



PARKS FOR ALL

Minneapolis Park & Recreation Board
Comprehensive Plan 2021–2036

Executive Summary: for full plan visit
www.minneapolisparks.org/parksforall



Minneapolis
Park & Recreation Board

Content of full plan

Executive Summary contains plan excerpts only

Letter to MPRB Community 3

What is Parks for All? 4

Key Elements 5
Engagement Process 6
Legacy Moment Where MPRB is today 8
Futures 12
14

Mission, Vision, Values, Goals and Strategies 25

Mission 26
Vision 26
Values 27
Goals and Strategies 29
Goal 1: Foster belonging and equity 30
Goal 2: Steward a continuum of nature and recreation 34
Goal 3: Provide core services with care 36
Goal 4: Work from our strengths and determine our
role in partnerships 39
Goal 5: Expand focus on health equity 42
Goal 6: Strengthen ecological connections 45
Goal 7: Connect through communications and technology 49
Goal 8: Cultivate a thriving workforce 52
Goal 9: Operate a financially sustainable enterprise 55

Implementation and Measurement 58

Implementation 59
Tracking Progress 60
Reporting Progress 61
Amending the Plan 61
Level of Service Guidelines 62
Recreation Program Models 68
Measuring Progress 73

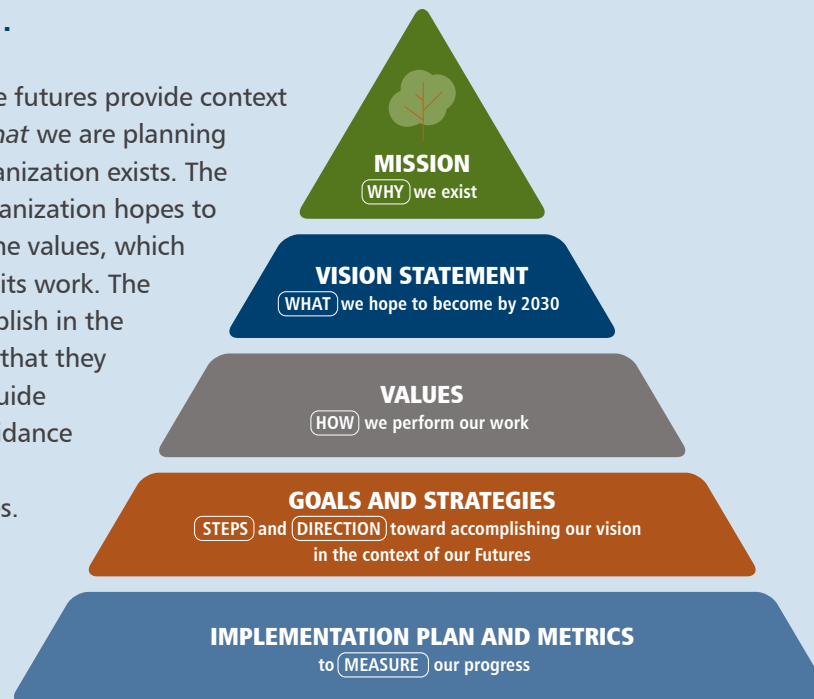
Appendices 82

Appendix A: Parks for All Engagement Overview 83
Appendix B: Implementation Plan 88
Appendix C: Minneapolis Park and Recreation Board
Policy Power Map 89
Appendix D: Plans Referenced and Included in Parks for All 90
Appendix E: Glossary of Terms 93
Appendix F: Sources 96
Appendix G: Highlights of 2007 Plan Accomplishments 97
Appendix H: Large Maps 99

Key Elements

The Comprehensive Plan consists of a number of key elements that complement and support each other to provide simple, concise direction.

Each part of the plan has a function. The futures provide context for our goals and strategies, they are *what* we are planning for. The mission articulates *why* the organization exists. The vision statement describes *what* the organization hopes to become by 2030. This is supported by the values, which identify *how* the organization performs its work. The goals represent what we plan to accomplish in the next decade and connect to the futures that they are responding to and the values that guide them. The strategies provide us with guidance on how to accomplish the goals. Some strategies are policy in and of themselves. The implementation plan and metrics will track, measure, and report on plan progress accountability. The pyramid indicates how these separate statements support each other.



The Comprehensive Plan sets a direction for the Minneapolis Park and Recreation Board through 2036.

It will help guide resources to best meet the park and recreation needs of residents, visitors and workers. The Park Board's policies, ordinances, and laws predate this plan and address topics ranging from park classification to operating hours. These policies will be systematically updated to assure consistent direction is provided throughout the life of the plan.



Where MPRB is today

The MPRB has accomplished much

since the adoption of the 2007 Comprehensive Plan, which was a critical document that guided the success of our agency over the past 13 years. It was the first MPRB comprehensive plan in 40 years and it set an ambitious vision. Parks for All, the 2021 MPRB Comprehensive Plan, will not only build on the successes of our past decade, but will also work to fill gaps in our work, and to grow through the values, strategies, and goals identified by staff and community members, and elected officials. This snapshot of our parks represents our current system in 2020.

Some highlights of accomplishments since 2007 are included in Appendix A.

