

Thank you!



BROUGHT TO YOU BY:



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Oregon City Parks & Recreation
Department



Bridging the Gap

Creating an Inclusive Scholarship Program for Community Recreation



Oregon City Commission Goal 2023-2025



- Goal #1.

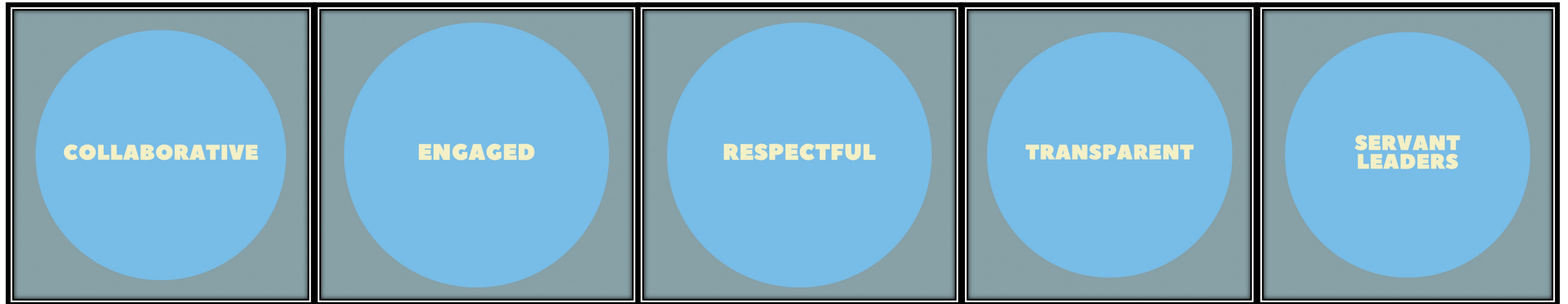
Create a collaborative environment to promote diversity, equity, and inclusion resulting in a safe, inclusive community and organization.

Oregon City Parks & Recreation Department

OUR MISSION STATEMENT

“To serve the community.”

Core Values:



OUR VISION FOR THE FUTURE

“An inclusive, sustainable, and impactful agency.”



“

Poverty is the
worst form
of violence.

”

Mahatma Ghandi

Poverty knows no age boundaries.

2025 Poverty Guidelines	(US department of health and human services)
Persons in household	Poverty Guideline
1	\$15,650
2	\$21,150
3	\$26,650

- 9.9% of Oregon's seniors age 65+ are below federal poverty level
- 12% of Oregon's Adults from ages 18-64 are at or below the federal poverty level.
(Source: Oregon Health Authority)

Choosing a Capstone Project

Identifying the problem: Creating the solution.



- The OCPRD has a successful scholarship program for youth



- The current scholarship program covers swim lessons and camps for youth.



- The OCPRD does not currently have a scholarship for senior recreation



- The OCPRD does not currently have a scholarship program for adult programming

A gap in scholarship offerings provides
a great opportunity to improve inclusivity!



Project Outline & Scope





Research, Research, Research!

Thank you to the following organizations:

- City of McMinnville Parks & Recreation
- City of Tigard Parks & Recreation
- Tualatin Hills Park & Recreation District
- North Clackamas Parks & Recreation District
- Willamalane Park and Recreation District
- Divisions of Oregon City Parks & Recreation

Research Topics

The Who, What, Where and When

- Eligibility
- Programs
- Amounts and Caps
 - Timelines
- Applications
- Logistics/Staffing
 - Funding
 - Budgeting
- Sponsorships
- Partnerships
- Advertisement
- Implementation
- Unmet needs/gaps
- Desired growth
- Likes & Dislikes
- Areas to improve



Expecting the unexpected.

1. Project Scope

- Shelter Rentals
- Room Rentals
- Facility Rentals
- Cemetery

2. Funding barriers

3. Timeline delays



Building/Modifying the Application

- Adding adult and senior recreation to the current application
- Simplifying the application
- Making the application accessible in additional languages and formats (waiting upon approval of application)
- Updating marketing materials and website



OREGON CITY

Scholarship Assistance Application

Oregon City Parks and Recreation recognize that some of the residents of Oregon City require financial assistance to attend certain recreational activities. A limited number of scholarships are available for those who qualify. The information requested below is confidential and is necessary to help determine the degree of need for each applicant. To qualify you must be an Oregon City resident and must meet our income eligibility requirements.

