



IAPD/IPRA  
**SOARING** to  
**NEW HEIGHTS**  
CONFERENCE

**FINAL CONFERENCE PROGRAM**

**2 0 1 7**

**IAPD**  
Illinois Association of Park Districts

ILLINOIS  
**ipra**  
PARK & RECREATION ASSOCIATION

January 19-21  
Hilton Chicago

720 S. Michigan Avenue, Chicago, Illinois

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

2016



IAPD/IPRA  
**SOARING** to  
**NEW HEIGHTS**  
CONFERENCE

JANUARY 19-21, 2017 HILTON CHICAGO  
720 S. MICHIGAN AVENUE, CHICAGO, ILLINOIS



**DON'T FORGET TO  
TAKE THIS ISSUE TO THE CONFERENCE!**







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# 2017 FINAL CONFERENCE PROGRAM

**EIGHTH FLOOR**

- LAKE ONTARIO
- LAKE MICHIGAN
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- LAKE ERIE

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**FOURTH FLOOR**

- CONFERENCE ROOMS 4A-4R
- McCORMICK BOARDROOM
- PULLMAN BOARDROOM

**THIRD FLOOR**

- WALDORF
- ASTORIA
- WILLIFORD
- MARQUETTE
- JOLIET
- PRIVATE DINING ROOMS 1-7

**SECOND FLOOR**

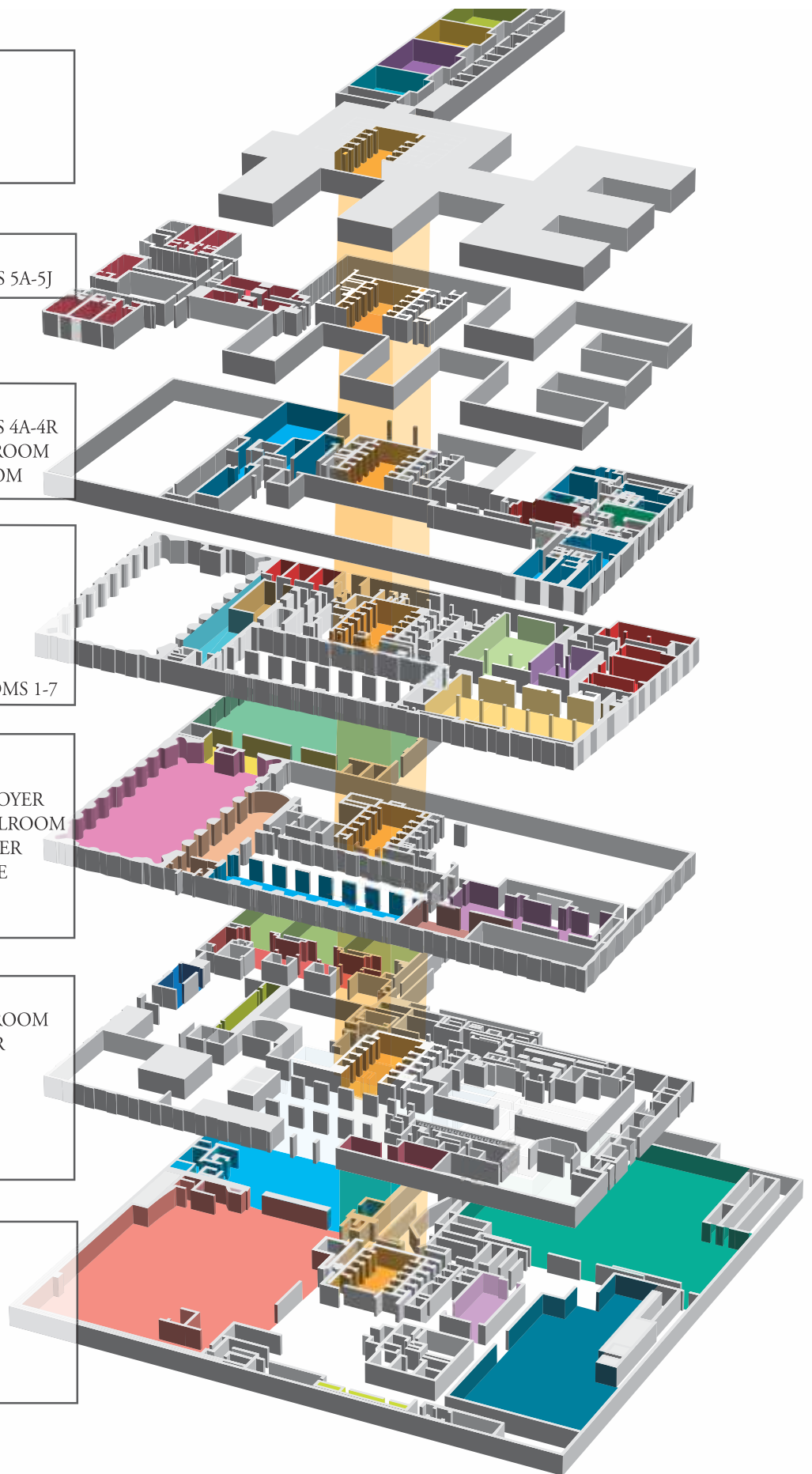
- GRAND BALLROOM
- GRAND BALLROOM FOYER
- INTERNATIONAL BALLROOM
- INTERNATIONAL FOYER
- NORMANDIE LOUNGE
- BOULEVARD ROOM
- BOULEVARD FOYER

**LOBBY LEVEL**

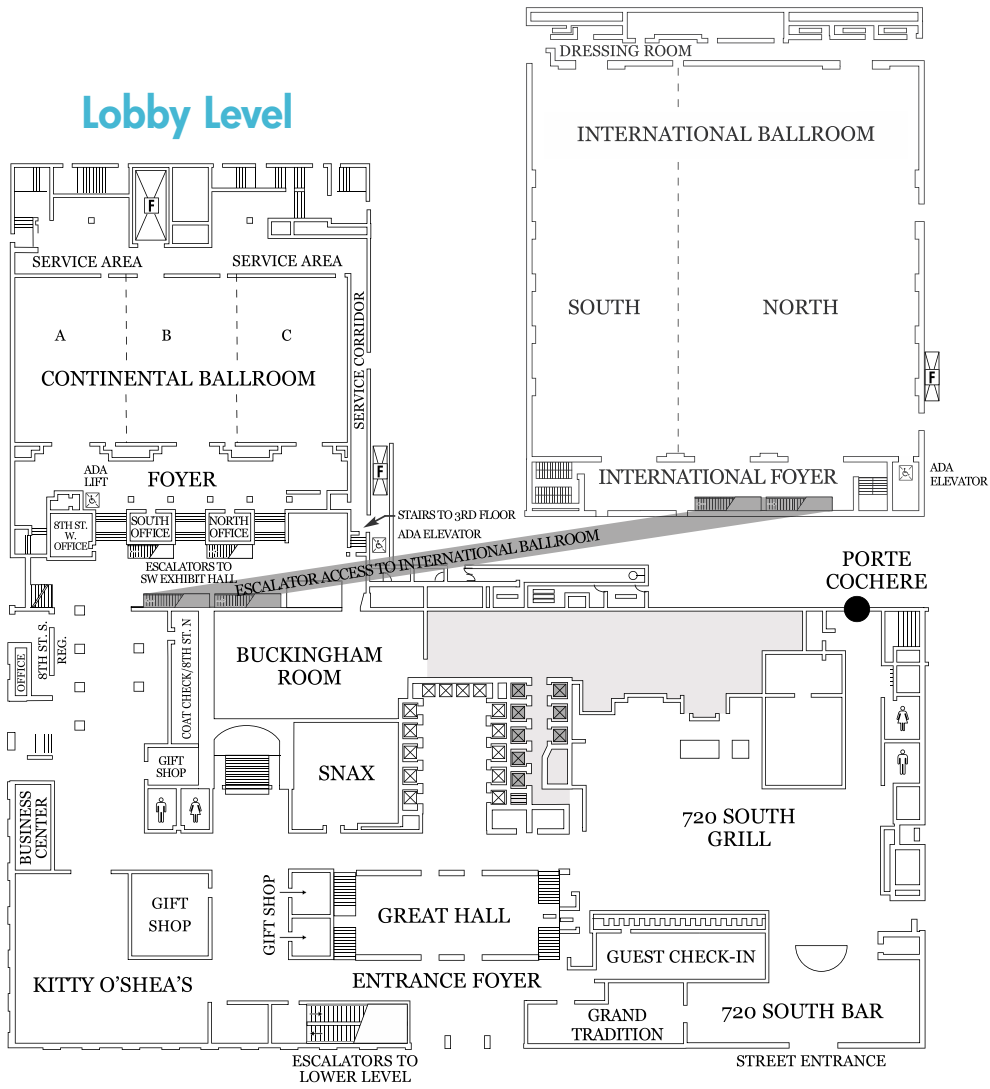
- CONTINENTAL BALLROOM
- CONTINENTAL FOYER
- GRAND TRADITION
- 8th STREET SOUTH REGISTRATION
- 8th STREET NORTH REGISTRATION

**LOWER LEVEL**

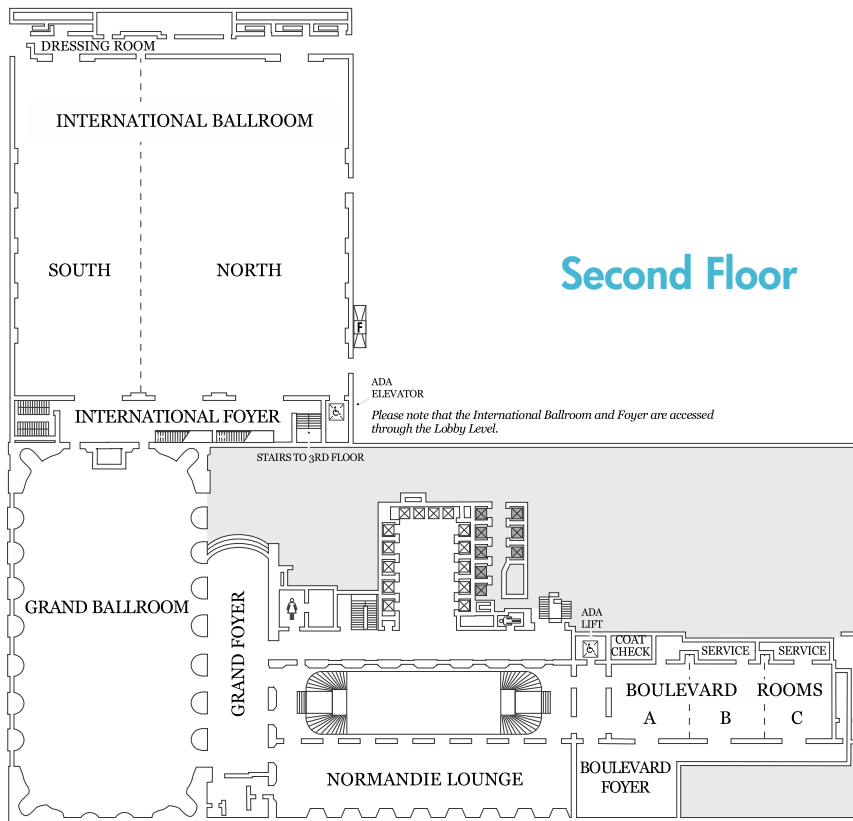
- SALON A
- SALON B
- SALON C
- SALON D
- MOBLEY ROOM
- REGISTRATION



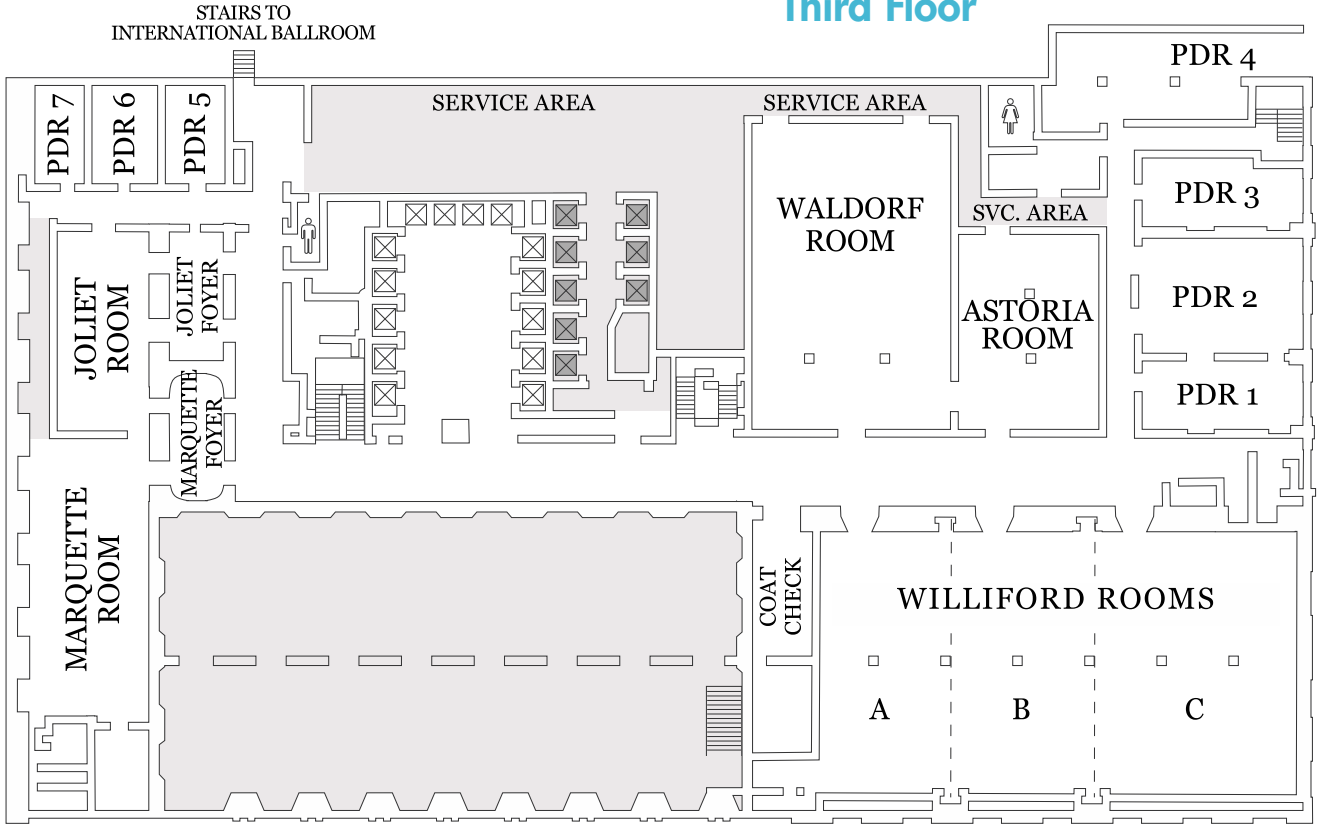
Lobby Level



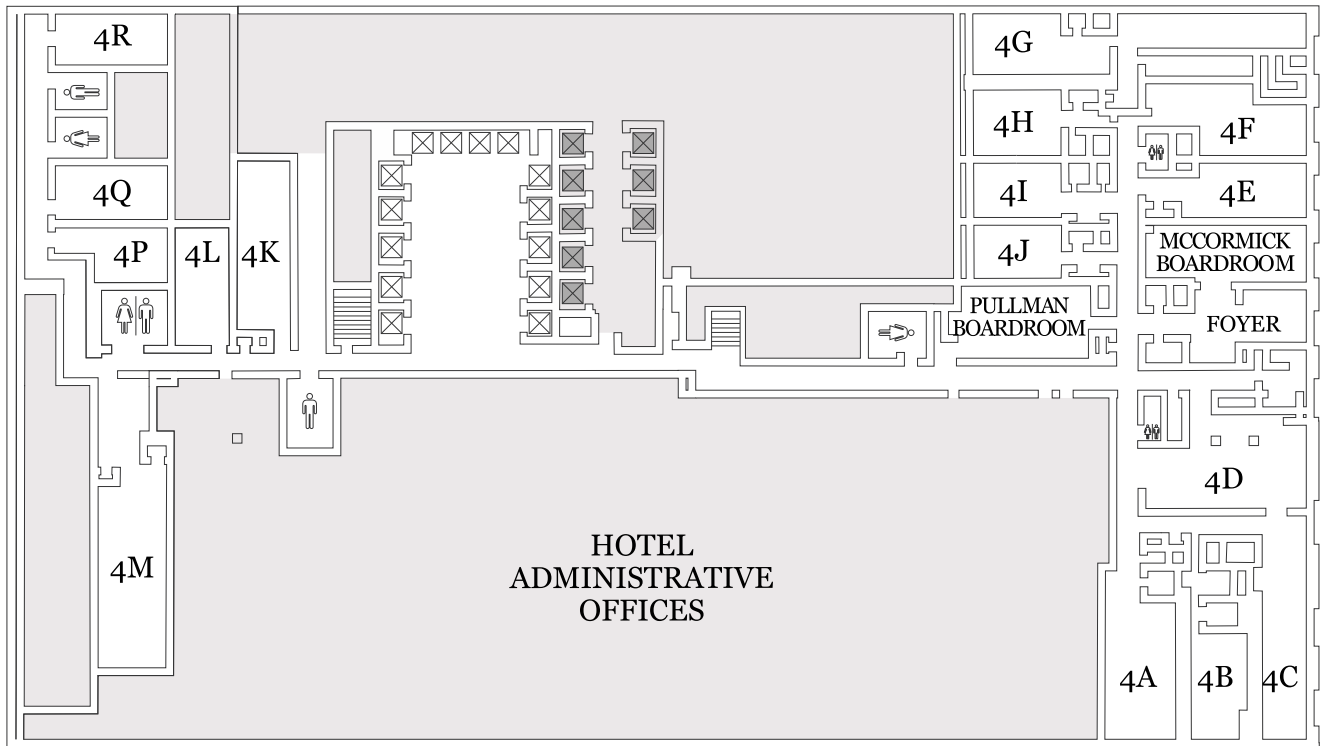
Second Floor

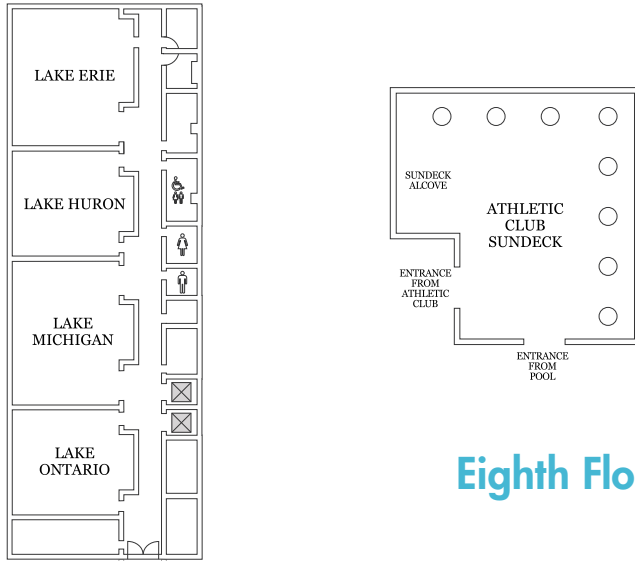


Third Floor

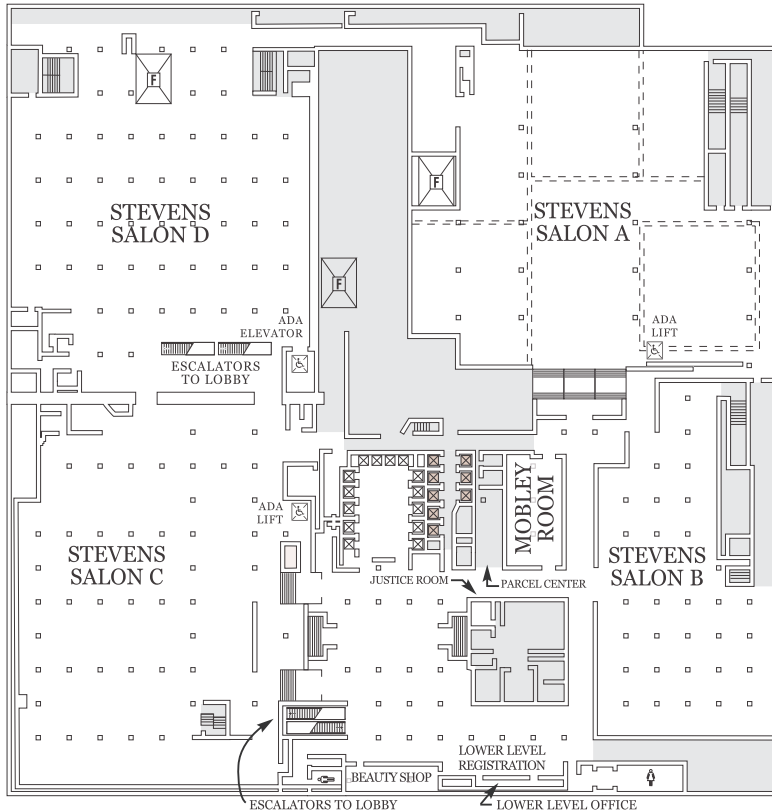
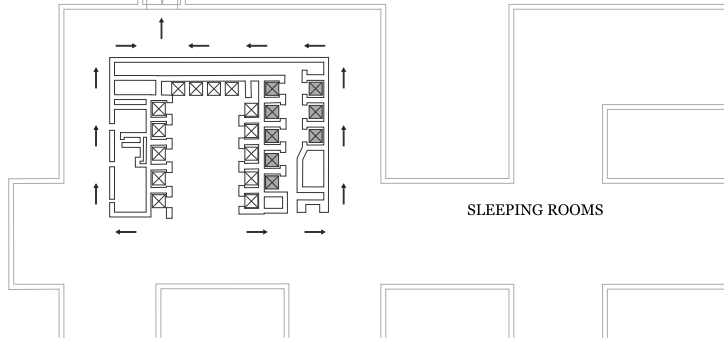


Fourth Floor

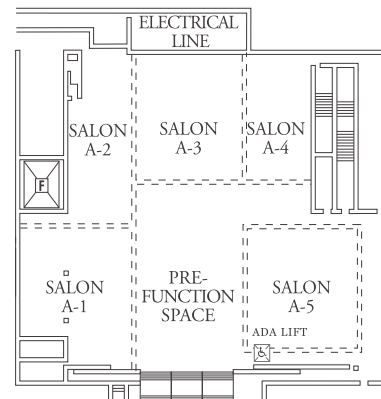




### Eighth Floor



### Lower Level





OFFICE OF THE GOVERNOR  
JRTC, 100 W. RANDOLPH, SUITE 16-100  
CHICAGO, ILLINOIS 60601

**BRUCE RAUNER**  
Governor

January 19, 2017

January 19, 2017  
Soaring to New Heights Conference

Greetings!

