

# 2024

## CONFERENCE GUIDE

January 25-27, 2024 | Hyatt Regency Chicago

151 E. Wacker Drive, Chicago, Illinois



**IAPD**  
Illinois Association of Park Districts

ILLINOIS  
**ipra**  
PARK & RECREATION ASSOCIATION

[ILparksconference.com](http://ILparksconference.com)

2024

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**SPONSORS**

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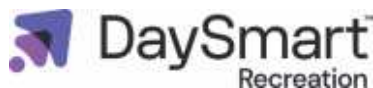
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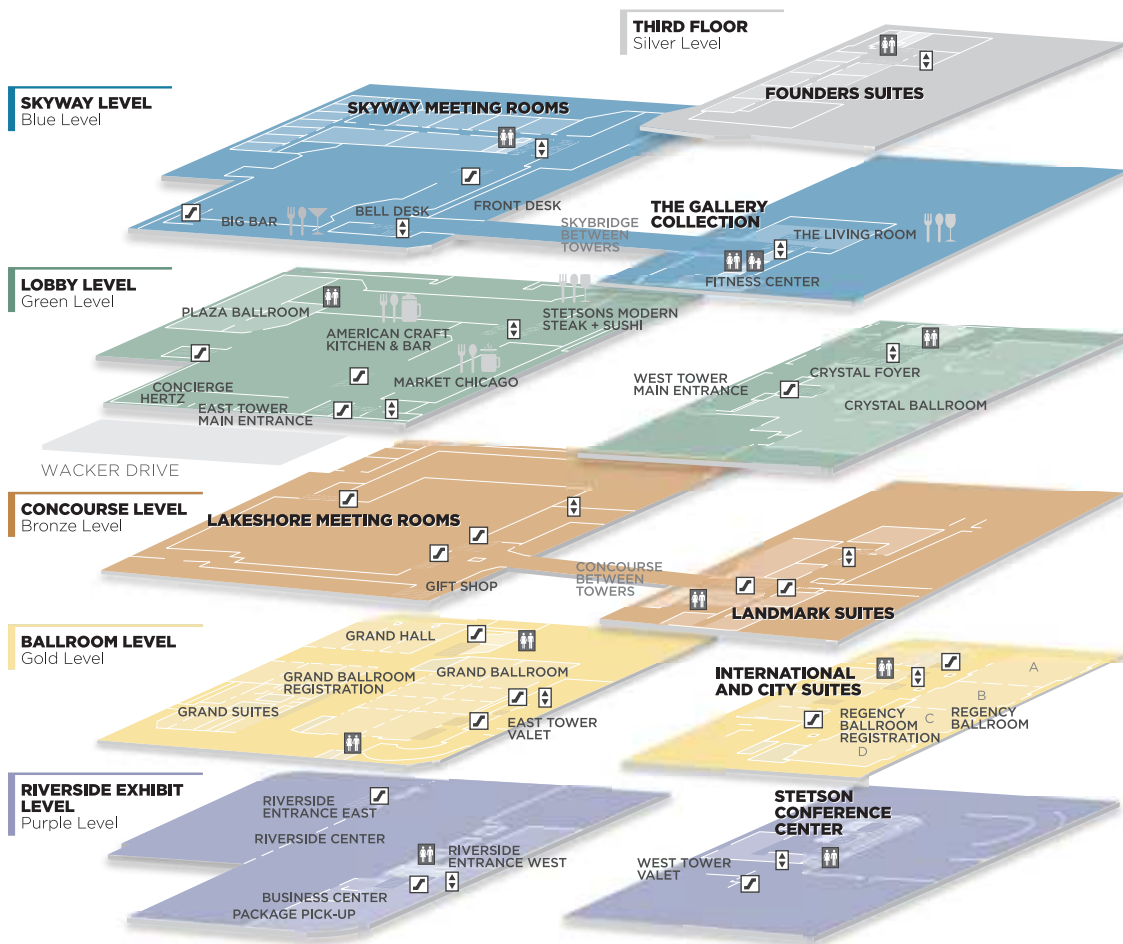
## HYATT REGENCY CHICAGO

## 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, Ballroom 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

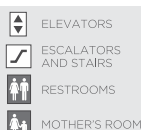
**WATER TOWER** (*Landmark Suites*)  
West Tower, Concourse Level

**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

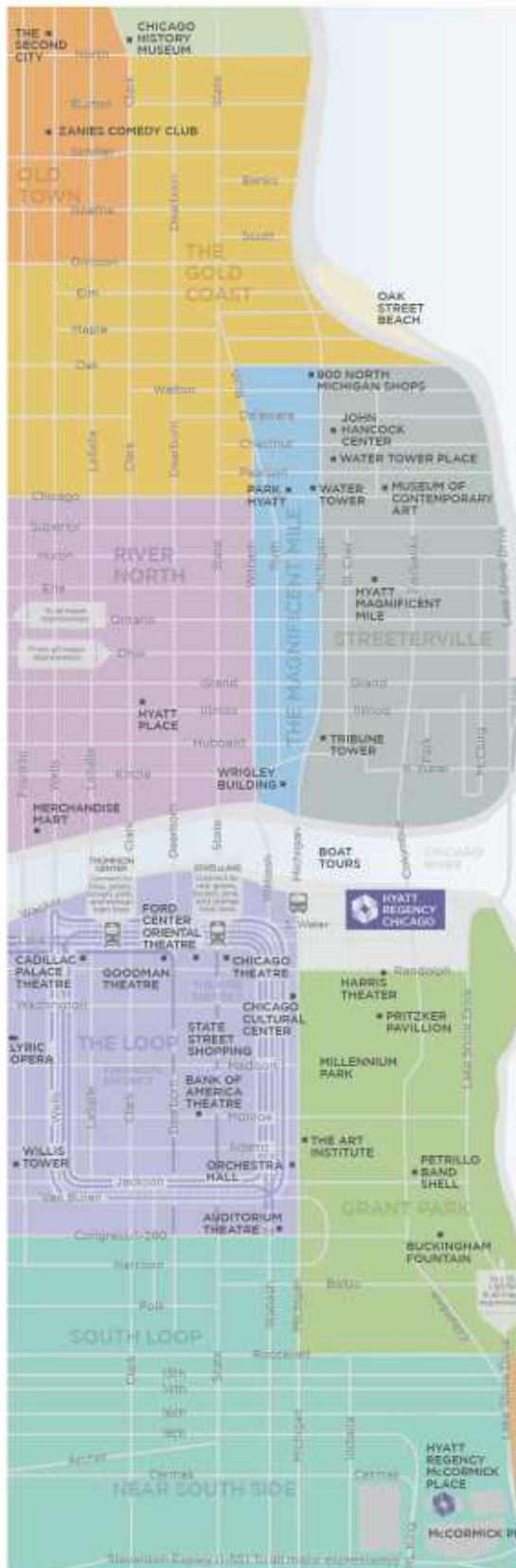


**ESCALATORS, ELEVATORS AND RESTROOMS** are indicated on each floor. Elevators are conveniently located throughout the hotel for guests with disabilities or where no escalator is present.

**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**  
312-349-2330
- BANK OF AMERICA THEATRE**  
312-977-1710
- CADILLAC PALACE THEATRE**  
312-584-1502
- CHICAGO SHAKESPEARE THEATRE**  
312-595-5800
- CHICAGO THEATRE**  
312-482-6500
- FORD CENTER FOR THE PERFORMING ARTS ORIENTAL THEATRE**  
312-977-1700
- GOODMAN THEATRE**  
312-443-3800
- HARRIS THEATER**  
312-334-7777

## MUSIC

- CHARTER ONE PAVILLION**  
Concert venue on Northlawn 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. 312-842-4600
- FINANCIAL DISTRICT**  
Board of Trade, Chicago Mercantile and stock exchanges.
- JOHN HANCOCK CENTER**  
Breathtaking views of the city. 888-875-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. 312-915-4101
- SECOND CITY**  
Comedy club, theatre and school of improv. 312-527-5902
- SHEDD AQUARIUM**  
Sharks, whales, otters & penguins. Daily shows. 312-939-0438
- SHOPS AT 900 NORTH MICHIGAN**  
Magnificent Mile shops and restaurants.
- STATE STREET SHOPPING**  
Chicago's oldest shopping district.
- TRIBUNE TOWER**  
Classic architecture. Chicago Tribune. 312-223-5994
- WATER TOWER**  
Chicago Visitor's Center.
- WATER TOWER PLACE**  
Magnificent Mile shops and restaurants.
- WILLIS TOWER**  
Chicago's tallest building & Skydeck. 312-875-0066
- WRIGLEY BUILDING**  
Classic Chicago architecture.
- ZANIES COMEDY CLUB**  
One of Chicago's oldest comedy clubs. 312-337-4027

## MUSEUMS

- ADLER PLANETARIUM AND MUSEUM**  
Our universe. Museum and learning center. 312-923-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. 312-923-9410
- MUSEUM OF CONTEMPORARY ART**  
Chicago's modern art museum. 312-280-2660

## SPORTS

- SOLDIER FIELD**  
The Chicago Bears. On the lakefront. 312-230-7000
- U.S. CELLULAR FIELD (OFF MAP)**  
**RED TRAIN**-South Chicago White Sox. 312-874-1000
- UNITED CENTER (OFF MAP)**  
**BLUE TRAIN**-West Chicago Bulls & Chicago Blackhawks. 312-455-4500
- WRIGLEY FIELD (OFF MAP)**  
**RED TRAIN**-North Chicago Cubs. Clark & Addison. 773-464-2827

## 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

Greetings!

As Governor of the State of Illinois, I am pleased to welcome everyone gathered for the Illinois Association of Park Districts (IAPD) and the Illinois Park & Recreation Association's (IPRA) 2024 Soaring to New Heights Conference. This occasion offers an exciting opportunity for everyone in attendance to join fellow members of your association and generate ideas that implement solutions. I commend your efficiency and commitment to building opportunities that promote leadership in our state.

The work of IAPD and IPRA leaves a lasting impact on our communities and help make Illinois a stronger and more enjoyable state. Illinois is proud to have enjoyed your service to our state. As you reflect on your accomplishments, I urge you to make plans for the future of your association that will build on your past successes. I am grateful for all the ways your contributions have supported a strong future for Illinois.

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

Sincerely,

A handwritten signature in black ink, appearing to read "JB Pritzker".

Governor, JB Pritzker



**OFFICE OF THE MAYOR  
CITY OF CHICAGO**



**BRANDON JOHNSON**  
**Mayor**

January 25, 2024

Dear Friends:

On behalf of the City of Chicago, I am honored to welcome all those gathered for the 2024 Soaring to New Heights Conference hosted by the Illinois Association of Park Districts and the Illinois Park & Recreation Association.

Since its founding in 1928, the Illinois Association of Park Districts (IAPD) has served park districts, forest preserves, conservation, municipal parks and recreations, and special recreation agencies through service, research, and education. Hosted alongside the Illinois Park & Recreation Association (IPRA), this conference brings together more than 4,000 professionals and elected officials to network, inspire, and learn. With more than 150 educational sessions and workshops, more than 300 exhibits, and networking events, attendees will gain the tools and resources needed to continue recreation and conservation efforts in state parks. I commend the IAPD and IPRA for their ongoing efforts to protect and promote state parks and recreation in Illinois.

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

I hope you have an enjoyable event. Best wishes for continued success.

Sincerely,

A handwritten signature in black ink, appearing to read "BJ", followed by a horizontal line.

Mayor





## WELCOME AND GREETINGS!

On behalf of the Illinois Association of Park Districts (IAPD), Illinois Park & Recreation Association (IPRA), and the Joint Conference Committee, it is our pleasure to extend a warm welcome to each and every one of you as we gather for the 2024 IAPD/IPRA Soaring to New Heights Conference. We are thrilled to have you join us for this exciting event, where we aim to blend the spirit of innovation, professional growth, and, of course, a touch of the whimsical charm that defines the world of parks, recreation, and conservation!

As Leslie Knope once said, "We have to remember what's important in life: friends, waffles, and work. Or waffles, friends, work. But work has to come third." While our priorities might differ just a tad, the sentiment remains – creating spaces and experiences that bring joy, community, and fulfillment.

This year's conference promises to be a journey where we not only celebrate the achievements of our field but also explore new horizons and possibilities. Just like the characters of Pawnee, we're here to embrace the challenges and triumphs - sharing best practices, exchanging ideas, and forging connections that will elevate our profession to new heights.

Our aim is to foster an environment that sparks creativity, collaboration, and a sense of adventure. So, bring your enthusiasm, your passion for parks, recreation, and conservation, and let's embark on this journey together.

Thank you for being a part of the IAPD/IPRA Soaring to New Heights Conference. We look forward to experiencing the magic of these next few days with you all!

### JEFF RIGONI

President  
Lockport Township Park District  
IAPD Chairman of the Board

### LISA SHEPPARD, CPRP

Executive Director  
Glencoe Park District  
IPRA Board Chair

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### STAFF

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**Sue Triphahn, CMP**, *Director of Education & Conferences*  
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**Gary Gillis**, *Chairman-Elect, Pekin Park District*  
**Lori Palmer**, *Immediate Past Chairman, Bartlett Park District*  
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**Jesse Ortega**, *Vice-Chairman, Mundelein Park & Recreation District*  
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**Bill Cohen**, *Sergeant-at-Arms, Woodridge Park District*  
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**Mary Ann Chambers**, *Northbrook Park District*  
**Robert Johnson, Sr.**, *Peoria Park District*  
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**Joseph Schmitt**, *Alsip Park District*  
**Carolyn Ubriaco**, *Elmhurst Park District*  
**Melissa Victor**, *Cary Park District*  
**Dr. Kristin White**, *Decatur Park District*



## ILLINOIS PARK & RECREATION ASSOCIATION

536 East Avenue, La Grange, IL 60525  
Phone: 708-588-2280  
www.ILipra.org

### STAFF

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**Trisha Breitlow, CPRP, CTRS**, *Immediate Past Chair, Maine-Niles Association of Special Recreation*  
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**Erika Strojinc, CPRP**, *Secretary/Membership Council Rep, Buffalo Grove Park District*

### AT LARGE:

**Keith Wallace, CPRP**, *Lincolnway SRA*

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**Derek Harms, CPRP**, *Springfield Park District*

### CHICAGO METRO REGION:

**Keith Wallace, CPRP**, *Lincolnway Special Recreation Association*

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**Erika Strojinc, CPRP**, *Buffalo Grove Park District*

### NORTHERN REGION:

**Daniel Jones, CPRP**, *Cary Park District*

### SOUTHERN REGION:

**Andrew Dallner, CPRP**, *O'Fallon Parks and Recreation*





## 2025 JOINT CONFERENCE COMMITTEES

### JOINT CONFERENCE COMMITTEE

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**Lacy Marinenko**, IPRA Conference Chair, Vernon Hills Park District  
**Carlo Capalbo**, IPRA Exhibits Co-Chair, Plainfield Park District  
**Mary Ann Chambers**, IAPD Events Chair, Northbrook Park District  
**Cindy Galvan**, Conference and Meetings Manager, IPRA  
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**Rachel Lenz**, IPRA Operations Chair, Macomb Park District  
**Peter Murphy**, President & Chief Executive Officer, IAPD  
**Bob Schmidt**, IAPD Exhibits Chair, Schaumburg Park District  
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**Brian Tibbs**, IPRA Events Chair, Washington Park District  
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**Melissa Victor**, IAPD Co-Chair Operations, Cary Park District  
**Dr. Kristin White**, IAPD Exhibits Co-Chair, Decatur Park District  
**Suzi Wirtz**, Executive Director, IPRA

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**Kari Altpeter**, Lisle Park District  
**Jonelle Bailey**, Sycamore Park District  
**George Bridges**, Waukegan Park District  
**Mary Ann Chambers**, Northbrook Park District  
**Erin Chapa**, Schaumburg Park District  
**Dave Dillon**, Glenview Park District  
**Mark Dolphin**, Palatine Park District  
**Mat Emken**, DeKalb Park District  
**Cindy Galvan**, IPRA  
**Gary Gillis**, Pekin Park District  
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**Jenny Heider**, McHenry County Conservation District  
**Robert Johnson Sr.**, Peoria Park District  
**Robert Kaplan**, Hoffman Estates Park District  
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**Dawn Krawiec**, SEASPAR  
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**Bernie O'Boyle**, Tinley Park-Park District

**Bob O'Shaughnessy**, Worth Park District  
**Lori Palmer**, Bartlett Park District  
**Sheri Potter**, Warrenville Park District  
**Jeff Rigoni**, Lockport Township Park District  
**Bob Schmidt**, Schaumburg Park District  
**Joe Schmitt**, Alsip Park District  
**Ted Schulz**, New Lenox Community Park District  
**John Short**, Buffalo Grove Park District  
**Duane Smith**, IPRA  
**Sue Triphahn**, IAPD  
**Carolyn Ubriaco**, Elmhurst Park District  
**Melissa Victor**, Cary Park District  
**Dr. Kristin White**, Decatur Park District  
**Colin Wilkie**, Warrenville Park District  
**Gabrielle Winkel**, NISRA  
**George Yarzak**, Freeport Park District

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**Dean Bissias**, Advisor  
**Carlo Capalbo**, Plainfield Park District  
**Sandy Chevalier**, Advisor  
**Chris Finn**, Bolingbrook Park District  
**Cindy Galvan**, IPRA  
**Tom Hartwig**, Oak Lawn Park District  
**Jackie Iovinelli**, Park District of Forest Park  
**Don Jessen**, Addison Park & Recreation Foundation  
**Brittany Meschewski**, Hoffman Estates Park District  
**Kevin Miller**, Park District of LaGrange  
**Tim Reinbold**, Warrenville Park District  
**Bob Schmidt**, Schaumburg Park District  
**Jeanine Shotas**, Oak Lawn Parks Foundation  
**Joe Smith**, Palos Heights Parks & Recreation District  
**Sue Triphahn**, IAPD  
**Sue Vastalo**, Bolingbrook Park District  
**Kim Wascher**, South Elgin Parks and Recreation Department  
**Dr. Kristin White**, Decatur Park District  
**Mark White**, Park District of Franklin Park

# CONFERENCE SCHEDULE AT-A-GLANCE



## THURSDAY, JANUARY 25

8:00 am – 5:00 pm	Conference Registration Open
10:00 am – 12:00 pm	Conference Workshops (0.2 CEUs)
10:30 am – 11:30 am	Conference Sessions (0.1 CEUs)
11:00 am – 5:00 pm	Grand Opening of the Exhibit Hall
12:30 pm – 2:30 pm	Conference Workshops (0.2 CEUs)
3:00 pm – 4:00 pm	Conference Sessions (0.1 CEUs)
4:00 pm – 5:00 pm	Exhibit Hall Dedicated Hours
5:15 pm – 7:15 pm	IPRA Section Meetings
6:00 pm – 7:00 pm	Professional Connection
9:00 pm – 11:30 pm	Opening Social with Hello Weekend

## FRIDAY, JANUARY 26

7:00 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 – 12:45 pm	Conference Speed Sessions
12:15 pm – 2:15 pm	All Conference Awards Luncheon*
1:00 pm – 2:00 pm	Conference Sessions (0.1 CEUs)
1:00 pm – 3:30 pm	Exhibit Hall Open
2:15 pm – 3:30 pm	Dessert in the Exhibit Hall*
3:45 pm – 4:45 pm	Conference Sessions (0.1 CEUs)
5:00 pm – 6:30 pm	Commissioners' Reception**
5:00 pm – 6:30 pm	IPRA Annual Business Meeting
9:30 pm – 11:00 pm	Chairmen's Reception**

## SATURDAY, JANUARY 27

7:45 am – 12:00 pm	Conference Registration Open
9:00 am – 10:00 am	Keynote General Session with Charles Clark (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 – 5:00 pm	IAPD Annual Business Meeting
7:00 pm – 10:00 pm	Closing Social at the Hyatt Regency Chicago*

\* Ticketed Event

\*\* By Invitation Only



## ACCESSIBILITY

Meeting Rooms, Parking, Restaurants, Restrooms, Sleeping rooms: All are accessible at the Hyatt Regency Chicago and the Swissôtel Chicago. If you are in need of an accessible room, please be sure to notify the respective hotel when making your reservation.

## ADA AND SERVICES FOR THE HEARING IMPAIRED

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 Cindy Galvan at IPRA at [Cindy@ilipra.org](mailto:Cindy@ilipra.org) no later than **January 15, 2024**. 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.

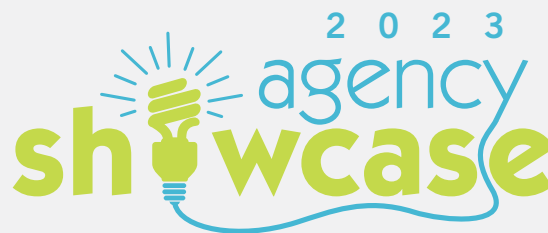
## ADMISSION

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.

## ALL-CONFERENCE AWARDS LUNCHEON

### *Grand Ballroom, East Tower/Gold Level*

Delegates who register for the "Full Package" will receive a luncheon/dessert 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.



### 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 27 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 28 at 3:30 pm.

### Presenting Sponsor:



### Awards Social Sponsor:



### Category Sponsors:

**Sponsor: Brochure Series Print**  
RecStar Consulting

**Sponsor: Brochure Series**  
Floods Royal Flush

**Sponsor: Integrated Photography**  
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**Sponsor: Marketing Campaign**  
Campfire Concepts

**Sponsor: Print Communication - Promotional**  
BerryDunn

**Sponsor: Social Media Campaign**  
A5 Branding & Digital

**Sponsor: Website**  
Illinois Public Risk Fund

For more information on the Agency Showcase competition, please visit [ILparksconference.com](http://ILparksconference.com).

Proudly brought to you by IPRA and IAPD.



## ALL-CONFERENCE AWARDS LUNCHEON PREFERRED AGENCY SEATING (Includes Legislator Tables!

**DEADLINE: Monday, January 15, 2024**

**Preferred Agency Seating** is available for all delegates from the same agency/organization who wish to be seated together at a table during the Friday All-Conference Awards Luncheon. An agency that opts to attend must indicate so on the registration form on page C32 of the preliminary program or at the time of online registration. There is a \$50 nonrefundable fee (per table) to participate, which must be paid for when registering for the conference. **If you plan to invite your legislator(s) to join you at your table(s), then you should indicate/register for a Legislative Table following the same process, above.** The individual who registers/pays for the table(s) will be the designated agency contact (table host) and will receive all emails with details and instructions on the seating process. The table host will be responsible for notifying those seated at their table(s) of the table assignment(s). After **January 15, 2024**, table reservations **WILL NOT** be accepted, and **no on-site requests will be taken**. All tables will be set for twelve people. Non-reserved tables for open general seating will be noted with a balloon. There is no guarantee that you and your agency will be able to sit all together in open, general seating. These seats are first-come, first-served, and will be set for twelve people.

## ANNUAL MEETINGS FOR IAPD AND IPRA

The Illinois Park & Recreation Association's (IPRA) Annual Meeting will be held on Friday, January 26 at 5:00 pm, **Regency Ballroom CD, West Tower/Gold Level**

The Illinois Association of Park Districts' (IAPD) Annual Meeting will be held on Saturday, January 27 at 3:30 pm, **Grand Ballroom AB, East Tower/Gold Level**

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

## COMMISSIONERS' RECEPTION

**Crystal Ballroom, West Tower/Green Level**

Attention all IAPD members! Please join us for the Commissioners' Reception on Friday, January 26 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 C 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.



## CONFERENCE FORMAT

Again, this year, the 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). New this year - the two hour workshops will be scheduled Thursday morning and afternoon and are **ticketed events and require pre-registration**. Also new this year – 30-minute speed sessions on Friday! Be sure to view the Scheduled-At-A-Glance on page C11 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.

### Conference Headquarters Hours

Thursday, January 25	8:30 am – 4:30 pm
Friday, January 26	7:30 am – 4:30 pm
Saturday, January 27	8:30 am – 3:00 pm



## CONFERENCE POLICIES AND PROTOCOLS

### 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](mailto:striphahn@ilparks.org) or Cindy Galvan, CMP, IPRA's Conferences and Meetings Director, [cindy@ilipra.org](mailto:cindy@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.



**BE SURE TO CHECK THE MOBILE APP FOR  
THE LATEST UPDATES ON THE CONFERENCE!**



## 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 thumbs up icon throughout the conference brochure for sessions that are recommended for a newly elected official to attend.



### Small Agency/Small Staff

Small agencies/staff often face having to do more with less, or sometimes having to do it all. We've identified sessions that are geared specifically to small agencies/staff to help address the unique needs of this demographic.



### Students/Early-Career Professionals

Students and early-career professionals require a strong foundation across multiple disciplines to be effective practitioners in the early stages of their career. Find the student logo for sessions that provide the foundational knowledge needed for early-career success.



## CONFERENCE TRACKS AND NUMBERING SYSTEM

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

<b>0-9:</b>	IAPD & IPRA
<b>10 – 99:</b>	IPRA
<b>100 – 199:</b>	IAPD
<b>200 – 299:</b>	Parks & Natural Resource Management Section (PNRMS)
<b>300 – 399:</b>	Administration & Finance Section (A&F)
<b>400 – 499:</b>	Recreation Section (REC)
<b>500 – 599:</b>	Therapeutic Recreation Section (TR)
<b>600 – 699:</b>	Facilities Management Section (FM)
<b>900 – 999:</b>	Communications & Marketing Section (C&M)
<b>1000 – 1099:</b>	Diversity Section (DIV)
<b>1100 – 1199:</b>	Forest Preserve & Conservation (FPC&CONSV)





## CONTINUING EDUCATION UNITS (CEUs)

Attendees will be able to earn up to 1.3 Continuing Education Units (CEUs) by attending a variety of workshops and general sessions. CEUs can be awarded based on the number of sessions attended during the Soaring to New Heights Conference.

- Concurrent sessions and the Keynote General Session scheduled for 60 minutes award 0.1 CEUs.
- Conference workshops scheduled for 120 minutes award 0.2 CEUs.
- No CEUs for speed sessions.
- No additional CEU fees for Thursday, Friday, and Saturday sessions apply.
- Official CEU transcripts available on-demand via the mobile app.
- 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.

Sessions scheduled for 60 minutes award 1.0 CLE. Please note not all sessions are eligible for CLE credits. If you would like to apply for CLE credits, you must register, provide your ARDC number and pay for the CLEs 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.

### CEUs and CLE Are Ticketless!

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

**NEW THIS YEAR** – To get CEU and CLE credit, you **MUST** fill out the survey at the end of EVERY Workshop and Session in the mobile app to earn applicable credit(s) for CEUs or CLEs.

To earn CEUs or CLEs 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, fill out the survey.

Approximately four weeks after conference, attendees will receive an email from Bravura, our conference mobile app company, with a link to your official transcript. No hard copies will be distributed.

Attorneys will receive their CLE attendance record via email within 2 weeks of the conclusion of the conference.

## EVENT LOCATIONS

### Agency Showcase:

Grand Hall MN, East Tower/Gold Level

### All-Conference Awards Luncheon:

Grand Ballroom, East Tower/Gold Level

### Closing Social:

Hyatt Regency Atrium Lobby, Plaza Ballroom, The Living Room

### 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:

Regency Ballroom CD, West Tower/Gold Level

### Keynote General Session:

Grand Ballroom CF, 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:

Crystal Ballroom A, West Tower, Green/Lobby Level

### Silent Auction:

Grand Ballroom Foyer, East Tower/Gold Level

### Welcome Social:

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 Regency Ballroom CD, West Tower on Friday, January 26 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 Shannon Tovey, Human Resources Manager, SEASPAR at [stovey@seaspar.org](mailto:stovey@seaspar.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 300 commercial manufacturers, distributors, designers, and educational booths. The exhibits will showcase the newest equipment, supplies, ideas, and services available to park, recreation, forest preserve, conservation, and therapeutic recreation 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 Thursday and Friday. Entry blanks will be in the registration materials that you must pick up at conference registration. You must be present to win. Rules and regulations will apply.

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

## EXHIBIT HALL HOURS

*Thursday, January 25:*

11:00 am – 5:00 pm, Grand Opening  
4:00 pm – 5:00 pm (Dedicated Hour)

*Friday, January 26:*

9:00 am – 12:00 pm  
11:00 am – 12:00 pm (Dedicated Hour)  
1:00 pm – 3:30 pm  
2:15 pm – 3:30 pm (Dessert Reception\* and Dedicated Hours)

*\*Ticketed Event*



## 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.
- **No Self Parking Available**

### 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, 1/25: 7:00 am – 10:00 pm
- Friday, 1/26: 7:00 am – 6:00 pm
- Saturday, 1/27: 7:00 am – 11:00 pm

## MOBILE APP

Go mobile and enhance your conference experience with the 2024 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 CEU and CLE credits,
- Complete session evaluations and more!

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

- Search "**IAPD/IPRA Conference 2024**" 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 - no password required.

## PARKING

**Overnight Attendees:** Attendees staying overnight at the Hyatt Regency Chicago will receive a 50% discount off the existing published parking rate 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. No self parking available at Swissotel.

**Note:** Rates above are subject to change. Parking information is accurate as of December 2022.

**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](http://www.chicagoparkingmap.com).



## PHOTO RELEASE

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

## POLICY ON CHILDREN

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

## 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, or the Keynote General Session.

## REGISTRATION

*Grand Ballroom Foyer, East Tower/Gold Level*

Thursday, January 25	8:00 am – 5:00 pm
Friday, January 26	7:00 am – 5:00 pm
Saturday, January 27	7:45 am – 12:00 pm

Pre-registered delegates may pick up their name badge and event tickets at the on-site Registration desk. To expedite registration, please provide the bar-coded email confirmation you received after completing your pre-registration. A photo ID is required to pick up your registration materials. There is a \$5 charge to reprint your name badge if lost. **EVENT TICKETS WILL NOT BE REPRINTED.** If you lose your tickets, new tickets must be purchased at the current on-site price to attend any ticketed event. Access to the Exhibit Hall, 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.