180 PARKS

161 NEIGHBORHOOD PARKS
19 REGIONAL PARKS & TRAILS

137
YEARS
Established
1883

20.8
MILLION
Annual Regional
Park Visits

6
MILLION
Annual
Neighborhood
Park Visits

6,817
ACRES
Parkland
& Water

12 BEACHES

10 FISHING PIERS
5 BOAT LAUNCHES
7 CANOE LAUNCHES
380 SAILBOAT BUOYS
542 CANOE/KAYAK RACKS

29 COMPUTER LABS

13

GOLF FACILITIES

7 golf courses
3 golf driving ranges
3 disc golf courses

12 FORMAL GARDENS
4 COMMUNITY GARDENS
6 SKATE PARKS

5 OUTDOOR PERFORMANCE STAGES
7 DOG OFF-LEASH RECREATION AREAS
2 BIRD SANCTUARIES

65

AQUATIC FACILITIES

1 natural swimming pool
2 indoor swimming pools
2 water parks
3 splash pads
(2 under construction in 2020)
59 wading pools

APPROX.
600
FULL-TIME
STAFF

1,500
TEMPORARY
STAFF
(approximate)

600,000
TREES
200,000 boulevard trees
400,000 park trees

49
RECREATION CENTERS
47 operated by MPRB
2 operated by non-profit organizations

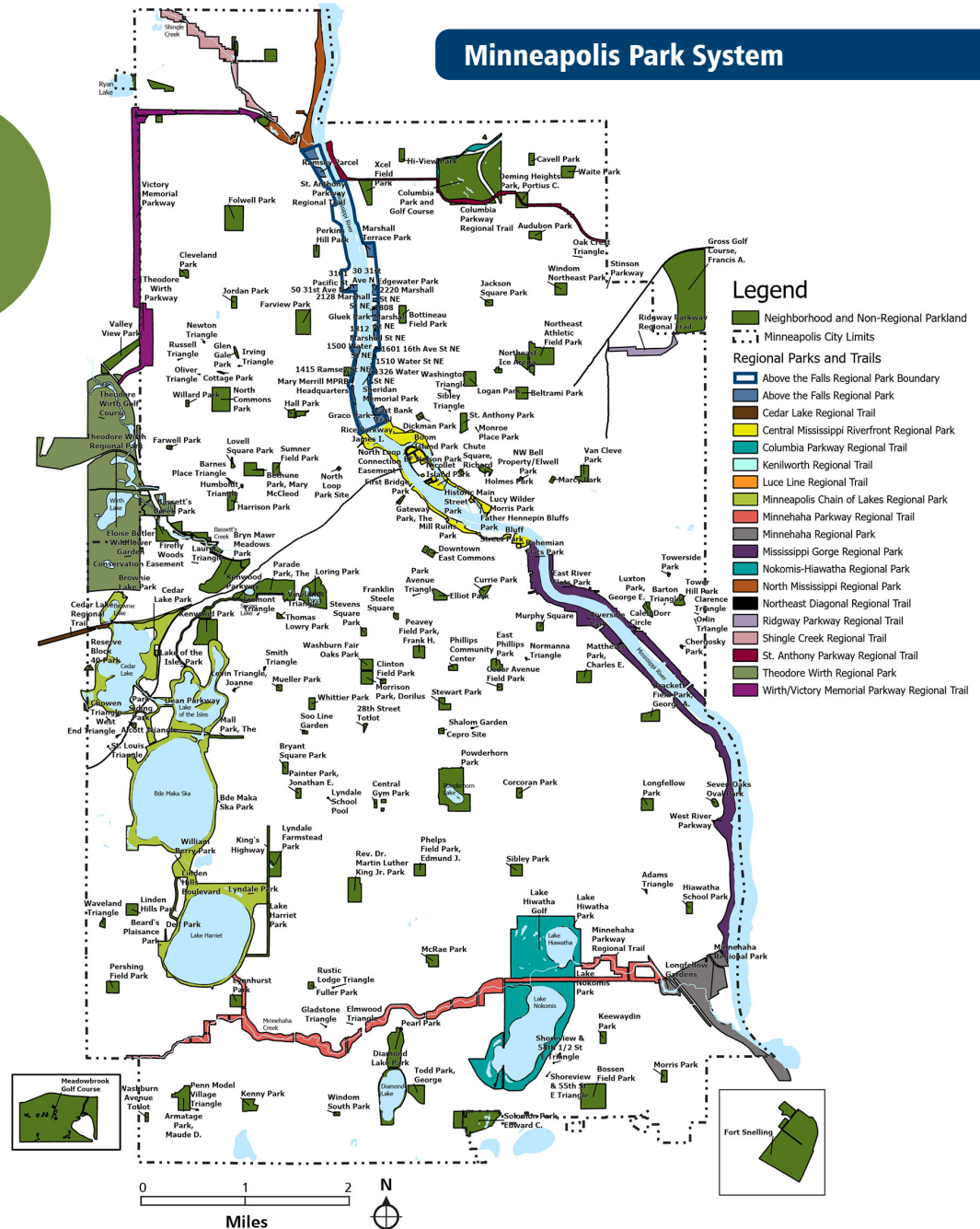
1 WINTER RECREATION AREA
2 INDOOR ICE ARENAS
47 OUTDOOR ICE RINKS

102
MILES OF GRAND
ROUNDS TRAILS

51 miles of walking trails
51 miles of biking trails
Miles of parkways: 55

118 PLAY AREAS
398 SPORTS FIELDS

Minneapolis Park System



Sources: City of Minneapolis, MPRB

Mission

Why MPRB exists

The Minneapolis Park and Recreation Board permanently preserves, protects, maintains, improves, and enhances its natural resources, parkland, and recreational opportunities for current and future generations of our region including people, plants, and wildlife.