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

This event presents an exciting opportunity for everyone in attendance to join together with fellow members of your field to share important information and ideas, as well as provide networking and professional development opportunities. I commend you for your service to the community.

As you reflect on your accomplishments over the past year, I urge you to make plans for the future that will build on your past success. I am certain that this conference will go a long way towards furthering your goals into the future, both individually and collectively.

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

Sincerely,

Governor, State of Illinois





**OFFICE OF THE MAYOR  
CITY OF CHICAGO**

**RAHM EMANUEL**  
Mayor

January 19, 2017

Dear Friends:

As Mayor, and on behalf of the City of Chicago, it is my pleasure to extend warm greetings to everyone gathered for the 2017 IAPD/IPRA Soaring to New Heights Conference.

Established in 1928, The Illinois Association of Park Districts (IAPD) has been at the forefront of preserving Illinois' natural resources and continues to provide exceptional parkland and forest preserves for all Illinois residents. Incorporated in 1944, The Illinois Park and Recreation Association (IPRA) is a national leader in providing tremendous opportunities in education and networking for all those who have dedicated their time and efforts to parks and recreation. Together, these associations protect and nurture Illinois' environment and ensure its beauty for residents to enjoy for years to come.

As leaders in conserving and improving the environment of Illinois, this conference offers its attendees new ways to assist in helping Illinois maintain its natural beauty. Through providing an education in developing trends, tools, and services, attendees are afforded a skill set that strengthens the environmental community and continues the growth and prosperity of Illinois forest preserves, parks and recreation.

I hope that those visiting our great city take time to experience some of the special places in Chicago. Our iconic skyline and incredible lakefront invite you to explore all Chicago has to offer. I hope you have a chance to sample our distinguished restaurants, tour our great universities, and visit our world-class museums during your stay.

On behalf of the people of Chicago, I am proud to extend heartfelt congratulations to all of you on this special event. Best wishes for much continued success.

Sincerely,

A handwritten signature in black ink that reads "Rahm Emanuel".

Mayor





## WELCOME AND GREETINGS!

Dear Friends and Colleagues:

Conference is an amazing and enriching experience that so many of us look forward to throughout the year. So, it is with great pleasure that we welcome you to the 2017 IAPD/IPRA Soaring to New Heights Conference! We look forward to coming together over the next three days to exchange ideas, learn and connect with friends, colleagues and partners in the field. We are especially excited to be back at the venerable Hilton Chicago with its storied history and magnificent setting.

Our program this year is content-rich and varied with 18 pre-conference workshops and over 170 educational sessions. Our dynamic exhibit hall, which features more than 300 exhibitors, also provides an excellent opportunity for attendees to network and discover the latest products and services that will help them excel in their careers.

To ensure you get the most out of conference, be sure to download the mobile app from the Apple App Store or Google Play for Android. This year's app from our partner, Gather Digital, offers a robust experience and exciting features, including up-to-the minute information and the latest agenda, important meeting notices, opportunities to earn and track CEU's, speaker information, feedback opportunities, hotel maps, exhibitor and sponsor information and more.

As with any major endeavor, we give thanks to the many volunteers who have worked to plan and organize the educational programs, supporting social arrangements and exhibit opportunities. In particular, we thank the Joint Conference Committee, led this year by Lili Kilbridge and Tom Hartwig, as well as the Program and Exhibit Committees for the hard work they do throughout the year.

We hope you will have an interesting, challenging and educational few days. We look forward to learning from your experiences and insights to help shape future programs and events. Have a memorable conference!

### **KEN COLLIN**

Commissioner  
Freeport Park District  
IAPD Chairman of the Board

### **MARY JEANNE HUTCHISON, CPRP**

Director  
O'Fallon Parks and Recreation  
IPRA Chairman of the Board

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## ACCESSIBILITY

**Meeting Rooms:** All meeting rooms are accessible at the Hilton Chicago and the Renaissance Blackstone.

**Parking:** Parking at the Hilton Chicago is accessible for persons with disabilities.

**Restaurants:** All restaurants are accessible at the Hilton Chicago and the Renaissance Blackstone.

**Restrooms:** Public restrooms located throughout the lobby and meeting room floors of the Hilton Chicago and Renaissance Blackstone are accessible.

**Sleeping Rooms:** The Hilton Chicago and the Renaissance Blackstone have ADA rooms available. These rooms have been designed for individuals with special needs. If you are in need of an accessible room, please be sure to notify the respective hotel when making your reservation.

## A.D.A. 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 Leesa Kuo Johnson at IPRA at [leesa@ILipra.org](mailto:leesa@ILipra.org) **no later than January 6, 2017**. If you have special needs regarding hotel accommodations, please contact the Hilton Chicago at 855/760-0869 or the Renaissance Blackstone at 800/468-3571. Hearing impaired individuals who require TTDs may dial 711 or 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 and name badges will 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

### International Ballroom, Second Floor

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



Salon B, Lower Level

*The Agency Showcase is a spirited competition spotlighting bright ideas exhibited by park, recreation and conservation agencies.* This professionally judged competition recognizes Illinois agencies for their marketing and communication efforts ranging from print to multimedia. The showcase includes two divisions and twelve categories.

Agency entries and winners will be on display in Salon B on Friday, January 20 until 4:00 pm. Stop by to cast your ballot for the People's Choice Award! People's Choice winners will be tallied and announced at the IAPD Annual Business Meeting on Saturday, January 21 at 3:30 pm.

### Division 1: Overall Agency Showcase

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

### Division 2: Individual Category

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

### Categories

- Brochure Series
- Electronic Communication
- Integrated Photography
- Large Format Marketing
- Logo Design
- Marketing Campaign
- Media Campaign
- Paid Advertisement
- Print Communication
- Promotional Items - NEW!
- Social Media Campaign
- Web Content

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

Proudly brought to you by IPRA and IAPD.





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

**Preferred Agency Seating** is available for delegates from the same agency/organization (*and legislators*) who wish to be seated together at a table during the Friday, All-Conference Awards Luncheon. An agency that opts to participate should have done so when registering online. There is a \$50 nonrefundable fee (per agency) to participate, which must be paid for when registering for the conference. **Legislator preferred seating is reserved through this process as well.** The person who is the designated agency contact will receive an email with additional details and instructions on the preferred seating process. Agency contacts will be responsible for notifying those seated at their table(s) of the table assignment(s). After **January 9, 2017**, preferred agency seating requests WILL NOT be accepted, and **there will be no on-site requests taken.**

**NOTE:** IAPD/IPRA reserves the right to seat multiple agencies at a table in order to accommodate all requests. Remember to register early as preferred agency seating requests will be filled on a first-come, first-served basis.

Non-reserved tables for open general seating will be noted with a balloon.

## ANNUAL MEETINGS FOR IAPD AND IPRA

*Grand Ballroom, Second Floor*

The Illinois Park and Recreation Association's (IPRA) Annual Meeting will be held on Friday, January 20 at 5:00 pm. The Illinois Association of Park Districts' (IAPD) Annual Meeting will be held on Saturday, January 21 at 3:30 pm.

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

## CHARGING STATIONS

Need a power boost? Charging stations for mobile devices will be available to attendees on a complimentary basis during the conference. Charging stations will be located on the Lower Level, Lobby Level, Second, Third and Fourth floors of the hotel. There will be one station per floor, compliments of the Hilton.

## COMMISSIONERS' RECEPTION

*Normandie Lounge, Second Floor*

Attention all IAPD members! Please join us for the Commissioners' Reception on Friday, January 20 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 SCHEDULE AT-A-GLANCE

### THURSDAY, JANUARY 19

7:30 am – 5:00 pm	Conference Registration Open
9:00 am – 12:00 pm	Pre-Conference Workshops (0.3 CEUs)
12:00 pm – 1:30 pm	Silent Auction Open
12:30 pm – 1:00 pm	Career Development Symposium Registration/Check-In
1:00 pm – 4:30 pm	Career Development Symposium (0.3 CEUs)
1:00 pm – 6:00 pm	Exhibit Hall Grand Opening
1:30 pm – 4:30 pm	Pre-Conference Workshops (0.3 CEUs)
3:00 pm – 5:00 pm	Silent Auction Open
5:30 pm – 6:30 pm	Professional Connection
9:00 pm – 12:00 am	Welcome Social with Brass From The Past

### FRIDAY, JANUARY 20

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

### SATURDAY, JANUARY 21

7:45 am – 12:00 pm	Conference Registration Open
8:00 am – 10:00 am	Silent Auction Open
9:00 am – 10:00 am	Keynote General Session with Steve Gilliland
10:15 am – 11:30 am	Conference Sessions (0.1 CEUs)
12:30 pm – 1:45 pm	Conference Sessions (0.1 CEUs)
2:00 pm – 3:15 pm	Conference Sessions (0.1 CEUs)
3:30 pm – 4:45 pm	Conference Sessions (0.1 CEUs)
3:30 pm – 5:00 pm	IAPD Annual Business Meeting
7:15 pm – 10:30 pm	Closing Social at the Museum of Science and Industry*

\*Ticketed Event    \*\* By Invitation Only

## CONFERENCE CONCIERGE

### Exhibit Hall Lobby, Lower Level

Stop by the Conference Concierge located in the Lower Level Lobby for assistance with your conference questions. Whether you need help locating a session room, want to know what time an event begins or have a question about navigating the mobile app, the Conference Concierge is there to help you! The Conference Concierge will be open during the following days and times:

#### Conference Concierge Hours

Thursday, January 19	8:00 am – 4:30 pm
Friday, January 20	7:30 am – 5:30 pm
Saturday, January 21	8:30 am – 2:00 pm

## 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 and/or those who appear intoxicated will not be served at IAPD/IPRA functions. Delegates may be asked to produce valid identification for age confirmation.

## CONFERENCE HEADQUARTERS

### Mobley Room, Lower Level

Conference Headquarters is the general information center for all conference activities. All session/workshop Moderators and Hosts must check in here prior to their scheduled session/workshop. Staff and volunteers will be available throughout the entire conference to answer your questions. The phone number for Conference Headquarters is 312-294-6620 or extension 6620 from any house phone.

#### Conference Headquarters Hours

Thursday, January 19	7:30 am – 5:00 pm
Friday, January 20	7:00 am – 5:00 pm
Saturday, January 21	8:15 am – 5:30 pm

## CONTINUING EDUCATION UNITS (CEUs)

- Sessions scheduled for 75 minutes award 0.1 CEUs.
- Pre-conference workshops scheduled for three hours award 0.3 CEUs.
- No additional CEU fees for Friday and Saturday apply; **CEUs for pre-conference workshops will be charged at \$5 per workshop.**
- If you would like to earn CEUs, **you must request them with your conference registration.**
- CEU coupons will be included with your registration materials **only if you request CEUs with your conference registration.**

## CEUs are going mobile!

This year, attendees will have the option of earning and tracking their CEUs through the conference mobile app (mobile web excluded). In order to earn CEUs through the mobile app, please note the following procedures:

#### CEU Mobile App Procedures:

1. Be sure you are logged in to the mobile app.
2. Click on the Agenda icon and search for the session/workshop you wish to receive CEUs. Note: Multiple tools are available, including filter, day-by-day listings and keyword title search, to help you find your session/workshop quickly. *Shortcut Tip:* Use the “Add to MySched” feature to create an itinerary of the sessions/workshops you wish to attend. You can easily find and refer back to your favorited session/workshops by clicking on the “My Schedule” icon in the navigation menu.
3. At the end of the session/workshop, click on the “Check In” icon in the session/workshop listing.
4. Once the “Check In” feature has been activated, you will be prompted to enter a 4-digit code. Information regarding the code will be provided by the Moderator at the end of the session/workshop.
5. Type in the 4-digit code, then tap “Submit Code” at the top of the screen to complete your check-in.
6. To view and keep track of the CEUs you have earned, click on the My Credits button in the navigation menu. Note: You may need to manually sync the app to see your CEUs on the My Credits button. This is done by tapping the circular arrows next to the words “Last sync:” at the bottom of the navigation menu.
7. An email from CTE, our conference registration company, will be sent to the email address connected with your registration approximately four weeks after conference. This email will contain a link to your CEU transcript. No hard copies will be distributed.

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

#### CEU Ticket Procedures:

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



## CONTINUING EDUCATION UNITS (CEUs) continued

### Continuing Legal Education (CLE):

- CLEs are educational credits that attorneys elect to earn by attending educational offerings certified by the Supreme Court of Illinois.
- Sessions scheduled for 75 minutes award 1.0 CLE.
- Workshops scheduled for three hours award 3.0 CLEs.
- If you would like to apply for CLEs, you must register and pay for them with your conference registration.
- Three different CLE packages are offered:
  - (3) CLEs cost \$45 plus registration
  - (4) CLEs cost \$60 plus registration
  - (8) CLEs cost \$120 plus registration
- CLE coupons will be included with your registration materials **only if you request and purchase CLEs with your conference registration**. If you decide that you want CLEs after you have registered for the conference, you may add them to your registration package up until January 9, 2017. After that date, you must register and pay on-site at conference registration.
- CLEs are NOT available through the mobile app.

### CLE Procedures:

1. As you enter a session, the Moderator or Host will stamp your CLE coupon with a validation stamp. You must keep this coupon until the end of the session. All CLE coupons will be collected as you exit at the conclusion of the session.
2. There will be an attendance record at the entrance of each session where you must print and sign your name and provide your Attorney Registration Number.
3. Legibly write the session number and title on your CLE coupon where indicated.
4. CLE coupons will not be stamped after the first 15 minutes and will not be collected until the conclusion of the session. You must attend the entire session to earn CLEs.
5. When departing the session, you will hand in your stamped CLE coupon to the session Moderator or Host in exchange for your certificate of attendance. You will maintain your certificate of attendance within your records as required by the MCLE Rules.
6. Please note that not all sessions are eligible for CLE credits. Sessions that are eligible for CLE credits are noted in the final conference program. Attorneys will be eligible to earn up to 8 CLE credits.

## EVENT LOCATIONS

### Agency Showcase:

Salon B, Lower Level

### All-Conference Awards Luncheon:

International Ballroom, Second Floor

### Career Development Symposium:

Grand Ballroom, Second Floor

### Closing Social:

Museum of Science and Industry

### Conference Concierge:

Exhibit Hall Lobby, Lower Level

### Conference Headquarters:

Mobley Room, Lower Level

### Conference Pre-Conference Workshops and Sessions:

Throughout the hotel

### Conference Registration:

8<sup>th</sup> Street Entrance, Lobby Level

### Exhibit Hall:

Salons A, C and D, Lower Level

### IAPD/IPRA Annual Business Meetings:

Grand Ballroom, Second Floor

### Keynote General Session:

Grand Ballroom, Second Floor

### Professional Connection:

Continental A, Lobby Level

### Silent Auction:

Salon B, Lower Level

### Welcome Social:

International Ballroom, Second Floor



## EXCEPTIONAL WORKPLACE AWARD/SESSIONS

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 the Grand Ballroom, Second Floor on Friday,

January 20 at 5:00 pm. Agencies receiving the Exceptional Workplace Award are recognized for a five year term.

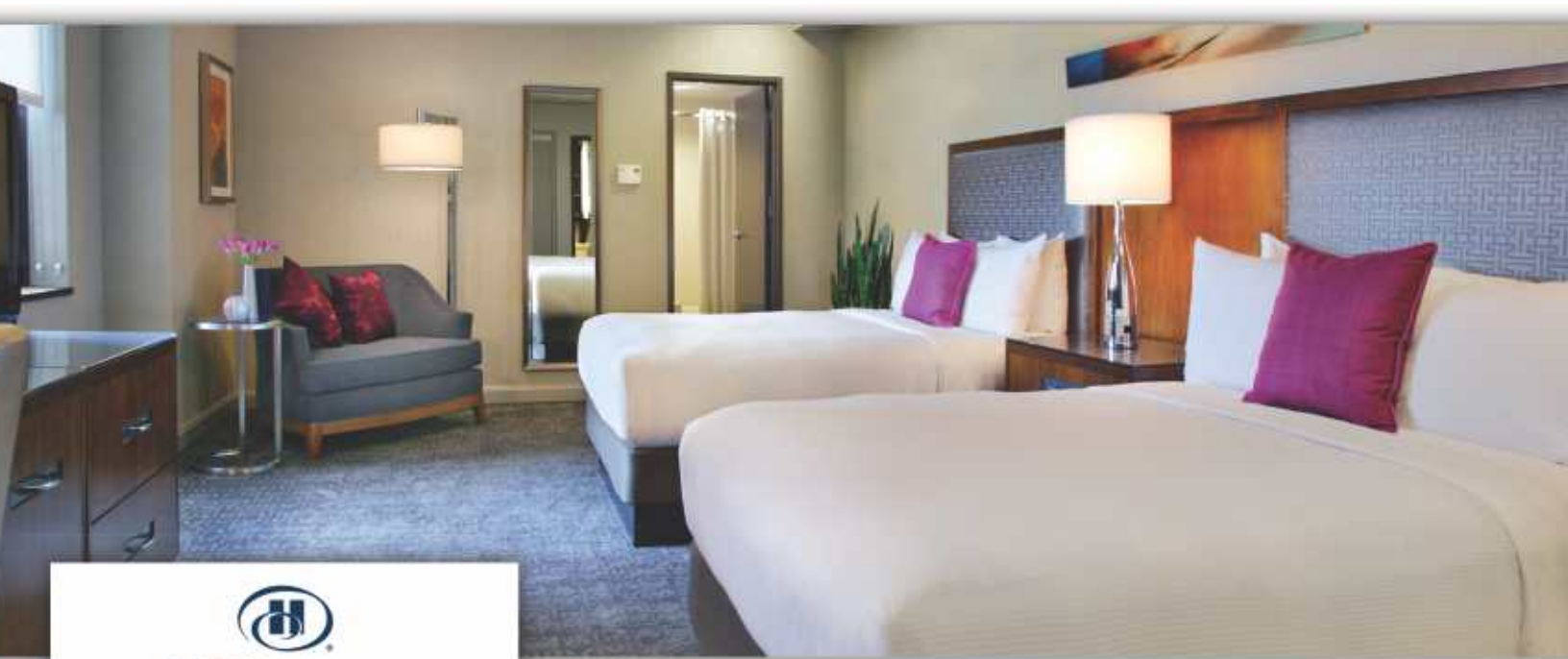
Additionally, sessions with a focus on health and wellness will be easily identifiable with the EWA logo appearing next to the session title/listing in this year's conference program.

Questions regarding the Exceptional Workplace Award and the work of the Health and Wellness Committee can be directed to Kelly Carbon, Elk Grove Park District, at [kcarbon@elkgrovetparks.org](mailto:kcarbon@elkgrovetparks.org).



# DON'T FORGET TO TAKE THIS ISSUE TO THE CONFERENCE!





## A NEW ERA BEGINS

WITH THE COMPLETION OF A \$150M REVITALIZATION

Hilton Chicago looks forward to welcoming you back, to where classic meets cool, during the ***IAPD/IPRA Soaring to New Heights Conference*** in 2017 & 2018.

- 1,544 completely renovated guestrooms and suites with new bathrooms featuring contemporary design
- Complete renovation of all third floor event space highlighting a bright, contemporary color palette, and including the addition of new restrooms allowing convenient access from all 3rd floor event rooms.
- Multitude of user friendly media conveniences including 37-inch HDTV, PC workstation and high speed wired, and wireless internet connections
- Athletic Club with heated indoor lap pool, whirlpool spa, running track, seasonal sundeck, tanning bed, extensive cardio + strengthen training equipment and on-site certified massage therapist
- New carpeting & soft goods throughout meeting and public space
- 13 residentially inspired specialty suites as well as a \$1.8M renovation of the **Conrad Hilton Suite**, the Midwest's largest suite.
- **720 South Bar + Grill**, your Libation + Flights | Small Plates + Dining Staples destination
- **Herb N' Kitchen**, your on-the-go urban market offering Starbucks coffee, bakers' confections and artisan salads & sandwiches
- A new **Kitty O'Sheas** to enjoy Irish farm to fork fare, tap to pint favorites and live entertainment
- Tech area, keeping you connected with complimentary WiFi access & charging stations in the **720 South Lounge**
- The new **Grand Tradition Hall**, celebrating the history of this legendary Chicago landmark with activation stations

## SOARING TO NEW HEIGHTS WITH YOU IN MIND



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**GO GREEN AT CONFERENCE AND EVERY DAY!**

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

IAPD and IPRA are proud of their partnership with the Hilton Chicago and are committed to minimizing the environmental impact of the conference through increased education and awareness of environmental initiatives throughout the hotel. Please support the Hilton's efforts and make a difference during your time at conference.

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

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.

**EXHIBIT HALL INFORMATION**

**Salons A, C and D, Lower Level**

The exhibit hall will be open on Thursday and Friday, with [exclusive 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 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 on Thursday and Friday throughout each day. Entry forms 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 the largest exhibit hall of any state park and recreation conference in the country. Be sure to visit!

**MAKE A DIFFERENCE AND IMPACT THE FUTURE! SPONSOR A STUDENT!**

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

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

**Note:** Your agency must participate in the preferred agency seating program to be able to sponsor a student. This requires you and your staff to sit with your student during the awards luncheon. For more information email [sue@ilipra.org](mailto:sue@ilipra.org).

