2026 Work Plan for Los Alamos County Boards and Commissions

Board or Commission Name: Parks and Recreation Board

Date Prepared: 11/4/25 **Date Approved by Council:**

Prepared By: Katherine Hudspeth & Wendy Parker

Purpose:
The purpose of the work plan is to provide a detailed outline of tasks, activities, timelines, and resources required by this Board or Commission to achieve its annual goals. The purpose of most boards is to gather public input, to review policy recommendations by staff when requested, and to make policy recommendations to the County Council.

Process Timeline:
November: County Council Strategic Planning
December: Boards and Commissions review and develop work plans (sole item on December agenda)
January: Finalize and submit work plans for Council review.
Due Date: January 31

Time Frame: This work plan will be accomplished in the following time frame:
January 1, 2026, through December 31, 2026

Members: List members, term start and end dates, and term number.

Member	Start/End Dates	Term (1st or 2nd)
Jerry Cowen (Vice-Chair)	12/1/2025 – 11/30/2027	2
Brian Watkins (Chair)	12/1/2023 – 11/30/2025	1
Jacob AlderseBaes	12/1/2024 – 11/30/2026	1
Paula Knepper	12/1/2024 – 11/30/2026	1
George Marsden	12/1/2024 – 11/30/2026	2
David Bowman	12/1/2025 – 11/30/2027	1

Chairperson: Brian Watkins **Department Director:** Cory Styron

Work plan developed in collaboration with Department Director? (Y/N) Y

Staff Liaison: K.Hudspeth & W.Parker **Administrative Support:** Linda Lindstrom

Council Liaison: David Reagor

Work plan reviewed by Council Liaison? (Y/N)

1.0 Previous Calendar Year Work Plan Highlights

1.1 List the top five activities for the previous calendar year.

1.1.1	Supported the Community Services Integrated Master Plan, aligning with Council goals and priorities to enhance new and existing parks, recreation facilities, programs, and open spaces in Los Alamos County (LAC).
1.1.2	Directed PRB work groups toward chair assignments that support the PRB and the Community Services Department's CIP and other initiatives. Supported Bike Park Working Group.
1.1.3	Supported public meetings to gather community feedback and foster support for projects including the North Mesa Recreation Plan, playgrounds, Open Space & Trails Management Plan.
1.1.4	Supported and promoted the diverse recreational interests of the community and reviewed presentations on Gopher Control, Ice Rink Shade Structure, Bee City USA, 37th Street and Pinon Playgrounds, and Brewer Arena Grandstand.
1.1.5	Continued to seek input and communication from community user groups on projects that align with the Integrated Master Plan and Council Strategic Objectives.

1.2 List the top five accomplishments for the previous calendar year.

1.2.1	Provided a recommendation to County Council for an Ice Rink Shade Structure.
1.2.2	Provided a recommendation to County Council for the Open Space Management Plan.
1.2.3	Provided a recommendation to County Council for the Guaje Pines Master Plan.
1.2.4	The Open Space Working Group developed an Adopt a Trail concept and presented it to the PRB and County Council.

1.2.5	The BPWG developed a bike park survey and presentation and presented to both the PRB and County Council.

1.3 List the lessons learned for the previous calendar year.

1.3.1	Communicate all pertinent information about upcoming Parks & Recreation projects promptly to impacted user groups, fostering effective communication to ensure everyone feels heard. Provide clear and concise wording on motions to be considered by Council.
1.3.2	Manage timing of projects that need public input, so that the public has specific plans in front of them with concrete options for review.
1.3.3	Continue to train and mentor new members to navigate the bureaucracy and fostering innovative, efficient solutions like working groups to improve community involvement.
1.3.4	Balancing the unique needs of different user groups is essential, even if not all requests can be fully met. Ensuring that all voices are heard fosters trust and inclusivity in decision-making. Community engagement through volunteer programs promotes tangible improvements while cultivating pride and ownership among residents.
1.3.5	Long-term planning is vital for sustaining community infrastructure while balancing short-term expectations. Flexibility is equally important in addressing emerging trends and changing needs, in addition to proactively adapting to activities, and anticipating and meeting evolving recreational interests.

2.0 Calendar Year 2026 Work Plan

2.1 List any special projects or assignments given to this Board/Commission by Council or the Department Director.

2.1.1	Assist the department and advise Council on the implementation of the Integrated Master Plan, ADA Audit and Transition Plan and the Open Space and Trails Management Plan.
2.1.2	Assist the department with scheduled CIP projects such as the North Mesa Recreation Master Plan, North Mesa Picnic Area Renovation & Master Plan, Mesa Trail Rehabilitation and ADA, Playgrounds Renovation and ADA (San I and Grand Canyon), Athletic Courts (Urban Park), Bayo Canyon Trailhead Improvements.

