



CONFERENCE GUIDE

January 27-29 | Hyatt Regency Chicago
151 E. Wacker Drive, Chicago, Illinois

IAPD
Illinois Association of Park Districts



ILparksconference.com



2022
IAPD/IPRA
SOARING to
NEW HEIGHTS
CONFERENCE



2022

SOARING TO NEW HEIGHTS
CONFERENCE SPONSORS

THANK YOU TO OUR CONFERENCE SPONSORS!

DIAMOND



PLATINUM



CRYSTAL



TITANIUM



GOLD



SILVER





FIND IT FAST

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HYATT REGENCY CHICAGO

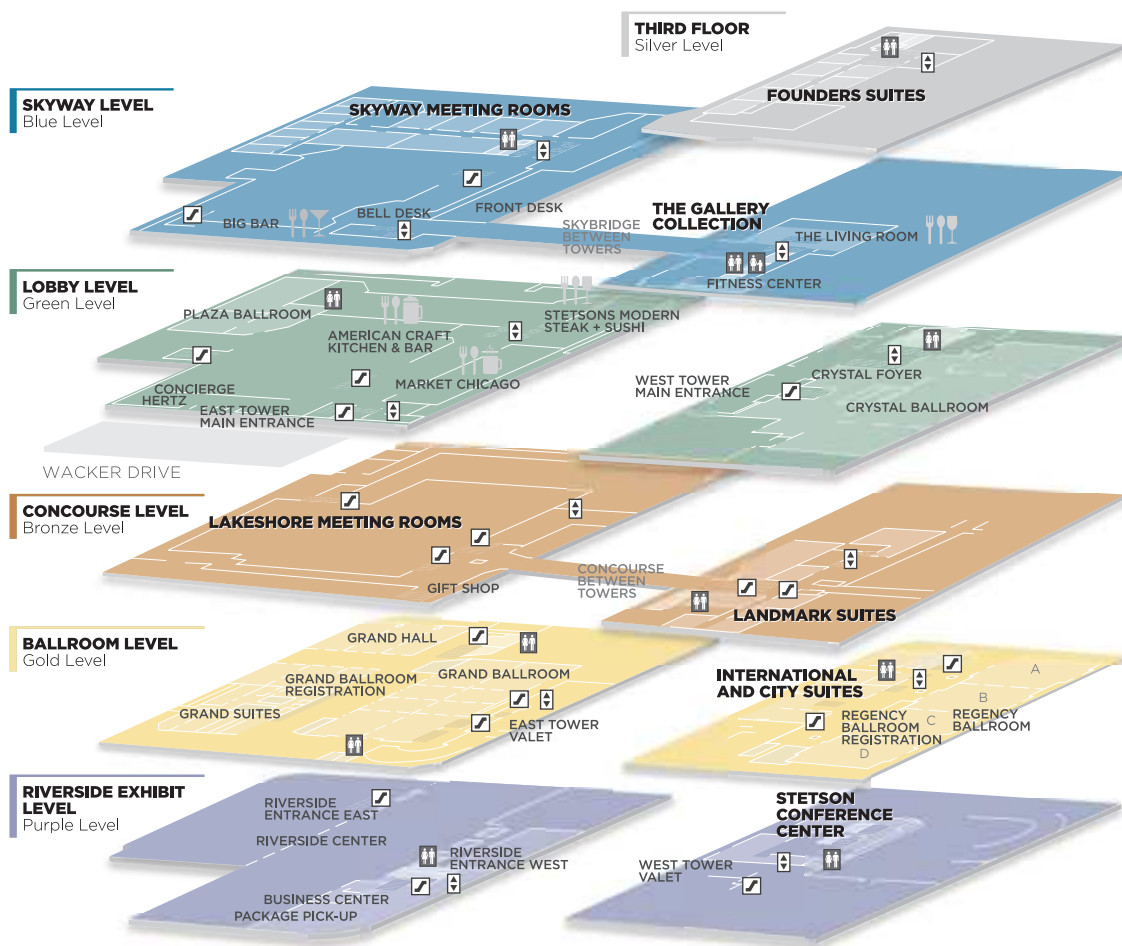
GUEST MAP



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 52.

EAST TOWER

WEST TOWER



ACAPULCO (International and City Suites)
West Tower, Ballroom Level

ADDAMS (Founders Suites)
West Tower, Third Floor

ADDAMS FOYER
West Tower, Third Floor

AMERICAN CRAFT KITCHEN & BAR
East Tower, Lobby Level

ATLANTA (International and City Suites)
West Tower, Ballroom Level

BELL DESK
East Tower, Skyway Level

BIG BAR
East Tower, Skyway Level

BURNHAM (Founders Suites)
West Tower, Third Floor

BUSINESS CENTER, PACKAGE ROOM
East Tower, Exhibit Level

COLUMBIAN (Landmark Suites)
West Tower, Concourse Level

COMISKEY (Landmark Suites)
West Tower, Concourse Level

CONCIERGE
East Tower, Lobby Level

CRYSTAL BALLROOM
West Tower, Lobby Level

DUSABLE (Founders Suites)
West Tower, Third Floor

EAST TOWER MAIN ENTRANCE
East Tower, Lobby Level

EAST TOWER VALET
East Tower, Ballroom Level

FIELD (Founders Suites)
West Tower, Third Floor

FITNESS CENTER
West Tower, Skyway Level

FRONT DESK
East Tower, Skyway Level

THE GALLERY COLLECTION
West Tower, Skyway Level

GIFT SHOP
East Tower, Concourse Level

GOLD COAST (Landmark Suites)
West Tower, Concourse Level

GRAND BALLROOM
East Tower, Ballroom Level

GRAND HALL (ROOMS G-N)
East Tower, Ballroom Level

GRAND SUITES
East Tower, Ballroom Level

HAYMARKET (Landmark Suites)
West Tower, Concourse Level

HERTZ
East Tower, Lobby Level

HONG KONG (International and City Suites)
West Tower, Ballroom Level

HORNER (Founders Suites)
West Tower, Third Floor

THE LIVING ROOM
West Tower, Skyway Level

MARKET CHICAGO
East Tower, Lobby Level

McCORMICK (Founders Suites)
West Tower, Third Floor

MICHIGAN (Lakeshore Meeting Rooms)
East Tower, Concourse Level

MONROE (Lakeshore Meeting Rooms)
East Tower, Concourse Level

NEW ORLEANS (International and City Suites)
West Tower, Ballroom Level

OGDEN (Founders Suites)
West Tower, Third Floor

PICASSO (Landmark Suites)
West Tower, Concourse Level

PLAZA BALLROOM
East Tower, Lobby Level

RANDOLPH (Lakeshore Meeting Rooms)
East Tower, Concourse Level

REGENCY BALLROOM
West Tower, Ballroom Level

RIVERSIDE CENTER
East Tower, Exhibit Level

ROOSEVELT (Lakeshore Meeting Rooms)
East Tower, Concourse Level

SAN FRANCISCO (International and City Suites)
West Tower, Ballroom Level

SKYWAY MEETING ROOMS
East Tower, Skyway Level

SOLDIER FIELD (Landmark Suites)
West Tower, Concourse Level

STETSON CONFERENCE CENTER
West Tower, Exhibit Level

STETSONS MODERN STEAK + SUSHI
East Tower, Lobby Level

TORONTO (International and City Suites)
West Tower, Ballroom Level

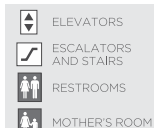
WATER TOWER (Landmark Suites)
West Tower, Concourse Level

WEST TOWER VALET
West Tower, Exhibit Level

WRIGHT (Founders Suites)
West Tower, Third Floor

WRIGLEY (Landmark Suites)
West Tower, Concourse Level

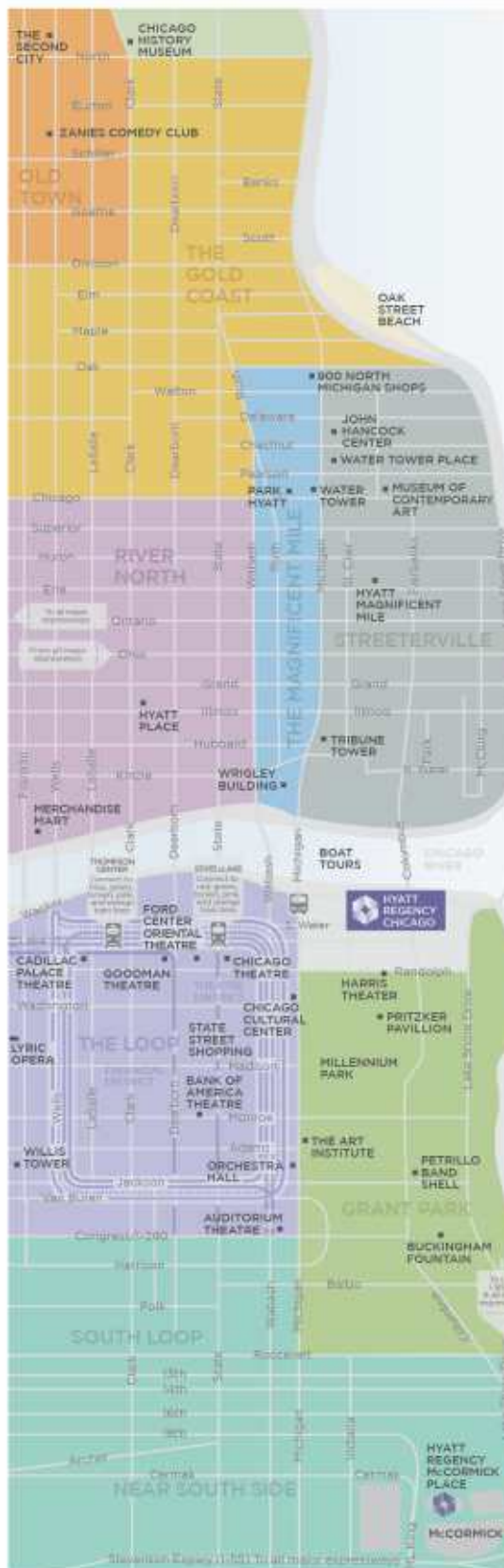
SCAN FOR MOBILE MAP



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.

HYATT REGENCY CHICAGO | AREA MAP



THEATRES

- ARIE CROWN THEATER
312-791-6000
- AUDITORIUM THEATRE
312-341-2310
- BANK OF AMERICA THEATRE
312-977-1710
- CADILLAC PALACE THEATRE
312-584-1502
- CHICAGO SHAKESPEARE THEATRE
312-595-5800
- CHICAGO THEATRE
312-482-6300
- FORD CENTER FOR THE PERFORMING ARTS ORIENTAL THEATRE
312-977-1700
- GOODMAN THEATRE
312-443-3500
- HARRIS THEATER
312-334-7777

MUSIC

- CHARTER ONE PAVILLION
Concert venue on Northlery Island.
- LYRIC OPERA OF CHICAGO
Chicago's international opera company. 312-332-2344
- ORCHESTRA HALL AT SYMPHONY CENTER
The Chicago Symphony Orchestra. 312-294-3000
- PETRILLO BAND SHELL
Special events, concerts, fireworks and more.
- PRITZKER PAVILLION
Outdoor band shell and special events venue.
- SKYLINE STAGE
On Navy Pier. 312-595-PIER

SHOPPING AND ATTRACTIONS

- BOAT TOURS
River and lakefront tours. At Michigan & the river.
- BUCKINGHAM FOUNTAIN
Spectacular lakefront fountain in Grant Park.
- CHICAGO CULTURAL CENTER
Visual & performing arts. Classic architecture. 312-744-6630
- CHICAGO HISTORY MUSEUM
Chicago's history. In the park at Clark & North. 312-542-4600
- FINANCIAL DISTRICT
Board of Trade, Chicago Mercantile and stock exchanges.
- JOHN HANCOCK CENTER
Breathtaking views of the city. 888-675-VIEW
- MCCORMICK PLACE
Chicago's trade show complex. 312-761-7000
- MERCHANDISE MART
Business to business center. 800-677-6278
- MILLENNIUM PARK
City front park, ice skating and "The Bean" sculpture.
- NAVY PIER
Children's museum, ferris wheel & theatres. 312-595-PIER
- OAK STREET BEACH
Chicago's beach experience. 312-815-4101
- SECOND CITY
Comedy club, theatre and school of improv. 312-527-3992
- SHEDD AQUARIUM
Sharks, whales, otters & penguins. Daily shows. 312-929-2438
- SHOPS AT 900 NORTH MICHIGAN
Magnificent Mile shops and restaurants.
- STATE STREET SHOPPING
Chicago's oldest shopping district.
- TRIBUNE TOWER
Classic architecture. Chicago Tribune. 312-222-3994
- WATER TOWER
Chicago Visitor's Center.
- WATER TOWER PLACE
Magnificent Mile shops and restaurants.
- WILLIS TOWER
Chicago's tallest building & Skydeck. 312-675-0066
- WRIGLEY BUILDING
Classic Chicago architecture.
- ZANIE'S COMEDY CLUB
One of Chicago's oldest comedy clubs. 312-337-4037

MUSEUMS

- ADLER PLANETARIUM AND MUSEUM
Our universe. Museum and learning center. 312-922-STAR
- ART INSTITUTE OF CHICAGO
Chicago's premier collection of fine art. 312-443-3800
- DUSABLE MUSEUM (OFF MAP)
African-American history. Hyde Park. 773-947-0800
- FIELD MUSEUM OF NATURAL HISTORY
Natural history museum. Dinosaurs & more. 312-922-6410
- MUSEUM OF CONTEMPORARY ART
Chicago's modern art museum. 312-280-2660

SPORTS

- SOLDIER FIELD
The Chicago Bears. On the lakefront. 312-235-7000
- U.S. CELLULAR FIELD (OFF MAP)
RED TRAIN-SOUTH Chicago White Sox. 312-674-1000
- UNITED CENTER (OFF MAP)
BLUE TRAIN-WEST Chicago Bulls & Chicago Blackhawks. 312-455-4300
- WRIGLEY FIELD (OFF MAP)
RED TRAIN-NORTH Chicago Cubs. Clark & Addison. 773-404-2827

TRANSPORTATION

- SUBWAY & ELEVATED TRAIN STATIONS
Train lines are color coded. Train information. 312-836-7000
- TO O'HARE AIRPORT (OFF MAP)
BLUE TRAIN-NW
Train information. 312-836-7000
- TO MIDWAY AIRPORT (OFF MAP)
ORANGE TRAIN-SW
Train information. 312-836-7000
- BUS TO MCCORMICK PLACE (No. 3-SOUTH)
Michigan Avenue bus stop. Bus information. 312-836-7000

**OFFICE OF THE GOVERNOR**

207 STATE HOUSE
SPRINGFIELD, ILLINOIS 62706

JB PRITZKER
Governor

January 27, 2022
2022 IAPD/IPRA Soaring to New Heights Conference Attendees
151 East Wacker Drive
Chicago, Illinois 60601

Greetings!

I am pleased to welcome everyone to the Illinois Association of Park Districts and the Illinois Park and Recreation Association's 2022 Soaring to New Heights Conference.

Chicago is the proud host of the Soaring to New Heights Conference, an event vital to information sharing, network building, and advancement for the Illinois parks and recreation professional community. As the leaders of your field, what you achieve at this conference will shape the course of public parks and recreation in this state. I thank IAPD/IPRA for all the work you do to ensure public spaces are protected for future generations.

On behalf of the people of Illinois, I offer my best wishes for an enjoyable and memorable event.

Sincerely,

Governor, JB Pritzker



OFFICE OF THE MAYOR
CITY OF CHICAGO

LORI E. LIGHTFOOT
Mayor

January 27, 2022

Dear Friends:

On behalf of the City of Chicago, I am honored to welcome all those gathered for the 2022 Soaring to New Heights Conference hosted by the Illinois Association of Park Districts and the Illinois Park and Recreation Association.

Founded in 1928, the Illinois Association of Park Districts (IAPD) serves 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 will bring together park and recreation professionals, conservationists, and elected officials to network, learn, and inspire. With a full schedule of educational sessions, workshops, exhibits, and networking events, attendees will gain the tools and resources need 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.

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

Sincerely,

Mayor



WELCOME AND GREETINGS!

Dear Friends,

"Coming together is a beginning. Keeping together is progress. Working together is success."

These three simple sentences from American Industrialist, Henry Ford epitomize the family of Illinois park districts, forest preserves, conservation, recreation, and special recreation agencies, especially as we come together for the 2022 IAPD/IPRA Soaring to New Heights Conference at the magnificent Hyatt Regency Chicago.

Coming together in-person allows for clearer communication, fewer interruptions, and the ability to build stronger relationships. A casual chat about work life, families, sports, or hobbies before or after an in-person meeting can be just as vital to fostering a good business relationship as anything on the agenda. **That's the difference between simply 'meeting' and actually 'connecting.'**

The IAPD/IPRA Joint Conference Committee has been working long hours to create a power-packed conference with plentiful opportunities to learn and make connections. Our content-rich curriculum features 17 conference workshops and 136 concurrent sessions across 11 multi-disciplinary tracks. The 2022 program has something for everyone, from newly elected officials and employees of large and small agencies to students and employees of municipalities.

In addition to high-quality education, the *Soaring to New Heights Conference* is an excellent opportunity to meet with an array 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.

Our conference also offers a variety of ways to connect with colleagues such as Thursday's Welcome Social with the Vegas style production show, *Radio Gaga*; Friday's inspirational Awards Luncheon; and Saturday's fun-filled Closing Social, *Through the Decades: A Culinary and Musical Celebration* featuring Maggie Speaks.

This first-class event would not be possible without the help of our remarkable conference volunteers. We are grateful for the time, talents, and resources they so generously contribute. And, to you, our conference attendees, we look forward to coming together with you throughout the next few days, keeping together through the progress that we make, and working together for a successful year in parks, recreation, and conservation.

MIKE VOGL

Commissioner
Bloomingdale Park District
IAPD Chairman of the Board

DOUG DAMERY, CPRP

Director of Parks & Recreation
Town of Normal
IPRA Board Chair

Published by:

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ILipra.org

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Tyler Smith, *Rockford Park District*
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ILLINOIS PARK & RECREATION ASSOCIATION

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SOUTHERN REGION:

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2022 JOINT CONFERENCE COMMITTEES

JOINT CONFERENCE COMMITTEE

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Katy McKinnon, Lombard Park District
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Dr. Kristin White, Decatur Park District

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Sandy Chevalier, Advisor
Lynne Cotshott, Hoffman Estates 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
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 27

7:30 am – 5:00 pm	Conference Registration Open
9:30 am – 10:30 am	Conference Sessions (0.1 CEUs)
11:00 am – 12:00 pm	Conference Sessions (0.1 CEUs)
12:00 pm – 5:00 pm	Grand Opening of the Exhibit Hall
12:30 pm – 2:30 pm	Career Development Symposium (0.2 CEUs)* Wristband Required
12:30 pm – 2:30 pm	Conference Workshops (0.2 CEUs)*
3:00 pm – 5:00 pm	Conference Workshops (0.2 CEUs)*
5:15 pm – 7:15 pm	IPRA A&F Section Meeting and Social Wristband Required
5:15 pm – 7:15 pm	IPRA C&M Section Meeting and Social Wristband Required
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 featuring Radio Gaga Wristband Required

FRIDAY, JANUARY 28

7:30 am – 5:00 pm	Conference Registration Open
8:30 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
10:00 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* Wristband Required
1:00 pm – 2:00 pm	Conference Sessions (0.1 CEUs)
1:00 pm – 3:30 pm	Exhibit Hall Open
3:45 pm – 4:45 pm	Conference Sessions (0.1 CEUs)
5:00 pm – 6:30 pm	Commissioners' Reception Wristband Required
5:00 pm – 6:30 pm	IPRA Annual Business Meeting
9:30 pm – 11:00 pm	Chairmen's Reception** Wristband Required

SATURDAY, JANUARY 29

7:45 am – 12:00 pm	Conference Registration Open
9:00 am – 10:00 am	Keynote General Session with Scott Christopher (0.1 CEUs)
10:30 am – 11:30 am	Conference Sessions (0.1 CEUs)
12:30 pm – 1:30 pm	Conference Sessions (0.1 CEUs)
2:00 pm – 3:00 pm	Conference Sessions (0.1 CEUs)
3:30 pm – 4:30 pm	Conference Sessions (0.1 CEUs)
3:30 pm – 5:00 pm	IAPD Annual Business Meeting
7:00 pm – 10:00 pm	Closing Social - Through the Decades: A Culinary and Musical Celebration featuring Maggie Speaks* Wristband Required



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.

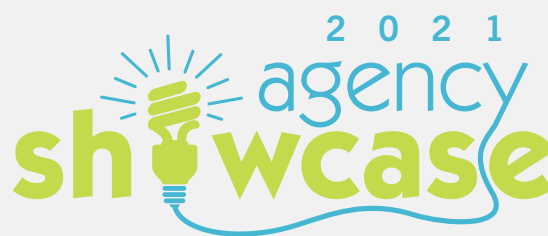
ADA AND SPECIAL NEEDS SERVICES

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 17, 2022**. If you have special needs regarding hotel accommodations, please contact the Hyatt Regency Chicago at (312) 565-1234 or the Swissôtel 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 require 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.

Due to the City of Chicago's Public Health Order 2021-2, all food and beverage events require an individual to be fully vaccinated to attend. [Click here](#) to view the latest health and safety policies and protocols for the conference.



Grand Hall MN, East Tower/Gold Level

Since 2009, Agency Showcase has shone a spotlight on the brightest ideas exhibited by parks, recreation, and conservation agencies.

This professionally judged competition recognizes Illinois agencies for their marketing and communication efforts ranging from print to multimedia.

Agency entries and winners will be on display in Grand Hall MN, East Tower/Gold Level on Friday, January 28 until 4:00 pm. Stop by to cast your ballot for the People's Choice Award! People's Choice votes will be tallied, and the winners will be announced at the IAPD Annual Business Meeting on Saturday, January 29 at 3:30 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

- Program Brochure Print
- Program Brochure Virtual
- **NEW!** Hindsight is 20/20
- Integrated Photography
- Large Format Marketing
- Logo Design
- Marketing Campaign
- Paid Advertisement
- Print Communication - Informational
- Print Communication - Promotional
- Social Media Campaign
- Videography Long Form
- Videography Short 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

(Wristband Required)

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 17, 2022**, preferred agency seating requests WILL NOT be accepted, and **there will be no on-site requests taken.**

**NEW
FOR
2022**

To accommodate varying degrees of social distancing levels, and subject to applicable health and safety regulations and protocols, participating agencies will be able to designate the number of seats available at their table(s). The minimum number of seats per table is six and the maximum number is twelve.

Remember to register early, as the number of total tables is limited and 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. **Open seating tables will be set twelve seats per table.**

ANNUAL MEETINGS FOR IAPD AND IPRA

Grand Ballroom AB, East Tower/Gold Level

The Illinois Park & Recreation Association's (IPRA) Annual Meeting will be held on Friday, January 28 at 5:00 pm. The Illinois Association of Park Districts' (IAPD) Annual Meeting will be held on Saturday, January 29 at 3:30 pm.

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

COMMISSIONERS' RECEPTION

(Wristband Required)

Crystal Ballroom, West Tower/Green Level

Attention all IAPD members! Please join us for the Commissioners' Reception on Friday, January 28 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 Conference Policies and Protocols on page 14.

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 a session evaluation for each session you attend. Surveys are quick and easy and are available electronically in the mobile app.

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.



NEW

CONFERENCE FORMAT

This year's conference format includes two sets of 60-minute conference sessions on Thursday morning and 30-minute breaks between sessions and workshops on all three days of the conference (Thursday – Saturday). The changes were made to better accommodate traffic flow and attendee social distancing within elevators and restrooms. Be sure to view the Scheduled-At-A-Glance on page 11 for the full conference schedule.

CONFERENCE HEADQUARTERS

Grand Ballroom Foyer, East Tower/Gold Level

Conference Headquarters provides attendees general information on conference activities, session locations, and mobile app assistance. Staff and volunteers will be available throughout the conference to answer your questions. The phone number for Conference Headquarters is (312) 239-4805 or use extension 4805 from any house phone.

Conference Headquarters Hours

Thursday, January 27	8:30 am – 5:00 pm
Friday, January 28	7:30 am – 5:00 pm
Saturday, January 29	8:30 am – 4:30 pm



CONFERENCE POLICIES AND PROTOCOLS

COVID-19 Health and Safety

Our goal is to host a safe and meaningful conference, and as such we are continuing to monitor the evolving public health guidance as it pertains to conferences and other large gatherings.

The 2022 *Soaring to New Heights Conference* will adhere to applicable regulations that are in effect when the Conference takes place. IAPD/IPRA asks participants (includes attendees, speakers, exhibitors, volunteers, and guests) to make informed choices about travel, participation, and onsite and external engagement, but please be advised that all participants are required to adhere to health and safety protocols and other rules as a condition of attending the Conference.