Students will be randomly assigned with professionals/commissioners. Those who pre-registered will receive detailed instructions prior to the conference.

**EXHIBIT HALL HOURS**

**Thursday, January 19:**  
1:00 pm – 6:00 pm, Grand Opening

**Friday, January 20:**  
9:00 am – 12:00 pm  
11:00 am – 12:00 pm (*dedicated hours*)  
1:00 pm – 3:30 pm  
2:15 pm – 3:30 pm (*dedicated hours*)





## MOBILE APP

We're excited to announce that this year, IAPD and IPRA have worked with Gather Digital to provide a mobile application for the event. You will get up-to-the-minute information such as the latest agenda, venue maps, speaker information, feedback opportunities, exhibitor/sponsor details and more.

Follow these easy steps to access the IAPD/IPRA conference mobile app:

**iPhone and iPad users:** search "IAPD/IPRA Conference" in the Apple App Store.

**Android users:** search "IAPD/IPRA Conference" in the Google Play Store.

**Blackberry, Windows, others--go to this address on your smart phones (omit www):** <https://iapd-ipra.gatherdigital.com>

**Note:** For this password-protected app and to use the profile editing and check-in options, login by entering the email address you used to register for the 2017 Soaring to New Heights Conference and the password "STNH2017" (case sensitive).

## 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.

## PARKING

Delegates who are registered guests at the Hilton Chicago will receive a discounted daily parking rate of \$20 for self-parking and \$30 for valet parking. No in/out privileges will be allowed. Valet parking at the Renaissance Blackstone is available for guests at a rate of \$41.40/daily or \$10.80-18.00/hourly; self-parking is not available. Self-parking nearby in public lots begins at \$25 per night.

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).

Guaranteed parking is also available through **Parking Panda**, the nationwide leader in online parking reservations. IAPD/IPRA is pleased to have partnered with Parking Panda once again, to allow you to search and reserve parking before your trip, or on the go. View real-time availability and pricing at convenient locations within easy walking distance to the Hilton Chicago. Once booked, your spot is 100% guaranteed at the selected location. Need assistance? Contact Parking Panda at (800) 232-6415.

## PHOTO RELEASE

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

## POLICY ON CHILDREN

To preserve a professional business environment and ensure a quality educational atmosphere at the IAPD/IPRA Soaring to New Heights Conference, no one under the age of 18 will be allowed to participate in conference sessions/pre-conference workshops, 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. However, the closing social will be open to children.

## REGISTRATION

**8<sup>th</sup> Street Entrance, Lobby Level**

Thursday, January 19	7:30 am – 5:00 pm
Friday, January 20	7:00 am – 5:00 pm
Saturday, January 21	7:45 am – 12:00 pm

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



## SATISFACTION GUARANTEED

The Illinois Association of Park Districts (IAPD) and the Illinois Park and Recreation Association (IPRA) have instituted a Satisfaction Guaranteed Policy for the Thursday pre-conference workshops. IAPD and IPRA make every effort to ensure quality programs for participants. However, if a participant is not fully satisfied with the content of the workshop, he or she may request and receive a 100% refund of the workshop fee. A participant who wishes to request a refund for a pre-conference workshop **must do so no later than the end of the workshop in question.** Forms will be available at Conference Registration. Any CEUs offered will be forfeited when a refund is made. Refunds will only be made payable to the originator of the check or credit card for the workshop registration. Look for the Satisfaction Guaranteed symbols next to these workshops.



**SAVE-THE-DATE**

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

- 2018: January 18-20, Hilton Chicago
- 2019: January 24-26, Hyatt Regency Chicago
- 2020: January 23-25, Hyatt Regency Chicago
- 2021: January 28-30, Hyatt Regency Chicago

**SPECIAL DIETS/ACCOMMODATIONS**

Persons with special needs may make arrangements by notifying Leesa Kuo Johnson at IPRA at leesa@iilpra.org no later than January 6, 2017.

**SPOUSE/GUEST PROGRAM AND REGISTRATION**

All spouses or guests must register in order 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 a park and recreation agency.** Registration includes a name badge for admission to the Exhibit Hall, Welcome Social on Thursday, conference sessions on Friday and Saturday and the Keynote General Session on Saturday. Tickets for optional activities such as the All-Conference Awards Luncheon and the Closing Social on Saturday evening are made available for purchase.

**SILENT AUCTION & SPORTS RAFFLE**

Salon B, Lower Level



Be certain to stop by the Silent Auction/Sports Raffle hosted by the Illinois Park and Recreation Foundation (IPRF). The silent auction allows you to bid on a number of terrific items donated by the conference exhibitors, park districts, universities, park and recreation departments, as well as friends and supporters of the field of parks and recreation. Dollars raised are used to fund scholarships for students and professionals seeking to increase their knowledge of parks and recreation and provide best practices to the citizens of Illinois.

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

**Silent Auction Hours**

Thursday, January 19

Viewing and Bidding 12:00 pm – 1:30 pm  
3:00 pm – 5:00 pm

Friday, January 20

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

Saturday, January 21

Winner Pick-Up 8:00 am – 10:00 am





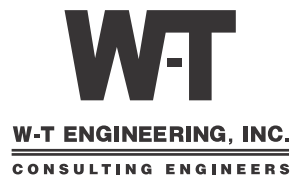
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## STUDENT EVENTS

Thursday, January 19

5:30 pm – 6:30 pm

### Professional Connection

Continental A, Lobby Level

You won't want to miss this unique opportunity to network with professionals in the field. The Professional Connection provides a relaxed, social atmosphere and an informal setting for talking with and getting to know professionals currently working in your area of interest. Everyone who attends will enjoy complimentary pizza and soda. And, be sure to arrive early and fill out your raffle ticket for great prizes!

Friday, January 20

9:45 am – 11:00 am

### #801 – Mock Interviews/Resume Review

PDR 5/PDR 6/PDR 7, Third Floor

The Mock Interviews/Resume Review offers students the opportunity to practice and improve their interviewing skills, by being paired with a professional who will engage them in a simulated interview experience. At the conclusion of the interview, students will receive constructive feedback and advice that will help them be more prepared and to do well in a real life interview.

12:15 pm – 2:15 pm

### All-Conference Awards Luncheon

International Ballroom, Second Floor

Register at no additional cost, to join the celebration and to network with established professionals.

3:30 pm – 4:45 pm

### #17 – Resume Writing and Interview Tips

Williford B, Third Floor

Are you having a hard time getting interviews for the jobs you really want? Have you gotten an interview but known walking out that the interview did not go the way you hoped? This session will help you get those interviews by showing you how to write a proper cover letter and resume. Once you get that interview, what do you do to make sure it goes as well as it can? We will discuss tips on how to interview better and things you should and should not do during the interview. By the end of this session, you will know how to become a more attractive candidate for potential employers because of the information you learned.

## VOLUNTEERS... CALLING ALL PROFESSIONALS AND COMMISSIONERS!

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

### CONFERENCE CONCIERGE

CONTACT: Jerri-Lynn Kleina at [jerrilynnkleina@gmail.com](mailto:jerrilynnkleina@gmail.com)

#### Hours of Operation:

Thursday, January 19	8:00 am – 4:30 pm
Friday, January 20	7:30 am – 5:30 pm
Saturday, January 21	8:30 am – 2:00 pm

### CONFERENCE HEADQUARTERS

CONTACT: Heather Weishaar at [heather@ilipra.org](mailto:heather@ilipra.org)

#### Hours of Operation:

Thursday, January 19	7:30 am – 5:00 pm
Friday, January 20	7:00 am – 5:00 pm
Saturday, January 21	8:15 am – 5:30 pm

### CONFERENCE REGISTRATION

CONTACT: Alan Howard at [ahoward@iliparks.org](mailto:ahoward@iliparks.org)

#### Hours of Operation:

Thursday, January 19	7:30 am – 5:00 pm
Friday, January 20	7:00 am – 5:00 pm
Saturday, January 21	7:45 am – 12:00 pm

## WHAT TO WEAR

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

## WIFI

Complimentary WiFi at the Hilton will be available to guests in the following areas: Guest sleeping rooms (for overnight guests), the hotel's public spaces, which consists of the lobby areas, SNAX and 720 South Bar and Grill. WiFi will also be available in above ground meeting rooms located on the Lobby Level, Second, Third, Fourth, Fifth and Eighth Floors. Complimentary WiFi is not available in the lower level exhibit halls (Salon A, C & D) or Agency Showcase/Silent Auction area (Salon B).

For meeting room WiFi access:

> logon to the network SSID: Hilton Chicago Meeting  
> Enter the password: parks2017



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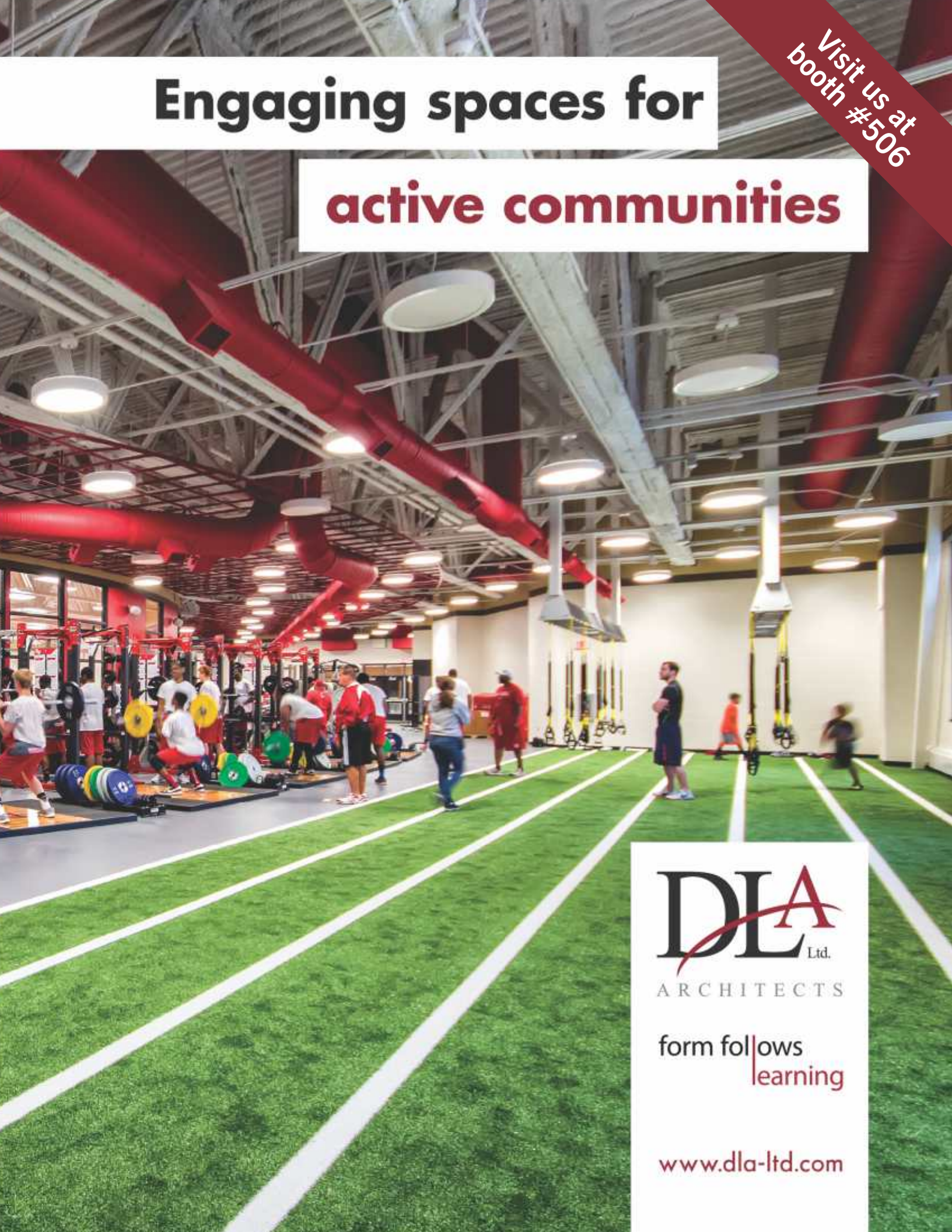
Call One provides you the client ONE thing that others cannot and that is the Power of ONE. One carrier provider, One network management company, ONE phone system provider and ONE vendor manager. For our clients, Call One provides and manages the entire communication delivery process. From carrier services to the network to the desktop and back, Call ONE is the one phone call you have to make to have those services, maintain those services and manage those services. No dealing with multiple vendors finger pointing and tripping over each other. Simply—Call One.



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## THURSDAY AT-A-GLANCE

**7:30 am – 5:00 pm**

Conference Registration Open

**9:00 am – 12:00 pm**

Pre-Conference Workshops (0.3 CEUs)

**12:00 pm – 1:30 pm**

Silent Auction Open

**12:30 pm – 1:00 pm**

Career Development Symposium Registration/Check-In

**1:00 pm – 4:30 pm**

Career Development Symposium (0.3 CEUs)

**1:00 pm – 6:00 pm**

Exhibit Hall Grand Opening

*Join us as we celebrate the grand opening of the exhibit hall! Meet with over 300 exhibitors who will be displaying their latest products and services for the parks, recreation, forest preserve and conservation industry.*

**1:30 pm – 4:30 pm**

Pre-Conference Workshops (0.3 CEUs)

**3:00 pm – 5:00 pm**

Silent Auction Open

**5:30 pm – 6:30 pm**

Professional Connection

*Don't miss this excellent opportunity to network and connect with future employees/employers.*

**9:00 pm – 12:00 am**

Welcome Social with Brass From The Past

*Put on your party shoes and get ready to hit the dance floor as we kick off the conference with an evening of high-energy fun, music and friends!*

## PRE-CONFERENCE WORKSHOPS MORNING

**9:00 am – 12:00 pm**

All pre-conference workshops award 0.3 CEUs.

Pre-registration is mandatory.

**10**

### The Confidence Quadrant™: Learn to Embrace Success and Failure

**Topic Track:** Leadership/Management

**Location:** Continental A, Lobby Level

**Registration Fee:** \$75

**Speaker(s):** Darren Fisher, Lead Strategist, Darren Fisher Consulting

The Confidence Quadrant™ examines how two individuals can have the same experience, yet take away entirely different results. Some, come away more confident while others do not. Some fail and adapt, while others keep making the same mistakes over and over again. Learn how to improve your performance by examining your own attitude towards success and failure. In this workshop, Darren will teach you how to gain confidence for positive risk-taking by focusing on the “wins”. He will also show the importance of owning our losses – an approach that allows us to realign our goals, attain positive achievement, and begin crushing it in all we do!

**Learning Outcomes:** Participants will: 1) learn the four Confidence Quadrant™ types and the performance impact of each type; 2) learn why some people embrace success and others do not; 3) learn why some embrace failure and others do not; 4) learn the power of success and failure to pursue greatness; and 5) learn how confidence and adaptability are the keys to sustained achievement.

**101**

### In Search of Service Excellence

**Topic Track:** Leadership/Management

**Location:** Continental B, Lobby Level

**Registration Fee:** \$75

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

This customer service workshop will define customer service, who our customers are and why that even matters within the world of recreation and parks. Discussion around current day customer service programs will allow participants the opportunity to learn from other professionals about how they offer customer service training, hold people accountable and recognize accomplishments within such programs. We will identify barriers that exist in that search of service excellence and discuss possible solutions and action plans. Participants will leave this session with tangible ideas to improve the level of customer service at their recreational workplaces.

**Learning Outcomes:** Participants will: 1) define customer service and discuss current customer service programs that exist within various recreational agencies; 2) identify current barriers to achieving service excellence, share best practices and provide specific examples of service excellence through group discussion and reporting out of shared ideas.



## PRE-CONFERENCE WORKSHOPS MORNING

9:00 am – 12:00 pm

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



201

### Calling All Parkies

**Topic Track:** Parks/Natural Resources

**Location:** Buckingham, Lobby Level

**Registration Fee:** \$75

**Speaker(s):** Barry Albach, Park Specialist 3/Safety Instructor; Phil Graf, President, Graf Tree Care

This workshop is for Parkies who are in field-level, mid-supervisory and supervisory level positions. It will cover a couple of special interest topics that will help parks maintenance professionals be able to succeed in their jobs. The first topic of discussion will include basic ballfield maintenance. Attendees will learn about the tools, equipment and techniques necessary for keeping ballfields safe and in top condition. The second topic of discussion will focus on the value and process of creating a positive work environment. The presenter will demonstrate specific steps one can take to inspire, motivate and transform their workplace into a more positive and uplifting environment.

**Learning Outcomes:** Participants will: 1) learn how to keep ballfields safe, looking good, and fun for all park patrons; 2) be able to identify characteristics of both good and bad work environments, and create a strategic plan to begin the transformation into a positive work environment.

301

### Breaking The Barriers To Leadership Success

**Topic Track:** Leadership/Management

**Location:** Boulevard B/C, Second Floor

**Registration Fee:** \$75

**Speaker(s):** Mike Patterson, President, On Track Leadership, Inc.

Breaking The Barriers to success is an interactive workshop where participants understand the concept of comfort zones and how they hold us back from reaching our potential. This is a personal leadership workshop that allows participants to learn to first lead themselves so they can lead others more effectively.

**Learning Outcomes:** Participants will: 1) identify top goals for success; 2) create a written plan to execute the top goals identified.

401

### Leadership Toolbelt: When to Move and When to Stay Put

**Topic Track:** Leadership/Management

**Location:** Williford A, Third Floor

**Registration Fee:** \$75

**Speaker(s):** Kevin E. O'Connor, CSP, Professional Speaker and Consultant, Kevin E. O'Connor & Associates, Ltd.

Leaders are always deciding. Often times, sometimes too often, these leaders react instead of respond; judge instead of understand; and give advice instead of pique curiosity. During this workshop, we will review the essential and fundamental tools that go into a sound decision making process.

**Learning Outcomes:** Participants will: 1) effectively account for and adapt to different personalities and leadership styles in order to work more effectively with bosses, boards, employees and contractors; 2) select a time-tested strategy from among a mix of approaches to work with anyone.

501

### SNAPSHOTS to SUCCESS: Living Life One Frame at a Time

**Topic Track:** Therapeutic Recreation

**Location:** Continental C, Lobby Level

**Registration Fee:** \$75

**Speaker(s):** Lori Klinka, Professional Speaker, Dramatic Impact

Our life is made up of snapshots, significant moments which give us meaning. As park and recreation professionals you're moving at the speed of life and you may feel stressed or overwhelmed. To be more productive and achieve better results it's important to examine your expectations and shift your perspective. The key to a breakthrough is by learning to live life one frame at a time and communicate successfully. Lori creates a fun and inspiring learning experience to demonstrate her Focus- Capture- Frame approach to feel more energized, inspired and hopeful. Drawing on her twenty years as a professional actress, Lori portrays a humorous and insightful cast of characters, to help you see how the power of perspective, adjusting your expectations and living in the moment can improve your personal and professional life.

**Learning Outcomes:** Participants will: 1) increase their productivity at work and feel energized; 2) improve their relationships with colleagues and members.

601

### Manage Your Facility for Success with a 30-Day Plan

**Topic Track:** Marketing/PR

**Location:** Williford B, Third Floor

**Registration Fee:** \$75

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

In this hands-on, interactive workshop participants will complete a 30-day game plan to improve the success level of their facility. Attendees will walk away with proven techniques to dramatically increase their effectiveness in all aspects of their center.

**Learning Outcomes:** Participants will: 1) learn proven systems to achieve the maximum potential for their facility; 2) complete an evaluation that will set them on a 30-day plan for success; and 3) learn how to market, sell and manage with proven systems that can be easily implemented and put them on the path to success today.

901

### Search Optimization Masterclass:

#### How to Rank High in Google

**Topic Track:** Marketing/PR

**Location:** Marquette, Third Floor

**Registration Fee:** \$75

**Speaker(s):** Andy Crestodina, President, Orbit Media

From researching keywords to ranking high, this is a complete course on search engine optimization. This extended workshop focuses on the specific actions that drive the rankings and targeted traffic. What are the biggest mistakes that website owners make? Does duplicate content really hurt your rankings? What are the most important search ranking factors? What actions give you a durable advantage? Which tools are truly useful? Which are free? How is SEO ROI measured? We're going to cover every step in the process for outranking your competitors. Once finished, you'll never look at webpages the same again.

**Learning Outcomes:** Participants will: 1) discover the phrases that your audience is using to look for you; 2) align pages with those phrases to increase your relevance.



## PRE-CONFERENCE WORKSHOPS AFTERNOON

1:30 pm – 4:30 pm

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

### PRE-CONFERENCE WORKSHOPS MORNING

9:00 am – 12:00 pm cont.

#### 1001 Bring Your Brave Face, We're Gonna Talk Race

**Topic Track:** Leadership/Management  
**Location:** Waldorf, Third Floor  
**Registration Fee:** \$75  
**Speaker(s):** Denise Barreto, Managing Partner, Relationships Matter Now, LLC; Roxie Williams, Vice President, J&R Heating and Cooling

21st century leadership requires frank and brave discussion about tough topics. The United States has come to a place in its history where we have to decide who we will be moving forward and that affects our industry as well. Through a series of facilitated discussions and team exercises, we peel back and understand the complexity surrounding discussions of race, diversity and inclusion in parks and recreation. We will quickly create a safe space to have a frank discussion about these tough and sensitive topics, and help build empathetic language skills that attendees can take back to their respective agencies.

**Learning Outcomes:** Participants will: 1) learn definitions of some hot terms and discuss current race relations climate in the US and how it affects us all; 2) develop language techniques to handle tough conversations around race diversity and inclusion.

#### 11 How to Find Your WOW, NOW!

**Topic Track:** Leadership/Management  
**Location:** Continental A, Lobby Level  
**Registration Fee:** \$75  
**Speaker(s):** Ben Dooley, Master Certified Coach, BeDo Coaching

Discover how to tap into your leadership presence like no one else and become *compelling, engaging, attractive and irresistible*. These simple, yet powerful, five words will reveal your personal power and open the door to high productivity and high positivity in an interactive and fun workshop that incorporates tigers, potato salad and your cell phone into the experience. The bottom line is it's not just what you know, but how you show up. And when you are confident in yourself, you are able to access your skills, techniques, strategies and training much more powerfully.

