, seek enhanced taxpayer funding as part of a diverse funding mix, to ensure a high level of service	S	H	L

Acknowledgements

Warren County Residents

Warren County Park District (WCPD)

Board of Park Commissioners

Staff

Volunteers

Consultant Team

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22Three

Advics

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Deerfield Township Parks

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Union Village

Warren County Astronomical Society

Warren County Auditor

Warren County Career Center

Warren County Commissioner

Warren County Engineer

Warren County Health Department

Warren County Parks

Warren County Public Health

Warren County Soil & Water Conservation Division

Warren County Visitor's Bureau

Washington Township

Report Images

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Previous / Related Plans

Warren County Park District Planning Guidelines

Warren County Parks, Recreation, and Open Space Plan

Warren County Multi-Use Trails Master Plan

Miami 2 Miami Connection

Lebanon-Turtle Creek Trails Initiative

Ohio Statewide Comprehensive Outdoor Recreation Plan

The Trust for Public Land - Measuring the Economic Value of a City Park System

ODNR 2024 Statewide Comprehensive Outdoor Recreation Plan



**“One touch of nature makes the
whole world kin.”**

– William Shakespeare