The Minneapolis Park and Recreation Board dismantles historic inequities in the provision of park and recreation opportunities for all people to gather, celebrate, contemplate, and engage in activities that promote health, well-being, community, and the environment.

Vision

What is the future MPRB is trying to achieve?

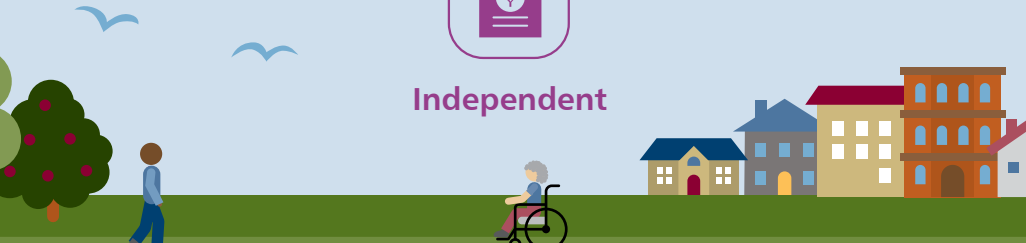
Based on the futures outlined in Chapter 1, Minneapolis Park and Recreation Board's vision for 2030 is as follows: In 2030, the Minneapolis park and recreation system embodies equitable park and recreation access balanced with ecological health. It is a premier destination that welcomes and brings joy to people that live, play, work, study in and visit Minneapolis. Natural, cultural, artistic, historical, athletic, and recreational resources cultivate outstanding experiences that break down barriers to health, enjoyment, fun and learning for all people. The park system meets the needs of individuals, families and communities across culture, class, race/ethnicity, language, ability, geography, generation and gender. A robust and vibrant tree canopy and system of natural areas extends its health, economic, and environmental benefits to every home. The focus on preserving land continues, with a strong emphasis on connecting people to the land and each other. Through storytelling and experience, MPRB fosters pride in park users and staff and cultivates a new generation of proud stewards and supporters of an extraordinary park and recreation system.

North Commons Park Play Area



Values

Values guide how commissioners, staff, and volunteers do their work. Applying the values of good conduct by leadership sets an example for behavior within the park system.



Goal 1: Foster belonging and equity

STRATEGIES

01

Recognize parks as a unique venue to support the creative sector, emerging and established artists and cultural practitioners, and to celebrate the diversity of our city as anchoring institutions.

02

Connect the stories of park history with the stories of today's park users, projects and staff, and promote them widely.

03

Amplify Indigenous stories, histories, cultural practices and connections to land through employment, partnerships, reconciliation planning, programming, ceremony, foraging, land management, interpretation and proactive community engagement across projects and programs.

04

Provide a wide variety of programs in the parks and activities at events to promote social, multi-generational and cross-cultural interaction and that create shared community experiences to bring diverse residents together in joyful, artful, and playful purpose.

05

Identify and remove barriers to park access as a way of fostering economic, psychological, social and cultural resilience for new and current park users.

06

Develop marketing strategies that center outreach to diverse racial and ethnic communities.

07

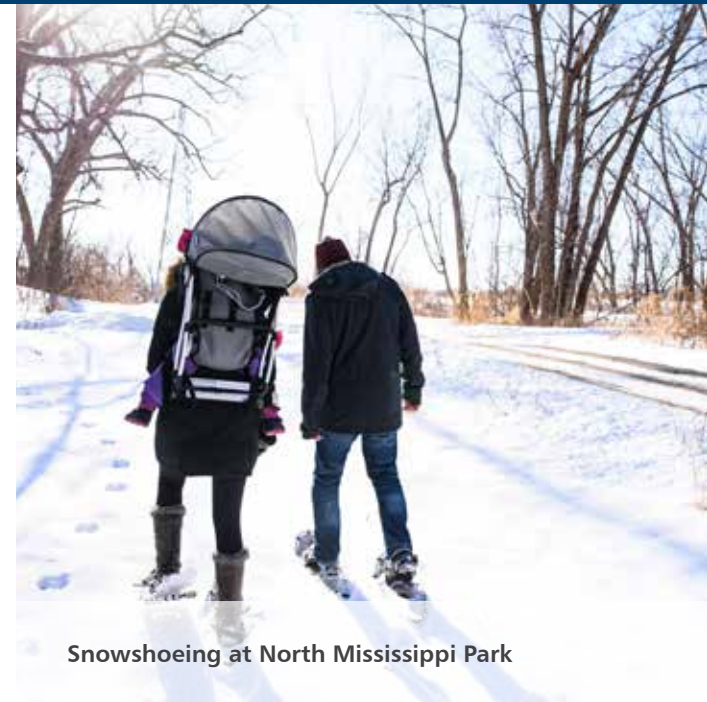
Continually convene conversations between those with different priorities for the parks.

08

Prioritize youth and seniors in programming and park projects through ongoing research, proactive engagement, and embedding innovation in our culture and practices.