All conference participants are required to submit an Acknowledgment of Personal Responsibility Form (APR Form) prior to, and as a condition of, being admitted to the Conference. Any individual who refuses to adhere to the health and safety protocols and conference policies or who does not submit an Acknowledgment of Personal Responsibility Form, will not be admitted to the conference and will not receive a refund. If you have not received your APR Form, please send an email to ILparks2022@cteusa.com.

IAPD/IPRA cannot guarantee that participants will not be exposed to or contract COVID-19, its variants, or any communicable disease (collectively, "Communicable Disease"). We ask all participants to do their part by remaining vigilant about their own health, including taking commonsense measures to slow the spread of COVID-19, and by taking personal responsibility in adhering to all health and safety protocols that are in effect during the Conference, which we continue to develop in accordance with applicable guidance and in collaboration with our meeting partners, and that currently include:

- **Effective January 3, 2022, in Chicago, anyone age 5 and older will be required to show proof of vaccination to dine indoors, visit gyms, or enjoy entertainment venues where food or drink are being served.**
- **At this time, in accordance with the City of Chicago's new COVID-19 precautions, all participants of the Soaring to New Heights Conference are required to be vaccinated to participate in food and beverage functions at the Conference. [Click here](#) for the full details on the latest health and safety policies and proof of vaccination protocols for the Conference.**
- **A statewide mask mandate is currently in effect, which requires all individuals in indoor public settings, regardless of vaccination status, to wear a mask unless actively eating or drinking.**
- **All participants are required to submit an acknowledgment of personal responsibility form prior to, and as a condition of, being admitted to the Conference.**
- Enhanced cleaning and sanitation of frequently touched surfaces and high-traffic guest areas such as elevators and elevator buttons, escalator handrails, and restrooms.
- Cleaning and sanitation using hospital-grade disinfectants.
- Hand sanitizer stations or sanitizing wipes prominently located in areas throughout the hotel.
- Social distancing measures are strongly encouraged in the hotel's public areas.

- Increased seating space will be provided in education and networking spaces as we deem practical.
- Agencies participating in the Awards Luncheon Preferred Agency Seating program will be able to choose the number of seats at their table(s). The minimum number of seats per table is 6 and the maximum number is 12.
- Any participant who has tested positive for COVID-19 or has been exposed to the coronavirus or has symptoms of any illness should stay home and seek medical care if necessary.

Because we recognize that the situation and applicable guidance will continue to evolve, attendees should check the Health and Safety Hub on the conference website (ILparksconference.com), as well as email announcements and social media channels for the latest information about on-site health and safety protocols for attendees, exhibitors, speakers, and staff as the 2022 Soaring to New Heights Conference approaches.

IAPD/IPRA may change, suspend, or revoke all or part of this policy at any time, at its sole discretion, without prior notice.

COVID-19 Personal Comfort Level

Color-coded stickers will be available for participants to affix to their name badge to visually communicate their comfort level to other participants. We ask that everyone please respect the comfort level of your fellow colleagues as we transition back to in-person meetings. Stickers will be available at self-serve kiosks at Attendee Registration and Exhibitor Registration.

- Comfortable with close contact (i.e. handshakes and hugs are acceptable)
- Limited contact (i.e. fist or elbow bumps only)
- No contact (i.e. okay with talking but not touching, wave or nod hello)

Meeting Safety and Responsibility Policy

IAPD/IPRA are committed to providing a safe, productive, and welcoming environment for all conference 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 conference-related events, including those sponsored by organizations other than IAPD/IPRA but held in conjunction with the *Soaring to New Heights Conference*, in public or private facilities.

Responsible Drinking

At some 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 work diligently to provide a safe and secure environment at their 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 staff 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 have 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, we ask that you inform either Sue Triphahn, CMP, IAPD's Educational Services and Conference Director, striphahn@ilparks.org or Leesa Kuo Johnson, CMP, IPRA's Conferences and Meetings Director, leesa@ilipra.org, so that we can take the appropriate action.

IAPD/IPRA reserve 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, and IAPD/IPRA reserve the right to prohibit attendance at any future meeting.

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.



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 pennant 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. We've identified sessions that are geared specifically to small agencies/staff to help address the unique needs of this demographic.



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 EDUCATION UNITS (CEUs)

- Concurrent sessions and the Keynote General Session scheduled for 60-minutes award 0.1 CEUs.
- Conference workshops and the Career Development Symposium scheduled for two hours award 0.2 CEUs.
- No additional CEU fees apply for 60-minute sessions on Thursday, Friday, and Saturday; **CEUs for 2-hour workshops on Thursday will be charged at \$6 per workshop.**
- Approximately four weeks after conference, attendees will receive an email from CTE, our conference registration company, with a link to their official CEU transcript. No hard copies will be distributed.

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.
- CLE approved sessions scheduled for 60-minutes award 1.0 CLE. Please note that not all sessions are eligible for CLE credits. Sessions that are eligible will be noted. A minimum of 12 CLE credits will be offered at the conference; attorneys will be eligible to earn up to CLE credits.
- If you would like to apply for CLE credits, you must register, provide your ARDC number 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
- Attorneys will receive their CLE attendance receipts within two weeks of the conclusion of the conference.

NEW

CEUs and CLE Are Ticketless!

To simplify the process, CEUs and CLE will be contactless and fully digital through the conference mobile app (no paper tickets).

Workshop/session moderators will provide attendees with a code at the end of the workshop/session that participants enter into the mobile app to earn their applicable credit(s) for CEUs or CLE.

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 on **Check-In** in the session/workshop listing.
- After the prompt, type in the four-digit code (which will be provided by the moderator at the end of the session/workshop).
- Hit **Check In** to complete the CEU/CLE check-in process.
- To view the sessions that you've successfully completed the CEU/CLE check-in for, go to My Meetings, and then My Check Ins.

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

NEW

SAME SPACE, NEW NAME!

Columbus Hall (previously)		Grand Hall (presently)
COLUMBUS AB	→	GRAND HALL MN
COLUMBUS CD	→	GRAND HALL L
COLUMBUS EF	→	GRAND HALL K
COLUMBUS GH	→	GRAND HALL GH
COLUMBUS IJ	→	GRAND HALL I
COLUMBUS KL	→	GRAND HALL J
COLUMBUS FOYER	→	GRAND HALL FOYER

EVENT LOCATIONS

Agency Showcase:

Grand Hall MN, East Tower/Gold Level

All-Conference Awards Luncheon: (Wristband Required)

Grand Ballroom, East Tower/Gold Level

Career Development Symposium: (Wristband Required)

Crystal Ballroom, West Tower/Green Level

Closing Social: (Wristband Required)

Hyatt Regency Atrium Lobby

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 (Lower Level)

IAPD Annual Business Meeting:

Grand Ballroom AB, East Tower/Gold Level

IPRA Annual Business Meeting:

Grand Ballroom AB, East Tower/Gold Level

Keynote General Session:

Grand Ballroom C-F, East Tower/Gold Level

Conference Workshops and Sessions:

Grand Hall rooms, East Tower/Gold Level, Regency Ballroom, West Tower/Gold Level and other meeting space throughout the hotel

Professional Connection:

Regency Ballroom C, West Tower/Gold Level

Silent Auction:

Grand Ballroom Foyer, East Tower/Gold Level

Welcome Social: (Wristband Required)

Grand Ballroom, East Tower/Gold Level



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 AB, East Tower/Gold Level on Friday, January 28 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, Director of Marketing and Communications, Elk Grove Park District, at kcarbon@elkgrovetparks.org.

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.

Come visit more than 250 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 80 for more information.

The IAPD/IPRA *Soaring to New Heights Conference* has the largest exhibition of any state park and recreation conference in the country. Be sure to visit!

EXHIBIT HALL HOURS

Thursday, January 27:
12:00 pm – 5:00 pm, Grand Opening

Friday, January 28:
9:00 am – 12:00 pm
11:00 am – 12:00 pm (*dedicated hours*)
1:00 pm – 3:30 pm
2:15 pm – 3:30 pm (*dessert in the Exhibit Hall*)



HOTELS – NEED TO KNOW

Hyatt Regency Chicago

- **Housekeeping:** For the safety of all guests and staff, the hotel will not be providing daily housekeeping services. *The hotel will provide services to your guest room after your third night, on the fourth day.* Simply dial “0” for contactless room delivery of any items, including towels or guest room amenities you may need during your stay.
- **Onsite Dining:** Includes American Craft Kitchen & Bar, Big Bar, and Market Chicago. Hours and availability vary. Please call the Front Desk for more information. In-room dining (room service) will not be available.
- **Fitness Center:** Skyway Level, West Tower. Hours are 5:30 am to 11:00 pm. Must be 18 years or older and have a guest room key to enter.

Swissotel

- **Housekeeping:** The hotel offers *housekeeping services on the third day of the guest's stay.* Additional services (e.g. trash being taken out, extra towels, toiletries, etc.) are provided upon request. Guests should contact the Front Desk for assistance.
- **Earth Day, Every Day (EDED):** Swissotel takes pride in providing environmentally sustainable accommodations. Guests with a 2-or-more-night stay (no housekeeping) will receive a \$10 food & beverage credit. This offer applies to individuals for use at Amuse and room service, however, it does not apply to The Palm.
- **Dining Options:** Includes The Palm Restaurant, Amuse, and In-room dining. Hours and availability vary. Please contact the Front Desk for more information.
- **Fitness Center:** The Penthouse Fitness Center is open to guests daily from 5:00 am until 10:00 pm.

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 hours of operation for the Pedway doors connecting the Hyatt to the Swissotel are as follows:

Pedway Hours

- Thursday, 1/27: 6:30 am – 9:00 pm
- Friday, 1/28: 6:30 am – 9:00 pm
- Saturday, 1/29: 6:30 am – 6:00 pm

MOBILE APP

Go mobile and enhance your conference experience with the 2022 conference mobile app powered by Bravura. Attendees can use this powerful, content- and feature-rich tool for the following:

- Receive important announcements and last-minute schedule changes,
- Create a personalized agenda,
- Plan your exhibit hall visit,
- Search for speakers,
- Earn and track CEUs and CLE credits,
- Complete session evaluations and more!

To access the IAPD/IPRA conference mobile app, follow these simple steps:

- Search "2022 Soaring to New Heights" in the Apple App Store for iPhone/iPad users or the Google Play Store for Android users.
- Log in by entering the email address you used to register for the conference and the password "soar22" (case sensitive).

Note: This app is password-protected and requires attendees to log in in order to use features such as profile editing and the check-in option for CEUs/CLEs.

PARKING

Overnight Attendees: Attendees staying overnight at the Hyatt Regency Chicago will receive a 50% discount off the existing published parking rate, currently \$79 for overnight valet (no self-park on-site). Attendees staying overnight at the Swissôtel will receive a 50% discount off the existing daily parking rate, currently \$78 for valet (not applicable to self-park).

Note: Rates above are subject to change. Parking information is accurate as of December 2021.

Daily Commuters: Delegates not staying at the hotels can park in any of the downtown garages at regular rates. Additional parking in the area can be viewed at www.chicagoparkingmap.com.

Reserve Discounted Parking:

IAPD/IPRA has partnered with SpotHero, the nation's leading parking reservation app, to offer attendees the option to book convenient and affordable parking in advance.



To reserve your parking spot, visit the parking information page on the conference website or mobile app and click on the SpotHero link to book a spot with rates up to 50% off drive-up rates.



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 conference workshops, sessions, the Welcome and Closing Socials, 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.

RECORDING/VIDEOTAPING

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

REGISTRATION

Grand Ballroom Foyer, East Tower/Gold Level

Thursday, January 27	7:30 am – 5:00 pm
Friday, January 28	7:30 am – 5:00 pm
Saturday, January 29	7:45 am – 12:00 pm

Pre-registered delegates may pick up their name badge and event tickets at the Conference Registration desk on-site. 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, conference workshops, and sessions requires a name badge. Attendees without the proper name badge will not be permitted at these events.

SAVE-THE-DATE

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

2023: January 26 – 28, Hyatt Regency Chicago
 2024: January 25 – 27, Hyatt Regency Chicago
 2025: January 23 – 25, Hyatt Regency Chicago





SATISFACTION GUARANTEED

The Illinois Association of Park Districts (IAPD) and the Illinois Park & Recreation Association (IPRA) have instituted a Satisfaction Guaranteed Policy for the Thursday 2-hour 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 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 conference workshops.

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 17, 2022.

SILENT AUCTION

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



Be certain to stop by the Silent Auction 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.

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.

Online Basket Viewing and Bidding

Wednesday, January 26, 8:00 am through Friday,
January 28, 3:00 pm

In-Person Basket Viewing and Bidding

Thursday, January 27, 9:00 am – 5:00 pm
Friday, January 28, 8:00 am – 3:00 pm

Winner Pick Up

Friday, January 28, 3:00 – 5:00 pm

For questions regarding the silent auction, please email silentauction@iliprf.org

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, all 60-minute educational breakout sessions, 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 27****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. It also provides a great opportunity to learn about current and upcoming internships.

FRIDAY, JANUARY 28**Mock Interviews/Resume Review***Gold Coast and Water Tower, West Tower/Bronze Level*

10:00 am – 11:00 am

The Mock Interviews/Resume Review offers students the opportunity to receive critique on their resume, along with practice to 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.

Matched student-professional pairs will be communicated with prior to the conference. Dedicated meeting space will be available in the Gold Coast and Water Tower rooms, West Tower/Bronze Level on Friday, January 28 from 10:00 am – 11:00 am for the Mock Interviews/Resume Reviews to take place. However, since the goal is to help students connect and gain career advice from professionals, matched student-professional pairs are welcome to meet at a time and location that is most convenient for them.

In order to participate and be matched in the program, advance registration is required.

**VOLUNTEERS... CALLING ALL COMMISSIONERS, PROFESSIONALS, AND STUDENTS!**

Commissioners and Professionals: Volunteers are needed for Conference Registration. If you are interested and have an hour or two to spare during the conference, please send an email to Alan Howard (ahoward@ilparks.org) with the day(s)/time(s) you are available.

Hours of Operation:

Thursday, January 27	7:30 am – 5:00 pm
Friday, January 28	7:30 am – 5:00 pm
Saturday, January 29	7:45 am – 12:00 pm

Students: Student volunteers are needed in additional operational roles at conference, including the All-Conference Awards Luncheon, Exhibit Hall Dessert Reception, conference sessions, and more! Students that are registered attendees of the conference, a full-time student in a park and recreation program, and a current IPRA member can receive a refund of their registration fee if they complete four volunteer hours at the conference. For more information, please contact Dawn Krawiec, 2022 IPRA Operations Chair, at dkrawiec@seaspar.org.

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:	Casual attire or come dressed in your favorite decade!

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
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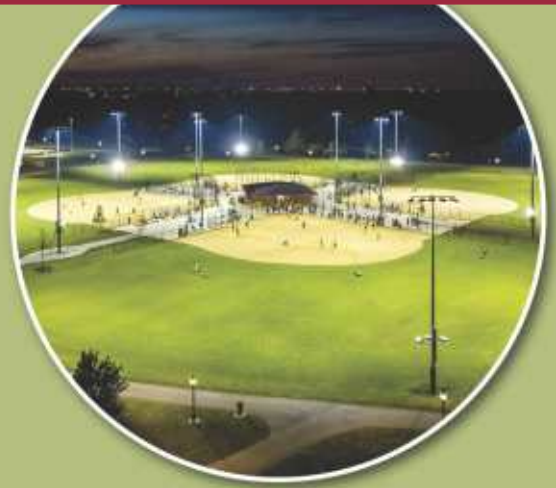
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A photograph of two young girls playing on a rope climbing structure at a park. The girl on the left is wearing a yellow sweater and is climbing. The girl on the right is wearing an orange shirt and is standing on a platform, holding onto the ropes. The background shows green trees and a clear sky.

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THURSDAY AT-A-GLANCE

7:30 am – 5:00 pm

Conference Registration Open

9:30 am – 10:30 am

Conference Sessions (0.1 CEUs)

11:00 am – 12:00 pm

Conference Sessions (0.1 CEUs)

11:45 am – 12:30 pm

Career Development Symposium Registration/
Check-In

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 250 exhibitors who will be displaying their latest products and services for the parks and recreation, forest preserve and conservation industry.

12:30 pm – 2:30 pm

Career Development Symposium (0.2 CEUs)
(Wristband Required)

12:30 pm – 2:30 pm

Conference Workshops (0.2 CEUs) *

3:00 pm – 5:00 pm

Conference Workshops (0.2 CEUs) *

5:15 pm – 7:15 pm

IPRA A&F Section Meeting and Social
(Wristband Required)

5:15 pm – 7:15 pm

IPRA C&M Section Meeting and Social
(Wristband Required)

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 Radio Gaga

(Wristband Required)

Join us as we kickoff the conference with a tour de force performance from Radio Gaga, whose eye-popping costuming, dazzling choreography, and unmatched showmanship immortalizes the spirit of two of the world's largest musical icons and delivers a unique show that will blow you away!

*Ticketed Event

CONFERENCE SESSIONS THURSDAY

9:30 am – 10:30 am

Pre-Registration is not required to attend the 60-minute sessions on Thursday.

All conference sessions award 0.1 CEUs.

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

15

Cultivating Collaboration: Pekin Park District's Experience Adopting a Health and Wellness Policy

Topic Track: Leadership/Management

Location: Grand Suite 3, East Tower/Gold Level

Time: 9:30 am - 10:30 am

Speaker(s): Kathryn Bernstein, Nutrition Program Manager, Illinois Public Health Institute; Cameron Bettin, Executive Director, Pekin Park District

In January 2021, Pekin Park District partnered with the local health department, Tazewell County Health Department, and a statewide nonprofit, the Illinois Public Health Institute, to develop a comprehensive health and wellness policy. Following the mission to improve the quality of life for the district's residents, Pekin Park District anticipates this policy will solidify the continued dedication to the health and wellness of the employees, community, and environment. We would like to share the process of developing this policy, introduce it to staff members, and present the preliminary outcomes and lessons learned. We will also share resources with attendees should they be interested in developing their own policies.

Learning Outcomes:

- Increase awareness of the benefits of health and wellness policies, including increased interorganizational collaboration.
- Increase awareness of the process of developing a health and wellness policy, and the resources available to support these efforts.

112

The Nuts and Bolts of Employee Leave Rights Under the FMLA, ADA, and Illinois Law

Topic Track: HR/Risk Management

Location: Michigan 1, East Tower/Bronze Level

Time: 9:30 am - 10:30 am

CLE credits: 1.0 (*pending approval*)

Speaker(s): Kevin Noll, Attorney, Robbins Schwartz; Tom Garretson, Attorney, Robbins Schwartz

Employers often struggle to navigate requests from employees for time off from work. Is the leave paid or unpaid? Should the leave be designated as FMLA? What documents can I request from the employee to support their leave request? Unfortunately for employers, one wrong step can result in exposure to liability. This session will review the various leave statutes and provide recommendations for addressing employee leave requests.

Learning Outcomes:

- Understand which leave statutes apply and the interplay between the statutes.
- Identify the myths routinely cited by employees and become equipped to address leave requests consistently and within the parameters of the law.



CONFERENCE SESSIONS THURSDAY

9:30 am – 10:30 am

Pre-Registration is not required to attend the 60-minute sessions on Thursday.

All conference sessions award 0.1 CEUs.

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



116 Bidding, Construction and Contract Administration

Topic Track: Governance/Legal

Location: Randolph 1, East Tower/Bronze Level

Time: 9:30 am - 10:30 am

CLE credits: 1.0 (*pending approval*)

Speaker(s): **Nicole Karas**, Attorney, Robbins Schwartz

This program dives deep into the world of competitive bidding and procurement for park and forest preserve districts. The presenters will address when bidding is required, the bidding procedures, and related problems, such as determining the lowest responsible bidder, what to do with defective bids, and when and how to use government joint purchasing cooperatives. The presenters will focus on the challenging issues in this area and answer your questions. This program will also identify and discuss the required contract language to minimize risk to your agency.

Learning Outcomes:

- Learn about competitive bidding rules, bid awards, and how to handle bidding problems.
- Learn about contract language critical to protecting your agency on a construction project.

211 Storytelling Through Play

Topic Track: Parks/Natural Resources

Location: Roosevelt 1, East Tower/Bronze Level

Time: 9:30 am - 10:30 am

Speaker(s): **Eric Hornig**, Principal, Hitchcock Design Group; **Doug Fair**, Senior Associate, Hitchcock Design Group; **Eric Shutes**, Director of Planning, Naperville Park District

In recent years, destination play has driven foot traffic to large and small communities alike throughout the United States. Destination play spaces, such as Morton Arboretum Children's Garden, Bellaboos Imagination Garden, 95th Street Community Plaza, and Bison's Bluff, have been catalysts for local economic influence because they bring in visitors from all over the region and country. What makes them special and worthy of being a destination? They each tell a story of local context, organizational mission, and shared resources. What stories does your community have to tell, and how might they be manifested in your parks?

Learning Outcomes:

- Define a storytelling destination play space and identify the key elements that make up this unique project type.
- Understand the importance of each element and the essential steps in the design process: budgeting, community input, pushing design boundaries, construction delivery methods, and approaches for this project type.
- Identify the potential effects of adding a destination play space in the community, including attendance, memberships, operations, maintenance, and long-term considerations.

310 Financing for Illinois Park Districts – Bonds 101

Topic Track: Finance/IT

Location: Grand Suite 5, East Tower/Gold Level

Time: 9:30 am - 10:30 am

Speaker(s): **Kevin Heid**, Managing Director, Stifel; **Kyle Harding**, Partner, Chapman and Cutler, LLP

In this session, board members and administrators will learn about the types of financing available to finance Illinois park projects. We will explore how these debt products are issued and which options might be right for a particular project.

Learning Outcomes:

- Evaluate which financing alternatives might fit the projects and the pros and cons of various options to determine a solution that best suits their needs.
- Understand debt limitations, the necessary time frames for various alternatives, and the various parties involved in debt issuance.

314 It's a Brave New E-World: From Online Meetings to E- Sports

Topic Track: Finance/IT

Location: Grand Hall GH, East Tower/Gold Level

Time: 9:30 am - 10:30 am

CLE credits: 1.0 (*pending approval*)

Speaker(s): **Derke Price**, Equity Partner, Ancel Glink, PC; **Omar Sandoval**, Director of IT, Naperville Park District

The mission of the park district now includes online meetings, e-sports, and the ever-present threat of cyberattacks. This panel will discuss safeguards, best practices, and contract concerns for your time in the cyberspace.

Learning Outcomes:

- Learn best practices for balancing accessibility and web outreach with the security of your data and systems.
- Learn about protections to consider in contracts with vendors.





CONFERENCE SESSIONS THURSDAY

9:30 am – 10:30 am

Pre-Registration is not required to attend the 60-minute sessions on Thursday.

All conference sessions award 0.1 CEUs.

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

404

Program Evaluation – Obtaining the Information You Really Want to Know: Part I

Topic Track: Recreation

Location: Grand Hall K, East Tower/Gold Level

Time: 9:30 am - 10:30 am

Speaker(s): Megan Owens, Assistant Professor, Western Illinois University

Every year, park and recreation agencies provide hundreds of thousands of programs, events, and services. Some programs address specific goals/outcomes, whereas other events or services focus on enjoyable experiences. How do we know that our intended outcome is achieved? Many agencies use generic customer satisfaction surveys except when a granting organization requires specific data from participants. Agencies should employ program evaluation to gather information regularly to make informed decisions about program design and goals. Program evaluation does not need to be overly complicated or time-consuming. Part one will focus on the processes of understanding different evaluation forms and designing evaluation tools.

Learning Outcomes:

- Obtain a better understanding of different methods of program evaluation.
- Differentiate program evaluation design for programs, events, and services.

415

Vetting and Training Youth Coaches: The Bar Has Been Raised

Topic Track: Recreation

Location: Grand Hall I, East Tower/Gold Level

Time: 9:30 am - 10:30 am

Speaker(s): John LaMalva, Founder, Alpha Youth Sports

The rate of youth sports “incidents” (including negative behaviors, injuries, and various forms of abuse) has continued to rise, garnering national attention. Recent federal and state initiatives to improve coach vetting and training have resulted in mandates for specific action in an increasing number of youth sports organizations. Several segments of the youth sports market have made dramatic improvements in vetting and preparing youth coaches. In general, however, programs offered by recreational departments have made less progress. Participants in this session will have an opportunity to learn how the landscape has changed, how legislation (including the Safe Sport Act) affects them, and what actions they can take to address the growing risk faced in offering youth sports programs. A survey of participants will help drive this discussion, enabling participants to view how they “stack up” in these areas vs. other agencies.

Learning Outcomes:

- Identify the risks associated with ineffectively vetting and preparing youth coaches and understand how recent and planned legislation regarding youth coaches affects you.
- Identify three to five actions to take to improve your program and reduce your risk level.