2025: January 23-25, Hyatt Regency Chicago  
 2026: January 29-31, Hyatt Regency Chicago  
 2027: January 28-30, Hyatt Regency Chicago  
 2028: January 27-29, 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.



## SILENT AUCTION

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



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.

### Silent Auction Hours

#### Thursday, January 25

Viewing and Bidding 9:00 am – 5:00 pm

#### Friday, January 26

Viewing and Bidding 8:00 am – 3:00 pm

Winner Pick-Up 3:00 pm – 5:00 pm

## SPECIAL DIETS/ACCOMMODATIONS

Attendees with special needs requirements or meal requests should indicate their needs on their conference registration form. If you have questions or need additional assistance, please contact Cindy Galvan at [cindy@ilipra.org](mailto:cindy@ilipra.org) **no later than January 15, 2024.**

## 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 25

Professional Connection

*Crystal Ballroom A, West Tower, Green/Lobby 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. Everyone who attends will enjoy complimentary pizza and soda.

FRIDAY, JANUARY 26

Mock Interviews/Resume Review

*Haymarket, Picasso, and Columbian, West Tower, Bronze/Concourse 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 Haymarket, Picasso, and Columbian, West Tower, Bronze, Concourse Level on Friday, January 26 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](mailto:ahoward@ilparks.org)) with the day(s)/time(s) you are available.

### Hours of Operation:

Thursday, January 25	7:30 am – 5:00 pm
Friday, January 26	7:00 am – 5:00 pm
Saturday, January 27	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 Brian Tibbs, 2024 IPRA Operations Chair, at [btibbs@washingtonparkdistrict.com](mailto:btibbs@washingtonparkdistrict.com).

## WHAT TO WEAR

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

## WI-FI

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

For meeting room Wi-Fi access:

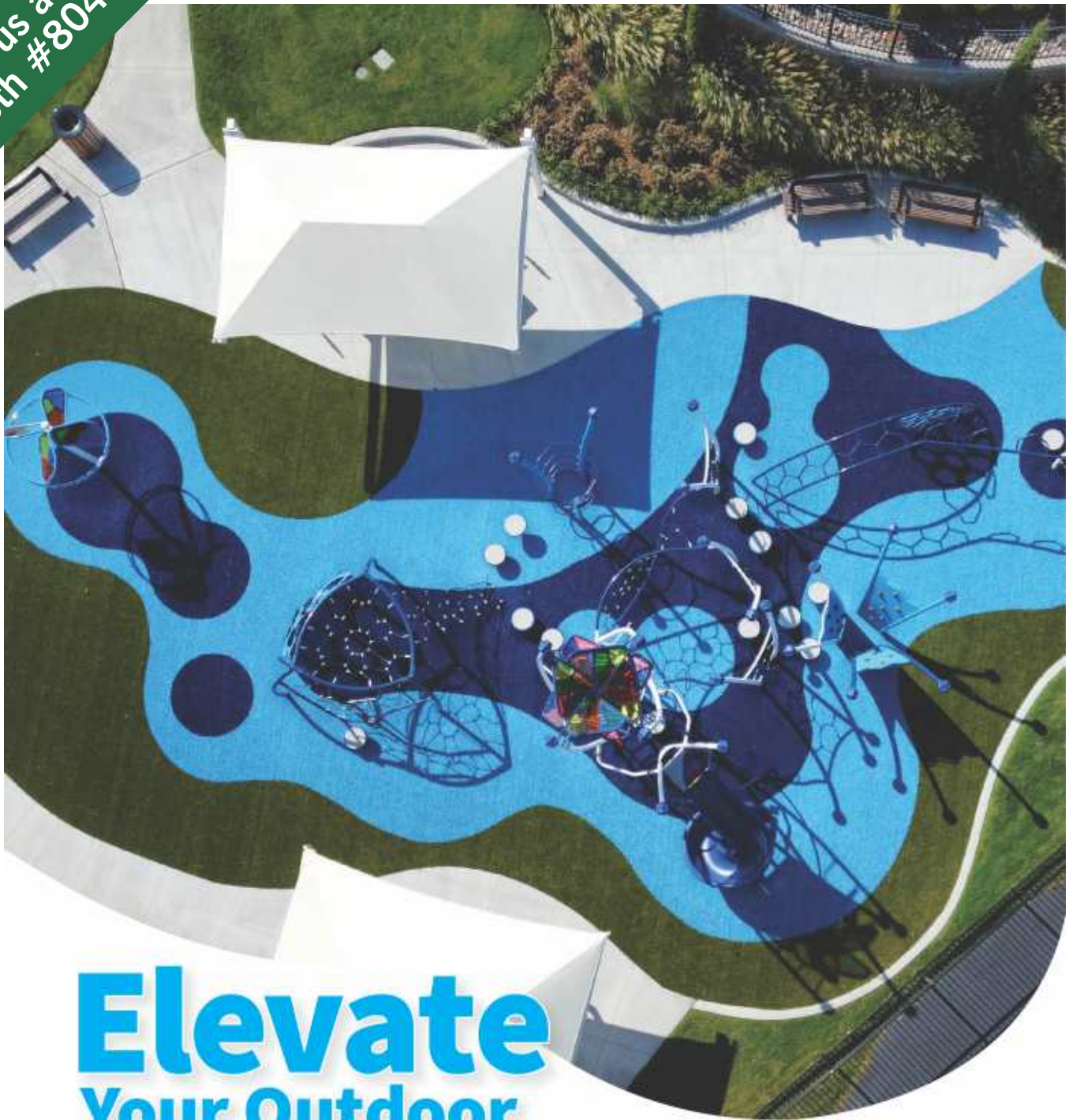
- > Logon to the network SSID: Hyatt Conference
- > Enter the password: Parks24



**BE SURE TO CHECK THE MOBILE APP FOR THE LATEST UPDATES ON THE CONFERENCE!**



Visit us at  
booth #804



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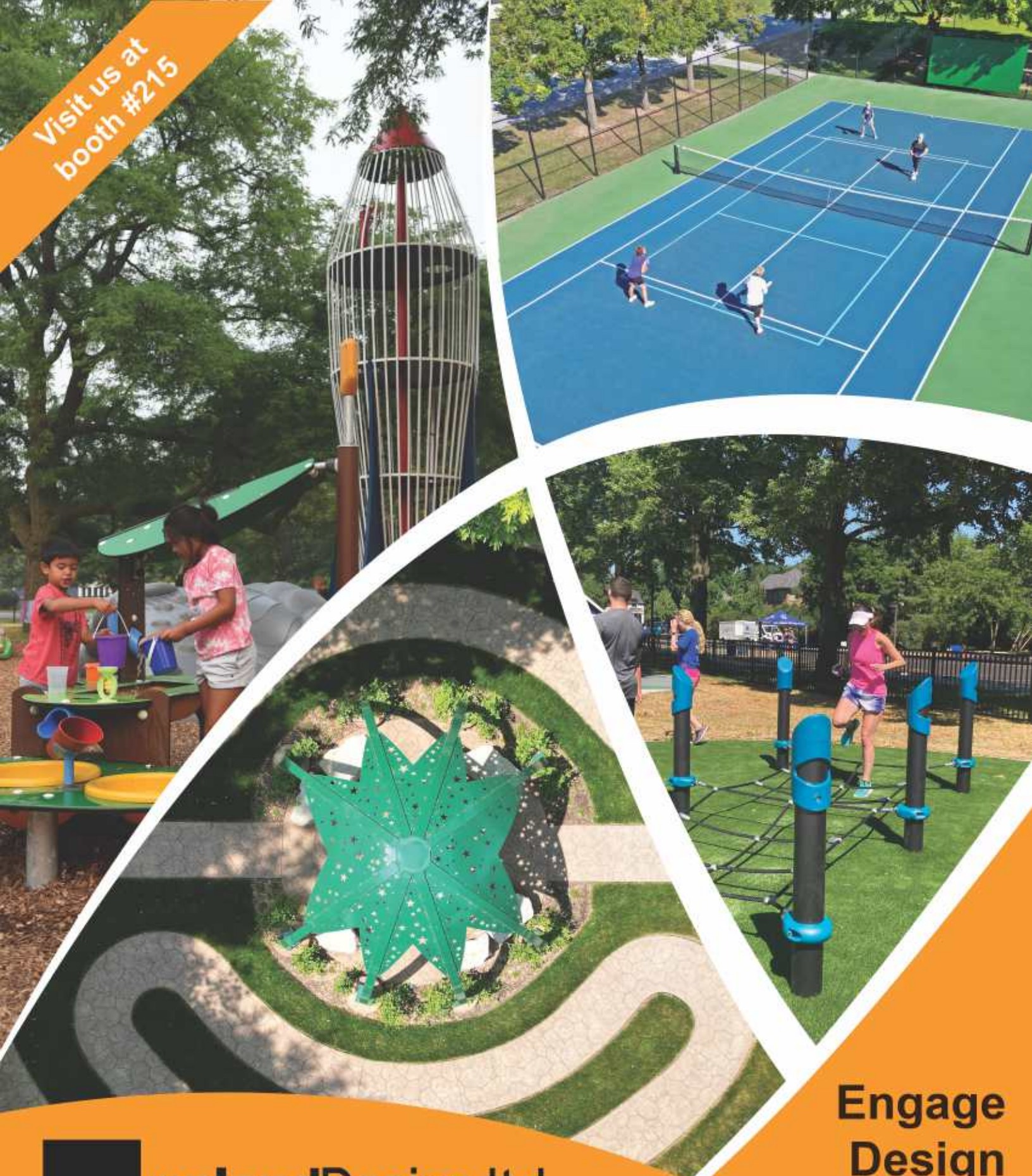
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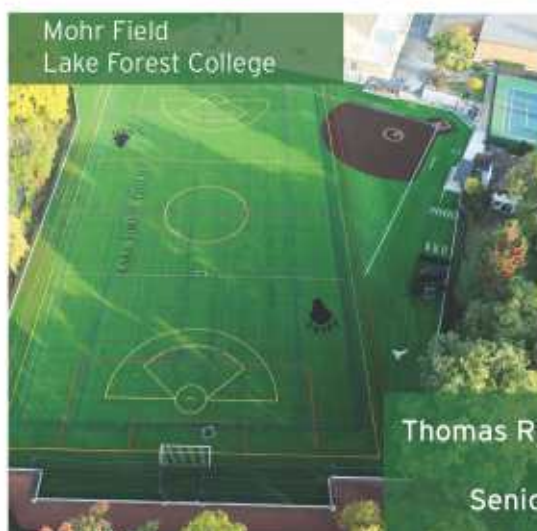
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## THURSDAY AT-A-GLANCE

**8:00 am – 5:00 pm**

Conference Registration Open

**10:00 am – 12:00 pm**

Conference Workshops (0.2 CEUs)

**10:30 am – 11:30 am**

Conference Sessions (0.1 CEUs)

**11:00 am – 5:00 pm**

Grand Opening of the Exhibit Hall

**12:30 pm – 2:30 pm**

Conference Workshops (0.2 CEUs)

**3:00 pm – 4:00 pm**

Conference Sessions (0.1 CEUs)

**4:00 pm – 5:00 pm**

Exhibit Hall Dedicated Hour

**5:15 pm – 7:15 pm**

IPRA Section Meetings

**6:00 pm – 7:00 pm**

Professional Connection

**9:00 pm – 11:30 pm**

Welcome Social with *Hello Weekend*

## CONFERENCE WORKSHOPS THURSDAY MORNING 10:00 am – 12:00 pm

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

### 01

#### AI in the Parks and Recreation Industry



**Topic Track:** Leadership/Management

**Location:** Grand Hall I, East Tower, Gold/Ballroom Level

**Time:** 10:00 a.m. – 12:00 p.m.

**Speaker(s):** **Neelay Bhatt**, CEO & Founder, Next Practice Partners, LLC; **Scott Crowe**, Executive Director, Huntley Park District

This session will delve into the ways AI is transforming the industry, and how industry professionals will gain valuable insights into the potential of AI technologies, ethical considerations, and strategies for successful integration. Through interactive discussions, you will be equipped with the knowledge and tools to navigate the evolving landscape of the parks and recreation industry. Throughout the presentation, real-world examples and case studies will highlight the transformative power of AI in enhancing efficiency, improving customer experience, and driving innovation within the parks and recreation industry.

#### Learning Objectives:

- Understand the potential of AI technologies and their specific applications within the Industry.
- Recognize the ethical considerations and challenges associated with AI integration.
- Learn strategies for successful AI adoption and change management, which will allow AI to be leveraged to enhance user experience, optimize operations, and achieve organizational goals within the parks and recreation industry.





## THURSDAY MORNING CONFERENCE WORKSHOPS

10:00 am – 12:00 pm

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



THURSDAY, JANUARY 25, 2024

### 203 Salt Smart Certified Workshop for Park District Winter Maintenance Staff



**Topic Track:** Parks/Natural Resources  
**Location:** Grand Suite 5, East Tower,  
Gold/Ballroom Level

**Time:** 10:00 a.m. – 12:00 p.m.

**Speaker(s):** **Hanna Miller**, Watershed  
Project Manager, The Conservation  
Foundation; **Jennifer Hammer**, Director of  
Watershed Programs, The Conservation  
Foundation; **Jimmy Schmidt**, Parks  
Manager, Streamwood Park District

Salt Smart Certified helps park districts keep visitors safe and lessen the impacts of chlorides, such as rock salt, on our natural and built environments from winter maintenance activities. Park districts play important roles in the quality of life in our communities. Keeping people safe is a priority and can be challenging during and after winter storms. The Salt Smart Certified Workshop and the accompanying Illinois Winter Maintenance Manual were developed to provide winter maintenance staff with the necessary tools to be proactive, provide safe surfaces, and reduce environmental impacts through cost-effective, industry-accepted best practices. The interactive Salt Smart Certified Workshop includes topics such as preseason planning, materials and liquids, key actions to take before, during, and after a storm, and more. The workshop is geared towards park district staff who are responsible for making winter maintenance decisions. Examples will be shared from Illinois park districts that have implemented the recommended best practices successfully. Participating in this workshop and completing the post-workshop evaluation will count towards meeting the requirements for your park district to be Salt Smart Certified.

#### Learning Objectives:

- Understand why and how chlorides impact the natural and built environment.
- Comprehend the industry-specific terminology and practices that support Salt Smart outcomes in your park district.
- Increase knowledge of resources and support available to park districts.

### 306 Data Manipulation in Excel

**Topic Track:** Finance/Information Technology

**Location:** Grand Suite 3, East Tower,  
Gold/Ballroom Level

**Time:** 10:00 a.m. – 12:00 p.m.

**Speaker(s):** **Marie Herman**, Owner, MRH  
Enterprises LLC

You work with Excel every day. Have you ever wondered if there are features that you haven't explored that would save you hours of time and loads of frustration? Join us for this session as we delve into time-saving ways to work with data in Excel, including combining, separating, and custom sorting your data, and so much more.

#### Learning Objectives:

- Learn about different ways to combine data in Excel.
- Discover advanced filtering and custom sorting methods to view your data just the way you want.
- Understand how to correct common formatting issues that people experience when working with Excel.

### 420 Problem Solving Change—Being Proactive Rather Than Reactive During a Transition



**Topic Track:** Recreation

**Location:** Grand Hall GH, East Tower,  
Gold/Ballroom Level

**Time:** 10:00 a.m. – 12:00 p.m.

**Speaker(s):** **Lydie Gutfeld**, Director of Parks,  
Recreation, and Community Services, City of  
San Bernadino

Navigating transitions and change can be the catalyst for your quitting and your team's burnout. Figuring out how to focus on the transition while understanding the fear of change can create a sense of unity amongst your team. Supervisors, managers, and department heads are often faced with the challenge of maintaining staff levels and defining new roles due to constant change and transitions. Developing useful communication tools that can be implemented in your teams can prove effective in creating change agents. Be confident as you lead your team through the next big transition!

#### Learning Objectives:

- Identifying a transition and its various phases to better prepare and ensure a successful outcome.
- Developing the necessary communication skills for becoming a change agent.
- Developing a stronger presence as a leader through transition and change.

### 508 Run, Hide, Fight



**Topic Track:** Therapeutic  
Recreation

**Location:** Grand Hall J, East Tower,  
Gold/Ballroom Level

**Time:** 10:00 a.m. – 12:00 p.m.

**NCTRC Pre Approved:** 0.1

**Speaker(s):** **Carol Cadle**, Officer, Carol  
Stream Police Department; **Dino  
Heckermann**, Community Affairs Specialist,  
Carol Stream Police Department

This talk focuses on the creation of a real-world plan to respond to an active shooter or active assailant. The goal is to equip yourself with the necessary tools to keep yourselves and your clients safe. This plan is applicable in any setting in all areas of work and personal life.

#### Learning Objectives:

- Engage in the presentation and develop a response plan.
- Choose safer options when available.
- Feel prepared in the event of an active shooter or active assailant situation.



## CONFERENCE WORKSHOPS THURSDAY

10:00 am – 12:00 pm

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

905

### Bridging the Confidence Gap: How to Succeed at Upfront Communication



**Topic Track:** Marketing/Communications  
**Location:** Grand Hall K, East Tower, Gold/Ballroom Level

**Time:** 10:00 a.m. – 12:00 p.m.

**Speaker(s):** **Tiffany Olson**, Communication Coach, Workshops That Work

In her book titled *Playing Big*, author Tara Mohr describes the problem of the “confidence gap” this way: “Most women I know feel great pressure...to say what they really want to say while also...being nice, ever flexible, ever calm.” We’ve probably all been there—frustrated by a thousand thoughts that prevent us from speaking up confidently when we need to. You can witness this as women hedge their ideas, disclaim their opinions, or engage in upspeak, all in an effort to avoid appearing overbearing or confrontational. That’s not to say there aren’t confident women out there who are excelling when it comes to communication, nor does it imply there aren’t men who struggle with confidence and speaking up. In *Bridging the Confidence Gap*, Communication Coach Tiffany Olson will not only explore how to bridge the confidence gap between men and women but also provide encouraging steps and takeaways for anyone, regardless of gender, to become a more effective upfront communicator and gain more confidence.

#### Learning Objectives:

- Identify confidence gaps successfully.
- Understand why confidence gaps exist.
- Learn the necessary steps to communicate more confidently.

## THURSDAY MORNING CONFERENCE SESSIONS 10:30 am – 11:30 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.

20

### Design, Implement, and Fund a Sustainable Financial Assistance Program



**Topic Track:** Leadership/Management

**Location:** Crystal Ballroom B, West Tower, Green/Lobby Level

**Time:** 10:30 a.m. – 11:30 a.m.

**Speaker(s):** **Ed Heiser**, Executive Director, Buehler YMCA of Metropolitan Chicago;

**Lindsay Bennett**, Director of Donor Engagement, Lake Forest College

The YMCA of Metropolitan Chicago awards over \$1,000,000 annually in financial assistance for youth, adults, and families to participate at one of their 14 membership centers or 5 YMCA camps. It funds the financial assistance program through contributions from private donors, foundations, and community partners. This session will take you step-by-step through the processes and procedures involved in developing, identifying, fundraising, and awarding financial assistance. Learn how to maximize the impact of a robust financial assistance program on your community while ensuring financial sustainability for your agency.

#### Learning Objectives:

- Develop procedures, criteria, and qualifiers to design a financial assistance program.
- Learn key fundraising strategies and tactics to support the funding of the financial assistance program.
- Build community support and awareness for the program.

113

### Why Do I Have to Go Through Zoning Approval Processes?



**Topic Track:** Governance/Legal

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

**Time:** 10:30 a.m. – 11:30 a.m.

**CLE Credit:** 1.0 CLE (*pending approval*)

**Speaker(s):** **David Silverman**, Equity Partner, Ancel Glink, PC; **Daniel Bolin**, Partner, Ancel Glink, PC

It may seem strange that a park district, a unit of local government created by the state, must obtain approval from the municipality where the land is located to develop and utilize its own land for park district purposes. However, that is exactly what must often be done. The extensive list of local governments serving mutual constituencies creates many intersections of authority, some of which can create friction. Notably, a recent incident cost a school district and a municipality millions of dollars in court costs and legal fees, resulting in some really bad follow-up legislation. Such results do not serve the shared constituents of local government. This session will explore the intersection between the park districts' mission and authority and municipal (and sometimes county) zoning powers. It will explore the zoning process and provide tips on how to navigate this process, from initial engagement through to the public hearing. You will also be invited to share real-world experiences, aiming to create a robust learning environment and keep you better informed about how and why zoning can be used to achieve better overall community results while still preserving park districts' mission and authority.

#### Learning Objectives:

- Understanding the municipal (and sometimes county) zoning approval process.
- Navigating the intersection between park districts' mission and authority and municipal zoning.
- Obtaining a template to successfully engage municipal officials in the zoning process.

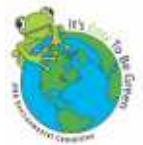
## THURSDAY MORNING CONFERENCE SESSIONS 10:30 am – 11:30 am

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.



### 121 Is it Easy Being Green? Exploring Renewable Energy Supply Options



**Topic Track:** Governance/Legal

**Location:** Toronto, West Tower,  
Gold/Ballroom, Level

**Time:** 10:30 a.m. – 11:30 a.m.

**CLE Credit:** 1.0 CLE (pending approval)

**Speaker(s):** **Adam Simon**, Partner, Ancel  
Glink, PC; **Karen Larson**, Superintendent of  
Finance, Park Ridge Park District; **Shawn  
Ajazi**, Vice President, Progressive Business  
Solutions

The State of Illinois and the Federal Government have both prioritized the transition to renewable energy sources. As a result, electricity consumers, including local governments, have more options than ever to purchase green energy. The adoption of the Public Act 103-0146 also expands a park district's purchasing authority as it relates to solar power. This seminar will explore several alternatives, including (a) green energy supply contracts, (b) community solar subscriptions, and (c) solar lease and power purchase agreements.

#### Learning Objectives:

- How to solicit electricity supply contracts solely for green energy supply.
- Learn what community solar subscriptions are and how to participate.
- Learn the pros and cons of solar leases and power purchase agreements.

### 126 Tips for Avoiding Claims of Harassment/Discrimination in the Workplace

**Topic Track:** Governance/Legal

**Location:** Water Tower, West Tower,  
Bronze/Concourse Level

**Time:** 10:30 a.m. – 11:30 a.m.

**CLE Credit:** 1.0 CLE (pending approval)

**Speaker(s):** **Elizabeth Wagman**, Partner,  
Tressler LLP; **Kathleen Gibbons**, Senior  
Counsel, Tressler LLP

In this session, the legal requirements surrounding harassment/discrimination in the workplace will be described. Beyond reviewing statutes and case law, we will discuss real-life examples to demonstrate best practices. Throughout the presentation, you will be presented with hypothetical scenarios in a work environment, giving you the opportunity to discuss how you would address the issue amongst yourselves and with us.

#### Learning Objectives:

- Gain an in-depth understanding of the legal implications of harassment and discrimination in the workplace.
- Learn about the best practices based on real-world examples.
- Interact with a panel of seasoned employment attorneys.

### 140 From Concrete to Green: How a Government Partnership is Turning a Commercial Site into an Events Park

**Topic Track:** Governance/Legal

**Location:** Gold Coast, West Tower,  
Bronze/Concourse Level

**Time:** 10:30 a.m. – 11:30 a.m.

**Speaker(s):** **Nathan Troia**, Director of  
Planning and Natural Resources, Glen Ellyn  
Park District; **Mark Franz**, Village Manager,  
Village of Glen Ellyn; **Ernest Wong**,  
Principal, Site Design Group

In this session, you will learn about the successful collaboration between the Glen Ellyn Park District and the Village of Glen Ellyn to turn a former bank site into a vibrant public park. You will hear from the key stakeholders involved in the project, including the Park District Director of Planning, the Village Manager, and the design team. You will discover the benefits of the park for the community, such as the provision of a civic gathering space, increased event opportunities, and scope for economic development. Don't miss this inspiring case study of how a government partnership can create positive change for the environment and the people.

#### Learning Objectives:

- Identify the key steps and challenges involved in a government partnership to redevelop a commercial site into a park.
- Evaluate the RFP, public engagement, and design process involved in the development of the park.
- Assess the social, economic, and environmental impacts of the park on the community and the city.



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## THURSDAY MORNING CONFERENCE SESSIONS 10:30 am – 11:30 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.

### 208 Planning, Design, Construction, and Management for a Sustainable Synthetic Turf Sports Complex

**Topic Track:** Parks/Natural Resources  
**Location:** Crystal Ballroom C, West Tower, Green/Lobby Level  
**Time:** 10:30 a.m. – 11:30 a.m.  
**Speaker(s):** **Lacey Lawrence**, Senior Associate, Hitchcock Design Group; **Chuck Meyers**, Superintendent of Parks and Forestry, City of Lake Forest; **John Fehlberg**, Civil Engineer, Primera Engineers

Synthetic turf fields provide opportunities for increased programming, scheduling, and revenue while decreasing maintenance demands. This session will provide an overview of best practices to be followed when planning for synthetic turf fields in your community, building community support, securing funding, designing and implementing, managing logistics for operations, and obtaining opportunities for incorporating sustainable practices into your project.

#### Learning Objectives:

- Learn about maintenance practices that will protect the quality of playing surfaces and increase longevity.
- Learn how to navigate the processes involved, overcome obstacles, and build support.
- Learn how to rally the community to support decisions to incorporate synthetic turf fields in park systems.



### 300 "You're Fired!" — What to do Before Uttering These Words

**Topic Track:** HR/Risk Management  
**Location:** Crystal Ballroom A, West Tower, Green/Lobby Level  
**Time:** 10:30 a.m. – 11:30 a.m.  
**CLE Credit:** 1.0 CLE (*pending approval*)  
**Speaker(s):** **Yordana Wysocki**, Partner, Hervas, Condon & Bersani, P.C.; **David Moore**, Partner, Laner Muchin



This talk focuses on how to handle employee misconduct. We'll cover grievances and complaints, investigations, performance and PIP, documentation, separation, and the mitigation of litigation risks.

#### Learning Objectives:

- Learn what to do when misconduct is brought to your attention.
- Understand how to document the investigation and findings, as well as plan for the future.
- Learn about the best practices for safeguarding both employees' and employers' rights.

### 316 Building Security Technology

**Topic Track:** Finance/Information Technology  
**Location:** Regency Ballroom D, West Tower, Gold/Ballroom Level  
**Time:** 10:30 a.m. – 11:30 a.m.  
**Speaker(s):** **Jeff Jenkins**, Manager of Information Services, Rockford Park District; **Matt Slocum**, IT and Systems Manager, Dundee Park District; **Scott Lorenz**, VP of Strategic Development, KUVRR

This session will provide insight into both current and new technologies in the area of building security that organizations can deploy to improve the safety of their employees, patrons, buildings, venues, and parks. We will talk about building alarm systems, access control systems, and associated applications, as well as video surveillance and monitoring. This session will also offer ideas on newer solutions, including intelligent video monitoring, flock and trail cameras, and mass notification systems, and explore how all these pieces can fit together to create a unified solution.

#### Learning Objectives:

- Identify the major components of a comprehensive building security solution.
- Understand the newer technology available to enhance existing security solutions.

### 403 Early Childhood, Nature, and the Park District

**Topic Track:** Recreation  
**Location:** Regency Ballroom B, West Tower, Gold/Ballroom Level  
**Time:** 10:30 a.m. – 11:30 a.m.  
**Speaker(s):** **Katie Wallace**, Recreation Supervisor of Outdoor Education, Downers Grove Park District



In the early stages of life, children develop both fine and gross motor skills that stay with them for the rest of their lives. Join me in a discussion about how these skills can be developed and refined in an outdoor setting. We will get up and get moving to experience some of the best ways to promote skill development through nature play. We will also discuss what it takes to bring outdoor early childhood programs to your park district and how Lyman Woods of the Downers Grove Park District has been successful in maintaining an early childhood audience.

#### Learning Objectives:

- Identify important early childhood skills.
- Learn about the key components of outdoor education.
- Understand the where and when of early childhood outdoor education.



## THURSDAY MORNING CONFERENCE SESSIONS 10:30 am – 11:30 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.

600

### #banthebinder—Taking Your Operations into the Cloud

**Topic Track:** Facilities

**Location:** Regency Ballroom C, West Tower, Gold/Ballroom Level

**Time:** 10:30 a.m. – 11:30 a.m.

**Speaker(s):** Kirsten Barnes, Director, HydroApps

Recreation professionals are always looking for solutions to improve efficiency and get back needed time. Utilizing digital solutions to document daily tasks and inspections, report maintenance issues, manage certifications, record training and class observations, or even keep track of things like first aid supplies and staff uniforms are all innovative solutions. Understand what "going digital" looks like, how to evaluate your options, and how you can benefit from a return on your investment!

#### Learning Objectives:

- Understand how digital documentation can improve risk management and compliance with local and industry standards.
- Assess opportunities and identify the relevant solutions for digitizing operations.
- Improve competency in evaluating software tools for capabilities needed to manage risk and enhance safety.