09

Continue to evolve and practice creative community engagement processes to be more inclusive and representative of diverse populations and recognize community members for their wisdom, insight and feedback.



Snowshoeing at North Mississippi Park

10

Create and market programs specifically for transgender and gender non-binary park users.

11

Cultivate long-term relationships with community members, leaders, artists, and community and cultural organizations to inform design, community engagement, and programming of parks.

12

Leverage the park system's public presence and community connections as an avenue to uplift and effect social change.

Goal 1: Foster belonging and equity

13

Support people's ability to age in community through inclusive engagement, programming, facilities and passive, low-impact recreation opportunities.

14

Elevate voices of those most impacted by health disparities and environmental injustice to inform policies, programming, activities and services in parks.

15

Embed accessibility and universal design as a fundamental aspect of programming, design of park spaces and facilities, and when making temporary changes to park infrastructure and programming.

16

Grow youth violence prevention efforts, foster collaborative restorative justice, build youth/staff relationships and continue building pathways to foster park safety and keep youth from entering the criminal justice system.

17

Create and foster a culture that values gender inclusion for staff and park users, recognizes various gender identities and is respectful and welcoming of transgender and gender nonconforming people through programs, registration and facilities.

18

Provide restroom and other facilities that are safe and welcoming for all visitors regardless of age, ability, gender identity and expression, and religious and cultural identity.

19

Create and support activities and welcoming spaces for teens and young adults in the parks for both programmed and unprogrammed activities.

20

Provide meaningful recurring and drop in volunteer opportunities for a variety of abilities, skills, and interests that furthers the work of the Minneapolis Park and Recreation Board, fosters connections between neighbors, generations and parks, and celebrates the important role that volunteers play in the park system.

21

Empower community to design, create, maintain, program, and steward safe and welcoming parks.

22

Strengthen racial equity as a funding approach across the agency.



A woman and her children play on the soccer field at Currie Park.

23

Share narratives and elevate voices beyond dominant cultural context through a public art and memorial collection, creative placemaking and cultural programs that reflect the diverse history and current cultural context of our city and park lands and that educates and employs community to increase public art offerings in our parks.

24

Provide support for tourists and visitors to experience the park system by bike, foot and public transit, and ensure infrastructure and facilities are inclusive and welcoming to a diverse local, regional, and global population.

Goal 2: Steward a continuum of nature and recreation

STRATEGIES

01

Prioritize preservation of historic, cultural and scenic resources with protection of natural resources and contemporary recreational needs in park management, design, implementation, interpretation, and development decisions.

02

Support the preservation, management, and increase in acreage of natural and naturalized areas for ecosystem benefits and for public benefit.

03

Ensure that all water management projects, including regional stormwater projects, include multiple environmental and recreational benefits that are climate resilient and sustainable from a staff capacity standpoint.

04

Create, interpret and program nature-based experiences, including but not limited to environmental education, community gardens, and bird watching, across the city, especially in parts of the city that don't have access to regional parks, to foster stewardship of nature, joy, and to introduce new users to the park system.

05

Establish and steward natural habitat areas in neighborhood parks and prioritize in parts of the city that don't have access to regional parks connected through a thriving urban tree canopy.

06

Improve overall quality of multi-use fields and diamonds, including expansion of premier fields throughout the system.

07

Provide both unprogrammed natural spaces and recreational park amenities throughout the system.

08

Foster a system-wide sustainable trail network that guides user access to parks, is accessible to all ages and abilities, protects core habitat, and curbs erosion.

09

Support new technologies, innovations, and best practices rooted in science and research, that promote stacked functions and multiple uses in parks.

10

Establish a new vision for the ecological and transportation potential of the Grand Rounds parkway system while honoring its historic character.

11

Prioritize new parks and new park amenities that benefit climate resilience and equitable park access.

12

Invest in nature-centered play and programming for all ages.

13

Make golf courses and golf course buildings welcoming multi-use recreational and ecological facilities.

14

Foster interdepartmental collaboration on park programming that balances the continuum of recreation and nature.



Walkers on Bde Maka Ska Trails

Goal 3: Provide core services with care

STRATEGIES

01

Balance geographic distribution of programming options to reduce duplication, hold local community preference in balance, and offer a combination of drop-in and reservable uses of the parks.

02

Care for existing historic and cultural resources, public art and memorial collection through planning, staffing, inventory, management and conservation.

03

Ensure events remain safe in a densifying city and in the face of violence.

04

Encourage park maintenance practices to foster more reuse of park, school, and city generated waste materials.

05

Evaluate all equipment replacements with sustainable technology alternatives in mind.

06

Mitigate urban heat and climate change in park design, planning, programming and management based on industry best practices, data-informed decisions, and innovations.

07

Design, evolve, and maintain high quality athletic facilities including fields, diamonds, skateparks, ice rinks, courts, and tracks to support a range of multigenerational sports balancing tradition and emerging trends.

08

Analyze impact of park improvement trends on displacing homeowners, and evaluate strategies to reduce displacement

09

Implement programming that sets the standard for all other youth-serving organizations in the city, and strategically align youth programming and childcare to fill gaps in city and other partner agency offerings.



The Listening Vessel by Craig David

10

Explore avenues for participatory governance and co-creation in Park Board processes with community groups.