506

Introduction to Adaptive Scuba Diving

Topic Track: Therapeutic Recreation

Location: Gold Coast, West Tower/Bronze Level

Time: 9:30 am - 10:30 am

Speaker(s): Tinamarie Hernandez, Executive Director, Diveheart; Jim Elliott, President and Founder, Diveheart

This session is an informative course for occupational therapy practitioners interested in gaining knowledge on adaptive scuba diving. Adaptive scuba diving has a long history but is gaining more interest for individuals with disabilities and practitioners alike due to its inherent therapeutic qualities extending beyond those of a typical adaptive sport. As a healthcare professional, here is your opportunity to learn who is a good fit for adaptive scuba, its researched benefits, and the adaptive equipment to help individuals of all abilities with adaptive diving. At the end of this course, you will have an introductory understanding of adaptive scuba diving so that you can begin to incorporate it into your clinical practice.

Learning Outcomes:

- Demonstrate an introductory understanding of adaptive scuba diving by passing the course examination with an 80% or greater.
- Identify at least three ways a therapy practitioner can become involved with adaptive scuba diving in or out of the water.



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9:30 am – 10:30 am

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609

Tennis Courts and Athletic Tracks: Common Problems and Solutions

Topic Track: Facilities

Location: Randolph 3, East Tower/Bronze Level

Time: 9:30 am - 10:30 am

Speaker(s): Mike Remington, President, INSPEC, INC.

Learn essential and valuable information about tennis courts and athletic tracks, including common problems and defects, recommendations for proper maintenance, and how they are designed and constructed. Find out what color schemes are best for tennis courts and what type of athletic track surfacing is recommended. Discover how to minimize cracking on tennis courts, fix cracks, extend the life of the athletic track surface, and other vital tips.

Learning Outcomes:

- Understand the principles of tennis court design and typical problems that develop to make informed/educated decisions regarding maintenance or replacement.
- Learn the basic design of athletic tracks and the common problems and methods of maintenance to address them.

615

Aquatics Roundtable

Topic Track: Facilities

Location: Comiskey, West Tower/Bronze Level

Time: 9:30 am - 10:30 am

Speaker(s): Dave Littwin, Facilities & Aquatics Manager, Lombard Park District; Jenn Foreman, Aquatics Facilities Supervisor, Buffalo Grove Park District; Alex Weidner, Youth Programs Supervisor, St. Charles Park District; Alex Walter, Supervisor of Aquatics, Schaumburg Park District

We've made it this far; let's keep it going! Summer 2022 opening day is a few months away. You are making your plans and meeting with your fellow park and recreation professionals to see what they have planned as well. Join this interactive roundtable discussion covering topics ranging from opening operations to the day the facility closes for the season.

The Aquatics Committee, part of IPRA's Facility Management Section, consists of a passionate group of park district professionals that specialize or work in aquatic facilities. Topics include: 1) Recruitment: Tips, tricks and what works; 2) Training: Making it fun and engaging for all; and 3) Guard Games 2022: It's back!

Learning Outcomes:

- Meet and network with other aquatics professionals to gain new ideas on training, programs, and operations.
- Learn more about Guard Games and begin planning the activities and host facilities for the 2022 games.

905

Surviving or Thriving; Sponsorships Amid a Pandemic

Topic Track: Marketing/Communications

Location: Grand Hall L, East Tower/Gold Level

Time: 9:30 am - 10:30 am

Speaker(s): Stacey Fontechia, Sales and Sponsorship Manager, Naperville Park District

What has happened to your sponsorship program during COVID-19? Did your district thrive, or did you just find ways to survive? This presentation will give you further insight into additional creative sponsorship opportunities that will give your partners added exposure. Additionally, this session will teach you about reevaluating your sponsorship opportunities and determining what works best for your district and partners while creating additional revenue.

Learning Outcomes:

- Understand how to increase revenue by reevaluating current sponsorship opportunities and getting creative in your approach, such as with outdoor signage, which can bring in thousands of additional revenue dollars.
- Learn how to evaluate your media kit, including looking for missed opportunities and ensuring that you are taking advantage of every high performing program in your district, such as preschool, dance, gymnastics, and STEM, not just events and sports.

914

Applying Strategy to Your Digital Presence

Topic Track: Marketing/Communications

Location: Roosevelt 3, East Tower/Bronze Level

Time: 9:30 am - 10:30 am

Speaker(s): Kimberly Smith, Director of Marketing & Customer Care, Bolingbrook Park District; Justin Waters, Marketing Manager, Oak Lawn Park District

Smartphones and technology are not going away. It is more important than ever to ensure your digital presence supports your brand. This can be accomplished by having a solid strategic plan for your digital assets. This session will walk you through the strategic planning process for your website, social media, and other digital assets. You will also gain a solid understanding of appropriate metrics to ensure you are supporting your district's overall goals.

Learning Outcomes:

- Create a step-by-step process to develop a strategic plan specifically for digital assets, including your website, social media, e-newsletters, YouTube channel, and more.
- Develop a comprehensive metrics plan for their digital assets and understand how they tie into their overall district wide strategic plan.





CONFERENCE SESSIONS THURSDAY

9:30 am – 10:30 am

Pre-Registration is not required to attend 60-minute Thursday sessions.

All conference sessions award 0.1 CEUs.

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

1006

Using Healing Cafes to Begin to Heal Our Communities

Topic Track: Diversity

Location: Grand Hall J, East Tower/Gold Level

Time: 9:30 am - 10:30 am

Speaker(s): Linda Henderson-Smith, PhD, All Things Consulting

As the country grapples with the overwhelming aspects of an international pandemic, people across our nation have taken to the streets and boardrooms to demand change around systemic racism and its devastating effects. These historical and ongoing traumas have led and continue to lead to physical and behavioral health disparities. Would you please join us as we explore the historical and contemporary racial inequities and address these effects to build a just future that promotes healing and resilience?

Learning Outcomes:

- Define historical trauma and systemic racism/oppression/trauma.
- Describe the effects on individuals and communities. Explain the healing café model of having difficult discussions to promote healing and resilience.

CONFERENCE SESSIONS THURSDAY

11:00 am – 12:00 pm

Pre-Registration is not required to attend the 60-minute sessions on Thursday.

All conference sessions award 0.1 CEUs.

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107

Updates From the Department of Human Rights

Topic Track: HR/Risk Management

Location: Michigan 1, East Tower/Bronze Level

Time: 11:00 am - 12:00 pm

CLE credits: 1.0 (*pending approval*)

Speaker(s): Kevin Noll, Attorney, Robbins Schwartz; Tom Garretson, Attorney, Robbins Schwartz

The Illinois legislature recently made significant amendments to the Illinois Human Rights Act, limiting an employer's use of conviction records and requiring sexual harassment training for employees and the disclosure of adverse judgments to the Department of Human Rights. This session addresses these issues and analyzes an employer's rights and obligations following the amendments. Attendees will feel comfortable operating HR departments efficiently and risk-free in 2022 and beyond.

Learning Outcomes:

- Understand the recent amendments to the Illinois Human Rights Act and the rights and obligations of employers stemming from these amendments.
- Respond to employees' most frequently asked questions regarding the amendments to the Illinois Human Rights Act.

115

Social Media, Public Speech, and the First Amendment

Topic Track: Governance/Legal

Location: Grand Hall GH, East Tower/Gold Level

Time: 11:00 am - 12:00 pm

CLE credits: 1.0 (*pending approval*)

Speaker(s): Yordana Wysocki, Attorney, Hervas, Condon & Bersani, P.C.

This session provides an overview on how the courts use First Amendment principles and law in the social media context. We will examine what social media speech is protected for employees, elected officials, and the public and address how recent presidential administrations have changed the face of government social media speech under the First Amendment.

Learning Outcomes:

- Identify the issues raised in traditional First Amendment analysis and apply that analysis to social media forums.
- Create policies and procedures to govern the social media speech of public officials, employees, and the public to comply with First Amendment protections.



CONFERENCE SESSIONS

THURSDAY

11:00 am – 12:00 pm

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208

Midwest Grows Green Technical Assistance Program: Improving Soil Health with Organics

Topic Track: Parks/Natural Resources

Location: Roosevelt 1, East Tower/Bronze Level

Time: 11:00 am - 12:00 pm

Speaker(s): Ryan Anderson, Community IPM Outreach Specialist, IPM Institute of North America, Inc.



Growing evidence indicates that dense organic matter materials can increase turfgrass field performance. In this session, Midwest Grows Green natural lawn care (NLC) technical assistance program (TAP) team members Ryan Anderson and Vytas Pabedinskas cover soil health principles and how to apply these principles in a sports and recreational field management setting. Anderson and Pabedinskas will detail how the TAP helped local authorities, such as the River Forest Park District, leverage soil health to improve turfgrass performance without synthetic pesticides and fertilizers, despite budget cuts during COVID-19.

Learning Outcomes:

- Learn the practices of compost topdressing, organic fertilization, and other techniques that improve soil health.
- Obtain knowledge and resources to improve soil health this growing season.

concrete pavements for facility managers. This presentation will help you manage your pavement cost-effectively.

Learning Outcomes:

- Understand ways to maintain and maximize the performance and longevity of paved surfaces.
- Understand types of wear and options for repair or when replacement is necessary and make educated decisions for repairs versus replacement.

304

Cooperative Purchasing 101

Topic Track: Finance/IT

Location: Grand Suite 5, East Tower/Gold Level

Time: 11:00 am - 12:00 pm

Speaker(s): Jon Henke, Client Relations Administrator, Sourcewell

The average public agency today uses cooperative purchasing for 20% of spending. Procurement professionals are using cooperatives twice as much as they did in 2010, and that number is growing. Why? GovWin and Onvia's 2018 survey reports that procurement staff are running leaner and are asked to purchase more with stricter budgets. As a result, they look to cooperatives as an industry best practice to build an additional purchasing arm for their teams. Cooperative procurement strives to help public agencies be more efficient in the purchasing process. This session will introduce attendees to the value of cooperative purchasing and explain the process of a cooperative contract.

Learning Outcomes:

- Understand how cooperative purchasing programs can simplify the purchasing process.
- Understand how cooperative purchasing programs can become part of their strategic sourcing plan.

308

Tis The Season: Demonstrating a Conscious Regard for Safety Throughout the Year

Topic Track: HR/Risk Management

Location: Roosevelt 3, East Tower/Bronze Level

Time: 11:00 am - 12:00 pm

Speaker(s): Dustin Fisher, Deputy General Counsel, PDRMA; Sara Yager, General Counsel, PDRMA

In this session, we will take a practical review of how to avoid willful and wanton liability. We will explore risk management principles and legal best practices as the seasons and activities change from aquatics and day camps in the summer months to sledding and slips and falls in the winter. Don't miss this interactive discussion covering recent case law, practical examples, and best practices to prevent injury and avoid liability.

Learning Outcomes:

- Apply the Tort Immunity Act protections to your programming.
- Compare and implement the suggested best practices to your current practices.

312

Implementing GASB Statement No. 87, Leases

Topic Track: Finance/IT

Location: Grand Suite 3, East Tower/Gold Level

Time: 11:00 am - 12:00 pm

Speaker(s): John Goll, Senior Financial Analyst, Fox Valley Park District; Anthony Cervini, Partner-in-Charge, Government Services, Sikich LLP

GASB 87 will soon become effective for your organization. Join John Goll from the Fox Valley Park District and Anthony Cervini from Sikich LLP for an informative discussion on how to best gather the information needed to efficiently and correctly implement this significant new pronouncement.

Learning Outcomes:

- Identify the information needed to implement GASB Statement No. 87.
- Develop a plan for how to best implement this pronouncement for your organization.

214

How to Manage Your Parking Lots and Other Pavements

Topic Track: Parks/Natural Resources

Location: Randolph 3, East Tower/Bronze Level

Time: 11:00 am - 12:00 pm

Speaker(s): Mike Remington, President, INSPEC, INC.

Learn how to properly manage your parking lots and sidewalks from a pavement engineer with over 30 years of experience. This presentation will cover common problems and proper maintenance methods, including seal coating, overlays, repairs, and pavement reclaiming and provides an excellent overview of both asphalt and



CONFERENCE SESSIONS THURSDAY

11:00 am – 12:00 pm

Pre-Registration is not required to attend the 60-minute sessions on Thursday.

All conference sessions award 0.1 CEUs.

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

405

Program Evaluation – Obtaining the Information You Really Want to Know: Part II

Topic Track: Recreation

Location: Grand Hall K, East Tower/Gold Level

Time: 11:00 am - 12:00 pm

Speaker(s): Megan Owens, Assistant Professor, Western Illinois University

Every year, park and recreation agencies provide hundreds of thousands of programs, events, and services. Some programs address specific goals/outcomes, whereas other events or services focus on enjoyable experiences. How do we know that our intended outcome is achieved? Many agencies use generic customer satisfaction surveys except when a granting organization requires specific data from participants. Agencies should employ program evaluation to gather information to make informed decisions about program design and goals. Program evaluation does not need to be overly complicated or time-consuming. Part two will recap the evaluation design method with a strong emphasis on the implementation process of the evaluation across an agency.

Learning Outcomes:

- Initiate the design of a program evaluation for one program, event, or service for your agency.
- Identify two methods of implementing a program evaluation.

409

Freshen Up Annual Special Events

Topic Track: Recreation

Location: Grand Hall I, East Tower/Gold Level

Time: 11:00 am - 12:00 pm

Speaker(s): Mary Lester, Community Program & Events Supervisor, Gurnee Park District; Cheryl Riley, City of Brentwood, MO

Every season, community members eagerly look forward to their area park districts' annual special events. As recreation professionals, how do we keep these events fresh and exciting year after year while maintaining quality and sticking to a budget? Recreation professionals from the IPRA Special Event Committee will focus on three annual events: the Fall "Boo Bash"

Halloween Kids Festival, Fall "Bonfires & Brews" adult event, and Spring Daddy Daughter & Mother Son Date Nights. They will discuss the changes made to keep past participants interested and attract new participants each year.

Learning Outcomes:

- Take specific ideas and plans for annual special event programming back to your agency.
- Gain knowledge and resources on modifying existing special events and keeping them fresh year after year.

510

Turning Failure On Its Head: How to Stop What's Stopping You From Moving Forward

Topic Track: Leadership/Management

Location: Grand Hall J, East Tower/Gold Level

Time: 11:00 am - 12:00 pm

Speaker(s): Bobbi Nance, President, Recreation Results

We all know deep down that failure is inevitable when we try something new and that it can even help us produce better outcomes in the end. Despite this, we all work hard to avoid it (or even worse, ignore it) instead of embracing it. Learn how to get psychology on your side when it comes to motivating yourself past uncertainty and a fear of failure and helping those around you navigate it as well. Through hands-on games and exercises, learn how to turn failure on its head and move past avoidance, turning failure into an advantage.

Learning Outcomes:

- Evaluate how you respond both positively and negatively to different types of failure.
- Adapt some of the traditional methods used to tackle uncertainty to address the fear of failure.

603

COVID Made Me Do It: Reimagining Traditional Uses of Facilities

Topic Track: Facilities

Location: Randolph 1, East Tower/Bronze Level

Time: 11:00 am - 12:00 pm

Speaker(s): Suzanne Waghorne, Division Manager, Carol Stream Park District; Sara Witteck, Recreation Supervisor, Carol Stream Park District

Looking for ways to reimagine a facility that seems to have lost its luster or public appeal? COVID-19 forced us to look at facilities that have been underutilized in fresh in new ways! From hosting special events to extending the guest experience past the expected, taking a fresh look at a traditional facility can expand its use and revenue. Walk away with practical tips for recognizing what current resources you may have and what steps you can take to reinvigorate an outdated space by adapting special events to work within external restrictions and learn to identify cross-marketing opportunities.

Learning Outcomes:

- Learn the advantages of reimagining the traditional use of an underutilized facility or space.
- Identify and understand the conception and development of programs, special events, and services that will further enhance revenue development in your facilities.

605

Do You Know What You Have? Understanding and Assessing Your System Assets

Topic Track: Facilities

Location: Water Tower, West Tower/Bronze Level

Time: 11:00 am - 12:00 pm

Speaker(s): Frank Parisi, Vice President/Managing Principal, Williams Architects/Aquatics

Do we have that? Is it in good shape? Does it need help? This session will demonstrate the benefits of conducting a systemwide parks and facilities assessment. A systemwide assessment aids in determining what facilities/amenities you have, their condition, and whether future improvements are necessary, allowing you to plan for capital planning and improvements properly.

Learning Outcomes:

- Discover the process required to generate an assessment of your existing assets.
- Determine the benefits of the assessment in projecting capital improvements and executing an implementation plan.

CONFERENCE SESSIONS THURSDAY

11:00 am – 12:00 pm

Pre-Registration is not required to attend the 60-minute sessions on Thursday.

All conference sessions award 0.1 CEUs.

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



THURSDAY, JANUARY 27, 2022

917 Solve Those Problems and Elevate Your Customer Experience

Topic Track: Marketing/Communications

Location: Grand Hall L, East Tower/Gold Level

Time: 11:00 am - 12:00 pm

Speaker(s): Roz and Jed Buck, Principals, Roz and Jed Training & Consulting

We all try to provide an excellent customer service experience 100% of the time. Unfortunately, sometimes things don't go as planned. At that crucial customer experience moment, we can either lose a customer forever or turn them into a raving fan by solving their problem with compassion and empathy. This session provides a specific, easy-to-remember strategy for you and your team to use every time you want to eliminate your customers' frustrations, meet their needs, and ultimately exceed their expectations as you effectively solve their problems. You will learn the strategy, practice it, and take away a step-by-step cue card to help you implement it with your team.

Learning Outcomes:

- Recall the importance of effectively solving customer problems.
- Use and explain the "solve those problems" (STP) strategy for addressing and resolving customer complaints.

1013 Where Are You in the DEI Process?



Topic Track: Diversity

Location: Gold Coast, West Tower/Bronze Level

Time: 11:00 am - 12:00 pm

Speaker(s): Tracey Crawford, Executive Director, NWSRA; Oralethea Davenport, Irwin Community Center Manager, Homewood-Flossmoor Park District; Jonelle Bailey, Executive Director, Sycamore Park District

Diversity, equity, and inclusion (DEI) are essential for the health and well-being of communities. In addition, DEI programming and training assist with providing a rounded, more inclusive culture for employees and the communities they serve. Determining where to start with DEI initiatives within your organization can be challenging. This session will help you determine where you are in the DEI process and provide some examples of where you could start.

Learning Outcomes:

- Learn how to get started and where to begin on the DEI journey. Understand how and when to build your DEI task force.
- Learn how to engage your board in your DEI efforts.



12:30 pm – 2:30 pm



Career Development Symposium

Location: Crystal Ballroom, West Tower/Green Level

Registration Fee: \$99

Speaker: Sherry Prindle

CEUs: 0.2

WRISTBAND REQUIRED



About the Speaker

International speaker and trainer, Sherry Prindle has delivered over 4,000 presentations in six countries in three languages. She has a track record of outstanding long-term results with developing desired skillsets and effecting change in individuals and organizations. A Certified Master Coach Trainer, Sherry founded the Professional Coach Academy where she has created Certified Professional Coach, Certified Executive Coach, and Certified Master Coach training programs delivered to individuals and organizations throughout the Midwest and Southwest. She holds a Master of Arts in Business and Linguistics from the *University of Texas at Arlington*, and a Bachelor of Arts in Communications and International Relations from *William Jewell College*.

11:15 am – 12:30 pm

Registration/Check-In

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

12:30 pm – 2:30 pm*

How to Handle Emotionally Charged Situations in the Workplace

Can your agency afford to ignore uncontrolled conflict and confrontation? Today's workers are faced with greater — and potentially riskier — challenges than ever before. Opposing points of view, coupled with high levels of stress, can lead to anger, conflict and confrontation between people, both at work and home. The heavy cost inflicted on agencies due to low morale, absenteeism, lack of cooperation and poor productivity can be devastating.

Stopping conflict before it starts is critical to success. The first step is helping people understand what triggers their anger. This workshop helps individuals assess their own personal attitudes and better understand the negative impact of self-destructive behaviors.

Participants will learn how to build successful relationships, resulting in increased trust, harmony and teamwork. They'll gain strategies for remaining calm, clear-headed and positive even in the face of the most difficult circumstances or challenges.

Learning Outcomes:

- Recognize a problem situation before it reaches the crisis stage — and avert it entirely!
- Gain steps to take right now to repair relationships damaged by past conflicts,
- Learn innovative practices to help gain control in the crucial first moments of a crisis, and
- Transform the negative energy of anger into a positive, productive force.

* Includes a 15-minute refreshment break

2:30 pm

Tour the Exhibit Hall, Riverside Center, East Tower/Purple Level

CONFERENCE WORKSHOPS THURSDAY

12:30 pm – 2:30 pm

All pre-conference workshops award 0.2 CEUs. Pre-registration is required.



THURSDAY, JANUARY 27, 2022

10

4 Secrets to Becoming a S.T.A.R.: How to Attain Success in Your Personal and Professional Life

Location: Grand Hall L, East Tower/Gold Level

Topic Track: Leadership/Management

Registration Fee: \$85

Speaker(s): Neil Ihde, Speaker, Trainer, Founder, Life IQ

Successful people have certain characteristics in common. These individuals are in our circles. They encourage and inspire us. We are better for having known them. Over fifteen years ago, I made a list of my favorite people and began to examine their influence and what made them so special. I found that each of them was a S.T.A.R., and I uncovered the characteristics that led to their personal and professional success. In this workshop, we will explore what these key attributes are and discuss how to harness them to attain greater success in your own personal and professional life.

Learning Outcomes:

- Identify the importance of self-awareness.
- Discover the power of self-regulation.
- Determine the sources of self-confidence.
- Explore the importance of being teachable.
- Identify the characteristics of ambitious individuals.
- Explore the importance of resilience in dealing with life's challenges.

101

Crucial Conversations

Location: Grand Hall K, East Tower/Gold Level

Topic Track: Leadership/Management

Registration Fee: \$85

Speaker(s): Eileen Soisson, President, The Meeting Institute

This VitalSmarts session will share tools for talking when the stakes are high and when the conversation is crucial and most likely difficult. The three elements that make up a crucial conversation will be explored: how to get unstuck, start with the heart, and master our stories before the conversation begins. Our goal during a crucial conversation is to build shared meaning, and this session will share how to state your path and stay in dialog when you are angry, scared, or hurt. The importance of making it safe and how to do that within the conversation will be discussed. The last step we will discuss is moving the crucial conversation to action to generate the desired results through better communication. Instructional and fun videos will back up the content and generate group discussion.

Learning Outcomes:

- Identify the three elements that make up crucial conversation.
- Recognize the before, during, and after steps required for an effective, crucial conversation.

401

Leadership Gym – Train the Brain

Location: Randolph 1, East Tower/Bronze Level

Topic Track: Leadership/Management

Registration Fee: \$85

Speaker(s): Jennifer Robertson, Quality Specialist, YWCA; Nicole Chesak, Recreation and Banquet Manager, Westchester Park District; Toni Giovenco, Program Coordinator, North Riverside Parks & Recreation

How would you define success? If you painted a picture of what success and improvement look like to you, what would be included in your drawing? Now try to visualize your superiors' picture. Do the pictures look anything alike? Today's definition of leadership is not defined by the position you hold within an agency but the ability to be surrounded by people who believe what you believe and love what you love. Join us as we walk you through various ways to be inspired and fulfilled each day. Inspired by Brene Brown and Simon Sinek lectures, books, and courses.

Learning Outcomes:

- Learn ways to determine what motivates you at work.
- Learn actions you must take to reach a higher level of fulfillment each day.





CONFERENCE WORKSHOPS THURSDAY

12:30 pm – 2:30 pm

All pre-conference workshops award 0.2 CEUs. Pre-registration is required.

501

"Why Don't You Behave?!" The Brandwein Key System Solution to Handling Negative Behavior in Young People While Teaching Positive Choices

Location: Grand Hall J, East Tower/Gold Level

Topic Track: Therapeutic Recreation

Registration Fee: \$85

Speaker(s): Michael Brandwein, Speaker, Educator, Author

When a young person says, "You can't make me!" or "They did it first!" do our staff members know precisely how to reply? Can they stop bullying, put-downs, and teasing by doing more than just saying, "It's not allowed!"? Do they know how to respectfully get young people to listen the first time? This session is for everyone who works directly with or leads staff who work with young people of every age, type, and need in camp, school, and other programs. Teaching how to handle undesirable behavior is the toughest to teach staff. Here is the solution! The #1 national best-selling author of supervision and training books for camp and other youth program staff, internationally acclaimed camp and recreation expert Michael Brandwein, returns with another exciting, skill-packed session demonstrating his original and creative techniques to train others and ourselves to handle behavior with greater confidence, calmness, and expertise.

Learning Outcomes:

- Use the included unique training materials for staff, which you will not find anywhere else, to teach (and model/use) Michael's three-step key system to boost credibility (achieve first-time listening), build respect, reduce put-downs and bullying, and replace undesirable choices with better ones.
- Teach and practice more effective techniques to establish positive expectations from the beginning to create communities of outstanding character traits, such as kindness, caring, collaboration, and more.

