

# 10MW CoP: Community Power

March 14, 2024 – Session 3

**Compensating community  
members for expertise**



# Quick poll

What are you trying to achieve by compensating community members?





# Agenda

- I. ParkScore 2023 Findings**
- II. Presentations on strategies**
  - I. Debbie Huston – Raleigh Parks & Rec
  - II. Rebecca Bear – Seattle Parks Foundation
  - III. Andrea Roberts – BREC
- III. Speaker Panel**
- IV. Discussion break out groups**
- V. Regroup and share out**

# Session 2 Report Out

Read more in  
the session  
report out!

- Presentation from Center for Urban Pedagogy's Executive Director, Pilar Finuccio
- Strategies for moving beyond “business as usual”
- Barriers to participatory planning
- Case studies:
  - Lexington, KY
  - Lewisville, TX





# Percent, by org, that compensate community by **direct payment**



	Practices	Policies
Agencies	12%	2%
Conservancies	28%	3%

**ParkScore 2023 Findings**  
**Full report May 22!**

Percent, by org, that compensate community by **pass-through to partners**

	Practices	Policies
Agencies	20%	1%
Conservancies	19%	1%



**ParkScore 2023 Findings**  
**Full report May 22!**

# On Common Ground



**On Common Ground** is a **national research and advocacy strategy**, with aims to leverage the community programs embedded within our country's city parks and public spaces for their capacity **to mitigate the impacts of polarization, social isolation, racism, and oppression.**



## Break out rooms

25 minutes

01

**Baton Rouge -  
Stipends**

02

**Seattle Parks  
Foundation –  
pass-through  
funding**

03

**Raleigh – gift  
cards**



**Share out !**

**Key themes from each group**

# Future sessions

- **May 9 | Park stewardship:** How can we strengthen the capacity of friends of groups and their community?
- **July 11 | Social resilience:** How can parks serve communities in times of crisis?

Send your  
exit ticket!



# Contact us!

[Christina.jang@tpl.org](mailto:Christina.jang@tpl.org)

[Geneva.vest@tpl.org](mailto:Geneva.vest@tpl.org)



City of Raleigh  
Department of Parks, Recreation and  
Cultural Resources

## Gifted Engagement

Community Power Workshop  
March 14, 2024



Raleigh











Raleigh



Raleigh  
Parks



Raleigh





Raleigh







Raleigh







Raleigh





Raleigh





Raleigh







Raleigh







Raleigh



# Engaging the Community



- Incentives
- Discounts
- Tracking Data
- Building partnerships
- Service Recovery





Raleigh





Raleigh







Raleigh





Raleigh







Raleigh







Raleigh





Raleigh









# Questions?

[Deborah.Huston@raleighnc.gov](mailto:Deborah.Huston@raleighnc.gov)