Goal 3: Provide core services with care

11

Design and implement parks

that are welcoming, climate resilient, ecologically healthy, playful, beautiful and safe as they age.

12

Increase park staff, safety,

programming, operations and design capacity to meet increased demands of park system expansion, including new park acquisition, development, new facilities, increased programs, increased events and to support the implementation of the comprehensive plan.

13

Prioritize excellence in daily

maintenance of parks including best practices in waste management, winter maintenance, facilities maintenance, and landscaping services to meet the distinct needs of the regional and neighborhood parks.

14

Ensure that policing of the

parks is based in community policing principles and accountable to stakeholder partnerships in order to collaboratively work toward park safety and crime reduction in the parks.

15

Ensure that athletics are

supported equitably throughout the system through a combination of partnerships, traveling sport leagues, activity councils, and MPRB-led programs.

16

Strive to achieve equitable levels

of service across the system through data-driven analysis and alignment with MPRB values.

17

Build and renovate

recreation centers with versatility of use as the core principle, large room sizes, ample storage, technology enhancements, sustainable building methods, and comfort in summer heat.

18

Create a vibrant, welcoming and

safe environment in recreation centers, through aesthetic upgrades, organization and de-cluttering, enhancing maintenance, a carefully designed entry experience and sight lines, lots of light and windows, accessibility updates, and staff customer service training.



Youth basketball in Minneapolis Parks

19

Encourage, document and

reward collaboration and resource sharing between recreation centers and neighborhood and regional parks across the city, as a citywide web of programs and expertise rather than providing all services to all people at all locations.

20

Prevent violence

and mitigate impacts on public health, perceptions of safety and safety in the park system through multiple models of community safety and harm reduction.

Goal 4: Work from our strengths and determine our role in partnerships

STRATEGIES

01

Establish well-defined programmatic, facilities, and events-based partnerships with clear goals, evaluated through an equity lens, to increase the MPRB's level of service that support a wide range of partnership types including individuals, businesses, organizations large and small, and other government agencies.

02

Increase awareness of and maximize access to MPRB resources, facilities and programs by connecting with schools, libraries, non-profits, businesses and arts organizations.

03

Leverage partnerships with businesses, sponsors, volunteers, agencies and nonprofits to fill financial and service gaps in facilities, programs and staffing.

04

Establish funding partnerships to subsidize program, permit and rental costs to reduce and eliminate barriers for those with limited financial resources.

05

Seek partnerships and sponsorships to support citywide volunteerism, events, projects, programs, and facilities and to increase MPRB's ability to manage, program, design, and activate parks.

06

Expand educational and programming partnerships with a focus on:

- environment and water quality;
- youth education and leadership around climate justice;
- art and engagement;
- culturally relevant programs and events.



High School Girls Hockey at Parade Ice Garden

Goal 4: Work from our strengths and determine our role in partnerships

07 **Partner and improve communications and coordination** with other government agencies and non-profits to maintain and improve water quality, manage regional and park stormwater, achieve required Clean Water Act standards, understand future hydrologic conditions, manage natural resources, and restore natural systems.

08 **Create system-wide connections to and through parks** for pedestrians, cyclists, and transit riders based on master plans and in collaboration with agency partners.

09 **Partner with other agencies** at various stages of the development process, and leverage agency relationships to further anti-displacement approaches, foster healthy and equitable community development projects and capital improvement, and advocate for housing availability.

10 **Strengthen relationships** with experts and partner organizations including local government agencies and community organizations who can deliver services for those experiencing homelessness.

11 **Continue to enhance partnerships** for emergency operations, climate disaster resiliency planning, and reinforce staffing and partnership standards that consider safety and maintenance needs before, during and after emergencies.

12 **Establish partnerships** to provide training and knowledge around public health and human rights issues in the parks such as substance use, mental health crises and human trafficking so that MPRB staff can recognize and navigate complex issues and know where to access resources.

13 **Collaborate with other agencies and organizations** to share best practices in parks and recreation, governance, engagement and public service.

14 **Advocate for new laws, penalties, prevention, intervention** around gun violence, including advocating for a ban on guns in park buildings.



Naturalist at Bottineau Park

Goal 5: Expand focus on health equity

STRATEGIES

01

Increase safety at parks through multiple strategies, specifically:

- master planning and design;
- activation, including by partners;
- lighting that balances safety and light pollution;
- security cameras, with consideration of the balance between safety and identity protection;
- enhanced technology for crime prevention, intervention and investigation;
- data-informed decision-making;
- culturally sensitive safety practices;
- staff visibility at parks; and
- response and intervention plans for mental health crises in parks.

02

Improve the health and well-being of older adults through parks and recreation including chronic disease prevention, food security access and opportunities to establish social connections.

03

Support year-round, multimodal, vehicular, non-motorized, and shared mobility options that create safe recreation and commuter access to and through parks and the Grand Rounds through infrastructure, filling trail gaps, traffic calming, maintenance, promotion, crash reduction, and education on trail protocols.

04

Develop links with traditional healthcare and social service organizations, focusing specifically on:

- increasing access to public health professionals and support through partnership;
- connecting families and individuals to resource providers around livability;
- working with partners to address substance abuse disorders and mental health crises;
- fostering social connection and mental health;
- partnering to provide education and techniques on stress relief and management;
- integrating customized health and wellness options into recreation centers; and
- drawing a connection to the health benefits of spending time in nature.

