F I N A L  C O N F E R E N C E  P R O G R A M

January 23-25 | Hyatt Regency Chicago
151 E. Wacker Drive, Chicago, Illinois

2020

I A P D / I P R A

SOARING to
NEW HEIGHTS

C O N F E R E N C E

ILparksconference.com
Thank you to our conference sponsors!

### Diamond Sponsors

<table>
<thead>
<tr>
<th>Sponsor Name</th>
<th>Logo</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cunningham Recreation</td>
<td>[Logo]</td>
</tr>
<tr>
<td>FLOODS</td>
<td>[Logo]</td>
</tr>
<tr>
<td>Gewalt Hamilton Associates, Inc.</td>
<td>[Logo]</td>
</tr>
</tbody>
</table>

### Titanium Sponsors

<table>
<thead>
<tr>
<th>Sponsor Name</th>
<th>Logo</th>
</tr>
</thead>
<tbody>
<tr>
<td>Greenfields Outdoor Fitness</td>
<td>[Logo]</td>
</tr>
<tr>
<td>Nicor Gas</td>
<td>[Logo]</td>
</tr>
<tr>
<td>WT Group</td>
<td>[Logo]</td>
</tr>
</tbody>
</table>

### Platinum Sponsors

<table>
<thead>
<tr>
<th>Sponsor Name</th>
<th>Logo</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ancel Glink</td>
<td>[Logo]</td>
</tr>
<tr>
<td>DLA Architects</td>
<td>[Logo]</td>
</tr>
<tr>
<td>Upland Design</td>
<td>[Logo]</td>
</tr>
<tr>
<td>Central Parks</td>
<td>[Logo]</td>
</tr>
</tbody>
</table>

### Gold Sponsors

<table>
<thead>
<tr>
<th>Sponsor Name</th>
<th>Logo</th>
</tr>
</thead>
<tbody>
<tr>
<td>Burke</td>
<td>[Logo]</td>
</tr>
<tr>
<td>Robbins Schwartz</td>
<td>[Logo]</td>
</tr>
</tbody>
</table>

### Silver Sponsors

<table>
<thead>
<tr>
<th>Sponsor Name</th>
<th>Logo</th>
</tr>
</thead>
<tbody>
<tr>
<td>Farnsworth Group</td>
<td>[Logo]</td>
</tr>
<tr>
<td>MOTI Sports</td>
<td>[Logo]</td>
</tr>
<tr>
<td>The Pizzo Group</td>
<td>[Logo]</td>
</tr>
</tbody>
</table>
# FIND IT FAST

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>2021 Call for Proposals/Session Suggestion</td>
<td>C 94</td>
</tr>
<tr>
<td>Agency Showcase 2019</td>
<td>C 12</td>
</tr>
<tr>
<td>Chairmen’s Message</td>
<td>C 8</td>
</tr>
<tr>
<td>Conference Program Special Areas of Interest</td>
<td>C 14</td>
</tr>
<tr>
<td>Conference Schedule At-A-Glance</td>
<td>C 11</td>
</tr>
<tr>
<td>Conference Tracks and Numbering System</td>
<td>C 15</td>
</tr>
<tr>
<td>Continuing Education Units</td>
<td>C 15</td>
</tr>
<tr>
<td>Continuing Legal Education</td>
<td>C 16</td>
</tr>
<tr>
<td>Event Locations</td>
<td>C 16</td>
</tr>
<tr>
<td>Exhibit Hall Floor Plan</td>
<td>C 95</td>
</tr>
<tr>
<td>Exhibit Hall Information</td>
<td>C 16</td>
</tr>
<tr>
<td>Exhibitor List</td>
<td>C 92 - 94</td>
</tr>
<tr>
<td>General Information</td>
<td>C 12 - 21</td>
</tr>
<tr>
<td>Hyatt Regency Chicago Floor Plans</td>
<td>C 4 - 5</td>
</tr>
<tr>
<td>IAPD Staff, Officers, and Trustees</td>
<td>C 9</td>
</tr>
<tr>
<td>IPRA Staff and Board of Directors</td>
<td>C 9</td>
</tr>
<tr>
<td>Joint Conference Committees</td>
<td>C 10</td>
</tr>
<tr>
<td>Letter from the Governor</td>
<td>C 6</td>
</tr>
<tr>
<td>Letter from the Mayor</td>
<td>C 7</td>
</tr>
<tr>
<td>Meeting Safety and Responsibility Policy</td>
<td>C 18</td>
</tr>
<tr>
<td>Mobile App</td>
<td>C 18</td>
</tr>
<tr>
<td>Session Schedule At-A-Glance</td>
<td>C 40 - 43</td>
</tr>
<tr>
<td>Student Events</td>
<td>C 21</td>
</tr>
</tbody>
</table>

## THURSDAY, JANUARY 23

<table>
<thead>
<tr>
<th>Event</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Career Development Symposium</td>
<td>C 35</td>
</tr>
<tr>
<td>Pre-Conference Workshops</td>
<td>C 31 - 38</td>
</tr>
<tr>
<td>Professional Connection</td>
<td>C 21</td>
</tr>
<tr>
<td>Thursday At-A-Glance</td>
<td>C 31</td>
</tr>
<tr>
<td>Welcome Social with Hello Weekend</td>
<td>C 39</td>
</tr>
</tbody>
</table>

## FRIDAY, JANUARY 24

<table>
<thead>
<tr>
<th>Event</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>All-Conference Awards Luncheon/Preferred Agency Seating</td>
<td>C 13</td>
</tr>
<tr>
<td>Conference Sessions</td>
<td>C 44 - 68</td>
</tr>
<tr>
<td>Friday At-A-Glance</td>
<td>C 44</td>
</tr>
<tr>
<td>IPRA Annual Business Meeting</td>
<td>C 13</td>
</tr>
</tbody>
</table>

## SATURDAY, JANUARY 25

<table>
<thead>
<tr>
<th>Event</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Closing Social at Dave &amp; Buster’s</td>
<td>C 90</td>
</tr>
<tr>
<td>Conference Sessions</td>
<td>C 69 - C 88</td>
</tr>
<tr>
<td>IAPD Annual Business Meeting</td>
<td>C 13</td>
</tr>
<tr>
<td>Keynote General Session with Jarrett Payton</td>
<td>C 89</td>
</tr>
<tr>
<td>Saturday At-A-Glance</td>
<td>C 69</td>
</tr>
</tbody>
</table>
HYATT REGENCY CHICAGO

WELCOME TO HYATT REGENCY CHICAGO. Meeting rooms, ballrooms, restaurants and guest amenities are listed in alphabetical order and color coded by floor. For help, dial Guest Services at Extension 44460.

EAST TOWER

WEST TOWER

SKYWAY MEETING ROOMS

FOUNDERS SUITES

THE GALLERY COLLECTION

FITNESS CENTER

COLUMBUS HALL

GIFT SHOP

SOLDIER FIELD (Landmark Suites)

STETSON CONFERENCE CENTER

RIVERSIDE CENTER

ACAPULCO (International and City Suites)

ADDAMS (Founders Suites)

AMERICAN CRAFT KITCHEN & BAR

ATLANTA (International and City Suites)

BELL DESK

BIG BAR

BURNHAM (Founders Suites)

BUSINESS CENTER, PACKAGE ROOM

COLUMBIA (Landmark Suites)

COLUMBUS HALL (Rooms A-L)

COMSKEY (Landmark Suites)

CONCIERGE

CRYSTAL BALLROOM

DUSABLE (Founders Suites)

EAST TOWER MAIN ENTRANCE

EAST TOWER VALET

EAST TOWER, Lobby Level

FIELD (Founders Suites)

FITNESS CENTER

FRONT DESK

THE GALLERY COLLECTION

GIFT SHOP

GRAND BALLROOM

GRAND SUITES

HAYMARKET (Landmark Suites)

HERTZ

HONG KONG (International and City Suites)

HORNER (Founders Suites)

THE LIVING ROOM

MICHIGAN (Lake Shore Meeting Rooms)

MONROE (Lake Shore Meeting Rooms)

NEW ORLEANS (International and City Suites)

OGDEN (Founders Suites)

PLAZA BALLROOM

RANDOLPH (Lake Shore Meeting Rooms)

REGENCY BALLROOM

RIVERSIDE CENTER

RIVERSIDE EXHIBIT LEVEL

RIVERSIDE MEETING ROOMS

SANDBURG (Founders Suites)

SKYWAY MEETING ROOMS

STETSON MODERN STEAK + SUSHI

TAMPA (Lake Shore Meeting Rooms)

TITAN (Lake Shore Meeting Rooms)

TORONTO (International and City Suites)

TODAY'S SPECIAL (Lake Shore Meeting Rooms)

WATER TOWER (Landmark Suites)

WEST TOWER VALET

WRIGHT (Founders Suites)

WRIGLEY (Landmark Suites)

ELEVATORS

ESCALATORS AND STAIRS

RESTROOMS

MOTHER'S ROOM

ESCALATORS, ELEVATORS AND RESTROOMS are indicated on each floor. Elevators are conveniently located throughout the hotel for guests with disabilities or where no escalator is present.

CROSSING BETWEEN TOWERS: Cross between towers via the Skybridge or the Concourse. You may also cross from the lobby level via the crosswalk on Stetson Drive.
Greetings!

I am pleased to welcome everyone to the Soaring to New Heights Conference, hosted by the Illinois Association of Park Districts (IAPD) and the Illinois Park and Recreation Association (IPRA).

Today’s attendees play a large role in ensuring that residents across the state can enjoy their local parks and recreation centers. Through your promotion of the outdoors and educational programs, Illinoisans are able to live healthier and more enjoyable lives.

As you reflect on your achievements from this past year, I hope you all can make new connections and plan for a future that builds on your accomplishments. I am certain that this conference will go a long way towards ensuring Illinoisans continue to use their green spaces and recreational centers for years to come.

On behalf of the people of Illinois, I offer my best wishes for a memorable and productive conference.

Sincerely,

JB PRITZKER
Governor, State of Illinois
Dear Friends:

On behalf of the City of Chicago, I am honored to welcome all those gathered for the 2020 Soaring to New Heights Conference hosted by the Illinois Association of Park Districts and the Illinois Park and Recreation Association.

Since its founding in 1928, the Illinois Association of Park Districts (IAPD) has served park districts, forest preserves, conservation, municipal parks and recreations, and special recreation agencies through service, research, and education. Hosted alongside the Illinois Park and Recreation Association (IPRA), this conference brings together more than 4,000 professionals and elected officials to network, inspire, and learn. With more than 200 educational sessions and workshops, more than 300 exhibits, and networking events, attendees will gain the tools and resources needed to continue recreation and conservation efforts in state parks. I commend the IAPD and IPRA for their ongoing efforts to protect and promote state parks and recreation in Illinois.

I hope that during your stay in Chicago you take the time to see all the City has to offer. Explore our downtown and lakefront areas, tour the vibrant neighborhoods across our city, sample our diverse cuisine, visit our distinguished universities, and our world-class museums during your stay.

I hope your event is memorable and enjoyable. Best wishes for continued success.

Sincerely,

Lori E. Lightfoot
Mayor

January 23, 2020
Dear Friends,

American author Alan Cohen said, “Do not wait until the conditions are perfect to begin. Beginning makes the conditions perfect.” It is 2020, the start of a new decade, and it is our privilege to begin this era by welcoming you to the largest state park and recreation conference in the nation – the IAPD/IPRA Soaring to New Heights Conference at the beautiful Hyatt Regency Chicago.

It is an honor to be a part of something that brings together those in the Illinois park and recreation community who are inspired to begin the new year by making professional development a priority. The Joint Conference Committee and its subcommittees have dedicated countless hours to bring you the best possible conference experience, including a first-class curriculum consisting of 20 pre-conference workshops and more than 170 concurrent sessions. Whether you’re a newly elected official, an employee of a small agency or municipality, a student or early career professional or a seasoned pro, the 2020 program has something for everyone.

The Soaring to New Heights Conference also provides an excellent opportunity for elected officials and attendees to meet with a wide range of vendors. Our expansive Exhibit Hall provides attendees the unique ability to familiarize themselves with the latest products, equipment, services, and technology in a hands-on environment.

Since some of the best ideas come from meeting with colleagues, the conference offers a variety of ways to connect including Thursday’s Opening Social with the high-energy band Hello Weekend, Friday’s motivational Awards Luncheon and Saturday’s fun-filled Closing Social at Dave & Busters.

Hosting a conference of this magnitude requires a year’s worth of planning and effort put forth by an extremely dedicated and talented group of volunteers. From the conference moderators who offer onsite assistance to the hard-working committee members who provide year-round support, we are grateful for all of you.

Finally, we want to thank you for making this conference great by bringing your eagerness and enthusiasm for continued personal and professional growth. We look forward to the next several days as you experience everything that conference has to offer, and as you begin this new decade by Soaring to New Heights!

KEVIN DOLAN  
Commissioner  
Mundelein Park & Recreation District  
IAPD Chairman of the Board

JEFF FOUGEROUSSE  
Executive Director  
Vernon Hills Park District  
IPRA Chairman of the Board
ILLINOIS ASSOCIATION OF PARK DISTRICTS

211 E. Monroe St., Springfield, IL 62701
Phone: 217-523-4554
Fax: 217-523-4273
www.ILParks.org

STAFF
Peter M. Murphy, J.D., CAE, President/Chief Executive Officer
Jason Anselment, J.D., General Counsel
Kari Catton, Executive Secretary
Bobbie Jo Hill, Director of Public Relations & Membership Engagement
Alan Howard, Director of Finance & Human Resources
Liz Mitchell, Director of Publications
Shannon Sartain, Legal/Legislative Secretary
Sue Triphahn, CMP, Director of Education & Conferences
Wayne Utterback, Director of Communications & Digital Content
Casey Wichmann, Director of Marketing & Development

OFFICERS
Kevin Dolan, Chairman, Mundelein Park & Recreation District
John Hoscheit, Immediate Chairman, Forest Preserve District of Kane County
Adriane Johnson, Chairman-Elect, Buffalo Grove Park District
Lester Long, Vice-Chairman, Dolton Park District
Lori Palmer, Vice-Chairman, Bartlett Park District
Mike Vogl, Vice-Chairman, Bloomingdale Park District
Grant Hammer, Treasurer, Springfield Park District
Jesse Ortega, Sergeant-At-Arms, Mundelein Park & Recreation District

TRUSTEES
William “Bill” Casey, Glenview Park District
Eric Entler, Park District of Forest Park
Ron Evans, Hoffman Estates Park District
Gary Gillis, Pekin Park District
John Hemingway, Macomb Park District
Greg Lapin, Deerfield Park District
Mary Kay Ludemann, Plainfield Park District
Mike Reid, Skokie Park District
Jeffrey Rigoni, Lockport Township Park District
Ted Schulz, New Lenox Community Park District
Tyler Smith, Rockford Park District

ILLINOIS PARK AND RECREATION ASSOCIATION

536 East Avenue, LaGrange, IL 60525
Phone: 708-588-2280
Fax: 708-354-0535
www.ILParks.org

STAFF
Debbie Trueblood, CAE Executive Director
Barry Franks, Financial Services Director
Jean Kane, Marketing/Executive Assistant
Leesa Kuo Johnson, CMP, Conference and Meetings Director
Kim Laper, CPRP, Education and Events Manager
Lynn Rotunno, Membership and Website Manager
Duane Smith, CPRP, Education Director
Heather Weishaar, Outreach Director

BOARD OF DIRECTORS
Jeff Fougerousse, CPRP, Chair, Vernon Hills Park District
Matt Corso, CPRP, CTRS, Immediate Past Chair, SEASPAR
Erin Folk, CPRP, Chair-Elect, Oregon Park District
Conor Cahill, CPRP, Secretary/Membership Council Rep, Rolling Meadows Park District

AT LARGE:
Trisha Breitlow, CPRP, CTRS, Maine-Niles Association of Special Recreation

CENTRAL REGION:
Doug Damery, CPRP, Normal Parks & Recreation Department

CHICAGO METRO REGION:
Margaret Resnick, CPRP, Mundelein Park & Recreation District

NORTHWEST REGION:
Andrew Thurman, CPRP, Geneseo Park District

SOUTHERN REGION:
Andrew Dallner, CPRP, O’Fallon Parks and Recreation
JOINT CONFERENCE COMMITTEES

2020 JOINT CONFERENCE COMMITTEE CHAIRS
Mike Vogl, IAPD Conference Chair, Bloomingdale Park District
Kevin Romejko, IPRA Conference Chair, Bartlett Park District

JOINT CONFERENCE COMMITTEE
Carlo Capalbo, IPRA Events Chair, Plainfield Park District
John Curran, IPRA Exhibits Co-Chair, Advisor
Andrew Dalliner, IPRA Program Chair, O’Fallon Parks and Recreation
Adriane Johnson, IAPD Events Co-Chair, Buffalo Grove Park District
Jerri-Lynn Kleina, IAPD Operations Chair, Alsip Park District
Leesa Kuo Johnson, IPRA, Conference and Meetings Director
Peter Murphy, IAPD, President and Chief Executive Officer
Lori Palmer, IAPD Program Chair, Bartlett Park District
Tim Reinbold, IAPD Operations Chair, Warrenville Park District
Jeff Rigoni, IAPD Exhibits Co-Chair, Lockport Township Park District
Bob Schmidt, IAPD Exhibits Chair, Schaumburg Park District
Ted Schulz, IAPD Operations Co-Chair, New Lenox Community Park District
Sue Triphahn, IAPD, Director of Education & Conferences
Debbie Trueblood, IPRA, Executive Director
Lacy Valasquez, IPRA Operations Co-Chair, Vernon Hills Park District
John Wilson, IPRA Exhibits Chair, Advisor

IAPD AND IPRA PROGRAM COMMITTEES
Jonelle Bailey, Salvation Army
Laura Cavazos, Lisle Park District
Mary Ann Chambers, Northbrook Park District
Erin Chapa, Addison Park District
John Chase, Bolingbrook Park District
Liz Cox, Wilmette Park District
Andrew Dalliner, O’Fallon Parks & Recreation
Caitlin Deftula, Gurnee Park District
Sharon DiMaria, Schaumburg Park District
Mat Emken, DeKalb Park District
Theresa Esposito, Carol Stream Park District
Ron Evans, Hoffman Estates Park District
Gary Gillis, Pekin Park District
Nicole “Nikki” Ginger, Chicago Park District
Lonette Hall, Maywood Park District
Kim Hansen, Batavia Park District
Carol Heafey, Wilmette Park District
John Hemingway, Macomb Park District
John Hoscheit, Forest Preserve District of Kane County
Adriane Johnson, Buffalo Grove Park District
Robert Johnson, Sr., Peoria Park District
Cleo Jones, Dolton Park District
Kolbe Kasper, West Chicago Park District
Dr. Donna King, Foss Park District
Jennifer Knitter, Woodridge Park District
Bob Knudson, Mundelein Park & Recreation District
Dawn Krawiec, SEASPAR
Leesa Kuo Johnson, IPRA
Lester Long, Dolton Park District
Mary Kay Ludemann, Plainfield Park District
Jerry Marshall, Bloomingdale Park District
Ken McEwen, Bolingbrook Park District
Mike McNicholas, CSU/New Star
Bernie O’Boyle, Tinley Park-Park District
Peter Murphy, IAPD
Lori Palmer, Bartlett Park District
Gina Petkus, Lily Cache SRA
Jeff Rigoni, Lockport Township Park District
Marlon Rodas, Wilmette Park District
Karyn Roth, Norridge Park District
Bob Schmidt, Schaumburg Park District
Ted Schulz, New Lenox Community Park District
John Short, Buffalo Grove Park District
Rob Sperl, Wheaton Park District
Erika Strojinc, Buffalo Grove Park District
Sue Triphahn, IAPD
Debbie Trueblood, IPRA
Mike Vogl, Bloomingdale Park District

JOINT EXHIBITS COMMITTEE
Dean Bissias, Park District of LaGrange
Sandy Chevalier, Tinley Park-Park District
Jenny Bechtold, Park District of LaGrange
Lynne Cotshott, Hoffman Estates Park District
John Curran, Advisor
Leigh Ferstein, Elk Grove Park District
Chris Finn, Park District of LaGrange
Tom Hartwig, Oak Lawn Park District
Jackie Iovinelli, Park District of Forest Park
Don Jessen, Addison Park & Recreation Foundation
Greg Kolinek, Advisor
Leesa Kuo Johnson, IPRA
Brittany Meschewski, Hoffman Estates Park District
Kevin Miller, Park District of LaGrange
Jeff Rigoni, Lockport Township Park District
Bob Schmidt, Schaumburg Park District
Jeanine Shotas, Oak Lawn Parks Foundation
Sue Triphahn, IAPD
Sue Vastalo, Bolingbrook Park District
Kim Wascher, South Elgin Parks & Recreation Department
Mark White, Park District of Franklin Park
# Conference Schedule At-a-Glance

## Thursday, January 23
- **7:30 am – 5:00 pm**: Conference Registration Open
- **8:15 am – 9:00 am**: Career Development Symposium Registration/Check In
- **9:00 am – 12:00 pm**: Career Development Symposium (0.3 CEUs)*
- **9:00 am – 12:00 pm**: Pre-Conference Workshops (0.3 CEUs)*
- **12:00 pm – 5:00 pm**: Exhibit Hall Grand Opening
- **1:30 pm – 4:30 pm**: Pre-Conference Workshops (0.3 CEUs)*
- **5:15 pm – 7:15pm**: IPRA A&F Section Meeting and Social
- **5:15 pm – 7:15pm**: IPRA C&M Section Meeting and Social
- **5:15 pm – 7:15pm**: IPRA REC Section Awards and Social
- **5:15 pm – 7:15 pm**: IPRA TR Section Meeting
- **6:00 pm – 7:00 pm**: Professional Connection
- **9:00 pm – 11:30 pm**: Welcome Social with Hello Weekend

## Friday, January 24
- **7:00 am – 5:00 pm**: Conference Registration Open
- **8:15 am – 9:30 am**: Conference Sessions (0.1 CEUs)
- **8:30 am – 4:00 pm**: Agency Showcase
- **9:00 am – 12:00 pm**: Exhibit Hall Open
- **9:45 am – 11:00 am**: Conference Sessions (0.1 CEUs)
- **11:00 am – 12:00 pm**: Exhibit Hall Dedicated Hours
- **12:15 pm – 2:15 pm**: All Conference Awards Luncheon*
- **1:00 pm – 2:15 pm**: Conference Sessions (0.1 CEUs)
- **1:00 pm – 3:30 pm**: Exhibit Hall Open
- **2:15 pm – 3:30 pm**: Dessert in the Exhibit Hall*
- **3:30 pm – 4:45 pm**: Conference Sessions (0.1 CEUs)
- **5:00 pm – 6:30 pm**: Commissioners' Reception
- **5:00 pm – 6:30 pm**: IPRA Annual Business Meeting
- **9:30 pm – 11:00 pm**: Chairmen's Reception**

## Saturday, January 25
- **7:45 am – 12:00 pm**: Conference Registration Open
- **8:30 am – 9:45 am**: Keynote General Session with Jarrett Payton (0.1 CEUs)
- **10:15 am – 11:30 am**: Conference Sessions (0.1 CEUs)
- **12:30 pm – 1:45 pm**: Conference Sessions (0.1 CEUs)
- **2:00 pm – 3:15 pm**: Conference Sessions (0.1 CEUs)
- **3:30 pm – 4:45 pm**: Conference Sessions (0.1 CEUs)
- **3:30 pm – 5:00 pm**: IAPD Annual Business Meeting
- **7:00 pm – 10:00 pm**: Closing Social at Dave & Buster's*  

* Ticketed Event  ** By Invitation Only
ACCESSIBILITY
Meeting Rooms: All meeting rooms are accessible at the Hyatt Regency Chicago and the Swissôtel Chicago.
Parking: Parking at the Hyatt Regency Chicago and the Swissôtel Chicago are accessible for persons with disabilities. If the lower garage is used at the Hyatt Regency Chicago, elevators provide service to the hotel.
Restaurants: All restaurants are accessible at the Hyatt Regency Chicago and the Swissôtel Chicago.
Restrooms: All restrooms are accessible except the third-floor restrooms in the West Tower of the Hyatt Regency Chicago. All restrooms are accessible at the Swissôtel Chicago.
Sleeping Rooms: The Hyatt Regency Chicago and the Swissôtel Chicago have ADA rooms available. These rooms have been designed for individuals with special needs. If you are in need of an accessible room, please be sure to notify the respective hotel when making your reservation.

ADA AND SPECIAL NEEDS SERVICES
In compliance with the Americans with Disabilities Act, the IAPD/IPRA Joint Conference Committee will make all reasonable efforts to accommodate persons with disabilities. Please indicate any special needs on your registration form or contact Leesa Kuo Johnson at IPRA at leesa@ilipra.org no later than January 13, 2020. If you have special needs regarding hotel accommodations, please contact the Hyatt Regency Chicago at (312) 565-1234 or the Swissotel Chicago at (312) 565-0565. Individuals who require TTY may call (800) 526-0844 and the Illinois Relay Center will transmit the message to IAPD or IPRA.

ADMISSION
Admission to the Exhibit Hall and all conference sessions and workshops requires a name badge for the duration of the conference. Security guards will be stationed at the entrance to the Exhibit Hall where name badges will be checked. Name badges will also be checked at all conference sessions and workshops. Individuals without a name badge will be required to register at Conference Registration.

NEW FOR THIS YEAR!
10th Anniversary Celebratory Categories
Any agency registered for Overall Agency Showcase or the Individual Category division is eligible to enter into this year’s special categories: Retro Brochures and Anniversary Celebrations. These special categories will be judged by a panel of executive directors, board members, and distinguished park and recreation professionals. Participating agencies will be eligible for multiple awards including Best Overall Design, Most Unique, Best Visual, Most Creative, etc. Winners will be announced at the C&M Social on Thursday, January 23 after 5:00 pm.

Division 1: Overall Agency Showcase
Your agency submits in eight of the fourteen individual categories and creates a tabletop display that showcases how your marketing efforts represent your agency as a whole. Scores from each category as well as the display are compiled to determine the overall winners. The eight categories that you select will be eligible for recognition in the Individual Category division. First, second, and third place are awarded in the Overall Showcase division.

Division 2: Individual Category
This division allows you to select up to four categories below to enter your work for the judges to critique. There will be one outstanding submission recognized in each category.

Categories
- Brochure Series
- Integrated Photography
- Large Format Marketing
- Logo Design
- Marketing Campaign
- Paid Advertisement
- Print Communication - Informational
- Print Communication - Promotional
- Promotional Item
- Public Relations
- Social Media Campaign
- Videography - Short Form
- Videography - Long Form
- Website

For more information on the Agency Showcase competition, please visit ILparksconference.com.

Proudly brought to you by IPRA and IAPD.
**ALL-CONFERENCE AWARDS LUNCHEON**

*Grand Ballroom, East Tower, Gold Level*

Delegates who register for the “Full Package” will receive a ticket for this event. Additional tickets may be purchased through your registration or on-site. Please join us as we recognize and honor the leaders and volunteers of park districts, forest preserves, conservation, recreation, and special recreation agencies.

**ALL-CONFERENCE AWARDS LUNCHEON**

**PREFERRED AGENCY SEATING (Includes Legislator Tables!)**

*Preferred Agency Seating* is available for delegates from the same agency/organization (*and legislators*) who wish to be seated together at a table during the Friday, All-Conference Awards Luncheon. An agency that opts to participate should have done so when registering. There is a $50 nonrefundable fee (per agency, per table) to participate, which must be paid when registering for the conference. *Legislator preferred seating is reserved through this process as well.* The person who is the designated agency contact will receive an email with additional details and instructions on the preferred seating process. Agency contacts will be responsible for notifying those seated at their table(s) of the table assignment(s). After January 13, 2020, preferred agency seating requests WILL NOT be accepted, and there will be no on-site requests taken.

**NOTE:** Each table seats twelve. IAPD/IPRA reserves the right to seat multiple agencies at a table in order to accommodate all requests. Remember to register early, as preferred agency seating requests will be filled on a first-come, first-served basis. Non-reserved tables for open general seating will be noted with a balloon.

**ANNUAL MEETINGS FOR IAPD AND IPRA**

The Illinois Park and Recreation Association’s (IPRA) Annual Meeting will be held on Friday, January 24 at 5:00 pm in the *Grand Ballroom C-F, East Tower/Gold Level.*

The Illinois Association of Park Districts’ (IAPD) Annual Meeting will be held on Saturday, January 25 at 3:30 pm in the *Grand Ballroom AB, East Tower/Gold Level.*

The associations have staggered their annual meetings to accommodate elected officials and professionals who would like to attend both meetings.

**COMMISSIONERS’ RECEPTION**

*Crystal Ballroom, West Tower, Green Level*

Attention all IAPD members! Please join us for the Commissioners’ Reception on Friday, January 24 at 5:00 pm. The reception is an excellent opportunity for commissioners, directors, and corporate members to exchange ideas, network, and socialize. The IAPD board and staff will be present to answer questions and visit with IAPD members.

**CONFERENCE ETIQUETTE**

As a courtesy to speakers and other delegates, please turn the volume down on your phone or set it to vibrate during sessions and workshops.

IAPD and IPRA endorse responsible drinking policies for all delegates. Persons under the age of 21 or those who appear intoxicated will not be served at IAPD/IPRA functions. Delegates may be asked to produce valid identification for age confirmation. For more information, please refer to the Meeting Safety and Responsibility Policy on page 18.

**GENERAL INFORMATION**

**Don’t forget to**

**TAKE THIS ISSUE TO THE CONFERENCE!**
CONFERENCE EVALUATIONS
Session evaluations offer attendees the opportunity to provide valuable feedback and are helpful for us in understanding if your educational goals and objectives have been met. Help us continually improve and ensure a quality program by submitting an evaluation for each session you attend. Surveys are quick and easy and are available electronically in the mobile app.

Additionally, following the conference attendees will receive an email with a link to the overall event survey where they can provide additional feedback on their conference experience. This information is important to us and will help shape the direction of future conferences.

CONFERENCE HEADQUARTERS

Grand Ballroom Foyer, East Tower, Gold Level
Conference Headquarters is the general information center for all conference activities. All session/workshop moderators and hosts must check in here prior to their scheduled session/workshop. Staff and volunteers will be available throughout the entire conference to answer your questions. The phone number for Conference Headquarters is (312) 239-4805 or dial extension 4805 from any house phone.

Conference Headquarters Hours
Thursday, January 23 7:30 am – 5:00 pm
Friday, January 24 7:00 am – 5:00 pm
Saturday, January 25 8:15 am – 5:00 pm

CONFERENCE PROGRAM SPECIAL AREAS OF INTEREST

Green/Eco-Friendly
For eco-friendly ideas and programs to incorporate into your agency, be sure to attend sessions displaying the green logo next to their listing in the conference program.

Health & Wellness
Sessions with a focus on health and wellness will be easily identifiable with the health and wellness logo appearing next to the session title/listing in the conference program.

Look for the Learn, Connect, Inspire symbol in the conference Final Program. Sessions marked with this symbol represent topics or speakers that are designed to feature these concepts and have been carefully curated for this year’s IPRA Leadership/Management track.

Newly Elected Officials
Are you a newly elected commissioner? The IAPD Program Committee has put together a great line up of sessions for you to attend! Look for the thumbs up icon throughout the conference brochure for sessions that are recommended for a newly elected official to attend.

Small Agency/Small Staff
Small agencies/staff often face having to do more with less, or sometimes having to do it all. To address these attendees’ unique needs, we’ve identified a collection of sessions that are either small agency/staff focused or could be beneficial to their professional development goals.

FRIDAY, JANUARY 24

907 – Making Creative Marketing Music as a “One-Man Band”
Michigan 1C, East Tower/Bronze Level
8:15 am – 9:45 am

13 – Municipal Roundtable
Randolph 1B, East Tower/Bronze Level
9:45 am – 11:00 am

311 – Wage and Hour Update: Minimum Wage, FLSA, and More!
Gold Coast, West Tower/Bronze Level
9:45 am – 11:00 am

427 – Create Raving Fans: Practical Tips to Deliver World-Class Customer Service
Columbus IJ, East Tower/Gold Level
3:30 pm – 4:45 pm

SATURDAY, JANUARY 25

149 – Small Park District, Big Successes!
Columbus EF, East Tower/Gold Level
12:30 pm – 1:45 pm

407 – Including All Community Members: Accommodating Special Events for Special Needs Families
Acapulco, West Tower/Gold Level
12:30 pm – 1:45 pm

614 – Future-Ready: Enhancing Community Resiliency Through Parks and Recreation Planning
Roosevelt 3A, East Tower/Bronze Level
3:30 pm – 4:45 pm
GENERAL INFORMATION

CONTINUING EDUCATION UNITS (CEUs)

Attendees can earn up to 1.5 CEUs attending workshops and educational sessions from Thursday to Saturday. The daily breakdown is as follows, Thursday: up to 0.6 CEUs, Friday: up to 0.4 CEUs, and Saturday: up to 0.5 CEUs.

Concurrent sessions and the Keynote General Session scheduled for 75 minutes award 0.1 CEUs.

Pre-conference workshops and the Career Development Symposium scheduled for three hours award 0.3 CEUs.

No additional CEU fees for Friday and Saturday apply; CEUs for pre-conference workshops will be charged at $5 per workshop.

If you would like to earn CEUs, you must request them with your conference registration.

CEU coupons will be included with your registration materials only if you request CEUs with your conference registration.

Earn CEUs on the Go!

Go paper-free and easily earn and track your CEUs through the conference mobile app (mobile web excluded). To earn CEUs through the mobile app, please note the following procedures:

- Be sure you are logged in to the mobile app.
- At the end of the session/workshop, click in the Code field under CEU Check-In on the homepage.
- Type in the four-digit code (which will be provided by the moderator at the end of the session/workshop), then tap Submit to complete the check-in process.
- To view and keep track of the CEUs you have earned, click on My Credits in the Navigation Menu.

Note: You may need to manually sync the app to see your CEUs. This is done by tapping the circular arrows next to the words “Last sync:” at the bottom of the Navigation Menu.

Need a copy of your CEU transcript? No problem! Click on the share icon (Apple) or envelope icon (Android) at the top of the screen in My Credits to email a copy of your conference CEUs to yourself. The transcript will be sent to the email address you provided at registration.

Approximately four weeks after conference, attendees will also receive an email from CTE, our conference registration company, with a link to their CEU transcript. No hard copies will be distributed.

The CEU ticket system will also be available for those who prefer to obtain CEUs in the traditional way. Attendees should choose only one method of obtaining CEUs – either through the mobile app or through the ticket system. Please DO NOT do both, as doing so may result in a delay in processing your CEUs.