**Learning Outcomes:** Participants will: 1) experience deep insight into their personal power and learn how to apply that knowledge to their leadership, job performance, personal and professional relationship and more; 2) discover the secret formula to creating deep and unshakable confidence allowing them to feel more empowered in their teamwork and management.

#### 102 Leading Change

**Topic Track:** Leadership/Management  
**Location:** Continental B, Lobby Level  
**Registration Fee:** \$75  
**Speaker(s):** Eileen Soisson, President, The Meeting Institute



Change is the only constant that we have and that is no different in the parks and recreation profession. This workshop will address current day changes that recreation leaders are experiencing and what can be done to address such a movement of change. Attitudes and accountability will be two main action items to deal with change and create momentum in your next change movement. Group discussion, recommended reading list and resources will be shared with all participants.

**Learning Outcomes:** Participants will: 1) identify current changes affecting parks and recreation professionals and acknowledge the role attitude plays in responding to change; 2) be challenged to tap into personal accountability through better choices, questions and behaviors that come from change.

#### 302 How to Reduce Unemployment Costs for the Agency

**Topic Track:** HR/Risk Management  
**Location:** Boulevard B/C, Second Floor  
**Registration Fee:** \$75  
**Speaker(s):** Carol Gabrielsen, Owner, Unemployment Consultants, Inc.

Learn how to navigate around the complex and sometimes confusing world of unemployment. In this workshop, the presenter will discuss areas of Unemployment Law such as voluntary leave, discharge for misconduct, gross negligence, refusal of work, availability for work, and method of payment of unemployment costs. With each section of the law, participants will learn what is needed to secure a disqualification. The presenter will also discuss how the wording on warnings and termination letters effect the disqualification of benefits and how to determine the method of payment of your agency.  
**Learning Outcomes:** Participants will: 1) understand what paperwork is needed to deny benefits when an employee voluntarily quits, is discharged for violation of policy, discharged for gross negligence, refused work, or is not able and available for work; 2) how to determine the most cost effective method of payment of the unemployment costs for the employer.



## PRE-CONFERENCE WORKSHOPS AFTERNOON

1:30 pm – 4:30 pm

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



THURSDAY, JANUARY 19, 2017

304

### Anatomy Of A Cyber Security Incident: What Your District Must Know

**Topic Track:** Finance/IT

**Registration Fee:** \$75

**Speaker(s):** Todd Rowe and Ken Sullivan, Attorneys, Tressler LLP; Mike Richmond and Kelley Foxx, Risk Advisors, The Horton Group; Erik Kellogg, Founder & CEO, and Mike Thoma, Chief Security Officer, inCyber Security

With cyber security attacks growing more diverse and frequent, how safe is your park district? In this workshop, the presenters will provide an analysis of common security threats to park district systems, the impact of a security incident for the park district and the park district's employees and patrons. The presenters will discuss best practices for preparing for security threats and responding if there is an incident.

In addition to providing an analysis of these issues tailored to park districts, Tressler LLP will include its presentation on cyber security common sense principles recommended which it recommends all directors provide to park district employees.

**Learning Outcomes:** Participants will: 1) learn the latest developments in the cyber security landscape, including a discussion on the latest threats and scams targeting any entity holding personal information; 2) be able to identify cyber security red flags; and 3) implement training and other preventative measures to minimize the risk of security incidents.

402

### Moving On Up: Your Resume and Experience Are Not Enough

**Topic Track:** Leadership/Management

**Location:** Williford A, Third Floor

**Registration Fee:** \$75

**Speaker(s):** Kevin E. O'Connor, CSP, Professional Speaker and Consultant, Kevin E. O'Connor & Associates, Ltd.

Whether being promoted in your own organization or deciding to move on, the essentials of your next job do not reside in your resume. The opportunities you'll find are based how your resume is read! The psychology of the resume reader will be front and center during this workshop. The presenter will also discuss two little-known, and little-used techniques that will make you the one and only inevitable choice and help you secure your next job.

**Learning Outcomes:** Participants will: 1) learn how to develop an effective profile using techniques that attract resume readers and job interviewers; 2) develop a strategic approach for managing and advancing their career.

602

### Creating A Dynamic Training Team – From Hiring to Selling

**Topic Track:** Leadership/Management

**Location:** Waldorf, Third Floor

**Registration Fee:** \$75

**Speaker(s):** Adrienne Gabel, Health & Fitness Manager, Barrington Park District; John Chase, Fitness Manager, Bolingbrook Park District

This workshop will cover a variety of topics aimed at helping personal training (PT) managers improve their operational processes, increase productivity, and effectively hire, manage and develop their teams. Discussions will include: 1) the overall process of hiring personal trainers, including what to look for and how to analyze the trainers' psyche for optimal new hire; 2) coaching techniques and simple "how to's" for management staff to drive productivity; 3) performance improvement plans, execution and follow up; and 4) optimizing "floor time".

**Learning Outcomes:** Participants will: 1) leave with role-play scenarios, and adaptable scripts for sales, problem solving and red flags to hiring; 2) gain confidence in running their PT Teams and be able to adapt learning points to almost any atmosphere.

604

### Park Properties Old and New: Pre-Conference Tour (Offsite)

**Topic Track:** Facilities

**Location:** Buckingham, Lobby Level

**Registration Fee:** \$75

**Speaker(s):** Julia Bachrach, Planning Supervisor and Michael Fus, Preservation Architect, Chicago Park District

This pre-conference tour explores new facilities that respond to contemporary needs, as well as significant historic Chicago Park buildings that have been preserved, restored or revitalized. This year, the tour will highlight the 606, an exciting new park trail system. The Chicago Park District worked with the City of Chicago, Trust for Public Land and community organizations to

transform the old Bloomingdale railroad right-of-way into an innovative green space. The tour will also include nearby historic Palmer Square with a playground inspired by the beloved story The Velveteen Rabbit. Historic field houses at Blackhawk and Kelvyn Parks will also be featured.

**Learning Outcomes:** Participants will: 1) learn about how an innovative trail system can be planned, programmed, and designed, and how this type of resource can positively impact surrounding communities; 2) learn about how historic park buildings have been rehabilitated to support a broad array of programs and activities.

902

### Marketing the Fitness Business in the Year 2017

**Topic Track:** Marketing/PR

**Location:** Williford B, Third Floor

**Registration Fee:** \$75

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

Participants of this workshop will learn the secrets of marketing to the fitness public in the year 2017. Simple, yet effective strategies will be shared, and attendees will have the opportunity to create their own marketing plan that can be implemented at their facility right away.

**Learning Outcomes:** Participants will: 1) learn to successfully market the fitness business; 2) walk away with a plan to market in the coming 12 months.







## PRE-CONFERENCE WORKSHOPS AFTERNOON

1:30 pm – 4:30 pm

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

1002

### The Leader in You – What is LWT?

**Topic Track:** Leadership/Management

**Location:** Continental C, Lobby Level

**Registration Fee:** \$75

**Speaker(s):** Dr. Sean Bailey, CEO & President, BCG – North American Corporation

What is LWT? Leadership is no longer about position, but passion. It's no longer about image, but impact. This is Leadership 2.0 and all who participate in this leadership workshop will have the opportunity to put into practice actionable activities that will help you transform: 1) you as an individual, and 2) everyone around you that you influence. The goal of this workshop is to give participants insight on the choices that we all have to make as leaders. The choices are simple, do we want mastery or mediocrity? Excellence or insignificance? It's up to each one of us to embrace accountability for the environment that we create from our leadership influence.

**Learning Outcomes:** Participants will: 1) learn the importance of influence over a positional title by putting into practice the primary core principles of leading without a title; 2) participate in a series of activities that will help them foster deeper relationships in the workplace, such as developing their personal Golden Tablet, the Leadership Pot, and the teamwork bridge designed to help grow influence.



**DON'T FORGET TO  
TAKE THIS ISSUE TO THE CONFERENCE!**

1:00 pm – 4:30 pm



## Career Development Symposium

**Location:** Grand Ballroom, Second Floor  
**Registration Fee:** \$89  
**Speaker:** James Officer

**12:30 pm – 1:00 pm**  
 Registration/Check-In

**YOU MUST GO TO CONFERENCE REGISTRATION,  
 LOCATED ON THE LOBBY LEVEL, 8TH ST. ENTRANCE.**



### About the Speaker

For 20 years James Officer has been coaching, motivating and teaching others to maximize their potential in their personal and professional lives. James has been a guest speaker for the Rockefeller Institute, the NAACP, Kraft Foods and several federal agencies. Locally, James has conducted workshops and guest lectured at Purdue University and Indiana State University. He is a member of Class 30 Stanley K. Lacy Leadership Series. James was voted the “Highest Award Winner” by the Dale Carnegie Personal Development Institute and was named among the “Who’s Who 2009” in Indianapolis. James received a Bachelor of Science degree in Aeronautic Technology and a Masters of Public Administration from Indiana State University.

**1:00 pm – 4:30 pm\***

### Developing Emotional Intelligence

There’s a lot of buzz centered around emotional intelligence in the workplace right now and with good reason. Cutting-edge research into emotional intelligence has shown it plays a critical role in higher productivity, performance and job satisfaction. People who have a high level of emotional intelligence are more confident, more capable and earn greater respect from their colleagues. They are also better able to stay calm, flexible and focused when workplace crises hit and panic threatens to set in.

What exactly is emotional intelligence? Quite simply, emotional intelligence is a set of competencies that enhance your ability to relate positively to others. People with high emotional intelligence are adept at using empathy and constructive communication to create a collaborative, cooperative work environment. They naturally relate well to others, are able to accomplish more through encouragement and persuasion, and excel at inspiring, guiding and leading others to achieve their best work. As performers, they tend to be flexible, adaptive, self-motivated and confident.

By attending this workshop you will:

- Understand the key characteristics of emotional intelligence
- Determine your current level of emotional intelligence
- Learn how your right brain and left brain work together – and against each other – to affect your emotional reactions
- Gain self-awareness: the first key step in developing a higher EQ
- Understand how leadership and emotional intelligence are related
- Learn the undeniable benefits of improved emotional intelligence
- Learn how to interact, communicate and collaborate successfully with all types of people
- Learn ways to use EQ for team-building

Boost your emotional intelligence, enhance your workplace relationship and turbo charge your career! Register Now!

**\* Includes a 30-minute refreshment break**

**4:30 pm**

**Tour the Exhibit Hall, Salons A, C and D, Lower Level.**

# FRIDAY, JANUARY 20

	BOARDSMANSHIP	DIVERSITY	FACILITIES	FINANCE/ INFORMATION TECHNOLOGY	GOVERNANCE/ LEGAL	HR/RISK MANAGEMENT
8:15 am - 9:30 am		#1006 – From Geeks to Geezers - Managing Today's Generational Mix	#615 – Fusion at Nature Centers – Injecting Learning Into Architecture  #619 – Lifeguard Training with Police and Fire Departments  #620 – Making Fitness Facilities Functional	#313 – Information Security to Keep You Safe Online, Now  #325 – GASB New Financial Reporting Model	#110 – Legal/ Legislative, Part I  #137 – Dealing with Bullying in Your Agency's Programs and Staff  #317 – Updates on the Open Meetings and Freedom of Information Acts  #329 – Competitive Bidding and Public Contracting	#314 – Active Threat Emergency Preparedness  #321 – Solving Your Accelerated Payment Issue  #327 – Tips for Recruiting the Millennial Workforce  #629 – Hearing Protection That Works
9:45 am - 11:00 am	#144 – Turmoil to Stability	#1008 – Grants: More Than Clicking a Button, Part I	#406 – Building Blocks of Early Childhood Centers  #610 – 100,000 Visitors in Your Park! Planning and Hosting Special Events  #618 – Lessons in High Performance Building Systems  #622 – Navigating Group Training vs Group Fitness – Be Successful at Both	#135 – IMRF: Income Protection For Your Lifetime  #306 – Park District Mobile App	#111 – Legal/ Legislative, Part II  #127 – Budgets, Levies and Bonds—Essential Information for Successful Financial Operation  #316 – Do You Comply with the Prevailing Wage Act?	#309 – Managing and Using Drones in Recreational Public Property
1:00 pm - 2:15 pm			#611 – An Alternative Process To Major Aquatic Equipment Selections  #614 – Financial Success in Concessions	#328 – Power Tips and Tricks Using Microsoft Excel and Word		#305 – Interviewing for RESULTS...Secrets to the Selection of TOP Performers  #319 – Hot Topics in Labor and Employment Litigation for 2017
3:30 pm - 4:45 pm	#129 – Bonds for Boards....What Do You Need To Know?	#115 – Transgender: Dealing With the Complex Issues Impacting Park Districts  #1009 – Grants: More Than Clicking a Button, Part II	#613 – Does Your Aquatic Facility Keep You Up At Night?  #616 – Greenfields to Sportsfields: The Making of the Stuart Sports Complex	#311 – Technology Security Everyone In Your Organization Should Know	#108 – Public Meeting Best Practices: From Crowd Control to Errant Commissioners  #114 – Property Brothers: Park Edition  #117 – Video Surveillance: How it Impacts Park Districts  #128 – Employee and Commissioner Fringe Benefits  #138 - Preparing Your Board to Avoid Negative Public Interaction	#310 – FLSA: The Next Chapter  #324 – Aligning Strategic Plans with Employee Performance

LEADERSHIP/ MANAGEMENT	MARKETING/ COMMUNICATIONS	PARKS/NATURAL RESOURCES	RECREATION	THERAPEUTIC RECREATION
<p>#21 – Fire It Up! The Power of Making Good Happen</p> <p>#24 – Next Level Data</p> <p>#113 – Leadership Development –Maximizing Your Potential</p> <p>#404 – A Wellness Committee Goes Rogue</p>	<p>#907 – Using Signage and Graphics to Promote Your Brand</p> <p>#909 – The Power of Audience Segmentation – Meaningful Content Drives Participation</p>	<p>#209 – Inclusion Matters: Making Play a Priority for Everybody!</p> <p>#216 – What's TICKing and BUZZing in Your Parks and Preserves?</p> <p>#220 – Capital Projects: Approaches for Improving Delivery Efficiency &amp; Success</p>	<p>#410 – Fire, Shelter, Water – Can You Survive?</p> <p>#413 – Modernize Your Senior Center and Bring it Into The Future</p> <p>#414 – Sensory Solutions</p> <p>#416 – Laying a Solid Foundation for a Successful Youth Sports Program</p>	<p>#503 – Pitch It To The Parents: A Therapeutic Recreation Home Run</p>
<p>#12 – Unplug Illinois: Communicate the Value of Parks and Recreation Through Education and Storytelling</p> <p>#105 – Etiquette in the Workplace</p> <p>#505 – Communicate for the Win</p>	<p>#133 – Invasive Species of the Human Variety: Preparedness by Community Engagement</p> <p>#141 – How to Develop Good Relationships with Your Local Media</p> <p>#906 – Throw Out The Brochure – Modern Web Marketing</p>	<p>#206 – Urban Paradises: Putting Nature Back Into the City</p> <p>#213 – In-Stream Construction &amp; Bank Protection: Lessons Learned</p> <p>#218 – Accessible Surfaces for Playgrounds, Trails, and Beaches - Research Findings</p>	<p>#140 – Sports Concussion: Overview and Review of Illinois Legislation</p> <p>#412 – Active Adult Programming A-Z</p> <p>#420 – Connecting People to Natural Environments</p> <p>#424 – Captain No-Fun's Guide to Safety at Your Next Event</p> <p>#426 – The Plight of the Middle Manager: The Art of Managing Up</p>	<p>#507 – Using the TR Process (APIE) in Inclusive Recreation Settings</p>
<p>#23 – Building Meaningful Relationships At Work!</p>		<p>#205 – Pest Risk Analysis: What's Missing in Your Management Plan?</p>	<p>#422 – Ecotourism &amp; Ecorecreation in the Calumet Region and Chicago</p>	
<p>#16 – Avengers Assemble – Team Model for Change</p> <p>#22 – Moving from Management to Transformational Leadership</p> <p>#112 – Agency Accreditation: A Blueprint for Excellence</p> <p>#323 – Successful Training Models to Enhance Visitor Engagement and Experience</p>	<p>#17 – Resume Writing and Interview Tips</p> <p>#903 – The Why and How of Sponsorship Sales</p>	<p>#134 – Wildlife of the Chicago Wilderness Region</p> <p>#212 – Recreation is Going to the Dogs</p> <p>#215 – Tipton Park 15 Years Later – An Ecological Restoration</p> <p>#217 – 3D Canopy Volume Analysis and the Urban Forest</p>	<p>#403 – Blowing off STEAM!</p> <p>#408 – Addressing Youth Gang Involvement Through Recreation Programs</p> <p>#418 – Got LAX? How to Start Your Own Program</p> <p>#421 – G.I.V.E. Generous Individuals Volunteering Endlessly</p>	<p>#509 – Dementia Related Disorders and the Impact on Community Programming</p>



# SATURDAY, JANUARY 21

	BOARDMANSHIP	DIVERSITY	FACILITIES	FINANCE/ INFORMATION TECHNOLOGY	GOVERNANCE/LEGAL	HR/RISK MANAGEMENT
10:15 am - 11:30 am	<p>#103 – Productive and Purposeful Meetings At Your Agency</p> <p>#123 – Boardmanship Essentials, Part I</p>	<p>#1007 – Taking Diversity To The Next Level</p>	<p>#612 – Combating Private Swim Lesson Schools</p> <p>#617 – HVAC: What Operators Need to Know</p> <p>#628 – Lifeguard Training Drills</p>	<p>#322 – Getting Squeezed By Your Budget? How Cooperative Purchasing Can Help</p>	<p>#106 – New FLSA Regulations: How Does This Affect Your Agency</p> <p>#118 – Director &amp; Commissioner Relationships: Can Farmers &amp; Cowboys Be Friends?</p> <p>#121 – Consolidation Issues Impacting Park Districts</p> <p>#125 – OMA-FOIA: What You Need to Know in 2017</p>	<p>#312 – Fraud Risks and Internal Controls</p> <p>#315 – Your Employee Handbook: Is it Helping or Hurting Your Organization?</p>
12:30 pm - 1:45 pm	<p>#104 – Whose Afraid of Robert's Rules?</p> <p>#143 – Managing Presentation Nerves, Coping With the Fear Inside</p>	<p>#1005 – LGBT Issues in 2017</p>	<p>#623 – Oak Meadows Golf Course Master Plan and Renovation</p> <p>#627 – Time is Money: How the Workshop Process Builds Consensus Effectively</p> <p>#631 – 75 Fitness Promotions in 75 Minutes</p>	<p>#25 – Borrowing and Investing in the Current Interest Rate Environment</p>	<p>#116 – Creating Intergovernmental Agreements That Are a Win-Win for All</p> <p>#120 – Director Contracts: Pluses, Minuses, Necessities, Language, &amp; for Whom</p> <p>#126 – Changing Your Agency's Culture to Reduce Exposure to Tort Liability – New Perspectives and Best Practices</p> <p>#142 – Park Wars – The Never Ending Saga</p>	<p>#320 – HR Documentation, Personnel Files – Help!</p> <p>#326 – Helping You Through the Weeds: Medical Cannabis and Public Employers</p>
2:00 pm - 3:15 pm	<p>#124 – Boardmanship Essentials, Part II</p> <p>#130 – Commissioners' Roundtable</p>	<p>#1003 – Managing Transgender Populations and Accessibility to Public Facilities</p>	<p>#621 – National Standards vs. User Group Screening- Are You at Risk?</p> <p>#630 – Time on Task</p>	<p>#318 – Park District Finances: Learning it Right and Meet Your Objectives</p>	<p>#119 – Drone Use and Regulations by Park Districts</p> <p>#122 – Referendums: Dealing with Public Questions</p> <p>#136 – Its Getting Hot in Here: Hot Topics in Employment</p>	<p>#307 – From Mundane to Engaging, Jazz Up Your Training!</p> <p>#427 – DCFS Licensed Daycare: How Your Agency's Preschool Program May Be Impacted</p>
3:30 pm - 4:45 pm			<p>#632 – Energy Efficiency Incentives for Illinois Park Districts</p>			<p>#308 – How to Conduct a State and FBI Criminal Background Check</p>

<b>LEADERSHIP/ MANAGEMENT</b>	<b>MARKETING/ COMMUNICATIONS</b>	<b>PARKS/NATURAL RESOURCES</b>	<b>RECREATION</b>	<b>THERAPEUTIC RECREATION</b>
<p>#14 – Healthy Communities: Strategies and Tools to Reposition Parks and Recreation, Part I</p> <p>#18 – Game of Thornes</p> <p>#109 – Using Survey Research to Improve Your Operation</p> <p>#624 – Public-Private Partnerships: How to Determine If They're Right for You</p>	<p>#131 – Marketing &amp; Managing With Drones</p> <p>#905 – Customer Service Boot Camp: Back To The Basics</p> <p>#911 – Tailoring Your Public Process: Engaging Your Community Without Opening Floodgates</p>	<p>#210 – The Bid Process in Plain English</p> <p>#211 – Green Until It Hurts – Case Study on Applied Sustainability</p>	<p>#409 – Exploring the Overlap: Park Lessons Learned from Museum Studies</p> <p>#419 – The Power of Pause: How Intermissions Can Increase Your Productivity</p> <p>#425 – Current Best Practice in Early Childhood Programming</p>	<p>#508 – What Verbal/Physical Intervention System Works Best for Your Agency?</p>
<p>#15 – Healthy Communities: Strategies and Tools to Reposition Parks and Recreation, Part II</p> <p>#19 – Approaching the Selfie Society: From Me to We</p> <p>#26 – iLearn 2017: Trending Topics</p> <p>#139 – How to Start or Strengthen Your Local Park Foundation</p>	<p>#912 – Design and Coding Trends to Future-Proof Your Website</p>	<p>#221 – Up a Creek: Naturally Restoring Drainage in a Park Setting</p> <p>#222 – Outdoor Ice Rinks in Northern Illinois, Are We Nuts Again? Part I</p>	<p>#407 – Creating the Consciously Competent Outdoor Leader</p> <p>#417 – Building Connections Through Sport</p>	<p>#504 – Infusing the Arts Into Your Agency</p>
<p>#20 – Performance Management- Thinking Outside of the Dreaded Annual Performance Review</p> <p>#27 – IPRA Member Engagement Town Hall</p> <p>#28 – Bridging Differences in Practice and Research</p> <p>#207 – You Have A Comprehensive Plan. Now What?</p>	<p>#904 – HELP, My Website's Been Hacked!</p>	<p>#132 – Best Management Practices for Natural Areas</p> <p>#208 – Think Outside The Proverbial Sandbox – Everybody Plays!</p> <p>#223 – Outdoor Ice Rinks in Northern Illinois, Are We Nuts Again? Part II</p>	<p>#411 – Ace Your ACA: From Staff Training to Final Visit</p> <p>#415 – The Balancing Act</p> <p>#423 – Teen Service Projects: Helping Your Teens Help You!</p>	<p>#506 – Understanding Cultural Barriers for Individuals With Autism and Their Families</p>
<p>#13 – Executive Directors' Roundtable</p> <p>#625 – Public Golf and the CDGA: Win – Win!</p> <p>#913 – Making Your Citizen Opinions Matter</p> <p>#1004 – Building and Sustaining an Effective Team to Improve Organizational Management</p>	<p>#910 – Park District Use of Social Media</p>	<p>#214 – Turning Headaches Into Assets: Managing Natural Areas on Park Properties</p> <p>#219 – Designing Fitness Focused Playgrounds</p>	<p>#405 – Athletic Events: Buzz, Bugs, and Brain Bank</p> <p>#428 – Beyond the Binary: Supporting Transgender Expansive Youth</p>	



## FRIDAY AT-A-GLANCE

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

**8:00 am – 12:15 pm**  
Silent Auction Open

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

**8:30 am – 4:00 pm**  
Agency Showcase

**9:00 am – 12:00 pm**  
Exhibit Hall Open

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

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

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

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

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

**2:00 pm – 3:00 pm**  
Silent Auction Open

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

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

**3:00 pm – 4:45 pm**  
Silent Auction Open

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

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

**9:30 pm – 11:00 pm**  
Chairmen's Reception\*\*

\* Ticketed Event    \*\*By Invitation Only

## FRIDAY MORNING CONFERENCE SESSIONS 8:15 am - 9:30 am

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

### 21 Fire It Up! The Power of Making Good Happen

**Topic Track:** Leadership/Management

**Location:** Waldorf, Third Floor

**Time:** 8:15 am - 9:30 am

**Speaker(s):** Lisa Paradis, Director, Brookline, MA

We work in the best profession in the world. Every day we see children learning a new skill, adults getting healthier for their families and seniors staying active and connecting with others. We are not making widgets here y'all! We are truly making a difference in people's lives. But it's sometimes hard to remember the good stuff with all of the challenges that we face in the public sector. Do you still love your job? Or do you find yourself marking time? Find out how to restore your faith in the power of the work we do and re-ignite the passion for your profession through community engagement initiatives and personal growth.

