



TOWN OF MENDON
PARKS & RECREATION DEPARTMENT

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Meeting Date: 3/16/2019
Meeting Location: Mendon Town Hall, Parks Office, 20 Main St. Mendon, MA
Minutes Approved: _12/17/2019_

Members Present: Tom Belland, Dan Byer, AJ Byrne

Members Absent:

Parks Director: Dan Byer

Others: Alan DeAngelis (Rec Director), Stephanie Morrison (Assistant Rec Director)

The group discussed the plan for interviews. Each will ask certain questions.

Alan - How do you see yourself handling conflict with kids in a group you are supervising?

Steph - Why do you want to work with kids?

AJ - Talk about your past work/volunteer experiences?

Tom – Why should we hire you? What sets you apart?

9:02am - Kaitlin Rankins (Shack/Rec Program)

Alan about handling conflict with kids, Kaitlin said it depends on the issue. Alan offered an example of kids arguing over a goal in a game. Kaitlin said she would get them calmed down and remind them it is just for fun. Steph asked about why she wants to work with kids. Kaitlin says she has been around kids her whole life, loves kids, lots of experience. AJ asked about her past experience. She said she has volunteered for Vacation Bible School, worked as a teacher's assistant, telling stories, etc. Tom asked what sets her apart. Kaitlin says she has lots of experience with kids also in the culinary program at school. Dan asked her about her experience working with food. Kaitlin talked about her experience at BVT in the culinary program.

9:10am – Ellen Dixon (Snack Shack/Rec)

AJ asked about her experience. Ellen said she worked at the Lowell Field concession stand for the softball program. She also helps her mother with her cupcake business. She also has experience babysitting. AJ asked about working with money. She said she did in the concession stand. Tom asked why we should hire her. Ellen said she is a people person and good with customers. She has experience working with others and lots of sports experience. Tom asked about scheduling. She said she would need weekends off due to games. AJ asked

9:20am – Nicole Guzinski (Rec)

Tom asked about her previous experience. Nicole said she was a girl scout and has worked with younger kids. She also works for her school's dining services. Steph asked about working with kids. She said she is fun to be around and has craft experience with k-5th grade. She is entertaining and kind. Alan asked about conflict. She said she would talk to them individually and identify the problem. AJ asked why we should hire her. She said she is dedicated and likes working with kids. She used to work in a Girl Scout

camp. Dan asked about Tennis. Nicole had expressed interested in a tennis program. All discussed some ideas. Nicole said she was on the tennis team in high school

9:26am – Michael Palinkas (Guard)

Tom asked about his background and experience. Michael said he got certified last march and worked at the Blackstone Valley Boys and Girls club last summer. He wanted to work on a beach this summer rather than a pool. AJ asked why we should hire him, Michael said he has experience, he is a good worker, he enjoys guarding, has a flexible schedule. He has 2 vacations planned but not sure on the dates. Tom asked about teamwork. Michael said they would have to work together; his previous job had a lot of staff.

9:38am – Katelyn Bottoms (Shack)

Tom asked about her previous experience. Katelyn said she has sold tickets for student council events, done volunteer work, has some home cooking experience and worked on a school project to cook foreign food. AJ asked what she would bring to the job. She says she has a good personality, knows what is needed to work with food, follow rules, very dedicated, willing to do what it takes. Dan asked about teamwork. She works well when she has a good partner as long as all in the group pull their own weight. She said she handles direction well, as long as there is respect.

9:47am – Alison Prew (Rec)

Tom asked about her prior experience. She said she was involved in a program where she mentored a 5th grader, she would like to work with kids more. She is in school for occupational therapy. Steph asked about her experience with kids. She has experience with structured activities and some group experience. She would be comfortable running dance and craft activities. She loves the outdoors. Alan asked about conflict. She said you have to recognize the problem and move on or focus on something else. Alan asked if she would be comfortable handling a situation. She said the program she works with has drama and she has experience managing it. AJ asked why we should hire her. Alison said she is good with kids, fun loving and wants to help them have a good experience. Tom asked about her experience. She said

9:55am – Discussion

The commissioners along with Alan and Steph discussed the age limits of the program. There have been a few requests from 2 kids who are 15 to attend. One of them is special needs. Dan checked with Town Council and confirmed that changing the age limits of the program is not a required accommodation under the ADA. Steph said we had a lot of younger kids last year. Alan said the older kids are less likely to engage with the younger kids. Tom said it is hard to program if the age gap is too great. Dan discussed issues with staffing if staff and participants are too close in age. All agree we are not able to accept kids over 14.

Dan also discussed a request for a counselor in training program. Alan said based on last year and this year's 50% turn over we are not ready for a CIT program. We need to figure out how things will work with the regular staff first. Tom suggested a CIT program would help with getting staff from former campers.

All agree we should leave the age as 5-14 and not accept CIT's this summer as we are not ready or equipped for that. Dan will do some more research for the future.

10:27am – Abby Behrikis (Rec)

Dan asked about her previous experience. She said she has helped with kids birthday parties. Steph asked why she wants to work with kids. She said it is a fun job she likes working outside. Steph asked what activities she would be comfortable running. Abby says she is into running, softball, basketball, and all sports. Alan asked if she would be comfortable working with 10-15 kids, how would she handle conflict. She said she would separate them and talk to them to figure out what happened. Try to get

them to work out the issue on their own. AJ asked why we should hire her. Abby says she has leadership skills, also has communication skills from BVT.

10:40am – Jack Thompson (Rec/Shack)

AJ asked about his experience. Jack said he has no paid experience; he built a kennel for the Mendon Police K9 as an eagle project. He is going to be teaching CCD classes. He has no current work experience with kids. AJ asked if he sees himself managing a group of kids, Jack talked about scouts and his experience. AJ asked if he would prefer the shack or the rec program. Jack said he wants to get Serv Safe certified for future use. Likes working with food. He said he is good working with other people, patient. He has experience working with food from scouts but no customer experience.

The meeting was adjourned at 11am.