# #1 Park System in the Nation



## Stipends to Community Advisory Council Members



**Andrea Roberts**  
**BREC Chief Operating Officer**







# EXPLORE WHAT BREC HAS TO OFFER

HIGHLAND ROAD PARK OBSERVATORY



# 6568

## PARK ACRES

175 PARKS | 56 REC CENTERS

122 PLAYGROUNDS

73.4 MILES OF PARK TRAILS

9.75 MILES OF GREENWAYS

4.8 MILES OF NATURE TRAILS

24.9 MILES OF PRIMITIVE TRAILS

4 COMMUNITY GARDENS

3 NATIVE POLLINATOR GARDENS

33 INDOOR BASKETBALL COURTS

149 BASKETBALL HALF-COURTS

79 BASKETBALL FULL-COURTS

1 CRICKET PITCH

5 TENNIS CENTERS | 133 TENNIS COURTS

51 VOLLEYBALL COURTS

247 ATHLETIC FIELDS | 3 STADIUMS

5 GOLF COURSES | 3 DRIVING RANGES

2 ARCHERY RANGES | 4 DISC GOLF COURSES

4 FITNESS CENTERS | 21 OUTDOOR FITNESS STATIONS

3 BOCCIE BALL COURTS | 1 CROQUET COURT

BATON ROUGE GALLERY



NORTH 14TH STREET BOXING CENTER

INDEPENDENCE BOTANICAL GARDEN



LAURENS HENRY COHN, SR MEMORIAL PLANT ARBORETUM



3 SWIMMING POOLS



8 SPLASH PADS

16 FISHING LAKES



2 BLUEWAY TRAILHEADS