Applications are due at least two weeks before the registration date to ensure adequate processing.

If you are unable to access this form online and submit it via email, you may request a physical copy.

When completed, mail in to or drop off at the appropriate facility:

Oregon City Swimming Pool
1211 Jackson Street
Oregon City, OR 97045

Pioneer Community Center
615 5th Street
Oregon City, OR 97045

Main Contact: (to be completed by parent/guardian of applicants if applicant is under the age of 18)

Name: _____ Phone: _____

Home Address: _____ Oregon City, OR 97045

Email Address: _____

Employed by: _____

Secondary Contact:

Name: _____ Phone: _____

Email Address: _____

Employed by: _____

TOTAL HOUSEHOLD YEARLY GROSS INCOME (include child support if applicable): _____

Number of people (adults & children) in the household supported by this income: _____

List each person individual or child applying for a scholarship and which program is requested:

Name	DOB	Program or Activity Requested for Scholarship

Eligibility documentation is required. Check any public assistance programs in which you currently participate. Please submit a copy of the current award letter:

___ Free/Reduced Lunch Benefit Letter from Oregon City School District

___ TANF (Temporary Assistance for Needy Families) Benefit Letter

___ Oregon Health Plan Membership

___ Other (please list): _____

If you do not participate in any government assistance programs, you will need to provide proof of income. Please check all that apply to the household and attach documentation:

___ Payroll stubs (last two months)

___ Child Support / Alimony agreement

___ Social Security / disability / pension benefits letter

___ Unemployment Weekly Wage Benefit letter

I understand that being awarded a scholarship does not guarantee availability of desired activities.

I understand that scholarship credits issued are for program or activity use only and will not be available as a cash refund.

I certify that all the information provided on this form is accurate and that all of my income is reported. I understand the deliberate misrepresentation may result in denial of eligibility for OCP&R scholarships.

