

*Town of Pembroke  
Recreation Commission  
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**Pembroke Recreation Commission**

**Amended Minutes of Meeting of Dec 12, 2023**

**Present: Director Lance Kennedy, Asst. Director Jessica Fulmine, Ginger Comeau, Corey Pento, Eric Hurt, Rachel Quinlan, Grant Nickerson, Nicole Pedro**

**Meeting opened @ 7:34 PM**

**Acknowledgement of Visitors/ Guests:**

Lisa Drennan, Merge Consulting

Ms. Drennan was previously Director of Inclusion at NE Villages w/ Chairperson Comeau and had later transitioned to YMCA. Ms. Drennan is now training staff on techniques to ensure inclusiveness.

Programs such as Youth groups, camps, libraries, faith organizations will benefit from training to be truly open to members of community w/ disabilities.

Merge Consulting strives to promote the ideal of "In all, For all, By all" to achieve inclusiveness. These strategies include hiring diversely to promote inclusiveness in the work force; developing training protocols to promote diversity will be included in staff training; and ensuring that everyone has responsibility to work towards inclusion for all.

Merge Consulting has hosted "Creating inclusive Events" for MA Rec and Parks Dept to provide insight into making community events available to everyone, including the neurodiverse population, the elderly, hearing impaired, etc- information, programming, and physical grounds are all considerations when hosting events for the community.

Immediate considerations for the Rec department include camp staff training and development of inclusion binders accessible to counselors for reference.

A variety of groups benefit from working with Merge, including CPAC, DEI, counsel on disability, schools, community business owners.

Ultimate goal is not just inclusion but belonging for all members of the community.

Chairperson Comeau urged Merge to be added to a list of companies to partner with.

**Review of Minutes:**

Commissioners reviewed minutes of the Nov 14, 2023 meeting. An amendment was made to correct the that December 6 was scheduled to be the team's first practice, not game. VOTE: Motion to accept the amended minutes of the meeting, made by Corey Pento; seconded by Grant Nickerson. All in favor.

**Director's Report (presented by Director Lance Kennedy):**

- **Pembroke Youth Baseball/ Softball:**  
The lease for the Mattakeesett St Fields is still being reviewed by Town's legal counsel.  
As part of the new lease, flag football will be leasing from the Recreation Department moving forward, and not to PYBS. Fee Structure will be worked on by both parties.
- Lights on the big diamond are not up yet; light delivery is anticipated for January and will be installed pending weather.
- **Fitness court-** Director Kennedy was approached by a non-profit organization called National Fitness Campaign. The group is looking to install 7,000 courts nationwide to promote fitness in the community. The courts consist of 38'x38' surface with 7 different circuits. Court and materials are provided by the National Fitness Campaign, but contractors would be needed to install base. Installation would cost approximately \$160,000, some of which could be off-set by a BCBS grant for \$50,000, with potential for additional CPC funding. NFC would then train staff on use of circuits. Grant application is to be submitted to BCBS on Friday.
- **Community Center Construction Update:**  
Construction continues to be going well, only limitation is material for track is on backorder until March. Director Kennedy is reaching out to contacts to assess alternative source options. There is surplus in construction costs that will be useful to permit replacement of equipment that was lost in the move. Anticipate "move in" date at the end of March.  
Director Kennedy is looking into fitness equipment to purchase for a fitness room as well as possible additional cardio equipment. Initial purchase will likely be for circuit training equipment.
- **Software:**  
It has been determined that two types of software will be utilized, with Recreation Dept software being primary for functions such as check in and management of the schedule for programming.  
Council on Aging will use alternative software for managing reports.
- **Program Update:**  
Director Kennedy continues to meet with leaders of town programs, such as youth sport organizations, to determine appropriate and needed programming for Recreation Dept.  
Future use of old CoA building has yet to be determined; current suggestions include library extension, elder space, teen space.  
Commissioner Nickerson inquired about access to the Community Center.  
Anyone who enters the facility will need to be signed up as a member to be able

to check in. Reserved rooms will be accessed via key fob, with the fob then returned to the front desk after.

Determining a system for charging residents for different classes w/ potential tiering system has yet to be finalized.

**Community Committee Updates:**

- CPC Committee: no new update.
- Master Plan Committee: MCP is meeting concurrently to tonight's Recreation Commission Meeting. Commissioner Grey will provide an update at Rec's next meeting.
- Open Space Committee: no new update.

**Old Business:**

None at this time.

**Future Recreation Commission Meeting(s) Date(s) and Topics:**

Tuesday, Jan 9 at 7:30 in Veterans Hall at Town Hall.

**Adjournment: 8:29 pm**

VOTE: Motion to adjourn the meeting was made by Corey Pento, seconded by Eric Hurt. All in favor. Meeting Adjourned.

Minutes recorded by Rachel Quinlan