5 CANOE/KAYAK LAUNCHES

LIBERTY LAGOON {AQUATICS CENTER}



1 SURFING SIMULATOR

5 THRILL SLIDES



MAGNOLIA MOUND

EXTREME SPORTS COMPLEX



BLUEBONNET SWAMP NATURE CENTER



BATON ROUGE ZOO



JEAN LAFITTE AIR GUN RANGE



FARR PARK EQUESTRIAN CENTER



INDEPENDENCE PARK THEATRE + CULTURAL CENTER

3,350 ACRES OF CONSERVATION LAND

6 CONSERVATION AREAS



8 NATURE RESERVES

40 PICKLEBALL COURTS



6 DOG PARKS

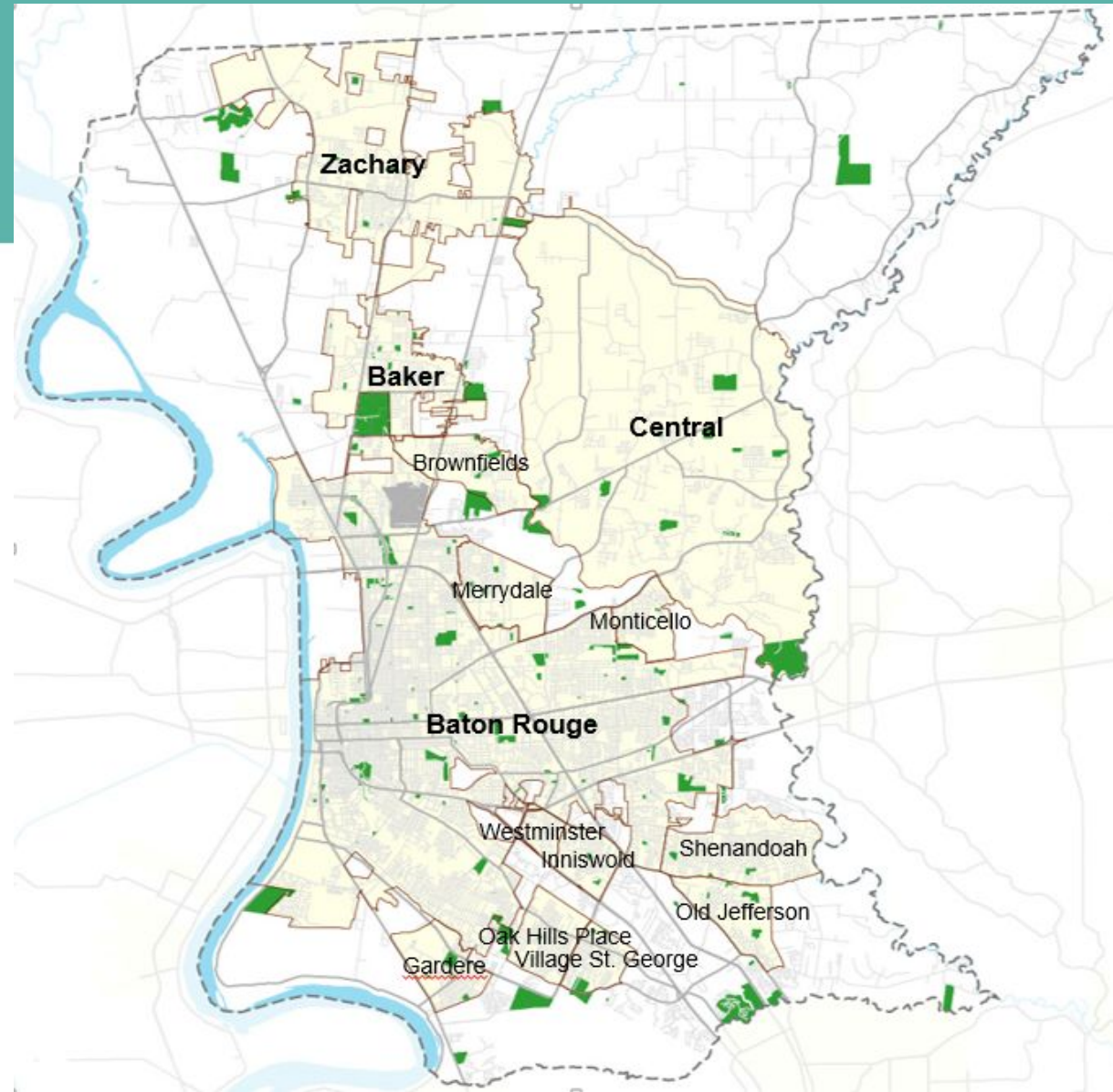


UPDATED MARCH 2023





**EBRP**

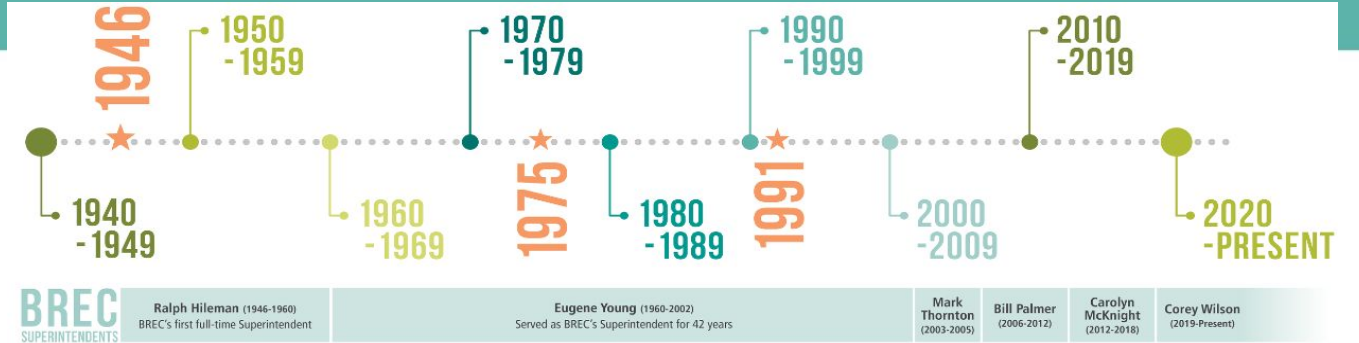


- Population: 450K
  - 47% White
  - 47% Black
  - 6% Other (Asian, Hispanic, two or more, other)
- Median HH Income: \$62K
- 18.5% in poverty





# BREC'S 75+ YEAR HISTORY



## BATON ROUGE GALLERY EXHIBIT MARKS 60TH ANNIVERSARY OF CITY PARK POOL SWIM-IN

By Maggie Heyn Richardson | July 6, 2023

Share IT! #225BATONROUGE



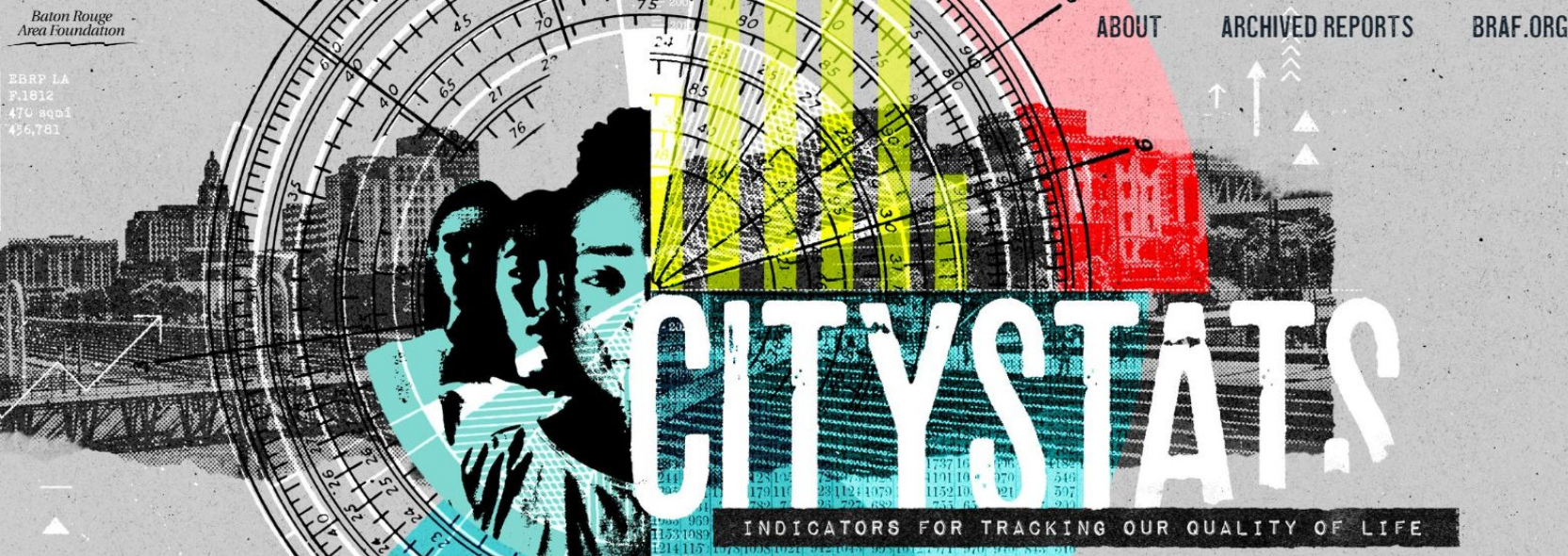
## Brooks Park pool fondly remembered as social hub for blacks in Baton Rouge during segregation days