**Learning Outcomes:** Participants will: 1) be reminded about the importance of public park and recreation in communities and the incredible, yet often unknown impact agencies can have on the people who live in them; 2) learn how to launch ideas into reality that can both inspire community engagement and revitalize a career.

### 24 Next Level Data

**Topic Track:** Leadership/Management

**Location:** Lake Erie, Eighth Floor

**Time:** 8:15 am - 9:30 am

**Speaker(s):** Ed Krafcik, Director of Strategic Partnerships, SOOFA; Bobbi Nance, Senior Manager of Strategy & Innovation, Park District of Oak Park

The amount of data available today can be as overwhelming as the words used to describe it all. Learn about the untapped sources of data already at your fingertips, new technology that provides access to data you never thought possible. Hear about some of the ups and downs in the process of implementing and using this valuable resource and why tech start-ups and park & recreation agencies can make the best partners.

**Learning Outcomes:** Participants will: 1) identify ways to use data already available at their agency to improve performance; 2) have a better understanding of new technology that provides new sources of data for parks and recreation agencies, and new ways to analyze it.

# FRIDAY MORNING CONFERENCE SESSIONS

8:15 am - 9:30 am

Pre-Registration is not required to attend Friday sessions.

All conference sessions award 0.1 CEUs.

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



## 110 Legal/Legislative Part I



**Topic Track:** Governance/Legal

**Location:** Continental B, Lobby Level

**Time:** 8:15 am - 9:30 am

**CLEs Awarded:** 1.0 (*pending approval*)

**Speaker(s):** Jason Anselment, Legal/Legislative Counsel, Illinois Association of Park Districts; Robert K. Bush, Partner, Ancel Glink Diamond Bush DiCianni & Krafthefer

Legal experts will discuss new laws and recent court decisions that impact park districts, conservation districts, forest preserves, recreation and special recreation agencies. Stay current on a wide variety of changes in the law and how those changes will affect the operation of your agency. **Learning Outcomes:** Participants will: 1) learn about recent legal developments and other issues that impact their agency's operations; 2) obtain information that will help them determine how to adapt to the requirements of new laws.

## 113 Leadership Development – Maximizing Your Potential



**Topic Track:** Leadership/Management

**Location:** Lake Michigan, Eighth Floor

**Time:** 8:15 am - 9:30 am

**Speaker(s):** Ed Molitor, President, The Molitor Group

John Wooden said, "Success is peace of mind obtained only through self-satisfaction in knowing you made the effort to do the best of which you are capable." We can all look back and play the "What if" and "If I could do it over again" game, but that will not be of any value to our leadership development and personal growth. This session will focus on leadership development, specifically the process of self-leadership and the value it adds in your ability to serve others in both your professional and personal life. Leadership can be complicated so we will zero in on the significance of our daily agency as that reveals our priorities, passion, abilities, relationships, attitudes, disciplines, vision and influence.

**Learning Outcomes:** Participants will: 1) learn leadership strategies to focus on priorities, passion, abilities, relationships, attitudes, disciplines, vision and influence; 2) focus on your vision and not "what if."

## 137 Dealing with Bullying in Your Agency's Programs and Staff

**Topic Track:** Governance/Legal

**Location:** Continental A, Lobby Level

**Time:** 8:15 am - 9:30 am

**Speaker(s):** Erin M. Baker, Attorney, Darcy L. Proctor, Partner, and James D. Rock, Attorney, Ancel Glink Diamond Bush DiCianni & Krafthefer

Bullying is an issue not limited to schools. Bullying is happening in district programs and unfortunately at the staff level, too. It is expensive, sensitive and a negative public issue to deal with. Get yourself up to speed on this growing awareness issue by listening to experienced attorneys.

**Learning Outcomes:** Participants will: 1) develop an understanding of how to recognize and identify bullying in all its forms; 2) learn the tools, strategies and systems available to help you prevent and address bullying.

## 209 Inclusion Matters: Making Play a Priority for Everybody!

**Topic Track:** Parks/Natural Resources

**Location:** Astoria, Third Floor

**Time:** 8:15 am - 9:30 am

**Speaker(s):** Jennie Sumrell, Director of Education, PlayCore

Investing in outdoor inclusive play environments and programs makes a fundamental statement about how your organization values play for everyone. Both a physical and social event, inclusive play is not solely about physically accessing an environment, but what experiences happen once an individual gets there. Learn inclusive design principles that go beyond the minimum accessibility standards, and discover new innovations that will inspire communities to advocate for more human-centered outdoor play destinations for people of all ages and abilities. Discover strategies that address social equity and intentionally address the needs of the whole child, while taking a broader approach to inclusion by focusing on the whole environment and whole community. Community leadership stories will demonstrate ways to ignite creative partnerships and uncover new funding sources to lead to the creation of inclusive, intergenerational play destinations for people of all ages and abilities.

**Learning Outcomes:** Participants will: 1) understand the need, value, and importance of inclusive, intergenerational play environments to effectively advocate and fund community lead initiatives; 2) learn five intentional design strategies that address the physical, social-emotional, sensory, cognitive, and communication needs of the whole child to positively impact physical and social inclusion.

## 216 What's TICKing and BUZZing in Your Parks and Preserves?

**Topic Track:** Parks/Natural Resources

**Location:** Joliet, Third Floor

**Time:** 8:15 am - 9:30 am

**Speaker(s):** Kimberly Heeres-Frank, President, Lyme Support Network; Dr. Elizabeth Maloney, Medical Family Physician, Medical Advisor for Lyme Disease Network

Lyme disease is a growing state and national health problem. The CDC estimates that there are more than 300,000 new cases each year in the United States yet many park users know little about the illness. Threats from mosquito-borne infections such as Zika are also a concern. This session begins with a discussion of mosquito borne diseases, focusing on the Zika virus. Dr. Maloney and Kimberly Heeres-Frank follow that with information on Lyme disease and the ticks that transmit this illness and will discuss the tick habitat, life cycle and where and when park users might encounter ticks. The presenters will discuss prevention strategies for park and forest preserve users and a general discussion of managing park land to minimize risks. This is a session you don't want to miss!

**Learning Outcomes:** Participants will: 1) gain an increased awareness of the mosquito-borne Zika virus and Lyme disease, which is a tick borne illness; 2) understand risk factors for acquiring these illnesses and the symptoms they produce; 3) understand how to properly remove a tick and learn prevention strategies to reduce their risk of tick and mosquito borne diseases.





## FRIDAY MORNING CONFERENCE SESSIONS

8:15 am - 9:30 am

Pre-Registration is not required to attend Friday sessions.

All conference sessions award 0.1 CEUs.

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

220

### Capital Projects - Approaches for Improving Delivery

#### Efficiency & Success

**Topic Track:** Parks/Natural Resources

**Location:** PDR 2, Third Floor

**Time:** 8:15 am - 9:30 am

**Speaker(s):** Shane Hamilton,

Superintendent of Parks and Recreation, South Elgin Parks and Recreation Department; Robert Ijams, Director of Parks & Recreation, Wight & Company; Jim Reuter, Executive Director, Carol Stream Park District

The delivery of a capital project can take many paths. However, the decisions you make, such as which delivery method to use and how to utilize internal staff, can have a significant impact on the project's efficiency and, ultimately, its success. In this session, you'll learn about different delivery methods, as well as how to determine when to hire special consultants and when to rely on internal staff to get the job done.

**Learning Outcomes:** Participants will: 1) gain a familiarity with different types of delivery methods and an understanding of how to select consultants; 2) learn when, and how, to utilize in-house staff, or when establishing a partnership or hiring specialists can contribute to a more efficient, cost effective, or creative solution for a project.

313

### Information Security to Keep You Safe Online, Now

**Topic Track:** Finance/IT

**Location:** Conference Room 4D, Fourth Floor

**Time:** 8:15 am - 9:30 am

**Speaker(s):** Jeremy Ramirez, President, Ispera Government Systems; Randy Wilson, Network Manager, PDRMA

Ransomware, Trojans, Viruses, Malware, Cybercrime, Identity Theft... Staying safe online is becoming a more difficult task every year. IT needs your help to keep you secure when you are online.

**Learning Outcomes:** Participants will: 1) learn how to protect themselves when online; 2) learn to recognize hidden threats and which tools they can use to keep themselves and their agency's assets safe.

314

### Active Threat Emergency Preparedness

**Topic Track:** HR/Risk Management

**Location:** Boulevard B, Second Floor

**Time:** 8:15 am - 9:30 am

**Speaker(s):** Paul Timm, President, RETA Security, Inc.

The public seems to live in fear of when the next active shooter incident will occur. What factors are driving this fear? Is it warranted? Can it be blamed on media? And, how pervasive are these incidents? With each active shooter incident, law enforcement response has evolved. Rapid deployment procedures now augment traditional containment methods. Response procedures for park districts, schools, and citizens in general are also changing. Standard lockdown procedures are now being replaced by solutions such as "Run, Hide, Fight." Which approach is right for you?

Some of these options require significant financial investment. Others may not be best suited for certain settings, especially those that involve young children. What kind of liability issues might be raised?

**Learning Outcomes:** Participants will: 1) learn how to effectively undertake an emergency planning approach of collaboration and consensus; 2) appropriate the most current active threat procedural options and acquire related, helpful resources.

317

### Updates on the Open Meetings and Freedom of Information Acts

**Topic Track:** Governance/Legal

**Location:** Conference Room 4C, Fourth Floor

**Time:** 8:15 am - 9:30 am

**CLEs Awarded:** 1.0 (*pending approval*)

**Speaker(s):** John Redlingshafer, Attorney, Heyl, Royster, Voelker & Allen

While most park district officials are already aware of the basis in compliance with the Open Meetings Act and Freedom of Information Act, 2016 saw important court decisions, legislative action, and binding opinions from the Illinois Attorney General that can impact your day-to-day operations in following these laws (including those park districts with a foundation). This presentation will give you an update on those decisions and recommend follow up steps.

**Learning Outcomes:** Participants will: 1) be made aware of recent changes to the Acts; 2) learn how recent changes to the Acts impact their day-to-day operations.

321

### Solving Your Accelerated Payment Issue

**Topic Track:** HR/Risk Management

**Location:** Conference Room 4K, Fourth Floor

**Time:** 8:15 am - 9:30 am

**Speaker(s):** Joel Babbitt, Benefits Coordinator, Illinois Public Pension Fund Association

IMRF accelerated payments are a real concern for many parks and recreation agencies. In this informative and interactive session, learn how your agency can use the benefits of VEBA's (Voluntary Employee Benefit Association Plans) and Grantor Trusts to benefit both your employees and your agencies.

**Learning Outcomes:** Participants will: 1) understand how IMRF accelerated payments can negatively affect their agencies; 2) learn how VEBA's and Grantor Trusts can benefit employees and agencies by reducing their accelerated payment liabilities.

325

### GASB New Financial Reporting Model

**Topic Track:** Finance/IT

**Location:** Conference Room 4A, Fourth Floor

**Time:** 8:15 am - 9:30 am

**Speaker(s):** Krisztina Dommer, Manager and Frederick Lantz, Partner, Sikich LLP

The Governmental Accounting Standards Board (GASB) is revisiting the reporting model used by state and local governments and is proposing major changes to the current model. This session will review the different reporting models that have been proposed and how those models may impact park districts and forest preserve districts in Illinois. In addition, this session will review the other projects on the Board project calendar.

**Learning Outcomes:** Participants will: 1) gain an understanding of the measurement focuses and basis of accounting applied in the different reporting model options under debate; 2) learn how to apply proposed standards/projects to their district.

## FRIDAY MORNING CONFERENCE SESSIONS

8:15 am - 9:30 am

Pre-Registration is not required to attend Friday sessions.

All conference sessions award 0.1 CEUs.

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



### 327 Tips for Recruiting the Millennial Workforce

**Topic Track:** HR/Risk Management

**Location:** Lake Huron, Eighth Floor

**Time:** 8:15 am - 9:30 am

**Speaker(s):** Angela Summers, Recreation Services Manager, City of Henderson, NV

Recruitment of Millennials entering today's workforce has become increasingly difficult and at times can be frustrating for employers. One way to attract high performers is to understand what they are really looking for. Motivating potential Millennial candidates involves having a strong understanding of company culture, an innovative marketing plan and the ability to connect with the applicants. The goal is not only finding the most qualified candidates, but also the best fit for the organization. During this interactive lecture, we will discuss these innovative strategies and best practices for recruiting, on-boarding and training your part-time and/or seasonal staff. The discussion will include tips for: engaging marketing/social media, human resources involvement, operations management, and staff participation for best recruitment practices.

**Learning Outcomes:** Participants will: 1) evaluate current on-boarding processes and will investigate more efficient strategies for a highly competitive marketplace; 2) discuss marketing and human resource strategies for the recruitment of local candidates.

### 329 Competitive Bidding and Public Contracting

**Topic Track:** Governance/Legal

**Location:** Conference Room 4K, Fourth Floor

**Time:** 8:15 am - 9:30 am

**Speaker(s):** Steve Adams and Nicole Karas, Attorneys, Robbins Schwartz

Do you know what to do when a bidder makes an error but you want to accept its bid? How do you exclude a low bidder that you do not think can handle the project? Do you know how to avoid criminal liability exposure when talking to a potential bidder before the bids are awarded? Learn the fundamentals of bidding a project through the contract stage and how to overcome tough problems you may encounter in this process.

**Learning Outcomes:** Participants will: 1) review the fundamental public bidding essentials and learn how to avoid potential bidding issues; 2) learn how to determine what type of contract to use and important provisions to include in order to protect the agency.

### 404 A Wellness Committee Goes Rogue



**Topic Track:** Leadership/Management

**Location:** Boulevard C, Second Floor

**Time:** 8:15 am - 9:30 am

**Speaker(s):** Elizabeth Cox, Assistant Manager, Center Fitness Club, Barb Jenkins, Assistant Manager, Tennis, Carrie Kolles, Program Coordinator, Tennis, Amy Lambrecht, Administrative Services Manager, and Julia Mantice, Manager Center Fitness Club, Wilmette Park District

Four years ago five employees from the Wilmette Park District started a conversation about healthy work environments. This candid exchange provoked a series of questions which led to a brainstorming session of epic proportions. Subsequently, our rogue wellness team launched a wellness initiative that transformed our work culture in ways that we could never have imagined.

**Learning Outcomes:** Participants will: 1) learn how to successfully challenge old ways of thinking and foster camaraderie amongst different departments; 2) learn to design and execute a wellness program for their organizations.

### 410 Fire, Shelter, Water - Can You Survive?

**Topic Track:** Recreation

**Location:** Lake Ontario, Eighth Floor

**Time:** 8:15 am - 9:30 am

**Speaker(s):** Jessica Reyes, Naturalist, Park District of Highland Park/Heller Nature Center

Outdoor survival shows are gaining popularity; so let's create a program! Learn survival skills that you can try in a program at your district; from fire building, shelter building, wilderness cooking or how to find and purify water. Kids are always looking for a new adventure that sounds dangerous but fun so let's teach them how and safely!

**Learning Outcomes:** Participants will: 1) understand the importance of teaching kids how to safely learn survival skills; 2) learn how to establish a survival skills program at your park district.

### 413 Modernize Your Senior Center and Bring it Into The Future

**Topic Track:** Recreation

**Location:** Buckingham, Lobby Level

**Time:** 8:15 am - 9:30 am

**Speaker(s):** Karen Hansen, Senior Center Director and Karie VanGrinsven, Program Coordinator, Village of Arlington Heights; Mary Jo Lepo, Supervisor, Arlington Heights Memorial Library; Megann Panek, Senior Center Supervisor, Arlington Heights Senior Center

The Arlington Heights Senior Center is a cooperation between eight different agencies all focused on serving seniors. Learn about how they all work together to create a one-stop-shop for seniors by offering a variety of programming, community services and events. Directors from a few of the agencies will discuss how this is the future of senior centers.

**Learning Outcomes:** Participants will: 1) learn how to cooperate with local agencies to best serve seniors; 2) learn about a new model of senior center.



## FRIDAY MORNING CONFERENCE SESSIONS

8:15 am - 9:30 am

Pre-Registration is not required to attend Friday sessions.

All conference sessions award 0.1 CEUs.

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

414

### Sensory Solutions

**Topic Track:** Recreation

**Location:** Williford A, Third Floor

**Time:** 8:15 am - 9:30 am

**Speaker(s):** Colleen Cline, Recreation Coordinator, NEDSRA; Nicole Estrada, Support Services Coordinator, NWSRA; Michelle Mark, Recreation Specialist, SRACLC; Gina Petkus, Therapeutic Recreation Supervisor, LCSRA

Park districts and SRA's alike work with individuals whose behavior is affected by sensory stimulation. This session will take you through the cues that can alert you to an individual's sensory needs, teach you tips on how to accommodate those needs, and what to do if those needs are beyond your capabilities. You will also make and take a Sensory Solution that you can implement with an individual in your next program.

**Learning Outcomes:** Participants will: 1) receive techniques to use in a program when accommodating an individual with a sensory need, and what to do if it is beyond your capabilities; 2) learn how to create sensory program that fits your needs, and take home a Sensory Solution.

416

### Laying a Solid Foundation for a Successful Youth Sports Program

**Topic Track:** Recreation

**Location:** Williford B, Third Floor

**Time:** 8:15 am - 9:30 am

**Speaker(s):** Andy Parker, Youth Development Programs Director, National Alliance for Youth Sports

This session will give insight into several different youth sport programs that can be used to enhance any organization's youth sports curriculum. The presenter will take a close look at multiple challenges facing youth sports participation and how innovative programming can provide benefits such as developing future participants for sports programs through proper skill development, providing parents with the tools to be youth sport coaches, as well as team moms/dads, providing the participants with necessary guidance to become positive and respectful members of a community and the potential to generate revenue for any organization.

**Learning Outcomes:** Participants will: 1) learn the dynamics and importance of a motor skills development program for children and parents; 2) learn about negative trends within the youth sports world and how proper programming structure can help mitigate the negative impact of those trends.

503

### Pitch It To The Parents: A Therapeutic Recreation Home Run

**Topic Track:** Therapeutic Recreation

**Location:** Continental C, Lobby Level

**Time:** 8:15 am - 9:30 am

**Speaker(s):** Dr. Kathleen Murray, Author

This session is designed to provide an insider's perspective on the limited enrollment in therapeutic recreation programs for young children. Dr. Kathleen Murray is the mother of a child with multiple special needs and also a speech-language pathologist. Dr. Murray will provide her personal insight regarding the challenges many caregivers face, which preclude participation in activities intended to foster a child's development. Dr. Murray will share innovative ideas to galvanize SRA's to increase program appeal for families of a child with special needs.