908

### Designing Marketing Strategies for Young Kids and "Younger" Seniors

**Topic Track:** Marketing/Communications

**Location:** Regency Ballroom A, West Tower, Gold/Ballroom Level

**Time:** 10:30 a.m. – 11:30 a.m.

**Speaker(s):** Kelsi Stephenson, Marketing Manager, Wheeling Park District; Juan Acevedo, Supt. of Marketing and Communications, Wheeling Park District; Kelly Holan, Marketing Manager, Wheeling Park District

While advertising to your community's youngest users and active adult population is not something new, park and recreation agencies often struggle to reach these two target groups. Discover how to make a lasting impact on them through innovative marketing approaches, including creative storytelling, immersive experiences, and moments-based media. It is essential that park and recreation agencies understand how to create tailored marketing messages, including the type of language, images, and channels preferred by these segments of the community. In this session, you will learn how a marketing team used a service marketing mix to create unique materials and discuss the lessons learned from these experiences.

#### Learning Objectives:

- Gain insights into the challenges and opportunities involved in marketing to children and active adults.
- Discover how to use creative storytelling, immersive experiences, and moments-based media to capture the attention of both children and adults.
- Learn marketing techniques to increase leads and encourage long-term loyalty and guest satisfaction.



## THURSDAY AFTERNOON CONFERENCE WORKSHOPS

12:30 pm – 2:30 pm

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

02

### Responsible Leadership—Choosing How We Show Up for Others

**Topic Track:** Leadership/Management

**Location:** Grand Hall I, East Tower, Gold/Ballroom Level

**Time:** 12:30 p.m. – 2:30 p.m.

**Speaker(s):** Kristin Strunk, People and Culture Leader, Regent Leadership Group

Leadership isn't a position of authority. It isn't demonstrated in your job title. It isn't something you learn overnight. There are four principles for responsible leadership, each of which needs to be practiced and demonstrated regularly to enhance team engagement, develop others through effective delegation and coaching, and create an environment that builds the next generation of leaders.

Leadership impacts so much more than staff retention. Responsible leadership can reduce burnout, ease performance conversations, simplify conflict resolution, and build confidence. Research published in the Harvard Business Review shows that if you are a good leader, your impact on both your team and your team's direct reports has positive ramifications throughout the organization.

Regardless of whether you have been a leader for decades, you are just starting your journey, or you want to become a leader, we will give you the opportunity to learn, reflect, and develop your action plan.

#### Learning Objectives:

- Identify the four principles of responsible leadership.
- Determine where you demonstrate these principles and understand their impact on others (not just your team).
- Create an action plan for enhancing your leadership style or determine how you want to become a leader.



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## THURSDAY AFTERNOON CONFERENCE WORKSHOPS 12:30 pm – 2:30 pm

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

302

### Helpful Tips for Understanding and Prioritizing OSHA Standards in Parks and Recreation

Topic Track: HR/Risk Management

Location: Grand Suite 3, East Tower, Gold/Ballroom Level

Time: 12:30 p.m. – 2:30 p.m.

Speaker(s): **Bill Hooker**, Training Program Supervisor/Authorized OSHA Outreach Trainer, PDRMA



Proactive employers look at OSHA compliance as a first step towards the implementation of safety systems and a culture of continuous improvement for the safety of all staff. Understanding and implementing OSHA standards can be confusing at times and you may find it difficult to prioritize the numerous standards that apply to your organization. In this program, we will highlight various OSHA-related topics and discuss common industry applications of these topics. Through the use of case studies, pictures, hypothetical scenarios, checklists, and group exercises, you will learn how to identify the standards applicable to your agency, discuss factors for prioritizing topics, and create an implementation plan for an OSHA topic at your agency.

#### Learning Objectives:

- Understand how various OSHA topics apply to your industry.
- Identify and prioritize OSHA topics that apply to your agency.
- Create a goal for implementing an OSHA topic.

509

### Having Hard Conversations: Rely on Relationships, Be Uncomfortable, and Do It Anyway

Topic Track: Therapeutic Recreation

Location: Grand Hall GH, East Tower, Gold/Ballroom Level

Time: 12:30 p.m. – 2:30 p.m.

NCTRC Pre-Approved: 0.2

Speaker(s): **Susan Mrazek**, PhD, I/ECMH-C, Independent Contractor



This training discusses the advantages and challenges of having difficult conversations. The critical adults in children's lives, such as administrators, educators, and parents, need to be able to confidently address challenging topics together. In this session, you will learn about the different components of a challenging conversation and the skills that need to be strengthened before entering such a conversation. You will gain practice in outlining your points, using an assertive voice, setting a goal, validating others, and learning to question personal thoughts and assumptions. You will walk away with tools that can be used when having a challenging conversation, as well as ways to handle your own emotions when involved in talks that are uncomfortable but necessary.



#### Learning Objectives:

- Identify and understand the different skills needed when embarking on challenging conversations.
- Practice planning a difficult conversation and having one within a role-play scenario.
- Understand and practice conflict prevention skills, such as engaged listening, active constructive responding, and assertive voice.



602

### How to Implement F&B that Drives Cost Recovery

Topic Track: Facilities

Location: Grand Hall K, East Tower, Gold/Ballroom Level

Time: 12:30 p.m. – 2:30 p.m.

Speaker(s): **Mike Holtzman**, President, Founder, CEO, Profitable Food Facilities

Food and beverage (F&B) programs drive cost recovery in the parks and recreation industry. During this session, you will learn how to build a plan for success. We will answer questions such as how we can reduce the number of third-party food vendors, the menu items that could be added to our operation, and how quickly our F&B investment will achieve an ROI. This course also explores how to develop, implement, and maintain an F&B strategic plan that increases cost recovery, raises community engagement, and enhances park user experience.

#### Learning Objectives:

- Discover areas of improvement or development for current F&B operations.
- Learn how to develop, implement, and maintain an exceptional F&B strategic plan.



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THE LATEST UPDATES ON THE CONFERENCE!**

## THURSDAY AFTERNOON CONFERENCE WORKSHOPS 12:30 pm – 2:30 pm

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



THURSDAY, JANUARY 25, 2024

### 1000 Equitable Productive Conflict Resolution for People Managers

**Topic Track:** Diversity

**Location:** Grand Hall L, East Tower,  
Gold/Ballroom Level

**Time:** 12:30 p.m. – 2:30 p.m.

**Speaker(s):** **Linda Henderson-Smith**,  
Owner and Principal, ATC Consulting  
LLC; **Jonelle Bailey**, Executive Director,  
Sycamore Park District

Productive conflict resolution is one of the key skills that people managers need in order to supervise teams equitably. Fear of conflict is among the five major dysfunctions observed in teams. If we want our teams to be functional, we have to learn how to face and resolve conflict in productive rather than destructive ways. The training in this session will explore definitions of relevant concepts, as well as discuss steps that can be taken and provide practical skills to resolve conflict in productive ways to ensure our teams are safe places for staff to thrive and feel a sense of belonging.



#### Learning Objectives:

- Understand productive conflict and how it is related to equitable leadership.
- Recognize why productive conflict resolution is required for teams to be functional.
- Gain insight into the necessary steps for resolving conflict productively.

### 1109 Unleashing Synergy—A Case Study in the Transformation of the Willowbrook Wildlife Center

**Topic Track:** Forest Preserve and  
Conservation

**Location:** Grand Suite 5, East Tower,  
Gold/Ballroom Level

**Time:** 12:30 p.m. – 2:30 p.m.

**Speaker(s):** **Anamari Dorgan**, Director of  
Community Engagement, Forest Preserve  
District of DuPage County; **Stephanie  
Touzalin**, Wildlife Education Supervisor,  
Forest Preserve District of DuPage County;  
**Danielle Appello**, Associate Principal, Wight  
& Company

Owned by the Forest Preserve District of DuPage County, the Willowbrook Wildlife Center provides care, rehabilitation, and medical treatment to native wildlife, supports the District's threatened and endangered species captive-rearing program, and is an

environmental education resource for the public. To address the need to update the 42-year-old facility, the District has committed to the design and construction of a clinic and visitor center, outdoor animal enclosures, wildlife gardens, interpretive trails, and immersive experiences in the surrounding forest preserve. This session will highlight the collaborative process between the District and Wight & Company to design and build a facility to enhance Willowbrook as a public resource, a project that is a true transformation in our approach to best practices in animal care and public communication. The improvements will underscore the critical message that healthy ecosystems are dependent on healthy wildlife populations and responsible human actions. This session will delve into the project's journey, including the design-build methodology and the integrated approach from inception to construction that brought together architects, engineers, contractors, and other stakeholders.

#### Learning Objectives:

- Gain insight into the collaborative nature of design-build projects.
- Understand how interdisciplinary teams work together throughout the project life cycle.
- Learn about this project's unique challenges and how they were overcome through creative problem-solving and innovative solutions.
- Gain insight into the best practices and lessons learned, including the successes, failures, and areas for improvement.







## THURSDAY AFTERNOON CONFERENCE SESSIONS

3:00 pm – 4:00 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.

17

### Cultivating a Campfire Culture

**Topic Track:** Leadership/Management

**Location:** Crystal Ballroom B, West Tower, Green/Lobby Level

**Time:** 3:00 p.m. – 4:00 p.m.

**Speaker(s):** Elizabeth Kessler, Executive Director/Owner & President, McHenry County Conservation District/Artemis Strategic Consulting



By their very nature, campfires create a sense of community by bringing people together in a safe and equitable space to share stories, songs, and ideas. The concept of creating a campfire culture within your organization is about designing opportunities and strategies to foster trust, mutual respect, and understanding in order to generate a supportive work environment. High-performing teams practice effective communication, promote a sense of belonging, and encourage camaraderie. These essential team traits create a welcoming culture that enhances productivity, efficiency, analytical thinking, creativity, and decision-making abilities.

#### Learning Objectives:

- Explore a variety of techniques and ideas to create a welcoming culture and cohesive team within your organization.
- Navigate opportunities and challenges created by remote/hybrid work environments.
- Understand the importance of assessment tools to effectively evaluate organizational culture, as well as the essential steps to chart and navigate a strategic path forward to achieve positive and impactful change.

23

### Building a Culture of Innovation and Inclusion

**Topic Track:** Leadership/Management

**Location:** Regency Ballroom B, West Tower, Gold/Ballroom Level

**Time:** 3:00 p.m. – 4:00 p.m.

**Speaker(s):** Neelay Bhatt, Founder & CEO, Next Practice Partners LLC



The world has changed and we are now in a new normal in the post-pandemic era. As Illinois continues to grow and the community continues to evolve, it is important to recognize that the best practices of the past may no longer be effective for achieving success in the future. In this session, we will discuss trends that impact you personally, as well as the profession as a whole, including programs, technology, community input, and climate change, exploring how to address them in an inclusive and financially sustainable manner.

#### Learning Objectives:

- Understand new trends impacting the parks and recreation field and your agency.
- Identify agencies and organizations that have implemented some of these new ideas successfully.
- Help to build and sustain a culture that embraces change and thrives in it.

112

### Real Estate 101

**Topic Track:** Governance/Legal

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

**Time:** 3:00 p.m. – 4:00 p.m.

**CLE Credit:** 1.0 CLE (pending approval)

**Speaker(s):** Gregory Jones, Partner, Ancel Glink, P.C.

Join us for a primer on considerations related to your park district's ownership, acquisition, and sale of land. This session will provide an overview of how to conduct due diligence the right way, procedures to use when acquiring and selling land, and the best practices for managing park district properties. We'll provide a roadmap for navigating the property acquisition and disposition processes so that your district can focus on what's really important—strategic real estate decisions that drive your district's mission.

#### Learning Objectives:

- Understand the importance of pre acquisition due diligence.
- Learn about the procedures to follow when buying and selling land.
- Understand various strategies to manage property acquisition and stewardship more effectively.



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## THURSDAY AFTERNOON CONFERENCE SESSIONS

3:00 pm – 4:00 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.



### 116 Social Media and The Law—Facebook? Instagram? X?

**Topic Track:** Governance/Legal

**Location:** Gold Coast, West

Tower, Bronze/Concourse Level

**Time:** 3:00 p.m. – 4:00 p.m.

**CLE Credit:** 1.0 CLE (pending approval)

**Speaker(s):** Julie Tappendorf, Equity Partner, Ancel Glink PC



In this session, Julie Tappendorf, an attorney at Ancel Glink and the author of the book *Social Media & Local Governments: Navigating the New Public Square*, will discuss the various legal issues that arise in the government's use of social media, including First Amendment free speech protections and Copyright Act compliance, among many other legal issues. She will provide guidance on moderating comments on park social media sites, as well as tips for crafting a legally defensible comment policy. Come prepared with your questions!

#### Learning Objectives:

- Learn what type of social media comments are protected speech and should not be deleted.
- Hear guidance on crafting a legally defensible comment policy.
- Understand the types of legal issues that may arise in government social media accounts and activities.

### 123 Critical Thinking About Accessibility and Inclusion

**Topic Track:** Governance/Legal

**Location:** Toronto, West Tower,

Gold/Ballroom, Level

**Time:** 3:00 p.m. – 4:00 p.m.

**CLE Credit:** 1.0 CLE (pending approval)

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

Illinois parks and recreation agencies have been implementing the Americans with Disabilities Act (ADA) for 32 years. The SRA model and the existence of the special recreation levy are true distinguishing factors when looking at other states, and Illinois agencies are recognized nationally as leaders in ADA compliance. That said, the world has

changed. Illinois demographics, together with medical and healthcare technology, have changed. In addition, we have decades of enforcement decisions regarding the way in which the ADA applies to recreation programs and assets in public parks. This session will review ADA enforcement methods and trends, the accessible design standards, and key US DOJ Title II requirements. We will then test our knowledge by discussing real-life scenarios drawn from parks and recreation agencies across Illinois, as well as in other states. These will include applying anti-seizure medication and managing e-bikes under the ADA, as well as determining whether medical marijuana is a reasonable modification, when and where construction tolerance exists, whether providing one-to-one staff support is required or not, whether engineered wood fiber is an accessible playground surface, and more.

#### Learning Objectives:

- Learn the five ways in which the ADA can be enforced in Illinois and apply them to home agency operations.
- Discuss and resolve recreation inclusion issues in a wide range of programs for both children and adults.

### 127 2024 Employment Law Update

**Topic Track:** Governance/Legal

**Location:** Water Tower, West Tower,

Bronze/Concourse Level

**Time:** 3:00 p.m. – 4:00 p.m.

**CLE Credit:** 1.0 CLE (pending approval)

**Speaker(s):** Darcy Proctor, Partner, Tressler LLP; Drew O'Donnell, Associate, Tressler LLP

This session will cover recent developments in employment law that impact Illinois employers. Moreover, the best practices for avoiding liability and employment-related lawsuits will also be discussed.

#### Learning Objectives:

- Identify common workplace issues that lead to employment litigation and potential employer liability.
- Minimize liability exposure and mitigate risk associated with employment decisions and practices.
- Gain the opportunity to interact with a panel of seasoned employment attorneys.

### 209 Planning for Capital Project Grants

**Topic Track:** Parks/Natural Resources

**Location:** Grand Hall K, East Tower,

Gold/Ballroom Level

**Time:** 3:00 p.m. – 4:00 p.m.

**Speaker(s):** Steve Konters, Senior Principal, Hitchcock Design Group; Bridget Deatrick, Senior Associate, Hitchcock Design Group; Chris Leiner, Executive Director, Northbrook Park District; Joan Scovic, Director of Marketing & Communications, Northbrook Park District

Set your agency and community up for success in being "grant ready" and aligned with your timeline, budgets, and resources. This session will provide an overview of funding opportunities, pre-planning activities, the keys to a competitive application, and being prepared for implementation.

#### Learning Objectives:

- Understand the available funding opportunities and which projects they are best suited to.
- Learn how to prepare for grants and get support from your board and community.
- Gain insight into the timelines for local/national grants and how to prepare for these cycles.





## THURSDAY AFTERNOON CONFERENCE SESSIONS

3:00 pm – 4:00 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.

305

### Controlling the Chaos of Your Outlook Inbox



**Topic Track:** HR/Risk Management

**Location:** Crystal Ballroom C, West Tower, Green/Lobby Level

**Time:** 3:00 p.m. – 4:00 p.m.

**Speaker(s):** Marie Herman, Owner, MRH Enterprises LLC

In this session, you will discover innovative ways to manage large volumes of email in Outlook and to use built-in functionalities to get more done faster. We'll explore some of the automation options to process emails more effectively, saving you several hours, and will also explore some of the ways you can customize Outlook to work better for you.

#### Learning Objectives:

- Discover the many ways to process large volumes of mail, including quick steps, rules, and other functions.
- Fine-tune your searches with advanced searching options and specialized folders.
- Customize your views so that Outlook will work better for you.

308

### Attackers Versus Defenders—How They React In Real Time

**Topic Track:** Finance/Information Technology

**Location:** Grand Hall J, East Tower, Gold/Ballroom Level

**Time:** 3:00 p.m. – 4:00 p.m.

**Speaker(s):** Mishaal Khan, Cybersecurity Leader, Mindsight; Matt Cox, Director of Internal Systems and Security, Mindsight

Watch this exciting role-play as two highly motivated cybersecurity experts battle it out with their egos at stake, with one trying to launch attacks at every layer of security and the other finding creative ways to block them. You will leave this event knowing the various attack methods that can be used and the defenses that you can implement to stop them. More importantly, you will learn a structured approach to prioritizing and managing risk. Conversations will include clever attacks and defensive methods for phishing, malware, physical and phone-

based social engineering, zero-day attacks, deleting logs, data exfiltration, and MFA bypass, to name a few. The methods may be technical but the conversations will be kept at a high level to encourage engagement from everyone involved.

#### Learning Objectives:

- Understand the various attack methods that cybercriminals use.
- Learn the defenses that can be implemented to stop attacks.
- Ask questions of the experts.

409

### Cures for the Common Survey

**Topic Track:** Recreation

**Location:** Crystal Ballroom A, West Tower, Green/Lobby Level

**Time:** 3:00 p.m. – 4:00 p.m.

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

We all know that customer feedback is essential in understanding the needs of our communities but our surveys are often an afterthought. Without completely reinventing the wheel, learn how you can strategically tweak the what, when, and how of your requests for customer feedback to produce better, more actionable data. Watch as we showcase examples of underutilized survey software features that you can easily implement to increase your response rates, make the experience less repetitive, and even help promote better customer service and marketing efforts. Get inspired and learn how, with a little bit of effort on the front end, you can build better surveys that really get results.

#### Learning Objectives:

- Tweak your survey design to improve the survey taker's experience while still getting the answers you need.
- Evaluate answers to common questions, such as satisfaction ratings, at a deeper level to provide more insight and direction.
- Identify opportunities to combine survey results and registration/sales data to reveal an entirely new source of results to work with, as well as more information to act upon.

412

### Bridging The Gap Between Marketing and Recreation—Episode 3

**Topic Track:** Recreation

**Location:** Regency Ballroom A, West Tower, Gold/Ballroom Level

**Time:** 3:00 p.m. – 4:00 p.m.

**Speaker(s):** Mike Terson, Superintendent of Communications and Marketing, Buffalo Grove Park District; Joe Zimmermann, Director of Recreation and Facilities, Buffalo Grove Park District

You may remember this session from years past. The first two times we conducted this session, it featured a panel of marketing professionals, some of whom had recreation experience as well. This time, however, we are going to dive deeper into the waters of technology and digital marketing, data collection and usage, and understanding who plays what role in a team. In this session, Mike Terson, superintendent of communications and marketing, and Joe Zimmermann, director of recreation and facilities, both hailing from the Buffalo Grove Park District, will share cutting-edge ideas and best practices. They will also lead a discussion about the best ways to enhance relationships and maximize productivity within your two most interdependent departments.

#### Learning Objectives:

- Identify the various roles in the marketing process.
- Learn how to utilize technology to optimize results.
- Understand how to obtain and collect useful data.





## THURSDAY AFTERNOON CONFERENCE SESSIONS

3:00 pm – 4:00 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.



500

### What is the AAC?

**Topic Track:** Therapeutic Recreation

**Location:** Grand Hall L, East Tower, Gold/Ballroom Level

**Time:** 3:00 p.m. – 4:00 p.m.

**NCTRC Pre-Approved:** 0.1

**Speaker(s):** **Lauren Raspanti**, Special Events Manager and Marketing Relations, Lemont Park District; **Victoria Reynolds**, Associate Professor PhD CCC-SLP, Lewis University; **Louise Egofski**, Executive Director, Lemont Park District; **Matthew Corso**, Executive Director, SEASPAR; **Bethany Pastrana**, Inclusion Manager, SEASPAR

The concept of complex communication needs (CCN) refers to the use of augmentative and alternative communication (AAC) modalities to supplement or replace speech as the primary method of communication. The best way to support playground inclusion for children with CCN is to install AAC systems in public spaces. This will facilitate communication and play interactions, as well as increase awareness and visibility of AAC among the general public. In this session, we will describe the development of our collaboration and our special project in prospectively designing play installations for communication accessibility, as well as discuss how to use this in your district or municipality.

#### Learning Objectives:

- Understand AAC and its importance to individuals with CCN.
- Explore the concept of accessibility in terms of communication, and understand how communication accessibility can be improved in parks and recreation.
- Discuss how these concepts could be integrated into various local playgrounds and recreational facilities.

601

### Connecting with Your Gen Z Team

**Topic Track:** Facilities

**Location:** Regency Ballroom D, West Tower, Gold/Ballroom Level

**Time:** 3:00 p.m. – 4:00 p.m.

**Speaker(s):** **Kirsten Barnes**, Director, HydroApps

In a perfect world, we would have more qualified applicants than openings, our team would commit to work the entire summer, and we would almost never have to cover a shift from a guard stand! In many places, a shortage of qualified guards, the unique work ethic and expectations of Gen Z in the workplace, and the constraints of “it’s always been done this way” have challenged how Aquatics professionals recruit, train, and manage their guards. Join me as we discuss how to successfully navigate this new workforce.

#### Learning Objectives:

- Differentiate Gen Z and understand the key influences/attributes of this generation and how to manage Gen Z accountability in the workplace.
- Identify opportunities to make changes to standing policies or guidelines that can appeal to Gen Z while maintaining a focus on safety.
- Identify at least three practical things you can immediately implement to improve performance and team member experience.

608

### Committing to Zero—Lessons Learned from Net-Zero Energy Buildings

**Topic Track:** Facilities

**Location:** Grand Hall I, East Tower, Gold/Ballroom Level

**Time:** 3:00 p.m. – 4:00 p.m.

**Speaker(s):** **Jake Vest**, Trades Manager, Northbrook Park District; **Chris Lindgren**, Superintendent of Parks and Planning, Park District of Oak Park

From conception and design through verification to sustainable net-zero, Chris Lindgren (Superintendent of Parks and Planning at the Park District of Oak Park) and Jake Vest (Trades Manager at the Northbrook Park District) will share the lessons learned from successfully verified and emerging net-zero buildings. With environmental stewardship and sustainability embedded in their missions, both of these districts have committed to building and retrofitting net-zero facilities. This commitment resulted in the establishment of two of the three currently verified net-zero buildings in the state. Chris and Jake will walk through case studies of the Carrol Center (verified net-zero), Techny Prairie Activity Center (verified-net zero), and Community Recreation Center (emerging net-zero) and provide takeaways on how to successfully navigate the construction, operation, and verification processes for net-zero facilities.

#### Learning Objectives:

- Gaining board and community buy-in for designing and constructing a net-zero facility.
- Commissioning and operating a net-zero facility.
- Verifying a net-zero facility.



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## THURSDAY AFTERNOON CONFERENCE SESSIONS

3:00 pm – 4:00 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.

911

### 10 Lessons About Marketing I Learned from It's Always Sunny in Philadelphia



**Topic Track:** Marketing/Communications  
**Location:** Regency Ballroom C, West Tower, Gold/Ballroom Level  
**Time:** 3:00 p.m. – 4:00 p.m.  
**Speaker(s):** Amy Seklecki, Director of Marketing & Community Engagement, Arlington Heights Park District

*It's Always Sunny in Philadelphia* is one of the longest-reigning shows on TV. With over 150 episodes, this beloved show is filled with plenty of adventure, chaos, and believe it or not, more marketing lessons than I can count. Tune into this session and learn valuable lessons from your favorite Philly cast!

#### Learning Objectives:

- Identify moments of inspiration in everyday scenarios.
- Gain ideas inspired by fictional characters who feel like your real friends.
- Discover the importance of marketing lessons and where else you can find them.

1007

### Veteran Inclusive Programming—Yes, Women Served Too!



**Topic Track:** Diversity  
**Location:** Grand Suite 5, East Tower, Gold/Ballroom Level  
**Time:** 3:00 p.m. – 4:00 p.m.  
**Speaker(s):** Christine Lopez, M.Ed., ACE-CPT, Principal, Lopez Consulting, Inc.; Donna Allen Rielage, Founder and CEO, AllenForce

Often, our veteran community is overlooked. Being intentional about meeting the needs of all park participants, including our veterans, creates a more inclusive community. This session will discuss ways to create safer and braver spaces for our veterans, especially women veterans, by reinventing our facilities for increased participation in programs and services. We will discuss tips to support your staff and agency's development as you create a veteran-friendly, trauma-responsive space that is engaging and inclusive.

#### Learning Objectives:

- Understand why women of the military often do not self-identify and how to better serve them.
- Identify at least three potential challenges facing military members and their families.

1100

### Utilizing GIS for Planning, Management, and Analysis of Prescription Burns

**Topic Track:** Forest Preserve and Conservation  
**Location:** Grand Suite 3, East Tower, Gold/Ballroom Level  
**Time:** 3:00 p.m. – 4:00 p.m.  
**Speaker(s):** John Peters, Restoration Ecology Manager, McHenry County Conservation District

Utilizing Esri ArcMap and ArcGIS Pro software and Field Map Applications, the McHenry County Conservation District (MCCD) has developed a robust data collection and management database for its prescription burn program. John Peters, Restoration Ecology Manager, will discuss the process and data collection used by the MCCD for prescription burn tracking and decision-making, highlighting the software's abilities to display and showcase the gathered data through dashboards and mapping capabilities.

#### Learning Objectives:

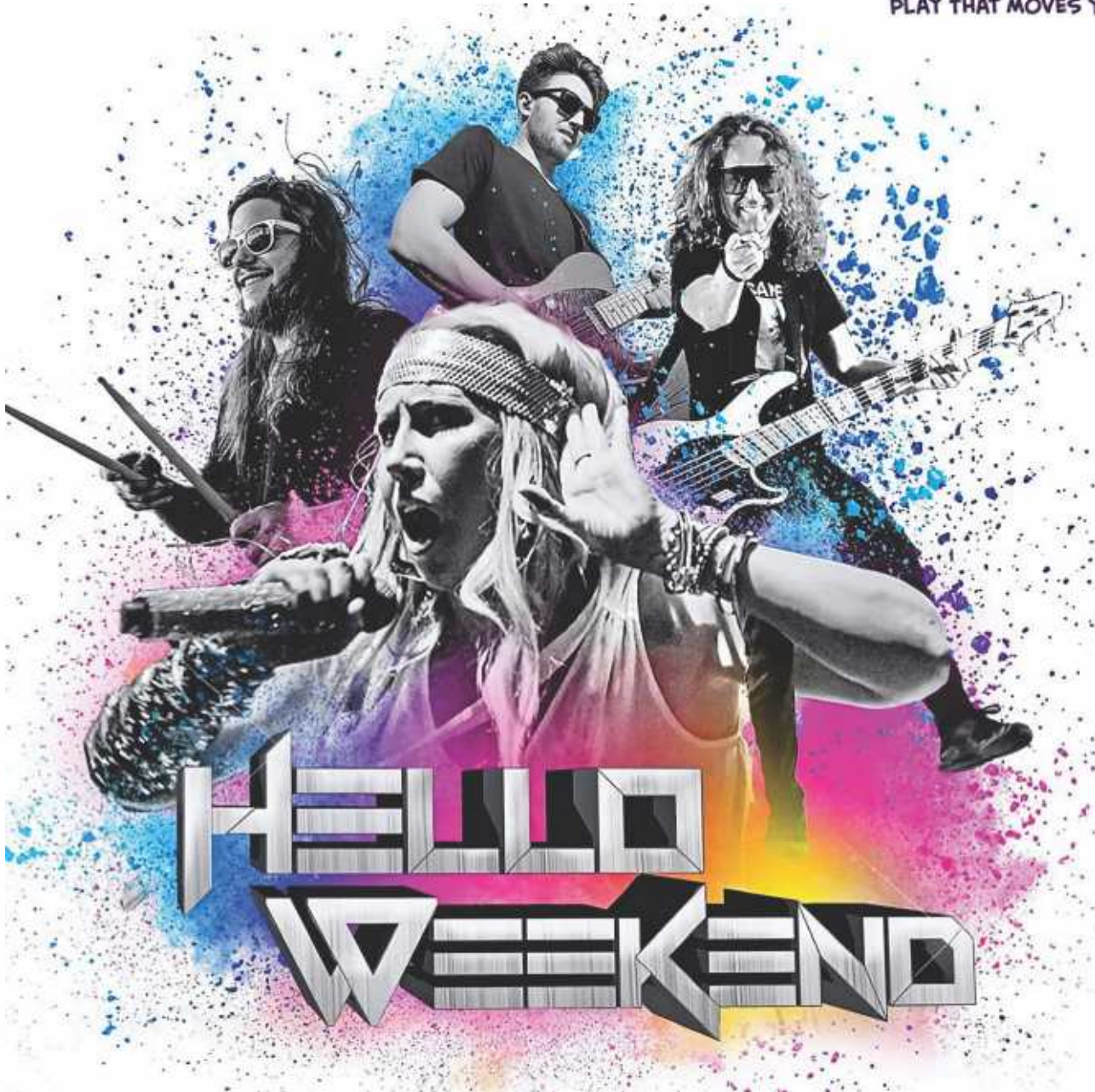
- Learn about utilizing Esri ArcMap and ArcGIS Pro software and Field Map Applications.
- Gain insight into the process and data collection MCCD employs for prescription burn tracking and decision-making, highlighting the abilities provided by the software.
- Learn how to disseminate information effectively through dashboards and mapping capabilities.