CEU Ticket Procedures:

1. As you enter a session/workshop, the moderator or host will stamp your CEU coupon with a validation stamp. You must keep this coupon until the end of the session/workshop. All coupons will be collected as you exit.
2. Legibly write the session/workshop number and title on your CEU coupon where indicated.
3. CEU coupons will not be stamped after the first 15 minutes and will not be collected until the conclusion of the session/workshop. You must attend the entire session/workshop to earn CEUs.
4. CEUs will not be awarded if your coupon does not have the validation stamp.
5. Please do not write over the barcode on the coupon; these are scanned to award your CEUs.
6. An email from CTE, our conference registration company, will be sent to the email address connected with your registration approximately four weeks after the conference. This email will contain a link to your CEU transcript. No hard copies will be distributed.

CONFERENCE TRACKS AND NUMBERING SYSTEM

To help attendees identify sessions and workshops relevant to their field/interests, the conference program is organized around eleven different topic tracks: Boardmanship, Diversity, Facilities, Finance/Information Technology, Governance/Legal, HR/Risk Management, Leadership/Management, Marketing/Communications, Parks/Natural Resources, Recreation and Therapeutic Recreation.

Additionally, a numbering convention is used to provide attendees another avenue for identifying sessions/workshops that may be beneficial to them. The numbering system indicates the host sponsoring the session/workshop. Attendees can use the numbering system to quickly identify any session/workshop pertaining to a specific host across the multiple tracks. The following is the numbering system legend:

10 – 99: IPRA
100 – 199: IAPD
200 – 299: Parks and Natural Resource Management Section (PNRMS)
300 – 399: Administration and Finance Section (A&F)
400 – 499: Recreation Section (REC)
500 – 599: Therapeutic Recreation Section (TR)
600 – 699: Facilities Management Section (FM)
900 – 999: Communications and Marketing Section (C&M)
1000 – 1099: Diversity Section (DIV)
CONTINUING LEGAL EDUCATION (CLE):

- The CLE credit is educational credits that attorneys elect to earn by attending educational offerings certified by the Supreme Court of Illinois.
- Sessions scheduled for 75 minutes award 1.0 CLE.
- If you would like to apply for CLE credits, you must register and pay for the credits with your conference registration.
- Four different CLE packages are offered:
  - (3) CLE credits: $45 plus registration
  - (4) CLE credits: $60 plus registration
  - (7) CLE credits: $105 plus registration
  - (8) CLE credits: $120 plus registration
- CLE coupons will be included with your registration materials only if you request and purchase CLE credits with your conference registration. If you decide that you want CLE credits after you have registered for the conference, you may add them to your registration package up until January 13, 2020. After this date, you must register and pay on-site at conference registration.
- CLE credits are NOT available through the mobile app.

CLE Procedures:
1. As you enter a session, the moderator or host will stamp your CLE coupon with a validation stamp. You must keep this coupon until the end of the session. All CLE coupons will be collected as you exit at the conclusion of the session.
2. There will be an attendance record at the entrance of each session where you must print and sign your name, Attorney Registration Number, email, and phone number. Be sure your handwriting is legible.
3. Legibly write the session number and title on your CLE coupon where indicated.
4. CLE coupons will not be stamped after the first 15 minutes and will not be collected until the conclusion of the session. You must attend the entire session to earn CLE credits.
5. When departing the session, you will hand in your stamped CLE coupon to the session moderator. You must sign out on the sign-in sheet. You will receive your CLE attendance receipt via email within 10 days. You will no longer receive your attendance receipt on-site.
6. Please note that not all sessions are eligible for CLE credits. Sessions that are eligible for CLE credits are noted in the final conference program. A minimum of 15 CLE credits will be offered at the conference; attorneys will be eligible to earn up to 8 CLE credits.

EXCEPTIONAL WORKPLACE AWARD

Agencies that submitted an application and met the criteria for the Exceptional Workplace Award (EWA) will receive their award at the IPRA annual business meeting taking place in Grand Ballroom C-F, East Tower/Gold Level on Friday, January 24 at 5:00 pm. Agencies receiving the Exceptional Workplace Award are recognized for a five-year term.

Questions regarding the Exceptional Workplace Award and the work of the Health and Wellness Committee can be directed to Kelly Carbon, Elk Grove Park District, at kcarbon@elkgroveparks.org.

EVENT LOCATIONS

Agency Showcase:
Columbus AB, East Tower, Gold Level

All-Conference Awards Luncheon:
Grand Ballroom, East Tower, Gold Level

Career Development Symposium:
Crystal Ballroom C, West Tower, Green Level

Closing Social:
Dave & Buster’s

Conference Headquarters:
Grand Ballroom Foyer, East Tower, Gold Level (across from Conference Registration)

Conference Registration:
Grand Ballroom Foyer, East Tower, Gold Level

Exhibit Hall:
Riverside Center, East Tower, Purple Level

IAPD Annual Business Meeting:
Grand Ballroom AB, East Tower, Gold Level

IPRA Annual Business Meeting:
Grand Ballroom C-F, East Tower, Gold Level

Keynote General Session:
Grand Ballroom C-F, East Tower, Gold Level

Pre Conference Workshops and Sessions:
Throughout the hotel

Professional Connection:
Regency C, West Tower, Gold Level

Silent Auction:
Grand Ballroom Foyer, East Tower, Gold Level

Unplug & Play Space:
Regency D, West Tower, Gold Level

Welcome Social:
Grand Ballroom, East Tower, Gold Level

EXHIBIT HALL INFORMATION

Riverside Center, East Tower, Purple Level (Lower Level)

The exhibit hall will be open on Thursday and Friday, with dedicated hours on Friday from 11:00 am - 12:00 Noon and 2:15 pm - 3:30 pm. Come visit more than 300 commercial manufacturers, distributors, designers, and educational booths. The exhibition will showcase the newest equipment, supplies, ideas, and services available to park, recreation, forest preserve, conservation, and therapeutic agencies. Plan to spend several hours in the Exhibit Hall viewing the displays and visiting with exhibitors.

Each registered delegate will have multiple opportunities to win great prizes. Drawings will take place throughout the day on Thursday and Friday. Entry forms will be in the registration materials that delegates pick up at Conference Registration. You must be present to win. Rules and regulations will apply. See page 91 for more information.

The IAPD/IPRA Soaring to New Heights Conference has the largest exhibition of any state park and recreation conference in the nation. Be sure to visit!
MAKE A DIFFERENCE AND IMPACT THE FUTURE: SPONSOR A STUDENT!

Students: Do you want an opportunity to attend the All-Conference Awards Luncheon at no additional cost? Register in advance to join over 1,500 park and recreation professionals! Event includes lunch, networking, and celebrating the accomplishments of those in the industry.

IAPD/IPRA Members: Do you want to donate a seat to a student at no additional cost? Register in advance to be matched with a student who will be a guest at your table during the All-Conference Awards Luncheon.

Note: Your agency must participate in the preferred agency seating program to be able to sponsor a student. This requires you and your staff to sit with your student during the awards luncheon. As this program is intended to help students build their networks, we hope you will help your students by introducing him/her around. Students will be randomly assigned with professionals/commissioners. Those who pre-registered will receive detailed instructions prior to the conference.

GO GREEN AT THE CONFERENCE AND EVERY DAY!

IPRA’s Environmental Committee would like to remind you that it is Easy to Be Green!

IAPD and IPRA, along with their partner, Hyatt Regency Chicago, are committed to minimizing the environmental impact of the conference through increased education and awareness of environmental initiatives throughout the hotel. Please support the Hyatt’s efforts and make a difference during your time at conference.

- Participate in the Linen Reuse Program.
- Turn off your lights and television every time you leave your room.
- Place any recyclable materials (paper, empty bottles/cans, aluminum, etc.) in the commingled recycling bins located throughout the hotel.

VISIT THE UNPLUG & PLAY SPACE

REGENCY D, WEST TOWER/GOLD LEVEL

THURSDAY 9:00AM - 1:00PM  FRIDAY 8:00AM - 9:00PM
MEETING SAFETY AND RESPONSIBILITY POLICY

IAPD/IPRA is committed to providing a safe, productive, and welcoming environment for all meeting participants and staff. All participants, including, but not limited to, attendees, speakers, volunteers, exhibitors, staff, service providers, and others are expected to abide by this Meeting Safety and Responsibility Policy. This Policy applies to all IAPD/IPRA meeting-related events, including those sponsored by organizations other than IAPD/IPRA but held in conjunction with IAPD/IPRA events, in public or private facilities.

Responsible Drinking

At most IAPD/IPRA networking events both alcoholic and non-alcoholic beverages are served. IAPD/IPRA expect participants at our events to drink responsibly. IAPD/IPRA and host venue staff have the right to deny service to participants for any reason, and may require a participant to leave the event.

Personal Safety and Security

IAPD/IPRA works diligently to provide a safe and secure environment at its meetings and events by working with venue staff to make sure meeting participants are safe. We ask that all attendees report any questionable or concerning activity to IAPD or IPRA or other meeting guests so that they can take immediate action. No concern is too small, if you see something, say something.

- Be aware of your surroundings at all times.
- Use the buddy system when walking to and from the event venue, networking event locations during early or late hours.
- Don’t wear your meeting badge on the street. Take it off as soon as you leave the building/venue.
- Don’t carry a lot of cash or credit cards. Leave in your hotel room safe.
- Don’t leave personal property unattended anywhere, anytime.

If it is an emergency or if you need immediate assistance, you should ask any IAPD or IPRA staff member or the on-site security personnel to help you.

Unacceptable Behavior

- Harassment, intimidation, or discrimination in any form.
- Physical or verbal abuse of any attendee, speaker, volunteer, exhibitor, staff member, service provider, or other meeting guest.
- Examples of unacceptable behavior include, but are not limited to, verbal comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, national origin, inappropriate use of nudity and/or sexual images in public spaces or in presentations, or threatening or stalking any attendee, speaker, volunteer, exhibitor, IAPD/IPRA staff member, service provider, or other meeting guest.
- Disruption of presentations at workshops, sessions, in the Exhibit Hall, or at other events organized by IAPD/IPRA at the meeting venue, hotels, or other IAPD/IPRA-contracted facilities.

IAPD/IPRA has zero-tolerance for any form of discrimination or harassment, including but not limited to sexual harassment by participants or our staff at our meetings. If you experience harassment or hear of any incidents of unacceptable behavior, IAPD/IPRA asks that you inform either Sue Triphahn, CMP, IAPD Director of Education & Conferences, striphahn@ilparks.org or Leesa Kuo Johnson, CMP, IPRA Conferences and Meetings Director, leesa@ilipra.org, so that we can take the appropriate action.

IAPD/IPRA reserves the right to prohibit any incident of unacceptable behavior, and IAPD/IPRA reserves the right to take any action deemed necessary and appropriate, including immediate removal from the meeting without warning or refund, in response to any incident of unacceptable behavior.
PEDWAY: HYATT-SWISSOTEL

Guests staying at the Swissotel (conference overflow hotel), can access the Hyatt through the Chicago Pedway, a system of underground tunnels that connects public and private buildings, CTA stations, and commuter rail facilities. During conference, the Pedway will have extended hours of operation as follows:

Pedway Hours
Thursday, 1/23: 7:00 am – 12:30 am
Friday, 1/24: 7:00 am – 12:30 am
Saturday, 1/25: 8:00 am – 11:00 pm

PHOTO RELEASE

By registering for, participating in, or attending the IAPD/IPRA conference, meetings, or other activities, an individual irrevocably agrees to the use and distribution by IAPD/IPRA of his or her image or voice in photographs, video recordings, audio recordings, and any other electronic reproductions of such events and activities for any purpose without inspection or approval and without compensation, right to royalties, or any other consideration now and in the future.

POLICY ON CHILDREN

To preserve a professional business environment and ensure a quality educational atmosphere at the IAPD/IPRA Soaring to New Heights Conference, no one under the age of 18 will be allowed to participate in pre-conference workshops, conference sessions, the Welcome Social, or the Exhibit Hall. An exception will be made if the person is a speaker or a registered full or part-time college or university student and is attending the conference for the purpose of professional development and networking opportunities. The Closing Social will be open to children, however.

RECORDING/VIDEOTAPING

Recording or videotaping from attendee smartphones or other electronic devices is not permitted during any part of the educational program, including pre-conference workshops, sessions, the Career Development Symposium, or the Keynote General Session.

REGISTRATION

Grand Ballroom Foyer, East Tower, Gold Level

Thursday, January 23 7:30 am – 5:00 pm
Friday, January 24 7:00 am – 5:00 pm
Saturday, January 25 7:45 am – 12:00 pm

Pre-registered delegates may pick up their name badge, event tickets, and CEU/CLE coupons (if applicable) at the On-site Registration desk. To expedite registration, please provide the bar-coded email confirmation you received after completing your pre-registration. A photo ID is required to pick up your registration materials. There is a $5 charge to reprint your name badge if lost. EVENT TICKETS WILL NOT BE REPRINTED. If you lose your tickets, new tickets must be purchased at the current on-site price to attend any ticketed event. Access to the Exhibit Hall, pre-conference workshops, and conference sessions requires a name badge. Attendees without the proper name badge will not be permitted at these events.

ROTORy FELLOwSHEIP

LUNCH MEETING

THURSDAY, JANUARY 23

Roosevelt 1AB, East Tower/Bronze Level

11:30 AM – 2:30 PM

Come join fellow Rotarians from clubs throughout Illinois as well as prospective members for a fellowship lunch and to hear about exciting projects that are taking place at various Rotary Clubs.

Rotary International is the world’s first service club organization founded in 1905 by Paul Harris and three other Chicago tradesmen with the goal of leveraging their resources and contributing their services to help in their community. With the motto of “Service Above Self,” Rotarians focus on alleviating poverty, improving global health, and supporting education worldwide. There are approximately 1.2 million members and 35,000 clubs.

Hosted by the Rotary Club of Buffalo Grove, join us for this special lunch meeting that is open to everyone. Tickets are $25.00 per person. Pre-registration is required.

This meeting serves as an official Rotary International sanctioned make-up meeting.

SAVE-THE-DATE

Mark your calendars now to attend future IAPD/IPRA Soaring to New Heights conferences.

2021: January 28 – 30, Hyatt Regency Chicago
2022: January 27 – 29, Hyatt Regency Chicago
2023: January 26 – 28, Hyatt Regency Chicago
2024: January 25 – 27, Hyatt Regency Chicago
SOCIAl MEdIA
Social media provides attendees with the opportunity to share their thoughts and experiences regarding the conference. For Facebook and Twitter, be sure to use the official conference hashtag #ilparksconf when posting messages, photos, and tweets.

SPECIAL DIETS/ACCOMMODATIONS
Attendees with special needs requirements or meal requests should have indicated their needs on their conference registration form. If you have questions or need additional assistance, please contact Leesa Kuo Johnson at leesa@ilipra.org no later than January 13, 2020.

SPECIAL DIETS/ACCOMMODATIONS
Attendees with special needs requirements or meal requests should have indicated their needs on their conference registration form. If you have questions or need additional assistance, please contact Leesa Kuo Johnson at leesa@ilipra.org no later than January 13, 2020.

SILENT AUCTION & SPORTS RAFFLE
Grand Ballroom Foyer, East Tower, Gold Level (next to Conference Registration)

Be certain to stop by the Silent Auction/Sports Raffle hosted by the Illinois Park and Recreation Foundation (IPRF). The Silent Auction allows you to bid on terrific gift baskets and items donated by park and recreation agencies, professionals, and advocates. Dollars raised are used to fund scholarships for the continuing education and development of students and professionals seeking to increase their knowledge of parks and recreation and provide best practices to the citizens of Illinois.

Sports Raffle tickets are available at the Silent Auction and can also be purchased from any IPRF board member. Sports Raffle tickets will be available throughout the conference and on the way to the Closing Social, where the winning tickets will be drawn. Tickets are 1 for $10 or 3 for $20. Buy early and buy often to have a chance to win some exciting packages, including a hotel stay, tickets to professional sporting events, and more! Participants need not be present to win.

The mission of the IPRF is to serve as a philanthropic and support organization of the IPRA and its members. The IPRF is committed to investing in today's students and professionals within the Illinois park and recreation industry by promoting and supporting the continuing education and professional development of its members and the development of future leaders within the association through the various scholarship programs managed by IPRF.

Silent Auction Hours
Thursday, January 23
Viewing and Bidding 12:00 pm – 1:30 pm
3:00 pm – 5:00 pm

Friday, January 24
Viewing and Bidding 8:00 am – 12:15 pm
2:00 pm – 3:00 pm
Winner Pick-Up 3:30 pm – 4:45 pm

Saturday, January 25
Winner Pick-Up 8:00 am – 10:00 am

SATISFACTION GUARANTEED
The Illinois Association of Park Districts (IAPD) and the Illinois Park and Recreation Association (IPRA) have instituted a Satisfaction Guaranteed Policy for the Thursday pre-conference workshops. IAPD and IPRA make every effort to ensure quality programs for participants. However, if a participant is not fully satisfied with the content of the workshop, he or she may request and receive a 100% refund of the workshop fee. A participant who wishes to request a refund for a pre-conference workshop must do so no later than the end of the workshop in question. Forms will be available at Conference Registration. Any CEUs offered will be forfeited when a refund is made. Refunds will only be made payable to the originator of the check or credit card for the workshop registration. Look for the Satisfaction Guaranteed symbol on the pages for the pre-conference workshops.
SPOUSE/GUEST PROGRAM AND REGISTRATION
All spouses or guests must register to participate in the conference, visit the Exhibit Hall, and attend special programs. Spouses or guests must have no affiliation with or be employed by any park district, forest preserve, conservation, recreation, or special recreation agency. Registration will include a name badge for admission to the Exhibit Hall and Welcome Social on Thursday, educational sessions on Friday and Saturday, and the Keynote General Session on Saturday. Tickets for the All-Conference Awards Luncheon and the Saturday evening Closing Social will be available for purchase.

STUDENT EVENTS
THURSDAY, JANUARY 23
Professional Connection
*Regency C, West Tower, Gold Level*
6:00 pm – 7:00 pm
You won't want to miss this unique opportunity to network with professionals in the field. The Professional Connection provides a relaxed social atmosphere and an informal setting for talking with and getting to know professionals currently working in your area of interest. Everyone who attends will enjoy complimentary pizza and soda. There will also be drawings for great prizes available to students, so be sure to arrive early and fill out your raffle ticket!

Unplug & Play Space
*Regency Ballroom D, West Tower/Gold Level*
Since play is such an important part of parks and recreation, IPRA is excited to host the Unplug & Play Space – a BRAND NEW way for attendees to relax, unwind, and catch up with friends (or meet new ones)! Come visit and have fun playing games such as Jenga, Bags, Connect4, Scrabble, Putterball, and more!

FRIDAY, JANUARY 24
16 – Rising Above: From Student to Supervisor
*Randolph 1B, East Tower/Bronze Level*
8:15 am – 9:30 am
409 – Majoring in Recreation and Sports Management? Make the Most of Your Education in and Out of Class
*Wrigley, West Tower/Bronze Level*
9:45 am – 11:00 am
801 – Mock Interviews/Resume Review
*Atlanta, New Orleans, and San Francisco, West Tower/Gold Level*
9:45 am – 11:00 am
The Mock Interviews/Resume Review offers students the opportunity to practice and improve their interviewing skills, by being paired with a professional who will engage them in a simulated interview experience. At the conclusion of the interview, students will receive constructive feedback and advice that will help them be more prepared and to do well in a real-life interview.

Unplug & Play Space
*Regency Ballroom D, West Tower/Gold Level*

Volunteers… Calling All Professionals and Commissioners!
Volunteers are needed for Conference Registration and Conference Headquarters. If you are interested and have an hour or two to spare during the conference, please send an email to the following people and include the day(s)/time(s) you are available.

CONFERENCE HEADQUARTERS
CONTACT: Kim Laper at kim@ilipra.org
**Hours of Operation:**
Thursday, January 23 7:30 am – 5:00 pm
Friday, January 24  7:00 am – 5:00 pm
Saturday, January 25 8:15 am – 5:00 pm

CONFERENCE REGISTRATION
CONTACT: Alan Howard at ahoward@ilparks.org
**Hours of Operation:**
Thursday, January 23 7:30 am – 5:00 pm
Friday, January 24  7:00 am – 5:00 pm
Saturday, January 25 7:45 am – 12:00 pm

WHAT TO WEAR
Exhibit Hall Grand Opening: Casual business attire
Thursday Welcome Social: Casual attire
Friday All-Conference Awards Luncheon: Business attire
Saturday Closing Social: Dressy casual attire

WI-FI
Complimentary Wi-Fi at the Hyatt Regency Chicago will be available in the following areas: guest sleeping rooms (for overnight guests), the hotel’s public spaces, which consists of the first floor lobby, Market Chicago, and American Craft Restaurant, and the second floor hotel registration area, including the walkway connecting the East and West Towers, Big Bar, and The Living Room and Gallery Collection lounges. Wi-Fi will also be available in meeting rooms located in the Gold, Bronze, and Green levels of both towers of the hotel.

For meeting room Wi-Fi access:
> Logon to the network SSID: Hyatt Conference
> Enter the password: Parks20
A great place.
A great place to play.

Play is a fundamental human right.

With initiatives like Play4All and Healing Communities Through Play™, Cunningham Recreation is bringing people together, using communities and creating a brighter future one great place at a time.

Join our mission at play4allcampaign.com.

Visit us at booth #703
You Dump It, We Pump It!

FLOODS ROYAL FLUSH is proudly women owned and family operated.

FLOODS ROYAL FLUSH has been providing portable sanitation equipment and services for over 3 years and we have been in the waste industry for over 30 years.

FLOODS ROYAL FLUSH strives for 100% customer satisfaction by providing healthy, clean environments in each of our rental products.

Coleen Flood-Geary
224-325-9140
coleen.geary@floodsroyalflush.com
floodsroyalflush.com
Visit us at booth #208

Gewalt Hamilton Associates, Inc.
An Employee-Owned Company

625 Forest Edge Drive
Vernon Hills, IL 60061
847-478-9700

Proudly serving the Parks & Recreation Industry since 1986

Site Design
Construction
Water Resources
Transportation
Survey
Sustainable Design
Municipal
Data Collection

GHA-Engineers.com
VISIT US AT BOOTH 723!

Greenfields Outdoor Fitness
Promoting Wellness & Fighting Obesity One Community at a Time.

Bring your community together in pursuit of healthier living – Greenfields Outdoor Fitness helps you create the perfect outdoor gym with activities for nearly everyone! Push the limits with the Functional Fitness units, offering challenging workouts. A fun, free, social outdoor gym is the #1 amenity for any community!

greenfieldsfitness.com | 888.315.9037
Your community is our community

At Nicor Gas, we’re helping public sector organizations like yours save energy with rebates for energy-efficient improvements, free facility assessments and more.

Our team is ready to help you save, so you can help pave the way for your community’s future.

Visit us at booth #131

Visit nicorgas.com or call 877.886.4239 to find out how you can start saving with the Nicor Gas Energy Efficiency Program.

The Nicor Gas Energy Efficiency Program is funded by Nicor Gas customers in compliance with state law.
Ancel Glink is here to help you with the heavy lifting.

Ancel Glink. No law firm knows park district law like we do — we wrote the book. Progressive in our thinking, zealous in our client advocacy, and relentless in our commitment to Illinois park districts, only a firm like Ancel Glink could know this much about park district law. So whatever your needs are, think Ancel Glink!

Visit www.anelglink.com to download pamphlets on labor law, tort immunity and other subjects from the Ancel Glink Library.

Please contact Derka Price or Scott Puma at 312-782-7606 to find out how Ancel Glink may be of service to you.

Serving Illinois with offices in Chicago, Vernon Hills, Naperville, Crystal Lake and Bloomington

312 782-7606 | www.ancelglink.com
ENvironments Designed for Active Communities

- Facility Condition Assessment
- Comprehensive Planning
- Design of New Construction, Additions, & Remodeling
- Interior Design
- Space Planning
- Green & Sustainable Design

Visit us at booth #610

form follows learning

www.dla-ltd.com
Central Parks

📍 **NEW!** Scannable Membership Card
📍 **NEW!** Report-A-Problem Feature
📍 Interest-Based Push Notifications
📍 Field and Facility Status Updates
📍 Interactive Park, Facility and Alert Mapping
📍 Quick-Access Contacts
📍 Display News, Events and Activities
📍 Park and Facility Check-In Game
📍 Connects to Your Existing Website!
📍 Customizable Menus, Colors and More!

Try out the most powerful app for community agencies (ever) at:

**Booth #329**

CENTRALPARKS.NET • POWERED BY LINKS
THURSDAY AT-A-GLANCE

7:30 am – 5:00 pm
Conference Registration Open

8:15 am – 9:00 am
Career Development Symposium Registration/Check-In

9:00 am – 12:00 pm
Career Development Symposium (0.3 CEUs)*

9:00 am – 12:00 pm
Pre-Conference Workshops (0.3 CEUs)*

12:00 pm – 5:00 pm
Exhibit Hall Grand Opening
Join us as we celebrate the grand opening of the exhibit hall! Meet with over 300 exhibitors who will be displaying their latest products and services for the parks and recreation, forest preserve and conservation industry.

1:30 pm – 4:30 pm
Pre-Conference Workshops (0.3 CEUs)*

5:15 pm – 7:15 pm
IPRA A&F Section Meeting and Social

5:15 pm – 7:15 pm
IPRA C&M Section Meeting and Social

5:15 pm – 7:15 pm
IPRA REC Section Awards and Social

5:15 pm – 7:15 pm
IPRA TR Section Meeting

6:00 pm – 7:00 pm
Professional Connection
Don't miss this excellent opportunity to network and connect with future employees/employers.

9:00 pm – 11:30 pm
Welcome Social with Hello Weekend whose high-energy sound and captivating stage presence will provide a transfixing performance the likes of which you won’t soon forget!

* Ticketed Event

PRE-CONFERENCE WORKSHOPS
MORNING
9:00 am – 12:00 pm
All pre-conference workshops award 0.3 CEUs. Pre-registration is mandatory.

10
Getting Others to Do What You Want: Be the Most Persuasive Person in the Room
Location: Columbus GH, East Tower/Gold Level
Time: 9:00 am – 12:00 pm
Topic Track: Leadership/Management
Registration Fee: $85
Speaker(s): Lynne Franklin, Persuasive Communication Expert, Speaker, Author, Lynne Franklin Wordsmith

Why don't people do what you want them to do? What could you achieve if you were the most persuasive person in the room? Learn how to be that person in this interactive workshop where we will discuss the judgments people make about persuasion. You will also learn about the Persuasion Cycle – what it is and how it works, how to read body language to understand people's thinking styles, and the neuroscience behind setting goals and creating messages for important conversations and communications. Using practice exercises and real-life situations from participants, you will gain an understanding of the three key ingredients necessary for being more persuasive: building a connection, showing others what's in it for them, and suggesting what to do next.

Learning Outcomes:
Participants will be able to:
• Discover and practice three techniques, including the process everyone's brain goes through before saying "yes," how to read people's body language to read their minds, and how to turn every question you're asked into the right one by how you answer it.
• Leave with a plan on what to do next.
101
Remarkable Time Management: 10 Tips to Have More Time for You!
Location: Columbus KL, East Tower/Gold Level
Time: 9:00 am – 12:00 pm
Topic Track: Leadership/Management
Registration Fee: $85
Speaker(s): Gail Alofsin, President, AMP! (Authentic Measurable Performance)

Personal and professional time management skills are essential for balance and efficiency in our lives. We will focus on activities that garner the greatest returns; planning versus reacting, procrastination “busters,” and achieving the elusive “balance” are examples of the 10 tips covered in this fast-paced, “waste no time” presentation! So, roll up your sleeves, put on your roller-skates, and embrace new strategies that will enhance your personal and professional productivity! It’s all about more time for you!

Learning Outcomes:
Participants will be able to:
• Identify “time wasters” hidden in their daily schedule.
• Discuss measures to avoid procrastination and increase delegation.
• Review and share organizational tips.
• Discuss ideas on stress relief and mood control.
• Depart with a personal blueprint for success.

201
Tree Care Basics: An Arborist Short Course
Location: Michigan 3, East Tower/Bronze Level
Time: 9:00 am – 12:00 pm
Topic Track: Parks/Natural Resources
Registration Fee: $85
Speaker(s): Phil Graf, Urban Forestry Consultant, Graf Tree Care; Stephen Lane, Urban Forestry Consultant, Graf Tree Care

Parks professionals are often called on to care for trees, but many are not certified arborists. The knowledge base it takes to prune, treat, remove, and plant trees for long-term success is substantial, and most people think they don’t have the time or skill set to become a certified arborist. This course is meant to be an introduction to arboriculture so that you can be armed with some basic skills to make tree care more approachable. We will also discuss topics such as implementing a tree risk management strategy for your parks. Finally, we will tell you the next steps and the organizations to become involved with to begin your path towards becoming a certified arborist, and joining our community of tree care professionals. Don’t miss this engaging presentation.

Learning Outcomes:
Participants will be able to:
• Take a basic skill set of tree care back to their organizations, which will enhance the safety and knowledge base of their grounds operations.
• Know what the next steps are to obtain a certified arborist license and which organizations to become involved with.

301
Why “Drill Down” Interviewing Strategies Can Help You Hire Peak Performers
Location: Randolph 3, East Tower/Bronze Level
Time: 9:00 am – 12:00 pm
Topic Track: HR/Risk Management
Registration Fee: $85
Speaker(s): Scott Chovanec, President, Scott Chovanec & Associates, Inc.

It is always the people in your program that are the critical success factors for your company. However, finding the right candidates that align with your needs can be a challenging task. Though the resume may be great, it’s the interview that determines the actual “chemistry and fit” for your organization. Using behavior-based interviewing strategies that get results, this highly interactive workshop will allow you to investigate needed competencies specific to your job functions while you create a system of strategic questioning that yields measurable results. In addition to learning how to “drill down” in the interviewing process, you will explore those necessary leadership skills that not only attract, but also keep peak performers. A series of small group practice sessions will help you hone these specific interview, selection, and mentoring techniques.

Learning Outcomes:
Participants will be able to:
• Skillfully navigate those competencies needed for specific positions and develop targeted interviewing questions focused on obtaining results.
• Collaborate with colleagues through role-playing and other learning strategies to practice specific interviewing techniques.

PRE-CONFERENCE WORKSHOPS
MORNING
9:00 am – 12:00 pm

All pre-conference workshops award 0.3 CEUs. Pre-registration is mandatory.

DON’T FORGET TO TAKE THIS ISSUE TO THE CONFERENCE!
PRE-CONFERENCE WORKSHOPS
MORNING
9:00 am – 12:00 pm
All pre-conference workshops award 0.3 CEUs. Pre-registration is mandatory.

401
Enhancing Effectiveness
Location: Toronto, West Tower/Gold Level
Time: 9:00 am – 12:00 pm
Topic Track: Leadership/Management
Registration Fee: $85
Speaker(s): Mike Gregory, Founder/Owner, Michael Gregory Consulting, LLC

This interactive workshop presents ideas to help you and your team enhance effectiveness by incorporating ideas from current research and two of Mike's books on leadership and conflict resolution. After discussing the lessons learned from neuroscience about how our brains work, an interactive session on listening helps bring points home. Tips are presented that help you and your team enhance.

Learning Outcomes:
Participants will be able to:
• Recognize key points from neuroscience.
• Apply listening skills learned immediately on the job.
• Leverage key points into day-to-day operations.

501
It's Fun, But It's a Real Job! Terrific Staff Training Tools and Techniques to Build a Highly Effective, Professional Camp (and Other Youth Program)
Staff
Location: Columbus IJ, East Tower/Gold Level
Time: 9:00 am – 12:00 pm
Topic Track: Therapeutic Recreation
Registration Fee: $85
Speaker(s): Michael Brandwein, Educator, Author, Speaker, Staff Trainer

This session is for everyone who leads staff to work with young people! For many of our staff, this may be their first job, and we can't assume they know (and they often don't!) how to act responsibly and meet professional expectations. In this exciting, practical session, Michael demonstrates specific and engaging activities, training materials, and supervision methods to build a professional community. Support, motivate, and coach staff to have your best season ever. You'll learn exactly how to make expectations clearer in positive, motivating ways and how to guide staff to higher levels of responsibility and leadership success.

Learning Outcomes:
Participants will be able to:
• Learn practical, creative, and motivating activities and techniques to use while interviewing, training, and supervising staff.
• Boost professionalism and responsibility so that staff learn precisely how to do their best work, including promoting teamwork, keeping groups together and safe, asking for help, meeting job expectations, and much more.
• Learn about Michael's “GPS” feedback system to coach staff.
• Apply key secrets and techniques to boost learning, participation, and retention during training so staff learn more and use it on the job every day.

601
Chicago Parks Old and New Tour #1
Location: Plaza Ballroom A, East Tower/Green Level
Time: 9:00 am – 12:00 pm
Topic Track: Parks/Natural Resources
Registration Fee: $85
Speaker(s): Julia Bachrach, Historian and Preservationist, Julia Bachrach Consulting, LLC

Chicago possesses one of America's most impressive collections of parks and green spaces. For well over a century, nationally renowned landscape designers, architects, artists, and social reformers have contributed to the development of Chicago's parks. This pre-conference tour features fascinating parks, old and new. This tour includes several historic parks in the West Town and Logan Square neighborhoods. Features include the Holstein and Eckhart Park, field houses designed by William Carbys Zimmerman, in the early 20th century that influenced the development of parks throughout the city and nation.

Learning Outcomes:
Participants will be able to:
• Learn about historic parks and field houses, featuring beautifully designed landmark field houses from the early 20th century that influenced the development of parks throughout the city and nation.
• Learn about Maplewood Park, which has one of Chicago's newest park field houses in the system.
• Learn about how creative and collaborative funding has allowed a small archaic 1950s field house to be replaced with an innovative modern facility.
This year we review the necessary management systems required to maximize the performance of your fitness and recreation center. We will review how to recognize your weaknesses and how to overcome them, including a tool to make the process easy. We will also identify the key indicators that signal trouble and will inhibit membership growth. You will receive our best practices in selling and marketing your fitness center and serving and retaining members.

**Learning Outcomes:**
Participants will be able to:
- Recognize weaknesses in your center's management and accountability systems and how to overcome them.
- Create a prioritized improvement task list for each department, using our Excel spreadsheet tool as our gift to you.

**1001 Pardon the Interruption: Parks and Rec Edition Live! Join Us as We Tackle Relevant Topics**
Location: Randolph 1AB, East Tower/Bronze Level
Time: 9:00 am – 12:00 pm
Topic Track: Diversity
Registration Fee: $85
Speaker(s): Gregory Evans, Founder & CEO, Race Talk™

Like the ESPN show, our session will be an interactive exciting time of sharing, learning, discussing, and debating the top "stories" affecting parks and recreation leaders today. The prepared list includes: what can be done to boost women in parks and recreation leadership roles, diverse communities need diverse staff and programming, accessibility – enhancing persons with disabilities (PWD) participation, agency advocacy with your governing board, cross-agency collaboration, and agency transformation versus process improvement. We want you to bring your hot topics for our panel to discuss on the spot.