**Learning Outcomes:** Participants will: 1) gain insight regarding why enrollment in therapeutic recreation programs is limited for children between the ages of 5-21 from the perspective of a parent who has a child with special needs; 2) consider an alternative way of thinking about program inclusion and hear viable options intended to increase recruitment of young children with special needs and their family members.

615

### Fusion at Nature Centers – Injecting Learning Into Architecture

**Topic Track:** Facilities

**Location:** PDR 4, Third Floor

**Time:** 8:15 am - 9:30 am

**Speaker(s):** Paul Bluestone, Principal, Bluestone + Associates; Lois Vitt Sale, Chief Sustainability Officer, Wight & Company

When learning objectives for a nature center are woven into the architecture and exhibit design parallels building design, the results are transformative. Hear about three nature centers where architecture and exhibit design were married from the start, and the narrative stories of culture, sustainability, and natural environment informed the character of the centers. Learn about our design process and hear from an educator about how this type of building impacts the students who learn there.

**Learning Outcomes:** Participants will: 1) understand how to organize a process that enables the goals for education in an environmental learning center to inform the shape and character of the facility; 2) understand how educational programs in these types of buildings can inform and transform the student experience.

619

### Lifeguard Training with Police and Fire Departments

**Topic Track:** Facilities

**Location:** PDR 3, Third Floor

**Time:** 8:15 am - 9:30 am

**Speaker(s):** Ethan Williams, Leisure Services Supervisor, Northbrook Park District

Coordinating aquatic staff training with your local police and fire departments is a great learning experience for staff and both departments. This type of training can cover topics that are important to running a facility, as well as it builds a rapport with both of those departments. The importance of maintaining a good working relationship with your local police and fire departments helps everyone involved know each other's responsibilities when an emergency happens.

**Learning Outcomes:** Participants will: 1) know who to contact to initiate a training plan with local police and fire departments; 2) learn what training topics are beneficial to discuss at training.





## FRIDAY MORNING CONFERENCE SESSIONS

8:15 am - 9:30 am

Pre-Registration is not required to attend Friday sessions.

All conference sessions award 0.1 CEUs.

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



### 620 Making Fitness Facilities Functional

**Topic Track:** Facilities

**Location:** PDR 1, Third Floor

**Time:** 8:15 am - 9:30 am

**Speaker(s):** Mike Munson, Regional Sales Manager, Direct Fitness Solutions

You have probably heard about the topic of Functional Fitness, but what about the topic of making fitness facilities functional for fitness? A park district fitness facility needs to be functional for a broad demographic of varying fitness levels, while still staying relevant among competing big box and boutique clubs. In this session learn tips and tricks on equipment layout, accessory organization, designated spaces, maximizing space, ADA compliance and how park district facilities compare to the competition. **Learning Outcomes:** Participants will: 1) learn tips and tricks to help create a more inviting and functional fitness floor; 2) get a better understanding of the competition they face in the fitness world.

### 629 Hearing Protection That Works

**Topic Track:** HR/Risk Management

**Location:** Conference Room 4G, Fourth Floor

**Time:** 8:15 am - 9:30 am

**Speaker(s):** Sue Zuales, MA F-AAA, Audiologist, and Emily Zuales, Audiology Intern, Mobilear Inc.

This session will provide hands-on training to ensure your employees are wearing their hearing protection devices (HPDs) and wearing them correctly. Designed to reduce the risk of work-related hearing loss, learn the ins and outs of hearing protection. Topics to be covered include: how noise affects hearing including levels of noise and length of exposure; proper insertion techniques for ear plugs; proper utilization of ear muffs; tips and tricks to demonstrate how noise is affecting employees' hearing; responding to employee complaints regarding their hearing; and ideas that encourage employees to use hearing protection.

**Learning Outcomes:** Participants will: 1) discuss levels of noise and length of exposure that can damage hearing; 2) observe a demonstration of correct HPD insertion, participate in hands-on training (HPDs will be provided), how to tell if it's done correctly and what can go wrong; 3) discuss innovations in hearing protection and how attendees can use them.

### 907 Using Signage and Graphics to Promote Your Brand

**Topic Track:** Marketing/PR

**Location:** Boulevard A, Second Floor

**Time:** 8:15 am - 9:30 am

**Speaker(s):** Jeff Miller, Founder and President, Divine Signs and Graphics

We will examine the options available utilizing signage and graphics for the park district to promote their brand, revitalize existing spaces, and develop new spaces. We will review how cleverly designed and well placed graphics can enhance the district's image and facilities, while maximizing budget dollars.

**Learning Outcomes:** Participants will: 1) leave with a design road map, useful for planning and budgeting, that includes multiple options and possibilities for their district facilities; 2) have an up-to-date report of all the latest materials, techniques and costs of the solutions available on the market.

### 909 The Power of Audience Segmentation - Meaningful Content Drives Participation

**Topic Track:** Marketing/PR

**Location:** Williford C, Third Floor

**Time:** 8:15 am - 9:30 am

**Speaker(s):** Michael Dockum, Senior Strategist, Scott Kolbe, Creative Director/Partner, and Scott Piner, Account Executive, Sikich LLP

As a park district, you serve a wide audience, but know you can't be all things to all people. So, you've created meaningful programs and events for varying ages and interests. Some events seem to take off and succeed while others don't reach enrollment. You and the team discuss, "Was it the timing? Cost? Marketing?" You then try again, but the same problem happens. So

often, we're trying to push a program or event, but we have not adequately defined the audience's interests and a plan for long-term engagement. Today's marketing to communities-at-large requires segmentation with the right message through the right channels at the right time. Too many of us are blasting too much information to everyone and in turn training people to stop listening. Let us help you use your data more effectively to personalize your marketing to create a one-to-one conversation that builds loyalty and action long-term.

**Learning Outcomes:** Participants will: 1) learn how to effectively define their audience and content for that audience; 2) create target market profiles to help them determine what content is important and compelling through what timing and channels as part of long-term marketing strategy.

### 1006 From Geeks to Geezers - Managing Today's Generational Mix

**Topic Track:** Diversity

**Location:** Marquette, Third Floor

**Time:** 8:15 am - 9:30 am

**Speaker(s):** Trisha Svehla, President, Managing The Mosaic

This session will explore the generational mix in today's workforce. By 2020, 46% of the workforce will consist of Millennials. The majority of today's workforce - 48%, the Baby Boomers will be retired. This session will outline the expectations of the differing generations, examine value formation and its impact on the workplace. The session will explore and identify the management skills and organizational changes that will be required to motivate and retain a productive workforce. This session will focus on what managers can expect from this future generation and explore best practices in meeting the demands of workplace changes.

**Learning Outcomes:** Participants will: 1) learn their role as managers and supervisors in understanding and bridging the generational differences; 2) learn how trouble spots between the generations can occur and how to effectively resolve these issues; 3) learn how to communicate more effectively with the new workforce and how to effectively supervise and motivate this new generation of workers.



## FRIDAY MORNING CONFERENCE SESSIONS

9:45 am - 11:00 am

Pre-Registration is not required to attend Friday sessions.

All conference sessions award 0.1 CEUs.

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

### 12 Unplug Illinois: Communicate the Value of Parks and Recreation Through Education and Storytelling

**Topic Track:** Leadership/Management

**Location:** Joliet, Third Floor

**Time:** 9:45 am - 11:00 am

**Speaker(s):** Allison Niemela, Executive Director, Batavia Park District; Jarrod Scheunemann, Community Services and Education Coordinator, Office of Recreation and Park Resources, University of Illinois

The Illinois Park & Recreation Association has developed a state-wide awareness campaign to educate communities on the value of parks and recreation. Designed with your needs in mind, the Unplug Illinois session is equipped to provide you with the resources, templates, tools and inspiration needed to communicate the value of parks and recreation through education and storytelling. Plug in to Unplug Illinois to discover how to recruit advocates for parks and recreation.

**Learning Outcomes:** Participants will: 1) learn concrete examples on how public park and recreation agencies are using the Unplug Illinois campaign in multiple formats to engage their community; 2) review illustrations and samples on how research, marketing and design can help you tell your story; 3) receive a comprehensive overview of the contents of the transformation kit and unplugillinois.org.

### 105 Etiquette in the Workplace

**Topic Track:** Leadership/Management

**Location:** Continental A, Lobby Level

**Time:** 9:45 am - 11:00 am

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

Business Etiquette 101 will focus on proper business etiquette and people skills training needed to be regarded as a professional in the recreation industry. This session will identify correct office protocol in today's fast-changing times including greetings, introductions, telephone skills, Internet correspondence, male/female business interactions and others. Employees and management must conduct themselves professionally and with proper etiquette so as to maintain effective working conditions. It sounds like common sense, but common sense is not always so common.

**Learning Outcomes:** Participants will: 1) understand the importance of proper business etiquette and will identify correct business protocol to better represent themselves, the industry, and the agency; 2) identify the importance of effective and proper communication skills, self-presentation, appearance, public speaking and networking skills.

### 111 Legal/Legislative Part II

**Topic Track:** Governance/Legal

**Location:** Continental B, Lobby Level

**Time:** 9:45 am - 11:00 am

**CLEs Awarded:** 1.0 (*pending approval*)

**Speaker(s):** Andrew Paine, Partner, Tressler LLP

This session will provide information on a variety of administrative regulations and decisions affecting the operations of Illinois park districts, conservation districts, forest preserves, recreation and special recreation agencies. Topics will include: recent attorney general opinions related to the Open Meetings Act and the Freedom of Information Act, Department of Labor guidance related to the Prevailing Wage Act and other new federal regulations and state administrative rules.

**Learning Outcomes:** Participants will: 1) gain insight into a variety of new regulations that will impact their agency's operations; 2) obtain information that will help them determine how to adapt to these new requirements.

### 127 Budgets, Levies and Bonds—Essential Information for Successful Financial Operation

**Topic Track:** Governance/Legal

**Location:** Conference Room 4M, Fourth Floor

**Time:** 9:45 am - 11:00 am

**CLEs Awarded:** 1.0 (*pending approval*)

**Speaker(s):** Steve Adams, Attorney, Robbins Schwartz

Build a solid foundation of knowledge about your budget and appropriation, levy and bond ordinances, procedures and common problems. This session will arm you for the efficient, transparent, and credible delivery of high quality financial deliverables.

**Learning Outcomes:** Participants will: 1) leave with a strong foundation in the financial operation of their agency, including the legal and practical aspects of budget, levy, taxation, collection and disbursement procedures; 2) learn legal and practical tips for successful public financing, including when and how to use limited tax bonds, alternate revenue source bonds, installment contract financing, lease financing, bank lending, and other sources of financing.



## FRIDAY MORNING CONFERENCE SESSIONS

9:45 am - 11:00 am

Pre-Registration is not required to attend Friday sessions.

All conference sessions award 0.1 CEUs.

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### 133 Invasive Species of the Human Variety: Preparedness by Community Engagement



**Topic Track:** Marketing/PR

**Location:** Astoria, Third Floor

**Time:** 9:45 am - 11:00 am

**Speaker(s):** Jamie Johannsen, Director of Marketing & Communications, Forest Preserves of Winnebago; Elizabeth Kessler, Executive Director, and Wendy Kummerer, Marketing & Communications Manager, McHenry County Conservation District; Monica Meyers, Executive Director, Forest Preserve District of Kane County

Our protected conservation areas and public lands are under assault like never before, but not by our customary culprits buckthorn, bush honeysuckle, garlic mustard and the emerald ash borer but rather the invasive species of the human variety. Opinionated user groups, frustrated tax-payers, apathetic/unaware public, reactive elected officials and entitled encroachers are busily working to undermine the work we do and can cause harm if we ignore the early warning signs. In this session, we will showcase some creative citizen advocacy, marketing and public relations strategies that have proven to be successful in addressing these challenges.

**Learning Outcomes:** Participants will: 1) learn about the value and impact of community engagement and coalition building for a collective voice, importance of shared services and collaboration, and building relationships at the grassroots level; 2) be able to outline the critical steps necessary to put together an effective campaign, understand the importance of image/branding and how to select the most appropriate communication strategy and vehicle(s) for messaging.

### 135 IMRF: Income Protection For Your Lifetime

**Topic Track:** Finance/IT

**Location:** Marquette, Third Floor

**Time:** 9:45 am - 11:00 am

**Speaker(s):** Tecya Anderson, Paul Parise and Kate Setchell, Field Representatives, IMRF

Come find out about the park district pension fund, IMRF: Income Protection for Your Lifetime. It's a review of all IMRF benefits, our funding status, legislative changes and the necessary steps to retire to meet your financial and medical needs in retirement. **Learning Outcomes:** Participants will: 1) learn about your IMRF benefits, reviewing your records for accuracy, how the benefits are calculated and sustainable, what forms are completed, when to apply, and options for health insurance continuation; 2) understand making Voluntary Additional Contributions, Spousal Refunds, 13th payment, pension increases upon retirement; when they occur, how much are they; 3) know what items to review with your employer before you retire and what to expect from IMRF after you retire.

### 140 Sports Concussion: Overview and Review of Illinois Legislation

**Topic Track:** Recreation

**Location:** Lake Erie, Eighth Floor

**Time:** 9:45 am - 11:00 am

**Speaker(s):** Rebecca Carl, MD, MS, Assistant Professor of Pediatrics, Northwestern University Feinberg School of Medicine/Lurie Children's Hospital; Adam Potteiger, Ann & Robert H. Lurie Children's Hospital of Chicago

A physician and an athletic trainer from the Ann & Robert H. Lurie Children's Hospital of Chicago's Institute for Sports Medicine will discuss the background of sports concussion, how to educate coaches, athletes and parents about the risks of concussions and provide educational resources available for community education programs. We will also discuss Illinois concussion legislation.

**Learning Outcomes:** Participants will: 1) become familiar with how to recognize sports concussion; 2) understand how Illinois legislation applies to park district programs.

### 141 How to Develop Good Relationships with Your Local Media

**Topic Track:** Marketing/PR

**Location:** Boulevard B, Second Floor

**Time:** 9:45 am - 11:00 am

**Speaker(s):** Terri Simon, Editor, Bureau County Republican Newspaper; Elaine Russell, Executive Director, Princeton Park District

No doubt your park district has a lot going on, from events for folks of all ages, to special celebrations, to routine maintenance and perhaps even some controversial issues, as well. Princeton Park District Executive Director, Elaine Russell, and Bureau County Republican Newspaper Editor, Terri Simon, are no strangers to getting all that information out to area residents/taxpayers. The two have worked together for years, focusing on transparency, positive information, promotion of special events, and yes, even those difficult issues that might be easier to ignore than publicize.

How do you develop good relationships with your local media? It's not that difficult, and in the end, it truly pays big dividends for everyone involved. Come join Elaine and Terri as they talk about a variety of ways to establish relationships with local media, get your information out to the public, all the time nurturing the good and oftentimes difficult work your park district does in your local communities, regardless of their size. This will be a session you won't want to miss. After all, your future may depend on it. **Learning Outcomes:** Participants will: 1) learn how to use your local newspaper to educate your community about what your agency is doing and most importantly why; 2) learn ways to think outside the box when it comes to letting folks know all the wonderful things your agency offers without spending a dime.





## FRIDAY MORNING CONFERENCE SESSIONS

9:45 am - 11:00 am

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144

### Turmoil to Stability

**Topic Track:** Boardmanship

**Location:** Lake Huron, Eighth Floor

**Time:** 9:45 am - 11:00 am

**Speaker(s):** Michelle Kelly, Former Board Member, Mary Kay Ludeman, Board President, and Maureen Nugent, Director of Finance and Human Resources, Plainfield Park District

In 2013-2014 the Plainfield Park District's Board majority shifted into a direction never seen or experienced before causing turmoil and community outrage as the Board voted for sweeping changes from staffing to operations. The turmoil led to numerous lawsuits, complaints to the Attorney General and a state law being passed to add two additional seats to the previous five member Board. Today, the park district is not only stable, but moving in a positive direction due to grassroots efforts, committed Board members and a great staff. This session will review the facts, discuss the grassroots efforts and tools used by the community, Board and staff that set the park district back on track.

**Learning Outcomes:** Participants will: 1) learn the ways community engagement and grassroots efforts can support municipal work in positive ways and how to establish important relationships to garner that support; 2) learn the various tools available to help grassroots volunteers, Board members and staff when the change happening does not meet with the law or veers from the organization's mission.

206

### Urban Paradises: Putting Nature Back Into the City

**Topic Track:** Parks/Natural Resources

**Location:** PDR 3, Third Floor

**Time:** 9:45 am - 11:00 am

**Speaker(s):** Robert Foster, Senior Project Manager, Chicago Park District; Andy Howard, Principal, and Bill Inman, Principal, Hitchcock Design Group



Urban settings can be especially challenging for park and recreation professionals to incorporate and maintain natural and education areas in, but providing communities and children with access to these interactions with nature and educational opportunities can also be the most rewarding. This session will present examples of how the City of Chicago and the Chicago Park District have incorporated natural and educational areas within a dense urban setting. Park and recreation professionals, as well as designers, will present case studies and discuss how incorporating the Children's Outdoor Bill of Rights influenced the design process. Research will also be presented on the importance of these interactions with nature, music and the arts and how programming has been added to enhance these interactions.

**Learning Outcomes:** Participants will: 1) understand the steps that have been undertaken at various sites throughout the City of Chicago to provide natural area and learning experiences for communities; 2) be exposed to research that discusses the importance of creating connections with nature for children and communities and the social, cognitive and physical benefits these connections provide.

213

### In-Stream Construction & Bank Protection: Lessons Learned

**Topic Track:** Parks/Natural Resources

**Location:** Conference Room 4K, Fourth Floor

**Time:** 9:45 am - 11:00 am

**Speaker(s):** Jedd Anderson, Vice President, Christopher B. Burke Engineering, Ltd.

This presentation provides a lessons learned discussion in regards to design and construction of stream restoration projects. Over the last 27 years I have been involved in many projects. This presentation discusses many of the design and implementation aspects of a project that are routinely overlooked but that are critical to success.

**Learning Outcomes:** Participants will: 1) learn specific elements of design and construction of stream restoration projects which designers, reviewers, owners and contractors should take into consideration to have a successful project; 2) hear case studies to illustrate the importance of addressing a number of design and construction issues upfront and early in each process.



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## FRIDAY MORNING CONFERENCE SESSIONS

9:45 am - 11:00 am

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



218

### Accessible Surfaces for Playgrounds, Trails, and Beaches - Research Findings

**Topic Track:** Parks/Natural Resources

**Location:** Boulevard A, Second Floor

**Time:** 9:45 am - 11:00 am

**Speaker(s):** Mark Trieglaff, President, Accessibility Consultation and Training Services, Inc.

This session will review the various research on surfaces being used for playgrounds, trails and beaches for accessibility. The National Center on Accessibility (NCA) has conducted extensive research on playground surfaces and various trail surface materials. The presentation will review the findings and their recommendation. Observation on materials in several different trail, playground and beach situations will be presented. Additional information on how to maintain access with instillation and maintenance will be presented. In addition, there will be a discussion on the various beach access materials available. Participants are encouraged to participate in a discussion on types of materials for surfaces they are using or have concerns with.

**Learning Outcomes:** Participants will: 1) understand what surface materials for playground and trail access are recommended from the NCA studies; 2) understand what beach access surface materials are available and challenges to maintaining the different surfaces to be accessible.

306

### Park District Mobile App

**Topic Track:** Finance/IT

**Location:** Conference Room 4A, Fourth Floor

**Time:** 9:45 am - 11:00 am

**Speaker(s):** Omar Sandoval, IT Manager, Naperville Park District

You want to go mobile? This session will be presented in a case study format and will follow the Naperville Park District through the conceptualization, development, release, and copyrighting of a park district mobile app. Follow them through the initial concepts, lessons learned, as well as tips and tricks for your consideration. The final product is a mobile app that allows their patrons to:

- Register for Activities
- Geo-locate all their parks and facilities
- Check league schedules
- Check weather cancellations
- Store Park District Memberships: ex, Aquatics Facilities and Fitness Center
- Check personal account
- Donate to their Parks Foundation
- Find Contact Us information and contact them directly from the app
- Follow them on social media

Finally, they built in the ability to mass message all installations of the app (as long as the patron accepts messaging to their device) for facility closures and emergency situations.

**Learning Outcomes:** Participants will: 1) learn the process the park district followed; 2) gain a better understanding in regards to what it take to develop a mobile application.

309

### Managing and Using Drones in Recreational Public Property

**Topic Track:** HR/Risk Management

**Location:** Boulevard C, Second Floor

**Time:** 9:45 am - 11:00 am

**Speaker(s):** Michael Clark, Executive Director, Palatine Park District

The use of drones as a hobby, recreational experience or in the workplace is increasing significantly and the park and recreation professional is being approached on providing ample space to operate drones. This session will address the regulatory provisions of drone use, techniques and best practices to manage use of drones in public recreation parks and facilities and also ways that drones can be used in the workplace to explore and find operational efficiency within your agency.

**Learning Outcomes:** Participants will: 1) learn the regulatory and managing protocol involved with permitting drone use in their parks and facilities, as well as set forth operator guidelines to ensure safe and acceptable use of drones; 2) learn and explore the many ways and opportunities that drones can be used in the workplace to increase operational and marketing effectiveness within your agency.





## FRIDAY MORNING CONFERENCE SESSIONS

9:45 am - 11:00 am

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316

### Do You Comply with the Prevailing Wage Act?

**Topic Track:** Governance/Legal

**Location:** Conference Room 4C, Fourth Floor

**Time:** 9:45 am - 11:00 am

**CLEs Awarded:** 1.0 (*pending approval*)

**Speaker(s):** Andrew Keyt and John Redlingshafer, Attorneys, Heyl, Royster, Voelker & Allen

Every June, units of government are required to pass an ordinance related to the prevailing wage on all public works performed in its jurisdiction. However, do you know if you follow all of the OTHER requirements of the Prevailing Wage Act? For example, what have you done to comply with the Act in your bid packets? During a construction project? Do you know if the Act even applies for an upcoming project? This session will give you a general understanding of the Act and how it can impact your park district on an almost daily basis!