2.1.3	Support the department on maintaining CAPRA accreditation, as needed.
2.1.4	Provide input on the programs and services of the recreation division, including the golf course, aquatic center, and ice rink.
2.1.5	

2.2 List other projects and/or activities being proposed by this Board/Commission, in priority order.

2.2.1	Work with staff to gather feedback and identify emerging needs of the community that are supported by the Integrated Master Plan and Council Strategic Objectives and serve as a conduit of communication with County Council and Staff.
2.2.1	Assist the department and Council in ensuring programs and services are meeting the diverse needs of the community are equitable and inclusive.
2.2.2	Assist the OSWG with ensuring staff implements Trails & Open Space Management Plan and the creation of an adopt-a-trail program.
2.2.3	Support the departments' effort for community engagement by attending public meetings, volunteer days, and events.
2.2.4	Recruit PRB members, and working group members as needed.
2.2.5	Evaluate and assess the need for working groups.

2.3 List the guiding documents or plans used by this Board/Commission.

2.3.1
Strategic Leadership Plan – 2026
Community Services Integrated Master Plan - 2023
ADA Audit and Transition Plan - 2022
Policy 1320: Field Use Policy for Closure - 2008
Policy 1462: Community Services Fees and Charges Policy - 2021
Policy 1735: Recreation User Fee Policy – 2025
Open Space and Trails Management Plan – 2025
Community Wildfire Protection Plan – 2016
Comprehensive Plan – 2016
Canyon Rim Trail Master Plan – 2011
Park and Recreation Board Ordinance - Chapter 8, Article 7

3.0 Identify interfaces with County departments and/or other Boards/Commissions that are necessary to achieve this work plan.

3.1 The Board will gather input from various Boards and departments to achieve its goals as diverse perspectives contribute to project success. Examples include the Museum Campus Wayfinding Projects, pesticide discussions, Ashley Pond site improvements, commuter trails, and environmental sustainability initiatives.

3.2 The following departments are required to to achieve the goals of the work plan: Community Development Department, Public Works Department, Fire Department, Police Department, Parks & Open Space, & Recreation Divisions, Library Division, Department of Public Utilities, Tourism Implementation Task Force.

3.3 The the following Boards and Commissions are required to to achieve the goals of the work plan: Library Board, Art in Public Places Board, Lodgers Tax Advisory Board, Environmental Sustainability Board, Transportation Board, Historic Preservation Advisory Board, Los Alamos Historical Society Board, Planning & Zoning Commission, and the Board of Public Utilities.

3.4 The PRB and OSWG will need to work with county staff to create an adopt a trail program. There should be consultation also with the historical preservation board and the environmental sustainability board.

3.5 The PRB and BPWG will need to interact with county staff and all public user groups/stakeholders to select a site location acceptable to county residents.

4.0 List any special events this Board/Commission plans to participate in that will support this work plan.

4.1 Each board member will attend at least one Summer Concert during the 2026 season.

4.2	Attend county special events to gather public input on community interests
4.3	Participate in all volunteer activities that support recreational opportunities and events within Los Alamos County.
4.4	Attend public meetings for projects.
4.5	Attend ribbon cuttings for completed projects.

5.0 List active Working Groups within this Board/Commission, if any, along with the purpose and member names of each one.

5.1	Equine & Livestock Working Group The purpose of the Equine & Livestock Working Group is to gather public input and advise the Parks and Recreation Board on policy issues relating to Los Alamos County equine facilities, trails, resources, and education.
5.2	The Equine & Livestock Working Group is established as needed upon affirmative action of the Board. Members: Nancy Ambrosiano, Dianne Wilburn, Donna Hayden, Cathy Miller, Wendy Burke-Ryan, Lisa Reader and Jerry Cowan (PRB Liaison).
5.3	Open Space Working Group The purpose of the Open Space Working Group is to gather public input and advise the Parks and Recreation Board on policy issues relating to Los Alamos County resources and facilities as identified above.
5.4	The Open Space Working Group is established as needed upon affirmative action of the Board. Members: Celeste Raffin, Janet Griego, June Fabryka-Martin, Lisa Brackbill, Craig Martin, Kevin Holsapple, Jacob Aldersebaes, and Jerry Cowan (PRB Liaison)
5.5	Bike Park Working Group is established as needed upon affirmative action of the Board. Members: James Wernicke, Kyle & Turin Dickman, Craig Martin, Brian Watkins, Alex Adams, Nathan Maier, Annette Weyruth,Cathy Miller, Paula Knepper, Greg Weiss, and Jerry Cowan.