Site was gathering place for blacks in Baton Rouge during segregation

by olivia mcclure Special to The Advocate Dec 21, 2015 3 min to read







Baton Rouge Area Foundation  
 BRBF LA  
 71012  
 470 sqmi  
 436,781

POVERTY

**1 IN 4**  
 BLACK PEOPLE

**1 IN 10**  
 SENIORS

**1 IN 5**  
 CHILDREN

**1 IN 10**  
 WHITE PEOPLE

# WHAT MAKES EAST BATON ROUGE PARISH A GREAT PLACE TO LIVE?

**NO1** **20%**  
**PEOPLE**  
 FAMILY  
 NEIGHBORS  
 COMMUNITY

**NO2** **16%**  
**CULTURE**  
 FOOD  
 ATMOSPHERE  
 EVENTS

**NO3** **09%**  
**ECONOMY**  
 LOWER TAXES  
 JOB MARKET  
 AFFORDABILITY

## STORM DAMAGE

**1 IN 4**

Residents' homes have flooded due to natural disasters

**1 IN 3**

Residents' current homes have sustained structural damage due to natural disasters

### HOMICIDES PER 100,000 RESIDENTS

<b>30.0</b>	<b>21.3</b>	<b>8.2</b>

EBR experienced its highest overall rate of reported crime since 2016, though the number of violent offenses did not increase.







# COMMUNITY ENGAGEMENT POLICY

BREC's 75+ year history  
engaging the community

2022  
BREC Commission approved  
its first Community  
Engagement Policy

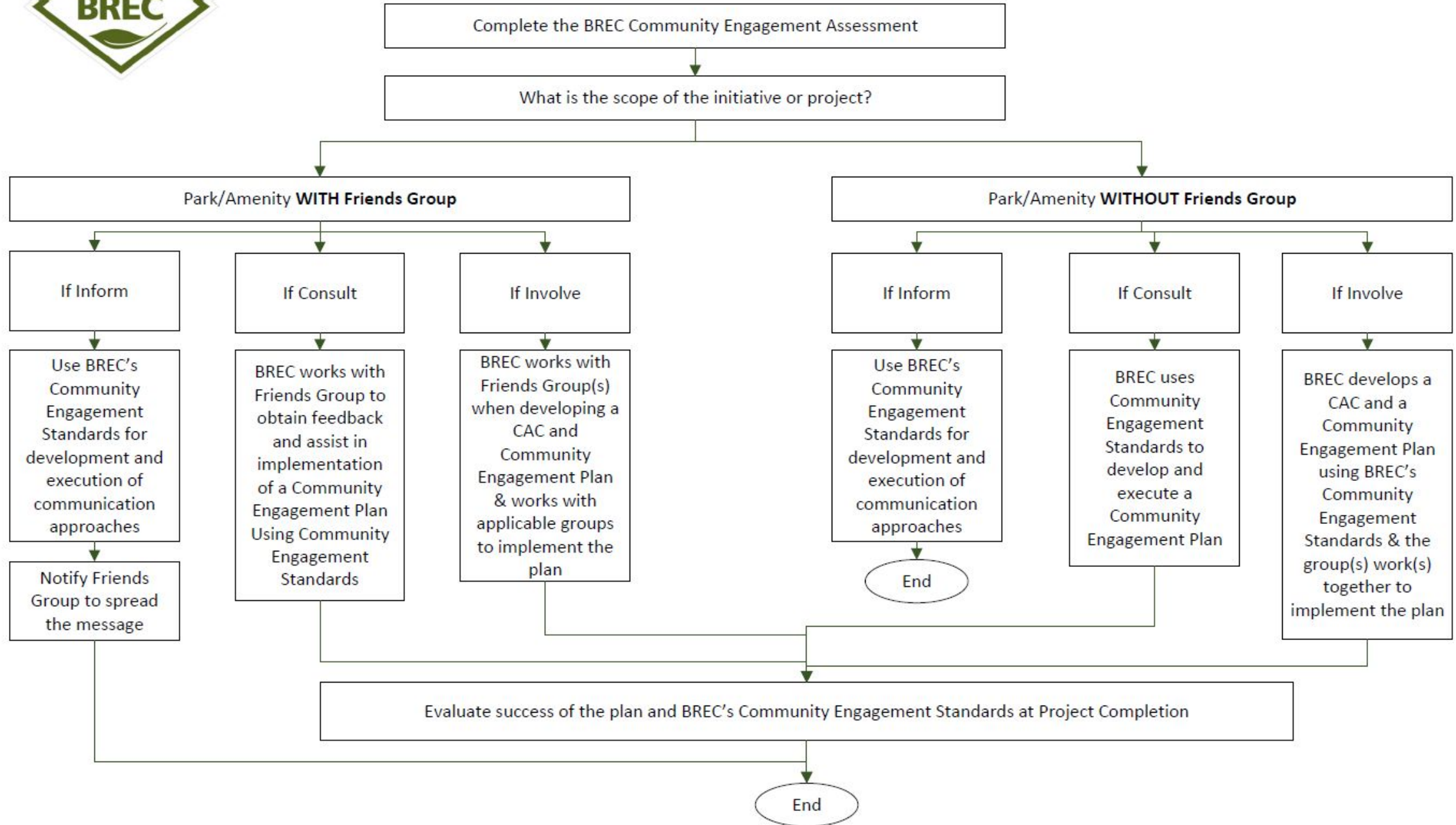
2023  
10-year System-Wide Master  
Planning (SMP) began  
First Community Advisory  
Council (CAC)  
Created standards, forms,  
processes, procedures, etc.