Signature: _____ Date: _____

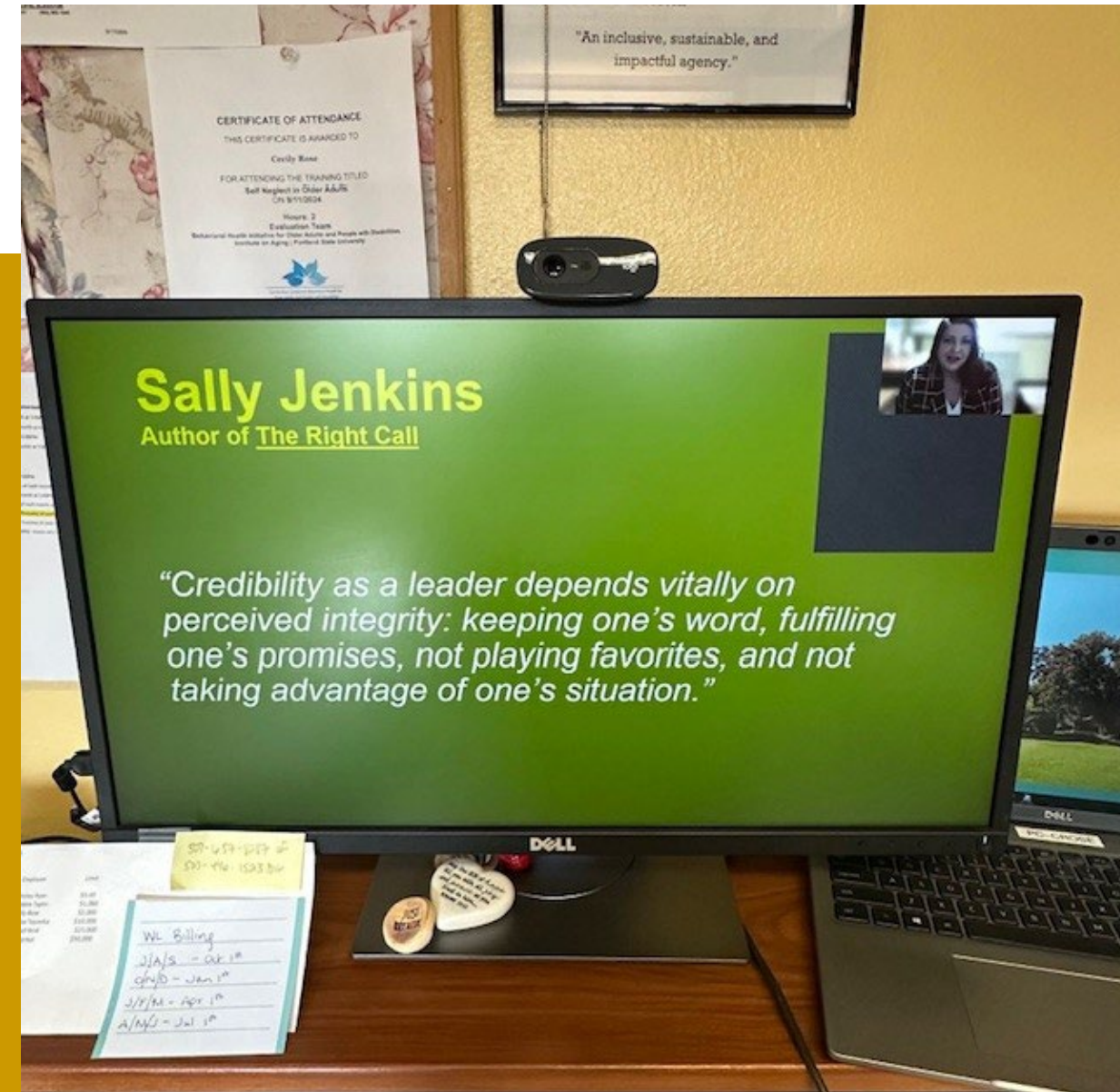
OFFICE USE ONLY	
Date Received: _____	<input type="checkbox"/> Approved _____% <input type="checkbox"/> Swim Lessons <input type="checkbox"/> Camps
Staff Initials: _____	Lesson \$ Awarded: _____ Camp \$ Awarded: _____
Date Processed: _____	<input type="checkbox"/> Not Approved
Staff Initials: _____	<input type="checkbox"/> Non-Resident <input type="checkbox"/> Over income <input type="checkbox"/> Exceeds yearly maximum

Clarity of Purpose:

- Always be authentic in my pursuit of an idea or goal.
- Visionary leadership would be necessary to mobilize many parties towards a decision.
- Good leaders are adaptable, and they connect people to mission and values.

What the Leadership Academy taught me...