Attachment A

Place an X in the column on the right if the Council priority is related to the work of the Board or Commission:

Quality Governance Quality governance is participatory, consensus-oriented, transparent, accountable, effective, efficient, and responsive to the present and future needs of stakeholders.	
Communication and Engagement	
Inform, educate, and solicit feedback from the community and boards and commissions on County projects, policies, and priorities to promote a culture of open communication and collaboration and foster exceptional customer service.	X
Intergovernmental, Tribal, and Regional Relations	
Collaborate and problem-solve with the County's major employers; community partner organizations; neighboring Pueblos; and regional, state, and national governmental entities.	
Fiscal Stewardship	
Maintain fiscal sustainability, transparency, and compliance with applicable budgetary and financial regulatory standards.	
Operational Excellence Operational excellence involves having structures, processes, standards, and oversight in place to ensure that effective services are efficiently delivered within available resources and that services continuously improve.	
Effective, Efficient, and Reliable Services	
Deliver customer-focused, accessible, reliable, and sustainable services to the community through sound financial management, collaborative decision-making, and efficient implementation.	
Infrastructure Asset Management	
Evaluate the County's assets and infrastructure and prioritize funding to first maintain and protect those investments and second to inform new investments.	X X
Employee Recruitment and Retention	
Attract and employ diverse and highly qualified staff; retain staff through development opportunities, compensation, and benefits; and promote staff to address increasingly complex challenges.	
Economic Vitality Economic vitality encompasses the ability of the community to diversify, develop, grow, and sustain the many elements necessary for a local economy to flourish.	
Housing	
Increase the capacity for new housing development and the amount and variety of housing types to meet the needs of a changing and growing population, particularly middle- and lower-income households.	
Local Business	
Encourage the retention of existing businesses, facilitate the startup of new businesses, and assist in opportunities for growth.	X
Downtown Revitalization	
Revitalize the downtown areas of Los Alamos and White Rock by facilitating development opportunities in accordance with the downtown master plans.	
Tourism and Special Events	
Sponsor special events, support major employer and community events, and promote tourism by enhancing amenities, utilizing facilities and contract services, and encouraging overnight stays.	X
Community Broadband	
Provide community broadband as a basic essential service that will enable reliable high-speed internet services throughout the County at competitive pricing.	

Quality of Life Quality of life is a reflection of general well-being and the degree to which community members are healthy, comfortable, welcomed, included, and able to enjoy the activities of daily living.	
Health, Wellbeing, and Social Services	
Improve access to behavioral, mental, and physical health and social services and amenities to address identified issues and promote wellbeing in the region.	X
Diversity, Equity, and Inclusivity	
Promote diversity, equity, and inclusivity through community awareness training, targeted events, and expanded opportunities for diverse interests.	X
Mobility	
Improve and expand access to, and all-ability accommodations for, alternative modes of travel including public transit, cycling, and walking amenities and services.	X
Educational, Historical, and Cultural Amenities	
Promote educational and cultural opportunities, in coordination with community partners, and provide for the preservation and restoration of historic buildings and the protection of archaeological sites.	
Open Space, Parks, and Recreation	
Manage County open space and maintain and improve parks and recreation facilities, trails, and amenities as defined by adopted plans and approved projects.	X
Public Safety	
Ensure overall community safety through proactive and sustained implementation of police, fire hazard mitigation, and emergency response plans.	
Environmental Stewardship Environmental stewardship is the responsible use and protection of the natural environment through active participation in conservation efforts and sustainable practices in coordination with community and organizational partners.	
Natural Resource Protection	
Take actions to protect the wildlife and wildland interface, safeguard water, and mitigate tree loss in the community.	X
Greenhouse Gas Reduction	
Establish targets for achieving net-zero greenhouse gas emissions and integrate sustainability and resiliency practices into County policies and operations.	
Carbon-Neutral Energy Supply	
Achieve carbon neutrality in electrical supply by 2040 through diversified carbon-free electric sourcing and phase out natural gas supply by 2070 through energy-efficient, all-electric buildings.	
Water Conservation	
Reduce potable water use and increase non-potable water use and water harvesting for irrigation where suitable.	X
Waste Management	
Manage waste responsibly by diversion of solid waste from landfills through recycling, re-use, composting, and waste reduction programs and zero-waste education campaigns; and pursue efficient long-term solutions for disposal of solid waste.	