901

3 Steps to Enhancing your Member's Experience: Your Culture, Your Product, Your Delivery System

Location: Water Tower, West Tower/Bronze Level

Topic Track: Marketing/Communications

Registration Fee: \$85

Speaker(s): Mark Davis, CEO, CMS International

Have you ever wondered what other facilities are doing to recruit more members and turn them into raving fans? In this session, you will learn what facilities like yours worldwide are doing to make this happen. We will teach you how to build the three core elements to make your facility hum. Learn the three golden questions that will lead you to success. You will be prepared to design your plan to create your own raving fans, turning them into marketing gold.

Learning Outcomes:

- Identify what matters most, come away with a plan to attack your weaknesses and build on your strengths, and learn the best practices from around the world.
- Learn the concept of "perceived neglect" and how it affects your members' experience and the marketing funnels you create.
- Walk away with a plan you can put in place today to help you meet your members' expectations.

1001

Hiring a Resilient and Diverse Workforce

Location: Gold Coast, West Tower/Bronze Level

Topic Track: HR/Risk Management

Registration Fee: \$85

Speaker(s): Linda Henderson-Smith, PhD, President, All Things Consulting



Research indicates that diversity in teams creates more effective and efficient teams as well as better outcomes. Additionally, the last two years have indicated that our workforce also needs to be resilient, meaning they need to be able to adapt well to stress, trauma and tragedy. Join this workshop to discuss how to build and sustain a resilient and diverse workforce.

Learning Outcomes:

- Understand the impact implicit bias has on the hiring, interview, and appraisal processes.
- Describe what an equitable hiring and performance process is.
- Explain the importance of cultural humility training on building a resilient workforce.



CONFERENCE WORKSHOPS THURSDAY

3:00 pm – 5:00 pm

All pre-conference workshops award 0.2 CEUs. Pre-registration is required.



11

How Your Personality Can Help or Hinder Your Personal Effectiveness

Location: Grand Hall L, East Tower/Gold Level

Topic Track: Leadership/Management

Registration Fee: \$85

Speaker(s): Neil Ihde, Speaker, Trainer, Founder, Life IQ

Most of us would agree that connecting with others is mainly about speaking their language. The problem is that we often communicate in different languages because of our personalities and how we are hard-wired. In this workshop, we will explore the foundational personality principles based on the Myers-Briggs Type Indicator® and how we can apply that understanding to our everyday interactions with others. The first step is understanding our preferences of communicating and interacting in the world. Once we recognize those, we can look for clues on how others prefer to communicate and interact and adjust our influence accordingly. However, it begins with a solid foundation of self-awareness of who you are and how you come across to others. This interactive, information-packed workshop will get you talking (or mulling—depending on your personality) about your relationships in a way you have never done before.

Learning Outcomes:

- Accept the notion that we tend to see others as broken versions of ourselves.
- Recognize that individuals have different personalities and communication styles.
- Understand how to recognize differences in others.
- Adapt your personality and communication style to improve your interpersonal effectiveness.

102

Leading Change

Location: Grand Hall K, East Tower/Gold Level

Topic Track: Leadership/Management

Registration Fee: \$85

Speaker(s): Eileen Soisson, President, The Meeting Institute

We live in a world where “business as usual” is change, especially since the pandemic. New initiatives, projects, retention, competition, staffing issues, and endless

paperwork all come together to drive ongoing changes to better the work we do. Whether that change is big or small, we tend to feel uneasy, intimidated, and out of control when we must lead change. We will review the emotional cycle of change and Kotter's change model and discuss the steps needed to implement the change needed or deemed important. Time will be allotted for participants to share the change they are leading or are a part of and how they are seeking solutions, results, and alliances. This session will help participants lead and implement change effectively for the betterment of where they work.

Learning Outcomes:

- Discuss the emotional cycle of change.
- Apply Kotter's steps of change to the current change.

302

Learning and Emerging from Chaos

Location: Gold Coast, West Tower/Bronze Level

Topic Track: Leadership/Management

Registration Fee: \$85

Speaker(s): Jamie Sabbach, President & CEO, 110%

The recent public health, economic, and social crises have created an urgent need for organizations to better understand their realities and vulnerabilities as well as those of their communities. If we are to begin to heal, recondition, and ultimately succeed, it will take a complete and unmitigated commitment to strengthening our communities' social fabric, creating rules and policies that favor the common good, and doing some tough but necessary work that will require courage and strength of character.

Learning Outcomes:

- Review and analyze prepandemic and current realities.
- Describe and identify deficiencies in our current park and recreation operation model(s) and the opportunities that exist moving forward.

402

Fit, Fad, or Flop? Increasing the Chance that Your New Program Ideas Will Succeed

Location: Randolph 1, East Tower/Bronze Level

Topic Track: Recreation

Registration Fee: \$85

Speaker(s): Bobbi Nance, CPRP, President, Recreation Results

When it is time to add new recreation programs to your offerings each season, how confident are you that they will be successful? Instead of launching new programs and waiting to see what sticks, we will explore a set of exercises and techniques you can use to brainstorm, test, and evaluate new program ideas before you even start writing that brochure description. In this workshop, you will have the opportunity to take a more thoughtful approach to expanding your program offerings and understanding some of the drivers and trends influencing today's consumers—all to increase your new programs' potential for success.

Learning Outcomes:

- Evaluate recreation programs before they are offered for fit and their potential for success.
- Examine past successes and envision new program and recreational service ideas that build off of them.

502

L.A.S.E.R.B.E.A.M.: Using More Powerful and Positive Communication to Supervise and Lead People to Best Performance

Location: Grand Hall J, East Tower/Gold Level

Topic Track: Therapeutic Recreation

Registration Fee: \$85

Speaker(s): Michael Brandwein, Speaker, Educator, Author

If you manage, supervise, or lead in parks and recreation, this unique session is your essential toolbox for success. This session was one of the highest-rated ever presented at an NPRA national conference. It teaches the power of being more specific every day in our communication and expectations, building a more motivating, positive, and supportive work environment. Michael has



CONFERENCE WORKSHOPS THURSDAY

3:00 pm – 5:00 pm

All pre-conference workshops award 0.2 CEUs. Pre-registration is required.

presented in 50 states and six continents and is a former keynote speaker for NRPA and IPRA. Saying things like “You’ve got to be more organized” or “Be creative” or “Be a team player” does not work; replace this with more specific, positive communication. Go beyond identifying the qualities you want in others and be able to identify specific behaviors that define success. Learn Michael’s DLP technique to move past “Great job!” to be more credible when giving feedback about behavior, including evaluation and coaching.

Learning Outcomes:

- Learn and practice techniques to convert the qualities we look for in others to the specific behaviors that demonstrate them—knowing precisely what we want staff and employees to do and say, which makes our communication clear, positive, and motivating, while ensuring greater success by providing specific paths for high performance.
- Make the daily ways we talk to people about their behavior more positive, informational, credible, and especially more useful.

602

Olmsted Parks in Chicago (Offsite Tour)

Location: Plaza Ballroom A, East Tower/Green Level

Topic Track: Parks/Natural Resources
Registration Fee: \$85

Speaker(s): **Julia Bachrach**, Historian and Preservation Planner, Julia Bachrach Consulting

This bus tour provides an overview of Olmsted’s Chicago Park legacy to coincide with Olmsted 200 (<https://olmsted200.org/>), a national initiative to honor the 200th anniversary of the birth of Frederick Law Olmsted (1822–1903). America’s preeminent landscape architect and creator of parks, Olmsted produced such seminal 19th-century parks as New York’s Central Park, Jackson and Washington Parks, and Midway Plaisance in Chicago. Providing democratic and beautiful public spaces, Olmsted’s greenspaces have influenced generations of park designers and administrators. His sons, the Olmsted Brothers, continued the family tradition. They designed thousands of 20th-century parks in towns and cities across the country, including revolutionary Chicago

parks that provided social services and breathing spaces to the densely populated immigrant neighborhoods that surrounded them. Park historian Julia Bachrach will bring Olmsted’s legacy in Chicago to life during this tour.

Learning Outcomes:

- Gain a deeper understanding of Frederick Law Olmsted’s philosophies and how they were incorporated into his Chicago park designs.
- Learn about the history of Olmsted’s work in Chicago and how his ideas about nature and social reform continue to influence the development and programming of parks today.

902

It Is All About the B-R-A-N-D

Location: Water Tower, West Tower/Bronze Level

Topic Track: Marketing/Communications
Registration Fee: \$85

Speaker(s): **Kristina Nemetz**, Communications Manager, Village of Montgomery; **Jessie Scheunemann**, Marketing Director, Campfire Concepts

This two-hour workshop is packed with information and hands-on application to take your agency’s brand to the next level in 2022. Learn the process of brand auditing to enhance your services and strengthen community engagement through branding. We will explore case studies and share examples so that participants can use this time to begin their branding inventory. Take the time to invest in your agency’s image without disrupting the budget and staff time.

Learning Outcomes:

- Learn the process of brand auditing and how it can allow you to view the brand and image from the stakeholders’ viewpoint.
- Establish an inventory of your branding elements and assess their strengths and weaknesses.
- Explore opportunities to refresh your agency brand without losing your identity.
- Discuss how to effectively create visual brand changes without disrupting your budget and staff.
- Leave with a concrete plan on how to leverage one or more brand elements at your agency this week.

1002

The Impact of Millennials in the Workplace: The Trends That All Leaders Should Understand

Location: Michigan 1, East Tower/Bronze Level

Topic Track: Leadership/Management

Registration Fee: \$85

Speaker(s): **Sean Bailey, PhD**, President & CEO, BCG Learning Solutions

The generation known as Millennials is the largest in the US workforce, and by 2025, it will make up 65% of the global workforce. With Generation Z joining that workforce right now, we are looking at over half of the planet’s workers being under 40, with the average age of first-time managers being 30. How do these trends affect the parks and recreation industry? Are we culturally prepared to meet the workplace demands of this group? With an average of a decade of experience already, Millennials are ready for more senior roles and have many traits enabling them to jump ahead of older Generation X employees into those senior roles. This interactive workshop will empower leadership to think more strategically regarding preparing the parks and recreation industry and profession for a shift in mindset, talent, and culture.

Learning Outcomes:

- Understand the data, trends, and expectations Millennials seek in a management style and corporate culture, which are significantly different from anything that has gone before.
- Evaluate why organizations are struggling to identify, attract, or retain top talent in Millennials.
- Debunk the misconceptions and some of the features of the Millennial workforce.
- Analyze the premise of salaries and titles and the role these variables play in attracting Millennials in relation to company culture.

WELCOME SOCIAL, THURSDAY, JANUARY 27, 2022



RADIO GAGA

Thursday, January 27

9:00 pm – 11:30 pm

**Hyatt Regency Chicago,
Grand Ballroom,
East Tower/Gold Level**

In a parallel universe where rockstars are immortal, Freddie Mercury and Lady Gaga meet and serve as muses for each other. The friendship blossomed as they pushed the limits of artistry and showmanship, breaking down every barrier that inhibits our imaginations from running wild.

Taking the stage, Radio Gaga delivers a tour de force featuring two of the world's largest musical icons. For the first time ever, you will hear a full catalog of the hits of Queen and Lady Gaga in this Vegas style production show, complete with eye-popping costuming, dazzling choreography and unmatched showmanship. Prepare to be wowed as the vision and spirit of these performers emanates from the stage, delivering a unique show that will blow you away!

WRISTBAND REQUIRED

This is not a ticketed event... everyone is welcome!

Sponsored by:

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THURSDAY, JANUARY 27

SESSION SCHEDULE AT-A-GLANCE

	BOARDMANSHIP	DIVERSITY	FACILITIES	FINANCE/ INFORMATION TECHNOLOGY	GOVERNANCE/LEGAL	HR/RISK MANAGEMENT
9:30 am - 10:30 am		1006 – Using Healing Cafes to Begin to Heal Our Communities	609 – Tennis Courts and Athletic Tracks: Common Problems and Solutions 615 – Aquatics Roundtable	310 – Financing for Illinois Park Districts - Bonds 101 314 – It's a Brave New e-World: From Online Meetings to e-Sports	116 – Bidding, Construction and Contract Administration	112 – The Nuts and Bolts of Employee Leave Rights Under FMLA, ADA, and Illinois Law
11:00 am - 12:00 pm		1013 – Where Are You in the DEI Process?	603 – COVID Made Me Do It: Reimagining Traditional Uses of Facilities 605 – Do You Know What You Have? Understanding and Assessing Your System Assets	304 – Cooperative Purchasing 101 312 – Implementing GASB Statement No. 87, Leases	115 – Social Media, Public Speech and the First Amendment	107 – Updates from the Department of Human Rights 308 – Tis The Season: Demonstrating a Conscious Regard for Safety Throughout The Year
SCHEDULE AS OF OCTOBER 2021 – SUBJECT TO CHANGE.						

THURSDAY, JANUARY 27

WORKSHOP* SCHEDULE AT-A-GLANCE

12:30 pm - 2:30 pm	10 – 4 Secrets to Becoming a S.T.A.R.: How to Attain Success in Your Personal and Professional Life	101 – Crucial Conversations		401 – Leadership Gym – Train the Brain	501 – "Why Don't You Behave?!" The Brandwein Key System Solution to Handling Negative Behavior in Young People While Teaching Positive Choices
3:00 pm - 5:00 pm	11 – How Your Personality Can Hinder or Help Your Personal Effectiveness	102 – Leading Change	302 – Learning and Emerging from Chaos	402 – Fit, Fad, or Flop?	502 – L.A.S.E.R.B.E.A.M.: Using More Powerful & Positive Communication to Supervise & Lead People to Best Performance
SCHEDULE AS OF DECEMBER 2021 – SUBJECT TO CHANGE. * FEE-BASED WORKSHOPS, PRE-REGISTRATION IS REQUIRED.					
C 44					

SESSION SCHEDULE AT-A-GLANCE

THURSDAY, JANUARY 27

LEADERSHIP/ MANAGEMENT	MARKETING/ COMMUNICATIONS	PARKS/NATURAL RESOURCES	RECREATION	THERAPEUTIC RECREATION
15 – Cultivating Collaboration: Pekin Park District's Experience Adopting a Health and Wellness Policy	905 – Surviving or Thriving; Sponsorships Amid a Pandemic 914 – Applying Strategy to Your Digital Presence	211 – Storytelling Through Play	404 – Program Evaluation: Obtaining the Information You Really Want to Know, Part I 415 – Vetting and Training Youth Coaches: The Bar Has Been Raised	506 – Introduction to Adaptive Scuba Diving
510 – Turning Failure On Its Head: How to Stop What's Stopping You From Moving Forward	917 – Solve Those Problems and Elevate Your Customer Experience	208 – Midwest Grows Green Technical Assistance Program: Improving Soil Health with Organics 214 – How to Manage Your Parking Lots and Other Pavements	405 – Program Evaluation: Obtaining the Information You Really Want to Know, Part II 409 – Freshen Up Annual Special Events	

THURSDAY, JANUARY 27

WORKSHOP* SCHEDULE AT-A-GLANCE

12:30 pm - 2:30 pm		901 – 3 Steps to Enhancing your Member's Experience – Your Culture, Your Product, Your Delivery System	1001 – Hiring a Resilient and Diverse Workforce	Career Development Symposium: How to Handle Emotionally Charged Situations
3:00 pm - 5:00 pm	602 – Olmsted Parks in Chicago (Offsite Tour)	902 – It Is All About the B-R-A-N-D	1002 – The Impact of Millennials in the Workplace: Trends Leaders Should Understand	

	BOARDMANSHIP	DIVERSITY	FACILITIES	FINANCE/ INFORMATION TECHNOLOGY	GOVERNANCE/ LEGAL	HR/RISK MANAGEMENT
8:30 am - 9:30 am	105 – Board Member to Board Leader	1011 – Small Park District, Big Successes!	606 – Essentials of Project Management	307 – Current Trends in the Municipal Bond Market: How Illinois Park Districts are Funding Capital Needs	110 – Legal/Legislative, Part I 127 – Budget Rehab: How Do You Recover from Coronavirus?	129 – Is Your Staff Hiring a Walk in the Park or an Obstacle Course
10:00 am - 11:00 am	123 – The Culture Code: Creating a Healthy Relationship Between Executive Directors and Elected Officials	1012 – Equity in Parks: The Benefits of Diversity in the Workplace	610 – The Benefits of Green Roofs in Sustainable Developments		111 – Legal/Legislative, Part II	119 – Sexual Harassment: Tips for Prevention and Handling 315 – Managing Performance-Based Pay Amidst a Pandemic
1:00 pm - 2:00 pm		1007 – Democratizing Parks through Arts and Culture	613 – Park District Contracting for Use of Facilities 616 – Facility and Park Maintenance Roundtable			
3:45 pm - 4:45 pm	113 – Boardmanship, Part I	1005 – Finding Your Community and Helping Others Find Theirs	604 – Developing Your Aquatic EAPs: Essential Aquatic Philosophies	313 – Investing 101: Best Practices for Park Districts	117 – From Crowd Control to Errant Elected Officials – Best Practices for Public Meetings 122 – Lumber is Expensive: Successful Park District Referendum Strategy	135 – Understanding Your IMRF Benefits 303 – Conducting Employment Investigations

SCHEDULE AS OF DECEMBER 2021 – SUBJECT TO CHANGE.

LEADERSHIP/ MANAGEMENT	MARKETING/ COMMUNICATIONS	PARKS/NATURAL RESOURCES	RECREATION	THERAPEUTIC RECREATION
<p>12 – Golden Shovels, Red Ribbons, and Debt</p> <p>912 – People, Praise, Positivity</p>	<p>103 – Common Sense (but Not Common) Customer Service Skills</p>	<p>206 – Ready to Act on Climate Change?</p> <p>212 – Time to Change? Developing a Destination Splash Park Versus Renovating Your Municipal Pool</p>	<p>407 – Marketing Best Practices for Non Marketers: Bridging the Gap Between Marketing and Recreation (the Sequel)</p> <p>417 – “Value-ocity” – Minimizing Costs, Maximizing Efficiency</p>	<p>507 – Missing the Mark: The Recreational Needs of Veterans and How to Serve Those Who Served</p>
<p>13 – Breaking Away from the Herd</p> <p>108 – Girl Power IV: Growing Your Confidence</p>	<p>907 – Marketing with a Tiny Team and Budget</p> <p>911 – Marketing & Communications Roundtable</p>	<p>207 – Repurposed and Unexpected Parks and Rec – When Space is Limited, Where Can Communities Play?</p> <p>210 – Mosquitoes, Ticks and Things that Itch: Protecting Public Health and Comfort in Natural Areas</p>	<p>416 – Senior Smorgasbord and Active Adult Tidbits</p> <p>418 – Deal Me In: Impactful Training Activities With Only a Deck of Cards</p>	<p>509 – The Trauma Informed Professional</p>
<p>17 – Congrats – You're a Full-Time Supervisor!</p> <p>318 – Planning and Preparing for Grant Submissions</p>	<p>916 – Effective Social Media</p>		<p>422 – Everybody Plays: A Best Practice Guide to Multigenerational Design</p>	<p>503 – Developing Your Professional Self</p>
<p>20 – Creating a Community Experience to Highlight Your Agency</p> <p>106 – State Accreditation: A Blueprint for Excellence</p>	<p>910 – Mic Check: The Podcast Experience and the Ever-Changing Landscape of Virtual Marketing</p>	<p>204 – Pavement Design, Pavement Assessment, and Maintenance Planning</p>	<p>137 – Read Beyond the Beaten Path: Parks and Libraries Collaborating on Summer Reading</p> <p>419 – Exciting and Impactful Activities to Maximize Any Staff Training</p> <p>420 – How to Make Live Music the Pulse of Your Park District</p>	<p>504 – Selling Self-Regulation and Mental Health: Social/Emotional Learning Through Music and Movement</p>

	BOARDMANSHIP	DIVERSITY	FACILITIES	FINANCE/ INFORMATION TECHNOLOGY	GOVERNANCE/LEGAL	HR/RISK MANAGEMENT
10:30 am - 11:30 am	104 – Social Media and Electronic Communications for the Candidate and Elected Official 126 – Better Board Meetings With Robert's Rules	1008 – What's in a Name?	612 – Why? How? When? The Necessary Components to a Successful Referendum		120 – Complying With the Illinois Open Meetings Act 132 – How Is That Possible? 30 Years Later, and We Still Make ADA Mistakes!	305 – New Employment Rules and Laws Learned and Applied by Park Districts in a Post-Pandemic World
12:30 pm - 1:30 pm	114 – Boardmanship, Part II	1009 – Making It a Smooth Transition: Public Accessibility for Transgender Populations, Part I	607 – Planning for Tomorrow and Making it Happen	306 – Current Topics in Public Finance and Bond Issuances	121 – The Current Status of Recreational Property Liability in Illinois 130 – 2022 Government Tort Immunity Update	136 – Changes to Rules and Policies: It's An ADA Thing
2:00 pm - 3:00 pm	109 – Ask the Commissioner 118 – Are You Allowed to Do That? What Local Government Leadership Must Know About Ethics Requirements	1010 – Making It a Smooth Transition: Public Accessibility for Transgender Populations, Part II		133 – Bond Issuance Regulatory Checklist – What You Need to Know When You Issue Bonds	124 – The New Not in My Park: Regulating Controversial Park Activities 125 – Park District Finance 101 for the Elected Official	317 – Navigating a Harassment/ Discrimination Free Workplace
3:30 pm - 4:30 pm			608 – Retail Buildings Reimagined for Community Health, Wellness, and Recreation		311 – Illinois' Freedom of Information Act	
C 48	SCHEDULE AS OF DECEMBER 2021 – SUBJECT TO CHANGE.					

LEADERSHIP/ MANAGEMENT	MARKETING/ COMMUNICATIONS	PARKS/NATURAL RESOURCES	RECREATION	THERAPEUTIC RECREATION
<p>14 – Cultivating Agency Success Through Strategic Collaboration</p> <p>511 – Be a Goal Getter</p>	<p>414 – GTWO – Huh?</p>	<p>203 – Celebrating and Taking Care of Our Nature Preserves, Not Just an Ordinary Park!</p>	<p>403 – Partnering With Your Local Schools to Bring Inclusive Nature Programs</p>	
<p>22 – Leadership Is an Action, Not a Position</p>	<p>915 – Mobile Media: Vertical Video and its Role In Your Messaging</p>	<p>215 – Innovation is Invitation: What's Next in Inclusive Play</p>	<p>413 – Safe2Help IL: Addressing 21st Century Threats Facing Illinois Students</p>	
<p>19 – Accountability: The Cornerstone of Success</p> <p>908 – The Power of Personal Branding</p>		<p>213 – The Benefits of Risky Play in Outdoor Playgrounds and How to Design Them</p>	<p>410 – Esports and How Communities Can Get Involved</p> <p>421 – The Power of a Senior Center Members' Council: From Marketing to Membership!</p>	
<p>21 – Executive Directors' Roundtable</p>	<p>913 – Digital Marketing that Rocks</p>		<p>411 – Why Early Childhood Literacy is Necessary for Our Preschoolers Upon Entering Kindergarten to Be Prepared and Confident in Order to Succeed Later in Life</p> <p>412 – Preserving Human Interaction in a Digital Society</p>	



FRIDAY AT-A-GLANCE

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

8:30 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

10:00 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*
(Wristband Required)

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

1:00 pm – 3:30 pm
Exhibit Hall Open

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

5:00 pm – 6:30 pm
Commissioners' Reception
(Wristband Required)

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

9:30 pm – 11:00 pm
Chairmen's Reception**
(Wristband Required)

* Ticketed Event **By Invitation Only

FRIDAY MORNING CONFERENCE SESSIONS

8:30 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.

12

Golden Shovels, Red Ribbons, and Debt

Topic Track: Leadership/Management

Location: Michigan 1, East Tower/Bronze Level

Time: 8:30 am - 9:30 am

Speaker(s): Jamie Sabbach, President & CEO, 110% Inc.

Maintenance backlogs are of concern across the country due to significant building and development when times were good, with less attention given to paying for the ongoing maintenance required to care for assets over their lifespans. Emerging park and recreation organizations know the maintenance requirements necessary to take care of their current assets. They know that trading short-term growth and the "bright, shiny new object" for long-term liabilities slowly and silently can bankrupt their communities. Who wants that?

Learning Outcomes:

- Review and analyze examples of park and recreation organizations that are currently working to understand their deferred maintenance and backlog.
- Review and assess opportunities to ensure proper investment practices and policies that support taking care of infrastructure throughout their lifespans.

103

Common Sense (but Not Common) Customer Service

Topic Track: Marketing/Communications

Location: Regency B, West Tower/Gold Level

Time: 8:30 am - 9:30 am

Speaker(s): Eileen Soisson, President, The Meeting Institute

This customer service session will address common sense skills that are highly needed within parks and recreation agencies. This session is a great refresher for seasoned staff, supervisors looking to enhance their customer service training, or professionals new to the field. We will define customer service and identify ways service has changed since the pandemic. Participants will walk away with five key steps of service that can be applied to any position or department to provide more consistent service. This information may sound like common sense, but if customer service was such common sense, then why is it not more common?