Leadership



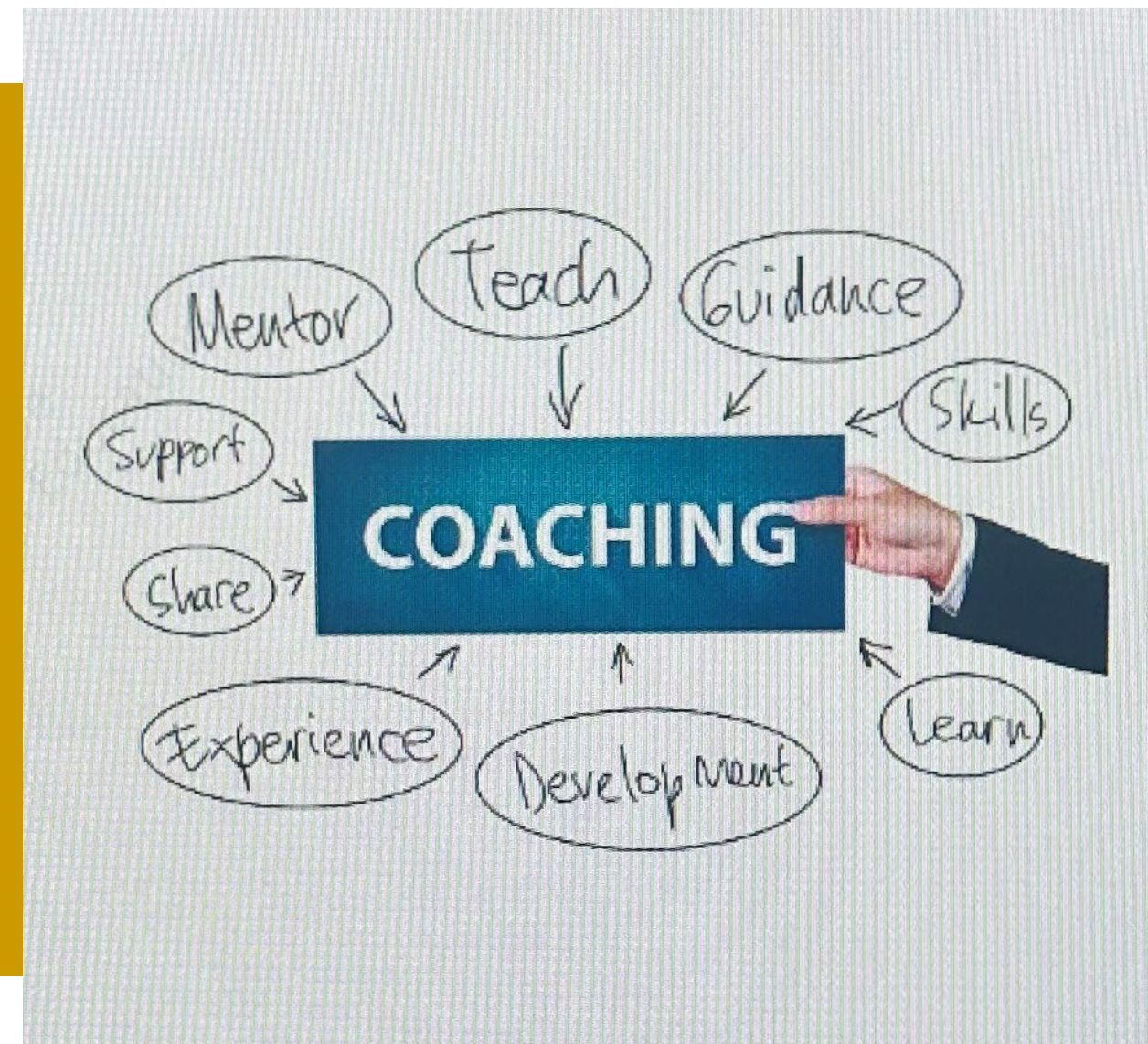
Credibility

Public Sector:

- Meaningful change takes team collaboration
- Leadership characteristics should include a shared vision of good. – Individuals need to know where they're going
- The Coaching habit – knowing your teams' strengths and building and developing their strengths

What the Leadership Academy taught me...