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PLAY THAT MOVES YOU



**Thursday, January 25**

**9:00 pm – 11:30 pm**

**Hyatt Regency Chicago,**

**Grand Ballroom,**

**East Tower/Gold Level**

With their incomparable style and sound, Hello Weekend puts on a flawless show while performing today's biggest chart-topping hits. They will have you singing along to their covers of well-known artists such as Pitbull, Rihanna, Lady Gaga, and may more. Although they are one of Chicago's newest cover bands, they have had the opportunity to perform at some of the city's most popular venues (House of Blues, Cubby Bear, etc.). Hello Weekend is the perfect band to wow your crowd with their bold colors and great music. You're sure to have an amazing time that will leave you and your party goers shouting, "Hello weekend" ...even if it is just a Thursday!

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

**Beer, wine and soft drinks will be sold inside. Beverages brought in from outside are not allowed.**

WELCOME SOCIAL, THURSDAY, JANUARY 25, 2024

## THURSDAY, JANUARY 25

## SESSION SCHEDULE AT-A-GLANCE

	BOARDMANSHIP	DIVERSITY	FACILITIES	FINANCE/ INFORMATION TECHNOLOGY	GOVERNANCE/LEGAL	HR/RISK MANAGEMENT
10L30 am - 11:30 am			<b>600</b> - #banthebinder - Taking Your Operations to the Cloud	<b>316</b> - Building Security Technology	<b>113</b> - Why Do I Have to Go through Zoning Approval Processes?  <b>121</b> - Is It Easy Being Green? Exploring Renewable Energy Supply Options  <b>126</b> - Tips for Avoiding Claims of Harrassment/Discrimination in the Workplace  <b>140</b> - From Concrete to Green: How a Government Partnership is Turning a Commercial Site into an Events Park	<b>300</b> - You're Fired - What to do Before Uttering These Words
3:00 pm - 4:00 pm		<b>1007</b> - Veteran Inclusive Programming - Yes, Women Served Too!	<b>601</b> - Connect With Your Gen Z Team  <b>608</b> - Committing to Zero: Lessons Learned from Net Zero Energy Buildings	<b>308</b> - Attackers vs Defenders: How They React in Real Time	<b>112</b> - Real Estate 101  <b>116</b> - Facebook? Instagram? X?  <b>123</b> - Critical Thinking About Accessibility and Inclusion  <b>127</b> - 2024 Employment Law Update	<b>305</b> - Controlling the Chaos of Your Outlook Inbox
SCHEDULE AS OF DECEMBER 2023 — SUBJECT TO CHANGE.						

## THURSDAY, JANUARY 25

## WORKSHOP\* SCHEDULE AT-A-GLANCE

10:00 am - 12:00 pm*				<b>306</b> - Data Manipulation in Excel		
12:30 pm - 2:30 pm*		<b>1000</b> - Equitable Productive Conflict Resolution for People Managers	<b>602</b> - How to Implement F&B that Drives Cost Recovery			<b>302</b> - Helpful Tips for Understanding and Prioritizing OSHA Standards in Parks and Recreation

SCHEDULE AS OF DECEMBER 2023 — SUBJECT TO CHANGE. \* FEE-BASED WORKSHOPS, PRE-REGISTRATION IS REQUIRED.



## SESSION SCHEDULE AT-A-GLANCE

THURSDAY, JANUARY 25

LEADERSHIP/ MANAGEMENT	MARKETING/ COMMUNICATIONS	PARKS/NATURAL RESOURCES	RECREATION	THERAPEUTIC RECREATION	FOREST PRESERVE AND CONSERVATION
<b>20</b> - Design, Implement, and Fund a Sustainable Financial Assistance Program	<b>908</b> - Designing Marketing Strategies for Young Kids and "Younger" Seniors	<b>208</b> - Planning, Design, Construction, and Management for a Sustainable Synthetic Turf Sports Complex	<b>403</b> - Early Childhood, Nature, and the Park District		
<b>23</b> - Building a Culture of Innovation and Inclusion  <b>17</b> - Cultivating a Campfire Culture	<b>911</b> - 10 Lessons About Marketing I Learned from "It's Always Sunny in Philadelphia"	<b>209</b> - Planning for Capital Project Grants	<b>412</b> - Bridging the Gap Between Marketing and Recreation - Part III  <b>409</b> - Cures for the Common Survey	<b>500</b> - What the ACC?	<b>1100</b> - Using GIS for Planning, Management, and Analysis of Prescription Burns

## WORKSHOP\* SCHEDULE AT-A-GLANCE

THURSDAY, JANUARY 25

<b>01</b> - AI in the Parks and Recreation Industry: Embracing the Future	<b>905</b> - Bridging the Confidence Gap: How to Succeed at Upfront Communication	<b>203</b> - Salt Smart Certified Workshop for Park District Winter Maintenance Staff	<b>420</b> - Problem-Solving Change: Being Proactive vs Reactive with Transition	<b>508</b> - Run, Hide, Fight	
<b>02</b> - Responsible Leadership - Choosing How We Show Up For Others				<b>509</b> - Having Hard Conversations: Rely on Relationships, Be Uncomfortable, and Do It Anyway	<b>1109</b> - Unleashing Synergy: A Case Study in Transformation of the Willowbrook Wildlife Center

SCHEDULE AS OF DECEMBER 2023 — SUBJECT TO CHANGE. \* FEE-BASED WORKSHOPS, PRE-REGISTRATION IS REQUIRED.

	BOARDMANSHIP	DIVERSITY	FACILITIES	FINANCE/ INFORMATION TECHNOLOGY	GOVERNANCE/ LEGAL	HR/RISK MANAGEMENT
8:30 am - 9:30 am	<b>104</b> - Board Member to Board Leader, Part I	<b>1001</b> - Allyship - From Support to Action	<b>609</b> - Pickleball Palooza: What is the Big Dill?	<b>137</b> - Thinking About A Bond Referendum? What to do and Where to Start  <b>310</b> - Advanced Video Camera Solutions to Take Your Park District or Forest Preserve to the Next Level	<b>110</b> - Legal/ Legislative, Part I	<b>311</b> - The Future of Parks and Rec: Winning the War for Talent in the Next Phase
10:00 am - 11:00 am	<b>105</b> - Board Member to Board Leader, Part II	<b>1002</b> - Building a Robust Commitment to DEIA and Getting Results in a Diverse Community	<b>605</b> - Crisis Management for Active Threat Situations	<b>131</b> - Financing the Fun: An Introduction to Municipal Bonds  <b>301</b> - Fundamentals of IT Security for Everyone	<b>111</b> - Legal/Legislative, Part II	<b>313</b> - How to Not Only Apply for Your Dream Job - But Get It: Best Kept Secrets from a Marketer
12:15 pm - 12:45 pm				<b>314</b> - Investing Park District Dollars: Maximizing Impact & Returns		<b>318</b> - Planning the Perfect Panel Interview - Enhancing the Candidate Experience
1:00 pm - 2:00 pm		<b>1005</b> - The Goal of Belonging: Implementing DEI Within Your District's Summer Camps and Rec Programming	<b>604</b> - Take a New Look - Applying the Diamond of Care and Visual Literacy to Inspections and Maintenance	<b>309</b> - Collaboration Transformation & The Employee Experience		<b>317</b> - Parental Leave & Benefit Offerings - How to Remain Competitive in a Changing Environment
3:45 pm - 4:45 pm	<b>128</b> - So You Want to Stay Out of Jail?	<b>1006</b> - The Look of the 'NEW' Professional	<b>606</b> - Aquatics Roundtable	<b>303</b> - Personal Finance for the Parks and Recreation Professional	<b>106</b> - Agency State Accreditation - A Blueprint to Excellence!  <b>114</b> - Bidding and Managing a Successful Construction Project	<b>132</b> - Your IMRF Benefits
C48	SCHEDULE AS OF DECEMBER 2023 — SUBJECT TO CHANGE.					

# SESSION SCHEDULE AT-A-GLANCE

## FRIDAY, JANUARY 26

LEADERSHIP/ MANAGEMENT	MARKETING/ COMMUNICATIONS	PARKS/NATURAL RESOURCES	RECREATION	THERAPEUTIC RECREATION	FOREST PRESERVE & CONSERVATION
<b>107</b> - Girl Power - Get Your Questions Answered!  <b>22</b> - Succession Planning is Dead! Long Live Succession Planning!  <b>14</b> - No One Cares About Your Data	<b>909</b> - Rising Above the Rest: Transforming Parks Through Smart Drone Use  <b>900</b> - Selling Sponsorships in Style	<b>210</b> - Kids Around the World - Building a Generation of Hoper	<b>400</b> - Official Officials: Officiating in Parks and Recreation  <b>418</b> - Forward Thinking Aquatics	<b>503</b> - Reframing Your Programs Through a Trauma-Informed Lens	<b>1108</b> - Green from the Outside In
<b>108</b> - Girl Power - Are You Ready? Get Set and Lead!  <b>03</b> - NRPA   IAPD   IPRA Executive Directors' Roundtable  <b>13</b> - Delegation IS Leadership	<b>901</b> - Sponsorships: It Takes a Team  <b>902</b> - Marketing and Communications Roundtable 1.0	<b>201</b> - All Charged Up: Everybody's Talking about Electrification	<b>413</b> - The Secret Sauce to Successful Programming: "It's In There"  <b>415</b> - CHAMPS! Classroom/Group Management from the Classroom into Recreation!		<b>1107</b> - The Living Map
<b>21</b> - iLearn: The Makings of a Sustainability Project Proposal	<b>910</b> - Web Accessibility and the American with Disabilities Act	<b>207</b> - Park Maintenance Round Table	<b>416</b> - Going Digital- EPACT	<b>502</b> - "Squirrelle!" ... Staying Focused with a Co-Worker Who Has ADHD	<b>1103</b> - Naperville Park District Stream Restoration Case Study
<b>11</b> - Laughter as Medicine	<b>907</b> - Crowdsource Your Marketing: How Enlisting the Public Can Help You Achieve More	<b>200</b> - Advancements in Water Feature Management	<b>419</b> - Fitness and Wellness Program Management  <b>417</b> - Reimagining Success in Youth Sports	<b>504</b> - The Healing Power of SOUL: Sharing of Unconditional Love and the Human-Animal Bond	<b>1102</b> - Break Out of Your Shell: Working Across Departments For Richer Engagement
<b>118</b> - Attributes of a Great Leader  <b>18</b> - Psychological Safety: Your Leadership Reflection	<b>906</b> - How NOT to be Boring with your Marketing Outreach Booth: 25 Booth-Boosting Tips  <b>103</b> - Survey Says...! - Best Practices for Community Surveys and Public Engagement	<b>205</b> - 2024 IDNR Grant Outlook and Success Grant Submission	<b>402</b> - Trend Check for Rec  <b>407</b> - How to Make the Most Efficient Use of Event Space  <b>404</b> - Power of Group Interviews for Summer Day Camp Staff	<b>507</b> - Transform Your Trainings	<b>1106</b> - Under Pressure - The Region's Green Vision for Restoration, Resilience and Equitable Access



SATURDAY, JANUARY 27			SESSION SCHEDULE AT-A-GLANCE			
	BOARDMANSHIP	DIVERSITY	FACILITIES	FINANCE/ INFORMATION TECHNOLOGY	GOVERNANCE/LEGAL	HR/RISK MANAGEMENT
9:00 am - 10:00 am	KEYNOTE SESSION					
10:30 am - 11:30 am	<p><b>109</b> - Government Finance for Non-Finance Park and Recreation Leaders</p> <p><b>124</b> - Using Robert's Rules of Order in Your Meetings</p> <p><b>129</b> - Boardmanship I</p>		<b>611</b> - Concession Stands: Pain or Profit?	<b>315</b> - Innovation Oasis: Embracing AI for Next-Level Recreation	<b>119</b> - Not in My Park! Regulating Controversial Park Activities	<b>304</b> - Park & Recreation Compensation Survey: Get to Know This Valuable Resource
12:30 pm - 1:30 pm	<p><b>117</b> - Having a Healthy and Prosperous Relationship with Your Executive Director</p> <p><b>125</b> - Frequently Asked Questions About Robert's Rules of Order at Meetings</p> <p><b>130</b> - Boardmanship II</p> <p><b>133</b> - Commissioner Roundtable: The Importance of DEI at our Agencies Part I</p>	<b>1004</b> - Keep It 100 without Trippin', No Cap!	<b>610</b> - Sustainable Aquatic Design & Delivery in an Unpredictable Construction Market	<b>135</b> - Legal and Economic Update - New Laws, Economic Trends and their Impact Financings for Park Projects	<b>120</b> - The Necessity of Video Surveillance in Parks and Facilities	
2:00 pm - 3:00 pm	<p><b>115</b> - The Importance of the Board Policy Manual - Why You Need One and What You Can Do With It</p> <p><b>134</b> - Commissioner Roundtable: The Importance of DEI at our Agencies Part II</p> <p><b>138</b> - Role of Board Members and Leadership in a Crisis</p>	<b>1003</b> - Is Your Park District Gay Enough?	<p><b>603</b> - Healthy Communities, Parks and Splashpads</p> <p><b>607</b> - To Game or Not To Game? Planning Successful eSports Programs and Spaces</p>	<b>312</b> - What to Look for When Evaluating a Financing Proposal	<b>136</b> - Planning for a Referendum: Available Options, Key Points and Milestones Referendum: Available Options, Key Points and Milestones	<b>307</b> - Evanston Lakefront: A New Chapter and Collaboration
C 50						

LEADERSHIP/  
MANAGEMENTMARKETING/  
COMMUNICATIONSPARKS/NATURAL  
RESOURCES

RECREATION

THERAPEUTIC  
RECREATIONFOREST PRESERVE  
& CONSERVATION

## KEYNOTE SESSION

**122** - Affiliates: A  
Blessing or a Curse?**12** - Conflict Unpackaged**204** - Celebration and  
Stewardship of Your  
Nature Preserve**410** - Designing Surveys  
to Obtain Usable Data**414** - Just Be In The  
Room**501** - Prioritizing Mental  
Health: Empowering  
Your Organization**1101** - "It's Dangerous  
to Go Alone! Take  
This!" - Gamification  
Marketing Strategies...**15** - Leadership Games**19** - Strategic Leadership  
while Facing a Crisis**903** - Marketing and  
Communications  
Roundtable 2.0**202** - Tournaments: The  
Challenge and Reward of  
Hosting Large-Scale  
Athletic Tournaments at  
Your Parks**408** - How to Plan an  
Event: Steps, Tips and  
Checklists**405** - Our Volunteers are  
Out of this World!**506** - SRA Budgeting  
101**1105** - Connect Your  
Public to Nature's  
Recipe for Restoration**16** - Q & A is the Best  
Way to National  
Certification Exam  
Success**904** - Improving  
Customer Feedback  
Systems**206** - The Future of Urban  
Forestry in the Parks**421** - The Future Is  
Inclusion**411** - Building a  
Positive Culture in your  
Summer Camp**1104** - The  
Challenges of  
Prescribed Burning in  
Urban Areas of Illinois



## FRIDAY AT-A-GLANCE

**7:00 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 Hour

**12:15 pm – 12:45 pm**  
Conference Speed Sessions

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

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

**1:00 pm – 3:30 pm**  
Exhibit Hall Open

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

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

**5:00 pm – 6:30 pm**  
Commissioners' Reception\*\*

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

**9:30 pm – 11:00 pm**  
Leadership Reception\*\*

\* 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.

**14**

### No One Cares About Your Data

**Topic Track:** Leadership/Management

**Location:** Grand Hall L, East Tower, Gold/Ballroom Level

**Time:** 8:30 a.m. – 9:30 a.m.

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

Is your group struggling to gain significant benefits despite having the right data processes in place? Maybe you can't figure out what to do with the endless influx of survey results, how to act upon the data sitting in your registration software, or how to make your performance measures more than just an annoying extra task when creating your annual budget. Maybe you see the value in your data, but can't get your staff on board or get your elected officials to care. Whatever the reason, learn how to evaluate and tweak the data you collect, measure, and share so that you can decrease the chances that it collects dust sitting on shelves and in your software and instead becomes part of your group's day-to-day. Using real-life examples, you will see how small shifts in what you measure and how you present it can make a world of difference in how your staff, leaders, and community engage with what your data has to say.

#### Learning Objectives:

- List three questions that can be used to evaluate the quality of your current data efforts, including survey questions, performance measures, and even data presentation.
- Lead a discussion with your team to identify more engaging and useful questions and data points to get them to care more about your data efforts.
- Share your results and insights in a way that improves audience engagement, understanding, and retention.





## FRIDAY MORNING CONFERENCE SESSIONS

8:30 am – 9:30 am

Pre-Registration is not required to attend Friday sessions.

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FRIDAY, JANUARY 26, 2024

22

### Succession Planning is Dead! Long Live Succession Planning!

**Topic Track:** Leadership/Management

**Location:** Grand Hall J, East Tower, Gold/Ballroom Level

**Time:** 8:30 a.m. – 9:30 a.m.

**Speaker(s):** Kristin Strunk, People and Culture Leader, Regent Leadership Group

We have all been there! The task of succession planning hangs over organizations like old and dusty drapes from a bygone era. It is a holdover from a time when people moved from Jr. Accountant to Accountant to Sr. Accountant to Jr. Accounting Manager to Accounting Manager—and their careers ended with the same company they started with. I have been working in Human Resources for a quarter of a century, and I can point to exactly *one* succession plan that worked the way we planned it to. I challenge you to think about "succession planning" as an outdated model. What if there was a new way to approach leadership planning and operations continuity in organizations that had less to do with climbing a career ladder and more to do with well-rounded experiences? Organizations are living, breathing organisms that evolve and change at alarming rates. What if we prepared people for the future in our organizations rather than merely preparing them for a title on paper?

#### Learning Objectives:

- Discuss the fundamental misalignment of succession planning.
- Learn what other options are available for ensuring leadership continuity.
- Develop a roadmap for making the transition in your organization.

104

### Board Member to Board Leader—Part I

**Topic Track:** Boardmanship

**Location:** Grand Suite 5, East Tower, Gold/Ballroom Level

**Time:** 8:30 a.m. – 9:30 a.m.

**Speaker(s):** Dannielle Wilson, Manager, BerryDunn



At the heart of every park board and foundation board is a well-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 impactful 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 is just what you need to acquire new skills and energize yourself for a successful board tenure!

#### Learning Objectives:

- Identify the tactics you would like to employ in your boardmanship.
- Understand your peers' number one leadership strategy.
- Gain renewed energy and enthusiasm in your leadership role.

107

### Girl Power—Get Your Questions Answered!



**Topic Track:** Leadership/Management

**Location:** Grand Hall I, East Tower, Gold/Ballroom Level

**Time:** 8:30 a.m. – 9:30 a.m.

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

Got questions? Everyone has questions when they are preparing to move their career forward. The professionals on this panel are ready to help YOU! What is the best way to present yourself in an interview? What skills are you missing that would allow you to secure your next position? How should you negotiate a higher salary or better benefits? How can you build your confidence? What are your questions—bring them to this session and get ready to move yourself upward and/or forward!

#### Learning Objectives:

- Gain perspective from various professionals on questions asked by yourselves and/or your peers on career advancement.
- Gain perspective from various professionals on questions asked by yourselves and/or your peers on preparing for an interview.
- Gain perspective from various professionals on questions asked by yourselves and/or your peers on building confidence.



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## 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.

### 110 Legal/ Legislative Part I

**Topic Track:** Governance/Legal

**Location:** Grand Hall GH, East Tower, Gold/Ballroom Level

**Time:** 8:30 a.m. – 9:30 a.m.

**CLE Credit:** 1.0 CLE (pending approval)

**Speaker(s):** **Jason Anselment**, General Counsel, Illinois Association of Park Districts; **Derke Price**, Equity Partner, Ancel Glink

In this session, legal experts will discuss new laws and recent court decisions that affect park districts, conservation districts, forest preserves, recreation, and special recreation agencies. Changes to the Park District Code and other new legal requirements affecting district operations and facilities, labor and employment, and financial procedures will be discussed along with other statutory changes that may impact your agency. Recent tort liability cases that provide guideposts in your agency's day-to-day operations will also be covered. You will also receive information about the latest developments from the state capitol. Stay current on a wide variety of changes in the law and learn how these changes will affect the operation of your agency.

#### Learning Objectives:

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



### 137 Thinking About A Bond Referendum? What to Do and Where to Start

**Topic Track:** Finance/Information Technology

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

**Time:** 8:30 a.m. – 9:30 a.m.

**CLE Credit:** 1.0 CLE (pending approval)

**Speaker(s):** **Kent Floros**, Managing Partner, Chapman and Cutler LLP; **Anjali Vij**, Managing Partner, Chapman and Cutler LLP; **Aaron Gold**, Vice President, Speer Financial, Inc.; **Leon Younger**, President, PROS Consulting, Inc

Going to voters to ask for approval to construct capital improvements and issue bonds can be a daunting task. This session will walk you through the planning process of including a question on the ballot and discuss how you can engage with your constituents regarding important issues, such as tax impact. The session will also describe pre-referendum planning, such as information campaigns.

#### Learning Objectives:

- Learn the key steps and suitable timing for placing a bond referendum on the ballot.
- Learn the legal requirements related to referenda questions and placing a question on the ballot.
- Identify the financial information that is necessary to engage and inform the community regarding a referendum.



### 210 Kids Around the World—Building a Generation of Hope

**Topic Track:** Parks/Natural Resources

**Location:** Water Tower, West Tower, Bronze/Concourse Level

**Time:** 8:30 a.m. – 9:30 a.m.

**Speaker(s):** **Greg A. Weitzel**, Senior Director of Mission Advancement, Kids Around the World; **Tim Clauson**, Director of Playgrounds, Kids Around the World; **Andrew Martin**, Food Program Director, Kids Around the World; **Jenny Knitter**, Director of Parks, Planning & Development, Woodridge Park District; **David Mogle**, Retired Professional

The story and mission of *Kids Around the World* (KATW) is inspiring. In 1994, a playground was gifted by Rockford, Illinois to Brovary, Ukraine. After a grateful response from Ukrainian officials, the idea of replicating this action where modern safe playgrounds were lacking was born. KATW partners and volunteers have now built more than 1,100 playgrounds at parks, schools, and orphanages in over 60 countries impacted by poverty, war, or natural or man-made disasters. Throughout KATW's quest to provide the gift of play, they often encounter hungry children. In response, the *OneMeal* program was created. Volunteer food packing events are held in the U.S., and more than 60 million nutritious meals have been shipped to kids in need of food security. Children also need hope, so *KidStory* was developed in order to foster and enhance their spiritual development. This session will discuss and explore the history of KATW, the mutual benefits and efficiencies derived from partnering, including how used playgrounds are donated and restored, and how your agency can be involved in this rewarding global effort.

#### Learning Objectives:

- Pursue a socially responsible way to recycle old playground equipment that can be used to provide play equity, as well as health and wellness benefits to children in need around the world.
- Discover the community and public relations benefits to park and recreation agencies that partner with KATW through case studies.
- Understand how partnering with KATW to provide Playgrounds, *OneMeal*, and *KidStory* can provide physical, emotional, and spiritual benefits to kids in greatest need around the world.



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## 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.

310

### Advanced Video Camera Solutions to Take Your Park District or Forest Preserve to the Next Level

**Topic Track:** Finance/Information Technology  
**Location:** Randolph AB, East Tower, Bronze/Concourse Level

**Time:** 8:30 a.m. – 9:30 a.m.

**Speaker(s):** **Joel Hymen**, Asst. Director, Westmont Park District; **Ramon Bassett**, Vice President of Sales, Current Technologies; **Steven Boonstra**, Vice President of Video Surveillance Division, Current Technologies

Video cameras are becoming smarter by the day, with advanced analytics native to the camera. With this ever-changing technology on the edge, the potential use cases of video cameras go beyond just surveillance to include operational improvement and efficiency. In this session, we will practically demonstrate how to use analytics, as well as the ease of navigating through video management software to process the information gathered. You will also learn the difference between detection, recognition, and identification and the outcomes produced by different types of cameras.

#### Learning Objectives:

- Understand the difference between machine learning and artificial intelligence in relation to video analytics.
- Learn how to use analytics to gather information needed for program funding.
- Learn how data compression technology saves both time and storage space.

311

### The Future of Parks and Rec—Winning the War for Talent in the Next Phase

**Topic Track:** HR/Risk Management

**Location:** Gold Coast, West Tower, Bronze/Concourse Level

**Time:** 8:30 a.m. – 9:30 a.m.

**Speaker(s):** **Katie Sepe**, Director of Human Resources, Naperville Park District; **Sameera Luthman**, Director of Marketing and Communications, Naperville Park District

While the work of the parks and recreation field is fairly visible across communities, do industry outsiders recognize ours as a career-based field that accommodates multiple disciplines, educational backgrounds, and part-time and seasonal positions that could provide solid experience for their long-term career plans? With competition in the jobs marketplace only continuing to increase, does the parks and recreation field have enough of a pipeline of potential future job-seekers to sustain it? Developing a strong brand to communicate this important aspect while educating community members and beyond to consider our field is an important first step that precedes posting jobs, or obtaining and hiring the best candidates. We need to start planning now and develop a long-term strategy to recruit staff members who can meet the needs of today, as well as eventually replace us and our current teams.

#### Learning Objectives:

- Understand and justify the need for developing and implementing multiple coordinated recruiting strategies.
- Recognize the importance of cultivating relationships and learn how to integrate this aspect into an overall long-term, succession plan-based strategy.
- Take away actionable strategies and tools to create and implement a recruiting brand that begins to generate a potential pipeline of candidates to help sustain the future of parks and recreation agencies.

400

### Official Officials—Officiating in Parks and Recreation

**Topic Track:** Recreation

**Location:** Roosevelt 3AB, East Tower, Bronze/Concourse Level

**Time:** 8:30 a.m. – 9:30 a.m.

**Speaker(s):** **Dan Reamer**, Facilities Manager, Chicago Park District; **Roberto Lugo**, Chicago Park District; **Christian Kopp**, Center Director, Power Wellness

Officiating is one of the toughest aspects to manage as a park and recreation professional. This session will cover all aspects of officiating in the modern-day sports setting. We will discuss topics such as recruiting, training, managing, and maintaining officials, as well as officiating trends. You will be presented with real-life officiating scenarios and will be given the tools to solve these often complex issues.

#### Learning Objectives:

- Understand the complexity of finding quality sports officials.
- Identify strategies to hire, maintain, and manage sports officials.
- Learn how to respond to a shortage of officials.

418

### Forward-Thinking Aquatics

**Topic Track:** Recreation

**Location:** Regency Ballroom A, West Tower, Gold/Ballroom Level

**Time:** 8:30 a.m. – 9:30 a.m.

**Speaker(s):** **Caroline Reimann**, Aquatic Programming Supervisor, Oak Brook Park District; **Grant Gilchrist**, Aquatic Manager, Oak Brook Park District

In this session, you will learn how to navigate aquatic operations, restructure programming, and rebuild staff in the post-pandemic era.

#### Learning Objectives:

- Learn how to restructure aquatic programming.
- Gain insight into methods for rebuilding staff.
- Understand how to reinvent aquatic operations.





## 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.

503

### Reframing Your Programs Through a Trauma-Informed Lens



**Topic Track:** Therapeutic Recreation

**Location:** Grand Hall K, East Tower, Gold/Ballroom Level

**Time:** 8:30 a.m. – 9:30 a.m.

**NCTRC Pre approved:** 0.1

**Speaker(s):** Donna Allen Rielage, Founder and CEO, AllenForce; Marete Larson, AllenForce; Janada Gibbs

In this session, you will dissect data and examples from the Equine Assisted Coaching, Women Retreats, and other veteran programming by AllenForce using a trauma-informed approach to facilitation. Learn how to interpret these tools for success in your agency. Gain insight into mental health and wellness tools that allow you to cultivate an environment conducive to creating a human connection within programs, which in turn, is saving lives.

#### Learning Objectives:

- Define your mission within wellness programming and build your foundation for programs on sustenance and cohesiveness with the community.
- Create your own tools to address one or more of the eight components of accessibility of whole health.

609

### Pickleball Palooza—What is the Big Dill?

**Topic Track:** Facilities

**Location:** Regency Ballroom B, West Tower, Gold/Ballroom Level

**Time:** 8:30 a.m. – 9:30 a.m.

**Speaker(s):** Andy Howard, Principal, Hitchcock Design Group; Carl Schmits, USA Pickleball Association; Tim Beckmann, Division Director of Park & Facility Services, Glenview Park District

Pickleball is one of the fastest-growing sports in America. How do recreation providers plan for this fast-paced growth? This session will focus on the planning process for developing outdoor pickleball facilities and the essential design elements that are crucial for their success.

#### Learning Objectives:

- Learn how to design for America's fastest growing sport.
- Understand the process used for planning future pickleball facilities and strategies for engaging the community and stakeholders in the planning process.
- Identify key design elements for outdoor pickleball facilities (both tennis court conversions and new construction) and the latest trends and products in pickleball facility design.

