



## TUSCALOOSA COUNTY PARK & RECREATION AUTHORITY BOARD OF DIRECTORS

**Iron & Ember, Jerry Pate Facility**  
Tuesday, December 2, 2025, 4:00 pm

**BOARD MEMBERS PRESENT:** *Chair Elizabeth Winter, Gary Falls, Hunter Taylor, Dr. Craig Fairburn, Dr. Tony Johnson, and Steven Deal*

**PARA STAFF PRESENT:** *Chief Executive Officer Brian Davis, Adrian Cleckler, Amy Rainey, Christo Sullivan, Jay Logan, Jennifer LeGrone, John Gray, Steve Sturdivant, Heather Shipley, and Mike Crady*

### PROCEEDINGS

- Mrs. Winter called the meeting to order.
- November 2025 approval of minutes.  
*\*Motioned by Mr. Hunter Taylor, seconded by Mr. Gary Falls, the Board unanimously approved the November 2025 Minutes.*

### VISITORS/GUESTS – N/A

### REPORTS/DISCUSSIONS

Chief Executive Officer  
*Reported by Brian Davis*

- Iron & Ember Ribbon Cutting  
On November 19, 2025, PARA celebrated the ribbon-cutting and grand opening of Iron & Ember Golf at Ol' Colony. The facility's launch garnered strong attendance from community stakeholders, media, and public officials, and early patron feedback has been very positive. This significant addition further underscores PARA's commitment to delivering premier recreation amenities across Tuscaloosa County.
- ARPA LEAD Program  
Earlier in November, PARA staff—including Adrian Cleckler, Amber Pope, and Taylor Lopez—participated in the Alabama Recreation & Parks Association (ARPA) LEAD program, held November 5–7, 2025, at Camp Skyline in Mentone. The 2½-day leadership workshop focused on team building, the FISH! Philosophy for leaders, and enhancing operational effectiveness in parks and recreation. Their attendance reflects PARA's ongoing investment in strengthening our internal leadership and professional capacity.
- West Alabama Christmas Parade & Grand Marshals  
Preparations for the West Alabama Christmas Parade on December 8, 2025, are in full swing, and PARA is proud to announce our very own pillars—Mary Ann Phelps and Peggy Hogue—as the Grand Marshals for this year's event. Marketing and operational teams have coordinated registration, participant materials, and public announcements, resulting in strong community interest and digital engagement.

## Financial Report

Reported by Mike Crady

- October began with a reported negative balance of \$328,556.49; however, this figure was largely due to the delayed October appropriation from Tuscaloosa County, which was not received until early April and totaled just under \$265,000. After accounting for this, the true operating loss for October was approximately \$63,000, compared to a \$40,000 loss at the same time last year. Expenses were higher than normal due to more than \$66,000 in upfront costs related to the opening of Iron & Ember and roughly \$43,000 in early purchases of chemicals and fertilizers for the golf course. Operating revenues were up by approximately \$48,000, driven by Youth Basketball, Cheerleading, Soccer, and increased golf rounds at Ol' Colony, though activity center memberships declined by 4.7% (\$7,811.07) compared to last October. Iron & Ember opened using a new Square point-of-sale system, which offers improved reporting, time-keeping, and tip-tracking features, and the ribbon-cutting event went smoothly aside from minor printer network issues.

## COMMITTEE REPORTS

- Finance Committee

Dr. Craig Fairburn, Finance Committee Chair, reported that the Finance Committee met on Tuesday, November 18, 2025, to review and develop PARA's fiscal year 2026 budget. He presented the proposed budget to the Board, which includes a 3% Cost-of-Living Adjustment (COLA) and Longevity Bonuses.

*\*On a motion by Dr. Craig Fairburn, seconded by Mr. Gary Falls, the PARA Board unanimously approved the FY2026 budget as presented.*

Dr. Craig Fairburn also informed the Board that the Finance Committee discussed the possibility of changing PARA's fiscal year from the current October 1–September 30 cycle to a January 1–December 31 calendar year cycle. This recommendation is being considered because PARA often must wait on its funding partners to confirm annual allocations, which impacts the budgeting process under the current fiscal year structure.

*\*On a motion by Dr. Tony Johnson, seconded by Mr. Gary Falls, the PARA Board unanimously agreed to change its fiscal year to January 1 – December 31.*

- Athletics Committee

Dr. Craig Fairburn presented the PARA Board with additional members to add to its newly created Athletics Committee, including PARA staff members Brian Davis, Jay Logan, and Tara Newman, and community members Juan Garcia, Dr. Marlon Murray, Danielle Stephenson, Julian Cheese, Christian LeBlanc, and Mary Harmon Young. During the discussion, Board Member Steven Deal and community member Brandy Shaw were also added to the committee.

*\*On a motion by Mr. Hunter Taylor, seconded by Dr. Tony Johnson, the PARA Board unanimously approved the additional members to its Athletics Committee.*

- Facilities Committee

Mr. Hunter Taylor reported that the Facilities Committee met on Monday, December 1. He informed the Board that the Committee is continuing its discussions regarding the design of the Disc Golf Course, and a revised design is currently being drafted. He also noted that the Committee reviewed the Sokol Fiber project—initially approved by the PARA Board in February 2025—and that the City of Tuscaloosa is designing it. During the meeting, it was discussed that the plans approved earlier this year have since been revised, and the cameras designated for Mason's Place have been removed from the project scope. PARA has reached out to the Mayor to respectfully request that the cameras at Mason's Place be reinstated in the project's design.

**OLD BUSINESS – N/A**



#### **NEW BUSINESS**

- February Meeting

PARA Staff will be attending the ARPA Annual Conference from February 1 – 3, 2025; therefore, PARA requests approval to move the Foundation’s Board Meeting to Tuesday, February 10, 2025.

*\*On a motion by Dr. Tony Johnson, and seconded by Mr. Hunter Taylor, the PARA Board unanimously voted to move its February meeting to the 10th at 4:00 p.m.*

#### **EXECUTIVE SESSION – N/A**

#### **ADJOURNMENT**

*\*At 4:45 p.m., with no further business, Mrs. Elizabeth Winter adjourned the meeting.*

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Elizabeth Winter, *Board Chair*

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Brian Davis, *Chief Executive Officer*