Collaboration

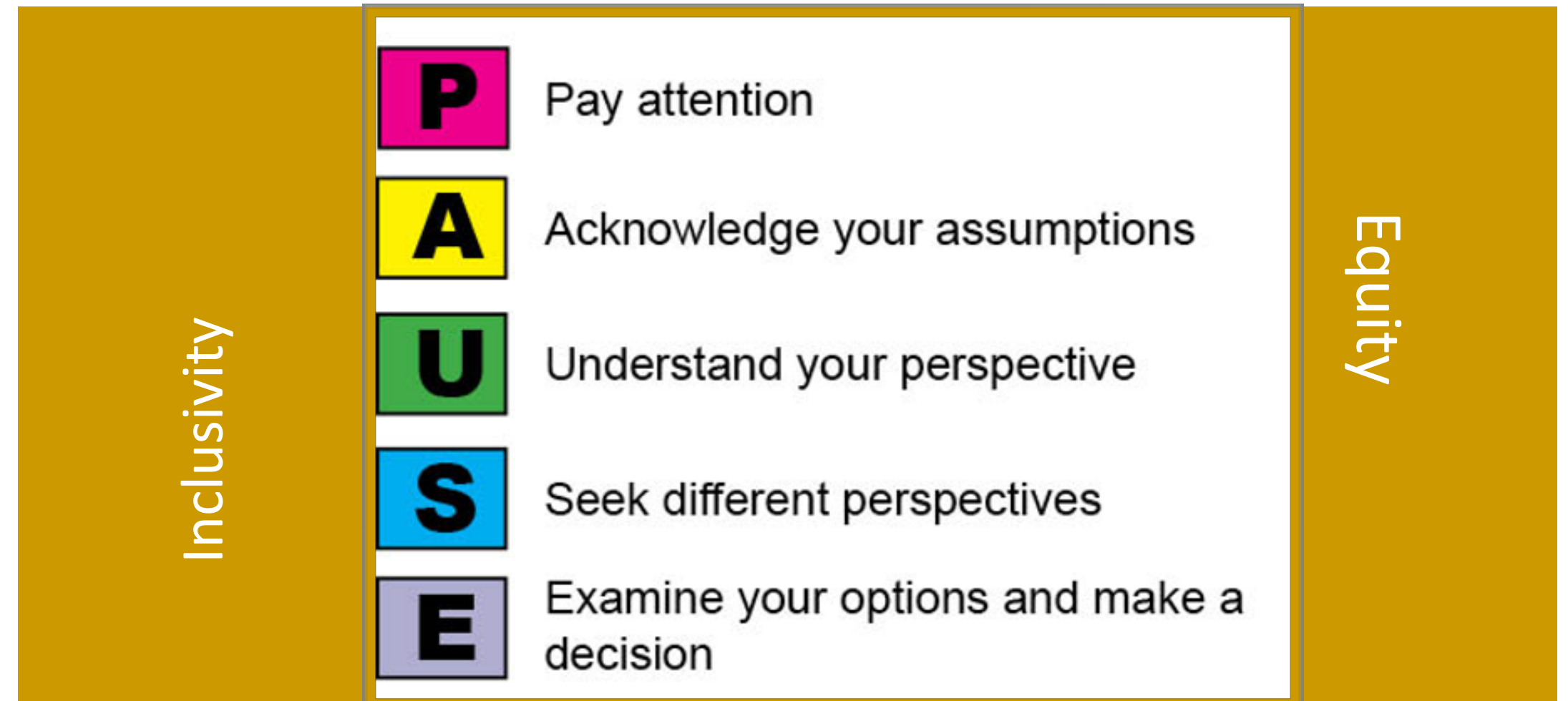


Coaching

Diversity Equity, and Inclusion:

- Unconscious Bias – and how it shows up at work.
- Looking for unintentional and unfair assumptions, preferential treatment, and exclusionary decisions
- Disrupting everyday bias with the “PAUSE” method. – and how this can be utilized when we look at all programs and events.

What the Leadership Academy taught me...



Emotional Intelligence:

- Self Awareness & Self Management
- An emotionally intelligent team results in improved communication, better job satisfaction and greater work performance.

What the Leadership Academy taught me...