**Learning Outcomes:**
Participants will be able to:
- Learn practical tips and techniques related to agency leadership from the facilitator and their peers.
- Improve their ability to hear, retain, and act on information pertinent to their own self-development.

**1003 Conflict Resolution: A Masterclass on the Conflict Resolution Process to Handle Any Size Dispute**
Location: Regency C, West Tower/Gold Level
Time: 9:00 am – 12:00 pm
Topic Track: Leadership/Management
Registration Fee: $85
Speaker(s): Sean Bailey, PhD, President & CEO, BCG - North America Corporation

The inability of managers to effectively manage conflict and bring about a positive resolution is costing them nearly one full day of productivity per month — two and a half weeks per year. Conflict is a common, inevitable part of life. It exists because people don't always get along or agree. Because conflict is a normal part of our lives, conflict resolution, or the ability to resolve conflicts effectively, is a crucial skill for everyone to have. This interactive workshop will give participants a seven-step conflict resolution process that they can use and modify to resolve conflict disputes of any size. Attendees will be provided with a set of skills in solution building and finding common ground. They will also learn crucial conflict management skills, including dealing with anger and using the Agreement Frame.

**Learning Outcomes:**
Participants will be able to:
- Understand all phases of the conflict resolution process to adapt accordingly to deal with all types of conflicts.
- Use basic communication tools, such as the agreement frame and open questions, to effectively manage anger and stress.
Career Development Symposium
Location: Crystal Ballroom C, West Tower/Green Level
Registration Fee: $99
Speaker: Brenda Clark Hamilton
CEUs: 0.3

8:15 am – 9:00 am
Registration/Check-In

YOU MUST GO TO CONFERENCE REGISTRATION, LOCATED IN THE EAST TOWER/GOLD LEVEL.

9:00 am – 12:00 pm*
Rally Your Communication Mojo! Increase Your Effectiveness as a Communicator at Work
In this engaging, interactive workshop, we will explore simple strategies for increasing your effectiveness as a communicator, particularly at work. We’ll cover key areas including consideration of your listeners’ perspective: active listening skills; deductive vs. inductive communication; nonverbal communication; and when to use different modes of communication (e.g., email vs. phone). These strategies can be immediately implemented to make you more skillful and effective when you communicate.

Learning Outcomes: Participants will be able to:
- Identify key behaviors of active listeners, including what it means to sift through anger to gain deeper understanding.
- Explain the difference between “deductive” and “inductive” communication.

* Includes a 30-minute refreshment break

12:30 pm
Tour the Exhibit Hall, Riverside Center, East Tower/Purple Level (Lower Level).

About the Speaker
Brenda Clark Hamilton is a dynamic, engaging keynote speaker and workplace trainer who provides fresh perspectives on leadership, communication, team-building, change management, and offering one’s personal best to life, relationships, and career.

Brenda launched her speaking business in the fall of 2005, by offering training to businesses in her northern Iowa community. Since that time, she has become a nationally-recognized conference speaker and audience favorite, keynoting at hundreds of events in seventeen states.

Audiences are quick to note Brenda’s sense of humor, in-depth and timely knowledge, high energy, and skill at providing practical, take-home strategies in an entertaining way.

Brenda’s career experiences include coordinating professional development for 1,200 Iowa teachers. She holds a Master’s degree in education.
Don’t forget to
take this issue to the conference!
402 Training Your Seasonal Summer Staff From A to Z
Location: Regency B/C, West Tower/Gold Level
Time: 1:30 pm – 4:30 pm
Topic Track: Recreation
Registration Fee: $85
Speaker(s): Roz and Jed Buck, Principals, Roz and Jed Training & Consulting

Wondering if this workshop is for you?
A.) If Michael Jordan was still playing for the Bulls the last time you updated your staff orientation, give yourself 3 points.
B.) For every time this past summer that you said, “We should have talked about this during staff orientation,” give yourself 1 point.
C.) If you’ve already started planning your staff orientation for the summer of 2020, deduct 1 point. If you typically wait until May to start planning your orientation, give yourself 2 points.
D.) If you would like to create a more engaging and meaningful staff orientation for next summer, give yourself 5 points.

Learning Outcomes:
Participants will be able to:
- Explore and learn specific strategies to plan and execute an effective staff training program.
- Learn specific activities that can be used to increase training impact and effectiveness.

502 Secrets to Self-Leadership: Superb Self-Communication and Time Management for People Who Don’t Have Time to Take a Time Management Course
Location: Columbus IJ, East Tower/Gold Level
Time: 1:30 pm – 4:30 pm
Topic Track: Therapeutic Recreation
Registration Fee: $85
Speaker(s): Michael Brandwein, Educator, Author, Speaker, Staff Trainer

In this motivating and highly practical session that produces immediate results in your personal leadership development and boosts daily success, learn Michael’s nationally-acclaimed, simple, and highly flexible steps for professionals to get more done in better, calmer ways. These fresh techniques, presented in a creative and fun way, are easy to remember and use. Never have a day when “nothing important got done.” Beat procrastination, improve daily organization, and achieve important goals. Additionally, what we believe about ourselves affects our choices every day. Learn surprising truths about where this stuff comes from and take stronger control of self-beliefs to maximize your development of both professional and personal skills. Break through patterns in how you deal with others and handle challenges and change so that you are not stuck with one “style.”

Learning Outcomes:
Participants will be able to:
- Use a fresh, effective, and very flexible approach to getting things done with six simple steps to organize and move through your day with more confidence and focus and less stress and procrastination.
- Receive over 200 examples of what outstanding leaders do and say.
- Apply a powerful combination of really cool, eye-opening questions that maximize our self-communication.
- Learn about Michael’s special “reverse engineering” two-step approach to skill development.

504 Coaching, Mentoring, and Succession Planning
Location: Randolph 1AB, East Tower/Bronze Level
Time: 1:30 pm – 4:30 pm
Topic Track: Leadership/Management
Registration Fee: $85
Speaker(s): Julia Clasen, Independent Contractor; Tracey Crawford, Executive Director, Northwest Special Recreation Association

One of the biggest challenges agencies face is the ability to retain and replace high performing employees in key positions. As employees leave these key positions, the continuity and intellectual capital that are so important to maintaining strategic momentum are lost. To address this critical issue, developing and implementing a comprehensive succession planning process is recommended. The process starts with the coaching and mentoring the identified employees, allowing them to create their own personal professional development plans, and ends with a succession planning process or model.

Learning Outcomes:
Participants will be able to:
- Identify their why.
- Create a professional development plan.
- Identify the characteristics of a mentor or a coach.
- Identify the agency’s strategic initiatives.
- Identify key positions in the agency and the availability of talent.
- Develop an interview process and the action plans and goals for identified employees.
PRE-CONFERENCE WORKSHOPS
AFTERNOON
1:30 pm – 4:30 pm
All pre-conference workshops award 0.3 CEUs.
Pre-registration is mandatory.

602
Chicago Parks Old and New Tour #2
Location: Plaza Ballroom A, East Tower/Green Level
Time: 1:30 pm – 4:30 pm
Topic Track: Parks/Natural Resources
Registration Fee: $85
Speaker(s): Julia Bachrach, Historian and Preservationist, Julia Bachrach Consulting, LLC

Chicago possesses one of America’s most impressive collections of parks and green spaces. For well over a century, nationally renowned landscape designers, architects, social reformers, and artists have helped develop Chicago’s parks. This pre-conference tour features fascinating parks, old and new. This tour includes two pioneering field houses. Located in Sherman Park and Armour Square, these 1905 Burnham-designed buildings influenced the development of field houses throughout Chicago and America. Sherman Park’s murals, produced by Art Institute students in 1912, served as an American history lesson to neighborhood residents. Another highlight will be one of Chicago’s newest park field houses, the 10,000 ft² Williams Park Field House in Bronzeville. Designed by STL architects, this brand new building features iridescent metal cladding reminiscent of fish scales. With an overview provided by historian Julia Bachrach and insight offered by park supervisors at the various sites, this will be an informative and intriguing experience.

Learning Outcomes:
Participants will be able to:
• Learn about the development of the nation’s first field houses, including how park programming has changed in the early 20th century to serve as a vehicle of social reform (this philosophy has continued to influence the development of parks throughout the nation).
• Visit one of Chicago’s newest park field houses (Williams Park Field will be completed in 2020).
• See how new materials were used to create a durable, innovative building.
• Learn about the programs in the new facility.

604
Intentional Aquatic Safety, Supervision, and Service = Aquatic Success!
Location: Roosevelt 3AB, East Tower/Bronze Level
Time: 1:30 pm – 4:30 pm
Topic Track: Facilities
Registration Fee: $85
Speaker(s): George Deines, Studio Director, Counsilman-Hunsaker

Aquatic operators must be a “Jack or Jill of all trades” when it comes to running their facilities. This session will provide a holistic view of aquatic safety, supervision, and service to better prepare aquatic leaders for the issues they face and provide tangible ways to proactively prevent common scenarios.

Learning Outcomes:
Participants will be able to:
• Describe the primary risk factors for unconscious aquatic incidents.
• Detail the primary pillars of successful aquatic supervisors.
• Learn the most common guest service issues found in aquatic facilities.
• Use the data shared on aquatic safety, supervision, and service to create a more intentional aquatic operation for the summer of 2020.

1002
Compassionate Leadership: What Leaders Need to Know
Location: Toronto, West Tower/Gold Level
Time: 1:30 pm – 4:30 pm
Topic Track: Leadership/Management
Registration Fee: $85
Speaker(s): Linda Henderson-Smith, PhD, President, ATC Consulting, LLC

Leadership and management are two different things. Many of us are put into leadership positions by title, but do not understand the responsibilities and skills it takes to be a good leader. In this workshop, we will examine leadership through a compassionate lens as we explore dynamic leadership skills, the components of compassionate leadership, and the application of the principles of compassion in our daily work as leaders.

Learning Outcomes:
Participants will be able to:
• Describe the difference between adaptive and technical leadership.
• Explain the principles and skills of compassionate leadership.

902
Creating Professional and Attractive Images Using Digital Photography
Location: Michigan 3, East Tower/Bronze Level
Time: 1:30 pm – 4:30 pm
Topic Track: Marketing/Communications
Registration Fee: $85
Speaker(s): Steve Neilson, Valen Studios

Ansel Adam’s stated, “You don’t take a photograph; you make it.” Learn how to make your own with the BIG THREE: F stop, shutter speed, and ISO. What are those? You’ll find out! Not sure where to point your camera? Learn the rule of thirds, white balance, and light control to create picture-perfect photographs that you can use in your marketing collateral. Once you have a great image, learn to enhance it using color and exposure correction. Please bring your camera to follow along!
With their incomparable style and sound, Hello Weekend puts on a flawless show while performing today's biggest chart-topping hits. They will have you singing along to their covers of well-known artists such as Pitbull, Rihanna, Lady Gaga, and many more. Although they are one of Chicago's newest cover bands, they have had the opportunity to perform at some of the city's most popular venues, including House of Blues, Cubby Bear, and more. Hello Weekend will wow you with their bold style and great sound. You're sure to have an amazing time that will leave you shouting, “Hello weekend” …even if it is just a Thursday!

This is not a ticketed event… everyone is welcome!
<table>
<thead>
<tr>
<th>BOARDMANSHIP</th>
<th>DIVERSITY</th>
<th>FACILITIES</th>
<th>FINANCE/INFORMATION TECHNOLOGY</th>
<th>GOVERNANCE/LEGAL</th>
<th>HR/RISK MANAGEMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>123 – The Culture Code: Creating a Healthy Relationship Between Executive Directors and Elected Officials</td>
<td>128 – Smooth Transitions: The Transgender Community Enjoys Recreation Too!</td>
<td>606 – Finding Success With the Five Types of Aquatic Employees</td>
<td>137 – Emerging Bond Issues</td>
<td>111 – Legal/Legislative, Part II</td>
<td>138 – Active Shooter and Active Threat Crisis Training for Park District Administrators and Staff</td>
</tr>
<tr>
<td>1005 – Health and Wellness at Work: Creating a “Culture of Wellness” Within Your Organization</td>
<td>609 – Powered by the Sun</td>
<td>611 – Data Storytelling: How to Identify the Story Behind the Data and Share It With the Community</td>
<td>143 – Are You Ready to Retire? IMRF Retirement Planning Workshop</td>
<td>118 – Coaches and Sexual Assault Claims: What You Need to Do to Protect Your Agency</td>
<td>145 – The ADA, Accreditation, and Your Agency</td>
</tr>
<tr>
<td>105 – Board Member to Board Leader</td>
<td>1012 – Mindfulness and Appreciation: Become Empowered and Inspired to Be Your Personal Best</td>
<td>139 – Grant Success: The Key Components for Your Agency to Win Grant Dollars</td>
<td></td>
<td>316 – Illinois Prevailing Wage Act: An Overview of the Act and Recent Changes</td>
<td>310 – Beginner Meditation Workshop</td>
</tr>
<tr>
<td>1010 – Facilities Report Card: Using Analytical Tools to Grade Your Facilities</td>
<td>612 – Sustainability by Design: Rethinking the Community Splash Pad</td>
<td>144 – Bond Financing of Public/Private Partnerships</td>
<td></td>
<td></td>
<td>12 – Surviving a Park and Recreation Nightmare</td>
</tr>
<tr>
<td>122 – Public Festivals, Public Demonstrations, and Incident Preparedness</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>306 – Myths and Legends About Employee Leave Laws</td>
</tr>
<tr>
<td>146 – Trends in ADA Enforcement: Something New, Something Borrowed, Something Blue</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>LEADERSHIP/ MANAGEMENT</td>
<td>MARKETING/ COMMUNICATIONS</td>
<td>PARKS/NATURAL RESOURCES</td>
<td>RECREATION</td>
<td>THERAPEUTIC RECREATION</td>
<td></td>
</tr>
<tr>
<td>-------------------------</td>
<td>---------------------------</td>
<td>-------------------------</td>
<td>------------</td>
<td>------------------------</td>
<td></td>
</tr>
<tr>
<td>403 – Change Your Mindset, Change Your Outlook</td>
<td>910 – Engaging Community Donors Through Sponsorship/Naming Rights Programs</td>
<td></td>
<td>412 – Public Finance for the Recreation Professional</td>
<td></td>
<td></td>
</tr>
<tr>
<td>13 – Municipal Roundtable</td>
<td>210 – It’s Easy Being Green: High-Impact Green Infrastructure for Recreation</td>
<td></td>
<td>405 – Fall and Halloween Special Events</td>
<td></td>
<td></td>
</tr>
<tr>
<td>17 – Redefining Success: Building Relationships the “Write” Way</td>
<td>911 – Video Made the (Rec)lebrity Star: Producing Captivating Video Content for Your Agency</td>
<td></td>
<td>409 – Majoring in Recreation and Sports Management? Make the Most of Your Education in and out of Class</td>
<td></td>
<td></td>
</tr>
<tr>
<td>131 – Top Trends in Parks, Recreation, and Tourism in 2020</td>
<td>219 – Building Community Through Play</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>134 – If You’re Happy and They Know It, Happy Staff!</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>14 – Purpose and Passion: It’s All About the Journey</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>15 – Professional Development Through Undergrad</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>106 – State Accreditation: A Blueprint to Excellence</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>109 – Build a Strong Relationship Between Your Park District and Your Park Foundation</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>135 – Health, Happiness, and World Peace Through Laughter</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Time</td>
<td>Boardmanship</td>
<td>Diversity</td>
<td>Facilities</td>
<td>Finance/Information Technology</td>
<td>Governance/Legal</td>
</tr>
<tr>
<td>------------------</td>
<td>-------------------------------------------------------------------------------</td>
<td>---------------------------------------------------------------------------</td>
<td>---------------------------------------------------------------------------</td>
<td>--------------------------------</td>
<td>--------------------------------------------------------------------------------</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>613 – The Main Attraction: Transforming Your Community Pool With the Waterpark Model</td>
<td>124 – Not in My Park: Regulating Controversial Park Activities</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>615 – The Art and Science of Building Public Support for Public Projects</td>
<td>313 – Navigating the Public Bidding and Contract Process</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>1008 – That’s a Real Job? Creating a Parks and Rec Career Expo Day to Increase Our Profession’s Visibility in Underserved Communities</td>
<td>125 – We’re Watching You: Use of Video Surveillance in Park and Facilities</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>618 – Capital Planning: Developing a Process to Care for Your Assets and Budget for New Items</td>
<td>127 – Park District Finance 101</td>
<td></td>
</tr>
<tr>
<td>2:00 pm - 3:15 pm</td>
<td>114 – Boardmanship, Part II: Overcoming Challenges on the Way to Board Greatness</td>
<td>1009 – More Than Speaking Slowly: Transforming Museum Educational Programs for Bilingual Learners</td>
<td>150 – Cinderella Story: Master Planning the Indy Parks Golf Course System</td>
<td>121 – The Current Status of Recreational Property Liability in Illinois</td>
<td>309 – Real Facts for Creating a Successful Internship Experience Between the Agency, Student, and University</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>607 – Tangible, Clear Options to Install Solar on Your Facility</td>
<td>129 – FOIA Jeopardy! The Interactive Game</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>317 – Ouch! Safer Workplaces and Workers’ Compensation Claims</td>
<td></td>
</tr>
<tr>
<td>3:30 pm - 4:45 pm</td>
<td>1011 – Creating a Culture of Compassion</td>
<td>1014 – Future-Ready: Enhancing Community Resiliency Through Parks and Recreation Planning</td>
<td></td>
<td>619 – Contracts and Construction for Dummies or Essential Contract Documents for Every Project</td>
<td>314 – Is it ADA, FMLA, or Other Leave? Navigating the Murky Waters of Employee Leave Benefits</td>
</tr>
<tr>
<td>LEADERSHIP/ MANAGEMENT</td>
<td>MARKETING/ COMMUNICATIONS</td>
<td>PARKS/NATURAL RESOURCES</td>
<td>RECREATION</td>
<td>THERAPEUTIC RECREATION</td>
<td></td>
</tr>
<tr>
<td>------------------------</td>
<td>--------------------------</td>
<td>-------------------------</td>
<td>------------</td>
<td>------------------------</td>
<td></td>
</tr>
<tr>
<td>18 – Seeing Your Obstacles as Opportunities: A Fireside Chat With Kyle Schulze, the “Deaf Ninja”</td>
<td>904 – Using Signage in These Competitive Times to Enhance the Customer Experience</td>
<td>203 – These Are a Few of Our Favorite Plants: Two Horticulturist’s Fab Five List of Annuals, Perennials, Natives, and Woody Plants</td>
<td>404 – Developing a Positive Athletic Culture</td>
<td>511 – Planting the Seeds to Grow Better Ideas</td>
<td></td>
</tr>
<tr>
<td>24 – Mind Your P’s, Q’s, and KPIs (Key Performance Indicators)</td>
<td>214 – The Midwest Grows Green Lawn &amp; Land Forum Toolkit: Making Natural Lawn Care Easy</td>
<td>216 – Splash Pads 101: Developing a Successful Splash Pad for Your Agency</td>
<td>425 – Creating Your Day Camp Culture</td>
<td></td>
<td></td>
</tr>
<tr>
<td>28 – Executive Directors’ Roundtable</td>
<td>208 – How to Establish an Accredited Arboretum in Your Park</td>
<td></td>
<td>420 – The Price Isn’t Right: Pricing Programs and Services</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>209 – Risky Play: Pushing the Edge for Maximum Learning Impact</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>210 – All Ages, All Abilities, All the Time</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>211 – Outdoor Fitness: An Urban Trend for Health and Wellness</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>212 – All Ages, All Abilities, All the Time</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>213 – A Higher Level of Inclusive Play</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>214 – The Midwest Grows Green Lawn &amp; Land Forum Toolkit: Making Natural Lawn Care Easy</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>215 – Splash Pads 101: Developing a Successful Splash Pad for Your Agency</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>216 – Splash Pads 101: Developing a Successful Splash Pad for Your Agency</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>217 – All Ages, All Abilities, All the Time</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>218 – Outdoor Fitness: An Urban Trend for Health and Wellness</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>219 – All Ages, All Abilities, All the Time</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>220 – The Midwest Grows Green Lawn &amp; Land Forum Toolkit: Making Natural Lawn Care Easy</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>221 – Outdoor Fitness: An Urban Trend for Health and Wellness</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>222 – All Ages, All Abilities, All the Time</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>223 – Outdoor Fitness: An Urban Trend for Health and Wellness</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>224 – All Ages, All Abilities, All the Time</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>225 – Outdoor Fitness: An Urban Trend for Health and Wellness</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>226 – All Ages, All Abilities, All the Time</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>227 – Outdoor Fitness: An Urban Trend for Health and Wellness</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>228 – All Ages, All Abilities, All the Time</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>229 – Outdoor Fitness: An Urban Trend for Health and Wellness</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>230 – All Ages, All Abilities, All the Time</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>231 – Outdoor Fitness: An Urban Trend for Health and Wellness</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>232 – All Ages, All Abilities, All the Time</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>233 – Outdoor Fitness: An Urban Trend for Health and Wellness</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>234 – All Ages, All Abilities, All the Time</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>235 – Outdoor Fitness: An Urban Trend for Health and Wellness</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>236 – All Ages, All Abilities, All the Time</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>237 – Outdoor Fitness: An Urban Trend for Health and Wellness</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>238 – All Ages, All Abilities, All the Time</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**SESSION SCHEDULE AT-A-GLANCE**

**SATURDAY, JANUARY 25**

**LEADERSHIP/ MANAGEMENT**

- 18 – Seeing Your Obstacles as Opportunities: A Fireside Chat With Kyle Schulze, the “Deaf Ninja”
- 19 – Joining Forces and Sharing Spaces
- 104 – Taking Your Agency’s Temperature
- 307 – The RFQ and RFP Process From A to Z!

**MARKETING/ COMMUNICATIONS**

- 904 – Using Signage in These Competitive Times to Enhance the Customer Experience
- 912 – The Power of Photography: A Professional Image in Parks and Recreation
- 208 – How to Establish an Accredited Arboretum in Your Park
- 206 – The Podcast Zone: Explore a New Dimension of Planning, Producing, and Promoting a Podcast for Your Agency

**PARKS/NATURAL RESOURCES**

- 203 – These Are a Few of Our Favorite Plants: Two Horticulturist’s Fab Five List of Annuals, Perennials, Natives, and Woody Plants
- 207 – Solar Energy: Feasible for the Public Sector
- 213 – A Higher Level of Inclusive Play
- 208 – How to Establish an Accredited Arboretum in Your Park

**RECREATION**

- 404 – Developing a Positive Athletic Culture
- 414 – Recycle, Repurpose, Reimagine!
- 421 – Recreation Programming: Hacking Your Way to Additional Revenue
- 429 – Are You Ready to Take the Leap?

**THERAPEUTIC RECREATION**

- 511 – Planting the Seeds to Grow Better Ideas
- 514 – Building an Attractive Therapeutic Recreation Internship Program: Laying Out Expectations of Recreation Therapy Interns and Meeting NCTRC Job Tasks
- 507 – Play on Player: Overcoming Disability With Play
- 508 – Special Olympics Principles of Coaching, Part I
- 509 – Special Olympics Principles of Coaching, Part II

**SESSION SCHEDULE AT-A-GLANCE**

**SATURDAY, JANUARY 25**

**LEADERSHIP/ MANAGEMENT**

- 18 – Seeing Your Obstacles as Opportunities: A Fireside Chat With Kyle Schulze, the “Deaf Ninja”
- 19 – Joining Forces and Sharing Spaces
- 104 – Taking Your Agency’s Temperature
- 307 – The RFQ and RFP Process From A to Z!

**MARKETING/ COMMUNICATIONS**

- 904 – Using Signage in These Competitive Times to Enhance the Customer Experience
- 912 – The Power of Photography: A Professional Image in Parks and Recreation
- 208 – How to Establish an Accredited Arboretum in Your Park
- 206 – The Podcast Zone: Explore a New Dimension of Planning, Producing, and Promoting a Podcast for Your Agency

**PARKS/NATURAL RESOURCES**

- 203 – These Are a Few of Our Favorite Plants: Two Horticulturist’s Fab Five List of Annuals, Perennials, Natives, and Woody Plants
- 207 – Solar Energy: Feasible for the Public Sector
- 213 – A Higher Level of Inclusive Play
- 208 – How to Establish an Accredited Arboretum in Your Park

**RECREATION**

- 404 – Developing a Positive Athletic Culture
- 414 – Recycle, Repurpose, Reimagine!
- 421 – Recreation Programming: Hacking Your Way to Additional Revenue
- 429 – Are You Ready to Take the Leap?

**THERAPEUTIC RECREATION**

- 511 – Planting the Seeds to Grow Better Ideas
- 514 – Building an Attractive Therapeutic Recreation Internship Program: Laying Out Expectations of Recreation Therapy Interns and Meeting NCTRC Job Tasks
- 507 – Play on Player: Overcoming Disability With Play
- 508 – Special Olympics Principles of Coaching, Part I
- 509 – Special Olympics Principles of Coaching, Part II
FRIDAY AT-A-GLANCE

7:00 am – 5:00 pm
Conference Registration Open

8:15 am – 9:30 am
Conference Sessions (0.1 CEUs)

8:30 am – 4:00 pm
Agency Showcase

9:00 am – 12:00 pm
Exhibit Hall Open

9:45 am – 11:00 am
Conference Sessions (0.1 CEUs)

11:00 am – 12:00 pm
Dedicated Exhibit Hall Hours

12:15 pm – 2:15 pm
All Conference Awards Luncheon*

1:00 pm – 2:15 pm
Conference Sessions (0.1 CEUs)

1:00 pm – 3:30 pm
Exhibit Hall Open

2:15 pm – 3:30 pm
Dessert in the Exhibit Hall*

3:30 pm – 4:45 pm
Conference Sessions (0.1 CEUs)

5:00 pm – 6:30 pm
Commissioners’ Reception

5:00 pm – 6:30 pm
IPRA Annual Business Meeting

9:30 pm – 11:00 pm
Chairmen’s Reception**

* Ticketed Event  **By Invitation Only

FRIDAY MORNING
CONFERENCE SESSIONS
8:15 am – 9:30 am
Pre-Registration is not required to attend Friday sessions.
All conference sessions award 0.1 CEUs.
Attorneys: Sessions that award 1.0 CLE credit (pending approval)
are noted in the session listing.

16
Rising Above: From Student to Supervisor
Topic Track: Leadership/Management
Location: Randolph 1B, East Tower/Bronze Level
Time: 8:15 am - 9:30 am
Speaker(s): Cayla Greenfield, Recreation Supervisor, St. Charles Park District; Taylor Krawczyk, Recreation Supervisor, St. Charles Park District

Geared toward students and young professionals, this roundtable session will help you gain the knowledge and confidence you need to successfully transition from student life to the professional world. Join us as we discuss common obstacles that arise in your new role and the lack of real-world preparation from classroom experience. We will create a space where participants can share personal experiences and strategize new approaches to difficult situations.

Learning Outcomes: Participants will be able to:
• Create a network of young professionals and students entering the field for future support.
• Brainstorm solutions to overcome roadblocks they will experience early in their careers.

22
The Free-Rider Problem
Topic Track: Leadership/Management
Location: Columbus CD, East Tower/Gold Level
Time: 8:15 am - 9:30 am
Speaker(s): Jamie Sabbach, President & CEO, 110% Inc.

Free riders are those who benefit from services yet pay little to nothing for them. Senior discounts, youth sports organizations getting screaming deals on field use, and golf courses being supported by general fund dollars all come to mind. Do you have free riders in your community?

Learning Outcomes: Participants will be able to:
• Analyze the theory of the tragedy of the commons and its connection to the questionable use of common resources for individual benefit.
• Assess how free riders affect the overall fiscal health of park and recreation systems.
23  
**Say Yes, Do More, and Get Comfortable Being Uncomfortable**  
**Topic Track:** Leadership/Management  
**Location:** Plaza Ballroom B, East Tower/Green Level  
**Time:** 8:15 am - 9:30 am  
**Speaker(s):** Chuck Szoke, MPS, CPRP, Retired Executive Director; Jayna Lang, CPRP, CPP, Recreation Program Supervisor, City of Lakewood, Colorado Department of Community Resources

In reality, it is not up to your boss or your board: YOU are in charge of YOUR career in parks and recreation! Through tools you can put right to work and examples from your presenters and others in this session, you’ll return to your desk Monday with the courage to step up and stand out, pushing yourself beyond comfortable, and soaring to new heights of accomplishment and achievement for yourself and your organization. Failures? Probably. Challenges? Of course. Satisfaction, recognition, and advancement? Without a doubt!  
**Learning Outcomes:** Participants will be able to:  
- Gain new confidence to help pursue professional and personal advancement with tools and resources.  
- Utilize opportunities that support professional development and share your own successful strategies.

26  
**Living and Leading in a World of Change**  
**Topic Track:** Leadership/Management  
**Location:** Roosevelt 1AB, East Tower/ Bronze Level  
**Time:** 8:15 am - 9:30 am  
**Speaker(s):** LoriKay Paden, Executive Director, Mission Pardee Health Campus - YMCA of WNC

We live in an exciting and fast-paced world. Daily we learn of new systems, technologies, trends, and initiatives in which we can become more successful, impactful, efficient, and effective in our personal lives and professional careers. Change in itself is not the challenge for organizations but rather the obstacles involved in the change process and the rationale for change. Acceptance or resistance to change affects the attitudes of your team and can affect the ultimate outcomes. Change comes easy for some and is an obstacle for others. In this session, participants will learn how to build thoughtful change strategies to create a culture of opportunity instead of a culture of resistance.  
**Learning Outcomes:** Participants will be able to:  
- Build trust and empower staff to think critically with a problem-solving and team building mindset.  
- Identify the steps in the change process.  
- Identify the phases of change and how to apply them to their professional and personal lives.

103  
**Sponsorship Jumpstart: 45 Ideas in 45 Minutes!**  
**Topic Track:** Leadership/Management  
**Location:** Regency B, West Tower/Gold Level  
**Time:** 8:15 am - 9:30 am  
**Speaker(s):** Gail Alofsin, President, AMP! Authentic Measurable Performance

This session will cover 45 ideas in 45 minutes to enhance your sponsorship programs. Family activities, VIP experiences, recap reports, and digital—you will return to your event, program or venue with new ideas that you can implement immediately. Renew your passion for what you do—and share a few ideas of your own!  
**Learning Outcomes:** Participants will be able to:  
- Learn new ways to enhance their current sponsorship programs.  
- Review ways to create more engagement between sponsors and attendees.  
- Depart with new ideas to add to their programs, events or venues.  
- Work in groups to apply the 45 ideas to their events and present new ideas to add to their programs or events.

108  
**Girl Power II: Women in Leadership**  
**Topic Track:** Diversity  
**Location:** Columbus IJ, East Tower/ Gold Level  
**Time:** 8:15 am - 9:30 am  
**Speaker(s):** Maryfran Leno, Executive Director, Itasca Park District; Carrie Fullerton, Executive Director, Bloomingdale Park District; Rita Fletcher, Executive Director, Bartlett Park District

Let’s continue where we left off last year! Come join our panel discussion with women leaders in park districts as we continue the talk about women and leadership within the park district field. With only 30% of women compared to 70% of men holding executive/senior-level manager positions, how and why do we need more women in leadership roles? What are the ups and downs? How can we help each other? Is it worth it, and what are the barriers?  
**Learning Outcomes:** Participants will be able to:  
- Identify the current trends and barriers for women in leadership within the park district field: What are they? How do you navigate them, and why are they important?  
- Recognize the ways women can help themselves and others to successfully move into park district leadership positions.
FRIDAY MORNING CONFERENCE SESSIONS
8:15 am – 9:30 am
Pre-Registration is not required to attend Friday sessions.
All conference sessions award 0.1 CEUs.
Attorneys: Sessions that award 1.0 CLE credit (pending approval) are noted in the session listing.

110 Legal/Legislative, Part I
Topic Track: Governance/Legal
Location: Columbus GH, East Tower/Gold Level
Time: 8:15 am - 9:30 am
CLE credits: 1.0 (pending approval)
Speaker(s): Jason Anselment, General Counsel, Illinois Association of Park Districts; Derke Price, Equity Partner, Ancel Glink

Legal experts will discuss new laws and recent court decisions that affect park districts, conservation districts, forest preserves, recreation, and special recreation agencies. New legal requirements affecting district employment, board meeting, and purchasing policies will be discussed along with statutory changes that may impact district facilities and operations. Recent tort liability cases that provide guidelines in your agency's day-to-day operations will also be covered. Attendees will also receive information about the latest developments from the state capitol and insight on what to expect during the upcoming legislative session. Stay current on a wide variety of changes in the law and learn how those changes will affect the operation of your agency.

Learning Outcomes: Participants will be able to:
• Understand recent legal changes and other developments that affect their agency's operations.
• Determine how to adapt to the requirements of new laws while following best practices.

115 Commissioners’ Use of Social Media: Navigating a Treacherous Path
Topic Track: Boardsmanship
Location: Grand Suite 3, East Tower/Gold Level
Time: 8:15 am - 9:30 am
CLE credits: 1.0 (pending approval)
Speaker(s): Steven Adams, Partner, Robbins Schwartz

Stay abreast of this rapidly developing phenomenon that affects all elected officials and executive staff. This session will provide up-to-date information and advice concerning the risks commissioners face when they use their personal social media accounts to discuss “the people’s business.” We will discuss (i) how a personally created social media page becomes a “public” page, where comments cannot be censored and individuals cannot be blocked, (ii) when social media posts are “public records” subject to retention under the Local Records Act, (iii) how a commissioner’s social media posts can be subject to FOIA, and (iv) the state of policies designed to address commissioners’ use of social media and more.

Learning Outcomes: Participants will be able to:
• Learn about the latest cases and policies addressing the liability risk of commissioners’ use of social media to conduct public business.
• Learn important practical tips to avoid liability for activities on a social media page.

116 Thumbs Up: The Fundamentals of Illinois’ Biometric Information Protection Act
Topic Track: Governance/Legal
Location: Randolph 3, East Tower/Bronze Level
Time: 8:15 am - 9:30 am
Speaker(s): Todd Rowe, Attorney, Tressler LLP; Peter Murphy, Attorney, Tressler LLP

Biometric data provides a quick and convenient method to track employers, customers and patrons. However, there has been a backlash against the collection of this data. This presentation will examine steps the Illinois legislature and courts have taken to make Illinois a trailblazer in the regulation of this data and what that means to all Illinois data collectors.

Learning Outcomes: Participants will be able to:
• Understand how to adopt policies regarding the use and possession of cannabis or cannabis products on park district property and in park district facilities.
• Understand the potential implications of the new law for employment-related matters.