2024  
10-year SMP continues  
CAC Feedback up to this point  
Piloting Friends Groups





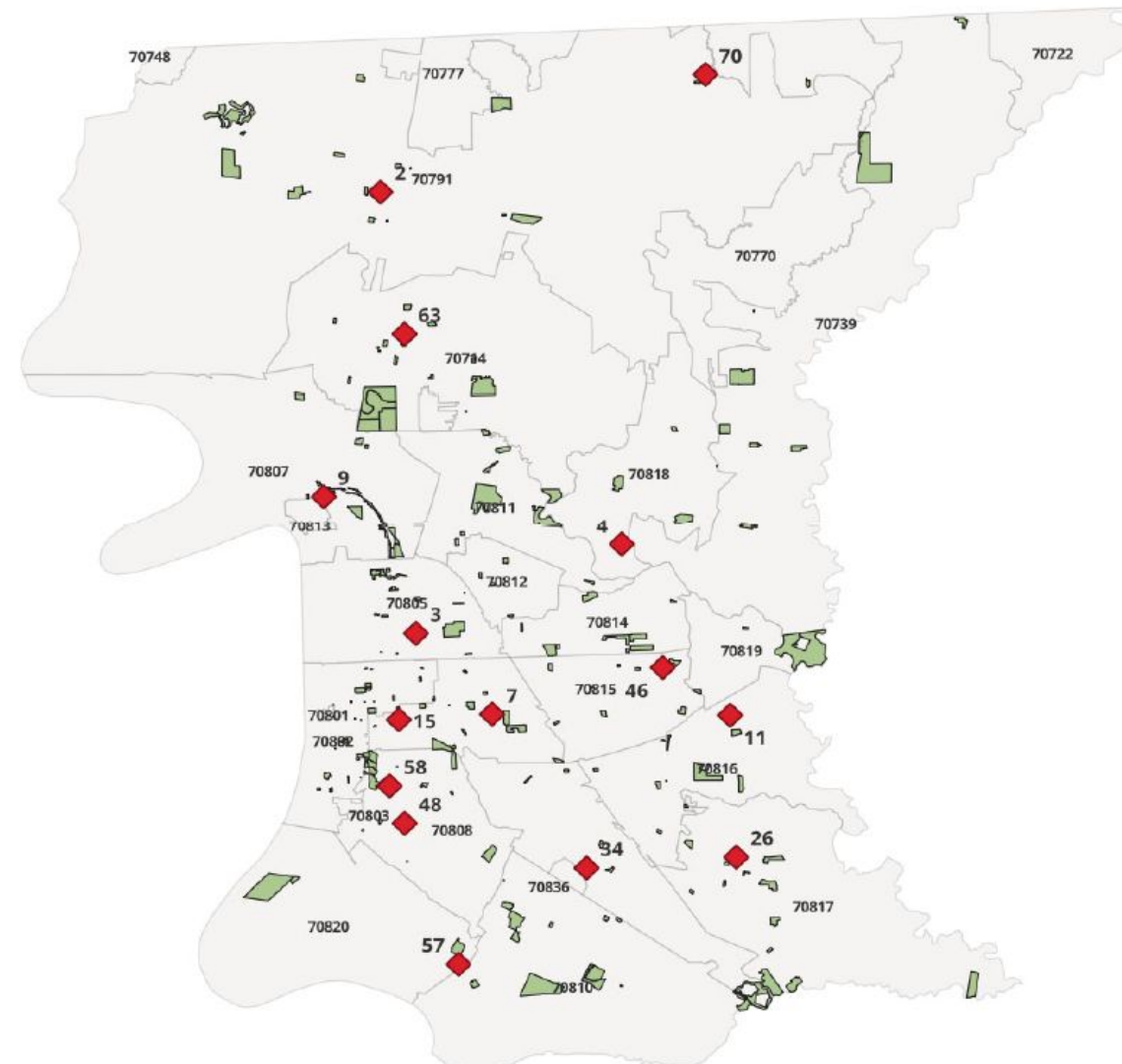
# BREC COMMUNITY ENGAGEMENT PROCESS







## BREC System Master Plan (SMP) CAC Residence Map



### Community Engagement

#### BREC would like to introduce our Community Engagement Local Project Team and project!

You made your voices heard and we listened! In October 2022, BREC Commission adopted our Community Engagement Policy. This policy was created through the work of 22 volunteer community leaders who represent all the various areas of the parish. The goal of this policy was to encourage the parish to be a part of our transparent and equitable decision-making processes, in hopes that we deepen our relationships and our trust with you, our patrons in East Baton Rouge Parish. We want to improve communication and transparency between BREC and the communities of East Baton Rouge Parish. This relationship with our residents will allow us to increase and efficiently utilize resources and talents available for the shared goals of BREC and now help us improve your parks even more. BREC is currently planning our next strategic 10-year master plan and needs community input through a Community Advisory Committee (CAC). Community members selected to participate will be compensated through a grant generously provided by the Trust for Public Land. If you are interested, please apply to join our Strategic Master Plan CAC that will serve as a steering committee for the project and will assist with making your community's voice heard. This committee will set the foundation for future Community Advisory Committees, as well as future Friends of BREC Parks, through BREC's new Community Engagement Policy.

**The Advocate (Baton Rouge, LA) with BREC.**  
Sponsored · 0

AD: Help us improve your parks. We are currently planning our next strategic plan and need your input. If you are interested, please apply to join our first advisory committee and make your community's voice heard today! For more information or to become a committee member, <https://bit.ly/3HpGfxs>

BREC.ORG  
Community Engagement | BREC  
BREC operates public park and recreation facilities and programs through...

Like Comment Share

Learn more





# COMPENSATION MECHANISM

TPL grant funds awarded



BREC Foundation received funds



Contracts signed between individual CAC members & BREC Foundation