900

### Selling Sponsorship in Style—The Do's and Don'ts



**Topic Track:** Marketing/Communications

**Location:** Toronto, West Tower, Gold/Ballroom Level

**Time:** 8:30 a.m. – 9:30 a.m.

**Speaker(s):** Haley Colucci, Marketing & Communications Manager, Oak Brook Park District; Rachel Jones, Corporate & Community Relations, Oak Brook Park District; Erik Ruiz, Graphic Designer, Oak Brook Park District

What is your sponsorship process? Maybe you have a robust program developed, maybe you work with partners that approach you from time to time, and maybe, this is territory your agency has yet to tap into. The marketing department at the Oak Brook Park District is excited to share how they re-evaluated, revamped, and re-designed their sponsorship experience, starting with the hook—the marketing materials that help seal the deal. In order to prepare your agency with the tools for successful initial conversations with potential sponsors, vendors, and partners, you must start at the beginning—valuation, identification of opportunities, and branding. Creating an attractive marketing material, such as the "Sponsorship Opportunities Brochure" we will be discussing, comes with its challenges. We are here today to share our experience and the do's and don'ts to help YOUR team!

#### Learning Objectives:

- Learn how to best work with your immediate team and agency to identify and compile valuable opportunities for businesses to engage with your community.
- Determine how to tell your visual "sponsorship story." The speakers will cover the importance of layout, design, branding, and even DEI to tell your agency's story within this marketing piece.
- Gain insight into the speakers' experience, recommendations, and actions to avoid, as a marketing piece this big can come with several roadblocks.



## 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.



### 909 Rising Above the Rest—Transforming Parks Through Smart Drone Use



**Topic Track:** Marketing/Communications

**Location:** Grand Suite 3, East Tower, Gold/Ballroom Level

**Time:** 8:30 a.m. – 9:30 a.m.

**Speaker(s):** Mitchell T. Fransen, Parks Planning and Development, City of Kirkland, WA; Eric Lee Wilson, Owner/Operator, Excel Aerial Images

Eric Lee Wilson and Mitchell T. Fransen will take you to the skies in a session filled with in-depth drone service insights. Explore how drones have the power to revolutionize perspectives for park and recreation agencies, whether through captivating marketing imagery, precise site surveying, or comprehensive aerial mapping. Uncover how aerial media expands constituent knowledge and empowers staff with invaluable property data, all within this enlightening session.

#### Learning Objectives:

- Gain a comprehensive understanding of the legal bounds surrounding drones, while dispelling common misconceptions in the industry. Real-world examples will be delivered, showcasing agencies harnessing the power of aerial media.
- Gain insight into the variety of ways drones have been used in park and recreation agencies across the state and nation. You will discover a range of captivating use cases that highlight the versatility of drones in parks.
- Explore how drones extend far beyond imaging, playing a pivotal role in constituent engagement and enhanced mapping of invaluable parklands. You will uncover the ways in which drones are shaping the realms of planning and mapping.

### 1001 Allyship—From Support to Action



**Topic Track:** Diversity

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

**Time:** 8:30 a.m. – 9:30 a.m.

**Speaker(s):** Linda Henderson-Smith, Owner and Principal, ATC Consulting LLC

The term “ally” has been used to describe a person who supports individuals from diverse cultures and their fight for justice. However, it is a verb, which means it is an action. This session will provide a better understanding of what allyship really is, strategies for how to ally effectively, and information on how we can best ally with those we work with and serve.

#### Learning Objectives:

- Define the concept of allyship.
- Learn to describe the actions involved in allyship.
- Understand why support alone is not enough.

### 1108 Green from the Outside In



**Topic Track:** Forest Preserve and Conservation

**Location:** Michigan 3, East Tower, Bronze/Concourse Level

**Time:** 8:30 a.m. – 9:30 a.m.

**Speaker(s):** Amanda Grant, Data Manager, Forest Preserves of Cook County; Raquel Garcia-Alvarez, Policy & Sustainability Manager, Forest Preserves of Cook County

For over a century, the Forest Preserves of Cook County (FPCC) has been a leader in land restoration and conservation for the enjoyment of our constituents. But what does our organization look like behind the green forests, savannahs, marshes, and prairies? Join us on this sustainability journey as the FPCC improves its inner workings to match its green exterior and put in the work on the inside to make it truly green from the inside out. Learn from its challenges and successes, and see how the FPCC embarked on an ambitious plan to make its operations, fleet, and facilities as green as possible.

#### Learning Objectives:

- Learn how to examine the dichotomy between your mission and internal structures and processes.
- Understand how to partner strategically with external organizations to multiply your success.
- Learn how to motivate staff to participate and incorporate green daily habits in their work and daily life.



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03

### NRPA | IAPD | IPRA Executive Directors' Roundtable

**Topic Track:** Leadership/Management

**Location:** Grand Hall J, East Tower, Gold/Ballroom Level

**Time:** 10:00 a.m. – 11:00 a.m.

**Speaker(s):** **Kristine Stratton**, President and CEO, National Recreation and Park Association; **Susie Kuruvilla**, Executive Director, Gurnee Park District; **Arnold Randall**, General Superintendent, Forest Preserve District of Cook County

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 answers to some of your toughest agency challenges. Hosted by NPRA President and CEO Kristine Stratton, and facilitated by Susie Kuruvilla, Executive Director of the Gurnee Park District, and Arnold Randall, General Superintendent of the Cook County Forest Preserve District, this highly interactive session will offer you the opportunity to seek advice, share stories, highlight accomplishments, and learn tips and strategies from others' shared experiences.

#### Learning Objectives:

- Discuss timely, sensitive issues related to parks, recreation, and conservation.
- Connect with peers from different parts of Illinois.

13

### Delegation IS Leadership

**Topic Track:** Leadership/Management

**Location:** Grand Hall L, East Tower, Gold/Ballroom Level

**Time:** 10:00 a.m. – 11:00 a.m.

**Speaker(s):** **Annie Frisoli**, Founder & CEO, Creating Community, LLC

Delegation isn't just telling someone what to do or assigning tasks to them. It also involves giving authority and responsibilities to individuals or a team and providing the resources, direction, and support needed to achieve the expected results. This interactive session will have you assess your delegation skills, discuss the barriers to delegating, and ultimately discuss strategies for healthy delegation.

## 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 Objectives:

- Identify your current delegation skills by completing a delegation skills assessment.
- Discuss the four-stage Delegation Cycle Model.
- Use the Delegation Cycle Model to create a delegation strategy for your team.

105

### Board Member to Board Leader—Part II

**Topic Track:** Boardmanship

**Location:** Grand Suite 5, East Tower, Gold/Ballroom Level

**Time:** 10:00 a.m. – 11:00 a.m.

**Speaker(s):** **Dannielle Wilson**, Manager, BerryDunn

Great volunteers just keep on giving—and then come back for more! (Sounds familiar, board members?) If you're itching for more, this session covers topics that previous years' attendees at Part 1 of the *Board Member to Board Member* series have requested. We'll dive into new topics like working with difficult residents, promoting long-term thinking, advancing agenda items, leading efficient meetings, and assessing your director. Led by a current park board commissioner and former park board secretary, you'll learn from those with practical experience on both sides of the table in an engaging and lighthearted atmosphere. Whether you've participated in Part 1 before or are new to the series, join us for this not-to-miss session!

#### Learning Objectives:

- Identify strategies you would like to employ in your boardmanship.
- Learn to demonstrate new approaches to working through difficult situations.
- Bring practical suggestions and tools back to your fellow board members.

108

### Girl Power—Are You Ready? Get Set and Lead!



**Topic Track:** Leadership/Management

**Location:** Grand Hall I, East Tower, Gold/Ballroom Level

**Time:** 10:00 a.m. – 11:00 a.m.

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

Being a leader is definitely not easy. Most people are quick to evaluate the decisions and actions of leaders, without ever considering what it took to get to that decision or course of action. Others may often think, "If I were the leader, I'd have done it this way", without ever fully understanding the issue and how it affects everyone, not just them! Join us to discuss several key aspects of leadership, including what may be holding you back from succeeding in this area, what it takes to be a successful/inspiring female leader, and strategies to grow your leadership skills.

#### Learning Objectives:

- Learn to identify behaviors/actions that prevent you from being an effective leader.
- Recognize the actions and attitudes that are necessary to be an effective leader.
- Learn strategies to help grow your leadership skills.



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## 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.



111

### Legal/Legislative— Part II

**Topic Track:** Governance/Legal

**Location:** Grand Hall GH, East Tower, Gold/Ballroom Level

**Time:** 10:00 a.m. – 11:00 a.m.

**CLE Credit:** 1.0 CLE (pending approval)

**Speaker(s):** **Steven Adams**, Partner, Robbins Schwartz; **Mitchell Remmert**, Director of Advocacy & Strategic Initiatives, IAPD



Review the various new laws, regulations, court decisions, and PAC opinions issued in 2023 with top legal experts. We will explain how the new laws work, how they impact your agency, and what your agency needs to do to maintain legal compliance.

#### Learning Objectives:

- Learn about a wide range of new legislation, cases, and PAC opinions on a wide range of subjects including OMA/FOIA, employment law, public health and safety, human rights, property taxes, and more.
- Receive expert practical advice on how to ensure compliance with changes in the law.
- Get up-to-date on key changes in the law that affect all aspects of park and forest preserve district operations.

131

### Financing the Fun— An Introduction to Municipal Bonds

**Topic Track:** Finance/Information Technology

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

**Time:** 10:00 a.m. – 11:00 a.m.

**CLE Credit:** 1.0 CLE (pending approval)

**Speaker(s):** **Kent Floros**, Managing Partner, Chapman and Cutler LLP; **Anjali Vij**, Managing Partner, Chapman and Cutler LLP; **Andrew Kim**, Director, PMA Securities, LLC



This session is designed to provide an entry-level education on the basics of all things municipal bonds. This session will provide instruction on, among other things, the following: (1) the different types of borrowing alternatives available to park districts; (2) an overview of the process for issuing municipal bonds and the municipal bond market, including strategies for

issuance in a rising interest rate environment; (3) the impacts and limitations of issuing bonds on a tax-exempt basis; and (4) the securities law aspects of municipal bond transactions. This session will be most useful for those who haven't previously been involved in the issuance of municipal bonds or are looking for a refresher on key topics around municipal bonds, and will discuss topics that are relevant to both administrators and park commissioners.

#### Learning Objectives:

- Learn the borrowing options available to park districts and the process for issuance.
- Understand the current dynamics impacting the municipal bond market and strategies to minimize cost in a rising interest rate environment.
- Learn the implications of issuing municipal bonds in the context of federal income tax and securities law.

201

### All Charged Up— Everybody's Talking about Electrification

**Topic Track:** Parks/Natural Resources

**Location:** Water Tower, West Tower, Bronze/Concourse Level

**Time:** 10:00 a.m. – 11:00 a.m.

**Speaker(s):** **Jarrod Scheunemann**, Vice President & Partner, Campfire Concepts; **Phillip Rowell**, Owner & CEO, Ion



Have you considered EV recharging solutions for your fleet and residents? Come to this session to find answers to some of your "What's possible?" questions in the EV charging market, as well as discuss exciting new grant sources, reduced environmental impacts, and ways to save money. Join us to learn from several case studies in Illinois about why the future of parks and recreation is electrifying.

#### Learning Objectives:

- Gain a better understanding of EV charging solutions.
- Determine if your agency qualifies for EV charging grant opportunities.
- Learn from parks and recreation EV charging case studies in Illinois.

301

### Fundamentals of IT Security for Everyone

**Topic Track:** Finance/Information Technology

**Location:** Randolph AB, East Tower, Bronze/Concourse Level

**Time:** 10:00 a.m. – 11:00 a.m.

**Speaker(s):** **Robert Pechous**, Superintendent of Communications & IT, Oak Brook Park District; **Randy Wilson**, Network Manager, PDRMA



In today's rapidly evolving digital landscape, understanding the fundamentals of IT security is crucial for individuals and organizations alike. No matter what department you work in at your agency, this information is important to everyone. This presentation provides a comprehensive overview of the core principles and concepts that form the foundation of IT security. We will also discuss the human factor in IT security. You will learn about the importance of creating a security-conscious culture within your organization. We will explore techniques for raising security awareness, conducting effective security training programs, and fostering a sense of responsibility among employees. The presentation also sheds light on social engineering tactics and the psychology behind cyberattacks, empowering you to recognize and mitigate potential threats.

#### Learning Objectives:

- Understanding the core principles, concepts, and terminology of IT security.
- Identify and assess common cybersecurity risks and threats.
- Learn the best practices and security controls for protecting digital assets.



## 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.

313

### How to Not Only Apply for Your Dream Job But Get It—Best Kept Secrets from a Marketer



**Topic Track:** HR/Risk Management

**Location:** Gold Coast, West Tower, Bronze/Concourse Level

**Time:** 10:00 a.m. – 11:00 a.m.

**Speaker(s):** Amy Seklecki, Director of Marketing & Community Engagement, Arlington Heights Park District

Have you found it challenging to secure an interview for that job you applied for? Maybe you aren't getting to the second, third, or even final round. In this session, you'll walk away with the confidence, key steps, and secrets to successfully apply for that job you've been eyeing and turn that dream into a reality. No one knows your work like you do but you'll leave this session understanding how you can best market yourself as a candidate they won't forget!

#### Learning Objectives:

- Learn how to create a resume that sets you apart from other candidates.
- Learn hacks for before, during, and after your interview.
- Discover how to best market yourself.

415

### CHAMPs! Classroom/Group Management from the Classroom into Recreation!



**Topic Track:** Recreation

**Location:** Regency Ballroom A, West Tower, Gold/Ballroom Level

**Time:** 10:00 a.m. – 11:00 a.m.

**Speaker(s):** Kimberly Barton, Superintendent of Recreation, Hoffman Estates Park District; Natalie Wood, Early Childhood Program Manager, Hoffman Estates Park District

Child behaviors are at an all-time high! Learn about how Conversation, Help, Activity, Movement, and Participation (CHAMPs) can help you be proactive in setting up expectations for the groups you

are working with. This acronym reflects the types of expectations used by the teacher to clarify the activity and transitions occurring in class. Randy Sprick, the co-author of CHAMPs, designed this program to help classroom teachers develop a proactive and positive classroom environment so that learning time can be maximized.

#### Learning Objectives:

- Learn to develop a safe, consistent, and positive environment.
- Increase the communication in the classroom to foster ongoing voices and behaviors with all parties involved.
- Create a positive culture that is intentionally designed to build and maintain relationships and community.

413

### The Secret Sauce to Successful Programming—"It's In There"



**Topic Track:** Recreation

**Location:** Roosevelt 3AB, East Tower, Bronze/Concourse Level

**Time:** 10:00 a.m. – 11:00 a.m.

**Speaker(s):** Tanita Cook-Nelson, Program Supervisor, Gwinnett County Parks & Recreation

What is the secret sauce for your programming? What ingredients make your program stand out? The intended outcome of this professional development session, *The Secret Sauce of Programming*, as with Prego, "It's in there..." is to help you understand how you can consistently include the ingredients of being intentional, impactful, and informative in your program. This will allow you to produce the secret sauce of relevant and effective programming that meets the immediate and strategic needs of your community.

#### Learning Objectives:

- Identify the essential ingredients for intentional, impactful, and informative programming.
- Understand the importance of relevant programming that meets the immediate and strategic needs of your community.
- Develop a recipe using tools and share it with fellow programmers.

## 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.



605

### Crisis Management for Active Threat Situations

**Topic Track:** Facilities

**Location:** Regency Ballroom B, West Tower, Gold/Ballroom Level

**Time:** 10:00 a.m. – 11:00 a.m.

**Speaker(s):** **Joseph Crimmins**, President, Serve and Protect Law LLC; **Mike Kies**, Superintendent of Recreation, St. Charles; **Lynne Yuill**, St. Charles Park District; **Katie Miller**, St. Charles Park District

This crisis management training is customized to the unique needs of a park district preparing for an active threat/workplace violence incident. Unlike schools or corporate campuses, park district facilities are open and unsecured. Keeping the building safe is a challenge, not to mention keeping children in programming secure in a non-secure building. This presentation will cover risk assessments of park district buildings and the staff training that should follow, mass notification strategies to immediately alert all staff of an active threat, and safely conducting a live training exercise during programming hours. The session will include a panel of two park district administrators who are currently involved in conducting active threat training exercises and will share their real-world experiences.

#### Learning Objectives:

- Learn about facility risk assessment and how it can make your facility safer in an active threat situation.
- Identify and implement crisis management strategies that will help staff members successfully respond to an active threat Incident.
- Learn how to conduct an active threat training exercise for staff during programming hours.

901

### Sponsorships—It Takes a Team

**Topic Track:** Marketing/Communications

**Location:** Toronto, West Tower, Gold/Ballroom Level

**Time:** 10:00 a.m. – 11:00 a.m.

**Speaker(s):** **Stacey Fontechia**, Sales and Sponsorship Manager, Naperville Park District; **Sameera Luthman**, Director of Marketing, Naperville Park District; **Tim Quigley**, Director of Parks, Naperville Park District; **Susan Buziecki**, Superintendent of Facilities, Naperville Park District; **Brittany Malatt**, Program Manager, Naperville Park District

Hear from five members of the Naperville Park District staff, including the Sales and Sponsorship Manager, Director of Marketing, Director of Parks, Superintendent of Facilities, and a Program Manager, in a panel discussion on the importance of working together as a team. We will discuss how sponsorship and advertising revenue benefits the district, specifically from each department, and how everyone comes together and collaborates to make sponsorships a success for our partners.

#### Learning Objectives:

- Learn how to work within your organization and departments to create successful partnerships that everyone can support.
- Understand how to implement the sponsorships and how everyone comes together to make that happen while supporting our partners.
- Learn what is important to each department when it comes to sponsorships, revenue, and having those conversations.

902

### Marketing and Communications Roundtable 1.0

**Topic Track:** Marketing/Communications

**Location:** Grand Suite 3, East Tower, Gold/Ballroom Level

**Time:** 10:00 a.m. – 11:00 a.m.

**Speaker(s):** **Amy Seklecki**, Director of Marketing & Community Engagement, Arlington Heights Park District

Join your fellow marketing and communications professionals for roundtable discussions on trending topics, such as sponsorship, photography/videography, hiring, emerging tech, digital and print communications, branding, and more. This session will provide an excellent opportunity to network with both new and familiar faces in the industry. If you can't attend this session, don't worry; you'll have another chance to do so at Marketing and Communications Roundtable 2.0!

#### Learning Objectives:

- Meet and network with like-minded marketing professionals.
- Discuss best practices in marketing and communications for parks and recreation.
- Brainstorm new marketing initiatives and tailor them to your district.



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## 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.

1002

**Building a Robust Commitment to DEIA and Getting Results in a Diverse Community****Topic Track:** Diversity**Location:** Acapulco, West Tower, Gold/Ballroom Level**Time:** 10:00 a.m. – 11:00 a.m.**Speaker(s):** **Emily Cahill**, Executive Director, Peoria Park District; **Brent Wheeler**, Deputy Director, Peoria Park District; **Shalesse Pie**, Superintendent of Human Resources, Peoria Park District

Building a strong diversity, equity, inclusion, and accessibility (DEIA) program takes more than merely desire. It takes thoughtful strategy, as well as the willingness to consider the reallocation of resources and long-term commitment to change. In this session, Peoria Park District staff will provide a timeline to influence DEIA in programming, workforce development, and contracting/procurement policies. Both governance and operational experience will be offered and explained, including the process for building a productive committee system. We will also offer strategies to meet local and state unfunded mandate requirements. You will learn about the positive impact of a Welcoming Resolution and customer service strategies focused on this issue, as well as efforts that help to increase staff diversity and build the soft skills of our youth workforce.

**Learning Objectives:**

- Receive the building blocks to develop your own organizational strategy focused on DEIA.
- Gain knowledge about building DEIA strategy and making an impact in a diverse community.
- Learn about DEIA strategies tied to capital projects and purchasing strategies to support minority and women-owned businesses.

1107

**The Living Map****Topic Track:** Forest Preserve and Conservation**Location:** Michigan 3, East Tower, Bronze/Concourse Level**Time:** 10:00 a.m. – 11:00 a.m.**Speaker(s):** **Kim Compton**, Education and Visitor Center Services Coordinator, McHenry County Conservation District

Restoration ecology and natural history can be complicated subjects. But by using the living map, we provide an engaging visual that teaches 300 years of natural history to students as young as third graders. The living map is a three-dimensional representation of the area that is Glacial Park in northern Illinois today. Using puppets and other props, we illustrate how the area changed over the years, bringing us all the way to today's restoration efforts.

**Learning Objectives:**

- Learn how to teach elements of natural history and restoration ecology to your own students.
- Gain the skills necessary to build your own living map.
- Understand how to adapt the living map of Glacial Park to be used at your own site.

FRIDAY AFTERNOON  
SPEED SESSIONS

12:15 pm – 12:45 pm

Pre-Registration is not required to attend Friday sessions.

Speed sessions are not approved for CEUs.

21

**iLearn—The Makings of a Sustainability Project Proposal****Topic Track:** Leadership/Management**Location:** Roosevelt 3AB, East Tower, Bronze/Concourse Level**Time:** 12:15 p.m. – 12:45 p.m.**Speaker(s):** **Alyx Bibbs**, Student, UIUC; **Amber Rangel**, Student, UIUC; **Isa Muhammad**, Student, UIUC; **Sol Ochoa Tsatsos**, Student, UIUC

The winning iLearn team from the University of Illinois at Urbana-Champaign will present ROOTS (Reimagining Oak Brook Park District Through Outreach, Training, and Sustainability). This year's competition challenged teams to develop a sustainability project proposal based on a case study and resources from Oak Brook Park District. The iLearn Committee and Oak Brook provided insights, information, and data from Oak Brook's Sustainability Committee, Master Plan as well as Capital Improvement Projects. iLearn is a student-centered development program in which teams of undergraduate and graduate students work together to complete a project on a topic related to parks, recreation, and conservation.

**Learning Objectives:**

- Identify strategies to expand sustainability efforts through existing park district programs.
- Explain how to incorporate new pollinator gardens at existing parks.
- Learn how to enhance community engagement with sustainability activities and new outreach events.



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## FRIDAY AFTERNOON SPEED SESSIONS

12:15 pm – 12:45 pm

Pre-Registration is not required to attend Friday sessions.  
Speed sessions are not approved for CEUs.

207

### Park Maintenance Round Table

**Topic Track:** Parks/Natural Resources

**Location:** Water Tower, West Tower,  
Bronze/Concourse Level

**Time:** 12:15 p.m. – 12:45 p.m.

**Speaker(s):** **Todd King**, Director of Parks and Planning, Schaumburg Park District; **Ed Christenson**, Park Manager, Schaumburg Park District

During this roundtable session, we will cover a variety of topics related to parks, such as best practices for park maintenance and upkeep, challenges and solutions in managing sports fields and turf, technology integrations, maintaining a balance between recreation and conservation goals within a park district, nature and pound maintenance, and playground inspections.

#### Learning Objectives:

- Gain valuable insights into park maintenance.
- Learn how new technology is working in the parks department at Schaumburg.
- Walk away with ideas you can implement in your parks department.

314

### Investing Park District Dollars—Maximizing Impact and Returns

**Topic Track:** Finance/Information Technology

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

**Time:** 12:15 p.m. – 12:45 p.m.

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

Join us for this speed session if you would like to learn how to effectively invest your dollars for maximum impact and returns. Discover investment strategies tailored to the unique needs and objectives of park districts while prioritizing safety, liquidity, and yield in the current rate environment and beyond.

#### Learning Objectives:

- Learn practical strategies and best practices for achieving a well-rounded investment program that safeguards taxpayer dollars, provides sufficient liquidity, and maximizes returns.
- Learn how to assess and manage cash flows and liquidity considerations, ensuring the availability of funds for operational needs.
- Explore different investment options and learn how they may help improve returns.

318

### Planning the Perfect Panel Interview—Enhancing the Candidate Experience

**Topic Track:** HR/Risk Management

**Location:** Gold Coast, West Tower,  
Bronze/Concourse Level

**Time:** 12:15 p.m. – 12:45 p.m.

**Speaker(s):** **Kristin Strunk**, People and Culture Leader, Regent Leadership Group

Panel interviews can be tricky! Who asks which questions? How much time do spend on introductions? How transparent are we going to be? In this session, we will discuss how you can conduct a well-planned panel interview, which is an effective way to enhance the candidate experience and speed up the talent acquisition process.

#### Learning Objectives:

- Learn when panel interviews are the most effective and how to plan for one.
- Find out which questions work the best in a panel setting.
- Determine the next steps when interviewers cannot agree on a candidate.



## FRIDAY AFTERNOON SPEED SESSIONS

12:15 pm – 12:45 pm

Pre-Registration is not required to attend Friday sessions.  
Speed sessions are not approved for CEUs.



416

## Going Digital—ePACT

**Topic Track:** Recreation**Location:** Regency Ballroom A, West Tower, Gold/Ballroom Level**Time:** 12:15 p.m. – 12:45 p.m.

**Speaker(s):** Anna Schuld, KASPER Manager, Schaumburg Park District; Kimberly Barton, Superintendent of Recreation, Hoffman Estates Park District

Tired of having paper and binders everywhere? Tired of keeping boxes of paper for 10 years? This session is for you! Come learn about ePACT from two field supervisors who use this network and have already found out what works.

**Learning Objectives:**

- Learn how you can help other supervisors in the field use ePACT.
- Demonstrate the effectiveness of ePACT and going digital.
- Understand how using digital sign-in and sign-out can make the process and data management easier.

502

## “Squirrel!” ...Staying Focused with a Coworker Who Has ADHD

**Topic Track:** Therapeutic Recreation**Location:** Randolph AB, East Tower, Bronze/Concourse Level**Time:** 12:15 p.m. – 12:45 p.m.

**Speaker(s):** Dannielle Wilson, Manager, BerryDunn

Do you have a hard time holding a team member's attention? Does it feel like they're easily distracted or not valuing your time together? Or has the coworker disclosed that they have been diagnosed with attention deficit/hyperactivity disorder (ADHD) and have asked for your support? You are not alone. As the number of adult diagnoses increases and medication availability decreases, the need for a compassionate and supportive workplace is strong. Join this session to learn a little more about ADHD, gain insight into how ADHD brains work best, and how you can help support a successful working relationship.

**Learning Objectives:**

- Identify the ADHD tendencies, barriers, and superpowers that may be influencing your coworker's performance.
- Develop a list of potential modifications to the existing workflow, interactions, and/or environment.
- Generate a list of action items that can help in collaboratively leveraging your coworker's strengths.

910

## Web Accessibility and the Americans with Disabilities Act

**Topic Track:** Marketing/Communications**Location:** Toronto, West Tower, Gold/Ballroom Level**Time:** 12:15 p.m. – 12:45 p.m.

**Speaker(s):** Juan Acevedo, Superintendent of Marketing and Communications, Wheeling Park District; Tom Draper, Superintendent of Marketing and Communications, NWSRA; Kelly Holan, Marketing Manager, Wheeling Park District; Kelsi Stephenson, Marketing Manager, Wheeling Park District

Inaccessible web content means that community members with disabilities may be denied equal access to park and recreation information. An inaccessible website can exclude community members in the same way that the poor design of a facility would. In the last couple of years, ensuring accessibility for people with disabilities has been a priority for the federal government (U.S. Department of Justice, 2022), which recently published guidance on how state and local governments (entities covered by ADA Title II) and businesses open to the public (entities covered by ADA Title III) can make sure that their websites are accessible to people with disabilities, in line with the ADA's requirements. Park and recreation agencies must learn how these barriers on the web can keep community members with disabilities from accessing program information, as well as how they can be prevented or removed.

**Learning Objectives:**

- Understand how the ADA applies to state and local governments (Title II), such as park districts and businesses that are open to the public (Title III).
- Learn about the importance of web accessibility for community members with disabilities and how some web designs may decrease accessibility.
- Get tips on making web content accessible, including how to read and follow the Web Content Accessibility Guidelines (WCAG), use online tools to monitor accessibility, and create a statement of accessibility.

1103

## Naperville Park District Stream Restoration Case Study

**Topic Track:** Forest Preserve and Conservation**Location:** Michigan 3, East Tower, Bronze/Concourse Level**Time:** 12:15 p.m. – 12:45 p.m.

**Speaker(s):** Keith Gray, President, ILM Environments



The Naperville Park District manages more than 2,400 acres of parkland, which includes both natural areas and landscaped areas. As part of its commitment to caring for the environment, this park district works to restore the health and diversity of natural areas, including woodlands, park meadows, shorelines, ponds and streams, and prairies. In the summer of 2023, the park district embarked on restoring 2,200 linear feet of highly eroded stream bank originating at Stanford Meadows Park and ultimately feeding into a residential detention basin. In this session, we will explore the unexpected challenges and techniques used to restore this stream that runs through a suburban neighborhood.

**Learning Objectives:**

- Understand why stream restoration is important.
- Learn about stream stabilization techniques.
- Understand resident misconceptions about clearing invasive trees and learn how to address them.



## FRIDAY AFTERNOON CONFERENCE SESSIONS

1:00 pm – 2:00 pm

Pre-Registration is not required to attend Friday sessions.  
Speed sessions are not approved for CEUs.



11

### Laughter as Medicine—Using Comedy for Staff Wellbeing and Managing Burnout

**Topic Track:** Leadership/Management

**Location:** Randolph AB, East Tower, Bronze/Concourse Level

**Time:** 1:00 p.m. – 2:00 p.m.

**Speaker(s):** Ethan Blumenthal, Founder & CEO, Knuckleball Comedy LLC



In this engaging and interactive session, join Knuckleball Comedy for a laughter-filled experience that combines fun games, exercises, and improv comedy to boost staff engagement and foster a positive work environment. Through a series of carefully designed activities, you will learn how to become better active listeners, enhance your communication skills, and make others feel valued and respected. By infusing the power of comedy into the workshop, we aim to uplift spirits, ignite creativity, and ultimately improve overall staff well-being. Get ready to laugh, connect, and leave with a refreshed perspective on teamwork and collaboration.