130 Get the 4:20 on the Impact of Recreational Marijuana for Your Agency
Topic Track: HR/Risk Management
Location: Columbus KL, East Tower/Gold Level
Time: 8:15 am - 9:30 am
Speaker(s): Dan Bolin, Attorney, Ancel Glink; Matt DiClanni, Attorney, Ancel Glink; Robert McCabe, Attorney, Ancel Glink

This session will cover the many aspects of the new Cannabis Regulation and Taxation Act as they apply to Illinois park districts. Some of the topics to be discussed will include the use and possession of cannabis in or near park district facilities, regulating cannabis-specific issues for park districts, and a myriad of employment topics from regulating the use of cannabis by employees to the enforcement and modification of existing drug policies. Topics such as the investigation of suspected cannabis use on duty, disciplinary action, and the effects of the new law on the collective bargaining process and existing collective bargaining agreements will also be discussed.

Learning Outcomes: Participants will be able to:
• Understand how to adopt policies concerning the risks commissioners face when they use their personal social media accounts to discuss “the people’s business.”
FRIDAY MORNING CONFERENCE SESSIONS
8:15 am – 9:30 am

Pre-Registration is not required to attend Friday sessions.
All conference sessions award 0.1 CEUs.

Attorneys: Sessions that award 1.0 CLE credit (pending approval) are noted in the session listing.

133
Top 10 Pitfalls to Avoid When Issuing Bonds
Topic Track: Finance/IT
Location: Michigan 1B, East Tower/Bronze Level
Time: 8:15 am - 9:30 am
CLE credits: 1.0 (pending approval)
Speaker(s): Anjali Vij, Partner, Chapman and Cutler LLP; Kent Floros, Partner, Chapman and Cutler LLP; Aaron Gold, Assistant Vice President, Speer Financial, Inc.

With increasing scrutiny from the IRS, the Securities and Exchange Commission (SEC), and the discerning public, issuing bonds to finance capital projects is no small task. In this session, we will explain the common pitfalls associated with issuing bonds so that you can avoid mistakes before they happen.

Learning Outcomes: Participants will be able to:
• Prepare and plan ahead for a bond sale.
• Comply with disclosure rules, federal tax regulations, and state laws applicable to the issuance of debt.

140
Financial Reporting Requirements to the Illinois Office of Comptroller
Topic Track: Governance/Legal
Location: Randolph 1A, East Tower/Bronze Level
Time: 8:15 am - 9:30 am
Speaker(s): Rosanna Barbaro-Flores, Director, Local Government Division, Illinois Office of Comptroller

Local governments are statutorily required to file financial reports to the Illinois Office of Comptroller (IOC). This session will acquaint you with these reporting requirements and provide you the opportunity to familiarize yourself with the annual financial report and digital filing process. Allow the IOC to assist you in providing your public the transparency in government finances that they both desire and deserve.

Learning Outcomes: Participants will be able to:
• Identify and achieve a basic understanding of the statutes governing the financial reporting requirements to the IOC.
• Navigate the IOC website and digital filing application.

147
Interactive Play: Combining the Positives of Modern Technology With Outdoor Play
Topic Track: Recreation
Location: Toronto, West Tower/Gold Level
Time: 8:15 am - 9:30 am
Speaker(s): Yvonne Overmaat, President, Yalp Inc.

What if we could use technology as a draw to bring people outdoors? This session will review different case studies of interactive play both in the U.S. and globally in which modern technology is combined with outdoor physical activity. It will include examples of park and recreation departments that combine unparalleled technological capabilities with educational engagement and inclusive and multigenerational play. It discusses examples of games with educational abilities, ranging from STE(A)M games to multilingual games, and the ability to apply different age-appropriate levels. It will also feature possibilities for athletic skills training and the engagement of teenagers using technology. Can you imagine learning math while running outside with your grandma in your neighborhood park, or playing around with your own music while being outdoors? This session highlights how you can truly engage your community and turn your park into a destination playground.

Learning Outcomes: Participants will be able to:
• Plan and design a successful music park.
• Create the desired space use and prepare a maintenance plan for maintaining the music park for many years.

204
Natural Harmony: A Guide to Blending Music, Community, and Parks
Topic Track: Parks/Natural Resources
Location: Wrigley, West Tower/Bronze Level
Speaker(s): Kate Morrison, Sales and Business Development Manager, Freenotes Harmony Park; Lindsay Hill, Senior VP & Group Manager PlayCore Specialty Group, PlayCore

Music parks benefit every member of the community, but few communities have a music program available and affordable to everyone. A permanent installation of instruments changes that. A simplified system allows anyone to play, regardless of training or ability, and instruments can be designed for individual and ensemble play. Music transcends age, gender, ethnicity and mobility, and is a gathering force that builds better communities and helps make people kinder.

Learning Outcomes: Participants will be able to:
• Outline how modern technology can be used to attract more people to play outdoors.
• Describe how interactive play adds to multigenerational and inclusive play.
FRIDAY MORNING CONFERENCE SESSIONS
8:15 am – 9:30 am
Pre-Registration is not required to attend Friday sessions.
All conference sessions award 0.1 CEUs.
Attorneys: Sessions that award 1.0 CLE credit (pending approval) are noted in the session listing.

205
Bringing Nature Back to the Neighborhood: Not Just a Slide and Swing Set
Topic Track: Parks/Natural Resources
Location: Plaza Ballroom A, East Tower/Green Level
Time: 8:15 am - 9:30 am
Speaker(s): Robert Fleck, Executive Director, Westmont Park District; Jonathan Lawrence, Senior Associate Landscape Architect, Environmental Consulting & Technology Inc.; Tom Crnkovich, Partner, Civil Engineer, Alpine Ridge Builders

Typical suburban neighborhood parks are often built conventionally with a playground and large expanses of lawn. However, opportunities commonly exist to integrate natural features into the design that enhance the users' experience. By working with the site's "personality," the place becomes uniquely authentic to its surroundings—benefiting the community. The results of this design approach contribute to overall public well-being and improve ecological and environmental health.

Learning Outcomes: Participants will be able to:
- Learn how to evolve traditional park design into a comprehensive design approach that balances both active and passive recreation opportunities while improving ecological functions.
- Understand how to engage a neighborhood and build support for a vision that is not typical in a neighborhood park.

222
Floodplains and Wetlands 101: What Can Be Done With Those Wet Areas?
Topic Track: Parks/Natural Resources
Location: Michigan 1A, East Tower/Brone Level
Time: 8:15 am - 9:30 am
Speaker(s): Vince Mosca, Vice President, Senior Ecologist, Hey and Associates, Inc.; Dave Kraft, Senior Civil Engineer, Hey and Associates, Inc.

This session will explain what floodplains and wetlands are, the regulations governing them, what types of activities and developments can occur within them, and common permitting requirements. A variety of park development projects ranging from habitat restoration to trails and active recreation will be used to illustrate opportunities and constraints posed by floodplains and wetlands.

Learning Outcomes: Participants will be able to:
- Develop a better understanding of wetland and floodplain regulations.
- Discover opportunities to incorporate wetlands and floodplains into an open space design.

304
The Four Universal Pillars of Effective Training
Topic Track: HR/Risk Management
Location: Grand Suite 5, East Tower/Gold Level
Time: 8:15 am - 9:30 am
Speaker(s): George Deines, Studio Director, Counsilman-Hunsaker

Every parks and recreation professional will inevitably have to train new employees. The trick is to train them in an effective manner that gets you the long-lasting benefit of a well-trained, well-behaved team member that helps your department thrive for years to come. This session will detail the four universal pillars of effective training and give tangible ways to implement them in your organization.

Learning Outcomes: Participants will be able to:
- Describe the four pillars of effective training and the outcomes they will receive from employees who are trained in this manner.
- Implement the four pillars that are shared with their team, leading to a more productive workforce and better employee behavior.

312
Time’s Up: Managing a Harassment-Free Workplace
Topic Track: Governance/Legal
Location: Gold Coast, West Tower/Bronze Level
Time: 8:15 am - 9:30 am
Speaker(s): Scott Stewart, Attorney, Tressler LLP

Join employment lawyer Scott Stewart and government lawyer Christine Walczak as they discuss defending harassment claims in the #MeToo era. Using real-world case studies, this interactive presentation is heavy on audience participation and will address the current landscape as it applies to managing employment-related claims in an environment that has suddenly turned hostile for municipal employers.

Learning Outcomes: Participants will be able to:
- Understand and identify the various forms of workplace harassment.
- Develop legal and practical strategies for responding to and preventing workplace harassment.
410
Marketing Best Practices for Non Marketers: Bridging the Gap Between Marketing and Recreation
Topic Track: Leadership/Management
Location: Michigan 3, East Tower/ Bronze Level
Time: 8:15 am - 9:30 am
Speaker(s): Mike Terson, Public Relations and Marketing Manager, Buffalo Grove Park District; Marlon Rodas, Marketing and Communications Manager, Wilmette Park District; Katie Drum, Director of Marketing and Public Relations, Batavia Park District; Stephanie FitzSimons, Marketing Manager, Bartlett Park District

With constant changes in technology and social media as well as overall branding and sponsorship needs, marketing departments at agencies are growing. Gone are the days of the tech-savvy recreation supervisor or superintendent handling the brochure or website. As the parks and recreation marketing field evolves, oftentimes, the disconnect can increase between the needs of the recreation department and the best practices of the marketing department. This session will feature a panel of veteran and new marketing professionals who will share some of their experiences and provide ideas and solutions to help your agency create synergy between the two departments. Bring your stories of challenges and frustration. This panel will help recreation professionals better understand the minds of marketing people and how to leverage what they bring to the table for better results.

Learning Outcomes: Participants will be able to:
• Better understand best practices for marketing recreation programs and events.
• Work more efficiently and harmoniously with the marketing staff.

418
The Wellness Wheel: The Real Wheel of Fortune
Topic Track: Recreation
Location: Columbian, West Tower/ Bronze Level
Time: 8:15 am - 9:30 am
Speaker(s): Ashley Dennis, Outreach & Wellness Coordinator, Urbana Park District; Elsie Hedgspeth, Outreach & Wellness Manager, Urbana Park District

Be well. Live well. Wellness is a growing global industry worth over $4.7 trillion annually. From trail systems to state-of-the-art fitness facilities, many park districts have allocated resources to improve physical wellness. In this session, participants will learn how to leverage partnerships to develop and implement creative and engaging programming designed to incorporate all eight dimensions of the wellness wheel (physical, intellectual, emotional, spiritual, environmental, financial, occupational, and social) while still remaining responsive and relevant to the unique needs of each community. How can—and should—parks and recreation entities cultivate the full spectrum of wellness within the communities they serve and be leaders in the wellness industry?

Learning Outcomes: Participants will be able to:
• Identify community partnership possibilities for adding variety to wellness programming to incorporate all eight dimensions of wellness.
• Acquire a better familiarity of the eight dimensions of wellness included in the Wellness Wheel and what types of programming are covered in each dimension.

423
Developing a Social-Emotional Learning Climate in Our After-School Programs
Topic Track: Recreation
Location: Randolph 2, East Tower/ Bronze Level
Time: 8:15 am - 9:30 am
Speaker(s): Ashley Perkins, Trainer, Illinois AfterSchool Network

When developing a social-emotional learning (SEL) climate, all elements of an institution, i.e., discipline, classroom management, curriculum, etc. must reflect and uphold the skills and attitudes of social and emotional competence. Attendees will gain strategies on how to create safe spaces, learn creative check-ins and check-outs, and participate in activities to encourage continued social and emotional learning through instruction.

Learning Outcomes: Participants will be able to:
• Gain an understanding of trauma through the lens of the five social-emotional learning competencies.
• Gain a better understanding of trauma and how it is closely related to social emotional learning.
• Acquire strategies to implement for the purpose of creating a trauma-informed climate in their respective programs.

424
Changing Your Aging Brain Can be as Simple as Child’s Play!
Topic Track: Recreation
Location: Roosevelt 3B, East Tower/ Bronze Level
Time: 8:15 am - 9:30 am
Speaker(s): Karen Haseley, CTRS, Certified Ageless Grace® Educator and Trainer, Ageless Grace®, LLC; Peggy Kinst, Certified Ageless Grace® Educator and Trainer, Ageless Grace®, LLC

Learn how to change your brain through fun, creative, physical movement, no matter what your age. Maintaining healthy neural pathways can be as simple as child’s play! Based on the concept of neuroplasticity, Ageless Grace® is playful movements taking only 10 minutes every day to exercise all 5 functions of your brain and all 21 physical skills to stay optimally fit. It is developmental, preventative, and restorative for all ages and abilities (children, adults, boomers, and beyond), and it’s fun! This is an interactive session (all done while seated—you'll be amazed at the workout you'll get), dress comfortably and be ready to laugh, play and, prime your brain for the conference!

Learning Outcomes: Participants will be able to:
• Define neuroplasticity and explain how Ageless Grace® is used to develop, retain, and enhance physical and cognitive function.
• List and explain the five functions of the brain.
FRIDAY MORNING CONFERENCE SESSIONS
8:15 am – 9:30 am
Pre-Registration is not required to attend Friday sessions.
All conference sessions award 0.1 CEUs.
Attorneys: Sessions that award 1.0 CLE credit (pending approval) are noted in the session listing.

506 Assessing Functional Outcomes in Community-Based Programs
Topic Track: Therapeutic Recreation
Location: Acapulco, West Tower/Gold Level
Time: 8:15 am - 9:30 am
Speaker(s): Sydney Sklar, Professor, University of St. Francis; Marcia Carter, Adjunct Instructor, SUNY Cortland

Therapeutic recreation specialists who lack assessment tools appropriate to the practice setting may wish to adapt existing instruments to document clients’ needs and progress. This session will introduce an instrument developed to successfully assess functional outcomes in an outdoor adaptive sports setting. Through activity and task analysis, the progress report instrument can be adapted to measure functional outcomes in a variety of settings and activities. The session will offer suggestions on training staff and volunteers to use the instrument. Participants will leave this session with an understanding of an assessment and documentation model that can be adapted to various settings for evidence-based practice.

Learning Outcomes: Participants will be able to:
- Describe the contents of an individualized assessment tool based on activity and task analyses of functional domains relevant to adaptive sports in outdoor recreation.
- Outline suggested training content for use with staff and volunteers in a community-based therapeutic recreation setting.

513 Ballin’ on a Budget
Topic Track: Therapeutic Recreation
Location: Columbus EF, East Tower/Gold Level
Time: 8:15 am - 9:30 am
Speaker(s): Michelle Livingston, Adult Coordinator, Fox Valley Special Recreation Association; Becky Fredrickson, Inclusion Manager, Fox Valley Special Recreation Association; Claire Howes, School Services and Day Camp Manager, Fox Valley Special Recreation Association; Jennifer Wisneski, Outreach Coordinator, Fox Valley Special Recreation Association

Having budget-friendly activities and/or crafts for all ages and abilities is important in any recreational environment. Join us as we share over 50 free or inexpensive ideas to facilitate on the fly.

Learning Outcomes: Participants will be able to:
- Gain knowledge of a variety of activities to share with their staff.
- Modify activities to meet the diverse needs of the individuals they are serving.

611 Data Storytelling: How to Identify the Story Behind the Data and Share It With the Community
Topic Track: Finance/IT
Location: Michigan 2, East Tower/Bronze Level
Time: 8:15 am - 9:30 am
Speaker(s): Maureen McCarthy, Superintendent of Recreation, Park District of Oak Park; Greg Stopka, Strategy and Innovation Manager, Park District of Oak Park

How do you leverage your data to identify actions to improve? How do you communicate the stories behind your data with the public? In 2018, the Park District of Oak Park implemented a new engagement strategy with management staff to use data to build a story by identifying 1) stakeholders, 2) challenges and opportunities, 3) action items and 4) desired outcomes. By focusing on these key areas, the park district has been able to construct powerful narratives we can share with the public. During this session, you’ll learn how to engage staff with data, how to build stories around it, and how to build data reports that tell your story to the public.

Learning Outcomes: Participants will be able to:
- Use storytelling to leverage data and improve.
- Use graphic software to design engaging reports using data.

617 What Can We Learn About Safety From Our Schools? A Holistic Discussion About Safety
Topic Track: Facilities
Location: Water Tower, West Tower/Bronze Level
Time: 8:15 am - 9:30 am
Speaker(s): Lindsey Peckinpahugh,Principal, Perkins&Will; Steve Turckes, Principal, Perkins&Will; Aimee Eckmann, Principal, Perkins&Will

According to CNN, there was an average of one school shooting every week in 2018. Tragically, this trend toward violence continued into 2019. In a May 2019 school shooting in Denver, parents were directed to a local community recreation center to wait for reunification with their children. These violent acts have communities reassessing their school security practices and how other public facilities can enhance security protocols. During this session, we will leverage our experts in the K-12 practice to explore a more holistic approach to community safety. Understanding that it is impossible for design to eliminate all threats, we will focus on minimizing threats.

Learning Outcomes: Participants will be able to:
- Understand some of the everyday threats to public safety and the role facilities can play to address them.
- Gain an introductory understanding of resilient and K-12 design practices that promote enhanced security and may be transferable to community recreation design.

DON’T FORGET TO TAKE THIS ISSUE TO THE CONFERENCE!
FRIDAY MORNING CONFERENCE SESSIONS
8:15 am – 9:30 am
Pre-Registration is not required to attend Friday sessions. All conference sessions award 0.1 CEUs.
Attorneys: Sessions that award 1.0 CLE credit (pending approval) are noted in the session listing.

905
Replacing a Community Icon: How to Say Goodbye
Topic Track: Marketing/Communications
Location: Comiskey, West Tower/Bronze Level
Time: 8:15 am - 9:30 am
Speaker(s): Paul Rogus, Superintendent of Park & Facility Maintenance, Cary Park District; Dan Jones, Executive Director, Cary Park District

How do you replace a playground with deep community roots? In 2017, the Cary Park District began the process of answering that question as plans came together for the replacement of Timbertown located in Kaper Park, a large wooden play structure entirely built by volunteers in 1994. Staff knew that they needed to hit a home run with the replacement playground by generating excitement within the community, but they also needed to come up with a creative and unique way to say goodbye to Timbertown. Learning Outcomes: Participants will be able to:
• Understand how to use the feedback obtained from key stakeholders, the board of commissioners, and staff toward the design and revitalization of a large community park.
• Mount an aggressive public relations campaign using social media to peak interest in a new project while giving a dignified send-off to a community icon.

907
Making Creative Marketing Music as a “One-Man Band”
Topic Track: Marketing/Communications
Location: Michigan 1C, East Tower/Bronze Level
Time: 8:15 am - 9:30 am
Speaker(s): Corinne Vargas, Community Relations Manager, Village of Montgomery

This session will explore how to challenge yourself and the team members you have to create, inspire, and think imaginatively and unorthodoxly. Just because you are a “one-man band” doesn’t mean you’re not important to your organization. Learning Outcomes: Participants will be able to:
• Learn how to create using a disciplined process. Some people believe that creativity is a spark. In truth, creativity is a process, a discipline. It’s often a matter of methodically absorbing experiences, synthesizing them and applying one’s intuition.
• Gain tips on how to develop creative thinking, strong group ideas, and how to not be afraid to fail.
• Creative districts understand that success and failure go hand in hand and are not intimidated by the prospect of failing but are excited to celebrate small and large victories.

1006
Give the People What They Want: How to Create Meaningful Community Engagement to Plan Your Parks
Topic Track: Diversity
Location: Roosevelt 3A, East Tower/Bronze Level
Time: 8:15 am - 9:30 am
Speaker(s): Valerie Berstene, Architect/Urban Designer, SmithGroup; Kris Lucius, Principal/Landscape Architect, SmithGroup; Tim Bartlett, Executive Director, Urbana Park District

If the idea of a public meeting makes you reach for the Maalox and conjures visions of finger-pointing, grandstanding, and unhappy citizens, then this session is for you! Using creative techniques, community meetings can be fun, informative, and productive tools for shaping public open space that responds to the needs of your residents. From dot boards to virtual reality tours, our panelists will discuss strategies to engage public meeting participants, drawing on their experiences from Urbana's Crystal Lake Park Master Plan, Chicago's South Lakefront Framework Plan, and Mahomet's Downtown Master Plan. From traditional to high-tech, our planning tools incorporate inclusive, visually oriented methods for engaging the public and stakeholders from all walks of life. Participants will have the opportunity to sample community engagement tools firsthand. Learning Outcomes: Participants will be able to:
• Understand a diverse array of communication techniques for community collaboration.
• Discuss methods for collecting input from community members of different ages, backgrounds, and abilities.

FRIDAY MORNING CONFERENCE SESSIONS
9:45 am – 11:00 am
Pre-Registration is not required to attend Friday sessions. All conference sessions award 0.1 CEUs.
Attorneys: Sessions that award 1.0 CLE credit (pending approval) are noted in the session listing.

13
Municipal Roundtable
Topic Track: Leadership/Management
Location: Randolph 1B, East Tower/Bronze Level
Time: 9:45 am - 11:00 am
Speaker(s): Brian Sullivan, Director of Parks and Recreation & Special Projects, Hawthorn Woods Parks & Recreation; Mary Jeanne Hutchison, Director, O'Fallon Parks and Recreation; Doug Damery, Executive Director, Normal Parks & Recreation Department

Parks and recreation provides essential services, facilities, and programs necessary for the positive development and well-being of the community. But what if you are a parks and recreation department within a municipality and have to share resources with other high-value services such as fire, police, schools, libraries and streets and sanitation? How do you compete and get your message heard or the budget and resources needed to achieve your goals and objectives? Join us for a lively conversation as we discuss common obstacles and share tips, strategies, and success stories relevant to the parks and rec professional in a municipal setting. Learning Outcomes: Participants will be able to:
• Crowd-source ideas and answers to some of their department's most challenging issues.
• Connect with their peers to share information and build a valuable support network.
**17 Redefining Success: Building Relationships the “Write” Way**

**Topic Track:** Leadership/Management  
**Location:** Regency C, West Tower/Gold Level  
**Time:** 9:45 am - 11:00 am  
**Speaker(s):** Garth Callaghan, Author, Speaker, Cancer Survivor, Napkin Notes Dad; Heather Weishaar, Outreach Director, Illinois Park and Recreation Association

Most people refer to Garth Callaghan as the “Napkin Notes Dad.” It is a moniker he takes pride in as it represents a lifetime of relationship-building with his daughter, Emma, and with everyone he meets. Since 2011, Garth has been diagnosed with cancer five times. His first diagnosis came when his daughter was 12. Determined to make the time he has meaningful, Garth made a promise to compile years’ worth of notes to give to Emma through her high school graduation—826 napkin notes to be exact. The compiled notes became a book, “Napkin Notes: Make Lunch Meaningful, Life Will Follow,” and has been translated into over 15 different editions and published around the world.

Join us for this inspirational session where we sit down with Garth for an informal conversation about his incredible “Napkin Notes” story and the principles he has followed throughout his life to connect to the people around him. Garth will also discuss the importance of building a daily communications loop and how to redefine success for your own purposes.  
**Learning Outcomes:** Participants will be able to:  
- Be inspired and recognize the importance of building meaningful relationships.  
- Redefine the traditional definition of success in a way that is more personally relevant and meaningful to you.

**27 Planning for Career Advancement Using the IPRA Career Toolbox**

**Topic Track:** Leadership/Management  
**Location:** Roosevelt 1AB, East Tower/ Bronze Level  
**Time:** 9:45 am - 11:00 am  
**Speaker(s):** Megan Owens, Assistant Professor, Western Illinois University; Derek Hoffman, Graduate Student, Western Illinois University

A person’s path in life can be a winding road, which sometimes reflects the twists and turns of a career. However, professionals have more control over their career advancement than they may realize. Multiple opportunities exist for career advancement, but professionals may experience greater benefits when they reflect and plan ahead. Creating a career advancement plan enables professionals and agencies to identify and pursue relevant professional development opportunities to prepare for the next level. IPRA and Western Illinois University partnered to develop the IPRA Career Toolbox to help practitioners realize their career advancement goals. This session will explore and use the Career Toolbox resources to create personalized career advancement plans.  
**Learning Outcomes:** Participants will be able to:  
- Gain a better understanding of the relationship between career planning and advancement.  
- Learn about the features of the IPRA Career Toolbox while developing a personalized career advancement plan.

**111 Legal/Legislative, Part II**

**Topic Track:** Governance/Legal  
**Location:** Columbus GH, East Tower/ Gold Level  
**Time:** 9:45 am - 11:00 am  
**CLE credits:** 1.0 (pending approval)  
**Speaker(s):** Steven Adams, Partner, Robbins Schwartz; Nicole Karas, Senior Counsel, Robbins Schwartz

Top Illinois park district attorneys will discuss new laws, regulations, court decisions and public access counselor (PAC) opinions affecting your agency. We will review important changes to OMA/FOIA, employment law, the property tax code, election law, and public investment and finance, among many others. Get practical tips and strategies on how to maintain legal compliance with the changes and new developments from experienced practitioners. Attendees will also obtain a summary of what to expect from Washington and Springfield in the year ahead.  
**Learning Outcomes:** Participants will be able to:  
- Become current on the broad spectrum of legal changes affecting their agency in 2020.  
- Obtain important information necessary to adapt their agency's policies, practices, and procedures to the new legal developments.
FRIDAY MORNING CONFERENCE SESSIONS
9:45 am – 11:00 am

Pre-Registration is not required to attend Friday sessions.
All conference sessions award 0.1 CEUs.
Attorneys: Sessions that award 1.0 CLE credit (pending approval) are noted in the session listing.

118 Coaches and Sexual Assault
Claims: What You Need to Do
to Protect Your Agency
Topic Track: Governance/Legal
Location: Water Tower, West Tower/
Bronze Level
Time: 9:45 am - 11:00 am
CLE credits: 1.0 (pending approval)
Speaker(s): Andrew Paine, Attorney, Tressler LLP; Christine Walczak, Attorney, Tressler LLP

Sexual abuse claims and allegations against coaches and trainers are becoming all too common. This session will explore the disheartening trend and will discuss what your agency can do to guard against it.
Learning Outcomes: Participants will be able to:
• Understand the growing trend and identify proactive steps to help prevent it from occurring in the first place.
• Learn proactive policy measures aimed at preventing abuse from occurring and how best to respond if sexual abuse allegations surface.

123 The Culture Code:
Creating a Healthy Relationship Between
Executive Directors and
Elected Officials
Topic Track: Boardsmanship
Location: Michigan 2, East Tower/
Bronze Level
Time: 9:45 am - 11:00 am
Speaker(s): Derke Price, Equity Partner, Ancel Glink

This session will outline the best practices for fostering a healthy relationship between the board of commissioners and the executive director.
Learning Outcomes: Participants will be able to:
• Set expectations for mutual success.
• Understand strategies for performance review and compensation.

128 Smooth Transitions: The
Transgender Community Enjoys
Recreation Too!
Topic Track: Diversity
Location: Grand Suite 3, East Tower/
Gold Level
Time: 9:45 am - 11:00 am
Speaker(s): Keri-Lyn Kraathefer, Equity Partner, Ancel Glink; Mike Clark, Executive Director, Palatine Park District; Sophie Michaels, Transgender Panelist

Transgender issues continue to be at the forefront of controversy across the nation! This session will provide a guide to tackling the legal issues park districts experience when including the transgender population. Come hear the perspective of a transwoman, a park director, and a park attorney for helpful information and tips about how to sensitively and legally accommodate transgender populations into your programs, facilities, and employment.
Learning Outcomes: Participants will be able to:
• Understand the range of issues that arise when accommodating transgender populations.
• Learn the best policy and practices to consider as public facilities and program operators.

131 Top Trends in
Parks, Recreation,
and Tourism in 2020
Topic Track: Leadership/Management
Location: Michigan 1C, East Tower/
Bronze Level
Time: 9:45 am - 11:00 am
Speaker(s): Brendan Daley, Director of Strategy & Sustainability, Chicago Park District; Savitha Chelladurai, Sustainability Program Manager, Navy Pier

We live in interesting and changing times. Drones delivering pizza in parks, self-driving vehicles in parks, housing for the homeless built in parks, cool pavements for parking lots—they are all coming to parks and recreation and sooner than you think! Recycling markets are changing the way we process materials. Drones are filming and flying in parks. E-sports means never leaving the couch to compete. Artificial Intelligence allows you to walk into a store and walk out with goods, all purchased through an Amazon account. Augmented reality feeds provide program information instead of printed park and recreation mailers. We are now interacting with stakeholders through social media. Social media also affects tourism, overcrowding, and diversion of tourists to locations that are off the “beaten path.” Come hear some true blue-sky thinking about what is right over the horizon for parks, recreation, and tourism.
Learning Outcomes: Participants will be able to:
• Obtain information about a variety of trends that may affect parks, recreation, and tourism.
• Understand the link between parks and tourism.

134 If You're Happy and
They Know It, Happy
Staff!
Topic Track: Leadership/Management
Location: Regency B, West Tower/Gold Level
Time: 9:45 am - 11:00 am
Speaker(s): Michael Bork, Owner, Laughtership LLC

This high-energy and interactive session explores the concepts of authentic leadership and positive psychology, and how to use both of these techniques to create authentically happy and positively productive employees. Through lecture, discussion, exercises, and laughter, participants will discover how to adopt authentic leadership practices, explore character-strength-based leadership and coaching, and walk away with practical tools that can be used right away.
Learning Outcomes: Participants will be able to:
• Articulate the key points of positive psychology and authentic leadership, and how to apply these to the workplace.
• Walk away with practical and realistic strategies to integrate authenticity and positive psychology into the participant's own management practices to be a more compassionate, trustworthy leader.
FRIDAY MORNING CONFERENCE SESSIONS
9:45 am – 11:00 am
Pre-Registration is not required to attend Friday sessions. All conference sessions award 0.1 CEUs.
Attorneys: Sessions that award 1.0 CLE credit (pending approval) are noted in the session listing.

137 Emerging Bond Issues
Topic Track: Finance/IT
Location: Michigan 1A, East Tower/Bronze Level
Time: 9:45 am - 11:00 am
Speaker(s): Kyle Cratty, Director of Finance, Park District of Oak Park; Kyle Harding, Partner, Chapman and Cutler LLP; Andrew Kim, Director, Public Finance, PMA Securities, LLC

Learn about the current market conditions for municipal bonds, including the effect of federal income tax reform. We will discuss refinancing strategies and opportunities in the current market, and review other issues and considerations relevant to refinancing or project financing, including recent SEC enforcement actions against municipal issuers and the new reportable events included in an issuer’s continuing disclosure requirements.

Learning Outcomes: Participants will be able to:
- Highlight relevant challenges to issuing new money debt in the context of existing debt service payments.
- Navigate the regulatory environment in light of changing disclosure regulations and recent SEC enforcement actions.

138 Active Shooter and Active Threat Crisis Training for Park District Administrators and Staff
Topic Track: HR/Risk Management
Location: Columbus 1J, East Tower/Gold Level
Time: 9:45 am - 11:00 am
Speaker(s): Joseph Crimmins, President, Serve and Protect LLC; Michael Crane, Security and Active Threat Consultant, Serve and Protect LLC; Rachel Khan, Risk Manager, Wheeling Park District; Katie Basile, Facility Manager, Oak Brook Park District

In this session, the presenters will discuss how to design and conduct an active shooter training exercise for your park district facility. Learning Outcomes: Participants will be able to:
- Identify and implement evacuation and lockdown strategies that will greatly increase the ability of staff members to successfully respond to an active threat incident.
- Identify and implement mass notification systems and strategies so immediate notification can be made to staff and guests that there is an active threat on the premises.

143 Are You Ready to Retire? IMRF Retirement Planning Workshop
Topic Track: Finance/IT
Location: Columbus 1J, East Tower/Gold Level
Time: 9:45 am - 11:00 am
Speaker(s): Tecya Anderson, Field Representative, IMRF; Kevin Davis, Field Representative, IMRF; Randy Stevens, Field Representative, IMRF

Attend this session on IMRF to learn everything you need to consider now and later to meet your retirement needs. Are you making voluntary additional contributions to the IMRF? Do you know the key items you need to review before you retire? Do you know all your options for health insurance continuation in retirement? These are just a few things you need to know to prepare to retire with IMRF. We will do an overview of who participates, funding status, new legislation, why you should review your records, how benefits are calculated, the steps to retire, health insurance continuation options (including IMRF’s endorsed plans), surviving spouse benefits, keeping beneficiaries current and more.

Learn about all the different tools available to help you to prepare to retire: online member access, the 800 call center, and local workshops in your area for the young and those nearing retirement.

Learning Outcomes: Participants will be able to:
- Discuss and define the accreditation requirements that address ADA requirements.
- Understand and apply strategies to meet the ADA mandates within the accreditation programs.

145 The ADA, Accreditation, and Your Agency
Topic Track: HR/Risk Management
Location: Randolph 1A, East Tower/Bronze Level
Time: 9:45 am - 11:00 am
Speaker(s): John McGovern, President, Accessibility Consulting, WT Group

The 28th anniversary of the effective date of the Americans with Disabilities Act (ADA) is the Sunday of this conference weekend. Every agency has a complete understanding of the ADA by now ... right? This session will review the pertinent portions of the Distinguished Agency Accreditation program, and the CAPRA accreditation program, as both apply to ADA compliance. We will review the access audit mandate, the transition plan requirement, and the inclusion mandate and apply these to the two accreditation programs. This interactive session will give agency staff and board members a grasp of what is required and a strategy for how to make it happen.

Learning Outcomes: Participants will be able to:
- Understand and apply strategies to meet the ADA mandates within the accreditation programs.

DON’T FORGET TO TAKE THIS ISSUE TO THE CONFERENCE!
Outdoor Ice Rinks When the Weather Doesn’t Always Cooperate

Global warming or climate change—call it what you want, but winters just aren’t the same as they used to be. The days of skating on ponds and building up rinks on turf have been dwindling. The only way to keep skaters happy is to give mother nature a little help. Chillers are used in many of our larger facilities, and portable units are available as well. This technology can be converted to chill ice skating rinks, making it possible to maintain ice at temperatures above freezing. This session will describe how this is done.

Learning Outcomes: Participants will be able to:
• Understand the systems and investment needed to build chilled ice rinks.
• Evaluate whether this technology is something they should consider for their agencies.

Old School: Why We Still Matter

With all the focus on managing and adapting to millennials in the workplace, the older workforce is quickly becoming overlooked. These existing staff members and potential new hires can have a dramatic impact on productivity and the overall perception of your agency. What is it that makes these individuals desirable? This session will identify the multitude of benefits that can be had.

Learning Outcomes: Participants will be able to:
• Have a greater appreciation of the older workforce and their attributes and learn where their skills and previous experiences will pay the greatest dividends within the agency.
• Employ the older workforce personnel to their greatest advantage and capitalize on the experiences, work habits, and mentoring potential of these valuable staff members.

Building Community Through Play

Create truly inclusive playgrounds for kids and their caregivers that go beyond the ADA minimum requirements with this playful session on building community through playgrounds. From social inclusion to sensory integration, the presenters will share 10 clear methods of improving inclusive play through design. Using inclusive play as a springboard, the presenters will also include ways to build community while finding funding to build your inclusive playground with public, private, and corporate partners.