05

Support initiatives of park adjacent communities to address crime while respecting surrounding communities and cultures.

06

Examine programming, facilities and accessibility through a health equity lens.



Nature Explorers Camp at North Mississippi Park

Goal 5: Expand focus on health equity

07

Provide affordable and desirable programs and activities that promote health and wellness, including but not limited to evidence-based physical activity programs, nature education and access, bicycle safety training for all ages, and pathways for participation in multiple sports, including skateboarding and other emerging recreational trends, and develop learn-to-swim programs to inspire water safety and comfort in diverse communities.

08

Provide culturally-specific options for health and wellness, considering language, culture, race, age, ability and gender identity.

09

Provide resources, especially in underserved areas of the city, for access to public health services and infrastructure, including hygiene facilities.

10

Remain knowledgeable and implement best practices around safe and non-toxic material options for artificial turf fields.

11

Encourage and support healthy play for all ages and abilities.

12

Increase opportunities for winter activity through indoor athletics, outdoor recreation offerings, and season-extending indoor and outdoor features and facilities.

13

Expand healthy food access recognizing parks as an important community food hub through increased programming, spaces, and staffing to support healthy food access and nutrition security, community gardening, food hubs, food entrepreneurship, foraging zones, traditional foodways, and food skill building, prioritizing areas where access to food growing space is limited.

14

Address weather-related health risks and invest in cool-down activities and amenities in parks for use during summer heat waves and winter cold spells.

15

Enhance connections between the public transit and shared mobility to the park system, through station placement, promotion, route alignment, charging stations, and linking trails.



Logan Park Wading Pool Grand Opening in Northeast Minneapolis

Goal 6: Strengthen ecological connections

STRATEGIES

01

Support a healthy urban ecosystem through monitoring and improving air, soil, water, and habitat quality.

02

Grow expertise toward longterm stewardship of natural areas and stormwater infrastructure in our parks to enhance protection, restoration, maintenance, and management practices.

03

Preserve, protect and restore natural areas and aquatic habitat including the lakes, river, and creeks, in parks for the purposes of wildlife habitat, invasive species management, and human respite and refuge.

04

Enhance and support habitat and green space connectivity and reduce habitat fragmentation, recognizing the interconnection between street trees, parks, and the city as a whole.

05

Utilize data-driven, equitable, science-based, regional, future-facing, ecological understanding in preserving, stewarding, maintaining, and improving natural areas, enhancing habitat connectivity, and improving and managing park infrastructure.

06

Preserve, monitor, and protect animal and plant species biodiversity, including resident and migratory birds, endangered species, and pollinators through design, construction, management, and timing that mitigates potential risks to flyway migration patterns and other natural cycles.

07

Develop a city-wide, equity-driven tree canopy preservation and enhancement program to mitigate urban heat island effects, foster biodiversity, improve air quality, ecological connections, habitat, the pedestrian experience, and evaluate for pollen impacts on human health.



JD Rivers' Children's Garden Farmers Market

08

Implement strategies to remove and reduce trash and plastic in parks and water bodies.

09

Reduce greenhouse gas and carbon emissions through data-informed targets, policies, and actions in park operations and facilities including but not limited to MPRB buildings and fleet.

Goal 6: Strengthen ecological connections

10

Increase amount of energy generated from renewable sources used in park buildings, facilities, equipment, and fleet.

11

Reduce the acreage of mown turfgrass and impervious surfaces in the system to improve water quality and habitat.

12

Enhance connections to natural spaces in our park system through education, programming, interpretation, experiences, volunteerism and accessible facilities for a diverse and multi-generational audience.

13

Ensure that park built infrastructure is habitat friendly including buildings and park amenities through bird-friendly design, lighting modifications, and other practices.

14

Retain flexibility in land and vegetation management practices with consideration for climate change, biodiversity, and species tolerance.



North Mississippi Regional Park

Goal 7: Connect through communications and technology

STRATEGIES

01

Inspire the next generation of park stewards through education, volunteering, outreach, and youth education.

02

Create platforms and disseminate guidelines and stories of park use that amplifies the expectation that all communities are welcome and responsible for our parks.

03

Develop and evolve public-facing resources and inventory to share data, maps and resources relating, but not limited to: accessibility of parks and park features; public art and memorial collection; arts and cultural programs and events in the parks; natural areas; multi-generational park facility and program options; park historical resources; volunteer recruitment; park safety.

04

Educate staff and the community on critical issues facing the city and region, specifically:

- health and wellness benefits of parks;
- potential linkages between park investment, gentrification, and displacement;
- environmental and ecological issues;
- the benefits of, threats to, and care of the urban tree canopy, birds, and wildlife;
- strategies about how to decrease waste and plastic pollution;
- invasive species management and prevention;
- climate change impacts and resiliency;

- shared public responsibility for waste reduction, water quality, and city-wide tree canopy;
- indigenous acknowledgment, history, rights, culture and perspectives;
- park safety and security.

05

Create a transparent, centralized process for external partners to interact with MPRB, specifically:

- artists wishing to teach, work or perform in parks;
- non-profit and partners;
- and volunteers.

06

Expand and evolve historical understanding of parks, park features and the park system through multiple perspectives with interpretation, a dynamic memorial collection, archives, and programs.