Learning Outcomes:

- Identify five key steps of service.
- Discuss common sense customer service skills that need to be employed more often.

FRIDAY MORNING CONFERENCE SESSIONS

8:30 am – 9:30 am

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105 Board Member to Board Leader

NEWLY
ELECTED

Topic Track: Boardmanship

Location: Randolph 1, East Tower/Bronze Level

Time: 8:30 am - 9:30 am

Speaker(s): Dannielle Wilson, Senior Consultant, BerryDunn

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 park board commissioner, practical experience on both sides of the table will be shared with an engaging, insightful, and lighthearted approach. This session is just what you need to acquire new skills and energize yourself for a successful board tenure!

Learning Outcomes:

- Identify tactics they would like to employ in your boardmanship.
- Gain a renewed energy and enthusiasm in a leadership role.

110 Legal/ Legislative, Part I

NEWLY
ELECTED

Topic Track:

Governance/Legal

Location: Grand Hall I, East Tower/Gold Level

Time: 8:30 am - 9:30 am

CLE credits: 1.0 (pending approval)

Speaker(s): Jason Anselment, Legal 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 meetings, investment policies, and grants will be discussed, along with other statutory changes that may affect district facilities and operations. Recent tort liability cases that provide guideposts in your agency's day-to-day operations will also be covered. Attendees will 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 these changes will affect the operation of your agency.

Learning Outcomes:

- Understand recent legal changes and other developments that affect your agency's operations.
- Determine how to adapt to the requirements of new laws while following best practices.

127 Budget Rehab: How Do You Recover from Coronavirus?

NEWLY
ELECTED

Topic Track: Governance/Legal

Location: Grand Hall J, East Tower/Gold Level

Time: 8:30 am - 9:30 am

CLE credits: 1.0 (pending approval)

Speaker(s): Adam Simon, Partner, Ancel Glink, P.C.; Sue Stanish, Director of Finance, Naperville Park District

Did your budget explode this year because of COVID-19? Are some funds over budget and others hopelessly below? This session will review budget basics, describe how to build your budget to account for unexpected circumstances, and explain how to amend your budget when necessary.

Learning Outcomes:

- Understand the substantive and procedural requirements for adopting a budget and appropriation ordinance.
- Strategically build and amend your budget to respond to the changing conditions caused by COVID-19.

129 Is Your Staff Hiring a Walk in the Park or an Obstacle Course?

Topic Track: HR/Risk Management

Location: Roosevelt 3, East Tower/Bronze Level

Time: 8:30 am - 9:30 am

CLE credits: 1.0 (pending approval)

Speaker(s): Jennifer Dunn, Partner, Franczek P.C.; Tracey Truesdale, Partner, Franczek P.C.

In this session, Franczek attorneys Jennifer Dunn and Tracey Truesdale will discuss hiring best practices and legal limitations, including the use of criminal background checks and the "statutory six," drug testing and applicant marijuana use, interview do's and don'ts, and issues unique to seasonal employment. Our presenters will cover what you need to know to successfully recruit for 2022 and beyond.

Learning Outcomes:

- Effectively recruit candidates and assess qualifications.
- Appropriately assess and respond to impediments to specific hires, including criminal history and recreational drug use.



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206

Ready to Act on Climate Change?

Topic Track: Parks/Natural Resources

Location: Grand Suite 5, East Tower/Gold Level

Time: 8:30 am - 9:30 am

Speaker(s): **Kara Dudek**, Park Planner, Urbana Park District; **Savannah Donovan**, Environmental Program Manager, Urbana Park District



Talking about climate change is an essential first step in making an impact. Find out why, and see the Urbana Park District's new Climate Action, Resilience, Education, and Sustainability (CARES) Plan! Learn how the CARES Plan was created and how you can replicate this process in your community. Then, examine the plan and determine how it has been implemented so far. Your questions will be welcomed throughout the session.

Learning Outcomes:

- Understand the importance of communicating about climate change.
- Replicate the CARES Plan development process to create your agency's climate action plan.

212

Time to Change? Developing a Destination Splash Park Versus Renovating Your Municipal Pool

Topic Track: Parks/Natural Resources

Location: Randolph 3, East Tower/Bronze Level

Time: 8:30 am - 9:30 am

Speaker(s): **Joseph Brusseau**, Principal, Hitchcock Design Group; **Eric Hornig**, Principal, Hitchcock Design Group; **Tim Girmscheid**, Manager of Planning Services, Waukegan Park District

Many municipalities are faced with the sobering reality regarding the development and operational costs of renovating and maintaining multiple municipal pools. A current trend in the market for municipalities and park districts with multiple pools is to create a destination splash park. This session will address the benefits of developing a destination splash park in lieu of renovating the municipal pool, including increased bather load,

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8:30 am – 9:30 am

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lower staffing, lower operational costs, an extended season, and the opportunity to increase revenue through rentals and special events.

Learning Outcomes:

- Understand the benefits of developing a destination splash park versus renovating a municipal pool.
- Understand the construction and operational costs, budgeting, scheduling, and permitting requirements for this type of project.
- Understand secondary treatment options to control waterborne illnesses, applicable health codes, permit requirements, maintenance requirements, sustainability options, and available control and mechanical systems.

307

Current Trends in the Municipal Bond Market: How Illinois Park Districts Are Funding Capital Needs

Topic Track: Finance/IT

Location: Michigan 2, East Tower/Bronze Level

Time: 8:30 am - 9:30 am

Speaker(s): **Tom Reedy**, Director, Stifel, Nicolaus & Company, Inc.; **Anthony Miceli**, Senior Vice President/Director, Speer Financial, Inc.

This session presents an overview of the bond issuance process for Illinois park districts, including a discussion on borrowing alternatives and sale methods, recent trends in the interest-rate markets, recent trends in financing by Illinois park districts, and an update on potential upcoming regulatory changes.

Learning Outcomes:

- Understand the available options and methods for issuing bonds for Illinois park districts.
- Better plan for upcoming financings in their respective park districts.



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FRIDAY, JANUARY 28, 2022

407

Marketing Best Practices for Non Marketers: Bridging the Gap Between Marketing and Recreation (the Sequel)

Topic Track: Recreation

Location: Grand Hall GH, East Tower/Gold Level

Time: 8:30 am - 9:30 am

Speaker(s): **Mike Terson**, Superintendent of Communications and Marketing, Buffalo Grove Park District; **Stephanie FitzSimons**, Marketing Manager, Bartlett Park District; **Katie Drum**, Marketing Coordinator, DeKalb Park District; **Marlon Rodas**, Marketing and Communications

This 2019 session was very well received, with many wanting a next-level continuation. Therefore, we are picking up where it left off. Our marketing departments continue to grow with constant changes in technology and social media and overall branding and sponsorship needs. Gone are the days of the tech-savvy recreation supervisor handling the brochure or website. As the parks and recreation marketing field evolves, a disconnect can often increase between the recreation department's needs and the marketing department's best practices. Join our panel of veteran marketing professionals who will share their experiences, answer questions, 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 their expertise for better results.

Learning Outcomes:

- Understand best practices to better market recreational programs and events.
- Work more efficiently and harmoniously with the marketing staff.

417

"Value-ocity" – Minimizing Costs, Maximizing Efficiency

Topic Track: Recreation

Location: Acapulco, West Tower/Gold Level

Time: 8:30 am - 9:30 am

Speaker(s): **Dan Reamer**, Physical Instructor, Chicago Park District; **Heather Smith-Umrani**, Playground Supervisor, Chicago Park District; **Nik Torres**, Physical Instructor, Chicago Park District

This session will focus on creating and adding value to recreational activities, programs, and leagues. Programmers will be exposed to a variety of programs that are cost-effective and provide quality instruction. Value creation strategies for leagues will be discussed along with less organized activities. The background will be given on the presenters' diverse experiences in value-adding inner-city recreation. Participants will also learn how to assess the value of their programs, activities, and leagues. A group activity will be conducted where groups receive a mock program with a set price. They will have to work backward to produce activities to create the most value. A debrief will follow in which groups will share their ideas as an opportunity for debate and peer learning.

Learning Outcomes:

- Identify materials and concepts that add or create value for recreational programs.
- Effectively manage facilities, leagues, and programs with the intent of creating or adding the most value.

507

Missing the Mark: The Recreational Needs of Veterans and How to Serve Those Who Served

Topic Track: Therapeutic Recreation

Location: Michigan 3, East Tower/Bronze Level

Time: 8:30 am - 9:30 am

Speaker(s): **Kacie Jankowski**, Recreation Therapist, Edward Hines, Jr. VA Hospital; **Rachel Gill**, CTRS, Edward Hines, Jr. VA Hospital

How can park districts and special recreation agencies (SRAs) leverage resources to meet the recreational and creative arts needs of veterans in their communities? This session will provide inside knowledge from recreational professionals from the Department of Veteran Affairs who will equip you with the right tools to create and manage veteran-centered programming effectively. Identify untapped resources that promote enrollment and keep program fees equitable and profitable. Finally, understand the influence that interagency collaboration has on successfully serving those who have served our country.

Learning Outcomes:

- Understand the social and emotional needs of veterans.
- Learn the types of community-based recreational programming that will meet their needs.
- Evaluate how well your agency serves veterans in your community through an agency report card.
- Identify at least three untapped resources that support enrollment for veteran-centered recreational programs.



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FRIDAY MORNING CONFERENCE SESSIONS

8:30 am – 9:30 am

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606

Essentials of Project Management

Topic Track: Facilities

Location: Grand Hall K, East Tower/Gold Level

Time: 8:30 am - 9:30 am

Speaker(s): **Andrew Dogan**, Principal / Sr. Project Manager, Williams Architects / Aquatics

This session will introduce streamlined, efficient, and easily scaled processes to manage any task or project within your agency by applying a five-step approach that ensures successful completion of a project of any type: capital, programming, process, or otherwise. The session will include real-life examples of project management planning and implementation for common project types completed by park and recreation agencies.

Learning Outcomes:

- Understand the essential steps and tasks in the process of managing a multi-step project or task.
- Apply proper processes and controls to manage resources, schedules, and budgets in a multistep project.

912

People, Praise, Positivity

Topic Track: Leadership/Management

Location: Grand Suite 3, East Tower/Gold Level

Time: 8:30 am - 9:30 am

Speaker(s): **Gabriel Castillo**, President/CEO, RecStar Consulting

The power of positive thinking cannot be understated. The best news about positivity is that it is a learnable quality. Are you ready to be more positive and ensure you have time to invest in your team? When you're prepared to be more positive and give more praise to your team, there are quite a few ways you can do so. These tactics give you a variety of right places to start, whether you're just beginning to learn how to be more positive at work or want to tune up your approaches. To carry a positive action, we must develop a positive vision

—Dalai Lama.

Learning Outcomes:

- Identify the three powers of positivity.
- Identify five negative habits to avoid when giving feedback.
- Identify ways to provide feedback that inspires, uplifts, and motivates your employees.



1011

Small Park District, Big Successes!

Topic Track: Diversity

Location: Toronto, West Tower/Gold Level

Time: 8:30 am - 9:30 am

Speaker(s): **Lonette Hall**, Executive Director, Maywood Park District; **Kendall Parrott**, Executive Director, Riverdale Park District; **Nathaniel Booker**, Mayor, Village of Maywood

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, which have had a significant effect on the quality of life within communities. This session is a unique opportunity to share ideas and techniques based on community needs and resources.

Learning Outcomes:

- Develop strategies for community and fellow agency collaborations.
- Develop strategies and linkages for shared resources.



FRIDAY MORNING CONFERENCE SESSIONS

10:00 am – 11:00 am

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FRIDAY, JANUARY 28, 2022

13

Breaking Away from the Herd

Topic Track: Leadership/Management

Location: Michigan 1, East Tower/Bronze Level

Time: 10:00 am - 11:00 am

Speaker(s): **Jamie Sabbach**, President & CEO, 110% Inc.

Because no organization can fulfill the burden of offering "something for everyone," it is important that today's systems analyze the community's most critical needs, followed by operational methods and service offerings. These fundamentals allow for discovering the best and most responsible ways to serve the community, spending and investing taxpayer resources so that what is truly essential is no longer compromised in favor of what is popular or discretionary, and ensuring that you are not simply following the herd.

Learning Outcomes:

- Review and analyze management practices, such as certain types of benchmarking, that have created unnecessary complications for public parks and recreation.
- Describe and identify circumstances and instances where courage and ethical decision-making can set the stage for improvements in the responsible management and oversight of parks and recreation organizations.

108

Girl Power IV: Growing Your Confidence

Topic Track: Leadership/Management

Location: Regency B, West Tower/Gold Level

Time: 10:00 am - 11:00 am

Speaker(s): **Carrie Fullerton**, Executive Director, Arlington Heights Park District; **MaryFran Leno**, Executive Director, Itasca Park District; **Rita Fletcher**, Executive Director, Bartlett Park District

Join us for the popular "Girl Power" session. Our seasoned panel of industry executives will focus on growing your confidence in the workplace. We will also discuss ways to share your ideas when meeting with your boss or co-workers. Don't miss this opportunity to "Power Up."

Learning Outcomes:

- Learn ways to improve your confidence at work.
- Identify some of the best ways to boost your knowledge.

111

Legal/Legislative, Part II

Topic Track: Governance/Legal

Location: Grand Hall I, East Tower/Gold Level

Time: 10:00 am - 11:00 am

CLE credits: 1.0 (pending approval)

Speaker(s): **Steven Adams**, Partner, Robbins Schwartz

Review the many new laws, regulations, court decisions, and PAC opinions of 2021 with top legal experts. We will explain how the important new laws work and what your agency needs to do to maintain legal compliance.

Learning Outcomes:

- Learn about a wide range of new laws, including changes to OMA/FOIA, employment law, property and construction, election law, public investment/finance, and COVID.
- Receive expert practical advice on how to maintain compliance with the changes in the law.

119

Sexual Harassment: Tips for Prevention and Handling

Topic Track: HR/Risk Management

Location: Grand Suite 3, East Tower/Gold Level

Time: 10:00 am - 11:00 am

CLE credits: 1.0 (pending approval)

Speaker(s): **Andrew Keyt**, Partner, Heyl Royster Voelker & Allen; **Emma Ray**, Associate, Heyl Royster Voelker & Allen

This presentation will identify sexual harassment in the workplace and how public employers can limit or avoid this type of liability. We will discuss implementing policies and procedures to address sexual harassment and provide practical tips to mitigate liability. Attendees will have the opportunity to

participate in an interactive discussion with hypothetical scenarios. Attendees will better understand the type of sexual harassment occurring in the workplace today and how to handle difficult sexual harassment situations.

Learning Outcomes:

- Impart practical prevention procedures into the park district.
- Handle basic claims of harassment.

123

The Culture Code: Creating Healthy Relationships Between Executive Directors and the Board of Commissioners

Topic Track: Boardmanship

Location: Grand Hall J, East Tower/Gold Level

Time: 10:00 am - 11:00 am

Speaker(s): **Derke Price**, Equity Partner, Ancel Glink, PC

There is no more critical employee of the park district than the executive director. This session will explore the fundamentals of the relationship between the executive director position and statutory offices of the commissioners and offer recommendations for healthy and successful relationships in pursuit of the park district's mission.

Learning Outcomes:

- Understand the respective roles and how that understanding can help set the expectations for performance and the potential for successful outcomes.
- Review strategies for performance reviews on the many facets of the executive director's job and assess compensation considerations.



FRIDAY MORNING CONFERENCE SESSIONS

10:00 am – 11:00 am

Pre-Registration is not required to attend Friday sessions.

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207

Repurposed and Unexpected Parks and Rec – When Space is Limited, Where Can Communities Play?

Topic Track: Parks/Natural Resources

Location: Randolph 3, East Tower/Bronze Level

Time: 10:00 am - 11:00 am

Speaker(s): Raine Gardner, PE, Senior Project Engineer | P&R Discipline Lead, MSA Professional Services; Shannon Gapp, AICP, Planner, MSA Professional Services

As available land becomes scarce and budgets continue to shrink, the development of parks becomes increasingly challenging. In high-density urban areas where infill development is prevalent, it can be nearly impossible to find any open space at all. Yet, park space is essential, and communities across the country recognize new and innovative opportunities to deliver parks that fit within any size of footprint or budget. From pocket parks to pop-up plazas, collaborations with private entities, or the repurposing of nonpark-related facilities, there are various ways to reassess and repurpose public spaces to create inclusive, equitable, and adaptable destinations in our ever-changing environment. Join Raine Gardner, PE, and Shannon Gapp, AICP, on a journey of exploration and discovery, with ideas about transforming overlooked public spaces into public centerpieces enjoyed by people of all ages and abilities.

Learning Outcomes:

- See examples of the types of parks and recreational amenities that can be integrated into small and large open/community spaces and the benefits these amenities can provide.
- Learn how to be more inclusive in planning for parks.

210

Mosquitoes, Ticks and Things that Itch: Protecting Public Health and Comfort in Natural Areas

Topic Track: Parks/Natural Resources

Location: Michigan 3, East Tower/Bronze Level

Time: 10:00 am - 11:00 am

Speaker(s): Emily Glasberg, Key Accounts Manager / Entomologist, Clarke Mosquito



This session will provide an overview of community mosquito control and highlight opportunities for park districts to become involved in protecting public health at parks and facilities. Mosquito biology, disease vectors, larval and adult mosquito control methods, green mosquito control products, and examples of existing park programs focusing on both public health and comfort will be covered. Tick control methods will also be discussed.

Learning Outcomes:

- Learn the fundamentals of mosquito biology, diseases, and control methods.
- Learn how park districts can protect citizens from mosquitoes and other disease vectors, reduce exposure to mosquito-borne illnesses, and create a more comfortable environment for events, sports, camping, and other recreational activities through program implementation and education.



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FRIDAY MORNING CONFERENCE SESSIONS

10:00 am – 11:00 am

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315

Managing Performance-Based Pay Amidst a Pandemic

Topic Track: HR/Risk Management

Location: Grand Hall GH, East Tower/Gold Level

Time: 10:00 am - 11:00 am

Speaker(s): Kathryn O'Connor, Director, Compensation Services, HR Source

In 1975, "pay for performance" was introduced to the world of compensation. Over 45 years later, organizations struggle to make this process more effective, especially during and after the pandemic. This session will focus on the critical elements of a performance pay model and discuss ways to improve an existing performance-based compensation system. Particular emphasis will be placed on pay-range administration, performance evaluation tools, linking employee performance to merit increases, and special considerations for tough economic times.

Learning Outcomes:

- Determine what competencies to include in employee performance evaluations.
- Link performance to pay increases.

416

Senior Smorgasbord and Active Adult Tidbits

Topic Track: Recreation

Location: Michigan 2, East Tower/Bronze Level

Time: 10:00 am - 11:00 am

Speaker(s): Mary Stallings, Adult Activities Center Manager, Dundee Township Park District; Teresa Grodsky, Retired Adult Activity Coordinator

Step up and sample some great things on the menu, from appetizers and main courses to desserts. Whether you are new or a "seasoned" staff member, there will be something for everyone: program ideas, trip ideas, day and overnight and basic morsels of the ins and outs of daily life at our senior centers and their happenings. This session will be catering to programs with participants ages 50 and over, from boomers to less active adults.

Learning Outcomes:

- Obtain a wide variety of programs and events for older adults.
- Evaluate your program and what works best for you.
- Learn the importance of networking in the senior world.

418

Deal Me In: Impactful Training Activities with Only a Deck of Cards

Topic Track: Recreation

Location: Regency CD, West Tower/Gold Level

Time: 10:00 am - 11:00 am

Speaker(s): Roz and Jed Buck, Principals, Roz and Jed Training & Consulting

A simple deck of cards. It is small, light, and easy to carry. With the right set of activities, you can use this everyday prop to create meaningful icebreakers and impactful training activities for your full-time team or seasonal staff members.

Learning Outcomes:

- Recall effective exercises that convey important messages to staff or volunteers.
- List icebreakers and debriefs to use with staff or volunteers.

509

The Trauma-Informed Professional

Topic Track: Therapeutic Recreation

Location: Toronto, West Tower/Gold Level

Time: 10:00 am - 11:00 am

Speaker(s): Karla Belzer, Family Life Educator, University of Illinois Extension

Becoming "trauma-informed" means recognizing that people often have many different types of trauma in their lives. People who have been traumatized need support and understanding from those around them, including recreation professionals. Often, trauma survivors can be retraumatized by well-meaning caregivers and community service providers. The Illinois Trauma-Informed Care Approach project seeks to educate communities about the effects of trauma on clients, coworkers, friends, family, and ourselves. Understanding the influence of trauma is an essential first step in becoming a compassionate and supportive professional. This session will provide participants with a shared understanding and language of trauma, awareness of the prevalence of trauma, and a shift in thinking to become more trauma-informed and aware.

Learning Outcomes:

- Define trauma, including the shared language and understanding of trauma.
- Develop an awareness of the prevalence of trauma.
- Identify strategies to shift thinking to become more trauma-informed/aware.



610 The Benefits of Green Roofs in Sustainable Developments

Topic Track: Facilities

Location: Grand Suite 5, East Tower/Gold Level

Time: 10:00 am - 11:00 am

Speaker(s): Mike Remington, President, INSPEC, INC.



Vegetated roofs, also called green roofs, can provide numerous environmental and economic benefits. These benefits include reducing the amount of stormwater runoff, improving the quality of stormwater runoff, improving energy conservation, increasing the life span of roofing membranes, improving aesthetics, providing biodiversity and habitat, and even reducing air and noise pollution! This presentation will provide an overview of the main types of vegetated roofs, how they can provide these benefits, and some potential drawbacks to be aware of. Attendees will learn the basics of vegetated roofs to be better prepared to respond to and discuss these issues if their organization is considering installing a "Green Roof."

Learning Outcomes:

- Gain a basic understanding of the types of green roofs and differences in design for a better overall understanding of these systems.
- Use the information provided to determine whether this type of design would be beneficial to your facility.
- Gain general information on costs and the benefits and issues related to green roofs to aid in explanations to board members and for better promotion to the community at large.

907 Marketing with a Tiny Team and Budget

Topic Track: Marketing/Communications
Location: Randolph 1, East Tower/Bronze Level

Time: 10:00 am - 11:00 am

Speaker(s): Sarah Noel Block, CEO and Head of Marketing Strategy, Tiny Marketing by Sarah Noel Block



Small teams struggle with marketing, not because they don't see its value, but because they don't have the resources. In this session, I will teach you how to prioritize, build systems, and use automation tools to increase your marketing results by 10x. I will also teach you how to consistently show up for your audience, build trust, and convert traffic to customers – all with a small budget and team.

Learning Outcomes:

- Learn how to repurpose content to maximize your marketing production.
- Drive more impressions and engagement with your marketing to get the biggest impact with your time.

911 Marketing and Communications Roundtable

Topic Track: Marketing/Communications
Location: Acapulco, West Tower/Gold Level

Time: 10:00 am - 11:00 am

Speaker(s): Sheri Potter, Marketing and Special Events Supervisor, Warrenville Park District; Marlon Rodas, Marketing and Communications Manager, Wilmette Park District; Katie Garrett, Marketing & Digital Communications Manager, Fox Valley Park District

Marketing and communications professionals, join with your industry colleagues to talk through the hot topics of parks and recreation marketing. Roundtable discussion topics will be diverse and cover everything: photography, graphic design, branding, internal/external communications, special events, programming, and just about anything else relating to your everyday task list.

FRIDAY MORNING CONFERENCE SESSIONS

10:00 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.

Learning Outcomes:

- Discuss the hot marketing topics of the day and find creative solutions to problems.
- Learn more about how other agencies are implementing marketing and communication procedures and policies.

1012 Equity in Parks: The Benefits of Diversity in the Workplace

Topic Track: Diversity

Location: Grand Hall K, East Tower/Gold Level

Time: 10:00 am - 11:00 am

Speaker(s): Samose Mays, PhD, Director, Bryan County Parks and Recreation



Diversity and inclusion in the workplace can cause employees to feel accepted and valued. When employees feel accepted and valued, they are happier in the workplace and stay longer with an agency. As a result, agencies with greater diversity in the workplace have lower turnover rates and greater retention. This presentation highlights benefits that develop when recreational agencies employ a diverse team of individuals. Participants will learn how to promote diversity in hiring and practice inclusion on a day-to-day basis.

Learning Outcomes:

- Identify the benefits of diversity in the workplace.
- Apply the principles taught in this session to promote workplace diversity at your agency.

FRIDAY AFTERNOON CONFERENCE SESSIONS

1:00 pm – 2:00 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.



17

Congrats – You're a Full-Time Supervisor!

Topic Track: Leadership/Management

Location: Grand Hall J, East Tower/Gold Level

Time: 1:00 pm - 2:00 pm

Speaker(s): **Dannielle Wilson**, Senior Consultant, BerryDunn; **Elsa Fischer**, Senior Consultant, BerryDunn

You've worked hard and been rewarded for it, so now what? Managing a team of your peers for the first time can be intimidating, but it does not have to be! Join us to learn how to align your team's goals with the agency's vision, the art of "managing up," and how to mentor and support the professional development of full-time leaders. We'll share tips and tricks as well as pitfalls to avoid. Learn what it means to be a mid-level leader and how to navigate this new territory of managing others.