Learning Outcomes: Participants will be able to:
• Learn 10 clear methods to improve inclusive play through design ideas from social inclusion to sensory integration and everything in between.
• Learn ways to build community through fundraising for an inclusive playground project.
311  
**Wage and Hour Update: Minimum Wage, FLSA, and More!**  
*Topic Track*: HR/Risk Management  
*Location*: Gold Coast, West Tower/Bronze Level  
*Time*: 9:45 am - 11:00 am  
*Speaker(s)*: Joy Lynn Hyer, Senior Compensation/Survey Analyst, HR Source  
With the new Illinois minimum wage reaching $15/hour, Illinois employers must start making short-term and long-term compliance plans. Join us as we discuss this hot topic and share compliance strategies with peer organizations. This session will also include other timely wage and hour updates to the FLSA.  
**Learning Outcomes**: Participants will be able to:  
- Understand the minimum wage changes.  
- Address compression concerns and update their pay grade structure to accommodate the minimum wage changes.

315  
**Cyber Liability for the Park District: The Legal Perspective of Defending, Preventing, and Handling a Cyberattack**  
*Topic Track*: Governance/Legal  
*Location*: Randolph 3, East Tower/Bronze Level  
*Time*: 9:45 am - 11:00 am  
*CLE credits*: 1.0 (pending approval)  
*Speaker(s)*: Andrew Keyt, Attorney, Heyl Royster Voelker & Allen  
This session will focus on raising awareness for cyber liability issues, how to build a solid defense to cyber liability, and what to do if an attack has occurred. This emerging area of crime poses not just a risk to the park district’s data but also raises the possibility of civil liability to government agencies and third parties. We will focus on what cybercrime is and how it may affect a park district, offering tips on prevention and what to do when an attack has occurred.  
**Learning Outcomes**: Participants will be able to:  
- Identify the various types of cybercrime and gain tips for prevention.  
- Implement an action plan if they discover they have been the victim of a cyberattack.

405  
**Fall and Halloween Special Events**  
*Topic Track*: Recreation  
*Location*: Columbus EF, East Tower/Gold Level  
*Time*: 9:45 am - 11:00 am  
*Speaker(s)*: Erika Rube, Recreation Supervisor, Itasca Park District; Cori Veverka, Cultural Arts Supervisor, Oswegoland Park District; Liz Visteen, Program Manager, Special Events & Active Adults, Glencoe Park District  
Fall has endless possibilities for special events for all ages! From smaller to larger agencies, participants will learn new special event ideas, walk away with resources and vendor recommendations, and gain tips and tricks to modify existing plans to make their fall and Halloween events even more successful. The presentation will focus on specific examples from multiple agencies.  
**Learning Outcomes**: Participants will be able to:  
- Take specific ideas and plans for fall and Halloween events back to their agency.  
- Gain knowledge and resources to modify existing special event plans to best fit the needs of their agency and community.

409  
**Majoring in Recreation and Sports Management? Make the Most of Your Education in and out of Class**  
*Topic Track*: Recreation  
*Location*: Wrigley, West Tower/Bronze Level  
*Time*: 9:45 am - 11:00 am  
*Speaker(s)*: Kristine Wahlgren, Recreation Center Supervisor, Village of Romeoville, Recreation Department; Sara Hupe, Assistant Professor, Trinity Christian College  
So, you decided to major in recreation and sports management? What does that mean? This session will provide insight into making the most of your time while in school. Come hear from a seasoned professional and assistant professor about ways to boost your hiring power. This will be a fun, active panel discussion. Come away with tools to boost your resume and improve your marketability when you graduate. We will also discuss the “why?” of a career in recreation.  
**Learning Outcomes**: Participants will be able to:  
- Formulate successful strategies to recruit new and veteran officials to work at games for their agencies.  
- Enhance their officials’ training programs and develop new strategies for training their officials.
Building Positive Relationships With Parents and Families in After-School Programs

This interactive workshop will focus on building positive, lifelong relationships with parents and families, which are essential for effective and holistic program service delivery. We will examine our attitudes toward parent involvement along with tips and strategies for building and maintaining lifelong relationships. Come prepared to share your successes and concerns while having fun during this interactive session.

**Learning Outcomes:** Participants will be able to:

- Examine their attitudes toward parent and family involvement and how it impacts (positively or negatively) their respective programs.
- Work in small groups to brainstorm other unique opportunities to work with parents.
- Acquire strategic ways to work proactively with parents and families in their programs.

Activities in a Pinch

It starts to rain, or a staff member is absent, or an event or activity ends early—What do you do? Come learn some fun, easy, no-prop games that you can share with your camp and other out-of-school staff and pull out of your back pocket to fill time with engaging activities when you are in a pinch.

**Learning Outcomes:** Participants will be able to:

- Identify times that they may need to implement a quick no-prop activity and understand the basic ingredients for successfully using no-prop activities.
- Participate in specific activities that they can train their out-of-school staff to use with participants.

Interviewing 101

Good interview skills and techniques help you match the best person to the right job and build a bright future for your organization. Many hiring managers and supervisors make costly mistakes, neglect to ask the right questions, and end up hiring the wrong candidate. Poor hiring decisions are costly in terms of time, excessive recruiting costs, added training costs, poor performance, and negative impact on good performers. With this training, you will learn how to conduct a successful interview that will lead to better hiring choices. This hands-on session will cover the interviewing process and best practices for finding top talent. This course is designed for new managers, supervisors, and anyone new to the interviewing and selection process or to prepare you for that opportunity.

**Learning Outcomes:** Participants will be able to:

- Understand how to standardize the interview process to hire the best candidate.
- Gain knowledge to avoid common interviewing mistakes.
Finding Success With the Five Types of Aquatic Employees

Topic Track: Facilities
Location: Roosevelt 3B, East Tower/ Bronze Level
Time: 9:45 am - 11:00 am
Speaker(s): George Deines, Studio Director, Counsilman-Hunsaker

Aquatic operators are in a unique position to deal with a variety of employee types from high performers to low performers and everything in between! This session will seek to define the five types of aquatic employees and develop tangible ways to interact with and supervise them to offer the best possible aquatics program.

Learning Outcomes: Participants will be able to:
• Discuss and describe the five types of aquatic employees.
• Develop principles regarding a supervisor's interaction and coaching of each employee type and describe the best way to integrate these principles to get the most out of their employees.

Video Made the (Rec)lebrity Star: Producing Captivating Video Content for Your Agency

Topic Track: Marketing/Communications
Location: Grand Suite 5, East Tower/ Gold Level
Time: 9:45 am - 11:00 am
Speaker(s): Jarrod Scheunemann, President, Campfire Concepts; Jessie Scheunemann, Marketing Director, Campfire Concepts; Mitchell Fransen, Marketing Manager, City of Pontiac Parks and Rec

While most marketing methods of the early 2010s are facing a decline in popularity and user engagement, short form, interactive videos are sure to capture the eyes of many. Here, Jarrod, Jessie, and Mitchell demonstrate the best methods to produce, edit, repurpose and distribute original video content for your agency that keeps your constituents involved and engaged on multiple platforms.

Learning Outcomes: Participants will be able to:
• Produce video content for multiple platforms by gaining confidence in public speaking and skills for video production, editing, and distribution.
• Learn the simple steps to capture and edit video content in multiple formats with gear they have on hand for the channels of their choosing, leading to increased engagement per video.

Health and Wellness at Work: Creating a “Culture of Wellness” Within Your Organization

Topic Track: Diversity
Location: Roosevelt 3A, East Tower/ Bronze Level
Time: 9:45 am - 11:00 am
Speaker(s): Sean Bailey, PhD, CEO & President, BCG - North America Corporation

A healthy employee is a happy and productive employee, and that is a goal for every organization. Through our Health and Wellness at Work session, attendees will experience the benefits of a healthier lifestyle and workplace. Our session will be instrumental in creating a “Culture of Wellness” within your organization. We will touch on common issues, such as smoking cessation, nutrition and weight loss, and preventative care. Health and wellness are the responsibility of everyone in an organization, so take the positive step and create a program at your organization.

Learning Outcomes: Participants will be able to:
• Assess health and wellness program needs.
• Implement a health and wellness program.
FRIDAY AFTERNOON CONFERENCE SESSIONS
1:00 pm – 2:15 pm
Pre-Registration is not required to attend Friday sessions.
All conference sessions award 0.1 CEUs.
Attorneys: Sessions that award 1.0 CLE credit (pending approval) are noted in the session listing.

210
It’s Easy Being Green: High-Impact Green Infrastructure for Recreation
Topic Track: Parks/Natural Resources
Location: Michigan 2, East Tower/Gold Level
Time: 1:00 pm - 2:15 pm
Speaker(s): John Helfrich, Associate, Civil Engineer, SmithGroup; Dan Feltes, Principal Civil Engineer, Metropolitan Water Reclamation District of Greater Chicago

Green infrastructure is a resilient approach to managing wet weather effects impacts by mimicking, restoring or maintaining natural hydrology. Open spaces and parks present opportunities for creative applications of green infrastructure systems that provide benefits, such as educational outreach, economic growth, and ecological and habitat improvements. We will explore small- and large-scale stormwater practices and their operations and maintenance, including synthetic turf, rain gardens, and permeable play surfacing. The panelists will share examples of a playground reconstruction and a new synthetic turf field and conduct an interactive simulated design exercise.

Learning Outcomes: Participants will be able to:
• Discover how a creative approach to stormwater management can mutually benefit an agency and its larger community.
• Learn how to apply green infrastructure strategies to proposed open space and park developments.

310
Beginner Meditation Workshop
Topic Track: HR/Risk Management
Location: Toronto, West Tower/Gold Level
Time: 1:00 pm - 2:15 pm
Speaker(s): Susan Short, Meditation Teacher & Counselor, Touching Sky Meditation

Meditation affects the body, mind and spirit. It helps to reduce stress and tension, improve focus and attention span, increase energy and vitality, improve physical and mental well-being and balance emotional wellness. In this session, you will learn the best meditating posture for your body, how to identify and stay with your breath, and techniques to quiet your mind. We will focus primarily on mindfulness meditation in addition to practicing at least one alternative form of meditation. Come find out what the benefits of meditation will be for you!

Learning Outcomes: Participants will be able to:
• Use their breath to activate the relaxation response in the nervous system.
• Become more aware of the thoughts of the mind that keep them from being present in the moment.

316
Illinois Prevailing Wage Act: An Overview of the Act and Recent Changes
Topic Track: Governance/Legal
Location: Grand Suite 3, East Tower/Gold Level
Time: 1:00 pm - 2:15 pm
CLE credits: 1.0 (pending approval)
Speaker(s): Andrew Keyt, Attorney, Heyl Royster

The Illinois Prevailing Wage Act mandates payment of prevailing wages to workers on certain public works projects. The key to compliance starts with determining which projects are subject to payment of prevailing wages. This presentation will focus on the commonsense application of the act to your park district’s projects. We will also discuss recent changes and how they will affect park district operations.

Learning Outcomes: Participants will be able to:
• Determine when the Prevailing Wage Act applies.
• Assess recent changes and how they affect park district operations.

403
Change Your Mindset, Change Your Outlook
Topic Track: Leadership/Management
Location: Columbus EF, East Tower/Gold Level
Time: 1:00 pm - 2:15 pm
Speaker(s): Jan Hincapie, Director of Recreation, Wood Dale Park District; Kristina Sromek, Deputy Director of Recreation, Wood Dale Park District

Are you an effective leader? Do you work to improve yourself by admitting mistakes? Do you undermine your coworkers? The view you adopt for yourself profoundly affects the way you lead your life. It can determine whether you become the person you want to be and whether you accomplish the things you value. How does this happen? Join us as we look at how mindset plays a role in your park’s culture, workforce, and whole life.

Learning Outcomes: Participants will be able to:
• Understand what fixed and growth mindsets are.
• Create a culture that promotes the growth mindset.
FRIDAY AFTERNOON CONFERENCE SESSIONS
1:00 pm – 2:15 pm
Pre-Registration is not required to attend Friday sessions.
All conference sessions award 0.1 CEUs.
Attorneys: Sessions that award 1.0 CLE credit (pending approval) are noted in the session listing.

412 Public Finance for the Recreation Professional
Topic Track: Recreation
Location: Randolph 3, East Tower/ Bronze Level
Time: 1:00 pm - 2:15 pm
Speaker(s): Bobby Collins, Director of Recreation/Facilities, Glencoe Park District; Tim O'Brien, Lending Officer, Wintrust Financial Corporation; Sue Rini, Director, Finance & Accounting, Carol Stream Park District

Are siloed job functions getting in the way of developing as a well-rounded recreation professional? Let’s peel back the curtain on park district finance and give you the basic building blocks that will help you establish a baseline financial acumen. We will explore topics such as fund accounting, budgeting, debt issuance and tax levies in a practical and easy-to-understand presentation. Our panel of speakers all have a blend of public and private sector experience, which will provide attendees with unique perspectives on how these financial concepts can be taught and retained.

Learning Outcomes: Participants will be able to:
• Understand basic financial concepts that will become important as their careers progress.
• Understand how public finance concepts affect their current jobs.

515 Illinois “Achieving a Better Life Experience” ABLE Accounts Help Build Health and Wellness for People With Disabilities
Topic Track: Therapeutic Recreation
Location: Roosevelt 3B, East Tower/ Bronze Level
Time: 1:00 pm - 2:15 pm
Speaker(s): JJ Hanley, Director, Illinois ABLE, Office of the Illinois State Treasurer; Michael W. Frenichs

Parks and recreation staff at all levels serve individuals with disabilities and their families. New Illinois “Achieving a Better Life Experience” (ABLE) accounts make it possible for eligible individuals and their families to save and invest in tax-advantaged accounts for a myriad of expenses, including health and wellness. This session will give everyone from seasoned professionals to those new to therapeutic recreation a working knowledge of ABLE, including the transformative federal ABLE Act, basics about eligibility and account use, the alignment of ABLE with recreation and wellness and, most importantly, how Illinois ABLE can contribute to a higher quality of life for kids and adults with disabilities.

Learning Outcomes: Participants will be able to:
• Have a basic knowledge of ABLE and how it aligns with their work.
• Share basic ABLE information with the individuals who have disabilities and their families as it relates to improving health, wellness, and the quality of life.

608 Building a Culture of Customer Service Excellence in Unison With Design Trends to Promote Vitality and Revenue
Topic Track: Facilities
Location: Randolph 2, East Tower/ Bronze Level
Time: 1:00 pm - 2:15 pm
Speaker(s): Tom Poulos, Vice President/Managing Principal, Williams Architects/Aquatics; Leon Younger, President, PROS Consulting

Every recreation center visitor leaves the facility with an impression. Whether it is a good or bad impression depends upon the design, program offering, and customer experience. A great impression leads to happy patrons, return visits, and referrals to friends and family. A bad impression, on the other hand, is difficult to overcome and can lead to loss of revenue. No matter what type of facility, it is vital to design to accommodate a high level of multigenerational program experiences with an eye on operations and in the spirit of customer service. This session will outline innovative design trends, program offerings, revenue opportunities, and customer service experiences, along with the key design components that support both the operational and public service sides of a recreation center.

Learning Outcomes: Participants will be able to:
• Hear why branding is important and understand what well-executed branding can do for their district.
• Learn the emerging trends in branding to promote relevance, clarity, and inclusivity.
910 Engaging Community Donors Through Sponsorship/Naming Rights Programs
Topic Track: Marketing/Communications
Location: Columbus KL, East Tower/Gold Level
Time: 1:00 pm - 2:15 pm
Speaker(s): Victoria Schmitt Babb, Community Resource Director, Play 4 ALL, Cunningham Recreation

Learn how to create an effective sponsorship program and strategize the best way to “dance” with philanthropic donors. Creating a win-win program that appeals to individuals, groups, businesses and foundations is not as easy as some people may believe. Budgets may be tight, but the need for new recreational amenities is great. Tap into philanthropic funding but know the pitfalls of naming rights and temporary or permanent sponsorship. Offering sponsorship and naming rights for recreational amenities is a great way to raise dollars, but there are often legal and administrative considerations to know before launching a program. Hear from a seasoned fundraiser who works with projects from across the U.S., teaching them how to mobilize play and fitness dollars and position an engaging and fulfilling fundraising campaign.

Learning Outcomes: Participants will be able to:
• Identify the potential of reaching outside offices and park budgets, engaging donors who are willing to invest philanthropic dollars.
• Review and discuss both legal and administrative considerations ensuring the intent of the program and recognition.
• Outline effective tools to “advertise” naming and sponsorship, manage the “transaction” and properly showcase donors for the duration of the agreed-upon time.

1007 Park Advisory Committees and Park Managers: “ParKners” for Your Park!
Topic Track: Diversity
Location: Michigan 1C, East Tower/Bronze Level
Time: 1:00 pm - 2:15 pm
Speaker(s): Maria Dmyterko Stone, Community Relations Manager, Chicago Park District; Dan Puente, Area Manager, Chicago Park District

Regardless of your park district size, park advisory committees (PACs) can be helpful partners for their parks in fundraising, hosting events, volunteering to advocate for government monies. This session will showcase the park district PAC partnership. We will discuss how to create a PAC and how to turn a PAC from being a challenge to an advocate and “parKner” for your park.

Learning Outcomes: Participants will be able to:
• Learn techniques to help engage the public in partnering for the benefit of their parks.
• Hear examples of how to form and manage park advisory groups regardless of park district size.

12 Surviving a Park and Recreation Nightmare
Topic Track: HR/Risk Management
Location: Plaza Ballroom B, East Tower/Green Level
Time: 3:30 pm - 4:45 pm
Speaker(s): Shelly Strasser, Director of Recreation and Community Services, West Allis-West Milwaukee Recreation and Community Services Department

In 2009, allegations of sexual assault of a child were brought forth against the Recreation and Community Services Department's long-time, beloved aquatics coordinator and swim lesson instructor. As an arrest was made, talk began and the news media began to swarm. Learn how the department navigated the situation, controlled the narrative, supported the staff, and addressed the community. All ultimately leading to the continued support, trust, and success of the aquatics program and department.

Learning Outcomes: Participants will be able to:
• Identify strategies to control the narrative and address the individual groups involved.
• Employ techniques to successfully navigate any public relations crisis.

FRIDAY AFTERNOON CONFERENCE SESSIONS
1:00 pm – 2:15 pm
Pre-Registration is not required to attend Friday sessions. All conference sessions award 0.1 CEUs. Attorneys: Sessions that award 1.0 CLE credit (pending approval) are noted in the session listing.

FRIDAY AFTERNOON
CONFERENCE SESSIONS
3:30 pm – 4:45 pm
Pre-Registration is not required to attend Friday sessions. All conference sessions award 0.1 CEUs. Attorneys: Sessions that award 1.0 CLE credit (pending approval) are noted in the session listing.

DON’T FORGET TO TAKE THIS ISSUE TO THE CONFERENCE!
14
Purpose and Passion: It’s All About the Journey

Topic Track: Leadership/Management
Location: Columbus KL, East Tower/ Gold Level
Time: 3:30 pm - 4:45 pm
Speaker(s): James Andersen, Superintendent, City of Green Bay Parks, Recreation & Forestry

Being a leader and an inspiration to others while making work part of your mission can be a task, or it can be part of the greatest adventure of your life. James will provide a relatable, humorous, thought-provoking, high-energy session for all in attendance. James's mission over the last 15 years is to inspire others to live life and work with the "Power of Purpose & Passion" in their everyday journey. His insightful themes about looking within instead of around us for the answers can affect those in attendance long after they leave the conference. His positive attitude is contagious, and his presentation will be an adventure that will change your perspective and outlook in everyday life.

Learning Outcomes: Participants will be able to:
• Identify three professional ways you can position yourself to be marketable.
• Identify innovative tips, tricks, and strategies to implement Unplug Illinois in their community.

15
Professional Development Through Undergrad

Topic Track: Leadership/Management
Location: Wrigley, West Tower/Bronze Level
Time: 3:30 pm - 4:45 pm
Speaker(s): June N. Price-Shingles, Associate Professor, Chicago State University; Donna McCauley, Professor Recreation/Recreation Therapy, Moraine Valley Community College; Sydney Sklar, Professor Dept., Chair Recreation, University of St. Francis; Lukas Wyss, General Manager, 4500 Fitness, Downers Grove Park District; Manuel Aguilar, Manager of Special Recreation, Northwest Special Recreation Association

Join this interactive panel as we discuss various professional development topics relevant to students and early career professionals. Panel members of educators and practitioners will share their knowledge and experiences of what students and early career professionals can do to continue to position themselves to be marketable. Many ideas will be shared to address how you can continue to focus on professionalism and professional behaviors to further enhance your career path.

Learning Outcomes: Participants will be able to:
• Identify three professional behaviors that will affect your ability to advance in your career.
• Identify three professional ways you can position yourself to be marketable.

31
Communicating the Value of Parks and Recreation Using Unplug Illinois

Topic Track: Marketing/Communications
Location: Roosevelt 3A, East Tower/ Bronze Level
Time: 3:30 pm - 4:45 pm
Speaker(s): Kim Smith, Director of Marketing and Customer Care, Bolingbrook Park District; Jennifer Sweeney, Superintendent of Recreation Services, Wheeling Park District; Brian Selders, Superintendent of Communications & IT, NWRSA; John Harris, Principal, a5 Branding & Digital; Thomas Winkelmann, Account Coordinator & Content Specialist; a5 Branding & Digital

Parks and recreation agencies provide many benefits to their communities, including health and wellness opportunities, supporting economic development, protecting environmental resources, connecting youth to nature, and strengthening communities by making them livable and desirable. However, how well are the people in your community aware of these important benefits? In this session, learn how IPRA member agencies implemented Unplug Illinois, a statewide community awareness campaign aimed at educating communities about the value of parks and recreation.

Learning Outcomes: Participants will be able to:
• Effectively communicate the value they provide to their constituencies using the content found in Unplug Illinois.
• Identify innovative tips, tricks, and strategies to implement Unplug Illinois in their community.

105
Board Member to Board Leader

Topic Track: Boardsmanship
Location: Michigan 1A, East Tower/Bronze Level
Time: 3:30 pm - 4:45 pm
Speaker(s): Dannielle Wilson, Consultant, DW Recreation Consulting

At the heart of every park board and foundation board is a good-intentioned citizen who wants to give back to their community. Whether a new eager-beaver or a seasoned veteran, board members share the same desire to do a fantastic job. This session will help individual board members ensure that they are being effective in a positive way. If you're looking for a session that goes beyond the nuts and bolts and digs into real, meaningful, and applicable board topics, then look no further! As a former park board secretary and a current foundation board member, practical experience on both sides of the table will be shared with an engaging, insightful, and lighthearted approach. This is just what you need to acquire new skills and energize yourself for a successful board tenure!

Learning Outcomes: Participants will be able to:
• Identify tactics they would like to employ in their board role.
• Display renewed energy and enthusiasm in their leadership role.
106
State Accreditation: A Blueprint to Excellence
Topic Track: Leadership/Management
Location: Roosevelt 3B, East Tower/Bronze Level
Time: 3:30 pm - 4:45 pm
Speaker(s): Mike Clark, Executive Director, Palatine Park District; Steve Eckelberry, Technology Manager, Western DuPage Special Recreation Association

This session will provide attendees with the general information, benefits and related processes on how to apply and go about becoming an accredited agency. Whether it is just learning about what the state accreditation program is or whether your agency is starting to prepare for the process, this session will be beneficial to all.

Learning Outcomes: Participants will be able to:
• Learn about the Joint Distinguished Park and Recreation Accreditation Program through the IAPD and IPRA platforms.
• Learn of the benefits, application process, mentor assignment, and preparations needed to document your operations against the standards set forth in the program.

109
Build a Strong Relationship Between Your Park District and Your Park Foundation
Topic Track: Leadership/Management
Location: Michigan 2, East Tower/Bronze Level
Time: 3:30 pm - 4:45 pm
Speaker(s): Donald Ortale, Executive Director, National Association of Park Foundations; Donald Jessen, Chair Emeritus, National Association of Park Foundations

This session will provide the attendees (be it park professional, board member, elected official or park foundation volunteer) with best practices and methods for starting or strengthening an effective local park foundation. The session will stress the importance of a cooperative, inclusive, and connective culture between the park district, agency or department and their citizen-governed local park foundation.

117
Avoiding Ethical Landmines: What Local Government Leadership Must Know About Ethics Requirements
Topic Track: Governance/Legal
Location: Water Tower, West Tower/Bronze Level
Time: 3:30 pm - 4:45 pm
CLE credits: 1.0 (pending approval)
Speaker(s): John O’Driscoll, Attorney, Tressler LLP; Kevin Kearney, Attorney, Tressler LLP

This session will provide elected officials, officers, and employees with critical information on the Gift Ban Act, prohibited political activities, conflicts of interest, official misconduct, and executive session confidentiality.

Learning Outcomes: Participants will be able to:
• Understand the ethical requirements of the Gift Ban Act and be able to recognize possible pitfalls they may face with day-to-day operations and board activities.
• Understand the do’s and don’ts involving winning and dining and, dealing with contractors, what can and cannot be done during election season or in connection with a referendum, and the difference between common law and statutory conflicts of interest and why it matters.

122
Public Festivals, Public Demonstrations, and Incident Preparedness
Topic Track: Governance/Legal
Location: Grand Suite 3, East Tower/Gold Level
Time: 3:30 pm - 4:45 pm
Speaker(s): Carl Schnibben, Chief of Police, Naperville Park District; Jason Ares, Deputy Chief of Police, City of Naperville; Derke Price, Equity Partner, Ancel Glink

Public festivals pose unique safety issues, and now those issues are complicated by a person's wish to exercise their First Amendment rights to demonstrate, protest, and counter-demonstrate. This session will focus on the legal framework surrounding these issues and provide suggestions from law enforcement professionals who have successfully and repeatedly dealt with a variety of challenges.

Learning Outcomes: Participants will be able to:
• Understand best practices for safeguarding festivals and handling public demonstration practices.
• Learn how to walk the tight rope between security and civil rights.
135 Health, Happiness, and World Peace Through Laughter
Topic Track: Leadership/Management
Location: Regency B, West Tower/Gold Level
Time: 3:30 pm - 4:45 pm
Speaker(s): Michael Bork, Owner, Laughtership LLC

This session will leave you laughing, but in a totally surprising way! Michael “Mr. Mirth” Bork is a certified laughter yoga teacher, and he travels the world spreading his message of happiness and the workplace benefits of happy employees through laughing without jokes or humor! Participants will learn about why laughter is important, how laughter benefits the mind and body, why laughter yoga has proven to be so effective with organizations, and how to incorporate laughter into our daily lives. This is only part lecture! Most of this session is interactive, with the audience engaging in a modified laughter wellness program. Participants will walk out re-energized, de-stressed, and happy, all in less than 75 minutes. No kidding!
Learning Outcomes: Participants will be able to:
• Restate the five points of laughter yoga, and how non-humor-based laughter is more beneficial than humor-based laughter.
• Walk away with at least five laughter tools they can immediately use to become less stressed, improve their mood, give themselves a boost of energy, and generally feel better.

139 Grant Success: The Key Components for Your Agency to Win Grant Dollars
Topic Track: Finance/IT
Location: Columbus GH, East Tower/Gold Level
Time: 3:30 pm - 4:45 pm
Speaker(s): Michelle Kelly, Principal Landscape Architect, Upland Design Ltd.

Creating a multi-year grant plan for your agency is a great way to ensure you get the most grant dollars. This session will cover current state and federal grants as well as a number of non-profit grants. A format to create that multi-year grant plan will focus on capital projects. The key components for making your grant a winner will be covered, including how a comprehensive plan and how the larger community can help you get those dollars for your agency.
Learning Outcomes: Participants will be able to:
• Understand the keys to a multi-year grant plan and how to be prepared for the next grant cycle.
• List the key components to a successful state grant in Illinois.

144 Bond Financing of Public/Private Partnerships
Topic Track: Finance/IT
Location: Columbus CD, East Tower/Gold Level
Time: 3:30 pm - 4:45 pm
CLE credits: 1.0 (pending approval)
Speaker(s): Shelly Scinto, Attorney, Ice Miller LLP; James Snyder, Partner, Ice Miller LLP

A discussion of the methods for issuing municipal bonds, the financing tools available to park districts, and recent regulatory changes.

Learning Outcomes: Participants will be able to:
• Identify the four key federal methods of ADA enforcement.
• Identify the ways in which the Illinois Accessibility Code is enforced.
• Discuss the merits of two key court decisions and three key settlement agreements and apply those to their home agencies.
• Provide resource contact information.

215 Using Propane to Run Your Fleet: A Detailed Overview
Topic Track: Parks/Natural Resources
Location: Michigan 3, East Tower/ Bronze Level
Time: 3:30 pm - 4:45 pm
Speaker(s): Kristi Solberg, Assistant Superintendent of Buildings and Grounds, Park Ridge Park District; Carl Gorra, Parks and Fleet Operations Manager, Naperville Park District

Propane is a sound environmental choice for running your fleet of trucks and mowers. Sourced in the USA, environmentally friendly, and easier to incorporate into your fleet than you might have thought, propane is gaining ground each year as a fuel of choice. We'll discuss the benefits of switching your fuel and the science behind it, share our firsthand experiences from the ground up, and address all the questions and myths surrounding the use of propane.

Learning Outcomes: Participants will be able to:
• Assess whether using propane is the right choice for them.
• Understand their options and hear suggestions on how to change their fleet over time.
FRIDAY AFTERNOON CONFERENCE SESSIONS
3:30 pm – 4:45 pm
Pre-Registration is not required to attend Friday sessions.
All conference sessions award 0.1 CEUs.

Attorneys: Sessions that award 1.0 CLE credit (pending approval) are noted in the session listing.

217 Why Green Infrastructure May Be Right for Your Facility: A New Plant Selection and Design Tool That Can Help
Topic Track: Parks/Natural Resources
Location: Plaza Ballroom A, East Tower/Green Level
Time: 3:30 pm - 4:45 pm
Speaker(s): Jason Cooper, Principal of Landscape Architecture and Planning, Environmental Consulting & Technology, Inc.; Tom Price, Principal Water Resource/Civil Engineer, Environmental Consulting & Technology, Inc.

Plants play an important role in green infrastructure, yet the conditions of where these plants must survive can be challenging. Does the application of green infrastructure fit within your park system or open space? With 55 years of combined experience designing these solutions, the speakers will share multiple scales of green infrastructure within parks. They will explain the benefits and challenges of each application. Next the presenters will share a new web tool CDF designed for the Milwaukee Metropolitan Sewerage District. The assignment was organized to help the district’s project partners with plant selection for green infrastructure applications. The tool is an easy-to-use spreadsheet intended for broad distribution. This tool allows users to select site conditions and narrow down a master plant list, revealing the specific plants most suited to their particular project site and maintenance capabilities. Options for selecting plants for an ornamental or naturalized planting style are provided.

Learning Outcomes: Participants will be able to:
• Learn how to choose proper vegetation for each bio-infiltration scenario: sun/shade, parking lot, drives/roads, riparian areas/waterways, pollutant load, aesthetic preferences, etc.
• Identify the factors that influence the operation and maintenance costs and time associated with proper vegetation maintenance.

218 Does Your Comprehensive Master Plan Leave You Feeling Like: “I Love It When a Plan Comes Together!”?
Topic Track: Parks/Natural Resources
Location: Roosevelt 1AB, East Tower/Bronze Level
Time: 3:30 pm - 4:45 pm
Speaker(s): Bruce Brown, Landscape Architectural Manager, Farnsworth Group; Mark McKinnon, CEO, Recreation Executive Consultants; Jarrod Scheunemann, President, Campfire Concepts

“I don’t want our plan to sit on the shelf.” Have you or one of your colleagues said these words? Or worse yet, have you had a plan that has sat on the shelf and collected dust? Then this session is for you! Join us to discuss how your A-team can bring together the components for a comprehensive master plan that you’ll love—and use!

Learning Outcomes: Participants will be able to:
• Identify the essential components of a comprehensive master plan and know how to decide what elements are the most important for their agency.
• Guide their board and staff to set and achieve long-term goals and objectives.

306 Myths and Legends About Employee Leave Laws
Topic Track: HR/Risk Management
Location: Columbian, West Tower/Bronze Level
Time: 3:30 pm - 4:45 pm
Speaker(s): Kelly Hayden, Chief Legal Counsel, HR Source

Employee leave laws, such as the Americans with Disabilities Act (ADA) and the Family and Medical Leave Act (FMLA), require different obligations for employers when dealing with requests for leave from employees. These obligations often raise questions and concerns. For example, what can employers ask employees about their medical information as it relates to an absence or a leave? How can employers effectively manage leaves and prevent abuse? Can an employee on leave ever be terminated—for anything? This session will explore these and other topics that can cause employers to pause when handling employee leave issues on a day-to-day basis through the use of various scenarios and audience participation.

Learning Outcomes: Participants will be able to:
• Familiarize themselves with the key concepts of both the major leave laws (the ADA and FMLA) and be able to analyze any request for leave under both of these laws.
• Spot regular concerns that arise in the workplace under both of the major leave laws (the ADA and FMLA) and take away strategies for handling these concerns in the future.
FRIDAY AFTERNOON CONFERENCE SESSIONS
3:30 pm – 4:45 pm

Pre-Registration is not required to attend Friday sessions.
All conference sessions award 0.1 CEUs.
Attorneys: Sessions that award 1.0 CLE credit (pending approval) are noted in the session listing.

406
Fe-Fi-Fo-Fed! Feeding the Giant Concern of Food Insecurity Among Youth With Food Programs at the Chicago Park District

Topic Track: Recreation
Location: Randolph 2, East Tower/Bronze Level
Time: 3:30 pm - 4:45 pm
Speaker(s): Julius Otto, Program and Event Coordinator, Chicago Park District; Rebecca Tsolakides, Senior Wellness Specialist, Chicago Park District

The Wellness Department of the Chicago Park District uses the Federal Food Programs, Summer Food Service Program (SFSP) and Child and Adult Care Food Program (CACFP) to address issues of food insecurity and obesity among youth. Operating a program within a park district the size of Chicago has many barriers. The Wellness Department at the Chicago Park District creates a strategy to combat the obstacles: food insecurity, childhood obesity, and shareholder buy-in with varied and evidence-based tactics. This presentation will focus on the successes and struggles of implementing these tactics that include the development of a dynamic and consistent training schedule, “Fun with Food” healthy eating programming, nutritional education and extensive menu-planning as well as the incorporation of partnerships with the Illinois State Board Education, Good Food Purchasing Policy, Healthy Chicago 2.0 and Lurie Children’s Hospital.

Learning Outcomes: Participants will be able to:
- Emphasize the importance of food programs and provide evidence of food insecurity among youth.
- Create a toolkit of resources for combating hunger among youth.