Self Awareness

BENEFITS OF EMOTIONAL INTELLIGENCE IN THE WORKPLACE



Ability to deal with change



Sense of self-efficacy



Conflict management



Stress tolerance



Job satisfaction



Increased job performance

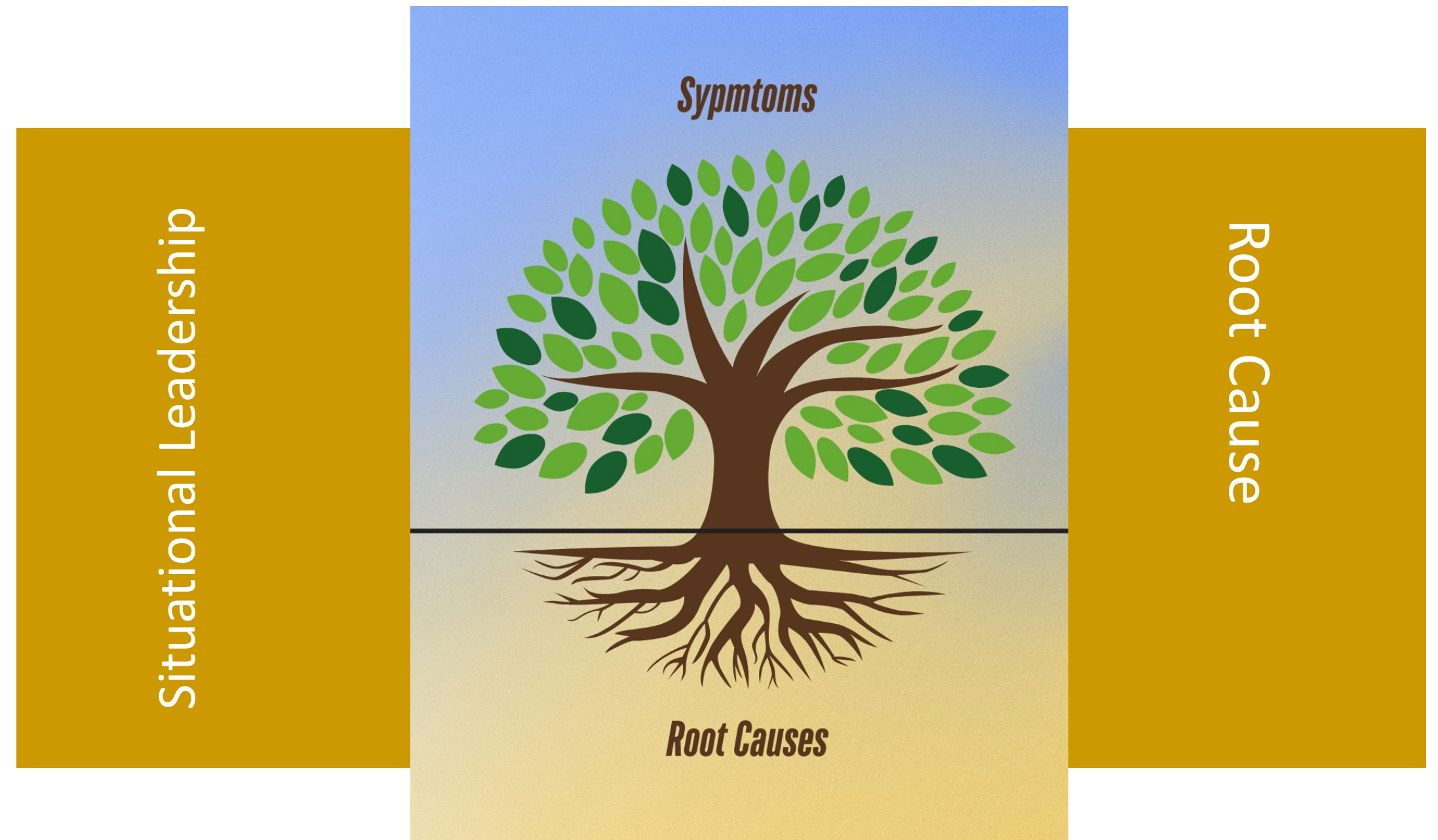
 SimplyPsychology

Self Management

Continuous Improvement:

- Continuous Improvement begins with situational leadership. – Differing situations may take different types of leadership
 - a. Transformational
 - b. Servant
 - c. Coaching
 - d. Visionary
- Treat the root cause, not the symptom

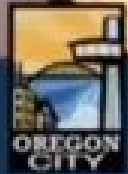
What the Leadership Academy taught me...



The Difference we will make...

“The cause is worth it... there is a significant portion of people out there that could take advantage of your program...”

-Tim Wuest, Oregon City Parks and Recreation Advisory Committee member



PRESENTATIONS

ORPA Capstone Presentation by Cecily Rose – Bridging the Gap
Parks and Recreation Advisory Committee

March 27, 2025

Parks and Recreation Advisory Committee -
March 27, 2025

Bridging the Gap, creating an inclusive scholarship program for community recreation... A (worth it) work in progress...

- Continue to present to Oregon City's Groups
- Secure Funding
- Present to Commission
- Complete Application in additional languages
- Update marketing materials and website
- Advertise new scholarship program
- Live out the mission of our Department of "Serving the Community" better.





Thank you

Questions?