#### Learning Objectives:

- Enhance your ability to actively listen and engage with others, improving communication and fostering stronger connections within the team.
- Learn how to create a supportive and inclusive workplace culture that values individuals, ultimately boosting staff morale and well-being, through fun and interactive exercises.
- Develop a deeper understanding of teamwork, trust, and cooperation, leading to more effective and efficient collaboration among team members, by participating in collaborative comedy games and exercises.

200

### Advancements in Water Feature Management

**Topic Track:** Parks/Natural Resources

**Location:** Water Tower, West Tower, Bronze/Concourse Level

**Time:** 1:00 p.m. – 2:00 p.m.

**Speaker(s):** Keith Gray, President, ILM Environments



Do you have a lake or pond on your site that requires constant attention? Do you ever wonder if there is an easier or more eco-friendly way to go about managing it? This session will explore some of the new technologies that claim to minimize reliance on chemical herbicides or eliminate their use altogether in order to maintain aesthetics. We will explore the effectiveness of remote early algae detectors that allow for the treatment of algae as soon as it forms, therefore requiring fewer chemicals, sonic algae-killing devices that use ultrasound technology to control algae without the use of any chemicals, and nutrient deactivators that serve as a proactive means of removing the phosphorus in the water that feeds algae and many aquatic plants that are a nuisance. Time for discussion about your site-specific issues will be made available at the end of the session; be sure to bring your questions!

#### Learning Objectives:

- Understand potential new ways to manage your lake or pond.
- Learn about chemical-free options for lake or pond management.
- Address the obstacles to getting your lake or pond back to a healthy state.

309

### Collaboration Transformation and the Employee Experience

**Topic Track:** Finance/Information Technology

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

**Time:** 1:00 p.m. – 2:00 p.m.

**Speaker(s):** Kelly Grosskreutz, Modern Work Practice Manager, Heartland Business Systems

This session will focus on how collaboration and file management are undergoing a transformation across the professional community. In this session, we will explore some of the modern tools available while focusing on the keys to bridging the human experience. Learn how to inspire your teammates to want to learn a new way of working rather than resisting change.

#### Learning Objectives:

- Envision the art of the possible with modern collaboration tools.
- Pick up helpful tips and tricks on how to encourage adoption with non-technical and/or skeptical teammates when new tools are introduced.
- Have some fun!



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## FRIDAY AFTERNOON CONFERENCE SESSIONS

1:00 pm – 2:00 pm

Pre-Registration is not required to attend Friday sessions.  
Speed sessions are not approved for CEUs.

317

### Parental Leave and Benefit Offerings—How to Remain Competitive in a Changing Environment

**Topic Track:** HR/Risk Management

**Location:** Gold Coast, West Tower, Bronze/Concourse Level

**Time:** 1:00 p.m. – 2:00 p.m.

**Speaker(s):** Johnathan Kiwala, Executive Director, Kenilworth Park District; Bill Byron, Executive Director, Northfield Park District

Every company, big or small, struggles with employee retention. Good employees are hard to find and, after the COVID-19 pandemic, hard to keep. The benefits landscape in private industry has changed drastically over the past five years. Gone are the days when government pensions are enough to entice new, competent employees into the workforce when there are more lucrative, competitive options out there. This session will take you through the various pros and cons of updating the comprehensive benefits packages for your public entities. In this session, we will discuss current research, starting with parental leave, and explain why agencies may not be stacking up to their private business counterparts. Additionally, other benefit options will be discussed that have been offered in other park districts for employee recruitment and retention, such as bonuses, gym memberships, childcare discounts, and more.

#### Learning Objectives:

- Learn about current industry standards related to parental leave, allowing you to measure the offerings provided by your current agency.
- Gain access to sample parental leave policies that have been adopted by fellow agencies that you can use to develop your own policy.
- Learn out-of-the-box ideas for both small and large organizations related to effective employee retention and recruitment methods.

417

### Reimagining Success in Youth Sports

**Topic Track:** Recreation

**Location:** Regency Ballroom A, West Tower, Gold/Ballroom Level

**Time:** 1:00 p.m. – 2:00 p.m.

**Speaker(s):** Nick McDuffee, Parks and Recreation Director, Village of Savoy



What does success look like in youth sports? It is commonly said that it is not about winning, but is this true when we focus on winning outcomes? In a world where we are reaching out to the everyday player, perhaps our idea of success should shift. A child's first experience in youth sports helps redefine winning so that, eventually, every athlete on the field can have successful outcomes. In this session, we will discuss how to set up your league and redefine success from top to bottom and every kid at the ballpark can experience the "win".

#### Learning Objectives:

- Refocus your priorities to enrich each child's experience.
- Learn how to set your coaches up for success.
- Relook at coaching, practices, games, rules, officiating, and parent roles to find more success for each young athlete.

419

### Fitness and Wellness Program Management

**Topic Track:** Recreation

**Location:** Regency Ballroom B, West Tower, Gold/Ballroom Level

**Time:** 1:00 p.m. – 2:00 p.m.

**Speaker(s):** Elizabeth Antman, Fitness Manager, Wilmette Park District



In the fitness club industry, we have been experiencing a gradual shift in people's attitudes from fitness to health. Losing weight remains the number one reason people begin an exercise program. However, while the desire to manage weight is still predominantly for reasons of appearance, there is an increasing awareness of the health implications of being overweight. People are becoming more interested in reducing stress, increasing energy, feeling better, improving overall

health, performing daily tasks more easily, and lowering blood pressure and cholesterol. They are stepping up and taking responsibility for their health and the consequences of poor lifestyle choices. As their attitudes shift, programming must also shift to meet the needs and goals of the people exercising in our facilities. In this session, we will discuss fitness and wellness programs that help our members achieve their health-oriented goals. We will also discuss fitness promotions that can increase membership numbers and revenue.

#### Learning Objectives:

- Examine current trends in fitness and wellness programming.
- Learn how fitness programming and promotions can drive membership and revenue.
- Identify ways to partner with other departments in your park district.



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## FRIDAY AFTERNOON CONFERENCE SESSIONS

1:00 pm – 2:00 pm

Pre-Registration is not required to attend Friday sessions.

Speed sessions are not approved for CEUs.



504

### The Healing Power of SOUL—Sharing of Unconditional Love and the Human-Animal Bond



**Topic Track:** Therapeutic Recreation

**Location:** Crystal Ballroom B, West Tower, Green/Lobby Level

**Time:** 1:00 p.m. – 2:00 p.m.

**NCTRC Pre approved:** 0.1

**Speaker(s):** **Jodie Diegel**, RN, MBA, Nurse Coach, SOUL Harbour Ranch Animal Therapy Program

This session on Sharing of Unconditional Love (SOUL) will consist of a one-hour-long immersive experience engaging in animal-assisted therapy, with Jodie Diegel as the nurse coach facilitator. You will be introduced to animal-assisted therapy and the various benefits of the human-animal bond and Mindful Mini Meditation led by Jodie Diegel (relaxation, breathing). You will learn how to focus on your connections with our special animals and one another. You will become consciously aware of what it means to be present in the here and now, to let go and just “be”.

Enjoy SOUL-to-SOUL connections with our therapy animals, including visiting, petting, hugging, and lots of photos!

#### Learning Objectives:

- Improve your well-being, including greater relaxation, smiling, feelings of happiness, and less stress.
- Enhance your communication through greater connection and camaraderie with one another due to therapy animals being present.
- Improve your knowledge regarding the power of the human-animal bond, the professionalism of registered therapy teams, and H.E.A.R.T. and SOUL concepts.

604

### Take a New Look—Applying the Diamond of Care and Visual Literacy to Inspections and Maintenance

**Topic Track:** Facilities

**Location:** Roosevelt 3AB, East Tower, Bronze/Concourse Level

**Time:** 1:00 p.m. – 2:00 p.m.

**Speaker(s):** **Tim Lenac**, Risk Management Supervisor, PDRMA; **Lindsey Robertson**, Risk Management Consultant, PDRMA

There are inherent risks associated with participating in park and recreation programs and using their property and equipment. Without such risks, much of the fun would be removed and/or eliminated. Join us as we discuss how the concepts of the Diamond of Care and Visual Literacy can be implemented to minimize risk, eliminate hazards, and position your agency to defend litigation. You will learn about how knowledge, inspections, corrective action, and documentation, as well as expanding what you look for and how you interpret your findings in your inspections using Visual Literacy, can be applied to any sports field, playground, pool, pathway, building, or amenity within your organization.

#### Learning Objectives:

- Understand the concept of the Diamond of Care and how each step in the process builds a stronger maintenance and safety program.
- Learn about the concept of Visual Literacy, with examples of how you can see more and improve your inspection process.
- Apply these concepts in a park/recreation and/or SRA scenario through the use of case studies.



## FRIDAY AFTERNOON CONFERENCE SESSIONS

1:00 pm – 2:00 pm

Pre-Registration is not required to attend Friday sessions.  
Speed sessions are not approved for CEUs.

1005

### The Goal of Belonging—Implementing DEI Within Your District's Summer Camps and Rec Programming

**Topic Track:** Diversity**Location:** Acapulco, West Tower, Gold/Ballroom Level**Time:** 1:00 p.m. – 2:00 p.m.

**Speaker(s):** **Claire Kent**, Recreation Supervisor of Active Adults and General Interest, Downers Grove Park District; **Ryan Maywin**, Assistant Superintendent of Recreation, Downers Grove Park District

Everyone wants to feel like they belong, but how do we ensure a positive and inclusive experience for our communities? This session will focus on the specifics of Diversity, Equity, and Inclusion (DEI) through the lens of summer camps. It will offer tools and ideas for training part-time/seasonal recreation staff on DEI and explain how you can integrate these policies into real-life practices for your team and patrons. We will also perform workshop activities that can be used for self-reflection both for part-time and full-time recreation staff.

**Learning Objectives:**

- Understand the key definitions of DEI and their application to recreational programming and summer camps.
- Learn how to appropriately and effectively train part-time/seasonal recreation staff on DEI within your district.
- Examine common DEI policies and actionable procedures in your district programming and summer camps, as well as their levels of impact and inclusivity.

1102

### Break Out of Your Shell—Working Across Departments For Richer Engagement

**Topic Track:** Forest Preserve and Conservation**Location:** Michigan 3, East Tower, Bronze/Concourse Level**Time:** 1:00 p.m. – 2:00 p.m.

**Speaker(s):** **Derek Gronlund**, Environmental Interpretation Supervisor, Forest Preserve District of DuPage County

How do you connect people to conservation science and showcase how research has relevance in their lives? Hear how collaboration between multiple departments opened up a one-of-a-kind aquatic research facility to the public through a series of engagements that combine cutting-edge science, STEM programming, and science communication. Discover the steps you can take to begin facilitating similar experiences at your site and learn how you can communicate your mission in a way that is accessible to many audiences.

**Learning Objectives:**

- Understand the importance of cross department collaboration, and how taking this approach can reveal engaging ways to fulfill an organization's mission and vision.
- Identify unique aspects of your organization and understand how to develop engaging programming opportunities from that work.
- Gain insight into how a site successfully developed a suite of programs that connect the audience to the mission, using a concrete example.



## 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.

18

### Psychological Safety—Your Leadership Reflection

**Topic Track:** Leadership/Management**Location:** Gold Coast, West Tower, Bronze/Concourse Level**Time:** 3:45 p.m. – 4:45 p.m.

**Speaker(s):** **Laure Kosey**, Executive Director, Oak Brook Park District; **Elsa Fischer**, Managing Consultant, Berry Dunn



Are you pushing your team towards high performance without taking care of their well-being? Is your staff “quietly quitting” or are you encouraging “work-life balance”? As a leader, make sure you are having conversations with your team so that they feel seen, heard, and appreciated. Join us for an honest discussion on workplace culture and how you can promote psychological safety.

**Learning Objectives:**

- Learn how you can be a supportive leader when the status quo is challenged.
- Reframe failure and mistakes as safe opportunities for teaching moments.
- Establish an inclusive and respectful communication culture.



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103

### Survey Says...!— Best Practices for Community Surveys and Public Engagement

**Topic Track:** Marketing/Communications**Location:** Grand Hall L, East Tower,  
Gold/Ballroom Level**Time:** 3:45 p.m. – 4:45 p.m.**Speaker(s):** **Jeff Andreasen**, President, aQity Research & Insights, Inc.; **Tessa Andreasen**, Sr. Project Manager, aQity Research & Insights, Inc.; **Danielle Wilson**, Manager, BerryDunn

Are you interested in knowing your community's true feelings? Keep up with the latest community engagement trends as survey design techniques and new technology continually evolve to address the changing preferences of respondents. We will cover the various survey options that agencies use, including "open" versus random sample community-wide surveys, voter and pre-referenda polls, and DIY satisfaction feedback forms. Similarly, other forms of engagement, such as pop-up events, idea boards, online platforms, focus groups, and virtual and in-person listening sessions, seek to push the envelope further to broaden and deepen public feedback. This session will cover best practices for surveys and public engagement by identifying new and proven approaches, potential pitfalls, and deliverables that allow agencies to best leverage public input to help inform key decisions.

**Learning Objectives:**

- Understand, utilize, and benefit from proven best practices on survey design, sampling, and data collection to ensure accurate results.
- Understand analysis and reporting techniques that deliver more in-depth insights and actionable survey findings.
- Identify and develop a creative community engagement strategy that best meets both short- and long-term connection outcomes.

106

### Agency State Accreditation—A Blueprint to Excellence!

**Topic Track:** Governance/Legal**Location:** Michigan 3, East Tower,  
Bronze/Concourse Level**Time:** 3:45 p.m. – 4:45 p.m.**Speaker(s):** **Jason Herbster**, Executive Director, Crystal Lake Park District; **Ron Salski**, Executive Director, Mundelein Park and Recreation District

This session will provide you with an overview of the Illinois Association of Park Districts / Illinois Park and Recreation Association (IAPD/IPRA) State Accreditation, as well as the necessary processes, time, and requirements for achieving the prestigious status of being a distinguished accredited agency in the State of Illinois. The topics covered will include the application and self-assessment process, the mentor program, and helpful hints on how to successfully become accredited. We will also review sample standards to provide insight and details as to what documentation is required. The scoring, benefits, and history of this statewide program will also be covered.

**Learning Objectives:**

- Learn the basics of the processes and requirements necessary to achieve distinguished accredited status within the park and recreation industry in Illinois.
- Learn about the six sections of accreditation standards that comprise the accreditation process.
- Understand the various types of documentation needed to fulfill the standards and the various methods of presenting the collected information.

114

### Bidding and Managing a Successful Construction Project

**Topic Track:** Governance/Legal**Location:** Comiskey, West Tower,  
Bronze/Concourse Level**Time:** 3:45 p.m. – 4:45 p.m.**CLE Credit:** 1.0 CLE (pending approval)**Speaker(s):** **Nicole Karas**, Attorney, Robbins Schwartz; **Matthew Gardner**, Attorney, Robbins Schwartz

This program provides a detailed review of the competitive bidding and procurement rules that govern park and forest preserve districts. We will address scenarios in which bidding is required, bidding procedures, and related problems, such as determining the lowest responsible bidder, as well as understanding what to do with defective bids and when and how to use government joint purchasing cooperatives. We will then provide key strategies on how to successfully navigate a construction project, starting from team selection to project closeout.

**Learning Objectives:**

- Learn competitive bidding rules, bid awards, and how to handle bidding problems.
- Learn about the opportunities and limitations of government joint purchasing cooperatives.
- Learn some key strategies for navigating a successful construction project.



118

### Attributes of a Great Leader

**Topic Track:** Leadership/Management

**Location:** Grand Suite 3, East Tower, Gold/Ballroom Level

**Time:** 3:45 p.m. – 4:45 p.m.

**Speaker(s):** **Leon Younger**, President, PROS Consulting, Inc.; **Jayne Miller**, Principle, PROS Consulting, Inc

Leon Younger and Jayne Miller have worked directly with over 700 parks and recreation systems and directors throughout the United States. They have both been directors of large city parks, park districts, and county park systems. Over the last 29 years, they have supported directors in developing master plans, feasibility studies, strategic plans, business plans, and financial plans. During the course of their work, they have encountered directors who have special attributes and the ability to lead their staff to operate and manage their systems efficiently and effectively. The session will focus on the elements of executive management that make directors successful.

#### Learning Objectives:

- Understanding the key attributes of becoming a great parks and recreation leader.
- Incorporating key learning skills that you can incorporate into your personal learning plan.
- Learning how to evaluate and improve your own skill sets to make you a stronger leader.

128

### So You Want To Stay Out Of Jail?

**Topic Track:** Boardmanship

**Location:** Grand Suite 5, East Tower, Gold/Ballroom Level

**Time:** 3:45 p.m. – 4:45 p.m.

**CLE Credit:** 1.0 CLE (pending approval)

**Speaker(s):** **John O'Driscoll**, Partner, Tressler LLP; **James Hess**, Senior Counsel, Tressler LLP; **Caitlin Frenzer**, Associate, Tressler LLP

Over the last couple of years, there have been some significant criminal trials of Illinois officials. This interactive presentation will examine the Gift Ban Act, Prohibited Political Activity, Conflicts of Interest, Whistleblower Protections, and Confidentiality of Closed Sessions.



## 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 Objectives:

- Understand issues that can be pitfalls for the unwary.
- Gain best practice guidance for elected officials and senior staff.
- Leave with a renewed understanding of the do's and don'ts surrounding the Gift Ban Act, Prohibited Political Activity, and Conflicts of Interest.

132

### Your IMRF Benefits

**Topic Track:** HR/Risk Management

**Location:** Regency Ballroom B, West Tower, Gold/Ballroom Level

**Time:** 3:45 p.m. – 4:45 p.m.

**Speaker(s):** **Meaghan Price**, Member Education Counselor, IMRF; **Morgan Johnson**, Member Education Counselor, IMRF

Are you getting ready for retirement or do you just want to know more about your Illinois Municipal Retirement Fund (IMRF) benefits? This presentation will include information on IMRF participation and contributions and Voluntary Additional Contributions, as well as refund, disability, retirement, and death benefits.

#### Learning Objectives:

- Learn about IMRF tiers, plans, and other must-know items for retirement planning.
- Gain insight into how a pension is calculated.
- Understand the benefits of contributing to the Voluntary Additional Contribution plan.

205

### 2024 IDNR Grant Outlook and Success Grant Submission

**Topic Track:** Parks/Natural Resources

**Location:** Toronto, West Tower, Gold/Ballroom Level

**Time:** 3:45 p.m. – 4:45 p.m.

**Speaker(s):** **Michelle Kelly**, Principal Landscape Architect, Upland Design Ltd; **Patrick Davis**, Chief Accountability Officer, Illinois Department of Natural Resources

Get strategic on your next Illinois Department of Natural Resources (IDNR) grant application to bring dollars to your next capital project! The IDNR awards millions of dollars for capital park projects each year with multiple grant programs. Join IDNR's Ann Fletcher, Conservation Grant Administrator for the State of Illinois, and Upland Design's Michelle Kelly, Principal Landscape Architect, in this session. You will learn about grant opportunities and the key components necessary for winning grant submissions. We will also review the grant outlook for 2024.

#### Learning Objectives:

- Understand the 2024 grant outlook.
- Assign your capital projects to the right grant program.
- Learn the key elements for a successful grant submission.



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### 303

#### Personal Finance for the Parks and Recreation Professional

**Topic Track:** Finance/Information Technology

**Location:** Randolph AB, East Tower, Bronze/Concourse Level

**Time:** 3:45 p.m. – 4:45 p.m.

**Speaker(s):** Carter Patton, Recreation Manager, Downers Grove Park District

We work hard everyday but are we seeing the fruits of our labor? In this session, you will learn some effective ways to budget and track your money. Learn how to build the life you really want and find how financial freedom can help jump-start it. We will discuss the Financial Independent Retire Early (FIRE) movement and how different retirement vehicles can impact retirement and early retirement. As parks and recreation professionals, we will discuss how IMRF or 403(b)s can affect our ability to save for retirement, as well as the possibilities for retiring early as a parks and recreation professional.

#### Learning Objectives:

- Learn effective ways of budgeting and money tracking.
- Understand how to calculate your FIRE number and the ways to achieve it.
- Learn how your unique retirement vehicles can impact your ability to retire early.

### 402

#### Trend Check for Rec

**Topic Track:** Recreation

**Location:** Grand Hall J, East Tower, Gold/Ballroom Level

**Time:** 3:45 p.m. – 4:45 p.m.

**Speaker(s):** Nikki Ginger, Senior Consultant, BerryDunn; Ron Schneider, Executive Director, Freeport Park District; Maureen McCarthy, Superintendent of Recreation, Park District of Oak Park; Chris Lindgren, Superintendent of Parks & Planning, ADA Coordinator, Park District of Oak Park

Come one, come all to learn about the creative ways in which your colleagues are innovating to respond to the latest trends. This roundtable discussion will start with a case study on specific hot topics, such as Artificial Intelligence (AI), Dead People, Furry Friends, Pot and Alcohol (you read right), and Wild Programming Ideas (sorry folks, pickleball is forbidden from this discussion). Then, we'll move into table

discussions to talk about creative ideas and learn how to apply them to your district. Facilitators will be assigned to each table to keep the conversation flowing. We'll rotate topics throughout the session to give you a taste of everything.

#### Learning Objectives:

- Learn about innovative and creative ideas emerging around the United States.
- Pick up tools and techniques to apply to your agency, district, or department.
- Have fun!

### 404

#### The Power of Group Interviews for Summer Day Camp Staff

**Topic Track:** Recreation

**Location:** Grand Hall K, East Tower, Gold/Ballroom Level

**Time:** 3:45 p.m. – 4:45 p.m.

**Speaker(s):** Rebecca Perkaus, Recreation Supervisor, Alsip Park District; Meghan Fenlon, Superintendent of Recreation, Tinley Park Park District

Summer day camps are an important part of recreation professionals' programs, providing a fun and safe environment for children to learn, grow, and play. Hiring the right staff for these camps is critical for their success, and group interviews can be a valuable tool in the hiring process. In this presentation, we will discuss the benefits of group interviews and share the best practices for conducting them effectively. You will learn how group interviews can help you identify the best candidates for your summer day camp programs and improve your overall hiring process.

#### Learning Objectives:

- Identify the best practices for conducting effective group interviews.
- Learn strategies for evaluating candidates during group interviews.
- Learn tips for creating a positive and engaging group interview experience for the candidates.

### 407

#### How to Make the Most Efficient Use of Event Space

**Topic Track:** Recreation

**Location:** Grand Hall I, East Tower, Gold/Ballroom Level

**Time:** 3:45 p.m. – 4:45 p.m.

**Speaker(s):** Kevin Grothe, Vice President, Memphis in May International Festival

Has your event or festival space been reduced or resigned? Do you know how to determine the most effective use of space for your event? Reinventing your event due to space constraints is never easy and often time-consuming. If you are feeling the space crunch, learn from this case study of a major event that met the challenge (twice).

#### Learning Objectives:

- Learn how to analyze space needs and the impact on the event.
- Understand how to evaluate the top program elements of an event.
- Create new partnerships to achieve a common goal.



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507

### Transform Your Trainings

**Topic Track:** Therapeutic Recreation

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

**Time:** 3:45 p.m. – 4:45 p.m.

**NCTRC Pre approved:** 0.1

**Speaker(s):** **Michelle Smith**, Business Coach & Consultant, Keynote Speaker & Trainer, Z&B Consulting, Inc

Michelle Smith of Z&B Consulting, Inc. comes into organizations to provide interactive training for staff and volunteers. She's spent decades helping organizations get better results for those they serve and knows firsthand how important it is to make the most of the time you have when staff are gathered. During this session, Michelle will share tips and resources for keeping staff engaged and helping them learn valuable lessons through hands-on, interactive experiences. You'll leave with ideas and tools that can immediately be put into action and transform your training sessions. Fun, exciting training results in staff retaining and putting into action more of what they've learned, as well as the clients you serve having better experiences. After years of serving her community while pushing herself and her family aside, Michelle was burned out. She quickly learned the importance of bringing fun into everyday tasks and working smarter, not harder. It's now her mission to help others who love to serve do the same. Michelle is the Rotary District 6450 Membership Engagement Chair, Past President of the Romeoville Rotary and Romeoville HS Choir Boosters, on the executive board of the Romeoville Chamber, and on the parish council at her church.

#### Learning Objectives:

- Learn new ways to engage staff at seasonal meetings and trainings.
- Learn about sample activities to bring back to your team.
- Gain insight into leading effective staff training.



606

### Aquatics Roundtable

**Topic Track:** Facilities

**Location:** Regency Ballroom A, West Tower, Gold/Ballroom Level

**Time:** 3:45 p.m. – 4:45 p.m.

**Speaker(s):** **Alex Hartzell**, Accounts Payable, St. Charles Park District; **Alex Tagle**, Recreation Supervisor, Village of Lincolnwood; **Katie Dunn**, Aquatics Manager, Elk Grove Park District; **Viktoria Orosz**, Aquatics Program Manager, Fox Valley Park District

Join this interactive roundtable discussion that will cover topics ranging from aquatic operations, recruitment and training, programs and events, and more! The Aquatics Committee is located within the Facility Management Section and consists of a passionate group of parks and recreation professionals who specialize or work in aquatic facilities.

#### Learning Objectives:

- Network with other professionals.
- Discuss ideas and best practices related to aquatic operations, recruitment, and programs.

906

### How NOT to be Boring with your Marketing Outreach Booth—25 Booth-Boosting Tips

**Topic Track:** Marketing/Communications

**Location:** Grand Hall GH, East Tower, Gold/Ballroom Level

**Time:** 3:45 p.m. – 4:45 p.m.

**Speaker(s):** **Lonna Converso**, Director of Marketing and Communications, Bloomingdale Park District; **Sandy Vangundy**, Director of Recreation, Bloomingdale Park District; **Aileen Morales**, Marketing Assistant, Bloomingdale Park District

The key to a successful marketing outreach booth is preparation. For best results, you must know your audience, not to mention train your staff. Learn how to attract residents, potential customers, and current clients to your marketing booth when attending festivals, special events, industry meetings, and tradeshow. Take away 25

useful ideas and a list of reliable resources for creating an influential marketing booth that works for you. Learn how you can level up your booth with a fresh perspective on goals, customer service, set-up, giveaways, and professional appearance. Engage in a fun, interactive activity by organizing an inviting booth that effectively gets any message across to your audience!

#### Learning Objectives:

- Receive a resource sheet to take away with you.
- Learn how to effectively draw people to your booth.
- Learn some professional do's and don'ts for visually creating an image of excellence.

1006

### The Look of the "NEW" Professional

**Topic Track:** Diversity

**Location:** Michigan 3, East Tower, Bronze/Concourse Level

**Time:** 3:45 p.m. – 4:45 p.m.

**Speaker(s):** **Darleen Negrillo** MHRM, PHR, CPRP, Superintendent of Administrative Services, Northwest Special Recreation Association; **Haley Colucci**, CPRP, Marketing & Communications Manager, Oak Brook Park District

Today's professionals look rather different than they did a few decades ago. Inclusion in our districts is changing what we view as an acceptable look for incoming professionals. As a community organization, how do you manage this? What do you find acceptable and what should you find acceptable? In this session, we will discuss the future of how our employees will present themselves in interviews and the workplace.

#### Learning Objectives:

- Learn about the looks that can cause "issues".
- Gain insight into new and current laws regarding current work dress codes.
- Learn about what to expect moving forward.



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1106

### Under Pressure—The Region's Green Vision for Restoration, Resilience, and Equitable Access

**Topic Track:** Forest Preserve and Conservation

**Location:** Roosevelt 3AB, East Tower, Bronze/Concourse Level

**Time:** 3:45 p.m. – 4:45 p.m.

**Speaker(s):** **Elizabeth Kessler**, Executive Director/Chair, McHenry County Conservation District/Chicago Wilderness Alliance; **Laura Reilly**, Chicago Wilderness Alliance Coordinator, Chicago Wilderness Alliance; **Mark Bouman**, Ph.D., Chicago Region Program Director, Field Museum; **Mark Johnston**, Ph.D., Lead GIS Analyst and Conservation Ecologist, Field Museum; **Cathy Geraghty**, Director of Strategic Initiatives, Forest Preserve District of Cook County

There is no doubt that our planet is under pressure as never before. Our region is home to a spectacular assemblage of rare

ecosystems and diverse plant and animal species. The time to protect these vulnerable assets and take conservation action is now and we need all hands on deck! The executive order issued by President Biden to conserve 30% of land and water by 2030 has sparked renewed momentum. In the largely urbanized areas of the four-state Chicago Wilderness Alliance region, the capacity to deliver on the 30 x 30 goals will come not just from traditional conservation land and waters but also from activating every land type—agriculture, residential, and corporate—to contribute meaningfully to landscape-scale conservation. As a regional collaborative of hundreds of partner organizations and individuals working together to implement landscape-scale approaches to conservation in and around the southern shores of Lake Michigan, the Chicago Wilderness Alliance is proactively addressing the conservation challenge! The Green Vision Initiatives include seven key thematic areas and use a centralized framework to guide, track, and implement progress toward a common vision and an inclusive approach to develop a thriving habitat for both people and wildlife.

#### Learning Objectives:

- Learn about some of the greatest conservation concerns of our time and how parks, recreation, and conservation practitioners can collaborate to implement nature-based solutions to ensure climate resilience and healthy lands, water, and biodiversity.
- Learn practical ways to take conservation action and contribute to the Chicago Wilderness Alliance's Green Vision Initiatives to meet the challenges of a changing climate and ensure equitable access for all.
- Navigate the available data resources, spatial data, and maps to track and visualize the region's collective progress toward restoring, connecting, and conserving 30% of land and water by 2030.