07

Focus communication strategies on connecting, dialoguing, and partnering with community rather than a focus on informing.



Chief Thaóyate Dúta Mask Sculpture,
Minnehaha Park

Goal 7: Connect through communications and technology

08

Improve outreach and access to parks and park offerings through up-to-date:

- outreach, interpretation, wayfinding, and digital technology for a multilingual audience;
- working with artists on engagement and outreach efforts;
- improving accessibility of print and online communications with the public;
- using up-to-date digital media; and
- offering virtual program offerings.

09

Invest in feedback from program users and community members on the creation and implementation of programs that reflect evolving trends and needs.

10

Improve access to parks and park offerings for multilingual and new immigrant communities through outreach, interpretation, wayfinding, and digital technology.

11

Foster sustainable communications platforms and strategies to better connect and communicate with youth, families, seniors, and communities of color regarding park offerings in neighborhood and regional parks.

12

Improve communications and promotion of hiring and job opportunities in areas most impacted by gentrification.

13

Collect system-wide park user data to aid in decision-making.

14

Clearly communicate the reasons behind safety, operational, partnership, technical and budgetary decisions.

15

Streamline internal information sharing, data-driven decision making, enhance technology access and resolve the internal digital divide to ensure consistent staff access to information and data.

16

Enhance branding of staff uniforms, vehicles, equipment and documents to build public awareness and visibility of staff in parks.

17

Improve wayfinding between and within neighborhood parks and the regional system, including the Grand Rounds.

18

Invest in technology in park buildings to support computer skill building, job access, creative projects, digital and remote programs, and to reduce the digital divide.

19

Utilize traditional and new communication resources and tools to assure transparency in Board activities that provide access to current and historical documents and information.



Parks For All and Community Collaborator outreach at the McRae Winter Solstice event.

Goal 8: Cultivate a thriving workforce

STRATEGIES

01

Incentivize and reduce barriers for small, local, and minority-owned businesses to provide services to and partner with the MPRB.

02

Create pathways for local hiring surrounding parks, including youth, local organizations and small businesses.

03

Recruit a diversity of staff across all departments and at all levels of leadership that represents the rich racial, cultural and economic diversity of the city.

04

Implement youth programs, mentorship, and training across the agency that support deliberate career pathways towards full-time employment with livable wages and that build relationships between youth and park staff across all departments to foster youth development and safety and to build the next generation of park stewards.

05

Improve opportunities and remove barriers to jobs for marginalized populations, including but not limited to, people with disabilities and people experiencing homelessness.

06

Dedicate resources and trained staff to support best practices-driven emergency management planning and implementation.

07

Connect environmental education programs to leadership development and sustainable job opportunities.

08

Ensure a proactively safe workplace through systems of accountability, training and support.

09

Create welcoming and safe workspaces and foster a positive and supportive work environment that values work/life balance and creates flexibility in opportunities.



Mosaics at Bryant Square Park by Sharra Frank



Youth tennis at Linden Hills Park

Goal 8: Cultivate a thriving workforce

10

Utilize a diverse pool of volunteers to support and strengthen the work of MPRB staff across the organization.

11

Develop, evolve, and train staff and commissioners on:

- native acknowledgement practices that incorporate the complexities of treaties, tribal differences, personal experience and layered place-based histories;
- gender inclusion;
- people with disabilities;
- ethics; and
- racial equity.

12

Draw exceptional internal and external employment candidates to MPRB as a celebrated employer and build and maintain a skilled and employable workforce through education, placement, and training.

13

Develop a culture of gender, cultural, racial, generational and linguistic inclusion in a customer service approach across the agency.

14

Prioritize youth leadership and innovation through hiring, shared decision-making, technical training and involvement in community engagement processes.

15

Build agency-wide capacity for self-care and emergency response around public health crises, mental health, violence in parks and trauma.

16

Build capacity for learning and teaching where MPRB park and recreation professionals set the standard of industry excellence locally, nationally, and internationally.

17

Foster equitable park care and programming through staff assignments.

18

Invest in elected and senior leadership with an emphasis on continued enrichment & development, inclusion, ethics, technical credentials, and succession planning.



Bohemian Flats Park

Goal 9: Operate a financially sustainable enterprise

STRATEGIES

01

Research and implement innovative approaches for payment options in order to reduce user costs.

02

Develop avenues for community engagement and ownership in Park Board spending.

03

Develop permanent spaces and infrastructure that support safe, welcoming, and economical events within the park system.

04

Consistently apply an equity lens along with an entrepreneurial approach to concessions in parks and strive for this balance with other MPRB operations and facilities.

05

Grow ice operations and major athletic venues as enterprises with clear market-driven management.

06

Diversify funding streams to leverage existing funding with grants, site-specific revenue generations, sponsorship, and public/private partnerships through an equity lens.

07

Deepen philanthropic relationships to include program support and system-wide park improvements.

08

Create flexible funding and budgeting that always prioritizes core aspects of the agency and supports innovation and expansion.

09

Reimagine Enterprise Fund programs and facilities across the system based on market-driven approaches and sponsorship opportunities to offset park program and asset costs that balance ecology and recreational uses.

10

Develop a comprehensive understanding of the true costs of capital projects including longterm maintenance needs, partnership impacts, longterm infrastructure capacity needs, and environmental impacts including carbon footprints and offsets.