BREC evaluates CAC contract obligations & reports performance to BREC Foundation



BREC Foundation pays CAC member according to fulfilled deliverables



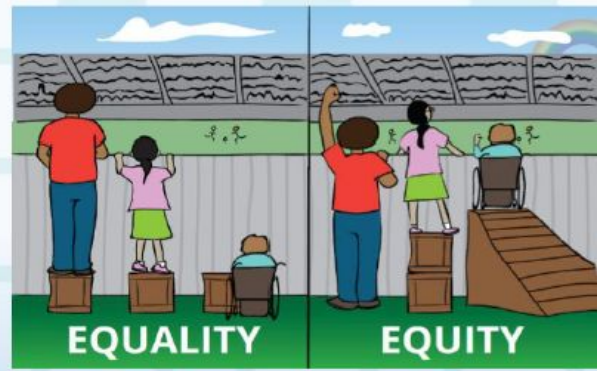




# SYSTEM-WIDE MASTER PLANNING

## Working Definition

“Equity” encompasses the intention to make parks and recreation more accessible, welcoming, and inclusive especially for community members who may have historically or currently face barriers to access.



Improving equitable access has many layers:

- Quality
- Access (physical, financial, etc.)
- Resilience
- History + Inclusive Narratives
- Safety + Security
- Operations + Maintenance
- Community Voice





# SCHEDULE AND PHASE REVIEW







BREC Foundation  
6201 Florida Blvd. Suite 2100  
Baton Rouge, LA 70806  
225-272-9200 Ext. 1552  
[cstages@brec.org](mailto:cstages@brec.org)

### Strategic Master Plan Community Advisory Council (CAC) Member Contract

This Strategic Master Plan Community Advisory Council ("Contract") is entered into between the BREC Foundation (hereinafter referred to as "the Foundation") and [Council Member's Name] (hereinafter referred to as "Council Member" or "CAC Member") on June     , 2023.

#### Council Member Responsibilities:

- a. CAC Member agrees to serve as a member of BREC's Strategic Master Plan Community Advisory Council for BREC.
- b. The Council Member shall actively participate in monthly Council meetings, beginning in June 2023 and continuing through May 2024 in addition to a mandatory tour of the BREC park system, likely in July 2023.
- c. The Council Member shall assist with planning, hosting, and facilitating one community event, as assigned by the Foundation, to engage the assigned community and obtain feedback.
- d. The Council Member shall utilize the tools provided by BREC to actively engage with their community and gather input.
- e. The Council Member shall provide valuable feedback and guidance to BREC on matters related to parks and recreation in East Baton Rouge Parish.

#### Compensation:

- a. The Council Member shall receive compensation for their services through a grant funded by the Trust for Public Land as follows:
  - i. A completed and signed IRS form W-9 must be provided to the Foundation before payments can be issued.
  - ii. 50% of the agreed-upon compensation shall be paid in a lump sum payment by the end of December 2023, contingent on CAC Requirements and Responsibilities being met.