## SATURDAY AT-A-GLANCE

**7:45 am – 12:00 pm**  
Conference Registration Open

**9:00 am – 10:00 am**  
Keynote General Session with  
Charles Clark (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 – 5:00 pm**  
IAPD Annual Business Meeting

**7:00 pm – 10:00 pm**  
Closing Social at the Hyatt Regency\*

\*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.

**12**

### Conflict Unpackaged

**Topic Track:** Leadership/Management

**Location:** Grand Hall J, Gold/Ballroom Level,  
East Tower

**Time:** 10:30 a.m. – 11:30 a.m.

**Speaker(s):** Annie Frisoli, Founder & CEO, Creating Community LLC



Often, when the topic of conflict arises, individuals begin to talk about the “other” person they are having conflict with. In this interactive session, we flip the conflict conversation back to you—the only person you can actually control in a conflict. You will learn to identify your own comfort level with conflict, gain insights into others' perspectives of conflict, and discuss both active and passive paths to dealing with conflict within the workplace.

#### Learning Objectives:

- Identify key conflict triggers among most individuals.
- Recognize your own conflict comfort level and conflict behaviors and their impact on your organization.
- Compare active and passive responses to conflict in the workplace.

**109**

### Government Finance for Non-Finance Park and Recreation Leaders

**Topic Track:** Boardmanship

**Location:** Grand Hall GH, East Tower, Gold/Ballroom Level

**Time:** 10:30 a.m. – 11:30 a.m.

**Speaker(s):** John Cutrera, Director of Finance and Human Resources,  
Glencoe Park District



This session is designed to equip board members and non-finance professionals with a practical and proven approach to explaining government finance. The topics covered will include tax levy, budget and appropriation, revenue and expenditure reporting, debt service and bonds, tax increment financing (TIF), and audit. You will gain the basic understanding required to succeed in your role.

#### Learning Objectives:

- Understand the commonly used government finance terms.
- Acquire a solid base of knowledge about the budget and tax levy process.
- Gain an understanding of bonds and the role they play in government finances.

## 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.



119

### Not in My Park! Regulating

### Controversial Park Activities

**Topic Track:** Governance/Legal

**Location:** Regency Ballroom B, West Tower, Gold/Ballroom Level

**Time:** 10:30 a.m. – 11:30 a.m.

**CLE Credit:** 1.0 CLE (pending approval)

**Speaker(s):** **Kurt Asprooth**, Partner, Ancel Glink, PC; **Megan Mack**, Attorney, Ancel Glink, PC; **Erin Monforti**, Associate, Ancel Glink, P.C.

Park agencies manage many acres of public space, where controversial activities may occasionally take place. What authority does your organization have to address protests, pickleball, and more? Find out at the 2024 IAPD/IPRA *Soaring to New Heights* Conference during the *Not in My Park!* session proudly presented by Ancel Glink's Quorum Forum podcast with Kurt Asprooth, Megan Mack, and Dan Bolin!

#### Learning Objectives:

- Evaluate the First Amendment issues associated with protests in public spaces.
- Review the best practices and policies that park agencies use to manage public protests.
- Review statutory authority, case law, and enforcement challenges associated with noise ordinances.

122

### Affiliates—A Blessing or a Curse?

**Topic Track:** Leadership/Management

**Location:** Toronto, West Tower, Gold/Ballroom Level

**Time:** 10:30 a.m. – 11:30 a.m.

**CLE Credit:** 1.0 CLE (pending approval)

**Speaker(s):** **Derke Price**, Attorney, Ancel Glink, PC; **Scott Puma**, Attorney, Ancel Glink, PC

Affiliate organizations can play a vital role in the delivery of recreational programming; however, they come with unique challenges for the board and staff. This session will focus on the Affiliate Agreement and provide tips for establishing a better relationship between your agency and the affiliate groups.



#### Learning Objectives:

- Learn what affiliates can do for your district to help you fulfill your mission.
- Learn the essential components of an agreement with affiliate organizations.
- Learn some best practices for dealing with the most common issues that come with affiliate relationships.

124

### Using Robert's Rules of Order in Your Meetings

**Topic Track:** Boardmanship

**Location:** Grand Hall K, East Tower, Gold/Ballroom Level

**Time:** 10:30 a.m. – 11:30 a.m.

**Speaker(s):** **Christina Emmert**, Professional Registered Parliamentarian, National Association of Parliamentarians

If you are an officer or a board member, it is important to understand how to use Robert's Rules of Order (RONR) during your meeting. The 12th edition of RONR is almost 700 pages long and can be difficult to navigate. Understanding how the book is laid out is an important step in helping your meetings run smoothly.

Disclaimer: This session will only address RONR and not laws such as the Open Meetings Act, which may alter the rules of meetings.

#### Learning Objectives:

- Learn how RONR is organized.
- Gain familiarity with how rules are to be applied to motions that arise during a meeting.
- Learn what to do when motions come into conflict with each other.



129

### Boardmanship I

**Topic Track:** Boardmanship

**Location:** Grand Hall L, East Tower, Gold/Ballroom Level

**Time:** 10:30 a.m. – 11:30 a.m.

**Speaker(s):** **Steven Adams**, Partner, Robbins Schwartz; **Pat Miner**, Attorney, Robbins Schwartz

This session provides comprehensive information that every commissioner needs in order to conduct effective, legal meetings, avoid illegal meetings, follow the best practices for special, closed, and emergency meetings, and comply with current public participation requirements, as well as observe important special voting rules, electronic participation laws, and the duties and limits of each officer's role.

#### Learning Objectives:

- Learn how you can ensure lawful, efficient, and professional board meetings while avoiding common Open Meetings Act errors that could expose you to criminal and civil liability.
- Learn the do's and don'ts of closing a meeting, communicating electronically with constituents, other commissioners, and staff, participating remotely, and making your meetings shorter and more effective.
- Learn about recent PAC opinions on common Open Meetings Act errors.





## 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.

### 204

#### Celebration and Stewardship of Your Nature Preserve

**Topic Track:** Parks/Natural Resources

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

**Time:** 10:30 a.m. – 11:30 a.m.

**Speaker(s):** **Amy Doll**, Director; **Stone Hansard**, Field Representative; **Rebecca Hartz**, Volunteer Stewardship Leader, Friends of Illinois Nature Preserves

Illinois Nature Preserves are more than just open spaces in your park system. These are special places that are preserved and 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 need specialized care to maintain these vital cultural resources. The primary mission of Friends of Illinois Nature Preserves is to ensure that all Illinois Nature Preserves maintain their rare and unique plants, animals, and natural communities into the distant future. We believe in a hyperlocal, work–learn–lead approach to land stewardship. Learn how this approach can encourage powerful volunteer stewardship in your natural areas and result in greater constituency for the Nature Preserves and your park system as a whole.

#### Learning Objectives:

- Learn to recognize the value of nature preserves in your community.
- Gain insight into how you can leverage the statewide celebration into an increase in volunteer stewardship and grant funding for the care of your nature preserve.
- Implement the work–learn–lead approach to stewardship for volunteer stewards in your nature preserves, including finding resources for training, tools, and recruiting additional volunteers in your communities.
- Learn how to develop practices at your agency that will encourage effective and empowered volunteer stewardship communities that will care for the important biodiversity in your natural areas.



### 304

#### Park and Recreation Compensation Survey—Get to Know This Valuable Resource

**Topic Track:** HR/Risk Management

**Location:** Grand Suite 3, East Tower, Gold/Ballroom Level

**Time:** 10:30 a.m. – 11:30 a.m.

**Speaker(s):** **Katie Sepe**, Director of Human Resources, Naperville Park District; **Kathryn O'Connor**, Director, Compensation Services, HR Source

Offering fair and competitive compensation can attract great applicants and retain valuable employees, which is critical in a tight labor market at a time when fewer individuals are going into the parks and recreation industry as a profession. Thankfully, determining employee compensation doesn't have to be frustrating. IPRA and HR Source have partnered to provide parks and recreation agencies with a robust resource. This session will focus on how to access, interpret, and apply the results of the recently released *2024 Park and Recreation Compensation Survey* to help drive your organization forward and align your human resources and compensation administration with leading practices. This session is intended for human resources and employees at the director level who are responsible for compensation planning.

#### Learning Objectives:

- Understand the role of the IPRA Salary Study Task Force Committee in the annual Park and Recreation Compensation Survey and the value of participation.
- Learn how to use the Park and Recreation Compensation Survey to benchmark jobs at your agency and stay competitive in the marketplace.
- Gain an understanding of leading compensation practices for both full time and part-time workers, including how to compensate an employee within their pay range.



### 315

#### Innovation Oasis—Embracing AI for Next-Level Recreation

**Topic Track:** Finance/Information Technology

**Location:** Grand Hall I, East Tower, Gold/Ballroom Level

**Time:** 10:30 a.m. – 11:30 a.m.

**Speaker(s):** **Vincent Davis**, Membership Manager, IPRA

AI technology is causing shockwaves throughout industries worldwide. The technology is advancing rapidly and provides incredible opportunities for increasing productivity and efficiency. In this session, we will explore the current capabilities of AI and how they are applicable to the parks and recreation industry. We will uncover the benefits and challenges of implementing AI technologies, and address any concerns you may have. During this session, we will discuss various AI platforms, their uses, and how you can use them to make yourself even better at your job. This isn't a session about how AI will take over everything you do, but how you can leverage it to not only make your life easier but also provide better experiences for your communities.

#### Learning Objectives:

- Understand the potential applications of AI in parks and recreation.
- Explore the benefits and challenges of implementing AI in parks and recreation.
- Identify successful AI implementation strategies and best practices.



## 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.



410

### Designing Surveys to Obtain Usable Data

**Topic Track:** Recreation

**Location:** Grand Suite 5, Gold/Ballroom Level, East Tower

**Time:** 10:30 a.m. – 11:30 a.m.

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

Surveying constituencies can be a useful method for gathering data to enhance program and agency decision-making. The quality of data gathered corresponds to the consideration one gives to the proper design and administration of a survey for a target population. This session will provide guidance on overall survey formatting, question/answer choice design, and implementation strategies in order to obtain usable data.

#### Learning Objectives:

- Obtain a better understanding of survey formats and uses.
- Enhance your ability to format survey questions.
- Learn how to identify new approaches to implementing surveys at your agency.

414

### Just be in the Room

**Topic Track:** Recreation

**Location:** Water Tower, West Tower, Bronze/Concourse Level

**Time:** 10:30 a.m. – 11:30 a.m.

**Speaker(s):** Tanita Cook-Nelson, Program Supervisor, Gwinnett County Parks & Recreation



In this session, we will explore how a higher awareness of individual personality can contribute to aligning personal interests and goal-setting. Identify specific strengths and areas of opportunity as a strategy to recognize individual expertise on the path to achieving consistency in goal-setting and overall productivity. Discover the value in challenging individual comfort levels while engaging in the exchange of information with other leaders.

#### Learning Objectives:

- Explore how a higher awareness of individual personality can contribute to aligning personal interests and goal setting.
- Identify specific strengths and areas of opportunity as a strategy to recognize individual expertise on the path to achieving consistency in goal setting and overall productivity.
- Discover the value in challenging individual comfort levels while engaging in the exchange of information with other leaders.

501

### Prioritizing Mental Health—Empowering Your Organization

**Topic Track:** Therapeutic Recreation

**Location:** Regency Ballroom A, West Tower, Gold/Ballroom Level

**Time:** 10:30 a.m. – 11:30 a.m.

**NCTRC Pre approved:** 0.1

**Speaker(s):** Lisa Santoria, HR Manager, WDSRA



In today's fast-paced and demanding work environments, maintaining good mental health is essential for both individuals and organizations to thrive. As an organization, taking proactive steps to prioritize mental health fosters a positive work culture and improves overall productivity and employee well-being. This session is designed to equip your team with the knowledge, tools, and strategies necessary to create a supportive and mentally healthy workplace. This transformative training initiative aims to cultivate a culture that promotes mental well-being while reducing stigma and encouraging open dialogue about mental health challenges. Through a combination of interactive dialogue, group discussions, and practical exercises, you will gain valuable insights and skills to make mental health a top priority within your organization!

#### Learning Objectives:

- Understand mental health in the workplace and provide mental health first aid.
- Learn how to create a supportive work culture, which includes the availability of mental health resources.
- Learn how to build resilience and self care.

611

### Concession Stands—Pain or Profit?

**Topic Track:** Facilities

**Location:** Regency Ballroom C, West Tower, Gold/Ballroom Level

**Time:** 10:30 a.m. – 11:30 a.m.

**Speaker(s):** Suzanne Wagborne, Division Manager, Carol Stream Park District; Jane Maxey, Recreation Supervisor, Carol Stream Park District

Are you ordering candy and nachos and calling it a day? You might be missing out on an untapped source of revenue. Whether it be a ball field complex, pool, or recreation center, you can have profitable concessions. This session will equip you with the tools you need to make your concession stands successful. Their unseen value could bring you an obvious reward. Our knowledge can lead you to push through the pain and enjoy the profit.

#### Learning Objectives:

- Learn how concession stands can be a profitable source of revenue.
- Understand how to curtail your menu to fit your market or clientele.
- Utilize your marketing department to create a unique brand.



## 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.

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

### 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.

1101

#### "It's Dangerous to Go Alone! Take This!"—Gamification Marketing Strategies

**Topic Track:** Forest Preserve and Conservation

**Location:** Acapulco, West Tower, Bronze/Concourse Level

**Time:** 10:30 a.m. – 11:30 a.m.

**Speaker(s):** Caitlynn Martinez-McWhorter, Marketing Manager, McHenry County Conservation District; Renee Pixler, Communications Coordinator, Forest Preserves of Winnebago County; Kimberly Smith, Director of Marketing and Customer Care, Bolingbrook Park District

Gamification, or the use of common game elements like points and levels, is becoming increasingly popular in the fields of education, training, and marketing. With growing access to new technologies, gamification is no longer just an option for marketers of Fortune 500 companies, such as McDonald's Monopoly Game, but now can be used by businesses and organizations of all sizes. By incentivizing particular actions, gamification can be used to encourage park use or even modify park user behaviors, all while creating an enjoyable and positive experience for our residents. Three agencies that use unique gamification strategies in their marketing and engagement efforts will share their experiences with recent campaigns. Learn the do's and don'ts of creating a gamification strategy for your agency because "it's dangerous to go alone! Take this!"

#### Learning Objectives:

- Learn about three specific campaigns using unique gamification strategies and follow them from inception to execution.
- Learn about the current technologies and methods for managing these types of campaigns, along with the benefits and challenges of each option.
- Learn how campaigns of this type can be scaled to work for agencies of various sizes.

15

#### Leadership Games

**Topic Track:** Leadership/Management

**Location:** Grand Hall J, East Tower, Gold/Ballroom Level

**Time:** 12:30 p.m. – 1:30 p.m.

**Speaker(s):** Katie Troline, Founder/CEO/Trainer, Gold Medal Force, LLC



This is a fun, fast-paced leadership session that will help you to question various areas of importance as a leader, reflect upon your leadership skills, and determine where you can shift and grow. You will be equipped with new tools to help you become the best leader you can be for yourself, your staff, and your community.

#### Learning Objectives:

- Strengthen your leadership skills through interactive activities.
- Improve your active listening and communication skills.
- Leave with ideas for activities that you can utilize with your own teams.

19

#### Strategic Leadership While Facing a Crisis

**Topic Track:** Leadership/Management

**Location:** Grand Suite 3, East Tower, Gold/Ballroom Level

**Time:** 12:30 p.m. – 1:30 p.m.

**Speaker(s):** Jackie Iovinelli, Executive Director, Park District of Forest Park; Jeff Murphy, Superintendent of Business, Park District of Forest Park

Park events have become targets, forcing us to make difficult decisions. Your recreation management degree likely didn't include a class on Snapchat surges, the creation of narratives on social media, the entry of weapons into our facilities, and customer entitlement. During a crisis, leadership often loses control over their ability to keep the staff and patrons safe. What are the tools needed to help guide leaders through these challenging situations? In this session, we will share the practical steps we took when we faced our own crises. We will describe our successes, the challenges we continue to face, and the actions we took to ensure that we were prepared for the next crisis.

#### Learning Objectives:

- Learn critical skills to help navigate a crisis.
- Learn how to be proactive in a reactive situation.
- Gain insight into the different types of crises that we are facing.

117

#### Having a Healthy and Prosperous Relationship with Your Executive Director

**Topic Track:** Boardmanship

**Location:** Grand Suite 5, East Tower, Gold/Ballroom Level

**Time:** 12:30 p.m. – 1:30 p.m.

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



Based on 25 years of advising park boards, hear the do's and don'ts for a happy and functional relationship between the board and the Executive Director.

#### Learning Objectives:

- Understanding the respective roles of the Commissioner and Executive Director.
- Learn how to approach the decision about entering into a contract with the Executive Director.
- Get valuable tips for performance evaluation and change.



**BE SURE TO  
CHECK THE  
MOBILE APP FOR  
THE LATEST  
UPDATES ON THE  
CONFERENCE!**

## 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.

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



120

### The Necessity of Video Surveillance in Parks and Facilities

**Topic Track:** Governance/Legal

**Location:** Water Tower, West Tower, Bronze/Concourse Level

**Time:** 12:30 p.m. – 1:30 p.m.

**CLE Credit:** 1.0 CLE (pending approval)

**Speaker(s):** **Megan Mack**, Attorney, Ancel Glink, PC; **Tyler Smith**, Associate, Ancel Glink, PC

Today, video surveillance cameras are everywhere. What policies and procedures do park districts need to have in place before they start recording in parks and facilities? You will learn the best practices for utilizing video surveillance systems, the implications of the Freedom of Information Act (FOIA) and the Local Records Act. We will provide updates on recent case law related to the use of video surveillance systems.

#### Learning Objectives:

- Understand the potential benefits and legal implications of using video surveillance.
- Understand the need for a policy governing the use of video surveillance in your parks and facilities and the necessary components of that policy.
- Learn the best practices for implementing a video surveillance system in parks and facilities.

125

### Frequently Asked Questions About Robert's Rules of Order at Meetings

**Topic Track:** Boardmanship

**Location:** Grand Hall K, East Tower, Gold/Ballroom Level

**Time:** 12:30 p.m. – 1:30 p.m.

**Speaker(s):** **Christina Emmert**, Professional Registered Parliamentarian, National Association of Parliamentarians

Often, questions arise during meetings about parliamentary procedure, the answers to which are usually found in Robert's Rules of Order. Find out the answers to some of these commonly asked questions.

Disclaimer: This session only addresses Robert's Rules and does not address laws such as the Open Meeting Act, which rank above RONR and may alter meeting rules.

#### Learning Objectives:

- Learn the answers to some common meeting questions.
- Understand where Robert's Rules fall in the context of rules that govern organizations.
- Know where to find more answers to questions outside of this session.

130

### Boardmanship II

**Topic Track:** Boardmanship

**Location:** Grand Hall L, East Tower, Gold/Ballroom Level

**Time:** 12:30 p.m. – 1:30 p.m.

**Speaker(s):** **Steven Adams**, Partner, Robbins Schwartz; **Pat Miner**, Attorney, Robbins Schwartz

This session explores the often difficult legal and practical challenges of governing with a "rogue" commissioner, a divided board, and/or an angry public. We will address leadership principles, as well as the available legal and practical tools used to overcome challenges, restore board credibility, and grow professionalism. We will identify the traits of an exceptional board.

#### Learning Objectives:

- Learn legal and practical strategies for (i) managing commissioners who are actively opposing the majority; (ii) making progress with a divided board; and (iii) defusing an angry public.
- Learn strategies to build a more professional board, prioritize and deliver on important initiatives, and establish greater public credibility.
- Learn the essential guiding principles for local government leadership.

133

### Commissioner Roundtable—The Importance of DEI at our Agencies, Part I

**Topic Track:** Boardmanship

**Location:** Grand Hall GH, East Tower, Gold/Ballroom Level

**Time:** 12:30 p.m. – 1:30 p.m.

**Speaker(s):** **Tracey Crawford**, Executive Director, Northwest Special Recreation Association; **Oralethea Davenport**, Irwin Center Manager, Homewood-Flossmoor Park District; **Michelle Tuft**, Executive Director, Skokie Park District; **Mike Reid**, Commissioner, Skokie Park District; **Laure Kosey**, Executive Director, Oak Brook Park District; **Sharon Knitter**, Commissioner, Oak Brook Park District; **Michael McCarty**, Executive Director, Glenview Park District; **Bill Casey**, Commissioner, Glenview Park District

In this session, a group of commissioners and executive directors from some *Champions for Change* award-winning agencies will discuss topics related to the implementation of diversity, equity, and inclusion (DEI) initiatives at their park districts and in their communities. The panel will discuss the moment that kick-started their DEI journey, highlighting their frustrations, fears, and successes, and revealing how they found the proper balance.

#### Learning Objectives:

- Learn about the moments that kick-started the DEI journey from the *Champions for Change* panelists.
- Gain insight into the importance of addressing DEI challenges, strategies, and successes while reviewing agency policies, processes, and procedures.
- Generate ideas and strategies to share with your fellow board members and executive directors to further address DEI at your agency.







## 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.

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

135

### Legal and Economic Update—New Laws, Economic Trends, and Their Impact Financings for Park Projects

**Topic Track:** Finance/Information Technology

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

**Time:** 12:30 p.m. – 1:30 p.m.

**CLE Credit:** 1.0 CLE (pending approval)

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

This session will give you updates on recent state legislation that have an impact on park projects. It will also give an economic update and discuss how this relates to financing costs. Recent interest rate trends and future forecasts will help you decide when to finance projects and determine the possible benefits or costs related to refinancing existing debt.

#### Learning Objectives:

- Understand how recent state legislation impacts the financing of projects.
- Learn about recent trends in the interest rate markets and how they could impact their future projects.
- Learn about options and opportunities related to refinancing current debt.

202

### Tournaments—The Challenges and Rewards of Hosting Large-Scale Athletic Tournaments at Your Parks

**Topic Track:** Parks/Natural Resources

**Location:** Regency Ballroom C, West Tower, Gold/Ballroom Level

**Time:** 12:30 p.m. – 1:30 p.m.

**Speaker(s):** **Bob Johnson**, Director of Parks and Planning, Oak Brook Park District; **Mike Contreras**, Superintendent of Recreation, Oak Brook Park District; **Brian DeWolf**, Recreation Manager, Oak Brook Park District

This session will focus on the positive and negative impacts of hosting large-scale soccer, lacrosse, and football tournaments in parks. While these events can be great revenue generators for an agency, they require substantial resources and

coordination among staff from different departments. Do you have enough parking, restrooms, volunteers, and capacity to host a successful tournament? What will be the aftermath? Can your natural grass fields survive heavy use and recover in time for regular-season play? In this session, the team at Oak Brook Park District will share their experience with managing an ever-increasing number of tournaments over the last four years. Taking this step requires planning, collaboration, and communication among many departments, and having your PARKS team front and center is critical to event success.

#### Learning Objectives:

- Learn what it takes to host a large-scale tournament.
- Understand the importance of involving the parks department every step of the way.

405

### Our Volunteers are Out of this World!

**Topic Track:** Recreation

**Location:** Toronto, West Tower, Gold/Ballroom Level

**Time:** 12:30 p.m. – 1:30 p.m.

**Speaker(s):** **Becca Krzyszkowski**, Volunteer & Events Manager, Naperville Park District; **Jackie Gonzalez**, Superintendent of Recreation, Naperville Park District

The purpose of this session is to share the importance of volunteers in recreation programming and special events. We will discuss how you can create volunteer positions from scratch and recruit-retain-recognize volunteers, as well as the overall benefits of including volunteers in your programs or special events.

#### Learning Objectives:

- Learn how you can start from scratch.
- Learn about the 3R's: recruit, retain, recognize.
- Understand the successful outcomes and benefits of having volunteers.

408

### How to Plan an Event—Steps, Tips, and Checklists

**Topic Track:** Recreation

**Location:** Regency Ballroom A, West Tower, Gold/Ballroom Level

**Time:** 12:30 p.m. – 1:30 p.m.

**Speaker(s):** **Kevin Grothe**, Vice President, Memphis in May International Festival

Whether you are organizing a small meeting or orchestrating a large festival, event planning is a huge task. Every event, no matter how simple or complex, requires detailed planning. From establishing a budget to marketing your event, there are numerous components you need to consider. While no two events are exactly the same, the scope and complexity of the event plan will vary depending on the size of the event, but the fundamental challenges remain the same. So whether you are planning an event from scratch or revamping an existing event, you will not want to miss this session on event planning.

#### Learning Objectives:

- Identify the steps necessary to plan an event.
- Examine the fundamental challenges involved in an event of any size.
- Understand the different roles and departments involved in organizing an event.



## 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.

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



### 506

#### SRA Budgeting 101

**Topic Track:** Therapeutic Recreation

**Location:** Grand Hall I, East Tower, Gold/Ballroom Level

**Time:** 12:30 p.m. – 1:30 p.m.

**NCTRC Pre approved:** 0.1

**Speaker(s):** **Jerry Barton**, Executive Director, NEDSRA

Whether you oversee the budgets for a program, department, or agency, you will leave this session with knowledge of the concepts necessary to plan and manage non-profit Special Recreation Association (SRA) budgets, no matter their size. Learn from a professional in the field who has overseen non-profit budgets at varying levels within his organizations. This session will include ways to view and address program fees, part-time wages, operations, capital, subsidies, and more. Budgeting skills, including future planning, receiving approval, and ongoing monitoring, are essential to advancing your career within an SRA.

#### Learning Objectives:

- Understand the basic budgeting concepts within an SRA.
- Acquire the skills necessary to develop, implement, and manage an SRA budget.
- Learn the best practices for both presenting to and receiving budget approval from an agency's board of directors.

### 610

#### Sustainable Aquatic Design and Delivery in an Unpredictable Construction Market

**Topic Track:** Facilities

**Location:** Acapulco, West Tower, Bronze/Concourse Level

**Time:** 12:30 p.m. – 1:30 p.m.

**Speaker(s):** **Jen Gerber**, Vice President, Strategic Partnerships & Operations, Water Technology; **Hank Moyers**, Associate Principal, Confluence; **Terry Berkbuegler**, Sr. Principal / Sr. Vice President, Confluence

As aquatic and recreation professionals, we're always examining the best way in which we can provide planning, design, engineering, and delivery for our owners. We want to see aquatic facilities that are completed on schedule and within a budget. We want to see aquatic facilities that are clean, safe, and well-

guarded. Unfortunately, this is getting harder and harder! As leaders, we want to find ways to plan for potential challenges and address them early on. By understanding design decisions that will reduce staffing, as well as facilitating unique construction delivery methods and solutions that will keep the budget in check, we can all seek to be part of the solution for the future of aquatics.

#### Learning Objectives:

- Discuss and identify the challenges facing aquatic professionals in today's market.
- Identify design and engineering decisions that will impact user maintenance, operation, and staffing.
- Identify construction methodologies and procurement strategies that can reduce the total project cost and provide superior results for owners.

### 903

#### Marketing and Communications Roundtable 2.0



**Topic Track:** Marketing/Communications

**Location:** Regency Ballroom B, West Tower, Gold/Ballroom Level

**Time:** 12:30 p.m. – 1:30 p.m.

**Speaker(s):** **Amy Seklecki**, Director of Marketing & Community Engagement, Arlington Heights Park District

Join your fellow marketing and communications professionals for roundtable discussions on trending topics, such as sponsorship, photography/videography, hiring, emerging tech, digital and print communications, branding, and more. This session will provide an excellent opportunity to network with both new and familiar faces in the industry. If you can't attend this session, don't worry—you'll have another chance at *Marketing and Communications Roundtable 2.0*!

#### Learning Objectives:

- Meet and network with like-minded marketing professionals.
- Discuss the best practices in marketing and communications for the parks and recreation industry.
- Brainstorm new marketing initiatives and tailor them to your district.

### 1004

#### Keep It 100 Without Trippin', No Cap!

**Topic Track:** Diversity

**Location:** Gold Coast, West Tower, Bronze/Concourse Level

**Time:** 12:30 p.m. – 1:30 p.m.

**Speaker(s):** **Becky Lambert**, Education Services Manager, McHenry County Conservation District

Five generations are currently contributing to the field of parks and recreation! This collection of generations makes today's work environment one of the most diverse. Generational groups often have differing expectations in the workplace, different preferred communication styles, and varied perspectives. Learning how to manage these individual generations can be the key to attracting and retaining team members. Let's explore the strengths, stereotypes, and motivations of Baby Boomers, Gen X, Xennials, Gen Y, and Gen Z. While generational grouping is largely dependent on birth year, some people may find that their ideology does not match that of their generation. In this session, we will look at factors that may influence generational grouping. After we have looked at the generations as broad categories, we will discuss the many benefits of having a multigenerational workforce, learn how to build bridges between the generations, and share suggestions for engaging all generations in your agency's mission. We will end our time together by utilizing the resources in the room to get a deeper understanding of generational differences and similarities.

#### Learning Objectives:

- Identify the factors that influence generational grouping.
- Explore the general differences among the five generations in the workplace.
- Learn practical ways to attract and retain team members from each generation.



