

Foster Hughes, CPRE

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CAREER SUMMARY

Passion. Vision. Creativity. Leadership. Results-Oriented. Character. These key attributes define my approach to life and my career in parks and recreation. As a Certified Park and Recreation Executive (CPRE), I have consistently delivered measurable, quality results in the communities I have served. By facing challenges head on to find solutions, working closely with staff, advisory boards and stake holders, I thrive on providing a better quality of life for citizens through innovative events, facilities and programs.

PROFESSIONAL EXPERIENCE

CITY OF NEW BERN, NORTH CAROLINA

Director of Parks and Recreation | November, 2017 to Present

Management of multiple divisions including Administration, Cemeteries, Facilities, and Parks. Unique facilities include a Two Community Recreation Centers, Aquatic Center, Riverwalk, and five historic cemeteries. Supervision of 30 full time and 15 part time staff members. Current annual budget - \$4 million.

CITY OF CONWAY, SOUTH CAROLINA

Parks, Recreation & Tourism Director | February, 2010 to Present

Management of multiple divisions including Parks, Recreation & Beautification. Unique facilities include a 50 acre Sports Complex, Tennis Complex (*membership*), Marina & Store, Recreation Center (*membership*), Riverwalk, and two historic cemeteries. Supervision of 27 full time and 50 part time staff members. Current annual budget - \$3 million.

Accomplishments:

- **Capital Improvements:** Oversight of \$9.5 Million of Capital Improvements for the department in the last seven years.
- **Park upgrades:** New sports field lights on six fields; four new shelters; One mile paved walking trail; Half mile concrete walking trail. Upgraded playgrounds in five parks to current ASTM/CPSC standards. In-house construction of three multi-purpose (football/soccer) fields, one 200' baseball field, installation of irrigation systems. New restrooms in two parks.
- **New Parks/Facilities:** Conway Recreation Center (60,000 sq. ft. - 2011); Kingston Park (*half acre passive park* - 2013); Conway Dog Park (*Two acre special use park* - 2015); Marina Pointe Park (*Three acre passive park* - 2016); Sherwood Forest Park (*Five acre addition to neighborhood park featuring a walking trail, disc golf, shelter and fitness course* - 2016); and Waccamaw River Park (*236 acre passive park opening June, 2017*).
- **Technology upgrades:** Computer upgrades for staff; Recreation management software to allow for online registration, rentals and better record keeping; Email group messaging; Social media presence; Group text and Calling systems; Upgraded City and PRT website; Software upgrades to public access channel.
- **Program improvements:** Implementation of wellness programs for all age groups; Upgrading youth sports equipment to national standards; Increased youth athletic program participation by 143% by offering more programs and expanding age groups; Increased adult athletic program participation by 112% by offering more year round athletic programs for adults; Increased summer day camp participation in the last 7 years by 150%.
- **New Special Events:** Conway Fall Festival (20,000 attendance), Summerfest (8,000 attendance), Rivertown Holiday Market, Summer Concert Series, Movies in the Park, Celebration of Lights driving tour (*2016 attendance – 10,440 cars*), Parks and Recreation Month

- Thirty One days of activities; and a host of other successful events and activities.
- Planning: Needs Assessment (2011, 2017); Recreation Center Business Plan (2011, revised 2016); Marketing plan (2013); Park Master Plans, and Strategic Plan (2015); and department wide Comprehensive Master Plan (2017).
- Department Awards: 2012 South Carolina Recreation & Park Association Agency of the Year; 2012 Parks Excellence Award for the Conway Recreation Center; Horry Independent Reader's Choice Award for Best Fitness Facility 2011, 2012, 2013, 2014, 2015 and 2017; Keep Horry County Beautiful Outstanding Community Award 2016.
- Key Partnerships: American Red Cross; American Rivers; Area churches; Boy Scouts; Chamber of Commerce; Coastal Carolina University; Conway Downtown Alive; Cooperative Extension; Council on Aging; Garden clubs; Girl Scouts; Horry County Schools; Horry County; Horry-Georgetown Technical College; Kiwanis Club; Nature Conservancy; Theatre of the Republic; Waccamaw River Keeper; Waccamaw Wildlife Refuge.

TOWN OF HARRISBURG, NORTH CAROLINA

Parks & Recreation Director | January, 2009 to January, 2010

I was hired as the first Parks & Recreation Director for a growing community located outside of Charlotte, NC. This position enabled me to build a department from the ground up – including creating the first budget, staffing, securing office space, building an athletics program and special events. Direct supervision of six full time staff members and key volunteers. Annual Budget - \$800,000.