416
Team Building, Game Development, and Social Interaction

Topic Track: Recreation
Location: Regency A, West Tower/Gold Level
Time: 3:30 pm - 4:45 pm
Speaker(s): Brian Wismer, Educator, Entertainer, Motivator, Brain Wismer Entertainment

Brian Wismer will teach multiple team-building games and activities as well as motivational techniques to keep the staff going throughout the year. Brian has been a leading counselor and staff trainer for more than 10 years and has been team building for more than 20 years. His background as a physical educator, sports/movement therapist and former Ringling Bros. circus clown provides for educational and entertaining insight into team building, movement, game development, and group dynamic motivation.

Learning Outcomes: Participants will be able to:
- Run interactive games and team-building activities for staff and/or campers while learning how to adapt activities to variations of age, group size, and physical ability.
- Set and achieve goals of each activity, such as building self-esteem, cooperation, teamwork, coordination, group orientation and/or functional movement development.

427
Create Raving Fans: Practical Tips to Deliver World-Class Customer Service

Topic Track: Recreation
Location: Columbus IJ, East Tower/Gold Level
Time: 3:30 pm - 4:45 pm
Speaker(s): Roz and Jed Buck, Principals, Roz and Jed Training & Consulting

Making our customers raving fans can propel our departments and organizations to new heights. This session will review the importance of super-serving all of our customers (both obvious and less obvious customers) and focus on providing a series of practical actions that every staff member can easily use to consistently deliver world-class customer service.

Learning Outcomes: Participants will be able to:
- List who we consider customers and explain the three steps to providing world-class customer service to all of these customers.
- Implement a variety of practical actions that create an outstanding customer experience.
Attorneys: Sessions that award 1.0 CLE credit

- Collaborative interaction with EMS personnel
- Crisis from escalating further. Successful understanding the steps needed to prevent a
- Parties involved. It is essential for staff to
- Management of these situations is critical to
- Increasing trend in recent years. Successful emergency service personnel have been an
- Behavioral incidents occurring in less than
- For individuals with disabilities. As such, this
- Community-based therapeutic experiences
- There is a growing need to provide
- Recreation Association; Inclusion Services, Northwest Special
- Speaker(s): Ted Adatto
- Time: 3:30 pm - 4:45 pm
- Topic Track: Ground Up
- Location: Randolph 3, East Tower/Bronze Level
- Speaker(s): Erin Sweet, Performing Arts Manager, Northbrook Park District; Drew Kambach, Performing Arts Supervisor, Northbrook Park District

Congrats! You've been tasked with running your district's theater programming—now what? Learn where to find scripts and how to select productions, cultivate theater performances, and generate theater class ideas and leave with resources to take back to your district.

**Learning Outcomes:** Participants will be able to:
- Know where to find varying scripts and productions to perform at your district.
- Learn how to adapt productions to work for their theater setting.

**505 A Therapeutic Model for Supporting Individuals in Crisis With Emergency Service Personnel**

**Topic Track:** Therapeutic Recreation

**Location:** Acapulco, West Tower/Gold Level

**Time:** 3:30 pm - 4:45 pm

**Speaker(s):** Ted Adatto, Manager of Inclusion Services, Northwest Special Recreation Association; Liz Thomas, Manager of Recreation (Collaboratives), Northwest Special Recreation Association

There is a growing need to provide community-based therapeutic experiences for individuals with disabilities. As such, this raises the likelihood of challenging behavioral incidents occurring in less than optimal locations. Crisis situations involving emergency service personnel have been an increasing trend in recent years. Successful management of these situations is critical to the individuals being served and to all parties involved. It is essential for staff to understand the steps needed to prevent a crisis from escalating further. Successful crisis management and positive, collaborative interaction with EMS personnel minimize safety risks and help create a positive community image of individuals with disabilities. This session offers opportunities to experience proactive and responsive strategies aimed at mitigating risk factors, methods to actively support individuals with disabilities engaged with EMS personnel and, overall, to learn to be the calm within the chaos.

**Learning Outcomes:** Participants will be able to:
- Identify the core components of a crisis situation.
- Demonstrate the ability to execute an individualized crisis response plan.

**610 Facilities Report Card: Using Analytical Tools to Grade Your Facilities**

**Topic Track:** Facilities

**Location:** Columbus EF, East Tower/Gold Level

**Time:** 3:30 pm - 4:45 pm

**Speaker(s):** Greg Stopka, Strategy and Innovation Manager, Park District of Oak Park; Chris Lindgren, Superintendent of Parks and Planning, Park District of Oak Park

How do you maintain the value of your community assets as well as assess their condition to gauge the return on any future investment? How can your agency measure the quality of park infrastructure and maintenance to ensure the highest level of service possible? The Park District of Oak Park Facilities Report Card is an effort to objectively and quantitatively measure the quality of the park infrastructure and maintenance to answer these questions. Using a mobile evaluation tool, the park district inspects features and determines grades for both individual parks and facilities and the overall system. Data is uploaded into a live dashboard for the staff, board, and public to see, promoting engagement and discussion of the data. In this session, the park district will introduce you to its tool and discuss how it engages different groups and how it promotes data-driven decisions.

**Learning Outcomes:** Participants will be able to:
- Communicate facility priorities internally among employees and externally with the board of commissioners and the public to provide direction for the allocation of funds and resources.
- Learn how to measure the impact of park infrastructure, determine how the present state compares to past performance, and demonstrate progress toward meeting goals.
FRIDAY AFTERNOON CONFERENCE SESSIONS
3:30 pm – 4:45 pm

Pre-Registration is not required to attend Friday sessions.
All conference sessions award 0.1 CEUs.
Attorneys: Sessions that award 1.0 CLE credit (pending approval) are noted in the session listing.

612
Sustainability by Design: Rethinking the Community
Splash Pad
Topic Track: Facilities
Location: Michigan 1C, East Tower/Bronze Level
Time: 3:30 pm - 4:45 pm
Speaker(s): Barb Lapierre, Regional Sales Manager, Vortex Aquatic Structures

As splash pads continue to hold the number one spot for the most commonly planned park addition, it is essential to approach their design, maintenance, and lifecycle through the lens of sustainability. Successful splash pads must account for not just environmental but also social and economic implications—the three pillars of sustainability. This presentation serves as a playbook for a sustainable splash pad design. Gain powerful insight into new design trends, demographic needs, play-value optimization, innovative energy and resource management, and emerging technologies that are helping facilities maximize lifecycle, minimize maintenance and plan for the future.
Learning Outcomes: Participants will be able to:
• Apply a sustainable framework to splash pad design, maintenance, and lifecycle.
• Leverage unique design approaches to support childhood development and active play—which, in turn, promotes a healthy community!

903
Storytelling Through the Art of Podcasts
Topic Track: Marketing/Communications
Location: Grand Suite 5, East Tower/Gold Level
Time: 3:30 pm - 4:45 pm
Speaker(s): Mark Dolphin, Athletic Manager, Wheaton Park District; Amy Seklecki, Marketing & Special Events Coordinator, Wheaton Park District

Are you interested in creating another way for you to communicate and connect with your residents? Do you have fun stories from behind the scenes to share? Podcasts may not be a new trend, but they are new to park districts. There are currently over 700,000 podcasts today and listeners are tuning in to an average of seven shows per week. This session will focus on how to start a podcast within your district and how to create worthy storytelling content for residents.
Learning Outcomes: Participants will be able to:
• Build and create a connection through audio storytelling between the residents and the park district.
• Create a podcast from start to finish.

1012
Mindfulness and Appreciation: Become Empowered and Inspired to Be Your Personal Best
Topic Track: Diversity
Location: Gold Coast, West Tower/Bronze Level
Time: 3:30 pm - 4:45 pm
Speaker(s): Mary Quinn, Motivational Presenter, Quinnspiration

Nurture the mind-body-spirit connection through mindfulness and appreciation and become empowered and inspired to be your personal best. In this session, Mary Quinn will share her mindfulness and gratitude-oriented approach to achieving a better quality of life. A life coach with over three decades of experience in the wellness industry, Mary will discuss the skills necessary for attendees to make positive lifestyle changes and to recognize the positive effects of concepts such as mindfulness and appreciation.
Learning Outcomes: Participants will be able to:
• Understand that self-care goes beyond getting enough sleep, exercising regularly, fueling the body properly, and getting rid of clutter in their lives (though also important!).
• Receive tools and information to make positive lifestyle changes.
• Practice concepts like mindfulness and appreciation to enhance their communication skills and improve their relationships with coworkers, family, and friends.
SATURDAY AT-A-GLANCE

7:45 am – 12:00 pm
Conference Registration

8:30 am – 9:45 am
Keynote General Session with Jarrett Payton (0.1 CEUs)

10:15 am – 11:30 am
Conference Sessions (0.1 CEUs)

12:30 pm – 1:45 pm
Conference Sessions (0.1 CEUs)

2:00 pm – 3:15 pm
Conference Sessions (0.1 CEUs)

3:30 pm – 4:45 pm
Conference Sessions (0.1 CEUs)

3:30 pm – 5:00 pm
IAPD Annual Business Meeting

7:00 pm – 10:00 pm
Closing Social at Dave & Buster’s*

*Ticketed Event

18
Seeing Your Obstacles as Opportunities: A Fireside Chat With Kyle Schulze, the “Deaf Ninja”

**Topic Track:** Leadership/Management
**Location:** Columbus KL, East Tower/Gold Level
**Time:** 10:15 am - 11:30 am
**Speaker(s):** Kyle Schulze, “Deaf Ninja,” American Ninja Warriors; Jorie Meyer, Program Manager, Western DuPage Special Recreation Association

As a three-time competitor on the popular television show “American Ninja Warrior,” Kyle Schulze, also known as the “Deaf Ninja,” has spent his life overcoming obstacles. Born with bilateral severe hearing loss, Kyle uses hearing aids, American Sign Language (ASL), and has spent 16 years working with a speech therapist to hone his verbal language skills.

While growing up, Kyle found himself being bullied and struggled to figure out who he was and what he wanted to do. Eventually finding his niche in athletics, he immersed himself in various recreational programs, such as karate, soccer, and swimming through his school and local park district.

Years later, he found himself participating in mud races and rock climbing, which eventually lead him to being on national television for “American Ninja Warrior.”

These days Kyle continues to face obstacles, but these are ones he embraces enthusiastically as an obstacle course race athlete. An advocate for possibility, Kyle wants to show the world that you can do anything you set your mind to. Join us for this inspirational talk as we discuss with Kyle the challenges he has faced throughout his life and how these experiences have shaped him.

**Learning Outcomes:** Participants will be able to:
- Be inspired by Kyle’s journey and hear his positive message about achieving goals regardless of the challenges one faces.
- Learn more about self-empowerment and the importance of accessibility.
19 Joining Forces and Sharing Spaces
Topic Track: Leadership/Management
Location: Roosevelt 3B, East Tower/Brone Level
Time: 10:15 am - 11:30 am
Speaker(s): Jeff Fougerousse, Executive Director, Vernon Hills Park District; Abe Singh, Assistant Superintendent, Hawthorn School District 73; Mark Fleischhauer, Village Manager, Village of Vernon Hills; David Archer, Library Director, Cook Memorial Library

Learn how four units of local government collectively coordinated efforts in advancing a 40,000 sf kindergarten center constructed on park district, village, and library properties. Panelists will share the challenging efficiencies in working together with 26 elected board members all trying to accomplish one goal.

Learning Outcomes: Participants will be able to:
- Learn the essentials in sharing tax dollars for the greater good.
- Learn the importance of advancing the desired community needs.

104 Taking Your Agency's Temperature
Topic Track: Leadership/Management
Location: Columbus 1J, East Tower/Gold Level
Time: 10:15 am - 11:30 am
Speaker(s): Jamie Sabbach, President & CEO, 110% Inc.

Getting your organization to be the best version of itself requires a deliberate and deep look inward. It takes the courage to look in the mirror, to challenge how things are done, to focus, and to thoughtfully navigate the organization to new heights. This starts by simply hitting pause, paying attention and taking your organization’s temperature.

Learning Outcomes: Participants will be able to:
- Analyze various types of planning processes and why most are ineffective and a waste of resources.
- Assess basic organizational analysis principles including the thoughtful and effective organizational analysis and resulting strategic planning process.

112 Updates From the Department of Labor: New Developments for FMLA, FLSA, and the Illinois Wage Payment and Collection Act
Topic Track: HR/Risk Management
Location: Michigan 1C, East Tower/Brone Level
Time: 10:15 am - 11:30 am
CLE credits: 1.0 (pending approval)
Speaker(s): Thomas Garretson, Attorney, Robbins Schwartz; Amanda Collman, Attorney, Robbins Schwartz

Am I required to reimburse employees for the use of cellular telephones? Do I have to pay a departing employee their unused sick leave time? Can I request an updated FMLA medical certification? Should this employee be paid on an hourly or salary basis? These are just a few of the issues that employers face every day, and which the Department of Labor regularly opines on. This session will educate employers on the recent changes and updates to the numerous laws affecting their workplaces, allowing attendees to stay informed and HR departments to operate efficiently and risk-free into 2020 and beyond.

Learning Outcomes: Participants will be able to:
- Understand and be aware of recent updates and opinions circulated by both the U.S. Department of Labor and Illinois Department of Labor.
- Respond to many of the most frequently asked questions and issues regarding the Illinois Wage Payment and Collection Act, FMLA and FLSA.

119 Sexual Harassment: Prevention and Tips
Topic Track: Governance/Legal
Location: Columbus EF, East Tower/Gold Level
Time: 10:15 am - 11:30 am
CLE credits: 1.0 (pending approval)
Speaker(s): Emily Perkins, Attorney, Heyl Royster

This session is for participants to learn about how to prevent sexual harassment in the #MeToo era, engage in a discussion about the various forms of sexual harassment and recent Illinois cases, and conclude with hypothetical scenarios for the audience to participate.

Learning Outcomes: Participants will be able to:
- Detect sexual harassment including the different forms and learn how to respond to sexual harassment (whether employee or employer).
- Identify what steps can be taken to prevent sexual harassment in the workplace.

124 Not in My Park: Regulating Controversial Park Activities
Topic Track: Governance/Legal
Location: Michigan 2, East Legal/Bronze Level
Time: 10:15 am - 11:30 am
CLE credits: 1.0 (pending approval)
Speaker(s): Adam Simon, Attorney, Ancel Glink; Scott Puma, Equity Partner, Ancel Glink

Parades, protests, pickets, and panhandlers—these are just some of the private uses of park property that can generate unwanted controversy and media attention. This session is designed to teach park professionals how to lawfully regulate the use of park space while preserving its intended purpose and protecting your agency from liability.

Learning Outcomes: Participants will be able to:
- Learn how to administer a permit program for the private use of park property without running afoul of the First Amendment and state law.
- Identify whether park property is a public forum and what private rights apply when it is.
SATURDAY MORNING CONFERENCE SESSIONS
10:15 am – 11:30 am
Pre-Registration is not required to attend Saturday sessions.
All conference sessions award 0.1 CEUs.

136
Golf Through the Eyes of the Chicago District Golf Association in the Year 2020 and Beyond
Topic Track: Facilities
Location: Columbus GH, East Tower/Gold Level
Time: 10:15 am - 11:30 am
Speaker(s): Robert Markionni, Executive Director, Chicago District Golf Association

The Chicago District Golf Association’s (CDGA) executive director, Robert Markionni, will provide a general overview of the health of the game of golf and will further detail CDGA programs that focus on marketing and promoting member facilities through various association avenues and bringing new individuals into the game of golf.

Learning Outcomes: Participants will be able to:
- Gain a better understanding of the programs and benefits the CDGA provides to member clubs.
- Gain a better understanding of the programs the CDGA administers to help promote the game to new players, such as Youth on Course.

151
Better Board Meetings With Robert’s Rules
Topic Track: Boardsmanship
Location: Randolph 3, East Tower/Bronze Level
Time: 10:15 am - 11:30 am
Speaker(s): Barbara Rosi, Professional Registered Parliamentarian, National Association of Parliamentarians

Become more confident in using the parliamentary procedure as a presider or participant in board meetings. This session will cover the basics of what you need to know to make your meetings efficient and effective. Attendees will learn the importance of a quorum and agenda, and work through the decision-making process of proposing, debating, and voting on motions with an emphasis on modifying rules for small boards.

Learning Outcomes: Participants will be able to:
- Apply knowledge of processing motions in decision-making.
- Gain competency in the understanding of rules for small boards.

203
These Are a Few of Our Favorite Plants: Two Horticulturist’s Fab Five List of Annuals, Perennials, Natives and, Woody Plants
Topic Track: Parks/Natural Resources
Location: Michigan 3, East Tower/Bronze Level
Time: 10:15 am - 11:30 am
Speaker(s): Corey Zak, Horticulture Manager, Palatine Park District; Dolly Foster, Horticulturist, Oak Lawn Park District

We love these plants and you will too! Two horticulturists with long park district careers will share tested, trustworthy, and underutilized beautiful plants you can use. We will bring our fab five list for tough, proven plants in four different categories—annuals, perennials, and native and woody plants. These will be tried and true plants that are available and will help bring beauty and value to our parks. We love plants and love sharing our love of them even more. There is nothing more that we love to do than to talk about great plants!

Learning Outcomes: Participants will be able to:
- Have a list of useful and proven plants to grow in parks.
- Have a list of suggested plants that will help by growing in those horrible places we all have, such as parking lot islands or deep dry shade.

207
Solar Energy: Feasible for the Public Sector
Topic Track: Parks/Natural Resources
Location: Grand Suite 5, East Tower/Gold Level
Time: 10:15 am - 11:30 am
Speaker(s): Aaron Raftery, Clean Energy Services, Trane/Ingersoll Rand; James Kim, Superintendent of Parks, Vernon Hills Park District; Mike Gasparini, Superintendent of Parks, West Chicago Park District

Trane Ingersoll/Rand has partnered with the Vernon Hills Park District and West Chicago Park District to implement solar energy at their districts. This session will provide a case study of the two projects, including a brief introduction to Trane and their involvement with solar energy. The presenters will share the different avenues that were taken for each location and the steps along the way from submission to implementation to the final end results and lessons learned. The interconnection process with ComEd will also be discussed.

Learning Outcomes: Participants will be able to:
- Understand the various avenues to make solar energy a reality at your district.
- Be more knowledgeable of the equipment and terminology for solar energy.
- Understand the inner workings of state programs that are available to the public sector in Illinois.
213
A Higher Level of Inclusive Play

Topic Track: Parks/Natural Resources
Location: Roosevelt 1AB, East Tower/ Bronze Level
Time: 10:15 am - 11:30 am
Speaker(s): Jill Moore, Marketing Specialist/Inclusion Specialist, Landscape Structures; John McConkey, Market Insights Manager, Landscape Structures

The playground should be a place for laughter, friends, and fun for all. Traditional universally accessible playgrounds tend to focus on accessible design and age or developmentally appropriate play activities. According to the Center for Disease Control and Prevention, one in 59 children has autism. Sensory processing disorder, prevalent among children with autism, makes it challenging for them to interpret sensory messages and to engage in play, interaction, and learning. All children learn through their senses. Sensory-focused play activities develop functional skills and build confidence, imagination, and social skills. New research shows intentionally designed sensory-rich playgrounds can foster social interactions and develop play skills among children of all abilities, thereby providing a higher level of inclusive play for all.

Learning Outcomes: Participants will be able to:
• Identify facts about play—for people with and without disabilities—why play is important to all people and understand the prevalence of disability in society and the facts on aging populations.
• Discuss the differences between a play environment that meets minimum federal accessibility requirements and one that is inclusive.
• Articulate the best-practice design elements for inclusive play environments that go beyond federal requirements.

303
Five Safety Trends Your Park District Should Incorporate This Year

Topic Track: HR/Risk Management
Location: Michigan 1AB, East Tower/ Bronze Level
Time: 10:15 am - 11:30 am
Speaker(s): Max Yoshikawa, Aquatics and Safety Manager, Wheaton Park District; Amy Seklecki, Marketing & Special Events Coordinator, Wheaton Park District

Is not being prepared worth the risk? Unfortunately, incidents related to everything from mass shootings to natural disasters are increasing each year, and we want you to be prepared. This session will discuss trends worth implementing in your district and how to ensure each is successful.

Learning Outcomes: Participants will be able to:
• Identify safety protocol shortcomings and learn how to strategize for successful emergency planning.
• Understand your park district’s responsibility in the emergency management cycle and how to incorporate the trends into the everyday planning process.

307
The RFQ and RFP Process From A to Z!

Topic Track: Leadership/Management
Location: Water Tower, West Tower/ Bronze Level
Time: 10:15 am - 11:30 am
Speaker(s): Greg Petry, Consultant, Greg Petry Consulting LLC; Tod Stanton, Partner, Public Research Group

This session will cover the development, implementation, and evaluation process for requests for qualifications (RFQs) and requests for proposals (RFPs).

Learning Outcomes: Participants will be able to:
• Learn the components and process of RFQs and RFPs.
• Understand the legal aspects of selecting professional services.

313
Navigating the Public Bidding and Contract Process

Topic Track: Governance/Legal
Location: Roosevelt 3A, East Tower/ Bronze Level
Time: 10:15 am - 11:30 am
Speaker(s): Samuel Cavnar, Attorney, Robbins Schwartz; Nicole Karas, Attorney, Robbins Schwartz

Learn how to navigate the most challenging issues facing park and forest preserve districts when engaged in the bidding and contract process. This session will provide up-to-date information on bidding rules, bid awards, handling bid problems, and effective contracting.

Learning Outcomes: Participants will be able to:
• Guide the agency through the bidding process, including typical problems that may arise during this process.
• Develop an understanding of general contract key terms necessary to protect the agency’s interests in various contract scenarios.
SATURDAY MORNING CONFERENCE SESSIONS
10:15 am – 11:30 am

Pre-Registration is not required to attend Saturday sessions. All conference sessions award 0.1 CEUs.

Attorneys: Sessions that award 1.0 CLE credit (pending approval) are noted in the session listing.

404 Developing a Positive Athletic Culture

*Topic Track:* Recreation  
*Location:* Grand Suite 3, East Tower/Gold Level  
*Time:* 10:15 am - 11:30 am  
*Speaker(s):* Joe Terrasi, National Lead Trainer, Positive Coaching Alliance; Leigh Podlesny, PCA Trainer, Positive Coaching Alliance - Chicago

The Positive Coaching Alliance will disseminate its three guiding principles: 1) redefining winning through mastery coaching, 2) filling young athletes “emotional tanks” and the “roots” of honoring the game, and 3) having respect for rules, opponents, officials, teammates and themselves. The Positive Coaching Alliance will lead an interactive discussion on how to guide volunteer coaches and paid staff along with parent and youth constituents on how each can serve their individual role to collaborate on building a positive athletic culture with an overall goal of developing better athletes and better people.

*Learning Outcomes:* Participants will be able to:  
- Empower parents, volunteer coaches, and young athletes to rethink winning as the child’s proficiency in effort goals vs. scoreboard winning.  
- Use helpful tools to work toward implementing a positive youth sports culture.

421 Recreation Programming: Hacking Your Way to Additional Revenue

*Topic Track:* Recreation  
*Location:* Gold Coast, West Tower/Bronze Level  
*Time:* 10:15 am - 11:30 am  
*Speaker(s):* Chris Nunes, Director of Parks and Recreation, The Woodlands Township

We all love to create new programs that meet the social, physical and wellness goals of the community and individuals. The next step is to review how to reduce costs and identify how to increase review, which does not just mean increasing the price or fees. By reviewing market conditions and the needs of the users, revenue may be increased! Several “hacks” will be identified that can be implemented in your operation to gain this needed revenue.

*Learning Outcomes:* Participants will be able to:  
- Use marketing strategies to gain and retain participants.  
- Bridge the gap between recreation and competitive programming.  
- Offer a premium product at an affordable price.

414 Recycle, Repurpose, Reimagine!

*Topic Track:* Recreation  
*Location:* Columbus AB, East Tower/Gold Level  
*Time:* 10:15 am - 11:30 am  
*Speaker(s):* Cori Veverka, Cultural Arts Supervisor, Oswegoland Park District; Stephanie FitzSimons, Marketing Manager, Bartlett Park District

Recycle, repurpose and reimagine! Looking for a way to reduce your expenses for materials and increase sustainable choices? Create a culture at your park district where you are known for being not only fiscally responsible but also environmentally friendly. You can reduce the waste and the bottom line by recycling or repurposing items that you already have. Discover innovative marketing and programming choices that save dollars and make sense for the future. Earth Day just got a whole lot bigger!

*Learning Outcomes:* Participants will be able to:  
- Use marketing collateral that can be repurposed into new marketing pieces or be used in programming.  
- Take new programming ideas from concept to production to incorporate in their districts.

429 Are You Ready to Take the Leap?

*Topic Track:* Recreation  
*Location:* Randolph 2, East Tower/Bronze Level  
*Time:* 10:15 am - 11:30 am  
*Speaker(s):* Deanna Rafidia, Cultural Arts Supervisor, Roselle Park District; Susan Smentek, Cultural Arts Program Manager, Elmhurst Park District; Ann Zimmerman, Cultural Arts Manager, Mt. Prospect Park District

Are you ready to take your dance program to the next level? Want to know how to find the balance between recreational dance and dance company programming? Searching for more marketing ideas? This session will cover tips and tricks that will help you successfully grow and sustain your dance program. From community performances to dance competitions, dance parents to dance recitals and more, your creative mind will be leaping with ideas!

*Learning Outcomes:* Participants will be able to:  
- Use marketing strategies to gain and retain participants.  
- Bridge the gap between recreation and competitive programming.  
- Offer a premium product at an affordable price.
511 Planting the Seeds to Grow Better Ideas

**Topic Track:** Therapeutic Recreation  
**Location:** Columbus CD, East Tower/Gold Level  
**Time:** 10:15 am - 11:30 am  
**Speaker(s):** Bobbi Nance, President, Recreation Results, LLC

Ever have one of those "Why didn't I think of that?" moments? Big ideas and better solutions usually don't magically appear out of thin air but are instead the results of shaping your environment and framing your problems in a way that encourages you to see the world from a new perspective. Learn about the small tweaks and changes that you can make to ask better questions, design a more creative environment for yourself and your teams, tackle problems, and recognize great ideas to improve your end results.

**Learning Outcomes:** Participants will be able to:
- Understand the science behind asking better questions and encouraging creativity.
- Conduct brainstorming and team exercises that produce highly effective results.

514 Building an Attractive Therapeutic Recreation Internship Program: Laying Out Expectations of Recreation Therapy Interns and Meeting NCTRC Job Tasks

**Topic Track:** Therapeutic Recreation  
**Location:** Comiskey, West Tower/Gold Level  
**Time:** 10:15 am - 11:30 am  
**Speaker(s):** Julie Eggleston, Recreation Therapy Internship Supervisor, Western Illinois University; Rachel Hubsch, Superintendent of Recreation, NWSRA

Ever think "Wow, where did we get this intern from?" In this session, we will be discussing how to take even the most inexperienced student and give them the tools they need to thrive in the field of therapeutic recreation. We will discuss how to lay out an attractive community-based therapeutic recreation internship program and how to pair internship roles to the NCTRC job tasks. This session will also explain how to build strong relationships with college and university professors to ensure support when you discover challenges with students.

**Learning Outcomes:** Participants will be able to:
- Leave with materials to help facilitate the creation of an internship program.
- Identify key factors at their agency to attract top-notch interns.

615 The Art and Science of Building Public Support for Public Projects

**Topic Track:** Facilities  
**Location:** Wrigley, West Tower/Bronze Level  
**Time:** 10:15 am - 11:30 am  
**Speaker(s):** Paul Hanley, Managing Director, Beyond Your Base; Robert Ijams, Director of Parks & Recreation, Wight & Company; Michael McCarty, Executive Director, Glenview Park District

How can park and recreation districts with an aging, fiscally conservative voter base garner strong voter support for bond ballot measures? Learn how Glenview Park District employed innovative community engagement strategies and a highly focused, data-driven campaign to capture strong support for major ice center renovations, improvements to a national historic landmark, and the purchase of open space. Covered topics will include preliminary decision-making regarding the timing of a ballot measure, key elements of a pre-referendum timeline, essential homework to be addressed right from the start, public opinion research options, the use of citizen task forces to vet funding proposals, swing voter identification and targeting, leveraging social media, and other public policy and campaign strategies.

**Learning Outcomes:** Participants will be able to:
- Create a plan to involve taxpayers in the pre-referendum planning process to build long term trust and voter support.
- Understand which research strategies can be used well in advance of adopting a ballot question to precisely define what voters are willing to support.
Using Signage in These Competitive Times to Enhance the Customer Experience

Topic Track: Marketing/Communications  
Location: Randolph 1A, East Tower/ Bronze Level  
Time: 10:15 am - 11:30 am  
Speaker(s): Jeff Miller, President, Divine Signs and Graphics

Park district facilities and programs are feeling competitive pressure from every angle in the district. More than ever, park districts are now competing with corporate-funded entities, expanded program services from private and public institutions, etc. At the same time, park districts operate on tight budgets, make do with existing facilities, and compete internally for precious capital and program dollars. In this session, we will look at the latest signage and wide format products and applications that can be used to enhance the park district brand, from pools to ball diamonds and everything in between. Participants will see examples of cleverly designed, budget pinching signage and graphics. There will be a question-and-answer session and a “next steps” portion to assist participants in planning their next moves after the conference.

Learning Outcomes: Participants will be able to:
- Hear about the latest products and services in the sign industry to maximize space and budget.
- Experience new ways to promote their agency's brand across their district.


Topic Track: Diversity  
Location: Columbian, West Tower/ Bronze Level  
Time: 10:15 am - 11:30 am  
Speaker(s): Jeremy Robinett, Assistant Professor, RPTA Department, Western Illinois University

Attendees will gain knowledge about the best practices for providing community-based recreation for military service members, veterans, and their families. Specifically, attendees will learn ways to facilitate the inclusion of military personnel and their families as they promote, develop and deliver recreation programs and activities. Through the use of case studies and empirical literature, the presenter will highlight ways recreation practitioners can build trust and camaraderie and deliver programs in ways that do not frustrate or alienate military service members, veterans, and their families.

Learning Outcomes: Participants will be able to:
- Demonstrate knowledge of the current best practices for facilitating the inclusion of military personnel and their families into community-based recreational programs.
- Identify common frustrations and challenges negotiated by military individuals and families that hinder participation in community-based recreation.

Standing the Heat

Topic Track: Leadership/Management  
Location: Columbus IJ, East Tower/ Gold Level  
Time: 12:30 pm - 1:45 pm  
Speaker(s): Jamie Sabbach, President & CEO, 110% Inc.

We have newsletters, email blasts, blog posts, and motivational quotes launched at us daily about leadership. And we exist in a time when “leadership teams,” “the leadership,” and “leaders” are seemingly everywhere. These labels become a complete contradiction when we realize that leadership is not a role, it’s a choice. Based on the adaptive leadership framework developed at Harvard University’s Kennedy School, the concepts of leadership are grounded in doing unpopular work when necessary and telling people what they may not want to hear. Maybe that’s something worth discussing and deliberating as we all continue to be challenged daily to make difficult choices and value-based decisions.

Learning Outcomes: Participants will be able to:
- Analyze the differences between leadership and management in the public sector.
- Assess why courageous conversations are so difficult.
24 Mind Your P’s, Q’s, and KPIs (Key Performance Indicators)

**Topic Track:** Leadership/Management  
**Location:** Gold Coast, West Tower/ Bronze Level  
**Time:** 12:30 pm - 1:45 pm  
**Speaker(s):** Chris Nunes, Director of Parks and Recreation, The Woodlands Township

The overall challenge with KPIs used in parks and recreation systems is that they were created by the accounting and finance departments. Secondly, many of the KPIs used do not measure outcomes but just tabulate use levels. This session will review the concept of KPIs; how to create meaningful KPIs for parks, recreation, aquatics, and special events; and how to use data that is already collected for KPIs.  

**Learning Outcomes:** Participants will be able to:  
- Identify and understand the creation and development process of using KPIs.  
- Develop a program for the implementation of KPIs within their agency, division, or unit.

30 iLearn: Sponsorships and Grants

**Topic Track:** Leadership/Management  
**Location:** Randolph 2, East Tower/ Bronze Level  
**Time:** 12:30 pm - 1:45 pm  
**Speaker(s):** Jeff Murphy, Business Manager, Park District of Forest Park; Rachell Entler, Recreation Supervisor, Park District of Forest Park; Ali Geary, Marketing and Public Relations Manager, Wood Dale Park District; Jamie Teichmann, Program and Event Coordinator: Community Sports, Chicago Park District

Show me the money! Do you have a project that needs funding or an event that needs sponsors, but have no idea where to begin? Discover what will get you the best results and find the grants that meet the needs of your district. Learn how to get your grant application ready for submission. Need a sponsor? We will show you what it takes to put together a sponsorship package and how to sell it. Participants will leave with a better understanding of how grants and sponsorships work and will gain the resources to start the process of securing money today!

**Learning Outcomes:** Participants will be able to:  
- Understand the different guidelines, requirements, and funding differences between grants and sponsorships in order to determine which best fits their project needs.  
- Maximize their search for available grants and sponsorship leads using specific keywords and online resources.  
- Write a grant application or sponsorship proposal that stands out from the others.

113 Boardmanship, Part I: Essential Board Practice and New Considerations of the Social and Electronic Variety

**Topic Track:** Boardmanship  
**Location:** Grand Suite 5, East Tower/ Gold Level  
**Time:** 12:30 pm - 1:45 pm  
**Speaker(s):** Steven Adams, Partner, Robbins Schwartz

Learn the fundamentals of being on an elected board and the latest developments in social media and electronic communication for commissioners. This session will cover the Open Meetings Act and parliamentary essentials, typical board meeting practices, electronic participation, voting rules, officer powers and more, from a 35-year veteran park district lawyer. Attendees will learn how the rules work, how much “procedure” is needed, and how to use the rules fairly to meet their needs. This session includes an up-to-date separate discussion on the internal and external use of electronic communication by commissioners.  

**Learning Outcomes:** Participants will be able to:  
- Implement procedures that promote efficient, professional and lawful board meetings.  
- Ensure equitable participation and avoid single commissioner dominance.  
- Use the rules to accomplish their objectives.  
- Avoid the legal and political risks of unlawful electronic communication.

120 Complying With the Illinois Open Meetings Act

**Topic Track:** Governance/Legal  
**Location:** Randolph 3, East Tower/ Bronze Level  
**Time:** 12:30 pm - 1:45 pm  
**CLE credits:** 1.0 (pending approval)  
**Speaker(s):** Andrew Keyt, Attorney, Heyl Royster; Syed Ahmad, Attorney, Heyl Royster

This presentation will discuss compliance with the Illinois Open Meetings Act. We will cover everything from determining when a meeting exists to dealing with compliance in the digital age—and everything in between.  

**Learning Outcomes:** Participants will be able to:  
- Understand the basic requirements of the Act, including for a closed session.  
- Manage compliance in the digital age.