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

### 1105 Connect Your Public to Nature's Recipe for Restoration



**Topic Track:** Forest Preserve and Conservation  
**Location:** Regency Ballroom D, West Tower, Gold/Ballroom Level  
**Time:** 12:30 p.m. – 1:30 p.m.  
**Speaker(s):** **Susan Cross**, Principal, Oak Savanna Communications; **Jon Cross**, Chief Conservationist, Oak Savanna Communications

Gardening with native plants is not just a passing fad. It is a critical step toward using biodiversity to reduce the negative impacts associated with climate change. Best of all? Park and rec districts can engage their own communities to localize and support this important effort in both public and private spaces. For Susan and Jon Cross, a publication co-authored by The Nature Conservancy and their local metroparks system ignited a mission to restore the rare habitat where they live—the Oak Openings Region, located in Southeast Michigan and Northwest Ohio. The Crosses have successfully restored 20 acres of rare woodland, sand barren, and wet prairie to provide a home for rare and state-listed species. Their recipe for restoration models how private landowners, no matter where they live, can join park and recreation systems to contribute to healthy environments, clean water, and the return of native species.

#### Learning Objectives:

- Identify at least two basic steps for eco restoration.
- Outline at least one immediate and one future step you could take to inspire your communities or stakeholders to contribute to healthy environments and clean water.
- Discuss at least two reasons why private citizens and park districts must partner to ensure successful local conservation.

## 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.

### 16 Q&A is the Best Way to National Certification Exam Success



**Topic Track:** Leadership/Management  
**Location:** Grand Hall J, East Tower, Gold/Ballroom Level  
**Time:** 2:00 p.m. – 3:00 p.m.  
**Speaker(s):** **Katie Troline**, Founder/CEO/Trainer, Gold Medal Force, LLC; **Duane Smith**, Education Director, IPRA

The way to pass the Certified Park and Recreation Professional / Certified Park and Recreation Executive (CPRP/CPRE) exams is to (i) study the content; and (ii) PRACTICE ANSWERING QUESTIONS! Learn about the National Certification Exam requirements for both tests. We will then test your knowledge as you try to answer practice test questions. We will include some tips for success in this session. Come and challenge yourself! You may be surprised at how much you really do know!

#### Learning Objectives:

- Understand the requirements needed to sit for the national certification exams.
- Learn how to read and break down practice exam questions to help direct you to the right answers.
- Gain a better understanding of your knowledge base to better prepare for the exams.

### 115 The Importance of the Board Policy Manual—Why You Need One and What You Can Do With It



**Topic Track:** Boardmanship  
**Location:** Grand Suite 5, East Tower, Gold/Ballroom Level  
**Time:** 2:00 p.m. – 3:00 p.m.  
**CLE Credit:** 1.0 CLE (pending approval)  
**Speaker(s):** **Scott Puma**, Attorney, Ancel Glink, PC

The Board Policy Manual is an excellent tool to guide the board on governance and procedures. This session will examine the best practices to be included in policies in the Manual, as well as how the Manual assists with decision-making for your agency. We will also examine ways to avoid being tied down by policies and procedures that stifle the process of getting business done. Additionally, we will discuss the need for reviewing and updating the Manual to address changing laws and conditions.

#### Learning Objectives:

- Understand why a Board Policy Manual is needed.
- Gain insight into the best practices for the Manual.
- Learn how to get the board's business done.



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## SATURDAY AFTERNOON CONFERENCE SESSIONS

2:00 pm – 3:00 pm

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134

### Commissioner Roundtable—The Importance of DEI at our Agencies, Part II



**Topic Track:** Boardmanship

**Location:** Grand Hall GH, East Tower, Gold/Ballroom Level

**Time:** 2:00 p.m. – 3:00 p.m.

**Speaker(s):** Tracey Crawford, Executive Director, Northwest Special Recreation Association; Oralethea Davenport, Irwin Center Manager, Homewood- Flossmoor Park District; Michelle Tuft, Executive Director, Skokie Park District; Mike Reid, Commissioner, Skokie Park District; Laure Kosey, Executive Director, Oak Brook Park District; Sharon Knitter, Commissioner, Oak Brook Park District; Michael McCarty, Executive Director, Glenview Park District; Bill Casey, Commissioner, Glenview Park District

This dynamic roundtable discussion will provide an opportunity for an engaging DEI Q&A session with panelists from three *Champions for Change* award-winning agencies that have successfully implemented DEI Initiatives for their community, acknowledging that there is no one-size-fits-all checklist. The discussion will involve significant sharing and collaboration among the facilitators, panelists, and you. Join us for this important opportunity to obtain useful information and dynamic takeaways. Don't forget to bring your burning questions!

#### Learning Objectives:

- Learn how different communities have implemented DEI initiatives to meet the needs of staff and the communities they serve.
- Obtain tips and information to help your agency navigate DEI and address potential concerns.
- Participate in an energetic Q&A session that will help you kick-start your DEI journey at your agency, provide support as you advance to the next level, and help you implement new DEI strategies and initiatives.

136

### Planning for a Referendum—Available Options, Key Points, and Milestones

**Topic Track:** Governance/Legal

**Location:** Regency Ballroom A, West Tower, Gold/Ballroom Level

**Time:** 2:00 p.m. – 3:00 p.m.

**CLE Credit:** 1.0 CLE (pending approval)

**Speaker(s):** Kyle Harding, Partner, Chapman and Cutler LLP; Dalena Welkome, Director, Robert W. Baird & Co. Inc

Planning for a successful referendum involves multiple steps that include legal considerations, strategy development, and engagement with local voters. This interactive session includes a detailed discussion on the available referendum options, the required steps, and advice on strategy, as well as sufficient time for questions and answers. The panel is comprised of industry professionals with a history of assisting governmental entities with successful referenda.

#### Learning Objectives:

- Understand the available referendum options, required corporate action, and related deadlines.
- Understand the strategies utilized by governmental units in the context of successful referenda.
- Learn about election interference and ethics act limitations on certain referendum-related activities.

138

### Role of Board Members and Leadership in a Crisis



**Topic Track:** Boardmanship

**Location:** Grand Hall K, East Tower, Gold/Ballroom Level

**Time:** 2:00 p.m. – 3:00 p.m.

**Speaker(s):** Jill Allread, APR, Fellow PRSA, CEO, Public Communications Inc.

Park districts, special recreation organizations, conservation groups, and other municipal organizations and their officials are charged with acting in the public's interest. But what happens when a crisis arises? The leadership and board members should be prepared to address the issue with clarity, transparency, and accuracy. You will learn about the life cycle of a crisis, what steps to take, how to communicate effectively during a crisis, and the opportunities for strong leadership that arise during a crisis.

#### Learning Objectives:

- Identify the action steps to take during a crisis, including which staff members, board members, and other stakeholders to include in the crisis team, who should serve as spokesperson, the role of social media, and how to respond to calls.
- Determine if the agency is prepared to handle a crisis and the steps that need to be taken to strengthen the organization's procedures.





## 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.

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206

### The Future of Urban Forestry in Parks

**Topic Track:** Parks/Natural Resources

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

**Time:** 2:00 p.m. – 3:00 p.m.

**Speaker(s):** **Steve Lane**, Lead Urban Forestry Consultant, Great Lakes Urban Forestry; **Colleen Copic**, Community Coordinator, Chicago Region Trees Initiative

The face of urban forestry is changing in many ways! New ideas, new capital, and an explosion in the diversity of both people and tree species in our industry have brought about quite a renaissance that is still underway. In this session, we will take a deep dive into many topics, such as new species introductions, new technology that is used to track and manage tree benefits and risks, concerns with trees and insurers, leveraging trees with natural areas management, and more. Furthermore, funding has historically been available at the federal level to help shoulder the load when it comes to paying for these things, and we will spend a good amount of time discussing how to apply for that funding and put it to smart use. Join Steve as we discuss all things urban forestry in the parks and look to the future for inspiration in our planning and management of our tree populations for our patrons to enjoy for decades to come!

#### Learning Objectives:

- Understand the funding streams available for tree-related tasks.
- Engage with new software and technology available for managing trees.
- Identify future industry trends in arboriculture and urban forestry.

307

### Evanston Lakefront—A New Chapter and Collaboration

**Topic Track:** HR/Risk Management

**Location:** Regency Ballroom B, West Tower, Gold/Ballroom Level

**Time:** 2:00 p.m. – 3:00 p.m.

**Speaker(s):** **Tim Carter**, Division Manager, City Of Evanston; **Audrey Thompson**, Director of Parks and Recreation, City of Evanston; **Matt Smith**, Division Chief of Training and Special Operations, City of Evanston

In the summer of 2021, the City of Evanston was rocked with reports of sexual harassment and a hostile work environment among lakefront staff. The three new administrators, who had never opened beaches for the summer season before, let alone hired and trained dozens of lifeguards responsible for public safety at Evanston's lakefront, in the wake of COVID-19 and the scandal. The department eventually learned how to regain the trust of our residents and lifeguard staff. In 2023, the Parks and Recreation Department partnered with the Evanston Fire Department, resulting in Evanston becoming the first municipality in Illinois to move its lifeguard program to the fire department. The goal here is to have the Evanston FD focus on life safety while the Parks and Recreation Department focuses on the programming of the beaches and lakefront. Together, both departments bring the resources necessary to plan and manage a successful lakefront. The Parks and Recreation Department plans to continue with this new partnership in 2024.

#### Learning Objectives:

- Learn how a parks and recreation agency can overcome a crisis.
- Learn how you can regain the trust of your residents and staff.
- Observe two departments leading the lakefront and aquatic operations instead of one.

312

### What to Look for When Evaluating a Financing Proposal



**Topic Track:** Finance/Information Technology

**Location:** Water Tower, West Tower, Bronze/Concourse Level

**Time:** 2:00 p.m. – 3:00 p.m.

**Speaker(s):** **Tom Reedy**, Managing Director, Stifel Public Finance; **Anthony Miceli**, Senior Vice President, Speer Financial, Inc

In this session, we will provide examples of financing proposals that may be presented to park districts and break down the key pieces of information and important questions to ask for each example.

#### Learning Objectives:

- Review borrowing options and limitations outlined in the statutes governing Illinois park districts.
- Learn how various borrowing alternatives available to park districts may impact future capital planning.
- Identify some key metrics to look for when evaluating refunding proposals.



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### 411 Building a Positive Culture in your Summer Camp



**Topic Track:** Recreation

**Location:** Gold Coast, West Tower, Bronze/Concourse Level

**Time:** 2:00 p.m. – 3:00 p.m.

**Speaker(s):** **Anna Schuld**, KASPER Manager, Schaumburg Park District; **Kimberly Barton**, Superintendent of Recreation, Hoffman Estates Park District

What does a positive work culture look like to you? As the team leader, *you* have the highest impact on your camp's culture. As managers and supervisors, it is your responsibility to train your summer staff to encourage collaboration and positivity throughout the camp. In this engaging and interactive workshop, we will explore strategies that promote the establishment of a supportive and collaborative work environment within your camp teams. We will provide a space to discuss what professionals are already doing to train summer staff, what has worked to motivate them, and the struggles that are often encountered in trying to get staff inspired, engaged, and motivated.

#### Learning Objectives:

- Understand the definition of a positive workplace culture and how a youth program can be transformed when you prioritize the well-being of employees.
- Apply effective strategies to revamp your training style for summer camp employees.
- Understand the importance of building a culture of collaboration.

### 421 The Future Is Inclusion



**Topic Track:** Recreation

**Location:** Grand Suite 3, East Tower, Gold/Ballroom Level

**Time:** 2:00 p.m. – 3:00 p.m.

**Speaker(s):** **Colleen Cline**, Recreation Coordinator, NEDSRA; **Bethany Pastrana**, Inclusion Manager, SEASPAR; **Becky Fredrickson**, Inclusion Manager, FVSRA; **Jennifer Wisnewski**, Inclusion Manager, FVSRA

The future of inclusion is upon us. Transform your perspective and learn strategies to create universally designed programs and spaces in the recreation setting. Whether it's in preschool, before- and after-care, summer day camp, variety, senior programs, and more, you will learn how to shift your thinking to build stronger and more adaptable environments that will cater to all participants, including those with disabilities. Join SRA Inclusion professionals as they talk about the current trends and processes that have made the concept of inclusion better among all recreation and SRA professionals.

#### Learning Objectives:

- Discuss strategies that can be used to align SRA and member district philosophy in the context of progressive interactive inclusion services.
- Learn essential elements that guide your agency in developing a framework for your programs that promote inclusive environments.
- Feel confident when discussing and training staff on inclusion processes and trends at your agency.

### 603 Healthy Communities, Parks, and Splashpads



**Topic Track:** Facilities

**Location:** Regency Ballroom C, West Tower, Gold/Ballroom Level

**Time:** 2:00 p.m. – 3:00 p.m.

**Speaker(s):** **Ryan Eccles**, Sales Executive, Vortex Aquatic Structures International

Recently, the World Health Organization underscored the importance of community parks as they relate to family health. Acknowledging a rise in the obesity epidemic (along with many other chronic diseases), they stressed how a child's environment significantly determines their overall well-being. Are today's public parks up to the challenge? As demographics, inclusivity, and health concerns evolve, aging facilities need to step up their game to keep communities engaged and active. With this presentation, we're exploring effective community infrastructure through the lens of aquatic play. We'll discover how Splashpads increase park usage, promote inclusion, and build social capital that helps communities grow and flourish. To understand the winning recipe, we'll delve into three tenets: (i) recognizing the critical role that parks play in promoting a healthy lifestyle for children and the associated challenges; (ii) understanding that a healthy community means making inclusion a priority, and breaking down accessibility, universality design, and inclusion; and (iii) how Splashpads lead to healthier communities by building social capital.

#### Learning Objectives:

- Analyze the factors that contribute to a park's attractiveness and usage through different academic studies.
- Understand accessibility, universal design, and inclusive design approaches to Splashpad design.
- Learn how to apply an inclusive framework to Splashpad design.



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## 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.

607

### To Game or Not To Game? Planning Successful eSports Programs and Spaces

**Topic Track:** Facilities

**Location:** Grand Hall I, East Tower,  
Gold/Ballroom Level

**Time:** 2:00 p.m. – 3:00 p.m.

**Speaker(s):** **Tom Poulos**, CEO, Williams  
Architects; **Leon Younger**, President,  
PROS Consulting

To game or not to game? That is a great question that needs careful consideration. eSports is so much more than just a computer and a chair. There are several factors to consider when deciding whether or not to program eSports at your facility. This session will help guide you through what is required to bring eSports into your facility and make it successful. The right questions can help with planning measures that consider factors such as revenue generation, flexible space, spectators and spectator viewing, proper technology and storage, fitness and body analytics, and proper appointments. To game or not to game—we'll help you answer that question!

#### Learning Objectives:

- Determine if eSports are a right fit for your facility and agency.
- Learn how to ensure proper program criteria (at what scale and for what audience?)
- Understand the critical factors for a successful space.

904

### Improving Customer Feedback Systems

**Topic Track:** Marketing/Communications

**Location:** Toronto, West Tower,  
Gold/Ballroom Level

**Time:** 2:00 p.m. – 3:00 p.m.

**Speaker(s):** **Kimberly Smith**, Director of  
Marketing and Customer Care, Bolingbrook  
Park District; **Karin Ferenz**, Founder,  
Principal, Customer Lifecycle, LLC

The world is changing rapidly and so are your residents. It is now more important than ever before to gather quality information and feedback from your residents in order to guide your decisions for the future. Many districts use community-wide surveys or other mechanisms for gathering feedback from their constituents. Gathering this data can be relatively easy but are you gathering the correct data and are you interpreting it correctly? This session will challenge you to review your current processes to ensure you are gaining a deeper understanding of your constituents.

#### Learning Objectives:

- Evaluate whether your current community feedback system is gathering the correct data or not.
- Acquire a thorough understanding of different feedback mechanisms and when to use them.
- Learn how to improve customer feedback systems utilizing focused planning, unbiased market research, and integrated deployment.

1003

### Is Your Park District Gay Enough?

**Topic Track:** Diversity

**Location:** Grand Hall L, East Tower,  
Gold/Ballroom Level

**Time:** 2:00 p.m. – 3:00 p.m.

**Speaker(s):** **Mary Liz Jayne**, Recreation  
Program Manager, Wilmette Park District;  
**Drew Kambach**, Performing Arts  
Supervisor, Northbrook Park District

Rate your workplace on equality and inclusion in terms of LGBTQ+ policies. You will be able to identify where you can improve your policies in the areas of human resources, recreation, marketing, and facilities. Tie policy to procedure with an action plan to implement at your agency.

#### Learning Objectives:

- Rate how inclusive your existing policies are.
- Learn ways to adjust your existing policies to be more inclusive of the LGBTQ+ community.
- Create an action plan for improving your equity and inclusion rating.

1104

### The Challenges of Prescribed Burning in Urban Areas of Illinois



**Topic Track:** Forest Preserve and  
Conservation

**Location:** Acapulco, West Tower,  
Bronze/Concourse Level

**Time:** 2:00 p.m. – 3:00 p.m.

**Speaker(s):** **Jay Johnson**, Heritage Site  
Logistics Manager, Forest Preserve District of  
DuPage Co.; **John McCabe**, Director of  
Resource Management, Forest Preserves of  
Cook County

This session will cover the many challenges that land management agencies face when using prescribed fire as a land management tool in the urban areas of Illinois. Building off our presentation at the 2023 conference, this session will take you to the next level.

#### Learning Objectives:

- Learn how DuPage County and Cook County Forest Preserves have worked hard to gain the trust of their neighbors, other agencies (local and state), and local fire departments through increased communication.
- Learn the basics of smoke management and how we can work with weather conditions to minimize their effects on our neighbors, roads, and crew members.
- Learn the basic firing techniques that we use to ensure the least impact on our surroundings.



## Keynote General Session with Charles Clark

Saturday, January 27, 2024

Grand Ballroom C-F, East Tower, Gold/Ballroom Level

9:00 am – 10:00 am

CEUs: 0.1



### About the Speaker

Charles Clark is a motivational speaker, creator of the Thrive Planner, and bestselling author. Before becoming an international speaker, Charles was one of the fastest men in the world. He is a 3x NCAA National Championship and USA Track and Field Championships silver medalist. Now, as a mindset expert, Charles shows athletes, entrepreneurs, and companies how to win in life. Today, Charles Clark teaches people how to use adversity to build greater strength, success, and fulfillment.

### Adversity Makes You Stronger

How To Change Your Perspective on Adversity and Use It to Become Relentless

Charles knows a thing or two about facing adversity. At a young age, he was recognized as one of the fastest men in the world. He won the NCAA Nationals and one of the fastest athletes in the world and was on the verge of signing a shoe deal. That was until he faced a career-ending injury that left him broken and feeling like he lost his life purpose.

Charles later realized that the adversity he was facing would be the very thing to propel him into his greatest purpose yet: to use his story to impact and encourage people all over the world who felt like he did.

**In this empowering and motivating session, you will learn:**

- How to shift your perception on adversity and use it to make you a better, more fulfilled person
- The one skill you need to become less impacted by setbacks
- The most important habits that amplify your confidence, happiness, and peak performance
- The power of decision-making and what choices lead to gaining momentum on your goals
- The science behind our behaviors and how to reprogram your mindset
- How to be empowered and uplifted to become your best self
- How to build a magnetic influence on those you lead and feel good about it
- Relearn the meaning of success to avoid burnout

# SINGING & DANCING, & DUELING TO NEW HEIGHTS!



Join us for our spirited closing social event – an old-fashioned bar hop ... Hyatt Regency style! Boogie on into the Decades Dance Party and relive the music and moves of the 70s, 80s, and 90s!

Hustle into American Craft as our energetic DJ livens things up with dance tunes from the decades! Then, Hip-Hop on over to the Plaza Ballroom for Conference Karaoke! After you have crooned your favorite tunes, Electric Slide to the Library for dueling pianos!

This entertaining evening will be out of this world! Attendees will be Moonwalking among the various musical venues all night long while enjoying tasty dinner morsels and thirst-quenching brews/wine in each location.

Bring your appetite, favorite song requests, and dancing shoes as we sing, dance, and duel to new heights during our groovy, gnarly closing social! We promise, it will be 'Da Bomb!'

**Saturday, January 27**  
**7:00 pm – 10:00 pm**  
**American Craft, Plaza Ballroom,**  
**and The Living Room at the**  
**Hyatt Regency**

## **THIS IS A TICKETED EVENT!**

Ticket includes:

- Dinner buffet with unlimited beer, wine and soft drinks
- Disc Jockey, Karaoke, and Dueling Pianos!
- A great night of entertainment and fun!

## **TICKET INFORMATION:**

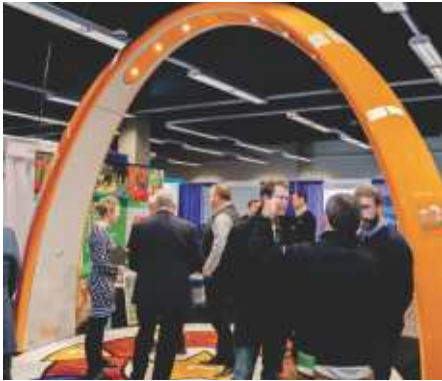
- Delegates who register for the Full Package or the Saturday Only Package will receive one ticket for admission.
- Additional tickets may be purchased for \$125 per ticket through the pre-registration process or on-site from Conference Registration.
- Tickets will not be sold on-site at the Closing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



## EXHIBIT HALL EVENTS & HOURS

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 300 commercial vendors as they showcase their latest products and services.

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

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

### Thursday, January 25

11:00 am – 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 26

9:00 am – 12:00 pm

11:00 am – 12:00 pm Dedicated Hour

1:00 pm – 3:30 pm

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

*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 at the booth where the raffle is called or pick-up at exhibitor registration after the calling.
- A picture ID may be requested for winner verification






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# 2024 IAPD/IPRA Soaring to New Heights Conference Exhibitors

(AS OF JANUARY 18, 2024)



COMPANY	BOOTH#	COMPANY	BOOTH#
Action Trackchair - Half Moon Outdoors	800	Councilman-Hunsaker	323
ACTIVE Network	930	 <b>Cunningham Recreation</b>	<b>804</b>
AED Professionals	609	Custom Bridges and Boardwalks	604
Agents of Discovery Inc.	452	CXT Concrete Buildings	700
All Inclusive Rec LLC	325	 <b>DaySmart Recreation</b>	<b>621</b>
American Ramp Company	530	Design Perspectives, Inc.	708
American Red Cross Training Services	320	Dewberry	119
Amilia	926	Direct Fitness Solutions	540
Andrews Technology	623	Divine Signs	214
Ankored, Inc.	229	 <b>DLA Architects, Ltd.</b>	<b>220</b>
Anthony Roofing - Tecta America	114	Doty & Sons Concrete Products, Inc.	319
Aqua Pure Enterprises, Inc.	431	DrillPickle	453
Aqua Tile	247	Drury Lane Theatre	622
Aquatic Design Partners	738	Duke Environmental Solutions	726
Aurora Area Convention & Visitors Bureau	628	DuraPlay, Inc.	916
Baird Public Finance	448	DynaDome Retractable Enclosures	326
Balanced Environments Inc.	712	Elements Hospitality, F&B Mgmt	924
Battle Company	723	Engineering Resource Associates, Inc.	343
 <b>BCI Burke</b>	<b>122</b>	Engraphix Architectural Signage, Inc.	825
Bear Construction Company	223	Entertainment Concepts	917
Benchmark Imaging & Display	702	ePACT	814
Berliner Seilfabrik Play Equipment Corporation	157	ERG Elite Remodeling Group	928
BerryDunn	522	 <b>Eriksson Engineering Associates, Ltd.</b>	<b>430</b>
Bid Evolution	412	Esscoe	826
Blick Art Materials	720	EVP Academies, LLC	201
Bluestem Ecological Services	324	Excel Aerial Images, LLC	249
BMO Commercial Bank	350	ExoFit Outdoor Fitness	613
Bounce Houses R Us	705	F.H. Paschen	605
Brian Wismer Entertainment	905	Farnsworth Group, Inc.	419
Brock USA	346	Featherstone, Inc.	701
Bronze Memorial Company	216	Federal Supply USA	938
Byrne & Jones Construction	733	Fehr Graham	226
Camosy Construction	601	FGM Architects Inc.	600
Capri Pools & Aquatics	426	FieldTurf & Tarkett Sports	519
Cartegraph, An OpenGov Company	123	Fifth Third Bank	344
Central Parks	634	FMX	809
Challenge Center, University of St. Francis	227	ForeverLawn Chicago	137
Chicago Backflow	611	 <b>Frederick Quinn Corporation</b>	<b>310</b>
Chicago Blackhawks	451	Fun Bounces Rental LLC	210
Chicagoland Pool Management	831	GAF StreetBond	830
Chicago's North Shore CVB	630	Geese Chasers Chicago	348
CivicPlus	434	General Paint & Manufacturing	257
ClimbZone Chicago	725	 <b>Gewalt Hamilton Associates</b>	<b>713</b>
Clowning Around Entertainment	232	GMIS Illinois	202
Columbia Cascade Company	147	Go Ape	206
ComEd Energy Efficiency Program	246	Gold Medal Products	315
Commercial Recreation Specialists	304	GovDeals	714
CommunityPass	834	GovHR USA	450
 <b>Confluence, Inc.</b>	<b>446</b>	GRAEF	337
Constellation Telecom	807	Graffiti Solutions, Inc.	910
Cooper- Ephesus Sports Lighting	112	Great Lakes Urban Forestry	528
Cordogan Clark & Associates	143	Greenfields Outdoor Fitness	207
Correct Digital Displays, Inc.	118	GRG PLAYSCAPES LLC	260
		H.E. Hodge Company, Inc.	224

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H2I Group	233	Norwalk Concrete Industries	352
HALOGEN SUPPLY COMPANY	438	NuToys Leisure Products	212
Harbour Contractors, Inc.	354	NuToys Leisure Products, Inc	420
Harris Local Government	614	Official Finders LLC.	125
Havenshine Technologies, Inc.	906	Omega II Fence Systems	336
Hawkins Water Treatment Group	221	Oracle NetSuite for Government	921
HDR, Inc.	832	Outdoor-Fit Exercise Systems	327
Henry Bros. Co.	444	Outdoorlink Inc.	920
Hershey's Ice Cream	915	Paddock Pool Equipment	428
Hey and Associates	316	Pannier Graphics	208
 <b>Hitchcock Design Group</b>	<b>410</b>	Parkreation Inc.	449
Holtzman Group Hospitality Experts	907	Paylocity	153
HR Source	205	PDRMA	303
IHC Construction Companies LLC	222	Perfect Turf LLC	145
Illinois Association of Park Districts (IAPD)	503	Perkins&Will	638
Illinois Park & Recreation Association (IPRA)	500	Perry Weather	409
Illinois Public Risk Fund	734	PFM Asset Management LLC/ IPDLAF+ Class	401
Illinois Ready Mixed Concrete Association (IRMCA)	923	Photomonyee - Picturely	739
Illumination Technology Group	133	Planning Resources Inc.	424
 <b>Imagine Nation LLC</b>	<b>525</b>	Play & Park Structures of IL	729
IMRF	228	Playcraft Systems LLC	631
Innova Disc Golf	135	Playground Guardian	806
IPARKS	411	PMA Financial Network, LLC	219
iStrike by AnythingWeather	610	Power Wellness	840
IZONE IMAGING	523	Premier Polysteel	711
Jeff Ellis and Associates, Inc.	300	Productive Parks LLC	632
JJ Kane Auctions	155	Products 4 Parks	612
 <b>JSD Professional Services</b>	<b>334</b>	Progressive Business Solutions	321
Jump Guy Inflatables	932	Public Restroom Company	127
Kahler Slater	308	Pyrotecnico	322
Kankakee Nursery	527	Rabine Group	808
Keeper Goals	339	Rain Drop Products	235
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Kiefer USA	606	Ramuc/Tuff Coat Paint div of MRT	730
KOMPAN, Inc.	827	RCP SHELTERS, INC	120
Kwikgoal	338	RecDesk, LLC	240
L6 Technology, Inc.	213	Record--A-Hit Entertainment	404
Lake Country Corporation	332	Recreonics, Inc.	421
Lamar Johnson Collaborative	709	Reinders	407
Larson Engineering	104	RenoSys Corp	828
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Lechner First Aid Supply	912	Russo Power Equipment	234
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Leopardo Companies	427	School Health/Palos Sports	520
Life Fitness	812	SCORE SPORTS	624
Life Floor	821	Service Sanitation, Inc	131
Lincoln Aquatics	615	Shaw Sports Turf	727
MAD BOMBER FIREWORKS	620	Shineto Lighting USA, LLC	732
Matrix Fitness	115	Sikich	539
McDaniels Marketing	251	SLG Sports Lighting	810
Mesirow Financial, Inc.	436	Smart Industry Products	330
Midwest Commercial Fitness	203	Soccer Made In America	309
Most Dependable Fountains with Play	333	Soccer Shots	913
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Mulch Magic	211	Spartan Sports Lighting	820
Musco Sports Lighting	532	Spear Corporation	639
MyRec.com Recreation Software	204	Special Events Mangement	238
National Association of Park Foundations	822	Speer Financial, Inc.	239
NiceRink	340	Splashtacular	819
 <b>Nicholas &amp; Associates</b>	<b>311</b>	Sport Court Midwest	149
		Sportsfields, Inc.	237



COMPANY

BOOTH#

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 <b>UKG</b>	<b>351</b>
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 <b>Upland Design Ltd</b>	<b>215</b>
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## 2025 CALL FOR PROPOSALS



January 23 – 25, 2025

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
- Diversity
- Facilities
- Finance/IT
- Forest Preserve/Conservation
- Governance/Legal
- HR/Risk Management
- Leadership/Management
- Marketing/Communications
- Parks/Natural Resources
- Recreation
- Therapeutic Recreation

To submit a proposal for consideration, please visit [ilparksconference.com](http://ilparksconference.com). **Proposals will be accepted March 25 – June 21, 2024.** 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](http://ilparksconference.com) to download the Session Suggestion Form to submit your ideas. Suggestions will be accepted until **May 31, 2024.**



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