**Learning Outcomes:** Participants will: 1) learn the general requirements of the Prevailing Wage Act, and the procedural steps required in any public works contract; 2) be able to issue spot those instances when not only the Act applies on a particular project, but what to do when a contractor refuses to comply with the Act.

406

### Building Blocks of Early Childhood Centers

**Topic Track:** Facilities

**Location:** Lake Ontario, Eighth Floor

**Time:** 9:45 am - 11:00 am

**Speaker(s):** Tracy Biederstadt, LEED® AP BD+C, Licensed Architect, Bruce Dahlquist, AIA, NCARB, LEED® AP BD+C, President and Director of Sustainability, and Matt Lowe, Director of Design, DLA Architects, Ltd; Jerome Jones, Executive Director, Dolton Park District

What affects children's ability to learn? Research shows the built environment, socialization, the psychology of color, and the presence of nature each play a role. This session will explore all of those contributors and how they are incorporated into a space for young children. The presenters will discuss how an agency might refresh an existing space to enhance learning. Case

studies will also outline the process that agencies engaged in to develop a new program from the ground up. Attendees will learn about the pitfalls to avoid and the goals that must be set to create a next generation early childhood center for their unique community.

**Learning Outcomes:** Participants will: 1) learn about what makes a good 21st century learning environment and how it applies to early childhood centers; 2) learn the steps in the process of planning next generation preschools and the pitfalls to avoid.

412

### Active Adult Programming A-Z

**Topic Track:** Recreation

**Location:** Williford A, Third Floor

**Time:** 9:45 am - 11:00 am

**Speaker(s):** Teresa Grodsky, Active Adult Coordinator, Addison Park District; Mary Stallings, Senior Center Supervisor, Dundee Township Park District

Whether new or a veteran to the senior world, this session will give you ideas and information to help implement, refresh and rejuvenate your programs. There will be an opportunity to discuss ideas amongst the attendees.

**Learning Outcomes:** Participants will: 1) walk away with 26 new ideas to build a new program or new ideas to help their current programs which may be struggling; 2) be able to ask the other participants questions regarding ideas that work best for them and their senior centers and ask for help in getting their programs started.

420

### Connecting People to Natural Environments

**Topic Track:** Recreation

**Location:** Buckingham, Lobby Level

**Time:** 9:45 am - 11:00 am

**Speaker(s):** Nina Baki, Community Outreach Coordinator, and Justin Mercer, Recreation Program Coordinator, Forest Preserves of Cook County

Staff from the Forest Preserves of Cook County (FPCC) will share the successes of combining Outdoor Recreation and Interpretation in order to reach a wider

range of audiences. Our team will focus on six key initiatives implemented in order to serve and connect diverse and urban audiences to nature. FPCC encompasses 70,000 acres of land adjacent to metropolitan Chicago and includes hundreds of miles of trails and diverse ecosystems that provide a refuge for plants and animals. The team will discuss both the successes and challenges of engaging new preserve users and how we increased the diversity of program offerings and attendance by placing a recreational lens on traditional interpretive programs. An overview of programs, along with the long term goals of our Next Century Conservation Plan, will be shared.

**Learning Outcomes:** Participants will: 1) learn different ways to offer non-traditional programs to new audiences; 2) reflect on their own programs to help increase program attendance.

424

### Captain No-Fun's Guide to Safety at Your Next Event

**Topic Track:** Recreation

**Location:** Continental C, Lobby Level

**Time:** 9:45 am - 11:00 am

**Speaker(s):** Tim Beckmann, Risk Manager, Buffalo Grove Park District

This presentation will show how to include Emergency Response Plans into your special event. Through this interactive session, Tim will demonstrate how the Buffalo Grove Park District provides hands-on learning for a missing child and lock-downs for the organization through safety training. He will also include insight on how your agency can conduct Emergency Response Plan training for future special events. Along with the hands-on portion of this presentation, Tim will cover how the Buffalo Grove Park District transfers risk through Independent Contractor Agreements and Certificates of Insurance.

**Learning Outcomes:** Participants will: 1) receive resources on how to transfer risk during a special event when using third-party vendors; 2) be able to recognize the importance of developing ERP's/Procedures/Training for special events; 3) take away recommendations on how to conduct ERP's for recommending children and lock-down procedures.





## FRIDAY MORNING CONFERENCE SESSIONS

9:45 am - 11:00 am

Pre-Registration is not required to attend Friday sessions.

All conference sessions award 0.1 CEUs.

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



FRIDAY, JANUARY 20, 2017

426

### The Plight of the Middle Manager: The Art of Managing Up

**Topic Track:** Recreation

**Location:** Waldorf, Third Floor

**Time:** 9:45 am - 11:00 am

**Speaker(s):** Jai Cole, Natural Resources Manager, M-NCPPC, Montgomery County Department of Parks; Chris Matthews, Division Director, Mecklenburg County Park and Recreation

Middle management is often the most difficult position to navigate within an organization. You are both a boss and a direct report. It's your job to teach, manage and support your staff while simultaneously triaging issues that need to go to senior management. Although managing down effectively helps ensure productivity of your employees, managing up, although sometimes more difficult, is important to the success of both your career and your work program. Managing up may seem easy, but how do you know if what you're doing is effective? Learn strategies of managing up from a fellow middle manager.

**Learning Outcomes:** Participants will: 1) identify ten strategies for managing up, and gain a better understanding of the importance of the middle manager role; 2) understand the pitfalls of managing up from a fellow middle manager.

505

### Communicate For the Win

**Topic Track:** Leadership/Management

**Location:** Williford B, Third Floor

**Time:** 9:45 am - 11:00 am

**Speaker(s):** Lori Klinka, Professional Speaker, Dramatic Impact

Business experts have stated that 85% of your overall career success is in direct proportion to your ability to communicate well. In today's highly competitive world, applying exceptional communication skills is not optional, it's critical to your success. In this interactive program, communications expert Lori Klinka will help you improve your communication skills. Lori will help you gain confidence, build better rapport with your audience and give you other tips for success. Improving your communication skills can make a huge difference in getting the results you want.

**Learning Outcomes:** Participants will: 1) be able to communicate with more confidence; 2) be able to have greater rapport with their audience.

507

### Using the TR Process (APIE) in Inclusive Recreation Settings

**Topic Track:** Therapeutic Recreation

**Location:** Lake Michigan, Eighth Floor

**Time:** 9:45 am - 11:00 am

**Speaker(s):** Heather Andersen, Recreation Therapist, University of St. Francis

The TR Process or APIE is considered a best practice in TR service delivery. This session will provide a brief overview of this process and how TR professionals can use this process when providing inclusive recreation and the impact it has on inclusive recreation service delivery. Throughout the session, attendees will work through case studies to gain a better understanding of how to use the APIE process in inclusive recreation.

**Learning Outcomes:** Participants will: 1) identify three ways APIE impacts inclusive recreation service delivery; 2) identify three strategies of how to follow the APIE process while practicing inclusive recreation service delivery.

610

### 100,000 Visitors in Your Park! Planning and Hosting Special Events

**Topic Track:** Facilities

**Location:** PDR 2, Third Floor

**Time:** 9:45 am - 11:00 am

**Speaker(s):** Sean Barus, Director of Operations, Chicago Event Management; Ralph Concepcion, President, Ravenswood Event Services; Paul Wiese, Vice President, SmithGroupJJR; Dana Zilinski, Director of Revenue, Chicago Park District

Whether it's concerts, races, festivals or the NFL Draft, parks are often the venue of choice for hosting special events. These activities can provide significant revenue opportunities if properly planned, marketed and hosted. In order to host a special event, parks should contain specific space, infrastructure and amenities specific to the event and expected attendance. Successful events are the result of partnerships between

park administrators and staff, event producers, managers and operators, local municipalities, emergency staff and others. Case studies of several special events will be used to share the lessons learned during all phases including planning, hosting and returning the park to its previous condition after the event.

**Learning Outcomes:** Participants will: 1) learn about park amenities and infrastructure needed to successfully host special events; 2) learn about teamwork and the partnerships needed to successfully host special events.

618

### Lessons in High Performance Building Systems

**Topic Track:** Facilities

**Location:** PDR 4, Third Floor

**Time:** 9:45 am - 11:00 am

**Speaker(s):** Jim Reuter, Executive Director, Carol Stream Park District; Lois Vitt Sale, Chief Sustainability Officer, Wight & Company

Buildings that deliver better quality environments, as well as energy and water conservation, are often referred to as high performance buildings. Operating these buildings is sometimes more complicated than it should be. In this session, we will discuss case studies of facilities that have been designed for park districts and are LEED Certified. Have they delivered on their promises? What lessons learned can be shared from the designer's and owner's perspective that can help others who wish to reap the benefits of healthy buildings with greater energy and water efficiency, without the complications?

**Learning Outcomes:** Participants will: 1) learn the difference between predicted energy use and actual energy use, and how to calibrate the two so the owner or operator can better anticipate the building's performance; 2) gain an understanding of short-term and long-term operations and maintenance for high performance systems.





## FRIDAY MORNING CONFERENCE SESSIONS

9:45 am - 11:00 am

Pre-Registration is not required to attend Friday sessions.

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622

### Navigating Group Training vs Group Fitness - Be Successful at Both

**Topic Track:** Facilities

**Location:** PDR 1, Third Floor

**Time:** 9:45 am - 11:00 am

**Speaker(s):** Adrienne Gabel, Health & Fitness Manager, Barrington Park District

In this session, participants will hear about the differences between these two types of fitness programming and how to design schedules and programs in both. The session will also cover difficult decision making on how to accommodate both programs successfully. Examples include changing group Ex schedules, adding or removing, or changing programming and the instructors that come with. We will also include tips on recruiting the right people for these coaching sessions.

**Learning Outcomes:** Participants will: 1) learn to take a more objective look at fitness programs and be more comfortable with design; 2) learn to better "handle" GX instructors and trainers while transitioning into newly designed programs.

906

### Throw Out The Brochure - Modern Web Marketing

**Topic Track:** Marketing/PR

**Location:** Williford C, Third Floor

**Time:** 9:45 am - 11:00 am

**Speaker(s):** John Klein, Project Manager/Business Analyst, Brent Levy, Web Designer, and John Reitz, Creative Director, Links Technology Solutions

Bring your web marketing questions! A learning session and panel discussion exploring all things web will educate attendees about inexpensive web-based alternatives to traditional marketing efforts. Learn to leverage new marketing technology while reaching new audiences and creating more meaningful content. Learn about easy-to-use content management systems, powerful apps, mobile responsive design, analytics, and more. Agency marketing often appears stuck in a rut while the audience becomes more technology savvy and less impressed by traditional forms of marketing that are often more expensive and more time consuming than new media. Agencies can learn about options they may never have considered, understand variance in the web industry (price/quality/etc.), and discuss the cutting edge of web technology with expert marketers, designers, business analysts and developers. This session is perfect for marketing/communications staff, executives/directors, program managers, and facility supervisors looking to expand their marketing reach and explore new ways to engage their community.

**Learning Outcomes:** Participants will: 1) learn about multiple web-based marketing options, and be able to understand why and where to deploy these options in their community; 2) leave with a better understanding of how online marketing can be created, managed, deployed, and analyzed, as well as learn about tools that make the job easier.

1008

### Grants: More Than Clicking A Button, Part I

**Topic Track:** Diversity

**Location:** Conference Room 4D, Fourth Floor

**Time:** 9:45 am - 11:00 am

**Speaker(s):** Kendall Parrott, Grants Administrator, Dolton Park District; Cathy Splett, Foundation and Grant Coordinator, Northwest Special Recreation Association

In this session, we will explore the grant application process in full, including researching funding opportunities, writing proposals and grants, soliciting supporting material, and following up with potential funders.

**Learning Outcomes:** Participants will: 1) identify appropriate funders for your organization; 2) learn different venues to research grants.



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## FRIDAY AFTERNOON CONFERENCE SESSIONS

1:00 pm - 2:15 pm

Pre-Registration is not required to attend Friday sessions.

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### 23 Building Meaningful Relationships At Work!



**Topic Track:** Leadership/Management

**Location:** Continental A, Lobby Level

**Time:** 1:00 pm - 2:15 pm

**Speaker(s):** Angela Summers, Recreation Services Manager, City of Henderson, NV

Many have heard that you need to separate your personal and professional life; however, building meaningful relationships that focus on trust, great communication and loyalty can significantly improve your culture at work. This session focuses on building lasting relationships that will improve employee morale and foster an environment where people come to work because they want to, not because they have to.

**Learning Outcomes:** Participants will: 1) learn valuable tools to help improve leadership communication style; 2) discuss current relationship building and employee development practices.

### 205 Pest Risk Analysis: What's Missing in Your Management Plan?

**Topic Track:** Parks/Natural Resources

**Location:** Boulevard A, Second Floor

**Time:** 1:00 pm - 2:15 pm

**Speaker(s):** Tricia Bethke, Forest Pest Outreach Coordinator, The Morton Arboretum, USDA APHIS

Explore how the Chicago Region Trees Initiative (CRTI) is using tree inventory data to develop a Pest Risk and Tree Host Susceptibility Analysis to identify high risk sites. This presentation will review forest pest threats, explore how to integrate GIS data in land management plans to identify and prepare for potential high risk pest invasions and examine how targeted education can build public awareness.

**Learning Outcomes:** Participants will: 1) learn how tree inventories can build better management plans to reduce risk and create opportunities for proactive planning; 2) learn how to integrate GIS data into land management to monitor tree health, and minimize risk for pest invasions; 3) learn about potential new invaders and current pest threats to the trees of Illinois.

### 305 Interviewing for RESULTS...Secrets to the Selection of TOP Performers

**Topic Track:** HR/Risk Management

**Location:** Buckingham, Lobby Level

**Time:** 1:00 pm - 2:15 pm

**Speaker(s):** Scott Chovanec, President, Scott Chovanec & Associates, Inc.

Without hesitation, it's always the people in your program that are the critical success factors to any business. But, finding the right candidates that align with your needs can be a challenging task. This session will allow you to investigate the needed competencies specific to job functions while you also, through the use of behavior-based interviewing strategies, create a system of strategic questioning that has proven results. In addition to learning how to interview for results, you will explore those necessary leadership skill sets that not only ATTRACT, but also KEEP these top performers. This is a highly interactive and uniquely participative session. If you are interested in enhancing your interviewing and employee selection/mentoring skill sets, then do not miss this one!

**Learning Outcomes:** Participants will: 1) skillfully navigate those competencies needed for specific positions and develop targeted interviewing questions focusing on candidate's results; 2) collaborate with colleagues through role playing and open sessions to practice specific interviewing techniques and will learn 'best practices' leadership tools that engage, empower and inspire all employees to achieve optimal performance.

### 319 Hot Topics in Labor and Employment Litigation for 2017

**Topic Track:** HR/Risk Management

**Location:** Marquette, Third Floor

**Time:** 1:00 pm - 2:15 pm

**CLEs Awarded:** 1.0 (*pending approval*)

**Speaker(s):** Robert T. McCabe, Attorney, and Darcy L. Proctor, Partner, Ancel Glink Diamond Bush DiCianni & Krafthefer

Come hear two experienced attorneys explain the new challenges facing park districts in labor and employment litigation issues. Listen for the means to reduce legal impact to the district dealing with these issues. Plain language for complex issues coming your way. Hear the issues in dealing with union startup issues and working issues with unions.

**Learning Outcomes:** Participants will: 1) learn means to reduce litigation resulting from labor and employment issues; 2) learn to be better prepared in dealing with labor and employment issue from a proactive role instead of a defensive role; 3) prepare for union issues to prevent costly and time consuming issues.







## FRIDAY AFTERNOON CONFERENCE SESSIONS

1:00 pm - 2:15 pm

Pre-Registration is not required to attend Friday sessions.

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328

### Power Tips and Tricks Using Microsoft Excel and Word

**Topic Track:** Finance/IT

**Location:** Continental C, Lobby Level

**Time:** 1:00 pm - 2:15 pm

**Speaker(s):** Amil "Chip" E. Rose, III, President, Bright Insight Computer Instruction, Inc.

In this session, attendees will learn powerful and useful tools and features in Microsoft Excel and Word. Areas to be covered in Excel include using a template to build your worksheets, conditional formatting, printing, formulas and functions including VLookup, database tools including sorting, filtering and subtotaling, pivot table summaries, graphs and charts as well as recording macros to save time. In Word, we will cover formatting tools and features for lines, paragraphs and pages, creating styles, translating documents into other languages, creating a table of contents and indexes. Additionally, using tabs, bullets and indenting and printing tricks will also be covered.

**Learning Outcomes:** Participants will: 1) leave the session feeling like they can better apply features and tools to their current workload; 2) leave with the confidence to make them more productive and less frustrated.

422

### Ecotourism & Ecorecreation in the Calumet Region and Chicago

**Topic Track:** Recreation

**Location:** Boulevard C, Second Floor

**Time:** 1:00 pm - 2:15 pm

**Speaker(s):** Joel Baldin, Principal, Hitchcock Design Group; Steven Buchtel, Executive Director, Trails for Illinois



Throughout the Chicago Southland and the Calumet Region, many recreational opportunities are being developed that are promoting ecotourism and ecorecreation such as the Blue Island RowingCenter, the Big Marsh Bike Park and the ongoing CalSagTrail. This session will explore these topics and others as they continue to shape the Calumet Region.

**Learning Outcomes:** Participants will: 1) learn the latest trends in ecotourism and ecorecreation to determine if they can be incorporated into their communities and programming; 2) be informed of the latest recreation and tourism developments in the Calumet Region and Chicago southland.

611

### An Alternative Process To Major Aquatic Equipment Selections

**Topic Track:** Facilities

**Location:** Boulevard B, Second Floor

**Time:** 1:00 pm - 2:15 pm

**Speaker(s):** Nick Balsman, Project Director, and Scott Hester, President, Councilman-Hunsaker

When recreation professionals are making capital investments on major aquatic equipment, so often vendor selection is based on a low bid process. In lieu of emphasizing cost as your number one selection criteria, developing a process that ensures you are fulfilling your aquatic programming needs, meeting functional and physical expectations, while adhering to your budgetary requirements, can provide the best approach for equipment selection. This session will take you through a design proposal process that has been successfully used for major aquatic equipment suppliers. This selection method maintains a fair and transparent process that promotes creativity and competitive bidding, ensuring the parks and recreation professional is getting a product that will be successful.

**Learning Outcomes:** Participants will: 1) understand how to implement an aquatic equipment selection process that is both qualifications-based and competitively bid; 2) identify the critical components of an aquatic equipment selection Request For Design Proposal, and how to evaluate and ultimately select a major aquatic equipment component from design proposal submissions.

614

### Financial Success In Concessions

**Topic Track:** Facilities

**Location:** Continental B, Lobby Level

**Time:** 1:00 pm - 2:15 pm

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

This session will emphasize the basics required to launch a successful food and beverage (F&B) operation within the captive market setting. Concession revenues deserve close attention due to the substantial profit potential park districts can realize with an efficient operation. Establishing the foundation and understanding a framework of systems/procedures for management will maximize food and beverage potential.

**Learning Outcomes:** Participants will: 1) learn strategies for managing food cost and labor numbers; 2) learn what is required to make concessions a profitable entity, including what items to sell and effective price negotiations with vendors.



## FRIDAY AFTERNOON CONFERENCE SESSIONS

3:30 pm - 4:45 pm

Pre-Registration is not required to attend Friday sessions.

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16

### Avengers Assemble - Team Model for Change

**Topic Track:** Leadership/Management

**Location:** Lake Erie, Eighth Floor

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

**Speaker(s):** Brian Everhart, Athletic Supervisor, Laura Finch, Marketing Manager, Cheryl Gerstung, Early Childhood Special Projects Coordinator, Kendra Potter, Customer Service Supervisor, and Cori Veverka, Cultural Arts Supervisor, Oswegoland Park District

Charged with tackling a district-wide software upgrade, the Recreation Avengers assembled a team to steer the district through the murky waters of change. Learn how you can implement large-scale, district-wide projects and changes without a project manager by creating your best team and laying the ground work for success. By identifying the hidden superpowers of the unassuming mortals in your organization and connecting those people, you can face your foes (challenges) head on. You'll learn our tips from the front line, benefit from our missed opportunities, and leave with a template that you can use within your agency.

**Learning Outcomes:** Participants will: 1) learn how to cultivate your team to manage large scale projects at your district; 2) take away a model for training staff confronted with large scale, district-wide change.

17

### Resume Writing and Interview Tips

**Topic Track:** Marketing/PR

**Location:** Williford B, Third Floor

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

**Speaker(s):** Tony Oligney-Estill, Director of Parks and Recreation, City of Galesburg

Are you having a hard time getting interviews for the jobs you really want? Have you gotten an interview but known walking out that the interview did not go the way you hoped? This session will help you get those interviews by showing you how to write a proper cover letter and resume. Once you get that interview, what do you do to make sure it goes as well as it can? We will discuss tips on how to interview better and things you should and should not do during the interview. By the end of this session, you will know how to become a more attractive candidate for potential employers because of the information you learned.

**Learning Outcomes:** Participants will: 1) learn how to write a cover letter and resume that will optimize their chance to get interviews with potential employers; 2) learn interview techniques that will help them be better in an interview.

22

### Moving from Management to Transformational Leadership

**Topic Track:** Leadership/Management

**Location:** Waldorf, Third Floor

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

**Speaker(s):** Lee Arnsman, Senior Manager, Human Resources, and Thomas Callam, Director of Operations and HR Consulting, CDH, PC

What is a transformational leader and what does it take to become one? In this session, the presenters will explore a variety of concepts pertaining to leadership, including the various types, the difference between management and leadership, and the specific traits of a transformational leader. Additional discussion will include the business case for developing transformational leaders, strategies for developing transformational leaders and a sample road map for how to get there.

**Learning Outcomes:** Participants will: 1) understand where they are on the spectrum of manager vs. transformational leader; 2) understand the value of becoming a transformational leader and how they might begin that journey.