125 We’re Watching You: Use of Video Surveillance in Park and Facilities

**Topic Track:** Governance/Legal  
**Location:** Michigan 3, East Tower/ Bronze Level  
**Time:** 12:30 pm - 1:45 pm  
**CLE credits:** 1.0 (pending approval)  
**Speaker(s):** Scott Puma, Equity Partner, Ancel Glink; Megan Mack, Attorney, Ancel Glink; Robert Newport, Executive Director, Round Lake Area Park District

As the use of video surveillance has become more common, questions arise as to what to do with the stored videos and what happens when people request to see them. This session will focus on the use of video surveillance in parks and facilities, what agencies should do with the videos once they have them, the use of the videos, and how to respond to requests to review videos.  

**Learning Outcomes:** Participants will be able to:  
- Determine whether their policies need to be updated, gain strategies for the use of videos, learn proper methods for storage and destruction of videos, and when videos may be given to third parties.  
- Learn best practices relative to video surveillance.
SATURDAY AFTERNOON CONFERENCE SESSIONS
12:30 pm – 1:45 pm
Pre-Registration is not required to attend Saturday sessions.
All conference sessions award 0.1 CEUs.
Attorneys: Sessions that award 1.0 CLE credit (pending approval) are noted in the session listing.

127 Park District Finance 101
Topic Track: Governance/Legal
Location: Water Tower, West Tower/Bronze Level
Time: 12:30 pm - 1:45 pm
CLE credits: 1.0 (pending approval)
Speaker(s): Adam Simon, Partner, Ancel Glink; Sue Stanish, Director of Finance, Naperville Park District

Are you a new commissioner or new finance director? Do you want to know the difference between a budget and an appropriation? Do you know how much money you can raise in taxes and what limitations apply? This session will provide an overview of park district financial laws with a minimum of math—we promise!
Learning Outcomes: Participants will be able to:
- Identify sources and amounts of tax revenue available to park districts.
- Learn how to prepare a budget that is inclusive of a park district's various constituencies.

142 Preparing for the Future: Financial Forecasting Best Practices
Topic Track: Finance/IT
Location: Roosevelt 3A, East Tower/Bronze Level
Time: 12:30 pm - 1:45 pm
Speaker(s): Jon Beckmann, Superintendent of Finance, Waukegan Park District; Michelle Binns, Senior Managing Consultant, PFM; Daniel Berger, Director of Product Management, PFM

Is your district concerned with growing costs including minimum wage increases and the rise in healthcare rates? Would your organization like to prepare for succession planning and consider offering an IMRF early retirement incentive? In this session, we will explore financial forecasting best practices to prepare your district for different scenarios. We will also explore options to increase revenues to offset these costs by introducing ways to enhance your cash management and investment program.
Learning Outcomes: Participants will be able to:
- Learn the key metrics of focus for financial forecasting to better prepare their districts for the future.
- Learn how to increase revenues through enhancements in their cash and investment programs.

141 Fire, Shelter, Water: Can You Survive?
Topic Track: Recreation
Location: Columbus GH, East Tower/Gold Level
Time: 12:30 pm - 1:45 pm
Speaker(s): Jessica Reyes, Manager, Park District of Highland Park - Heller Nature Center

Outdoor survival shows are popular and addictive to watch, so let's create a program! Learn survival skills that you can try in a program at your district—from fire building and shelter building to wilderness cooking or critter tracking. Kids are always looking for a new adventure that sounds risky but fun, so let's safely teach them how!
Learning Outcomes: Participants will be able to:
- Learn how to establish a survival skill program at their park district.
- Learn the benefits of teaching survival skills to participants.

149 Small Park District, Big Successes!
Topic Track: Diversity
Location: Columbus EF, East Tower/Gold Level
Time: 12:30 pm - 1:45 pm
Speaker(s): Lonette Hall, Executive Director, Maywood Park District; Kendall Parrott, Executive Director, Riverdale Park District

Delegates will have an open roundtable discussion on the successes and challenges of small recreational agencies. In addition, there will be a discussion on the creativity and delivery of quality and quantifiable success that have had a major impact on the quality of life within their communities. This is a unique opportunity to share ideas and techniques based on community needs and resources.
Learning Outcomes: Participants will be able to:
- Develop strategies for community and fellow agency collaborations.
- Develop strategies and linkages for shared resources.

208 How to Establish an Accredited Arboretum in Your Park
Topic Track: Parks/Natural Resources
Location: Roosevelt 3B, East Tower/Bronze Level
Time: 12:30 pm - 1:45 pm
Speaker(s): Rick Krocza, Parks Foreman/Horticulturist, Vernon Hills Park District

There are many tree collections in parks that are called arboretums, but only a handful of them in the country have been accredited by the Morton Arboretum. ArbNet created its Arboretum Accreditation Program to establish and share a widely recognized set of industry standards for the purpose of unifying the arboretum community. If you have a park with a quality collection of trees, have an arboretum and wish to have it internationally recognized, or would like to start an arboretum from scratch, then come discover the simple steps that the Vernon Hills Park District took in becoming the first park district in the state to have an accredited arboretum.
Learning Outcomes: Participants will be able to:
- Learn the basic criteria that must be met to be considered for accreditation, what the four levels of accreditation are, and the process of applying and maintaining accreditation.
- Use an arboretum as a teaching platform to connect with the public, test the boundaries of hardy and borderline hardy trees, and provide living examples of the diversity of species and varieties that the public can plant on their own property.
220 Risky Play: Pushing the Edge for Maximum Learning Impact  
**Topic Track:** Parks/Natural Resources  
**Location:** Randolph 1A, East Tower/Gold Level  
**Time:** 12:30 pm - 1:45 pm  
**Speaker(s):** Andy Howard, Principal, Hitchcock Design Group; Jim Pacanowski, Director of Parks and Recreation, Burr Ridge Park District

Studies show that we are coddling our children rather than encouraging controlled risk-taking and resilience. As for recreation professionals, how do we create spaces that push that boundary and break down those barriers for accessible play? Risky play experiences are essential to a child’s development. Play spaces that push the envelope through risky play encourage creativity, promote emotional growth, and build leadership skills. Many recreation providers need assistance to navigate the process of developing riskier play spaces within their park systems.  
**Learning Outcomes:** Participants will be able to:  
- Gain strategies on how to build controlled risk into your play spaces and navigate the “gray areas” that may not fit neatly within the box of the ASTM/CPSC playground safety guidelines.  
- Hear case studies that demonstrate the careful blending of design elements to create an engaging and challenging play space that entices children of all ages and abilities.

318 Best Practices in Succession Planning  
**Topic Track:** HR/Risk Management  
**Location:** Columbus CD, East Tower/Gold Level  
**Time:** 12:30 pm - 1:45 pm  
**Speaker(s):** Michael J. Earl, Senior Vice President, GovHR USA; Tracey Crawford, Executive Director, Northwest Special Recreation Association; Katie Sepe, Director of Human Resources, Naperville Park District; Liz Cox, Human Resources and Risk Manager, Wilmette Park District

With the impending retirements of so many employees, succession planning has become vital to the ongoing success of park district operations. This session will discuss the reasons it is important to develop a succession plan and will give practical tips and tools on how to do so in the short term.  
**Learning Outcomes:** Participants will be able to:  
- Understand the importance of succession planning, who should be on the succession planning team, and the elements of a good succession plan.  
- Gain tips and best practices for developing a succession plan for their agency.

407 Including All Community Members: Accommodating Special Events for Special Needs Families  
**Topic Track:** Recreation  
**Location:** Columbus AB, East Tower/Gold Level  
**Time:** 12:30 pm - 1:45 pm  
**Speaker(s):** Colleen Cline, Inclusion and Support Staff Coordinator, NEDSRA; Erika Rubo, Recreation Supervisor, Itasca Park District

With the help of special recreation associations, park districts have made huge strides in making their recreation programs inclusive to those with special needs. There increasingly are participants with special needs participating in programs with the help of modifications or with a leisure buddy. Some of the most attended park district offerings are special events. Families flock from all over the Chicagoland area to park district special events, especially around the holidays. Are we being as accommodating as we can for all participants? In this session, presenters will give specific modification, accommodation, and resource ideas for the most common park district special events. In addition, the session will cover how to market to families the fact that an agency can accommodate their loved one so that the whole family can enjoy the fun and tradition of park district special events.  
**Learning Outcomes:** Participants will be able to:  
- Gain specific techniques to modify special events to accommodate individuals with special needs at agency special events.  
- Adjust marketing material for their special events so families are aware of the accommodations that are available to them.

408 Libraries and Parks: A Commonsense Partnership  
**Topic Track:** Leadership/Management  
**Location:** Michigan 2, East Tower/Bronze Level  
**Time:** 12:30 pm - 1:45 pm  
**Speaker(s):** Cindy Fuerst, Executive Director, Vernon Area Public Library District; Alex Todd, Executive Director, Prospect Heights Public Library District

Real-life, honest-to-goodness librarians are venturing into the heart of parks and recreation to share their perspectives on the benefits of cooperative programming—particularly with park districts.  
**Learning Outcomes:** Participants will be able to:  
- Better understand the core principles and philosophies of libraries and leverage that understanding to build more efficient and economical relationships with the libraries and reinforce the status of both institutions as cornerstones of the community.  
- Think creatively about how to incorporate the unique areas of expertise libraries and parks possess into new and compelling programs and services for the users of both institutions.
Creating Your Day Camp Culture

**Topic Track:** Recreation  
**Location:** Columbus KL, East Tower/Gold Level  
**Time:** 12:30 pm - 1:45 pm  
**Speaker(s):** Roz and Jed Buck, Principals, Roz and Jed Training & Consulting

Whether it is carefully and intentionally created or just grows randomly with little thought or direction, every day camp has a culture. The culture of your day camp lays the foundation for your camp's unique personality and helps differentiate your program by defining who you are, what you do, and how you do it. This hands-on, interactive session will explore the importance of your camp culture and provide a plan for growing your culture (if you like it) or changing and developing it (if you don't like it).

**Learning Outcomes:** Participants will be able to:
1. Describe where culture comes from and why it is important in all businesses, including day camps.
2. Implement a nine-step process for creating and growing a positive culture at day camp.

The Way We Were, and Here We Are—The Legacy of a Lifetime in Parks

**Topic Track:** Recreation  
**Location:** Grand Suite 3, East Tower/Gold Level  
**Time:** 12:30 pm - 1:45 pm  
**Speaker(s):** Iris Pahlberg Peterson, Customer Service Supervisor, Minneapolis Park & Recreation Board; Annie Olson, Director of Customer Service, Minneapolis Park & Recreation Board

“Memories light the corners of my mind, Misty water-colored memories of the way we were....” Written beautifully by the songwriter team of Bergman and Hamilsh and forever immortalized by Barbra Streisand, the lyrics reflect the importance of memories. And we, in the park and recreation business, are entrusted with leaving a legacy, the heart of which is treasured memories made by countless park patrons all over the world. How do we do so? By providing exceptional customer experiences—every time! This interactive session will inspire participants to provide a consistently high level of service and proudly tell their stories within their own agencies. Using multimedia, delightful exercises, and an engaging approach, presenters Annie Olson and Iris Pahlberg Peterson will captivate attendees from start to finish while sharing ideas, philosophy, and methods to provide phenomenal customer experiences in every park across the state of Illinois.

**Learning Outcomes:** Participants will be able to:
1. Assess where park patrons are on their journey within the park system and where the park patrons would like to be.
2. Respond to customer needs, applying product knowledge enhanced by the personalization of service to create a legacy of treasured memories.

Play on Player: Overcoming Disability With Play

**Topic Track:** Therapeutic Recreation  
**Location:** Roosevelt 1AB, East Tower/Bronze Level  
**Time:** 12:30 pm - 1:45 pm  
**Speaker(s):** Jill Moore, Marketing Specialist/Inclusion Specialist, Landscape Structures

We’re all compelled to play and to play hard. It brings us a sense of challenge, develops social skills, and fosters independence. Communities often find themselves with uniquely abled kids who move differently than typically developing children. We know it’s mission-critical to ensure everyone gets the chance to play. It’s crucial that adaptive recreation offers challenges and benefits beyond a participation trophy because the result is bigger than a “You did it!” sticker. This session looks at the importance of adaptive recreation from childhood to adulthood, and how play offers solutions to key challenges of development (social skills, independence, confidence, etc.) that can be tough for kids growing up with a disability. We look at how communities can integrate adaptive recreation at all levels. From kids finding a new hobby to school teams, collegiate athletics, careers, and world stages, play is a world of opportunity that shapes us all.

**Learning Outcomes:** Participants will be able to:
1. Identify how adaptive play affects each stage of development from childhood to young adulthood in different ability demographics.
2. Develop an understanding of the challenges faced in fostering and creating adaptive play opportunities and how to overcome them, and different adaptive recreation opportunities in their communities from school settings to local teams.

What Private Clubs/Fitness Centers Don’t Want You to Know: How to Compete With For-Profit Businesses and Come Out Ahead!

**Topic Track:** Facilities  
**Location:** Michigan 1AB, East Tower/Bronze Level  
**Time:** 12:30 pm - 1:45 pm  
**Speaker(s):** Rachel Tandy, Fitness Industry Consultant; John Muno, Executive Director, Winnetka Park District

In the fitness industry especially, we find that the competition for membership dollars increasingly comes from private and big-box clubs moving into our neighborhoods. Find out what those clubs do well and how you can position your membership-based offerings to compete and come out ahead!

**Learning Outcomes:** Participants will be able to:
1. Identify the factors, including key performance indicators, that are the main difference between for-profit and not-for-profit membership businesses.
2. Recognize what private businesses do well, how we can set ourselves apart, and the importance of membership dollars and membership retention.
3. Construct a plan for member retention and how to compete with private businesses.
618
Capital Planning: Developing a Process to Care for Your Assets and Budget for New Items

**Topic Track:** Facilities

**Location:** Randolph 1B, East Tower/ Bronze Level

**Time:** 12:30 pm - 1:45 pm

**Speaker(s):** Steven Nagle, Superintendent of Facilities, Palatine Park District

Before a shovel goes in the ground, you need to have a plan to spend your capital budget. This session will review the steps, systems, and collaboration needed to provide your district with a solid capital plan. Learn the decision-making process and the effects of the projects that a district chooses to do over other needs.

**Learning Outcomes:** Participants will be able to:

- Use the information and resources from the session to understand the capital planning process and begin building a capital plan that works for their district.
- Identify the items in a repair and replacement plan, how to assemble that plan, and how to classify the other types of capital needs.

912
The Power of Photography: A Professional Image in Parks and Recreation

**Topic Track:** Marketing/Communications

**Location:** Comiskey, West Tower/ Bronze Level

**Time:** 12:30 pm - 1:45 pm

**Speaker(s):** Mitchell Fransen, Marketing Manager, City of Pontiac Parks and Rec

First impressions matter, and how visually appealing something may be can certainly alter our opinion of it. In this presentation, Mitchell Fransen offers fundamental knowledge of camera and lens settings so that organizations may fully use their resources and capture their organizations in the best light. Professional imagery can enhance your agency’s perceived quality. Having an image that matches the best may put you up there with the best. Attendees with cameras are more than welcome to bring them and ask questions afterward.

Learning Outcomes: Participants will be able to:

- Understand the basics of their cameras and how that translates to better images for their organization.
- Go out and use their resources to create attractive galleries their users and staff will be proud of.

1008
That's a Real Job? Creating a Parks and Rec Career Expo Day to Increase Our Profession's Visibility in Underserved Communities

**Topic Track:** Diversity

**Location:** Columbian, West Tower/ Bronze Level

**Time:** 12:30 pm - 1:45 pm

**Speaker(s):** Debbie Fandrei, Museum Curator, Buffalo Grove Park District

You can't study it if you don't even know it's a job! This session will detail Buffalo Grove Park District's efforts to increase diversity in our profession by holding an annual Parks and Rec Career Expo Day for four local high schools that serve underrepresented populations. Participants will learn how the event started, the way the day is organized, and the partnerships that make it possible. They will leave with ideas and resources for starting a career expo at their own agencies.

**Learning Outcomes:** Participants will be able to:

- Describe some of the barriers that keep underrepresented populations from considering parks and recreation as a career path.
- Detail the steps needed to create a career expo day at their own agencies.

SATURDAY AFTERNOON CONFERENCE SESSIONS

12:30 pm – 1:45 pm

Pre-Registration is not required to attend Saturday sessions.
All conference sessions award 0.1 CEUs.

Attorneys: Sessions that award 1.0 CLE credit (pending approval) are noted in the session listing.

25
Moving From a Municipal to an Enterprise Mindset

**Topic Track:** Leadership/Management

**Location:** Columbus IJ, East Tower/ Gold Level

**Time:** 2:00 pm - 3:15 pm

**Speaker(s):** Chris Nunes, Director of Parks and Recreation, The Woodlands Township

An enterprise mindset starts with developing staff to have the ability to think and believe in the financial aspects of their agency or department. Having an enterprise approach requires that professionals have sound business principals with the intention of creating profits, which can be revenue and/or social benefits. This session will detail the creation of staff and an agency that understand and embrace the financial aspects of their agency.

**Learning Outcomes:** Participants will be able to:

- Gain and apply an understanding of the enterprise approach toward parks and recreation.
- Instill an ethic in participants in being bold and being innovative decision-makers.
29
IPRA Member Engagement Town Hall

Topic Track: Leadership/Management
Location: Roosevelt 3B, East Tower/ Bronze Level
Time: 2:00 pm - 3:15 pm
Speaker(s): Debbie Trueblood, Executive Director, Illinois Park and Recreation Association; Erin Folk, Executive Director/IPRA Chair-Elect, Oregon Park District

This session is for IPRA members who want to become more engaged with IPRA. In this session, you can find out what's new with your professional association, our strategic plan, and learn how you can play an important role in IPRA's future.

Learning Outcomes: Participants will be able to:
• Hear a brief update on what's happening at IPRA and obtain an overview of the volunteer and educational opportunities available that will help them in their careers.
• Discover how they can play an important role in IPRA's future.

129
FOIA Jeopardy! The Interactive Game

Topic Track: Governance/Legal
Location: Michigan 2, East Tower/ Bronze Level
Time: 2:00 pm - 3:15 pm
CLE credits: 1.0 (pending approval)
Speaker(s): Julie Tappendorf, Equity Partner, Ancel Glink; Ashton Tunk, Associate, Ancel Glink

Transparency in government is more than just a buzz word—it's the law. In this interactive session, you will learn about the Illinois Freedom of Information Act (FOIA) and how it affects park districts, officials, and employees. The speakers will use a question-and-answer game-show style format to explore questions addressing compliance with FOIA, the legal pitfalls in the use of technology (emails, text messages and social networking) by park officials and employees, and how to address and, hopefully, avoid issues.

Learning Outcomes: Participants will be able to:
• Understand the legal pitfalls in the use of technology by park officials and employees and its interaction with FOIA.
• Learn about new cases and park advisory committees (PAC) opinions providing guidance on FOIA compliance.

148
Using IT Infrastructure More Efficiently

Topic Track: Finance/IT
Location: Randolph 1A, East Tower/ Bronze Level
Time: 2:00 pm - 3:15 pm
Speaker(s): Jelani Tate, Product Manager, Call One, Inc.

In this presentation, we will describe a typical IT set up of a park or entire park system including voice capabilities and the estimated cost of each element of the service. The presenter will design and describe a best-practice network that will reduce costs, increase the efficiency of district employees, increase security, and provide energy savings.

Learning Outcomes: Participants will be able to:
• Identify areas where they can improve the safety and security of park staff and patrons.
• Understand how new technologies can improve their cost savings across multiple areas.
150 Cinderella Story: Master Planning the Indy Parks Golf Course System

Topic Track: Parks/Natural Resources
Location: Michigan 3, East Tower/Bronze Level
Time: 2:00 pm - 3:15 pm
Speaker(s): John Jackson, Principal, RATIO; Keri VanVlymen, Park Planner, RATIO

Calling all “Caddyshack” fans and those who make decisions about golf courses! In 2018, Indy Parks conducted a comprehensive study of their entire portfolio of 13 golf courses, encompassing more than 1,800 acres of land and 178,562 square feet of buildings. The study was necessary to respond to the national downward trend in golf participation and the mounting costs of the city’s portfolio. The study resulted in critical decisions that right-sized the portfolio and positioned the city to effectively manage this aspect of the parks and recreation program. The session will provide attendees with critical information about the state of golf in the U.S., revenue generation, management costs, how the system was analyzed in Indianapolis, and what can be done with courses that need to be transitioned to other uses. Along the way, we’ll have some fun with references, trivia and prizes related to “Caddyshack”!

Learning Outcomes: Participants will be able to:
- Use data to determine whether consideration should be given to transitioning golf courses to alternative recreational uses.
- Develop a thorough scope of work for any studies intended to result in informed conclusions about the potential re-use of golf facilities.

214 The Midwest Grows Green Lawn & Land Forum Toolkit: Making Natural Lawn Care Easy

Topic Track: Parks/Natural Resources
Location: Grand Suite 3, East Tower/Gold Level
Time: 2:00 pm - 3:15 pm
Speaker(s): Ryan Anderson, Community IPM Outreach Specialist, IPM Institute of North America, Inc.; Carl Gorra, Parks Operations Manager, Naperville Park District

For two and a half years, more than 250 different park managers, school district staff, and other sports turf managers have attended Midwest Grows Green (MGG) Lawn & Land Forum’s peer-to-peer learning sessions on the best natural lawn care practices, policies and strategies. These 10+ sessions have produced practical examples and valuable lessons on how to reduce pesticides, fertilizers, and water on a historically high-input turfgrass crop. MGG’s Ryan Anderson, Naperville Park District’s Carl Gorra, and other active forum participants will cover some of this shared learning. In the end, MGG will equip attendees with resources to reduce pesticides from day one by walking through its new forum toolkit.

Learning Outcomes: Participants will be able to:
- Understand the basic management steps required to implement a successful natural lawn care program and policy.
- Learn about a new resource, the toolkit, that will provide managers with natural lawn care templates, program evaluation tools and, real world case studies that they can easily investigate and apply in the field.

216 Splash Pads 101: Developing a Successful Splash Pad for Your Agency

Topic Track: Parks/Natural Resources
Location: Roosevelt 1AB, East Tower/Bronze Level
Time: 2:00 pm - 3:15 pm
Speaker(s): Joseph Brusseau, Principal, Hitchcock Design Group; Bill Hachmeister, Channel Distribution Manager, Aquatix by Landscape Structures

Splash pads are an increasingly popular amenity for park districts and recreation departments. This session will address many issues related to splash pads, including site selection and support facilities; waterborne illnesses, health codes and permitting requirements; water source, mechanical systems and installation; and construction and operational costs. The session will also explain the maintenance requirements of the splash pad surface, water source, and mechanical systems and features along with sustainable options.

Learning Outcomes: Participants will be able to:
- Understand where to locate a new splash pad and what support facilities and amenities are required for a successful facility.
- Gain an understanding of construction and operational costs, and budgeting and scheduling of their projects.
- Understand waterborne illnesses, applicable health codes, permit and maintenance requirements, and sustainability options.
- Understand available control and mechanical systems and determine sources of water supply.
308 The Importance of Mental Health Education in Developing Trauma-Informed Parks in Partnership With the Chicago Park District

Topic Track: Recreation
Location: Columbus GH, East Tower/Gold Level
Time: 2:00 pm - 3:15 pm
Speaker(s): Kasey Franco, Director of Training & Education, National Alliance on Mental Illness Chicago; Sierra Petersen, Training Manager, National Alliance on Mental Illness Chicago; Nikki Ginger, Professional Development Manager, Chicago Park District

Mental health education is a growing need for parks and recreation professionals who interact with the public. In this interactive session, Kasey Franco and Sierra Petersen of the National Alliance on Mental Illness (NAMI) Chicago will provide an overview of NAMI's strong partnership with the Chicago Park District. Participants will gain knowledge of mental health and how to promote wellness within the community as well as among staff. Furthermore, participants will be provided with an overview of stigma and its effect on mental health and how to use a trauma-informed approach when interacting with individuals.

Learning Outcomes: Participants will be able to:
- Understand the importance of implementing mental wellness programming for parks and recreation staff and community members.
- Understand the basic tenets of a trauma-informed approach and be able to engage with individuals in a trauma-informed manner.

309 Real Facts for Creating a Successful Internship Experience Between the Agency, Student, and University

Topic Track: HR/Risk Management
Location: Michigan 1AB, East Tower/Bronze Level
Time: 2:00 pm - 3:15 pm
Speaker(s): Minsun Doh, Associate Professor, Western Illinois University; Megan Owens, Assistant Professor, Western Illinois University; Julie Eggleston, Instructor, Western Illinois University

Internships provide a wonderful experience for students to obtain real-world expertise while supporting the programmatic and staffing needs of parks and recreation agencies statewide. The match between a student and agency begins long before the student's first day of work. Agency preparation to recruit, hire and supervise interns begins by understanding common university guidelines and timelines. Internships are no longer only a summer-time opportunity, as students may complete an internship during the fall, spring or summer. Today's students and universities seek internships that provide a multifaceted approach to developing these emerging professionals. This session will explore internship expectations, university guidelines and best practices for a successful internship experience. Let us help you prepare to secure your best interns this year!

Learning Outcomes: Participants will be able to:
- Understand and recognize workplace risks and general compensability under the Illinois Workers' Compensation Act.
- Implement a process necessary to document, investigate, and track workplace injuries to minimize employee risk and insurance exposure and facilitate recovery and return to work.

317 Ouch! Safer Workplaces and Workers’ Compensation Claims

Topic Track: HR/Risk Management
Location: Water Tower, West Tower/Bronze Level
Time: 2:00 pm - 3:15 pm
CLE credits: 1.0 (pending approval)
Speaker(s): Doug Sullivan, Attorney, Ancel Glink

This session will provide an interactive discussion summarizing the Illinois Workers’ Compensation Act, identifying workplace accidents, and processes and actions relative to park districts to avoid, document and respond to workplace injuries.

Learning Outcomes: Participants will be able to:
- Understand and recognize workplace risks and general compensability under the Illinois Workers’ Compensation Act.
- Implement a process necessary to document, investigate, and track workplace injuries to minimize employee risk and insurance exposure and facilitate recovery and return to work.
SATURDAY, JANUARY 25, 2020

411  
Pop Up Some Fun in Your Parks: Meeting Your Residents Where They Are and Engaging Them in Fun  
Topic Track: Recreation  
Location: Columbus CD, East Tower/Gold Level  
Time: 2:00 pm - 3:15 pm  
Speaker(s): Susan Crane, Operations and Special Events Manager, Park District of Oak Park; Maureen McCarthy, Superintendent of Recreation, Park District of Oak Park

The Park District of Oak Park provides over 3,000 programs to our community with an enrollment of over 35,500. Despite that number, we know we are not reaching at least 50% of our residents through our programs. In an effort to serve all our residents, we have been working as a staff team to identify opportunities to meet residents where they are and take down barriers to participation, such as financial, time, and transportation barriers. In addition to our large community events, such as movies and concerts, we have started to offer pop-up park offerings. These include pop-up outdoor fitness classes, a pop-up Winter Fest, Neighborhood Nights, concentrating on specific neighborhoods, and most recently, a pop-up cargo bike that pops up activities at two parks each weekday during the summer months. Join us during this session to discuss ways to engage all your residents though pop-up parks.  
Learning Outcomes: Participants will be able to:  
• Generate concrete ideas they can offer in their communities to increase participation with underserved groups.  
• Explore more ways to engage community members by eliminating barriers to participation.

417  
The Secret to Effective Programming Strategies  
Topic Track: Recreation  
Location: Randolph 3, East Tower/Gold Level  
Time: 2:00 pm - 3:15 pm  
Speaker(s): Cristin Handlon, Creative Arts and Varied Interest Supervisor, Wheaton Park District; Mark Dolphin, Athletic Manager, Wheaton Park District; Becky Egan, Program Assistant, Wheaton Park District

Is your cancellation rate through the roof? Are your programs starting to feel repetitive? Are you running out of facility space? Come and uncover the secret to working smarter, not harder! Participants will walk away with guidelines for eliminating programs, developing new programs, using space efficiently, and developing successful partnerships.  
Learning Outcomes: Participants will be able to:  
• Obtain the skills and tools to assist with the management of their districtwide programming.  
• Acquire resources to assist in the reduction and analysis of their district’s cancellation rate and efficient use of facility space.

432  
Introduction of a New Sport Called Kubb  
Topic Track: Recreation  
Location: Columbus KL, East Tower/Gold Level  
Time: 2:00 pm - 3:15 pm  
Speaker(s): George Sloan, Called Kubb; Josh Wyant, Superintendent of Facilities/Trades, Batavia Park District

What is Kubb? Join us in this session to find out! Presenters George and Josh will provide a brief overview and history of this fun but challenging new sport, which is popular in Wisconsin, Minnesota, Iowa, and Michigan, but still relatively unknown in Illinois. Similar to bags or horseshoes, Kubb is a lawn game that can be enjoyed by all ages. Come learn what Kubb is all about, see a demonstration of how the game is played, and hear how Energy City Kubb can work with your local park district.  
Learning Outcomes: Participants will be able to:  
• Become familiar with the rules and pace of Kubb.  
• Hear how the Energy City Kubb can travel to their town for a demonstration.  
• Watch a demonstration of how the game is played (space permitting).

508  
Special Olympics Principles of Coaching, Part I  
Topic Track: Therapeutic Recreation  
Location: Randolph 2, East Tower/Bronze Level  
Time: 2:00 pm - 3:15 pm  
Speaker(s): Carolyn Cronin, Director, Coach & Health Services, Special Olympics Illinois; Maggie Ruteneck, Program Manager, S.O.A.R., Special Opportunities Available in Recreation

Special Olympics Principles of Coaching combines knowledge of sports and disabilities and focuses on the following areas: developing a coaching philosophy, building a successful program, enhancing athlete confidence, incorporating fitness and nutrition, using effective training strategies, and understanding sport and risk management. In Part I of this two-part session, the presenters will provide a short orientation on Special Olympics Illinois, including discussing the mission, structure, and levels of participation. They will also share the philosophy on coaching and winning and will discuss a sports management team approach to coaching sports planning.  
Learning Outcomes: Participants will be able to:  
• Identify their own coaching strengths and maximize their peers’ strengths to benefit their team.  
• Organize, facilitate and delegate a successful season training and practice plan.
607 Tangible, Clear Options to Install Solar on Your Facility

Topic Track: Facilities
Location: Columbian, West Tower/ Bronze Level
Time: 2:00 pm - 3:15 pm
Speaker(s): Chris Lindgren, Superintendent of Parks & Planning, Park District of Oak Park; Terry Black, Vice President of Business Development, Eco Solar Solutions

Solar can be a bit confusing for agencies, which leads to a tendency toward inaction. As a public non-profit entity, there are incentives that greatly lessen the burden of cost and make installing solar a much easier sell. This session will go over solar options and clear case studies to show you how the Park District of Oak Park has been able to install solar on six of our facilities within the last three years. Most recently, a 260 kW system was installed on our ice arena through a lease/power purchase agreement combo that didn’t cost the agency any money upfront and saves over $50,000 annually in electricity costs. We will also discuss grant funding opportunities to help fund your sustainable projects and provide resources for those agencies. Parks should be leaders in the stewardship of our natural environment, and renewable energy is at the forefront.

Learning Outcomes: Participants will be able to:
- Learn about basic solar operation and the importance of generating clean energy.
- Understand the state incentives available through the REC program and how those funds can help lower the cost.
- Learn about solar lease options and other available grants.
- Identify facilities within their organization that are good candidates for solar photovoltaic generation, including what to look for and how to prioritize their facilities.

908 Why an App?

Topic Track: Marketing/Communications
Location: Roosevelt 3A, East Tower/ Bronze Level
Time: 2:00 pm - 3:15 pm
Speaker(s): Shelby McDonald, CPRP, Manager, Field House and Aquatics, Waukegan Park District; Josue Pasillas, Communication Specialist, Waukegan Park District

Waukegan Park District’s interactive mobile phone app connects customers to the agency’s events and programs, parks, website, field conditions and latest district information. The app engages customers through incentives for physical activity, visiting parks and facilities, and program participation. This session will explore the reasons for an app, including its design, maintenance, marketing, and benefits to the district and its customers.

Learning Outcomes: Participants will be able to:
- Determine whether an app is right for their district.
- Develop a plan for the design of an app.

1009 More Than Speaking Slowly: Transforming Museum Educational Programs for Bilingual Learners

Topic Track: Diversity
Location: Gold Coast, West Tower/ Bronze Level
Time: 2:00 pm - 3:15 pm
Speaker(s): Debbie Fandrei, Museum Curator, Buffalo Grove Park District

Nobody speaks every language, but your museum can speak to all your visitors. This session examines the challenges facing bilingual learners and the reasons bilingual teachers hesitate to visit museums. Specific steps to transform programs will be addressed as a case study takes a program from English only to bilingual friendly.

Learning Outcomes: Participants will be able to:
- Identify the difference between short-term satisfaction and long-term loyalty.
- Understand how data, marketing, and other tools can shape better overall customer experience.
design increases usability, safety, health, and secure, and fully engaged. A universal environments where all visitors can feel safe, Parks today face the challenge of providing recreation spaces that empower diverse populations, contribute to health and wellness, increase social capital, and deliver positive economic results. Participants will be provided with information on the principles of universal design and how this looks in park and recreation spaces based on real-life projects. Learning Outcomes: Participants will be able to:
• Understand the definition of disability as defined by environmental conditions and how universal design supports social equity and social sustainability.
• Illustrate each goal and principal of a universal design and how each contributes to park design that goes beyond accessibility and encourages inclusion and how the incorporation of social equity and sustainability is crucial for the long-term success of parks.

221 Outdoor Fitness: An Urban Trend for Health and Wellness
Topic Track: Parks/Natural Resources
Location: Randolph 1A, East Tower/ Bronze Level
Time: 3:30 pm - 4:45 pm
Speaker(s): Suzanne Quinn, PhD, KOMPAN Play Institute, North America

This session provides an in-depth examination of outdoor fitness installations in urban communities and the impact they have on the health and wellness of the residents in those communities. Using case studies and empirical research, we will look at how a well-designed outdoor fitness area in an optimal location can have an immediate and positive effect on the urban residents who use the area. A number of different design features will be considered to maximize the number of users, provide different types of training, exercise different muscle groups, and help assure the overall success of urban outdoor fitness installations. Learning Outcomes: Participants will be able to:
• Understand which leave statutes apply to their respective workforces and the interplay between those laws.
• Identify many of the “leave myths” routinely cited by employees and be provided with techniques to respond consistently with legal requirements.
419

Trend Seekers

Topic Track: Recreation
Location: Michigan 3, East Tower/ Bronze Level
Time: 3:30 pm - 4:45 pm
Speaker(s): Dannielle Wilson, Consultant, DW Recreation Consulting

Trends. We all seek them. Just hearing that single word, trend, ignites a desire to know what the next best/bigger/better/bolder “thing” will be and sends people clamoring to get their hands on it first. How do you seek out new trends? If the crystal ball on the corner of your desk needs new batteries, this session is for you. Join us for a high-energy, information-filled, leave-you-with-your-mind-spinning session. First we’ll explore where to find and identify trends. Then we’ll dive into a rapid-fire listing of current trends, hot topics, and potential future trends in a variety of parks and recreation facets. Unleash your inner trend seeker in this thought-provoking session!