Accomplishments:

- Park/Facility Additions: Renovation of historic log cabin; Install outfield drainage system on softball field; Administrative Office for Parks and Recreation staff;
- Planning: Transitioned the local youth athletic program consisting of 2,700 participants from a volunteer youth athletic association to the parks and recreation department; Implemented the Comprehensive Master Plan process for the department; Developed administrative, athletic, and grounds maintenance policy manuals.
- Special Events: Harrisburg July 4th Celebration (*budget of \$100,000 & 60,000 in attendance*); *Halloween Carnival; Tree Lighting Ceremony; Twilight Egg Hunt.*
- Key Partnerships: Cabarrus County Schools, Harrisburg Youth Association, Triad Live Steamers.

CITY OF ASHEBORO, NORTH CAROLINA

Parks & Recreation Director | August, 2005 to December, 2008

Assistant Parks & Recreation Director | July, 1998 to July, 2005

Director of Special Programs | May, 1993 to June, 1998

During my employment with Asheboro, I was promoted from entry level through the ranks to Director. Unique facilities include an indoor/outdoor Skate Park, Farmer's Market, Golf Course (*Donald Ross design*), Historic downtown Theatre, a 300 acre lake, a 600 acre lake, and two outdoor swimming pools. Direct supervision of ten full time and 60 part time staff members. Annual Budget - \$1 million.

Accomplishments:

- New Parks/Facilities: Downtown Farmers market (2006); Indoor/Outdoor Skate Park – 10,000 square feet, (2005); Sunset Theatre – renovated old downtown theater (2006); Two new playgrounds; New administrative office – property grant from National Park Service (2008).
- Grants: \$75,000 Timken grant for new marquee at Sunset Theatre; \$100,000 PARTF grant for Skate Park; \$500,000 PARTF grant for development of Zoo City Park.
- New Special Events: First Friday Beach Music Concert Series; Christmas on Sunset, Sunset Street Festival; Friday Night Bluegrass; Halloween Carnival; Great American Splash.
- Planning: Sunset Theatre Master Plan; Greenway Master Plan; Zoo City Park Master Plan;

Comprehensive Master Plan.

- Coordinator of Randolph Senior Games program.
- Event Manager for Randolph County Special Olympics program.
- Key partnerships: Randolph County Schools, YMCA, Randolph Arts Guild, Randolph County Special Olympics, Rotary Club, Kiwanis Club, Chamber of Commerce, Randolph County Senior Adults Association, American Red Cross, Randolph County Health Department and Regional Consolidated Services.

CITY OF NEWTON, NORTH CAROLINA

Program Supervisor | September 1989 – May 1992

Responsible for coordination of various youth & adult athletic leagues, aquatics, special events, media relations and part-time staff training.

EDUCATION

- **North Carolina State University**
Master of Parks, Recreation, Tourism & Sport Management – May, 2016
- **University of North Carolina at Greensboro**
Bachelor of Science – Recreation & Leisure Studies – December, 1988

CERTIFICATIONS & SPECIALITY SCHOOLS

- **Certified Park and Recreation Executive**
2013 - Present; National Recreation & Park Association
- **Certified Park and Recreation Professional**
1999 - 2013; National Recreation & Park Association
- **Certified Pool Operator**
1992 - Present; National Swimming Pool Foundation
- **CAPRA Visitor**
Certified 2008 – Present; National Recreation & Park Association
- **NRPA Director's School**
Graduate - 2009; NCSU & NRPA at Oglebay in Wheeling, WV.
- **Revenue Development & Management School**
Graduate - 2007; NCSU & NRPA at Oglebay in Wheeling, WV.
- **Supervisor's Management School**
Graduate - 1996; NCSU & NRPA at Oglebay in Wheeling, WV
- **Edith Upchurch Forum on Innovative Programing**
1990; NRPA at Rock Eagle, Georgia

PROFESSIONAL MEMBERSHIPS

- National Recreation & Park Association (2005 – present)
- North Carolina Recreation & Park Association (1990 – present)
- Southeast Festivals & Events Association (2015 – present)
- Kiwanis Club (2010 – 2017); Kiwanian of the Year (2014); Club President (2016)
- Rotary (2005 – 2008); Paul Harris Fellow (2007)

REFERENCES

- Bill Graham
Retired City Administrator (effective June 30, 2017), City of Conway
Email: Bgra1950@hotmail.com
843-222-8601
- Allison Williams
Finance Director, City of Conway
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843-488-7632
- Allen Oliver
Retired Assistant City Manager, High Point, NC
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- Michael Hardee
Retired Finance Director, City of Conway
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- Jimmy Cagle
Facilities Maintenance Superintendent, City of Conway
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