11

Sustain and advocate for increases in core park funding sources in city, regional and state funding for park, parkway and trail infrastructure.



Sledding at Sunset Hill

Implementation

Prioritization: Implementation Planning

The Minneapolis Park and Recreation Board will rely on Board Strategic Directions and a four-year Implementation Plan that will outline performance goals as a blueprint for achieving the strategies, goals, and ultimately the vision of the Comprehensive Plan. Strategic Directions will be set through selecting priority strategies from the Comprehensive Plan on a four-year cycle coinciding with each newly-elected Board of Commissioners. Following the Strategic Direction adoption, the Superintendent and the Executive Team will establish an Implementation Plan that will include the specific tactics, timetables, staff, metrics and resources necessary to implement the plan. A team comprised of staff across the agency will be developed to track the progress on the Implementation Plan. They will meet regularly to share progress in the various departments and will provide a dashboard of progress to the Board and an Annual Report to the public on an annual basis.

Funding and Staffing

Parks for All offers an actionable plan for the next 15 years for the park system, but cannot be accomplished without increasing the capacity of our current system through funding and staffing. In order to accomplish this plan, we will need to evaluate and build financial resources and staff capacity. Internal Services will build and consistently update staffing and funding projections based on the strategies in the plan and Implementation Plans developed by Commissioners and staff.



Winter Runner on West River Parkway

The following guidelines are based on the MPRB Values and should be used to drive daily and long-term decision making for level of service across the park and recreation system. These guidelines will be integrated or embedded into systems, plans, and procedures that guide decisions at MPRB. Level of Service can be described as geographic, frequency, quality, or in multiple categories.

Level of Service plans and procedures should reflect MPRB values. When creating LOS standards, MPRB staff should refer to the following guidelines to ensure the proposed LOS embodies the spirit of MPRB. LOS standards should address at least one item in each of the six value areas.

This chart and the one on the previous page are NOT level of service standards, but they are a guide for staff when they create level of service standards. They will lead to a common language across the organization and should streamline the LOS development process.

Values Guidelines

Equitable

- Realizes an action item in the Racial Equity Action Plan
- Provides equitable standards of service across the system
- Prioritizes customized solutions based on need
- Is located in or prioritizes parks in Green Zone or similar distinction

Independent

- Aligns with the MPRB mission
- Examines benefits of augmenting services or facilities provided by other agency, organization, or partner

Sustainable

- Aligns with budget
- Is a decision based on sustainable, climate resilient, or carbon neutral guidelines
- Aligns with staff and facility capacity

Accountable

- Based on park user data and park use
- Informed by technical or scientific guidance based on industry best practices
- Guided by life cycle and management plan with considerations for replacement, removal, or repair
- Risks associated with decision have sufficient mitigation strategies in place
- Is measurable

Connected

- Is community-informed or engaged
- Fills a park gap, trail gap, or service gap
- Inspires welcome and belonging for park users and potential park users

Innovative

- Meets or introduces a new or emerging need or interest in community
- Considers national trends for urban and cold-weather climate park systems

Refer to pg. 27 for the definition of the above values.

II. Park Acquisition and Disposition Level of Service Guidelines

Over the next decade, as Minneapolis becomes more dense, opportunities will arise for new parks and park amenities. The following guidelines outline the land acquisition and disposition guidance if and when parkland is acquired or disposed of. Parklands will not be disposed of unless all feasible alternatives have been exhausted. All land transactions must be consistent with other Board adopted policies, be individually approved by the full Board in its own judgement consistent with the City Charter, and subject to District Court approval. When disposition and acquisition occurs, the Park Board will collaborate with the City of Minneapolis and Metropolitan Council to amend future land use changes in regional planning documents and zoning. When disposition occurs, it is important to note that parks are currently not a separate district within the zoning code assigned by the City. The zoning code classification of the land will determine development patterns after disposition to help meet other goals in the City.

Guideline A

Prioritize acquisition of parkland that completes the Grand Rounds system including Above the Falls Regional Park and Grand Missing Link, park gaps and park expansion areas identified in the Service Area Master Plans to ensure park access for all residents by providing parks within an easy walk from their homes, areas of the city that are densifying, and to achieve a ratio of .01 acres of parkland per household in the city.

Guideline B

Ensure parcels considered for disposition meet more than one of the following listed criteria: removing the parcel does not diminish recreation or environmental function of the park system, the parcel is not accessible by the public, the parcel has little or no habitat benefits, the parcel is not part of an adopted park plan, or the parcel is specifically identified for disposition in an adopted master plan.

Guideline C

If and when disposition is considered, prioritize options of parkland disposition that perpetuate public benefit and/or public good and financial sustainability, with a focus on other park and public agencies and Indigenous communities.

Guideline D

If and when disposition is considered and a disposition option that perpetuates public benefit or public good is not available, prioritize capitalization that benefits the Minneapolis park and recreation system.



PARKS FOR ALL

Minneapolis Park & Recreation Board
Comprehensive Plan 2021–2036

Executive Summary contains plan excerpts only



Minneapolis
Park & Recreation Board

For more information about the plan and process,
visit www.minneapolisparks.org/parksforall.

Printed plans available upon request.

Contact cchristensen@minneapolisparks.org or 612-499-9129.