Learning Outcomes: Participants will be able to:
• Analyze the relevance of a trend listing to their agency’s current service menu.
• Apply a trend-seeker technique to assess and predict which trends might become a norm in their community.

420

The Price Isn’t Right: Pricing Programs and Services

Topic Track: Recreation
Location: Columbus IJ, East Tower/ Gold Level
Time: 3:30 pm - 4:45 pm
Speaker(s): Chris Nunes, Director of Parks and Recreation, The Woodlands Township

Parks and recreation departments are asked each budget year to be leaner and leaner. Revenues, expenditures, and cost recovery are three elements of the budget process that must be examined to ensure efficiency. Learn how to develop a budget based on a cost-center approach that will allow the professional to understand how the inputs translate to the outputs—price!

Learning Outcomes: Participants will be able to:
• Develop a program/cost-center budget that addresses direct and indirect expenditures.
• Forecast cost-recovery percentages from imputed budgeted data, identifying a potential price for the program or service.

509

Special Olympics Principles of Coaching, Part II

Topic Track: Therapeutic Recreation
Location: Randolph 2, East Tower/Bronze Level
Time: 3:30 pm - 4:45 pm
Speaker(s): Carolyn Cronin, Director, Coach & Health Services, Special Olympics Illinois; Maggie Rutenbeck, Program Manager, S. O. A. R., Special Opportunities Available in Recreation

Special Olympics Principles of Coaching combines knowledge of sports and disabilities and focuses on the following areas: developing a coaching philosophy, building a successful program, enhancing athlete confidence, incorporating fitness and nutrition, using effective training strategies, and understanding sport and risk management. In Part II, the presenters will cover coaching sport skills and developing sport confidence, sport-specific performance training and nutrition for Special Olympics athletes, and sports safety and risk management.

Learning Outcomes: Participants will be able to:
• Identify their own coaching strengths and maximize their peers’ strengths to benefit their team.
• Organize, facilitate and delegate a successful season training and practice plan.

614

Future-Ready: Enhancing Community Resiliency Through Parks and Recreation Planning

Topic Track: Facilities
Location: Roosevelt 3A, East Tower/Bronze Level
Time: 3:30 pm - 4:45 pm
Speaker(s): John Slack, Associate Principal, Perkins&Will; Lindsey Peckinpaugh, Principal, Perkins&Will

As noted by NRPA, “As Americans experience the effects of climate change and extreme weather hazards more frequently and intensely than ever before, the urgency escalates for parks to step up as solution providers in building community resilience.” In this session, we will explore the current natural and manmade threats facing our communities and the resilient design strategies to reduce threats, mitigate risks, and provide resilient parks and facilities to serve future generations.

Learning Outcomes: Participants will be able to:
• Understand resilient design principles to strengthen social cohesion and enhance community health.
• Understand strategies for improving the resiliency of natural ecosystems in community parks and trails.
619
Contracts and Construction for Dummies or Essential Contract Documents for Every Project

Topic Track: Governance/Legal
Location: Roosevelt 3B, East Tower/Bronze Level
Time: 3:30 pm - 4:45 pm
CLE credits: 1.0 (pending approval)
Speaker(s): Derke Price, Equity Partner, Ancel Glink

This session will provide a primer on the construction process and the contract documents and risk management strategies that are a part (or should be) of every project.

Learning Outcomes: Participants will be able to:
- Have a better understanding of the process for the construction of a park or improvements and the contract documents that are part of that process.
- Undertake construction projects more efficiently.

906
The Podcast Zone: Explore a New Dimension of Planning, Producing, and Promoting a Podcast for Your Agency

Topic Track: Marketing/Communications
Location: Columbus CD, East Tower/Gold Level
Time: 3:30 pm - 4:45 pm
Speaker(s): Sameera Luthman, Director of Marketing and Communications, Naperville Park District; Sue Omanson, Community Development Manager, Naperville Park District

This is a dimension of imagination, creativity and sound. You are entering an area we call The Podcast Zone. Every agency has a story to tell. Gone are the days when an organization’s story can be told compellingly and effectively through the pages of written content. These days, customers are lured by audio and video. This session will focus on developing your agency’s own podcast and how to weave interesting stories that your residents and beyond will consume exclusively through sound. This session is for those who are completely new to the concept of podcasting or new to the intricacies and details involved in planning, developing and executing a podcast exclusively using internal resources. Participants will learn about all of the required elements to deliver a successful podcast, considerations of key resources, how to implement best practices in planning and execution and the most effective ways for promoting and growing listenership.

Learning Outcomes: Participants will be able to:
- Understand the required elements of a successful podcast and leverage key resources to determine how to develop and launch this medium as part of an overall marketing strategy.
- Implement best practices in planning topics and schedules and identifying the right podcast guests.
- Learn the most effective ways to promote and grow listener reach through this dynamic communications tool.

1011
Creating a Culture of Compassion

Topic Track: Diversity
Location: Columbus GH, East Tower/Gold Level
Time: 3:30 pm - 4:45 pm
Speaker(s): Linda Henderson-Smith, PhD, LPC, President, ATC Consulting, LLC

Compassion fatigue and burnout are huge problems in our current society. It is the responsibility of all employees, managers, and leaders to be concerned with the burnout of each and to do something to combat it. In this session, we will explore how an organizational culture of compassion can combat the compassion fatigue and burnout that many feel and what strategies employees, managers and leaders can use to create such a culture.

Learning Outcomes: Participants will be able to:
- Define compassion fatigue and burnout.
- Identify the components of a culture of compassion.
Lessons From My Father

Jarrett Payton, son of the late NFL Hall of Famer Walter Payton, is a radio host, businessman, philanthropist, motivational speaker, former NFL and CFL running back, and devoted husband and father. In his keynote address, Jarrett shares the inspiring story of what it was like growing up with the most famous football player in the world as his dad. You’ll learn about the difficulties he faced living up to the Payton name and what it meant to carry on his father’s legacy. Jarrett describes the challenges he faced on the football field and off – as he speaks about the death of his father and how it impacted him. Jarrett shares why he chooses to honor his father’s legacy of making a difference in the community and tells the story of how he became an entrepreneur. He addresses the importance of finding your passion in all that you do whether it be family or work-related. Most notably, Jarrett emphasizes the importance of investing in our youth and why we should serve as role models who stress the value of sports, education, and character.

Learning Outcomes: Participants will be able to:
- Recognize the potential for greatness that lies within each of us.
- Appreciate the importance of finding one's personal or professional passion.
- Identify and relate how parks and recreation makes a difference in the communities they serve through youth activities and sports programs.
Buses will depart from the Hyatt Regency Chicago beginning at 6:30 pm. Return service to the Hyatt from Dave & Buster’s will be available beginning at 9:00 pm.

THIS IS A TICKETED EVENT!
Ticket includes:
• Roundtrip shuttle service from the Hyatt Regency Chicago;
• Admission to Dave & Buster’s and a Power Game Card
• Dinner buffet with unlimited beer, wine, and soft drinks; and
• A great night of entertainment and fun!

TICKET INFORMATION:
• Delegates who register for the Full Package or the Saturday Only Package will receive one adult ticket.
• Adult tickets are $99; child tickets (12 and under) are $35.
• Additional tickets may be purchased through the pre-registration process or on-site from Conference Registration.
• Tickets will not be sold on-site at Dave & Buster’s.

SPONSORED BY:

CentralParks

DLA Architects
EXHIBIT HALL INFORMATION

The IAPD/IPRA Soaring to New Heights Exhibit Hall is the largest exhibit show for Illinois' park and recreation field.

Open Thursday and Friday (see times noted), the Exhibit Hall is located in the Riverside Center, East Tower/Purple Level (Lower Level) of the Hyatt Regency Chicago. Come visit over 300 commercial vendors as they showcase their latest products and services.

While perusing the hall, don’t forget to look for the roaming raffle drum and complete an entry form for the drawings to win great prizes. Drawings will take place Thursday afternoon and throughout the day on Friday. Entry forms will be in the registration materials that you pick up at Conference Registration. You must be present to win. Additional rules and regulations apply.

The locations of the raffle drum are random. Volunteers working Conference Registration, Conference Headquarters and Exhibitor Registration do not know the locations of the drum.

EXHIBIT HALL EVENTS & HOURS

Thursday, January 23
12:00 pm – 5:00 pm, Grand Opening

Prize drawings will take place at 12:30 pm, 1:00 pm, 1:30 pm, 2:00 pm, 2:30 pm, 3:00 pm, 3:30 pm, 4:00 pm, and 4:30 pm

Friday, January 24
9:00 am – 11:00 am
1:00 pm – 3:30 pm
2:15 pm – 3:30 pm

Dedicated Hours
Dessert in the Exhibit Hall*

Prize drawings will take place at 9:30 am, 10:00 am, 10:30 am, 11:00 am, 11:30 am, 2:30 pm and 3:00 pm

*Ticketed Event

CONTEST RULES

Prizes must be claimed the same day as the drawing. At the end of the day, any unclaimed prizes will go back into the drum for the next day’s raffle. Prizes may only be claimed during exhibit hall hours.

• Only official entry forms will be accepted.
• You may win only once during the conference.
• Only one entry per delegate is allowed.
• The delegate must claim his/her prize in person from Exhibitor Registration
• A picture ID may be requested for winner verification

Don’t forget to take this issue to the conference!
# 2020 IAPD/IPRA
Soaring to New Heights Conference Exibitors
(AS OF DECEMBER 16, 2019)

<table>
<thead>
<tr>
<th>COMPANY</th>
<th>BOOTH#</th>
</tr>
</thead>
<tbody>
<tr>
<td>3D Design Studio</td>
<td>413</td>
</tr>
<tr>
<td>All Inclusive Rec LLC</td>
<td>233</td>
</tr>
<tr>
<td>American Ramp Company</td>
<td>524</td>
</tr>
<tr>
<td>American Red Cross</td>
<td>821</td>
</tr>
<tr>
<td>Amilia</td>
<td>345</td>
</tr>
<tr>
<td>AMJ Spectacular Events</td>
<td>356</td>
</tr>
<tr>
<td>Amplivox Sound Systems</td>
<td>521</td>
</tr>
<tr>
<td>Andrews Technology</td>
<td>805</td>
</tr>
<tr>
<td>Anthony Roofing - Tecta America</td>
<td>151</td>
</tr>
<tr>
<td>AnythingWeather</td>
<td>423</td>
</tr>
<tr>
<td>Aqua Pure Enterprises, Inc.</td>
<td>534</td>
</tr>
<tr>
<td>AstroTurf</td>
<td>713</td>
</tr>
<tr>
<td>Aurora Area Convention &amp; Visitors Bureau</td>
<td>230</td>
</tr>
<tr>
<td>BCI Burke Company</td>
<td>923</td>
</tr>
<tr>
<td>Beacon Athletics</td>
<td>444</td>
</tr>
<tr>
<td>BerryDunn</td>
<td>446</td>
</tr>
<tr>
<td>Bid Evolution</td>
<td>314</td>
</tr>
<tr>
<td>Big River Race Management</td>
<td>116</td>
</tr>
<tr>
<td>Blick Art Materials</td>
<td>708</td>
</tr>
<tr>
<td>Bounce Houses R Us LLC</td>
<td>709</td>
</tr>
<tr>
<td>Boundless Adventures</td>
<td>623</td>
</tr>
<tr>
<td>Braun Events</td>
<td>840</td>
</tr>
<tr>
<td>Brian Wiser Entertainment</td>
<td>801</td>
</tr>
<tr>
<td>Brock USA</td>
<td>726</td>
</tr>
<tr>
<td>Bronze Memorial Company</td>
<td>219</td>
</tr>
<tr>
<td>BS&amp;A Software</td>
<td>200</td>
</tr>
<tr>
<td>BSN Sports</td>
<td>614</td>
</tr>
<tr>
<td>Byrne &amp; Jones Sports Construction</td>
<td>740</td>
</tr>
<tr>
<td>Call One</td>
<td>113</td>
</tr>
<tr>
<td>Camosy Construction</td>
<td>601</td>
</tr>
<tr>
<td>CampDoc</td>
<td>129</td>
</tr>
<tr>
<td>Capri Pools &amp; Aquatics</td>
<td>236</td>
</tr>
<tr>
<td>CardConnect</td>
<td>336</td>
</tr>
<tr>
<td>Central Sod Farms Inc.</td>
<td>720</td>
</tr>
<tr>
<td>Central States Bus Sales, Inc.</td>
<td>839</td>
</tr>
<tr>
<td>Challenger Sports</td>
<td>120</td>
</tr>
<tr>
<td>Chapman and Cutler LLP</td>
<td>325</td>
</tr>
<tr>
<td>Charles Vincent George Architects</td>
<td>523</td>
</tr>
<tr>
<td>Chicago Architecture Center</td>
<td>222</td>
</tr>
<tr>
<td>CivicRec</td>
<td>626</td>
</tr>
<tr>
<td>Crowning Around Entertainment</td>
<td>235</td>
</tr>
<tr>
<td>Coach Cliffs Gaga Ball Pits</td>
<td>352</td>
</tr>
<tr>
<td>Cody/Braun &amp; Associates, LLC</td>
<td>619</td>
</tr>
<tr>
<td>Columbia Cascade Company</td>
<td>139</td>
</tr>
<tr>
<td>Commeg Systems, Inc. (TimePro)</td>
<td>252</td>
</tr>
<tr>
<td>Commercial Recreation Specialists, Inc.</td>
<td>728</td>
</tr>
<tr>
<td>CommunityPass</td>
<td>725</td>
</tr>
<tr>
<td>Confluence</td>
<td>731</td>
</tr>
<tr>
<td>Cordogan Clark &amp; Associates, Inc.</td>
<td>143</td>
</tr>
<tr>
<td>Corporate Construction Services</td>
<td>540</td>
</tr>
<tr>
<td>Counsilman-Hunsaker</td>
<td>819</td>
</tr>
<tr>
<td>Crown Trophy</td>
<td>213</td>
</tr>
<tr>
<td>Cunningham Recreation</td>
<td>703</td>
</tr>
<tr>
<td>Custom Manufacturing, Inc.</td>
<td>454</td>
</tr>
<tr>
<td>Custom Playgrounds Inc.</td>
<td>706</td>
</tr>
<tr>
<td>CXT, Inc</td>
<td>700</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>COMPANY</th>
<th>BOOTH#</th>
</tr>
</thead>
<tbody>
<tr>
<td>Design Perspectives, Inc.</td>
<td>820</td>
</tr>
<tr>
<td>DesignSpring Group, Inc.</td>
<td>350</td>
</tr>
<tr>
<td>Deuchler Engineering Corporation</td>
<td>226</td>
</tr>
<tr>
<td>Dewberry Architects Inc.</td>
<td>519</td>
</tr>
<tr>
<td>Direct Fitness Solutions</td>
<td>604</td>
</tr>
<tr>
<td>DiscGolfPark</td>
<td>912</td>
</tr>
<tr>
<td>Divine Signs</td>
<td>426</td>
</tr>
<tr>
<td>DLA Architects, Ltd.</td>
<td>610</td>
</tr>
<tr>
<td>Dog Wash Systems USA</td>
<td>114</td>
</tr>
<tr>
<td>Dofy &amp; Sons Concrete Products, Inc.</td>
<td>316</td>
</tr>
<tr>
<td>Eco-Counter Inc.</td>
<td>832</td>
</tr>
<tr>
<td>Engineering Resource Associates, Inc.</td>
<td>304</td>
</tr>
<tr>
<td>Entertainment Concepts</td>
<td>919</td>
</tr>
<tr>
<td>Environmental Consulting &amp; Technology, Inc. (ECT)</td>
<td>105</td>
</tr>
<tr>
<td>ePACT Network Ltd.</td>
<td>826</td>
</tr>
<tr>
<td>Ephesus Lighting</td>
<td>349</td>
</tr>
<tr>
<td>Eriksson Engineering Associates, Ltd.</td>
<td>429</td>
</tr>
<tr>
<td>eTrak Recreation Software</td>
<td>225</td>
</tr>
<tr>
<td>EVP Academies, LLC</td>
<td>237</td>
</tr>
<tr>
<td>Excel Aerial Images, LLC</td>
<td>351</td>
</tr>
<tr>
<td>ExoFit Outdoor Fitness</td>
<td>632</td>
</tr>
<tr>
<td>Farnsworth Group, Inc.</td>
<td>309</td>
</tr>
<tr>
<td>FGM Architects, Inc.</td>
<td>600</td>
</tr>
<tr>
<td>FieldTurf</td>
<td>529</td>
</tr>
<tr>
<td>Fifth Third Commercial Bank</td>
<td>323</td>
</tr>
<tr>
<td>First Bank Chicago</td>
<td>812</td>
</tr>
<tr>
<td>First Midwest Bank</td>
<td>250</td>
</tr>
<tr>
<td>Floors Incorporated</td>
<td>319</td>
</tr>
<tr>
<td>ForeverLawn Chicago</td>
<td>822</td>
</tr>
<tr>
<td>Fountain Technologies LTD</td>
<td>520</td>
</tr>
<tr>
<td>Frank H. Gill</td>
<td>257</td>
</tr>
<tr>
<td>Frederick Quinn Corporation</td>
<td>431</td>
</tr>
<tr>
<td>Fun Express</td>
<td>231</td>
</tr>
<tr>
<td>GagaxP</td>
<td>938</td>
</tr>
<tr>
<td>General Paint &amp; Manufacturing (GPM)</td>
<td>911</td>
</tr>
<tr>
<td>Gen Power</td>
<td>327</td>
</tr>
<tr>
<td>Gewalt Hamilton Associates, Inc.</td>
<td>208</td>
</tr>
<tr>
<td>Gold Medal Products, Co.</td>
<td>313</td>
</tr>
<tr>
<td>GovDeals</td>
<td>631</td>
</tr>
<tr>
<td>GRAEF</td>
<td>830</td>
</tr>
<tr>
<td>Great Lakes Urban Forestry Consultants</td>
<td>205</td>
</tr>
<tr>
<td>Greenfields Outdoor Fitness</td>
<td>723</td>
</tr>
<tr>
<td>Green Golf Partners</td>
<td>448</td>
</tr>
<tr>
<td>Green-Up</td>
<td>337</td>
</tr>
<tr>
<td>Haldeman-Homme, Inc.</td>
<td>640</td>
</tr>
<tr>
<td>Halogen Supply Company, Inc.</td>
<td>538</td>
</tr>
<tr>
<td>Harris Local Government</td>
<td>910</td>
</tr>
<tr>
<td>Hawkins</td>
<td>306</td>
</tr>
<tr>
<td>Heartline Fitness - Midwest</td>
<td>914</td>
</tr>
<tr>
<td>Henry Bros. Co.</td>
<td>344</td>
</tr>
<tr>
<td>Hershey's Ice Cream</td>
<td>108</td>
</tr>
<tr>
<td>Hey and Associates, Inc.</td>
<td>714</td>
</tr>
<tr>
<td>Hitchcock Design Group</td>
<td>303</td>
</tr>
<tr>
<td>Homer Industries, LLC</td>
<td>333</td>
</tr>
<tr>
<td>Hot Shots Sports</td>
<td>201</td>
</tr>
<tr>
<td>HR Source</td>
<td>123</td>
</tr>
<tr>
<td>COMPANY</td>
<td>BOOTH#</td>
</tr>
<tr>
<td>--------------------------------------------------------</td>
<td>--------</td>
</tr>
<tr>
<td>Ice Miller LLP</td>
<td>436</td>
</tr>
<tr>
<td>ICON Shelter Systems Inc.</td>
<td>451</td>
</tr>
<tr>
<td>ID Edge, Inc.</td>
<td>133</td>
</tr>
<tr>
<td>IJIT Export Agency</td>
<td>255</td>
</tr>
<tr>
<td>Illinois Association of Park Districts (IAPD)</td>
<td>503</td>
</tr>
<tr>
<td>Illinois Municipal Retirement Fund (IMRF)</td>
<td>220</td>
</tr>
<tr>
<td>Illinois Park &amp; Recreation Association (IPRA)</td>
<td>500</td>
</tr>
<tr>
<td>Illinois Public Risk Fund</td>
<td>246</td>
</tr>
<tr>
<td>Illinois Recreational Cheerleading</td>
<td>827</td>
</tr>
<tr>
<td>Illinois State Board of Education</td>
<td>624</td>
</tr>
<tr>
<td>Illinois State Treasurer's Office</td>
<td>450</td>
</tr>
<tr>
<td>IMAGINE Nation LLC/Waterplay Solutions Corp.</td>
<td>434</td>
</tr>
<tr>
<td>Imperial Surveillance</td>
<td>204</td>
</tr>
<tr>
<td>INNOVA Disc Golf</td>
<td>834</td>
</tr>
<tr>
<td>INSPEC, INC.</td>
<td>722</td>
</tr>
<tr>
<td>IPARKS</td>
<td>425</td>
</tr>
<tr>
<td>Iron Sleek, Inc.</td>
<td>211</td>
</tr>
<tr>
<td>iZone Imaging</td>
<td>260</td>
</tr>
<tr>
<td>Jack’s Magic Products</td>
<td>627</td>
</tr>
<tr>
<td>Jeff Ellis &amp; Associates, Inc.</td>
<td>607</td>
</tr>
<tr>
<td>Jet Vac Environmental</td>
<td>153</td>
</tr>
<tr>
<td>JSD Professional Services</td>
<td>628</td>
</tr>
<tr>
<td>Kay Park Rec Corp</td>
<td>135</td>
</tr>
<tr>
<td>Keeper Goals</td>
<td>339</td>
</tr>
<tr>
<td>Kiefer USA</td>
<td>409</td>
</tr>
<tr>
<td>KI Furniture</td>
<td>221</td>
</tr>
<tr>
<td>Kimley Horn</td>
<td>109</td>
</tr>
<tr>
<td>KirbyBuilt Products</td>
<td>125</td>
</tr>
<tr>
<td>KOMPAN</td>
<td>147</td>
</tr>
<tr>
<td>Lake Country Corporation</td>
<td>312</td>
</tr>
<tr>
<td>Legat Architects</td>
<td>245</td>
</tr>
<tr>
<td>Leopard Companies, Inc.</td>
<td>702</td>
</tr>
<tr>
<td>Life Fitness</td>
<td>908</td>
</tr>
<tr>
<td>Life Floor</td>
<td>234</td>
</tr>
<tr>
<td>Lincoln Aquatics</td>
<td>609</td>
</tr>
<tr>
<td>LinCOLN ENVIronmenT</td>
<td>329</td>
</tr>
<tr>
<td>Local Government Health Plans, CMS</td>
<td>103</td>
</tr>
<tr>
<td>Lohmann Companies</td>
<td>701</td>
</tr>
<tr>
<td>Mad Bomber Fireworks Productions</td>
<td>433</td>
</tr>
<tr>
<td>Manhard Consulting</td>
<td>611</td>
</tr>
<tr>
<td>Matrix Fitness</td>
<td>115</td>
</tr>
<tr>
<td>Maul Asphalt &amp; Sealcoating</td>
<td>127</td>
</tr>
<tr>
<td>Medieval Times Dinner &amp; Tournament</td>
<td>629</td>
</tr>
<tr>
<td>Melrose Pyrotechnics, Inc.</td>
<td>530</td>
</tr>
<tr>
<td>Mesrow Financial</td>
<td>328</td>
</tr>
<tr>
<td>Midwest Commercial Fitness</td>
<td>734</td>
</tr>
<tr>
<td>Midwest Mechanical</td>
<td>149</td>
</tr>
<tr>
<td>Midwest Sport and Turf Systems</td>
<td>107</td>
</tr>
<tr>
<td>Midwest Transit Equipment, Inc.</td>
<td>453</td>
</tr>
<tr>
<td>Mity Inc.</td>
<td>251</td>
</tr>
<tr>
<td>Mobile Room Escape &amp; Mobile Axe Throwing</td>
<td>212</td>
</tr>
<tr>
<td>Monroe Truck Equipment, Inc.</td>
<td>124</td>
</tr>
<tr>
<td>Most Dependable Fountains</td>
<td>335</td>
</tr>
<tr>
<td>Norwalk Concrete Industries</td>
<td>915</td>
</tr>
<tr>
<td>NuToys Leisure Products</td>
<td>615</td>
</tr>
<tr>
<td>NCSI</td>
<td>525</td>
</tr>
<tr>
<td>NCSI</td>
<td>739</td>
</tr>
<tr>
<td>Nels Johnson Tree Experts, Inc.</td>
<td>112</td>
</tr>
<tr>
<td>Neptune-Benson/Evoqua Water Technologies</td>
<td>909</td>
</tr>
<tr>
<td>NiceRink - Outdoor Ice Rinks</td>
<td>239</td>
</tr>
<tr>
<td>NeeKeeR - Outdoor Ice Rinks</td>
<td>131</td>
</tr>
<tr>
<td>Nicor Gas</td>
<td>214</td>
</tr>
<tr>
<td>Notion Protective Fountains</td>
<td>214</td>
</tr>
<tr>
<td>Official Finders, LLC</td>
<td>452</td>
</tr>
<tr>
<td>Omega II Fence Systems</td>
<td>625</td>
</tr>
<tr>
<td>Online Training Academy Chicago</td>
<td>228</td>
</tr>
<tr>
<td>Original Watermen</td>
<td>829</td>
</tr>
<tr>
<td>Paddock Pool Equipment</td>
<td>838</td>
</tr>
<tr>
<td>Palos Sports, Inc.</td>
<td>719</td>
</tr>
<tr>
<td>Pannier</td>
<td>729</td>
</tr>
<tr>
<td>Park District Risk Management Agency (PDRMA)</td>
<td>603</td>
</tr>
<tr>
<td>Parkreation, Inc.</td>
<td>449</td>
</tr>
<tr>
<td>PBI-Gordon Corporation</td>
<td>258</td>
</tr>
<tr>
<td>PEDOC Power Pedestals</td>
<td>811</td>
</tr>
<tr>
<td>PerfectMind</td>
<td>248</td>
</tr>
<tr>
<td>Perfect Turf LLC</td>
<td>810</td>
</tr>
<tr>
<td>Perkins + Will</td>
<td>608</td>
</tr>
<tr>
<td>Perry Weather</td>
<td>712</td>
</tr>
<tr>
<td>Personalized Awards, Inc.</td>
<td>215</td>
</tr>
<tr>
<td>PFM Asset Management LLC/IPDLAF+Class</td>
<td>400</td>
</tr>
<tr>
<td>Planning Resources Inc.</td>
<td>421</td>
</tr>
<tr>
<td>PlayGround Games</td>
<td>602</td>
</tr>
<tr>
<td>Play &amp; Park Structures</td>
<td>355</td>
</tr>
<tr>
<td>Play-Well TKEntologies</td>
<td>346</td>
</tr>
<tr>
<td>PMA Financial Network, Inc.</td>
<td>118</td>
</tr>
<tr>
<td>PMI Photography</td>
<td>612</td>
</tr>
<tr>
<td>Porter Athletic</td>
<td>633</td>
</tr>
<tr>
<td>PowerDMS</td>
<td>814</td>
</tr>
<tr>
<td>Power Turf Renovation LLC</td>
<td>828</td>
</tr>
<tr>
<td>Prairie Forge Group</td>
<td>308</td>
</tr>
<tr>
<td>Produceive Parks LLC</td>
<td>630</td>
</tr>
<tr>
<td>Protect Youth Sports (PYS)</td>
<td>921</td>
</tr>
<tr>
<td>Pull-Up Bars for Patriots</td>
<td>824</td>
</tr>
<tr>
<td>Rain Drop Products</td>
<td>348</td>
</tr>
<tr>
<td>RAMUC Pool Paint</td>
<td>907</td>
</tr>
<tr>
<td>RATIO</td>
<td>216</td>
</tr>
<tr>
<td>RecDesk Software</td>
<td>232</td>
</tr>
<tr>
<td>Record-A-Hit Entertainment</td>
<td>410</td>
</tr>
<tr>
<td>ReCPRO Software</td>
<td>338</td>
</tr>
<tr>
<td>Recreonecs, Inc.</td>
<td>620</td>
</tr>
<tr>
<td>Reinders, Inc.</td>
<td>202</td>
</tr>
<tr>
<td>RenoSys Corporation</td>
<td>320</td>
</tr>
<tr>
<td>Robert Juris &amp; Associates Architects, Ltd.</td>
<td>916</td>
</tr>
<tr>
<td>Russo Power Equipment</td>
<td>324</td>
</tr>
<tr>
<td>Safari Land</td>
<td>808</td>
</tr>
<tr>
<td>Santa's Village Azoosment Park</td>
<td>210</td>
</tr>
<tr>
<td>Scharm Flooring Covering</td>
<td>831</td>
</tr>
<tr>
<td>SCORE Sports</td>
<td>310</td>
</tr>
<tr>
<td>Shade Creations by Waterloo</td>
<td>412</td>
</tr>
<tr>
<td>Shaw Sports Surf</td>
<td>527</td>
</tr>
<tr>
<td>Sheehan Nagle Hartry Architects</td>
<td>833</td>
</tr>
<tr>
<td>Sierra ITS</td>
<td>913</td>
</tr>
<tr>
<td>Sikich LLP</td>
<td>305</td>
</tr>
<tr>
<td>Smart Field Forms</td>
<td>229</td>
</tr>
<tr>
<td>Smart Industry Products, LLC</td>
<td>332</td>
</tr>
<tr>
<td>SmithGroup</td>
<td>330</td>
</tr>
<tr>
<td>Soccer Made in America</td>
<td>311</td>
</tr>
<tr>
<td>sofSURFACES</td>
<td>253</td>
</tr>
<tr>
<td>Sourcewell</td>
<td>110</td>
</tr>
<tr>
<td>Spear Corporation</td>
<td>638</td>
</tr>
<tr>
<td>Speer Financial, Inc.</td>
<td>244</td>
</tr>
<tr>
<td>Spohn Ranch</td>
<td>727</td>
</tr>
<tr>
<td>Sport Court Midwest</td>
<td>104</td>
</tr>
<tr>
<td>Sportsfields, Inc.</td>
<td>243</td>
</tr>
<tr>
<td>Stageline Mobile Stage</td>
<td>621</td>
</tr>
<tr>
<td>Stancer Sports Floors</td>
<td>905</td>
</tr>
<tr>
<td>Stantec</td>
<td>639</td>
</tr>
</tbody>
</table>

**Toolbox**

- Ice Miller LLP
- ICON Shelter Systems Inc.
- ID Edge, Inc.
- IJIT Export Agency
- Illinois Association of Park Districts (IAPD)
- Illinois Municipal Retirement Fund (IMRF)
- Illinois Park & Recreation Association (IPRA)
- Illinois Public Risk Fund
- Illinois Recreational Cheerleading
- Illinois State Board of Education
- Illinois State Treasurer's Office
- IMAGINE Nation LLC/Waterplay Solutions Corp.
- Imperial Surveillance
- INNOVA Disc Golf
- INSPEC, INC.
- IPARKS
- Iron Sleek, Inc.
- iZone Imaging
- Jack’s Magic Products
- Jeff Ellis & Associates, Inc.
- Jet Vac Environmental
- JSD Professional Services
- Kay Park Rec Corp
- Keeper Goals
- Kiefer USA
- KI Furniture
- Kimley Horn
- KirbyBuilt Products
- KOMPAN
- Lake Country Corporation
- Legat Architects
- Leopard Companies, Inc.
- Life Fitness
- Life Floor
- Lincoln Aquatics
- Local Government Health Plans, CMS
- Lohmann Companies
- Mad Bomber Fireworks Productions
- Manhard Consulting
- Matrix Fitness
- Maul Asphalt & Sealcoating
- Medieval Times Dinner & Tournament
- Melrose Pyrotechnics, Inc.
- Mesrow Financial
- Midwest Commercial Fitness
- Midwest Mechanical
- Midwest Sport and Turf Systems
- Midwest Transit Equipment, Inc.
- Mity Inc.
- Mobile Room Escape & Mobile Axe Throwing
- Monroe Truck Equipment, Inc.
- Most Dependable Fountains
- Norwalk Concrete Industries
- NuToys Leisure Products
- Official Finders, LLC
- Omega II Fence Systems
- Online Training Academy Chicago
- Original Watermen
- Paddock Pool Equipment
- Palos Sports, Inc.
- Pannier
- Park District Risk Management Agency (PDRMA)
- Parkreation, Inc.
- PBI-Gordon Corporation
- PEDOC Power Pedestals
- PerfectMind
- Perfect Turf LLC
- Perkins + Will
- Perry Weather
- Personalized Awards, Inc.
- PFM Asset Management LLC/IPDLAF+Class
- Planning Resources Inc.
- PlayGround Games
- Play & Park Structures
- Play-Well TKEntologies
- PMA Financial Network, Inc.
- PMI Photography
- Porter Athletic
- PowerDMS
- Power Turf Renovation LLC
- Prairie Forge Group
- Produceive Parks LLC
- Protect Youth Sports (PYS)
- Pull-Up Bars for Patriots
- Rain Drop Products
- RAMUC Pool Paint
- RATIO
- RecDesk Software
- Record-A-Hit Entertainment
- ReCPRO Software
- Recreonecs, Inc.
- Reinders, Inc.
- RenoSys Corporation
- Robert Juris & Associates Architects, Ltd.
- Russo Power Equipment
- Safari Land
- Santa's Village Azoosment Park
- Scharm Flooring Covering
- SCORE Sports
- Shade Creations by Waterloo
- Shaw Sports Surf
- Sheehan Nagle Hartry Architects
- Sierra ITS
- Sikich LLP
- Smart Field Forms
- Smart Industry Products, LLC
- SmithGroup
- Soccer Made in America
- sofSURFACES
- Sourcewell
- Spear Corporation
- Speer Financial, Inc.
- Spohn Ranch
- Sport Court Midwest
- Sportsfields, Inc.
- Stageline Mobile Stage
- Stancer Sports Floors
- Stantec
Committee is seeking proposals for workshops and sessions that reflect the best thinking, informed by research, theory or practice, in the field of parks, recreation and conservation. Proposals that highlight emerging trends, best practice case studies or issues of diversity and inclusion are highly encouraged.

Proposal topics should fall into one of the following content areas:

- Boardmanship
- Facilities
- Finance/IT
- Governance/Legal
- HR/Risk Management
- Leadership/Management
- Marketing/Communications
- Parks
- Recreation
- Therapeutic Recreation

To submit a proposal for consideration, please visit ilparksconference.com. The deadline for submission is May 18, 2020. Only online submissions will be considered. No paper submissions will be accepted.

Attendees: Got an idea for a topic, or wish to suggest a speaker for a workshop or session? Visit ilparksconference.com to download the Session Suggestion Form to submit your ideas. Suggestions will be accepted until April 6, 2020.