Learning Outcomes:

- Explore the concept of strategic visioning.
- Create a multilayer professional development action plan.

318

Planning and Preparing for Grant Submissions

Topic Track: Leadership/Management

Location: Michigan 1, East Tower/Bronze Level

Time: 1:00 pm - 2:00 pm

Speaker(s): **Carissa Smith**, Engineer, Gewalt-Hamilton Associates, Inc.

Be ready when grants are announced. Time is of the essence. This session will uncover the essential information necessary to make your pitch for justifying a grant award. Be prepared and shovel-ready!

Learning Outcomes:

- Identify the essential benchmarks that support needing the grant.
- Identify the key steps, messages, and documentation for a successful grant applications.

422

Everybody Plays: A Best Practice Guide to Multigenerational Design

Topic Track: Recreation

Location: Grand Hall I, East Tower/Gold Level

Time: 1:00 pm - 2:00 pm

Speaker(s): **Jill Moore**, Inclusive Play Specialist, Landscape Structures

As our population continues to age, communities must continue to stay livable and usable to all because the reality is that we're designing these communities for our future selves. According to the World Health Organization, by 2050, 2 billion people will be over 60. Everybody Plays takes a look at the evolution of the aging population and age-integration trends. Specifically, we will examine how intentionally designed parks contribute to healthy lifestyles (physically and mentally), keep users engaged in society, reduce isolation in older adults, meet the needs of younger children, and provide engagement at all stages. Through best-practice design elements, we can create park and play spaces that go beyond access but provide enriching and engaging experiences for all so that we can continue to learn from each other, combat ageist beliefs, and most importantly, allow everybody to play.

Learning Outcomes:

- Identify the necessity of intergenerational spaces and their importance in all communities as our population ages, and how we can offer shared sites as a solution to ageist beliefs and promote active contribution opportunities.
- Articulate best-practice design elements to support users of all ages to use every park space, focusing on fitness experience, nature engagement, playable art, and functional facilities.
- Understand how to best support users as they engage with their little ones in the play space.

503

Developing Your Professional Self

Topic Track: Therapeutic Recreation

Location: Grand Hall K, East Tower/Gold Level

Time: 1:00 pm - 2:00 pm

Speaker(s): **Heather Specht**, Superintendent of Recreation, SSSRA; **Jill Mukushina**, Director of Recreation and Facility Operation, Northern Will County Special Recreation Association; **Ryan Massengill**, Superintendent of Recreation, Gateway Special Recreation Association; **Ted Adatto**, Superintendent of Recreation, WDSRA

Is your goal to be promoted or become a superintendent of recreation? This session is for professionals looking to advance in the therapeutic recreation field and seeking advice on developing their professional selves and leadership styles. Five superintendents from various special recreation associations will discuss their career paths and how they earned their current positions; offer suggestions about professionalism, leadership, and interviews; and answer any questions you may have.

Learning Outcomes:

- Reflect on your leadership style and determine what type of professional you want to become in your career.
- Learn the key traits that a hiring supervisor seeks and how to become the best candidate to be promoted.



FRIDAY AFTERNOON CONFERENCE SESSIONS

1:00 pm – 2:00 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.

613

Park District Contracting for Use of Facilities

Topic Track: Facilities

Location: Roosevelt 3, East Tower/Bronze Level

Time: 1:00 pm - 2:00 pm

CLE credits: 1.0 (pending approval)

Speaker(s): **Andrew Keyt**, Partner, Heyl Royster Voelker & Allen; **James Rooney**, Associate, Heyl Royster Voelker & Allen

The session will focus on contracts related to using park facilities (party rooms, gymnasiums, pools, etc.) and the best practices for reducing liability issues associated with using these facilities.

Learning Outcomes:

- Understand the basic contract issues related to using park district property.
- Limit liability concerns related to using park district property.

616

Facility and Park Maintenance Roundtable

Topic Track: Facilities

Location: Acapulco, West Tower/Gold Level

Time: 1:00 pm - 2:00 pm

Speaker(s): **Erin Chapa**, Superintendent of Facilities, Schaumburg Park District; **Todd King**, Director of Parks & Planning, Schaumburg Park District; **Tom Pope**, Superintendent of Parks, River Trails Park District; **Steve Nagle**, Superintendent of Facilities, Palatine Park District

If you are looking to discuss current trends, pain points, hardships, and other topics in the world of parks and facilities maintenance, join your colleagues for a lively discussion at this timely and relevant roundtable. Bring your questions, ideas, and any challenges you face at your district for the group to discuss and help problem-solve.

Learning Outcomes:

- Discuss current electrical equipment trends, labor shortages, pool maintenance, energy grants, cleaning contracts in the world of COVID-19, dog parks, and synthetic field replacements.
- Gain resources and ideas, and crowdsource advice and solutions to your district current challenges.

916

Effective Social Media

Topic Track: Marketing/Communications

Location: Grand Hall L, East Tower/Gold Level

Time: 1:00 pm - 2:00 pm

Speaker(s): **Tracy Lillard**, Statewide Social Media Coordinator, Illinois State Police

Social media helps humanize police departments by allowing the police force to connect and converse with the public; more importantly, it provides a platform for police officers to share multiple types of information quickly. Sergeant Tracy Lillard will show several ways she employs social media, including examples for other agencies, such as fire departments, school districts, park districts, and weather services. The most effective technique is using humor. With her quick wit, and her use of photos, and interesting hashtags and conversation starters she has grown her social media following to several hundred thousand and has created a new understanding from the community about police officers and the Illinois State Police. She can help you see a new way to communicate to the public using social media.

Learning Outcomes:

- Understand how to use social media effectively to educate the public, quickly provide emergency information to the masses, and showcase what your agency is doing.
- Employ your agency/department's social media platforms to gain followers.
- Learn how social media can be effective in relating to the public and be a great resource for citizens, first responders, and news outlets.
- Use tools to aid your agency in using better content, making social media a great educational resource.

1007

Democratizing Parks through Arts and Culture

Topic Track: Diversity

Location: Michigan 3, East Tower/Bronze Level

Time: 1:00 pm - 2:00 pm

Speaker(s): **Meida McNeal**, Arts & Culture Manager, Chicago Park District; **Latham Zearfoss**, Cultural Liaison, Chicago Park District; **Patsy Diaz**, Program & Event Coordinator, Chicago Park District

This session will present three working models for engaging unique communities, particularly those excluded or disenfranchised from public spaces (or simply felt). These groups include community-based artists in under-resourced areas and queer and trans youth of color, among others. The Chicago Park District spaces and resources were activated by these communities through collaborative programs that share decision-making between administrators and community members. In the second half of this session, we will offer attendees a workshop with a series of practical tools to adapt one of these three models to suit their unique cultural, geographic, and civic contexts.

Learning Outcomes:

- Leave with new methods for increasing community engagement, and expanding stakeholders, and an expanded toolkit to address issues of equity and inclusion.
- Develop a plan of action to implement one of these three models inside of your regional park program.



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FRIDAY AFTERNOON CONFERENCE SESSIONS

3:45 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.



FRIDAY, JANUARY 28, 2022

20

Creating a Community Experience to Highlight Your Agency

Topic Track: Leadership/Management

Location: Randolph 1, East Tower/Bronze Level

Time: 3:45 pm - 4:45 pm

Speaker(s): Jodi Schultz, Triphahn Facility Manager, Hoffman Estates Park District; Jess Day, Recreation Supervisor, Village of South Elgin; John Harris, Principal, a5 Branding & Digital; Isaiah Gransberry, Content Specialist, a5 Branding & Digital; Heather Weishaar, Communications & Marketing Director, IPRA

Learn how Illinois park and recreation agencies planned Unplug Illinois Day events through collaboration with other community groups, involving their staff, and planning calls coordinated by IPRA. Unplug Illinois Day is a great way to highlight the benefits parks and recreation brings to 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. In this session, learn how IPRA members planned successful Unplug Illinois Day events to highlight the many opportunities at their park and recreation agency, and to focus attention on the importance of recreation and taking time to 'unplug'!

Learning Outcomes:

- Effectively communicate the value provided to constituencies using the content in Unplug Illinois.
- Identify innovative tips, tricks, and strategies to plan Unplug Illinois Day events in their community.

106

State

Accreditation:

A Blueprint for Excellence

Topic Track: Leadership/Management

Location: Michigan 2, East Tower/Bronze Level

Time: 3:45 pm - 4:45 pm

Speaker(s): Steve Eckleberry, Commissioner, Bartlett Park District; Mike Clark, Executive Director, Palatine Park District

State accreditation will be one of the greatest achievements your agency can take to improve your delivery systems, policies, and staff to provide excellence in park, recreation, and facility operations. This session will provide a blueprint of the process to become accredited through the state program and validate your dedication to your board, staff, and community at large.

Learning Outcomes:

- Learn the application and self-assessment processes to begin the journey to becoming an accredited agency in the Illinois Joint Distinguished Park and Recreation Accreditation Program.
- Learn the mentor program to assist your agency toward accreditation
- Be able to identify the areas of policy, procedure, and documentation of evidence for all legal, general management, finance and business operations, parks and facilities, and personnel and recreation services facets of the organization to meet the required standards.

NEWLY ELECTED

113

Boardmanship, Part I

Topic Track: Boardmanship

Location: Grand Suite 3, East Tower/Gold Level

Time: 3:45 pm - 4:45 pm

Speaker(s): Steven Adams, Partner, Robbins Schwartz

This lively session provides commissioners with practical, real-world information to conduct safe, effective, lawful, and professional meetings. We will discuss specific, real-world public meeting issues, how rules were/were not applied, and what happened. Problems with public participation, Roberts Rules of Order, voting, the closing of meetings, and commissioners on cell phones will be explored. We will discuss essential tips for shorter, more effective, and enjoyable board meetings.

Learning Outcomes:

- Recognize potential board meeting problems before it's too late.
- Implement procedures that promote efficient, professional, and lawful board meetings.
- Ensure equitable participation and avoid single commissioner dominance.
- Use the rules to accomplish the objectives.
- Avoid the legal and political risks of unlawful electronic communication.

NEWLY ELECTED





117

From Crowd Control to Errant Elected Officials – Best Practices for Public Meetings

Topic Track: Governance/Legal

Location: Grand Hall L, East Tower/Gold Level

Time: 3:45 pm - 4:45 pm

CLE credits: 1.0 (pending approval)

Speaker(s): **Andrew Paine**, Attorney, Tressler LLP; **Courtney Willits**, Associate, Tressler LLP

This presentation will discuss the best practices for public meetings, including the requirements of the Illinois Open Meetings Act, the pitfalls of the use of electronic communications, what should be on the agenda, what can or should be discussed in a closed session, and the mechanics of a closed session.

Learning Outcomes:

- Understand the pitfalls of the use of electronic communication and social media.
- Understand when and how to properly use closed sessions.

122

Lumber is Expensive: Successful Park District Referendum Strategy

Topic Track: Governance/Legal

Location: Randolph 3, East Tower/Bronze Level

Time: 3:45 pm - 4:45 pm

CLE credits: 1.0 (pending approval)

Speaker(s): **Adam Simon**, Partner, Ancel Glink; **Aaron Gold**, Assistant Vice President, Speer Financial, Inc.; **Leon Younger**, Founder and President, PROS Consulting

With the supply chain in tatters and construction materials more expensive than ever, completing a capital project will probably require a referendum to allow your agency to borrow money. This session explores the successful referendum campaign from the community survey to election day.

Learning Outcomes:

- Determine which projects are more likely to be successful when asking voters to approve new taxes.
- Understand how public bodies are allowed to support referendum campaigns without violating state election and ethics laws.



FRIDAY AFTERNOON CONFERENCE SESSIONS

3:45 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.

135

Understanding Your IMRF Benefits

Topic Track: HR/Risk Management

Location: Grand Hall J, East Tower/Gold Level

Time: 3:45 pm - 4:45 pm

Speaker(s): **Randy Stevens**, IMRF Field Representative, IMRF

Are you interested in learning about your IMRF benefits? This seminar will cover IMRF benefits and the popular Voluntary Additional Contributions program.

Learning Outcomes:

- Learn about the four different benefits that are part of IMRF.
- Learn about the Voluntary Additional Contributions program.

137

Read Beyond the Beaten Path: Parks and Libraries Collaborating on Summer Reading

Topic Track: Recreation

Location: Acapulco, West Tower/Gold Level

Time: 3:45 pm - 4:45 pm

Speaker(s): **Diane Foote**, Executive Director, Illinois Library Association/iREAD; **Becca Boland**, Supervisor of Advisory Services, Skokie Public Library; **Amber Creger**, Youth Department Director, Schaumburg Township District Library

Parks and libraries serve the same populations, and it is in the community's interest to leverage our respective strengths to deliver the highest level of service. Illinois' iREAD summer reading program is an initiative of the 501(c)3 Illinois Library Association, intended to help local libraries address the "summer reading gap" when students are out of school and offer compelling summer programming for adults. The 2022 iREAD tagline is "Read Beyond the Beaten Path," with a camp theme that is ideally suited for partnership with parks and camps. Learn how to partner with your local library and deliver fun and educational programs in the summer of 2022 and beyond.

Learning Outcomes:

- Understand the value of summer reading, and its worth as a potential component for summer programming at parks and camps.
- Collaborate effectively and successfully with other community partners involved in summer reading programs, including local public libraries.
- Identify to whom to speak, what each entity brings to the table, and the potential pitfalls and rewards.

204

Pavement Design, Pavement Assessment, and Maintenance Planning

Topic Track: Parks/Natural Resources

Location: Michigan 3, East Tower/Bronze Level

Time: 3:45 pm - 4:45 pm

Speaker(s): **Michael Shrake**, CEO, Gewalt Hamilton Associates; **Thomas Rychlik**, Senior Engineer, Gewalt Hamilton Associates; **Dave Marquardt**, Assistant Director Construction & Survey Division, Gewalt Hamilton Associates

Park district operations are faced with a sizable amount of asphalt surface to keep in working order, spread much further around the town than most municipal districts, second only to the town's public works department. Forewarned is forearmed. Understanding the nature of asphalt pavement and when to maintain it by which method will grant the park staff a means to efficiently keep the paved surfaces in their district optimal.

Learning Outcomes:

- Gain an understanding of asphalt pavement design and construction techniques used in Illinois by engineering and construction crews.
- Gaining an understanding of the remaining life of the pavement and planning for regular maintenance will give operations staff the tools to budget appropriately for the surfaces in their districts.

FRIDAY AFTERNOON CONFERENCE SESSIONS

3:45 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.



FRIDAY, JANUARY 28, 2022

303

Conducting Employment Investigations

Topic Track: HR/Risk Management

Location: Toronto, West Tower/Gold Level

Time: 3:45 pm - 4:45 pm

Speaker(s): Kathryn Hartrick, Founder & Principal, Hartrick Employment Law, LLC

This session will present a practical discussion on how to conduct an employment-related investigation. The session will focus on walking participants through a case scenario. The scenario and discussion will include the following issues: harassment, social media, email, disability, performance management and discipline, credibility assessment, and employee handbook policy. Templates will be provided. You will learn best practices in addressing and responding to complex employee relations and workplace issues.

Learning Outcomes:

- Identify key issues for planning a successful investigation.
- Conduct interviews, document the investigation, and act on the investigation findings.

313

Investing 101: Best Practices for Park Districts

Topic Track: Finance/IT

Location: Grand Suite 5, East Tower/Gold Level

Time: 3:45 pm - 4:45 pm

Speaker(s): Michelle Binns, Senior Managing Consultant, PFM Asset Management; Matt Hanigan, Senior Managing Consultant, PFM Asset Management

Park districts come in all different shapes and sizes, which means each district requires different levels of complexity and objectives in its investment program. However, one fact that holds for all park districts, regardless of size, is that district officials have a fiduciary duty in managing their district's funds. A fully developed investment program allows officials to effectively set policy, make informed decisions and safeguard taxpayer dollars. In this session, we will detail the best practices and key steps to take to ensure your investment program is optimized and aligned with your district's investment objectives and cash flow requirements.

This presentation will include an economic update and review available investment options to safely maximize investment income in a low interest-rate environment.

Learning Outcomes:

- Learn the key components of a successful cash and investment program.
- Learn how the current interest-rate environment can affect your strategy now and going forward.

419

Exciting and Impactful Activities to Maximize Any Staff Training

Topic Track: Recreation

Location: Regency CD, West Tower/Gold Level

Time: 3:45 pm - 4:45 pm

Speaker(s): Roz and Jed Buck, Principals, Roz and Jed Training & Consulting

"To hear is to forget, to see is to remember, to do is to learn." Training staff is critical to the success of every program. Staff members are responsible for the safety and well-being of participants and are charged with ensuring programs are both safe and exceptional for everyone. At this highly interactive session, we will demonstrate a variety of activities that can be used in any staff training to maximize staff learning and retention and create an outstanding experience. Attendees will participate in a wide range of activities to help improve the effectiveness of all staff training.

Learning Outcomes:

- Explain why it is important to include experiential activities as part of staff training.
- Recall a variety of activities that can be incorporated into any staff training to increase effectiveness.

420

How to Make Live Music the Pulse of Your Park District

Topic Track: Recreation

Location: Grand Hall I, East Tower/Gold Level

Time: 3:45 pm - 4:45 pm

Speaker(s): Mike Wilcott, Amphitheater General Manager, Decatur Park District; Jamie Gower, Director of Recreation, Decatur Park District; Casey Blakeley, Owner/Talent Buyer, Grandstand Concerts; Melanie Schelling, Agent, State Farm Insurance

Learn how live music and performances can be successful and profitable for your community.

Learning Outcomes:

- Take away information that will help determine how to book desirable talent that can draw audiences.
- Learn how to develop a desirable area to host concert events efficiently.



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504

Selling Self-Regulation and Mental Health: Social/Emotional Learning Through Music and Movement

Topic Track: Therapeutic Recreation

Location: Grand Hall K, East Tower/Gold Level

Time: 3:45 pm - 4:45 pm

Speaker(s): Alyssa Stone, Clinical Director, Dynamic Lynks

With the needs of therapists and children changing after this challenging year, we realize now more than ever how vital a social-emotional approach is to development, learning, and socializing. Attendees will learn techniques and strategies to effectively integrate social/emotional learning into the daily curriculum through FUNctional music and movement activities! In this presentation, attendees will explore music and movement activities to improve various emotional and social skills and sell participants on embracing them. Goal areas addressed through the activities will be discussed for each of the presented interventions. Attendees will have an opportunity to actively participate in several discussed activities and comment on ways to elaborate or adapt them. Exploring new social/emotional learning strategies is a fantastic way to think outside of the box and reach every individual that enters your space!

Learning Outcomes:

- Learn new activities for social/emotional learning demonstrated through interactive conversation with the presenter.
- Create original social and emotional development activities assessed by presenting an original SEL activity through a small group.

604

Developing your Aquatic EAPs: Essential Aquatic Philosophies

Topic Track: Facilities

Location: Grand Hall GH, East Tower/Gold Level

Time: 3:45 pm - 4:45 pm

Speaker(s): George Deines, Studio Director, Counsilman-Hunsaker

When most aquatic operators discuss their EAPs, it's their emergency action plans. While the traditional EAP is critical to the success of any aquatics operation, the essential aquatic philosophies by which aquatic facilities are run are just as important! This session will detail philosophies that pertain to aquatics personnel, safety, supervision, service, and operations to educate and inspire attendees to have a well-thought-out management philosophy for aquatics.

Learning Outcomes:

- Define the key aquatic philosophies for managing your aquatic facility.
- Determine the best philosophical approach to managing team members to keep them performing well.

910

Mic Check: The Podcast Experience and the Ever-Changing Landscape of Virtual Marketing

Topic Track: Marketing/Communications

Location: Michigan 1, East Tower/Bronze Level

Time: 3:45 pm - 4:45 pm

Speaker(s): Marissa Moravec, Recreation Supervisor, Mundelein Park and Recreation District; Mark Dolphin, Athletic Manager, Wheaton Park District; JP McNamara, Community Outreach Coordinator, Palatine Park District

This isn't your traditional marketing session. It is an in-depth look at how to start a podcast, different styles to communicate your message to the community, and first-hand accounts of creating a podcast and how to succeed. This session also provides an on-site demonstration of the gear you'll need and how to find your podcasting voice, as well as a panel discussion on important industry topics.

FRIDAY AFTERNOON CONFERENCE SESSIONS

3:45 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.

Learning Outcomes:

- Learn to increase the exposure of programs and events using virtual marketing in your community.
- Find the confidence to start your own podcast for your agency.

1005

Finding Your Community and Helping Others Find Theirs

Topic Track: Diversity

Location: Roosevelt 3, East Tower/Bronze Level

Time: 3:45 pm - 4:45 pm

Speaker(s): Jan Hincapie, Writer, Speaker and Parks and Recreation Consultant

What is community? It is a group of people with common characteristics or interests living together within a society. Did you know that 61% of Americans said they were lonely in 2019, even before the pandemic? This statistic is up from 54% in 2018. What can we, as parks and recreation professionals, do to address this shocking statistic? Learn the importance of finding a community, barriers to finding a community, why in-person communities are better than those online, and how you can help others combat loneliness and find "their people." You will also hear about some communities that work and how you might establish a call to action for the people you serve.

Learning Outcomes:

- Learn the meaning of community and seven barriers that get in the way of people finding community.
- Learn 12 places to create or find a community, 15 benefits of finding a community, and why face-to-face is better than online.



SATURDAY AT-A-GLANCE

7:45 am – 12:00 pm

Conference Registration Open

9:00 am – 10:00 am

Keynote General Session with
Scott Christopher (0.1 CEUs)

10:30 am – 11:30 am

Conference Sessions (0.1 CEUs)

12:30 pm – 1:30 pm

Conference Sessions (0.1 CEUs)

2:00 pm – 3:00 pm

Conference Sessions (0.1 CEUs)

3:30 pm – 4:30 pm

Conference Sessions (0.1 CEUs)

3:30 pm – 5:00 pm

IAPD Annual Business Meeting

7:00 pm – 10:00 pm

Closing Social - Through the Decades: A
Culinary and Musical Celebration featuring
Maggie Speaks*

(Wristband Required)

*Ticketed Event

SATURDAY MORNING CONFERENCE SESSIONS 10:30 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.

14

Cultivating Agency Success Through Strategic Collaboration

Topic Track: Leadership/Management

Location: Roosevelt 3, East Tower/Bronze Level

Time: 10:30 am - 11:30 am

Speaker(s): **Alex Engelhardt**, Executive Director, Fox Valley Special Recreation Association; **Jackie Salemi**, Superintendent of Recreation, Fox Valley Special Recreation Association; **Kris Johnson**, Associate Professor of Therapeutic Recreation, Aurora University

How can I create a culture of leadership? How can I grow the hiring pipeline? How can I provide more to the community without straining the staff? How can I help my agency stand out among the rest? If you have recently asked yourself one of these questions, listen up because we have an innovative solution to answer all of these questions and more! FVSRA and Aurora University have teamed up with an award-winning collaborative that is a true win-win, and we'd like to help you start one, too. This session will provide an overview of the collaboration, identify outcomes from our constituents, agency staff, university, and future professionals, and offer a toolkit to easily model this at your agency.

Learning Outcomes:

- Understand the key components of a successful collaboration and identify the outcomes to be expected at your agency.
- Use the toolkit for immediate implementation of your interagency collaboration.



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SATURDAY MORNING CONFERENCE SESSIONS

10:30 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.

104

Social Media and Electronic Communications for the Candidate and Elected Official

Topic Track: Boardmanship

Location: Grand Hall MN, East Tower/Gold Level

Time: 10:30 am - 11:30 am

CLE credits: 1.0 (pending approval)

Speaker(s): Steven Adams, Partner, Robbins Schwartz

Electronic communications dominate our world, and many special rules exist that all candidates and elected officials must know. This session will explore the legal regulations and risks to candidates and elected officials in using social media. Once elected, the commissioner must understand how OMA, FOIA, and the Local Records Act can obtain communications from your personal or agency-issued electronic devices. This session will explain the rules and give practical advice on how to navigate this complex world.

Learning Outcomes:

- Learn how the applicable laws and rules of the major social media platforms affect your political speech.
- Learn what your agency can and cannot do in regulating speech on agency social media.
- Learn how OMA, FOIA and the Local Records Act apply to your electronic communications.
- Be able to avoid exposure to civil and criminal liability when using social media and other forms of electronic communication.