- iii. The final 50% of the agreed-upon compensation shall be paid by May 2024 in a second lump sum payment, contingent on CAC Requirements and Responsibilities being met.
- b. The Council Member has the option to donate a portion or all their compensation to BREC's Strategic Master Planning Community Engagement project through the BREC Foundation, at their discretion.
- c. Nothing in this Agreement shall be deemed or construed by the parties hereto, or by any third party, as creating a relationship of employer and employee, principal and agent, or of partnership or joint venture between the parties hereto. No benefits of the Parks and Recreation Commission for the Parish of East Baton Rouge (BREC) or the Foundation shall be available to Council members.
- d. Compensation and/or donations to the project will be subject to applicable taxes and deductions as per IRS and other legal requirements.

#### CAC Meeting Attendance (CAC Requirement):

- a. The Council Member is expected to attend all monthly Council meetings. In the event of an unavoidable conflict or absence, the Council Member must provide advance notice to the Foundation.
- b. The Council Member may not miss more than one meeting per calendar year, unless otherwise agreed upon in writing by the Foundation.

#### Confidentiality and Non-Disclosure:

- a. The Council Member acknowledges and agrees to maintain the confidentiality of any proprietary or sensitive information shared during Council meetings or related to the Foundation's operations.
- b. The Council Member shall not disclose any confidential information to any third party without the prior written consent of the Foundation.
- c. The Council member represents and warrants to the Foundation that he/she is under no obligations or commitments, whether contractual or otherwise, that are inconsistent with his/her obligations under this Contract. The Council member represents and warrants that he will not use or disclose, in connection with his service, any proprietary information or intellectual property in which the council member or any other person has any right, title or interest and that his service as contemplated by this Contract will not infringe or violate the rights of any other person and/or entity.

#### Indemnification:





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# SMP CAC COMPENSATION

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# IYP3 COMMUNITY ADVISORY COUNCIL



- Microcosm of EBR Parish
  - Race
  - Education
  - Geography
  - Gender







# DIALOGUE ON RACE



DIALOGUE ON RACE LOUISIANA

## TESTIMONIAL

From the two Dialogue on Race series, I learned that the systemic set up of bundling individuals into separate race categories, plus empowering institutions to practice race discrimination is what has influenced the prejudicial attitudes among individuals... Dialogue on Race helps us see what is, what can be, and how we can be part of change.

Dekisha Anderson







# EVENTS FOR INPUT COLLECTION



BREC Superintendent Corey K. Wilson

December 20, 2023 · 🌐

BREC's first Community Advisory Council is helping us collect input to create the Imagine Your Parks 3 systemwide master plan which will guide our progress through the next ten years. Part of the effort is holding fun events like the Holly Jolly Family Day at Plank Road Park in Zachary. We had a great time and learned a lot about how we can better serve you as well!

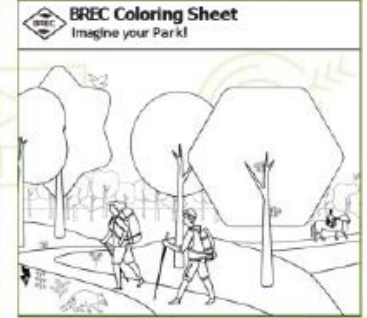






# LISTENING & ENGAGEMENT

- Staff specific focused conversations
- Pop-up engagement at local events
- Statistically Valid Survey - in the mail
- Phase 1 Open Ended Survey - online
- Summer of Hope neighborhood canvassing
- Public Workshops across the parish
- Phase 2 Open Ended Survey - online
- Topic specific focus group conversations
- **Community Advisory Council Meetings**



**2023 BREC Community Needs Assessment Survey**

The Board of Supervisors Commission for the Parish of Iberville Parish (BREC) would like your input on how to improve recreation facilities and open space programs for the Parish. The survey will take 10-15 minutes to complete. When you are finished, please return your survey in the enclosed postage paid return mail envelope. The greater the response, the better.

1. Please complete this survey with all household members in mind. Counting yourself, how many people in your household are?

Age 18+	Age 15-17	Age 12-14	Age 10-11
Age 8-11	Age 6-9	Age 3-7	Age 0-2

2. Have you or members of your household visited any of the BREC parks during the past 12 months?

2a. If so, what parks did you visit? (List the names of the parks you visited.)

2b. Which BREC park did you visit most often? (Please write in names of the parks.)

3. What are the features you like best about the parks you visited during the past 12 months? (List the features you like best about the parks you visited during the past 12 months.)

4. What are the features you like least about the parks you visited during the past 12 months? (List the features you like least about the parks you visited during the past 12 months.)

5. If you visited any of the BREC parks during the past 12 months, please check ALL the reasons why you visited (Check ALL that apply).

