

Symons Recreation Complex Board Minutes January 12, 2026

The Symons Recreation Complex Board met on January 12, 2026 at 5:30 pm. The following people were in attendance: Dave Turk, Larry Engel, John Cler, Grant Worthington, Rachel Schultz and Al Lins. Staff members Mike Hardy and Kyle Ewing were also present. Tricia Clements, County Administrator was present along with 1 member of the public in person and 1 online.

1. Call to Order - Cler called the meeting to order at 5:30pm.
2. Roll Call of Membership
3. Open Meetings Compliance - Verification was met, per Hardy.
4. Approve Agenda – Engel made a motion to approve the agenda as presented. Schultz seconded. Motion carried.
5. Approval of Minutes of December 8th, 2025 – Lins made a motion to approve the minutes. Turk seconded. Motion carried.
6. Public Comment – none

Administrative Reports:

7. Staff Report – Hardy provided updates on December membership and visitor counts and YTD financial report. The County is working on a new Maintenance Department to respond to maintenance requests in various County owned buildings. Symons has submitted several maintenance tickets and the system has helped in minor repairs. The County is working to find an engineer to help develop specs for the HVAC and tennis court projects so those can go to bid in 2026. Ewing reported that he is working with RCHS on SeaPerch program use of the SRC pool.
8. Symons Recreation Complex Foundation Report – Al Lins reviewed Foundation priorities, including work on setting up a new endowment fund for future SRC funding support.
9. Innovation Grant project update– Hardy reviewed a summary e-mail provided by IPA on project status and reported that IPA is working on a community survey that will be released on Friday and available through January 30. The survey will be e-mailed to SRC members, available on website and social media, hard copies at SRC and mailed to Richland County registered voters as IPA has purchased the voter list. Additionally, IPA will be here on January 29th to hold a stakeholder meeting at 2pm and a public information meeting at 6pm that night. E-mails will be sent out later this week as details are finalized. IPA plans to be at the March 3 City Council meeting to present the report and recommendations.

Action Items:

10. Consider accepting donations – Hardy reported that the following donations were offered to Symons: Symons Recreation Complex Foundation donated \$1,360.75 for a T.V., drill, vacuum, sink, hose reel and fitness band storage. Schultz moved to accept the SRCF donation, seconded by Engel. Motion carried. The Green Bay Packers Foundation donated \$3,000 to provide free student memberships to Symons for local 8th graders who qualify for free and reduced lunch. Engel moved to accept the Packers Foundation donation, seconded by Lins. Motion carried.
11. Consider request from RCHS to use the pool for Sea Perch activities – Hardy reported that like the St. Mary's Sea Perch program which was approved last month, the RCHS has a club that will be competing in SeaPerch and would like to use the pool to practice with their underwater robots. We approved St. Mary's \$15 per hour which essentially covers the cost of lifeguards and allows for private use of the pool. Staff recommends the same charge for RCHS. Turk moved to recommend allowing RCHS to use the pool for Sea Perch activities at \$15 per hour, seconded by Schultz. Motion carried.

12. Consider offering drawing for prizes for completed Symons IPA surveys - Hardy noted with the upcoming Symons survey, we would like to see maximum participation from county residents, both members and non-members. One method of attracting more people to submit survey responses is to offer a drawing for prizes as incentives to completing the survey. Suggestions include a free pool party for up to 40 guests (approx. \$100 value) and/or Symons sweatshirts/sweatpants (approximate value \$30/\$20). Engel moved to approve offering prizes for survey completions at staff discretion, seconded by Lins. Motion carried.

13. Consider Symons Staffing Reorganization Plan— Hardy presented a phased plan approach to reorganizing the staffing model that Symons has maintained for its entire existence. Phase 1 is conservative and included in the 2026 budget. Hardy initially crafted the plan in late 2024 and brought back in 2025 after Clements took over as Administrator. We delayed bringing it forward until now as the change in Administrators, as well as the County pay scale and job description updates caused our need to slow down, then the Innovation Grant brought about potential changes through the study. As the study will be wrapping up in March, staff would like to bring this forward now so County Board has time to review. The proposal is heavily prioritizing improved member services & communications by promoting a part-time Receptionist to a part-time Member Services Coordinator position to assist in recruitment and retention of members as well as staff communications. Also, the current Director position would be transitioned to Director of Development to focus on partnerships, grants, building campaigns and growth, while the Assistant Director will transition to Director of Operations to oversee day to day maintenance and operations of the facility, including staffing, programming and equipment. Engel liked the idea of a Director of Development and stressed the importance of the connection to the Foundation. Hardy noted that this model was designed that in time the Foundation could hopefully consider taking on the position as a part time or full time employee of their own, which would continue growth while the costs of a FTE employee for SRC could be cut saving over \$70,000 annually, which could be used to reduce budget and/or promote other part-time support positions in SRC. Engel moved to recommend the Symons Staffing Reorganization Plan for adoption, seconded by Schultz. Motion carried.

14. Consider future space needs/priorities of Symons Recreation Complex – Hardy presented 3 draft conceptual floor plans as a starting point in conversations, noting that adding family changing rooms has been a priority need noted at Symons for well over 20 years but have not happened. Plans in 2005 and 2018 included multi-million dollar additions to address space needs including locker room and family changing rooms, but they were never accomplished and the family rooms continued to get shelved. Hardy estimates that at least 100 people are not joining Symons due to locker rooms – many have said they will not join due to the lack of privacy in existing locker rooms showers and many others have said they can't use the locker rooms as they have opposite-gender caregivers they need to assist. 2 of Hardy's conceptual plans include moderate future additions that are much smaller in size, but address various space needs and can be done as a second phase to locker room improvements. The 3rd doesn't add any space, just re-allocates existing space which is considerably cheaper, but would result in the loss of racquetball space and not allow for additional space to address growing program needs. Turk noted that we should plan for all we need, not be afraid to ask for what is needed. Schultz noted that she likes the plans that add an entrance on the southwest corner for visibility, but she would like to see the classroom space to have windows. Lins asked about the future of racquetball popularity and how much we need to preserve that. All agreed that we cannot continue to delay family changing rooms. Staff was directed to get prices on constructing family changing rooms and making existing locker room improvements so we can move forward with locker/family room needs.

Closing:

14. Committee Correspondence – None

15. Future Agenda Items – None.

16. Adjourn—Engel made a motion to adjourn at 6:38pm. Turk seconded. Motion carried.