NEWLY ELECTED

120

Complying with the Illinois Open Meetings Act

Topic Track: Governance/Legal

Location: Grand Suite 5, East Tower/Gold Level

Time: 10:30 am - 11:30 am

CLE credits: 1.0 (pending approval)

Speaker(s): Andrew Keyt, Partner, Heyl Royster Voelker & Allen; James Rooney, Associate, Heyl Royster Voelker & Allen

This presentation will discuss the basic requirements of the act. What constitutes a meeting? What are the pitfalls of using electronic communication? When is there a quorum? What should be on the agenda? What can or should be discussed in closed sessions? What are the mechanics of a closed session? We will also discuss the 2020 amendments. Takeaways include a greater awareness of the pitfalls of using electronic communications and understanding when and how to use closed sessions.

Learning Outcomes:

- Gain a basic understanding of the overall requirements of the Open Meetings Act.
- Gain a working knowledge of closed sessions and understand the dangers of electronic communication.

NEWLY ELECTED

Learning Outcomes:

- Apply knowledge of processing motions in decision-making.
- Gain competency in the understanding of rules for small boards.

132

How Is That Possible? 30 Years Later, and We Still Make ADA Mistakes!

Topic Track: Governance/Legal

Location: Michigan 3, East Tower/Bronze Level

Time: 10:30 am - 11:30 am

Speaker(s): John McGovern, Principal-in-Charge, Accessibility Practice, The WT Group, LLC Accessibility Practice

The Americans with Disabilities Act (ADA) became effective on January 26, 1992. Parks and recreation agencies have learned a lot about making programs inclusive and parks and facilities accessible in the last 30 years, but a peek at today's enforcement activity shows that we still have a ways to go. This session reviews how the ADA is enforced and identifies five common ADA issues that arise in programs and policies and five common ADA issues in parks and facilities. We will review pragmatic and straightforward solutions to keep your parks and recreation agency off the online news feed. Bring your questions; we have answers!

Learning Outcomes:

- Understand how the ADA is enforced in disputes regarding parks and recreation agencies and current enforcement trends.
- Identify key issues in recent disputes and apply them to home agency operations, evaluating how the agency would respond.

126

Better Board Meetings with Robert's Rules

Topic Track: Boardmanship

Location: Grand Hall J, East Tower/Gold Level

Time: 10:30 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/voting on motions, emphasizing modification of rules for small boards.

NEWLY ELECTED

SATURDAY MORNING CONFERENCE SESSIONS

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203

Celebrating and Taking Care of Our Nature Preserves, Not Just an Ordinary Park!

Topic Track: Parks/Natural Resources

Location: Randolph 1, East Tower/Bronze Level

Time: 10:30 am - 11:30 am

Speaker(s): Amy Doll, Director, Friends of Illinois Nature Preserves; Christos Economou, Volunteer Steward, Friends of Illinois Nature Preserves; Matt Evans, President, Friends of Illinois Nature Preserves; Eriko Kojima, Volunteer Steward, Friends of Illinois Nature Preserves; Emma Leavens, Volunteer Steward, Friends of Illinois Nature Preserves; Stephanie Place, Volunteer Steward, Friends of Illinois Nature Preserves

Illinois nature preserves are more than just open spaces in the park system. These are special places protected from development in perpetuity by state law because of their irreplaceable natural features and biodiversity. In the age of invasive species and climate change, nature preserves require specialized care to maintain these vital cultural resources. The mission of the Friends of Illinois Nature Preserves is to ensure that all Illinois nature preserves maintain their rare and unique plants, animals, and natural communities in the future. We believe in a hyperlocal, work-learn-lead approach to land stewardship and will celebrate the 60th anniversary of the founding of the nature preserve system by sharing this vision for taking care of nature preserves in your community with you. Learn how this approach can encourage powerful volunteer stewardship in your natural areas and result in a greater constituency for the nature preserves and your park system as a whole.

Learning Outcomes:

- Recognize the value of nature preserves in the community and how to leverage the statewide celebration to increase volunteer stewardship and grant funding for the care of nature preserves.
- Implement the work-learn-lead approach to stewardship for volunteer stewards of nature preserves, including finding resources for training, tools, and recruiting additional volunteers in communities.



305

New Employment Rules and Laws Learned and Applied by Park Districts in a Post-Pandemic World

Topic Track: HR/Risk Management

Location: Grand Hall K, East Tower/Gold Level

Time: 10:30 am - 11:30 am

CLE credits: 1.0 (pending approval)

Speaker(s): Britt Isaly, Attorney, Ancel Glink

While living through the COVID-19 disaster declaration in Illinois, park district executive directors have implemented difficult employment decisions regarding staffing, COVID testing, quarantining, and vaccine mandates. Even park district patrons have shouldered less-than-perfect COVID-related services and rules to avoid infection. Now, in 2022, we are fortunately closer to normal, but let's learn what has worked for park districts and their boards during the 2020-2021 pandemic and what practices failed.

Learning Outcomes:

- Learn how to continue to make proper employment decisions for staff, including whether to mandate virus testing and vaccinations and policies for patrons as your district moves beyond the COVID pandemic.
- Learn how to avoid public liability against your park district while servicing the public post-COVID-19.

403

Partnering With Your Local Schools to Bring Inclusive Nature Programs

Topic Track: Recreation

Location: Grand Suite 3, East Tower/Gold Level

Time: 10:30 am - 11:30 am

Speaker(s): Meghan Meredith, Recreation Supervisor/Naturalist, Park District of Highland Park; Mirela Vesa, Special Education Educator, North Shore School District 112

Build a bridge to connect your expertise in nature programming to your community school district. Foster a working relationship that brings your nature education programming and real-world science into classrooms. Use nature and environmental science to adapt to diverse learners and build programs that excite and engage. Come away with inclusion strategies and hands-on activities to use in your programs.

Learning Outcomes:

- Discuss how to market your nature center's programs to your local school district and classroom teachers.
- Develop strategies and ideas on how to bring nature into their classrooms and school yards.
- Learn ways to adapt your programs to meet the needs of diverse learners, including strategies and hands-on activities to use in your programs.



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414

GTWO – Huh?

Topic Track: Marketing/Communications

Location: Grand Hall I, East Tower/Gold Level

Time: 10:30 am - 11:30 am

Speaker(s): **Amanda Schwichtenberg**, Program Manager, West Allis-West Milwaukee Recreation & Community Services Department



Are you one of the many parks and recreation professionals who do not have a marketing background? It's ok; you're not alone. We all face the challenges of promoting our programs and departments, but what do you use to get the word out (GTWO) about the many great things you have to offer? In this session, you will be introduced to free, easy-to-use tools, such as Canva, Mailchimp, and Video Editor, that will help you create a professional-looking flyer and video. In addition, other tools, such as Youtube to MP3, Remove Background, and others, will be introduced to help you achieve the final product. If you are looking for new ways to GTWO about your programs, these tools will help you stand out.

Learning Outcomes:

- Use Canva to create a professional flyer.
- Discover tools, such as Background Remover and Photo Editor, to help manipulate photos and images for better promotion.
- Use Video Editor to create promotional videos.
- Understand the steps of capturing and editing video, as well as adding additional sound or music to videos.

511

Be a Goal Getter

Topic Track: Leadership/Management

Location: Grand Hall GH, East Tower/Gold Level

Time: 10:30 am - 11:30 am

Speaker(s): **Bobbi Nance**, President, Recreation Results

It may feel like the time for thinking about goals has already passed, but with the hecticness of the holidays and the pressure of New Year's resolutions behind us, now is the perfect time to plot out a plan of attack for 2022. Through a series of guided exercises and discussions, take an hour to refocus on the year ahead, plot out and prioritize what you want to accomplish, and most importantly, start designing your plan of attack to ensure that you end the year not just as a goal setter but a goal getter.

Learning Outcomes:

- Identify and prioritize personal and professional goals that you want to focus on in the year ahead.
- List the key factors that lead to goal achievement and why writing SMART goals is not enough.

612

Why? How? When? The Necessary Components to a Successful Referendum

Topic Track: Facilities

Location: Grand Hall L, East Tower/Gold Level

Time: 10:30 am - 11:30 am

Speaker(s): **Frank Parisi**, Vice President/Managing Principal, Williams Architects/Aquatics; **Jill Allread**, CEO, Public Communications, Inc.

Deciding to pursue a referendum can be daunting, and how do you determine where to begin? We'll guide you through the stepping stones (comprehensive plans, master plans, etc.) that are required to be in place years in advance. We'll discuss how to help unite the community in a common goal and show how to ensure the public and district needs are met by engaging and informing the public to keep everyone on a positive wavelength.

Learning Outcomes:

- Ascertain the step-by-step process through community input, design, and public relations.
- Understand the importance of community engagement as a key factor for a successful referendum.

1008

What's in a Name?

Topic Track: Diversity

Location: Michigan 1AB, East Tower/Bronze Level

Time: 10:30 am - 11:30 am

Speaker(s): **Jeff Nehila**, Executive Director, Deerfield Park District

The racial tensions in America in 2020 were not limited to big cities. In the sleepy little north shore suburb community of Deerfield, a movement to rename a park due to allegations of racial injustice garnered local and regional support. Learn how the Deerfield Park District addressed hundreds of requests and demands to rename a park. The park was named after a park board president who led the park district in 1959 during a highly debated acquisition of property for parkland that was initially planned for an integrated residential subdivision.

Learning Outcomes:

- Learn about creating a citizen advisory committee to help develop recommendations on addressing a highly contested issue.
- Understand how educating and informing persons who are willing to listen and learn may be overshadowed by persons who are adamant in setting a course for reparation and justice.
- Learn that solutions do not always end in harmonious outcomes. Despite numerous actions and remedies initiated or completed in response to a societal debate, an additional set of issues may arise.

SATURDAY AFTERNOON CONFERENCE SESSIONS

12:30 pm – 1:30 pm

Pre-Registration is not required to attend Saturday sessions.

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22

Leadership Is an Action, Not a Position

Topic Track: Leadership/Management

Location: Roosevelt 3, East Tower/Bronze Level

Time: 12:30 pm - 1:30 pm

Speaker(s): Samose Mays, PhD, Director, Bryan County Parks and Recreation

Leadership is not about our role in an organization; instead, it is about our chosen actions. This presentation suggests that leaders are not defined by their position. They may have official authority, or they may not. Their leadership is marked by purpose — to improve things and to be better. Leaders willing to act have a strong commitment to the mission and a disdain for complacency. They see the value in producing outcomes.

Learning Outcomes:

- Identify your personal leadership style.
- Demonstrate traits of an effective leader in your chosen profession.

114

Boardmanship, Part II

Topic Track: Boardmanship

Location: Grand Hall MN, East Tower/Gold Level

Time: 12:30 pm - 1:30 pm

Speaker(s): Steven Adams, Partner, Robbins Schwartz

This session explores the often difficult legal and practical challenges of serving on a park or forest preserve district board. What can I be personally liable for? Why is “micromanaging” risky and “reasonable oversight” safe? What are the critical steps to handling a crisis? What legal options are available to address a rogue commissioner? What is our role when there are major staff problems? Get legal and practical strategies and tips on avoiding personal liability and solving substantial problems.

Learning Outcomes:

- Learn strategies to reduce board and personal liability exposure.
- Explore legal and practical ways to defuse significant, high-profile challenges.
- Learn legal and practical strategies for resolving commissioner conflict.
- Learn strategies to increase board professionalism, prioritize and deliver on important initiatives, and establish greater public credibility.



121

The Current Status of Recreational Property Liability in Illinois

Topic Track: Governance/Legal

Location: Grand Hall L, East Tower/Gold Level

Time: 12:30 pm - 1:30 pm

CLE credits: 1.0 (pending approval)

Speaker(s): Andrew Keyt, Partner, Heyl Royster Voelker & Allen; Emma Ray, Associate, Heyl Royster Voelker & Allen

In recent years, there have been several changes to the potential tort liability for injuries on park district property, especially on trails and other recreational property. The case law will focus on where the liability trends are heading and tools for preventing and defending future cases. The takeaways will focus on identifying problem property, preventing potential accidents, and helping build a successful defense to a lawsuit.

Learning Outcomes:

- Gain a basic understanding of the latest case law and how the latest developments affect their park district.
- Learn practical effects and steps to take to reduce liability risks.

130

2022 Governmental Tort Immunity Update

Topic Track: Governance/Legal

Location: Grand Hall J, East Tower/Gold Level

Time: 12:30 pm - 1:30 pm

CLE credits: 1.0 (pending approval)

Speaker(s): Darcy Proctor, Attorney, Tressler LLP; James Hess, Attorney, Tressler LLP; Stacy De Leon, Attorney, Tressler LLP

This session will examine the various legal protections afforded parks districts and their employees under the Illinois Governmental Tort Immunity Act.

Learning Outcomes:

- Understand recent tort immunity case decisions and trends affecting park districts today.
- Leave with effective loss prevention strategies to keep park programs safe and protect against tort liability and legal lawsuits.

136

Changes to Rules and Policies: It's An ADA Thing

Topic Track: HR/Risk Management

Location: Michigan 3, East Tower/Bronze Level

Time: 12:30 pm - 1:30 pm

Speaker(s): John McGovern, Principal-in-Charge, Accessibility Practice, The WT Group, LLC Accessibility Practice

Park, forest preserve, conservation districts, SRAs, and villages must adhere to Title II of the Americans with Disabilities Act (ADA), which enjoys the 30th anniversary of its effective date on January 26, 2022. The Title II regulation, published by the Department of Justice, is a long list of dos and don'ts. In Section 35.130, the mandates include the requirement to “change rules and policies” when doing so is not a fundamental alteration in the nature of the program. In this session, we'll explore four crucial federal court decisions (Anderson, Casey Martin, Marriott, and NISRA) regarding changes to rules and policies and navigate other scenarios regularly faced by parks and recreation agencies. What is the mandate? Where can the line be drawn? Is there a slippery slope, and can one of these decisions lead to unintended consequences? Bring your own “we were asked to do this” questions and get answers to all.

Learning Outcomes:

- Identify the changes to rules, policies, and mandates and apply those concepts to home agency operations and programs.
- Recite and discuss the key elements in Anderson, Casey Martin, Marriott, NISRA and other scenarios.
- Describe why the requested rule or policy change is or is not a reasonable modification.



SATURDAY AFTERNOON CONFERENCE SESSIONS

12:30 pm – 1:30 pm

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215

Innovation is Invitation: What's Next in Inclusive Play

Topic Track: Parks/Natural Resources

Location: Randolph 1, East Tower/Bronze Level

Time: 12:30 pm - 1:30 pm

Speaker(s): **Jill Moore**, Inclusive Play Specialist, Landscape Structures

Now more than ever, we've begun to understand what makes up the fundamentals of an inclusive playspace. We know they require accessible components with sensory-rich play elements, plenty of social opportunities, and levels of play for all to thrive. As we continue pushing beyond ADA compliance to create meaningful experiences for all diagnoses, we're assessing in more depth than ever how to take our inclusive designs to the next level. How do we elevate the ramp experience? What's next in sensory play and supporting cognitive disorders, such as ADHD, or even simply supporting children with anxiety? We're taking a deeper dive into designing for visual and hearing disorders and creating meaningful experiences for all. In this session, we show that innovation truly means an invitation for all. The next step in play is to truly include everyone to thrive.

Learning Outcomes:

- Summarize the basic foundation of an inclusive play spaces.
- Articulate how to take these spaces to the next level while challenging existing universally designed spaces and ensuring that they provide a truly inclusive space.
- Innovate designs for different diagnoses from ADHD to visual and hearing impairments for a deeper understanding of sensory play and more.
- Understand how we can provide maximum support for 99% of the population with a disability while understanding that everyone can use these solutions.

306

Current Topics in Public Finance and Bond Issuances

Topic Track: Finance/IT

Location: Grand Hall K, East Tower/Gold Level

Time: 12:30 pm - 1:30 pm

CLE credits: 1.0 (pending approval)

Speaker(s): **Anjali Vij**, Partner, Chapman and Cutler LLP; **Stephen Adams**, Director, Public Finance, PMA Securities, LLC; **Kent Floros**, Partner, Chapman and Cutler LLP

In this session, you will learn everything you need to know regarding recent changes to federal and state law concerning bond issues, specifically including changes in local laws related to bond issuances, changes in the continuing disclosure requirements applicable to municipal issuers under the federal securities laws, and proposed changes to the Internal Revenue Code related to municipal bond issues.

Learning Outcomes:

- Identify recent changes in the law that may affect future debt issuances.
- Evaluate the effect of the proposed or pending changes in the law that may affect the ability to issue debt or impose additional requirements for future debt issuances.

413

Safe2Help IL: Addressing 21st Century Threats Facing Illinois Students

Topic Track: Recreation

Location: Grand Hall I, East Tower/Gold Level

Time: 12:30 pm - 1:30 pm

Speaker(s): **Nicole Pieranunzi**, Director of Special Education Services, West 40

Safe2Help Illinois is a comprehensive resource for students, teachers, and the community to support students' social, emotional, and behavioral health and includes a 24/7 program where students can use a free app, text/phone, website, and other social media platforms to report school safety issues in a confidential environment. In the absence of a trusted adult, Safe2Help Illinois offers students a safe, confidential way to share information that might help prevent suicides, bullying, school violence, or other threats to school safety. The goal of Safe2Help Illinois is to get students to "Seek Help Before Harm." This session will highlight the services and resources available to students, parents, and school communities through Safe2Help Illinois.

Learning Outcomes:

- Understand the training available for educators to support the social, emotional, and behavioral health of students.
- Become familiar with the Safe2Help IL program and the services and resources available to students, parents, and school communities.



SATURDAY AFTERNOON CONFERENCE SESSIONS

12:30 pm – 1:30 pm

Pre-Registration is not required to attend Saturday sessions.

All conference sessions award 0.1 CEUs.

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607

Planning for Tomorrow and Making it Happen

Topic Track: Facilities

Location: Grand Hall GH, East Tower/Gold Level

Time: 12:30 pm - 1:30 pm

Speaker(s): **Jim Rogers**, Executive Director, Elmhurst Park District; **Daniel Atilano**, Architect, Dewberry Architects Inc.

Comprehensive planning can be a monotonous task. This session shares how an agency approached its planning effort with creativity and out-of-the-box thinking. Assessing facility strengths and weaknesses leads to uncovering opportunities to do more with less. An outline of the process and examples of the end product for this multiyear activity will be shared to help and inspire others when approaching the next comprehensive planning effort.

Learning Outcomes:

- Establish facility improvement goals and develop creative and achievable solutions using out-of-the-box thinking.
- Understand the steps to take to position your agency for success when completing the next comprehensive planning effort.

915

Mobile Media: Vertical Video and its Role In Your Messaging

Topic Track: Marketing/Communications

Location: Grand Suite 5, East Tower/Gold Level

Time: 12:30 pm - 1:30 pm

Speaker(s): **Mitchell Fransen**, Graduate Media Assistant, University of Illinois at Urbana-Champaign

"Everyone's on their phones nowadays!" Well, lucky you! This presentation showcases the importance of vertical video in modern media dissemination. Find out how you can turn a daunting capture format into a medium used to gain the trust of growing generations! In this educational session, Mitchell Fransen will cover vertical video production, editing, and platform usage.

Learning Outcomes:

- Identify the use cases for vertical video and understand why it's taken off in recent years.
- Understand ways to implement vertical video to make use of newer features on existing software platforms.
- Develop vertical video productions to help your agency remain at the forefront of the constituents' minds.
- Understand capture formats, editing software, and distribution techniques.

1009

Making It a Smooth Transition: Public Accessibility for Transgender Populations

Topic Track: Diversity

Location: Michigan 1AB, East Tower/Bronze Level

Time: 12:30 pm - 1:30 pm

Speaker(s): **Keri-Lyn Krafthefer**, Equity Partner, Ancel Glink and Associates; **Sophie Michaels**, Speaker, Transgender Individual; **Michael Clark**, Executive Director, Palatine Park District

Diversity and inclusion with public facilities and recreational opportunities for all populations have become societal issues and trends, and the transgender population is no exception. Managers must be knowledgeable and proficient in the legal implications of diverse people for employment and public accessibility situations. Managers must also know what to do and how to adapt their facilities, policies, and staff training necessary to navigate this complex and often misunderstood subject to avoid lawsuits, costs, and image pitfalls within their organizations. Attendees will hear from a transgender panelist who will share her life experiences and challenges in society as a transgender female.

Learning Outcomes:

- Learn the legal implications in a public operator setting for the employment of the transgender population.
- Learn the proper protocol to follow when adapting facilities, accessibility, and all-inclusive areas where gender differentiation can become difficult to navigate and the need for comprehensive staff training is essential.
- Listen and learn from a transgender female panelist who will share her life experiences of discrimination and challenges over the past eight years and how managers can be inclusive within all programs, services, and facilities.





SATURDAY AFTERNOON CONFERENCE SESSIONS

2:00 pm – 3:00 pm

Pre-Registration is not required to attend Saturday sessions.

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19

Accountability: The Cornerstone of Success

Topic Track: Leadership/Management

Location: Grand Hall L, East Tower/Gold Level

Time: 2:00 pm - 3:00 pm

Speaker(s): Jan Hincapie, Writer, Speaker and Parks and Recreation Consultant; Carrie Fullerton, Executive Director, Arlington Heights Park District

Accountability can make or break a professional, team, or agency. Learn the qualities of accountable people and how it affects their professional reputations and the success of their agencies. Identify five accountability profiles and discuss how they each influence the team. Discover ways to transform your agency or team to become accountability-driven. Take the accountability quiz to assess your accountability!

Learning Outcomes:

- Learn the definition of accountability and identify the four pillars of accountability.
- Learn nine qualities of accountable people and how accountability goes up and down the table at an organization.
- Learn the negative effects when someone is not accountable and take the accountability quiz to assess your accountability profile.
- Learn how to create an accountability-driven agency.

109

Ask the Commissioner

Topic Track: Boardmanship

Location: Grand Suite 5, East Tower/Gold Level

Time: 2:00 pm - 3:00 pm

Speaker(s): Panel of Commissioners

What issues are you facing as a commissioner? Are you encountering speed bumps dealing with one of your fellow board members? Is there a commissioner who has tunnel vision? Are there micro-managers? Do you have a "know it all," a "my way or the highway," or one who doesn't say anything? Attend this session and hear from a panel of commissioners who have years of experience. Odds are they have encountered the same challenge or obstacle you may currently be facing! If they haven't, perhaps someone in the audience has! Come prepared to share, ask questions, and engage with other commissioners.

Learning Outcomes:

- Ask questions, share stories, and connect with other commissioners.
- Hear how fellow commissioners handle various situations.

NEWLY ELECTED

118

Are You Allowed to Do That? What Local Government Leadership Must Know About Ethics Requirements

Topic Track: Boardmanship

Location: Grand Hall J, East Tower/Gold Level

Time: 2:00 pm - 3:00 pm

CLE credits: 1.0 (pending approval)

Speaker(s): John O'Driscoll, Attorney, Tressler LLP; James Hess, 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:

- Understand the ethical requirements of the Gift Ban Act and recognize possible pitfalls in day-to-day operations and board activities.
- Understand the dos and don'ts involving wining and dining, dealing with contractors, and what can and cannot be done during election season or in connection with a referendum.

NEWLY ELECTED

124

Not in My Park! Regulating Controversial Park Activities

Topic Track: Governance/Legal

Location: Roosevelt 3, East Tower/Bronze Level

Time: 2:00 pm - 3:00 pm

CLE credits: 1.0 (pending approval)

Speaker(s): Dan Bolin, Attorney, Ancel Glink, P.C.; Megan Mack, Associate Attorney, Ancel Glink, P.C.; Kurt Asprooth, Partner, Ancel Glink, P.C.

Park districts manage many acres of public space, where the public sometimes pursues controversial uses. What authority do park districts have to regulate contentious activities while respecting the individual rights of park patrons? Participants will explore scenarios based on real cases and vote on the topics they want to learn about most, including guns, cannabis, vaccines, surveillance, and more!

Learning Outcomes:

- Evaluate best practices for park districts to exercise their statutory authority to regulate a wide range of emerging and controversial activities on park property.
- Analyze the constitutional and other rights of individuals using public space.



SATURDAY AFTERNOON CONFERENCE SESSIONS

2:00 pm – 3:00 pm

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125 Park District Finance 101

Topic Track: Governance/Legal

Location: Michigan 3, East Tower/Bronze Level

Time: 2:00 pm - 3:00 pm

Speaker(s): Jason Myers, Director of Finance and Personnel, Arlington Heights Park District



This is a must-attend session if you want to understand the A to Z's of park district finances in simple terms. Need a refresher course on park district finances? Attend this session to learn about fund structure, tax levies, budgets, budgets and appropriation, monthly reporting, bonds, investments, and much more. If you want to maximize your tax dollars for your agency, don't miss this session.

Learning Outcomes:

- Acquire a solid base of knowledge about the specific budget and levy requirements applicable to their agencies and practical tips to avoid problems in the budget and levy process.
- Learn about the various types of bonds, how they are secured and issued, bond sale types, and basic rules regarding disclosure, continuing disclosure, and private use.