It is close to my home	It is a nice place to go	It has a playground	It has a picnic area
It has a walking path	It has a dog park	It has a water feature	It has a gazebo
It has a shelter	It has a restroom	It has a parking lot	It has a playground
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It has a shelter	It has a restroom	It has a parking lot	It has a playground

6. If you indicated you do not use parks in the BREC system, please check ALL the reasons why you do not use parks (Check ALL that apply).

It is too far from my home	It is too crowded	It is too expensive	It is too hot
It is too noisy	It is too dirty	It is too old	It is too small
It is too unsafe	It is too boring	It is too difficult to find	It is too expensive
It is too hot	It is too noisy	It is too dirty	It is too old
It is too small	It is too boring	It is too difficult to find	It is too expensive







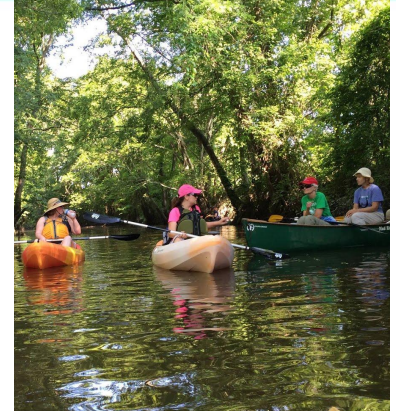
# EVALUATION NOTE: ASK WHAT THEY THINK!







# QUESTIONS?







**SEATTLE PARKS  
FOUNDATION**

## **Community Driven Engagement**

**The role of Nonprofit  
partners in community  
engagement**

We partner with community to  
champion thriving + equitable  
parks and public spaces.



CELEBRATING  
25 YEARS  
**SEATTLE PARKS  
FOUNDATION**



**LOVE  
PARKS**

# Connecting Civic leaders to Community



**Seattle**  
Parks & Recreation



**Seattle** Office of  
Sustainability &  
Environment



**Seattle**  
Public  
Utilities



**Seattle**  
Department of  
Transportation



**TUKWILA**  
PARKS & RECREATION  
GOOD HEALTHY FUN



**King County**

**PARKS**

**Your Big Backyard**



WASHINGTON STATE  
Recreation and  
Conservation Office



**25 YEARS**  
SEATTLE PARKS  
FOUNDATION



# How we support community



**115 Active Projects**  
**40% Equity Focused**  
**All 50% Subsidized**



# Advocacy + Investment

Over \$70 Million in  
private funding  
\$1B in public funding over  
15 years  
300+ Parks and Public  
Space Projects





# Our Strategic Priorities





# How SPF Addresses Gaps

- Connecting grassroots community volunteerism to citywide civic efforts
- Leveraging trusted relationships within community
- Being a city alternative for resistant community members
- Stability of longer-term funding
- Collaborative fundraising opportunities
- Fiscal sponsorship



# Criteria for Neighborhood Partner Funding

## Community partners located in:

- [Public Space Priority Areas](#), as determined by the City of Seattle. For projects outside of Seattle, we will use the state [Public Lands inventory tool](#) to help identify:
  - Historically under-resourced neighborhoods
  - Green space and public lands deficits
  - Communities of color that have been historically redlined or marginalized
  - Areas of health disparity where access to greenspace is lacking
  - The Duwamish Valley (an area of long-term investment)

## Other eligible projects include:

- Projects rooted in community, focused on justice and equity, that elevate BIPOC representation and leadership
- Public space or community projects focused on ADA accessibility

# Community Driven Compensation

Does the project meet our Neighborhood Partner criteria?

No

Does the project require someone from community to work part-time for it to succeed?

No

Does not qualify.

Yes

Is annual compensation under \$600?

Yes

Require Name/Address – could be gift card or check – no contract or W-9 form required

Yes

Is compensation over \$600 but under \$12,000 in a year?

Yes

Require Program Services Agreement and W-9, no UBI or Insurance

Is compensation over \$3000/mo or \$12,000 in a year

Yes

Require Independent Contractor Agreement, UBI, Insurance, and W9



# Community Stipend Policies

## Stipend for Seattle Parks Foundation Community work:

- \$50/hour for a meeting
- Criteria for Stipend: Any Neighborhood Partners or anyone with similar criteria (in priority areas, leading with racial equity, not paid to attend this type of meeting)
- Also consider \$200/day for full day meetings as per WA State Office of Equity [Stipend Policy](#)

## Stipends for Grant funded work:

- Built into applications, particularly if working with youth or under-compensated communities and neighborhood partners
- Hourly rate may be dependent on grant criteria – usually between \$35-\$50 hour
- Make sure to account for travel, supplies, and other costs to ensure community coordinator able to do their job.



# Additional Community Support

- Childcare
- Transit stipends
- Free food
- Translation services
- Translated materials
- ADA Accessibility
- Trainings



# Thank you!

[rebecca@seattleparksfoundation.org](mailto:rebecca@seattleparksfoundation.org)