133 Bond Issuance Regulatory Checklist: What You Need to Know When You Issue Bonds

Topic Track: Finance/IT

Location: Grand Hall K, East Tower/Gold Level

Time: 2:00 pm - 3:00 pm

CLE credits: 1.0 (pending approval)

Speaker(s): Anjali Vij, Partner, Chapman and Cutler LLP; Aaron Gold, Assistant Vice President, Speer Financial, Inc.; Kent Floros, Partner, Chapman and Cutler LLP

In this session, you will learn how to keep your district away from the regulatory crosshairs. The regulations imposed by the Securities and Exchange Commission (SEC) and Internal Revenue Service (IRS) add increasing complexity to a bond issue. We will discuss the disclosure rules under the federal securities laws that apply during the sale of bonds and after the bonds are issued. We will also discuss issues that are most likely to arise in an IRS audit, such as timely spend-down of bond proceeds, tracking investment earnings, and private use of bond-financed facilities. Finally, we will also discuss the effect of various statutory requirements on the issuance process.

Learning Outcomes:

- Identify the various federal tax rules and regulations governing bonds and the use of bond proceeds and projects funded with those bond proceeds.
- Identify the federal securities law disclosure requirements related to bonds.
- Evaluate procedures related to official statements and continuing disclosure to determine whether such procedures are sufficient to ensure ongoing compliance with federal laws related to bond issuances.

213 The Benefits of Risky Play in Outdoor Playgrounds and How to Design Them

Topic Track: Parks/Natural Resources

Location: Roosevelt 1, East Tower/Bronze Level

Time: 2:00 pm - 3:00 pm

Speaker(s): Suzanne Quinn, PhD, KOMPAN Playgrounds & Fitness

Risky play in the outdoors benefits children and adults across age ranges and abilities (Brussoni et al., 2012, 2105; Sandseter & Kennair, 2011). Thrilling play that involves risk assessment and risk-taking can help people to feel physically and emotionally empowered. In this session, we will discuss the research behind risky play and outline strategies for designing thrilling outdoor playgrounds based on principles of play and in consultation with children.

Learning Outcomes:

- Learn about the characteristics of risky play as defined by evolutionary biologists and play scholars.
- Learn how to apply the characteristics of risky play to the design of outdoor play environments.

317 Navigating a Harassment/Discrimination- Free Workplace

Topic Track: HR/Risk Management

Location: Grand Hall GH, East Tower/Gold Level

Time: 2:00 pm - 3:00 pm

CLE credits: 1.0 (pending approval)

Speaker(s): Elizabeth Wagman, Attorney, Tressler LLP; Kathleen Gibbons, Attorney, Tressler LLP

This session will focus on preventing, responding to, and defending against harassment and discrimination claims that arise in the workplace. The interactive presentation will take audience members through real-life scenarios and provide best practices for avoiding pitfalls others have faced.

Learning Outcomes:

- Understand employer obligations regarding anti-discrimination and anti-harassment policies and the workplace.
- Understand the various legal issues that public employers face in today's ever-changing workplace environment.



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MOBILE APP FOR THE LATEST
UPDATES ON THE CONFERENCE!



SATURDAY AFTERNOON CONFERENCE SESSIONS

2:00 pm – 3:00 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.

410

Esports and How Communities Can Get Involved

Topic Track: Recreation

Location: Grand Hall I, East Tower/Gold Level

Time: 2:00 pm - 3:00 pm

Speaker(s): Kevin O'Brien, Co-Founder, GGLeagues

Discover what esports are and why they are quickly becoming a staple of recreation. In addition, hear more about what it would take for you to become involved with esports and how easy it can be!

Learning Outcomes:

- Learn about esports.
- Learn why communities should become involved with esports.

Learning Outcomes:

- Identify potential members as candidates for council.
- Grow and nurture council through engagement and support.
- Identify a potential council member for the role of New Maison.
- Establish a New Member Reception Program for your center.

421

The Power of a Senior Center Members' Council: From Marketing to Membership!

Topic Track: Recreation

Location: Grand Suite 3, East Tower/Gold Level

Time: 2:00 pm - 3:00 pm

Speaker(s): David Shamrock, Manager, Patty Turner Center, Deerfield Park District; Nicole Britz, Patty Turner Center Program Supervisor, Deerfield Park District; Lorraine Jette, President, Patty Turner Center Members' Council, Deerfield Park District; Leo Carter, Patty Turner Center New Member Liaison, Deerfield Park District

In this presentation we will be looking at the importance of your senior center's members' council and their role in supporting center activities and the recruitment and retention of new members.



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SATURDAY AFTERNOON CONFERENCE SESSIONS

2:00 pm – 3:00 pm

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908

The Power of Personal Branding

Topic Track: Leadership/Management

Location: Randolph 1, East Tower/Bronze Level

Time: 2:00 pm - 3:00 pm

Speaker(s): **Anthony Itracki**, Speaker, Author, Podcaster, Anthony In Parks

The phrase “personal brand” is another way of saying “reputation.” It is one thing professionals should be keenly aware of at every stage of their careers. A strong personal brand can open doors for you, lead others to you, and allow new opportunities. In this session, we will explore the importance of personal branding and how to build yours if you have not already begun.

Learning Outcomes:

- Understand the importance of building a personal brand.
- Understand the avenues in which you can partake in promoting and sharing your personal brand.

1010

Making It a Smooth Transition: Public Accessibility for Transgender Populations, Part II

Topic Track: Diversity

Location: Michigan 1AB, East Tower/Bronze Level

Time: 2:00 pm - 3:00 pm

Speaker(s): **Keri-Lyn Krafthefer**, Equity Partner, Ancel Glink and Associates; **Sophie Michaels**, Speaker, Transgender Individual; **Michael Clark**, Executive Director, Palatine Park District

Diversity and inclusion with public facilities and recreational opportunities for all populations have become societal issues and trends, and the transgender population is no exception. Managers must be knowledgeable and proficient in the legal implications of diverse people for employment and public accessibility situations. Managers must also know what to do and how to adapt their facilities,

policies, and staff training necessary to navigate this complex and often misunderstood subject to avoid lawsuits, costs, and image pitfalls within their organizations. Attendees will hear from a transgender panelist who will share her life experiences and challenges in society as a transgender female. In part II, we will continue with an interactive discussion where audience members can participate and get their questions answered.

Learning Outcomes:

- Learn the legal implications in a public operator setting for the employment of the transgender population.
- Learn the proper protocol to follow when adapting facilities, accessibility, and all-inclusive areas where gender differentiation can become difficult to navigate and the need for comprehensive staff training is essential.
- Listen and learn from a transgender female panelist who will share her life experiences of discrimination and challenges over the past eight years and how managers can be inclusive within all programs, services, and facilities.





SATURDAY AFTERNOON CONFERENCE SESSIONS

3:30 pm – 4:30 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.

21

Executive Directors' Roundtable

Topic Track: Leadership/Management

Location: Grand Hall GH, East Tower/Gold Level

Time: 3:30 pm - 4:30 pm

Speaker(s): **Bret Fahnstrom**, Executive Director, River Trails Park District; **Laure Kosey**, Executive Director, Oak Brook Park District; **Mike Selep**, Executive Director, Northern Will County Special Recreation Association (NWCSRA)

Whether you are a new executive director or a seasoned veteran, this session will provide a confidential peer-to-peer forum for exchanging ideas, problem-solving, and crowd-sourcing solutions to some of your toughest agency challenges. Led by a panel of enthusiastic directors who will assist in guiding the discussion, this highly interactive session offers participants an opportunity to seek advice, share stories, highlight accomplishments, and learn tips and strategies from others' shared experiences.

Learning Outcomes:

- Connect with their peers and discuss timely, sensitive issues.
- Gain new perspectives and strategies from others' shared experiences.

311

Illinois' Freedom of Information Act

Topic Track: Governance/Legal

Location: Grand Hall J, East Tower/Gold Level

Time: 3:30 pm - 4:30 pm

CLE credits: 1.0 (pending approval)

Speaker(s): **Andrew Keyt**, Partner, Heyl Royster Voelker & Allen; **James Rooney**, Associate, Heyl Royster Voelker & Allen

The focus will be on the basic FOIA responsibilities, the most common exemptions, and how to handle sensitive responses, such as video. Takeaways include understanding the basic rules and application to common requests and what to do with sensitive requests.

Learning Outcomes:

- Understand basic FOIA concepts and areas of concern.
- Effectively handle requests for records.

411

Why Early Childhood Literacy is Necessary for Our Preschoolers Upon Entering Kindergarten to Be Prepared and Confident in Order to Succeed Later in Life

Topic Track: Recreation

Location: Grand Hall K, East Tower/Gold Level

Time: 3:30 pm - 4:30 pm

Speaker(s): **Phil Stanko**, Commissioner, Cary Park District, Cary Grove Rotary Club Member, and Retired High School Teacher

In this presentation, through personal experiences and statistics, we will emphasize the importance and effects parks and recreation can offer preschool students for their future learning process once they enter kindergarten or first grade. One of many startling statistics is that two-thirds of students who cannot read at the fourth-grade level upon entering fifth grade end up in poverty, the criminal justice system, or both. The process of ensuring each of our preschoolers are properly prepared after leaving school could change their lives (underscoring the importance of getting this message to the parents of preschoolers). This interactive presentation will include an open discussion so that participants can share their successful preschools program ideas to contribute to a body of knowledge from which all participants will be able to learn and benefit.

Learning Outcomes:

- Recognize the importance of literacy programs as critical to improving childhood outcomes.
- Understand how parks and recreation can play a role in this effort.
- Share program ideas to facilitate early childhood learning in existing programs.



SATURDAY AFTERNOON CONFERENCE SESSIONS

3:30 pm – 4:30 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.



412

Preserving Human Interaction in a Digital Society**Topic Track:** Recreation**Location:** Grand Hall I, East Tower/Gold Level**Time:** 3:30 pm - 4:30 pm**Speaker(s):** Jan Hincapie, Writer, Speaker and Parks and Recreation Consultant

We live in a fast-paced world. Before the pandemic, we were constantly looking for ways to streamline and automate processes in our agencies. Out of necessity, meetings and virtual programming have become commonplace. While technology has undoubtedly enhanced our world and helped us through this unprecedented time, have we gone too far? Have we completely lost face-to-face human interaction forever? In this session, the speaker will discuss what technology has done to the human side of our jobs and discuss ways to change our philosophy, management approach, and, eventually, work environments to create and support opportunities for human interaction.

Learning Outcomes:

- Attain a greater understanding of how technology has affected the world, especially since March of 2020.
- Learn the traits and desires of many staff members and customers, identifying them as digital natives or digital immigrants.
- Identify ways to assess workplace processes to determine whether automation is the best option: evaluate before you automate.

608

Retail Buildings Reimagined for Community Health, Wellness, and Recreation**Topic Track:** Facilities**Location:** Grand Suite 3, East Tower/Gold Level**Time:** 3:30 pm - 4:30 pm**Speaker(s):** Brent Ross, Senior Project Manager, Perkins&Will; Todd Snapp, Principal, Perkins&Will

As the business model for retail continues to evolve away from brick-and-mortar stores, many communities face large vacant big-box stores and mall properties. Astute community leaders understand that vacant retail properties affect the surrounding land values and take a proactive approach to reimagining these properties as new centers of community health, wellness, and recreation. This session will explore the guiding principles for the successful, adaptive reuse of these properties and case studies that demonstrate an emerging facility model that blends community recreation, clinical health, complementary retail, and other creative community partnerships.

Learning Outcomes:

- Understand the business case for adaptive reuse of retail facilities.
- Learn how to identify viable candidate facilities for adaptive reuse of retail buildings.
- Learn about emerging missions of blended health, wellness, and recreation facilities.
- Hear about current case studies for how these facilities are being reimagined throughout the country.

913

Digital Marketing That Rocks**Topic Track:** Marketing/Communications**Location:** Grand Hall L, East Tower/Gold Level**Time:** 3:30 pm - 4:30 pm**Speaker(s):** Gabriel Castillo, President/CEO, RecStar Consulting

Explore the current trends and techniques in digital marketing, social media, SEO, content, and mobile trends. Learn how digital marketing can matter the most to your marketing department and organization, and have fun playing some rock trivia!

Learning Outcomes:

- Identify the three biggest trends in digital marketing and recognize what changes have taken place over the last year with COVID-19.
- Identify five new technology apps that can help you and your department with your marketing efforts.



Keynote General Session with Scott Christopher

Saturday, January 29, 2022

9:00 am – 10:00 am

Grand Ballroom C-F, East Tower/Gold Level

CEUs: 0.1



About the Speaker

Scott Christopher holds a Master's Degree in Human Resources Management from the University of Connecticut. As an undergrad he earned the United States' highest collegiate acting honors, The Irene Ryan Award at the Kennedy Center in Washington D.C. as the nation's top actor. In a parallel professional life he has appeared in movies and television series (NCIS, Modern Family, Criminal Minds, Granite Flats and many others).

The Levity Effect: It Pays to Lighten Up

The evidence is abundant: it pays to lighten up. From greater employee engagement to higher financial returns, leaders who embrace levity enrich the lives of their direct reports while reaping personal rewards as well. In this humor-filled session, bestselling author Scott Christopher (*The Levity Effect: Why It Pays to Lighten Up; People People; The 7 Ups of Happiness*) reveals how tapping your "lighter side" brings tangible, positive results. Attendees learn what constitutes levity at work--Latitude, Attitude and Gratitude™, how to effectively recognize employee accomplishments, and what successful organizations are doing to cultivate a more 'people first' culture. Amid audience interaction and lots of laughter, attendees experience firsthand *the levity effect* in action.

Learning Outcomes:

- Understand the science behind why it pays to lighten up in the workplace.
- Recognize the remarkable power of humor and fun in the workplace.

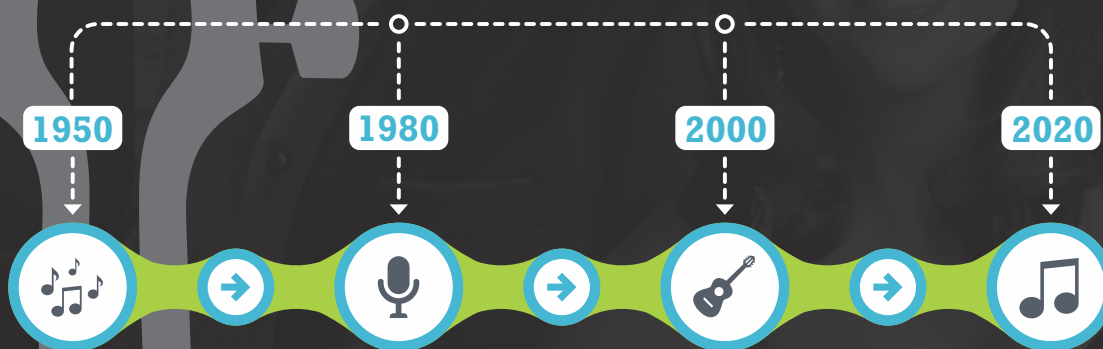
Saturday, January 29

7:00 pm – 10:00 pm

Hyatt Regency Lobby Atrium

Journey back in time as we close the conference with a culinary and musical celebration that captures the iconic tastes and sounds of the past decades. This fun trip down memory lane will delight your senses with an inspired menu of popular foods from the 50's through today, as well as toe-tapping, get-up-and-dance music from Midwest favorite Maggie Speaks!

Attendees are encouraged to come dressed in your favorite decade!



Through the Decades:

A Culinary and Musical Celebration



About Maggie Speaks

Considered one of the hottest bands in the Midwest, Maggie Speaks has shared the stage with a veritable who's-who list of celebrity talent, including Earth Wind and Fire, The Doobie Brothers, .38 Special, rapper Tone Loc, Loverboy's

Mike Reno, and Starship's Mickey Thomas, among many others.

Covering music from the '60s through today, Maggie Speaks knows no musical limits. Rock, Pop, Top 40, Dance, Funk, Country, Hip Hop, Jazz, Motown, R&B, and more, Maggie Speaks' musical diversity is second to none.

From Sydney to Venice to their hometown of Chicago, Maggie Speaks has a reputation that is hot, hot, hot and is ready to get this party started!

THIS IS A TICKETED EVENT!

Ticket includes:

- Dinner buffet with unlimited beer, wine and soft drinks
- Live entertainment provided by Maggie Speaks
- A great night of entertainment and fun!

TICKET INFORMATION:

- Delegates who register for the Full Package or the Saturday Only Package will receive one ticket for admission.
- Additional tickets may be purchased for \$125 per ticket through the pre-registration process or on-site from Conference Registration.
- Tickets **will not be sold** on-site at the Closing Social.



EXHIBIT HALL INFORMATION

The IAPD/IPRA *Soaring to New Heights* Exhibit Hall is the largest exhibit show for the parks, recreation, special recreation, forest preserves and conservation community in Illinois.



Open Thursday and Friday (see times noted below), the Exhibit Hall is located in the Riverside Center, East Tower/Purple Level (Lower Level) of the Hyatt Regency Chicago. Come visit over 250 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 27

12:00 pm – 5:00 pm, Grand Opening

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

Friday, January 28

9:00 am – 12:00 pm

11:00 am – 12:00 pm Dedicated Hours

1:00 pm – 3:30 pm

Prize drawings will take place at 10:00 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



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2022 IAPD/IPRA Soaring to New Heights Conference Exhibitors

(AS OF JANUARY 25, 2022)

COMPANY	BOOTH#	COMPANY	BOOTH#
All Inclusive Rec LLC	624	 Cunningham Recreation/GameTime	703
Alpha Youth Sports	915	Custom Bridges and Boardwalks	639
American Ramp Company	528	CXT Concrete Buildings	700
American Red Cross	316	Design Perspectives, Inc.	733
Andrews Technology	103	Dewberry Architects Inc.	419
Anova Furnishings	211	Direct Fitness Solutions	238
Anthony Roofing - Tecta America	104	 DLA Architects, Ltd.	819
Aqua Pure Enterprises, Inc.	431	Doty & Sons Concrete Products, Inc.	319
AstroTurf	323	Engineering Resource Associates, Inc.	304
Aurora Area Convention & Visitors Bureau	324	Entertainment Concepts	917
Balanced Environments, Inc	712	 Eriksson Engineering Associates, Ltd.	400
Battle Company	839	ExcalTech	602
 BCI Burke Company	122	Excel Aerial Images, LLC	351
Beacon Athletics	524	ExoFit Outdoor Fitness	611
BerryDunn	734	Farnsworth Group, Inc.	320
Bid Evolution	216	Federal Supply USA	356
Bienenstock Natural Playgrounds	630	Fehr Graham Engineering and	226
Blick Art Materials	706	Environmental FGM Architects, Inc.	600
Bounce Houses R Us LLC	607	FieldTurf	612
Brian Wismer Entertainment	905	Fifth Third Commercial Bank	538
BrightView Golf Maintenance	407	Fiserv/CardConnect	233
Bronze Memorial Company	333	Fountain Technologies LTD	404
BS&A Software	204	Frederick Quinn Corp.	430
Byrne & Jones Sports Construction	203	GagaXP	938
Camosy Construction	601	 Genan Safety Surfacing	306
CampDoc	529	 Gewalt Hamilton Associates, Inc.	208
Capri Pools & Aquatics	916	GGLeagues	115
Challenger Sports	114	Gold Medal Products, Co.	721
Chicago Backflow Inc	932	GovDeals, Inc.	714
Chicago Communications	310	GPM/True Value	111
Cintas	207	GRAEF	308
CivicRec	412	Grasshopper Company	709
Clowning Around Entertainment	235	Great Lakes Urban Forestry Consultants	726
Columbia Cascade Company	135	Green-Up	334
 ComEd Energy Efficiency Program	201	H2i Group	638
Commercial Recreation Specialists, Inc.	213	Halogen Supply Company, Inc.	438
CommunityPass	623	Harbor Shores on Lake Geneva	328
Confluence	427	Harris Local Government	906
Cordogan Clark Group	143	Hellas Construction, Inc.	713
Corporate Construction Services	539	Henry Bros. Co.	444
Correct Digital Displays	133	Hershey Ice Cream	147
Corrective Asphalt Materials	129	Hey and Associates, Inc.	219
Counsilman-Hunsaker	315	 Hitchcock Design Group	614
Crown Trophy	406	Homer Industries, LLC	521
		HR Source	205

COMPANY

BOOTH#

IHC Construction Companies LLC	805
Illinois Association of Park Districts (IAPD)	503
Illinois Park and Recreation Association (IPRA)	500
Illinois Public Risk Fund	246
IMAGINE Nation LLC / Waterplay Solutions Corp.	525
INSPEC, Inc.	720
IPARKS	520
iStrike by AnythingWeather	118
Jeff Ellis & Associates, Inc.	345
Jet Vac Environmental	153
JSD Professional Services	628
Kankakee Nursery Co.	626
Keeper Goals	340
KI Furniture	237
Kidstuff Playsystems, Inc.	121
Kiefer USA	409
KOMPAN	739
Lake Country Corporation	332
Lamar Johnson Collaborative	209
LED Rite, LLC.	313
Legat Architects	429
Leopardo Companies, Inc.	606
Life Floor	832
Lincoln Aquatics	519
Links Technology	634
Live Barn	540
Mad Bomber Fireworks Productions	448
Matrix Fitness	113
Mesirow Financial	424
Midwest Commercial Fitness	633
Midwest Mechanical	108
MityLite	919
Monroe Truck Equipment, Inc.	131
Most Dependable Fountains	336
Musco Sports Lighting, Inc.	615
MyRec.com Recreation Software	813
National Association of Park Foundations	627
NEOGOV	212
Nevco Sports, LLC	821
NFL Flag	149
NiceRink	344
Niche Academy LLC	123
Norwalk Concrete Industries	214
NuToys Leisure Products	420
 Officially Human	224
Omega II Fence Systems	631

COMPANY

BOOTH#

Onsite Utility Services Capital, LLC	707
Paddock Pool Equipment	532
Palos Sports, Inc.	719
Pannier	326
Park District Risk Management Agency (PDRMA)	303
Parkink	200
Parkreation, Inc.	449
Perfect Turf LLC	523
Perkins+Will	413
Perry Weather	312
PFM Asset Management LLC/IPDLAF+Class	401
Pizzo & Associates LTD	620
Planning Resources, Inc.	425
Play & Park Structures	731
PlayGround Games	145
Playground Grass by ForeverLawn Chicago	137
PMA Financial Network, Inc.	220
PowerDMS	210
Prime Time Racing LC	112
Productive Parks LLC	632
Pyrotecnico	604
Rain Drop Products	605
RecDesk Software	231
Record-A-Hit Entertainment	416
ReCPro Software	322
Recreonics, Inc.	329
Robert Juris & Associates Architects, Ltd.	820
Russo Power Equipment	728
S.R. Smith	705
Safe Slide Restoration	309
Sanispire Manufacturing	347
Santa's Village	428
SCORE Sports	619
Shade Creations by Waterloo	414
Shaw Sports Turf	436
Sikich LLP	120
SLG Sports Lighting	127
Smart Industry Products, LLC	330
SmartRec by Amilia	325
Soccer Made in America	243
Sourcewell	622
Spear Corporation	640
Speer Financial, Inc.	339
Spohn Ranch	338
Sport Court Midwest	800
Sportsfields, Inc.	239
Stalker Sports Floors	527

COMPANY

BOOTH#

Stantec	534
Starfish Aquatics Institute (SAI)	244
Starved Rock Lodge & Conference Center	346
Stifel	159
Swing Time Golf, LLC	116
Team REIL, Inc.	715
TERRA Engineering, Ltd.	236
The Davey Tree Expert Company	608
The Forge: Lemont Quarries	223
The Garland Company, Inc.	920
The Larson Equipment and Furniture Company	729
The Mobile Adventure Company	526
The Spargo Group	629
TimePro by Commeg Systems, Inc.	206
TIPS - The Interlocal Purchasing System	311
Trajectory Energy Partners	730
TRIA Architecture, Inc.	125
Tyler Technologies	722
U.S. Arbor Products, Inc.	613
Univar MiniBulk	119
University of Wisconsin - La Crosse	708
 Upland Design, Ltd.	321
Vermont Systems, Inc.	531
Vernon and Maz	446
Visual Image Photography	421
Vortex Aquatic Structures International	610
W.B. Olson, Inc.	337
Water Odyssey by Fountain People	426
Water Technology, Inc.	343
Wickcraft Co.	314
Wight & Company	423
Williams Architects / Aquatics	603
Willoughby Stainless Fountains	934
Wintrust Financial Corporation	625
Wold Architects and Engineers	355
 WT Group, LLC	410
Yodel Pass	925
Zenon Company	434
Zing Card	530

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2023 CALL FOR PROPOSALS



January 26 – 28, 2023

Hyatt Regency Chicago

Presenters: The Conference Program 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 20, 2022**. 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 **May 20, 2022**.



IAPD/IPRA
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NEW HEIGHTS
CONFERENCE

EXHIBIT HALL FLOOR PLAN

JANUARY 27-28, 2022
HYATT REGENCY CHICAGO

Riverside Center, East Tower, Purple Level



SECONDARY
ENTRANCE

EXHIBITOR REGISTRATION