108

### Public Meeting Best Practices: From Crowd Control to Errant Commissioners

**Topic Track:** Governance/Legal

**Location:** Joliet, Third Floor

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

**CLEs Awarded:** 1.0 (*pending approval*)

**Speaker(s):** Andrew Paine, Partner, Tressler LLP

This session will teach participants everything they need to know to conduct, participate in, or contribute to efficient and productive public meetings. Participants will learn best practices on a variety of difficult issues, including closed session do's and don'ts, public comment, controversial projects, and Board decorum.

**Learning Outcomes:** Participants will: 1) learn the latest developments in open meetings laws, including recent court decisions, Illinois attorney general opinions, and statutory enactments; 2) learn strategies for managing public comment, commissioner decorum, closed session do's and don'ts, and other topics that can make or break your public meeting.

112

### Agency Accreditation: A Blueprint for Excellence!

**Topic Track:** Leadership/Management

**Location:** Conference Room 4D, Fourth Floor

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

**Speaker(s):** Michael Clark, Executive Director, Palatine Park District; Steve Eckelberry, Commissioner, Bartlett Park District

This session will provide attendees with an overview of what state accreditation is, and what steps and processes are involved to apply and have a successful bid towards receiving accredited status. The session will provide an overview of the expectations applicants should have if interested in applying. Lastly, the session will provide insight and details about the structure, scoring requirements and organization required to apply and be evaluated by a team of committee members.

**Learning Outcomes:** Participants will: 1) learn what is accreditation in the Illinois park and recreation system; 2) be informed as to the application process and cycle, the structure and organization involved with attempting to gain accredited status and the requirements for accredited status.





## FRIDAY AFTERNOON CONFERENCE SESSIONS

3:30 pm - 4:45 pm

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114

### Property Brothers: Park Edition

**Topic Track:** Governance/Legal

**Location:** PDR 2, Third Floor

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

**Speaker(s):** Daniel Bolin, Attorney, Robert K. Bush, Equity Partner and Derke J. Price, Equity Partner, Ancel Glink Diamond Bush DiCianni & Krafthefer

Learn the ins and outs of land purchase, sale and lease of park district property. Has the Lucas Museum and Obama Library influenced the future of park land partnerships for park districts? These two land deals may make changes to traditional thinking on park district land and partnerships. Come listen to attorneys who have vast experience on this issue.

**Learning Outcomes:** Participants will: 1) learn the techniques and requirements in park land deals for sale, lease and acquisition; 2) hear how thinking out of the box might be the direction for future park land deals.

115

### Transgender: Dealing with the Complex Issues Impacting Park Districts

**Topic Track:** Diversity

**Location:** Continental A, Lobby Level

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

**CLEs Awarded:** 1.0 (*pending approval*)

**Speaker(s):** Keri-Lyn J. Krafthefer, Equity Partner and Robert T. McCabe, Attorney, Ancel Glink Diamond Bush DiCianni & Krafthefer

This session will provide an overview of the legal issues facing park districts dealing with transgender issues. Come hear how to prevent major issues for district programs and facilities with working knowledge and sensitivity to the subject. Two experienced attorneys will provide the answers in plain language in dealing with the complex issues dealing with transgender.

**Learning Outcomes:** Participants will: 1) obtain the latest legal information dealing with transgender issues impacting the park district; 2) learn the need for sensitivity and training for all levels of staff and board dealing with transgender issues.

117

### Video Surveillance: How It Impacts Park Districts

**Topic Track:** Governance/Legal

**Location:** Marquette, Third Floor

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

**Speaker(s):** Megan Mack and James D. Rock, Attorneys, Ancel Glink Diamond Bush DiCianni & Krafthefer; Robert Newport, Executive Director, Round Lake Area Park District

The changing world of public surveillance is impacting park districts in a multiple number of legal issues. Does the park district have the ability to control or regulate surveillance and in what format? Park users have cell phone cameras, drones, recording devices, and more. Come listen to two experience attorneys explain in easy terms the issues facing the districts and the means to deal with them.

**Learning Outcomes:** Participants will: 1) learn of the changing laws dealing with video and sound recording as it impacts your park district; 2) understand how to prevent and deduce legal impact to the park district in the growing surveillance issues.

128

### Employee and Commissioner Fringe Benefits

**Topic Track:** Governance/Legal

**Location:** Continental B, Lobby Level

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

**Speaker(s):** Steve Adams, Attorney, Robbins Schwartz; Craig Talsma, Deputy Director/Director of Administrative & Finance, Hoffman Estates Park District

The IRS continues its auditing to address improper reporting and tax treatment of fringe benefits, reimbursement plans, and aggressively enforcing the fringe benefit rules. This session will help you identify whether your employee fringe benefits are taxable and also tackle the tough issue of benefits for elected commissioners.

Treatment of access to golf, swimming pools, other free or discounted agency facilities or services, uniforms and other commissioner and employment fringes will be addressed, as well as when an agency must report non-cash wages for benefits being issued.

**Learning Outcomes:** Participants will: 1) learn what is and what is not, a "fringe" benefit, determining which benefits are treated as income, which are not; 2) learn the procedures to secure "statutory fringes" and less well-known administrative exclusions.

129

### Bonds for Boards.... What Do You Need To Know?



**Topic Track:** Boardmanship  
**Location:** Conference Room 4A, Fourth Floor

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

**CLEs Awarded:** 1.0 (*pending approval*)

**Speaker(s):** David Phillips, Executive Vice President, Speer Financial, Inc; Anjali Vij, Partner, Chapman & Cutler LLP; Mike Benard, Executive Director, and John Vires, Commissioner, Wheaton Park District

Is your district considering issuing hundreds of thousands or even millions or tens of millions of dollars in bonds and you want to understand what you are doing and why before you are asked to vote at a board meeting? As a board member, what do you need to know prior to voting on a bond ordinance? From who should you be receiving information? Four presenters will include a Bond Counsel, a Municipal Advisor, an Executive Director and a board member to help sort through and demystify the process.

**Learning Outcomes:** Participants will: 1) learn the legal path to issuance and the best practices for issuance of debt; 2) learn what to expect from staff and consultants in the decisions to be made, as well as informative board consensus building.



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134

### Wildlife of the Chicago Wilderness Region

**Topic Track:** Parks/Natural Resources

**Location:** Conference Room 4M, Fourth Floor

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

**Speaker(s):** Chris Anchor, Senior Wildlife Biologist, Forest Preserves of Cook County

Forest preserves and conservation districts throughout the state host a variety of eco-systems and landscapes that provide the habitat for all kinds of interesting wildlife. With more urban development encroaching on their homes, wildlife are, in increasing numbers, using backyards, parks and other open spaces populated by people to move between the forests and other wilderness. Park professionals are often asked by patrons to be the “expert” and to help alleviate fears about wildlife and wildlife encounters. Now you can get all the facts you need about the wildlife of the Chicago Wilderness Region from Chris Anchor, Senior Wildlife Biologist, at the Forest Preserves of Cook County. Chris will provide facts, bust myths and answer your questions about coyotes, badgers, possum, reptiles, insects and more.

**Learning Outcomes:** Participants will: 1) be able to effectively respond to public concerns generated by wildlife; 2) be able to distinguish between facts and myths associated with wildlife.

138

### Preparing Your Board to Avoid Negative Public Interaction



**Topic Track:** Governance/Legal

**Location:** Lake Huron, Eighth Floor

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

**Speaker(s):** Jerry Hix, Commissioner, Bolingbrook Park District; Gina Madden, Attorney, The Law Office of Gina L. Madden

This session will focus on a variety of issues that can help to strengthen communication and relationships between the Board and its public.

**Learning Outcomes:** Participants will: 1) learn how to handle FOIA requests for information that is not yet public; 2) learn when a park district board is required to respond to public comments and how to respond appropriately.

212

### Recreation is Going to the Dogs

**Topic Track:** Parks/Natural Resources

**Location:** Boulevard C, Second Floor

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

**Speaker(s):** Becky Lambert, Outdoor Education Manager, and Matt Mulvenna, Outdoor Recreation Coordinator, Rockford Park District

Do you have an off-leash dog park? If so you probably have some questions. How old do children have to be to enter the dog park? How can we ensure that only members are using the parks? What amenities should we offer at our dog park? Join Matt and Becky as they facilitate a discussion about their experiences in managing three distinct off-leash dog parks at the Rockford Park District. We will pose several questions for group discussion, share resources, gain resources, and identify best practices. Notes from the discussion will be shared upon request.

**Learning Outcomes:** Participants will: 1) analyze practices in off-leash dog parks to determine issues of safety and enhance customer satisfaction; 2) interact with colleagues that manage off-leash areas to build a network of professionals for input into future questions and potential issues.

215

### Tipton Park 15 Years Later - An Ecological Restoration

**Topic Track:** Parks/Natural Resources

**Location:** PDR 3, Third Floor

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

**Speaker(s):** Steven Apfelbaum, Senior Ecologist, Founder & Chairman, Applied Ecological Services; Ben Kutscheid, Landscape Architect, RATIO Architects

Tipton Park is a 50-acre park built in 2001 as part of a 150-acre development in Bloomington, Illinois. The development included a 35-acre park developed naturally, a 15-acre active park and 100 acres of residential development. The park was intended to serve multiple purposes: as an ecological feature, by managing and cleaning stormwater; as a value-added selling point, by creating a calming, attractive natural environment; and as a lifestyle amenity, providing adjacent residents opportunities for active recreation and exercise. We will review the successes of the design in regard to aesthetics, stormwater management and cleaning, and restoration of the native environment. We will review the specific BMPs installed, the intended outcomes, and their effectiveness 15 years after installation. We will also discuss the concerns and challenges of the next 15 years and remedies that may be available.

**Learning Outcomes:** Participants will: 1) understand BMPs (Best Management Practices) and other green technologies used and their effectiveness over 15 years; 2) identify proper habitat establishment techniques and their function over time; 3) learn strategies for establishment and what to watch for.





## 217 3D Canopy Volume Analysis and the Urban Forest

**Topic Track:** Parks/Natural Resources  
**Location:** Boulevard A, Second Floor  
**Time:** 3:30 pm - 4:45 pm  
**Speaker(s):** Phil Graf, Urban Forester, and Stephen Lane, Ecologist, GIS Coordinator, Graf Tree Care, Inc.

Many of us hear about how trees save us money and help the environment at seminars every year, but how do they determine this? What can we as tree managers do to maximize the benefits we reap from our urban forest, and how do we get the public excited about it? We hear a lot these days about maximizing canopy area, but what if we extend this to include total canopy volume in 3 Dimensions? Phil and Steve from Graf Tree Care will take you through some analysis of the benefits different types of trees provide at various sizes and canopy volumes, and how you can maximize your tree population's benefits through simple and easy to follow practices, such as effective reforestation planning and tight specifications.

**Learning Outcomes:** Participants will: 1) understand how and why trees provide a tangible benefit, and why canopy volume measurement is important to tree benefits; 2) understand easy steps to increase the overall value of the urban forest.

## 310 FLSA: The Next Chapter

**Topic Track:** HR/Risk Management  
**Location:** Conference Room 4K, Fourth Floor  
**Time:** 3:30 pm - 4:45 pm  
**Speaker(s):** Mary Lynn Fayoumi, CAE, SPHR, SHRM-SCP, GPHR, President & CEO, and Kathryn O'Connor, PHR, SHRM-CP, CCP, GRP, Director, Compensation Services, Management Association

Last May, the Department of Labor released substantive changes to the federal Fair Labor Standards Act. These updates had a significant impact on employers who were forced to increase employee pay or start paying overtime. Now that the dust has settled, agencies will face a myriad of long-term effects including cultural changes, policy and practice implications, and



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3:30 pm - 4:45 pm

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compensation administration challenges. Join Mary Lynn Fayoumi and Kathryn O'Connor from the Management Association as they discuss this timely and important topic.

**Learning Outcomes:** Participants will: 1) review the changes to the Fair Labor Standards Act and the challenging decisions made by employers to ensure compliance; 2) review future consequences and considerations following the 12/1/16 effective date of the new FLSA rule.

## 311 Technology Security Everyone In Your Organization Should Know

**Topic Track:** Finance/IT  
**Location:** Boulevard B, Second Floor  
**Time:** 3:30 pm - 4:45 pm  
**Speaker(s):** Mario Barbieri, IT Support Engineer, John Reitz, Creative Director, and Josh Richie, Senior Network Engineer, Links Technology

Join us for a discussion lead by IT security professionals split into personal technology security best practices and organizational IT security best practices. This session will identify security risks to individual users as well as organizational risks and industry best practices to mitigate them both. Security risks grow bigger every day. If it is entered into a computer, it can be hacked into. An Individual's bad technology security habits are usually the biggest security risks to an organization's data. Ever changing technology can be hard for agencies to keep up on. This session is designed for both the individual user and the agency IT stakeholders to engage in a fun yet serious discussion on the newest IT security threats and how to combat them.

**Learning Outcomes:** Participants will: 1) learn about potential security threats from internal and external sources that put their private data and the data of their customers at risk; 2) gain a better understanding of the risks posed to their IT systems and private data, as well as learn best practices and tools to protect them.

## 323 Successful Training Models to Enhance Visitor Engagement and Experience

**Topic Track:** Leadership/Management  
**Location:** PDR 4, Third Floor  
**Time:** 3:30 pm - 4:45 pm  
**Speaker(s):** Nina Baki, Community Outreach Coordinator, and Rebecca Moss, Naturalist 1, Forest Preserves of Cook County

The Forest Preserves of Cook County has been training staff for years on program development/delivery in an effort to enhance visitor engagement and experience. As an organization, we have adopted the National Association of Interpretation's Certified Interpretive Guide and Host curriculum as standard training. Beyond just training our programming staff, we have been successful in training multiple departments: Maintenance, Administration, Permits, Police, and others. We believe that the trainings can be beneficial to anyone working in park and recreational programming. We will discuss two professional certifications that are offered through NAI. By sharing our experience, and modeling some training activities, this session will provide an overview of the training models. We will focus on the crossroad of customer service and interpretation. If you have staff that interacts with the public, from answering phones, to mowing lawns, to providing hikes or other activities, this session is for you!

**Learning Outcomes:** Participants will: 1) gain awareness of professional training opportunities for their staff; 2) better understand a communication process that enhances visitor engagement and experience.

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324

### Aligning Strategic Plans with Employee Performance

**Topic Track:** HR/Risk Management

**Location:** Conference Room 4C, Fourth Floor

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

**Speaker(s):** Rianne Idstein, HR Consultant, and Julie Strahl, Consultant, Sikich LLP; Julie Popp, Executive Director, Manhattan Park District

Merit-based performance appraisals are an effective way to not only reward innovative and hard working employees, but properly created and introduced, they help the organization to achieve identified strategic goals and objectives. This session will provide some methodologies for aligning a performance appraisal process with the strategic plans and objectives of your park district.

**Learning Outcomes:** Participants will: 1) develop an understanding of the balanced scorecard concept and how it can be utilized to identify individual goals which support the organization's overall strategic plan; 2) review a real-life example of a strategy mapping process utilized by a member of the panel and see first hand how a merit-based appraisal program was incorporated into a park district utilizing the balanced scorecard concept.

403

### Blowing off STEAM!

**Topic Track:** Recreation

**Location:** Williford A, Third Floor

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

**Speaker(s):** Katherine Hicks, Douglass Park Program Coordinator, and Tiffany White, Douglass Park Manager, Champaign Park District

In this highly interactive session, participants will get hands-on experience conducting low cost, Science, Technology, Engineering, Arts and Math (STEAM) experiments and learn ways in which their agencies can incorporate STEAM into existing and/or new recreation programs.

**Learning Outcomes:** Participants will: 1) gain insight into seeking out and forming partnerships with industry experts to integrate STEAM concepts into parks and recreation; 2) learn how to conduct simple, low cost, STEAM activities for a variety of ages.

408

### Addressing Youth Gang Involvement Through Recreation Programs

**Topic Track:** Recreation

**Location:** Lake Michigan, Eighth Floor

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

**Speaker(s):** Liza Berdychevsky, Assistant Professor, Recreation, Sport and Tourism, Kimberly Shinew, Professor, Recreation, Sport and Tourism, and Monika Stodolska, Professor, Recreation, Sport and Tourism, University of Illinois at Urbana-Champaign

Youth gang membership is a severe national problem. The majority of gang prevention programs emphasize policing, while recreation programs have been conspicuously absent from prevention efforts. The purpose of this study was to examine the roles of recreation programs in addressing youth's gang involvement based on 39 in-depth interviews with former gang members and recreation practitioners working with potential/current/previous gang members. The study showed that an absence of safe and adequate recreation resources can push youth to join gangs. Conversely, attractive, affordable/free, cooperative, consistent, mentoring-oriented, and supervised recreation programs that are tailored to the needs of at-risk youth can be instrumental in preventing youth from joining gangs, pulling them away from gangs, and helping them cope with the detrimental impacts of gang involvement. Recreation programs have the capacity to provide youth with needed safe spaces and positive activities as a counterbalance to a life of street crime and deviant leisure.

**Learning Outcomes:** Participants will: 1) be able to describe the influence of a lack of available safe and adequate recreation resources on the youth's proclivity to join gangs, as well as the impacts of gang involvement on the health and well-being of at-risk youth; 2) be able to articulate the benefits of recreation programs in addressing youth gang involvement and to discuss the critical roles that recreation programs can play in reducing gang membership and violence.

418

### Got LAX? How to Start Your Own Program

**Topic Track:** Recreation

**Location:** Lake Ontario, Eighth Floor

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

**Speaker(s):** Tony Albertina, Coaching and Officials Education Coordinator, Illinois Chapter of US Lacrosse; Rachael Bishop, Recreation Supervisor, Decatur Park District

Lacrosse is known as "the fastest game on two feet." In the United States it is one of the fastest growing sports at the youth and collegiate level, however, there are still many communities that do not offer the sport. In this session, attendees will be provided with more information on the game of Lacrosse and its history. They will also be given insight into implementing and growing their own program. Tips will include how to use US Lacrosse as a resource for equipment grants and the development of curriculum, as well as how to introduce the sport to their community.

**Learning Outcomes:** Participants will: 1) learn about resources to help them start their own lacrosse program or strengthen their existing program, including programs and grants offered by US Lacrosse; 2) learn helpful ways to market the sport to new players.

421

### G.I.V.E. Generous Individuals Volunteering Endlessly

**Topic Track:** Recreation

**Location:** Continental C, Lobby Level

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

**Speaker(s):** Pam Carter and Lauren Hanson, Recreation Supervisors, Lemont Park District

No matter the size of your agency, do you feel you always need some extra help? Do you feel your budget is shrinking? Do you have a volunteer program? Your agency can schedule a greater volume of programs and better serve your community with the help of volunteers. Since its creation, the Lemont Park District's give Volunteer Project has had an extremely successful impact on district programs and events. Learn how to recruit, train and retrain volunteers of all ages.

**Learning Outcomes:** Participants will: 1) discuss the benefits volunteers can provide for your agency; 2) gain an understanding of how to create and implement a successful volunteer program.





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3:30 pm - 4:45 pm

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509

### Dementia Related Disorders and the Impact on Community Programming

**Topic Track:** Therapeutic Recreation

**Location:** Buckingham, Lobby Level

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

**Speaker(s):** Lee Moriarty, CTRS, Quality Therapy and Consultation

Through this session, discussion about what is the difference between Alzheimer's and Dementia will be discussed. The impact on how cognitive challenges effect interactions and engagement will be the focus so that we can provide better community-based programming to meet the person-centered needs of these elders and their families. Group discussion about how individual entities are currently approaching these issues will be encouraged so that best practices can be spread throughout all our communities.

**Learning Outcomes:** Participants will: 1) understand the difference between Alzheimer's and Dementia; 2) understand how heightened Alzheimer's disease awareness is effecting our community-based programming.

613

### Does Your Aquatic Facility Keep You Up At Night?

**Topic Track:** Facilities

**Location:** PDR 1, Third Floor

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

**Speaker(s):** Matt Haynes, Aquatic Product Manager, The American Red Cross

An interactive lecture discussing the latest trends in aquatic safety, lifeguards and support staff training, auditing, in-services, staffing issues, safety equipment and more. No matter what kind of facility you have, this session IS A MUST.

**Learning Outcomes:** Participants will: 1) describe the areas of their operation that concern them the most; 2) outline, share, and discuss those areas with their peers.

616

### Greenfields to Sportsfields: The Making Of the Stuart Sports Complex

**Topic Track:** Facilities

**Location:** Astoria, Third Floor

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

**Speaker(s):** Jeff Palmquist, Senior Director of Operations and Planning, Fox Valley Park District; Paul Wiese, Vice President, SmithGroupJJR

When the Fox Valley Park District completed the latest phase of development at the Stuart Sports Complex, it became one of the largest recreation field complexes in the state. The complex has 29 soccer fields, 8 ball fields, a 15-acre dog park, lake and habitat, trails, playgrounds and associated parking and facilities. Stuart Sports Complex hosts local and regional leagues and tournaments from March through November. The dog park and trails are open year round. The most recent phase took over five years to plan and construct as there were many hurdles to overcome including community buy-in, zoning, infrastructure, stormwater management, wetlands, and the recession.

**Learning Outcomes:** Participants will: 1) learn about strategic programming and planning designed to generate community support; 2) learn about identifying design opportunities and how to overcome planning and construction challenges.

903

### The Why and How of Sponsorship Sales

**Topic Track:** Marketing/PR

**Location:** Williford C, Third Floor

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

**Speaker(s):** Diane Hardy, Corporate Sponsorship Manager, Skokie Park District; Kristina Nemetz, Superintendent of Marketing & Special Events, Wheaton Park District

Sponsorship is a key revenue opportunity agencies must learn to embrace as a path to funding special events, projects, and facility enhancements. Sponsorship planning, partnership, and fundraising play vital roles in districts' abilities to rely less on tax levies, become more fiscally responsible, and engage their communities. Join Kristina Nemetz, Superintendent of Marketing and Special Events at the Wheaton Park District, and Diane Hardy, Corporate Sponsorship

Manager at the Skokie Park District, to learn the why and the how: setting goals, creating a plan, executing sponsorship recruitment, and discussing methods to build or reinvigorate the sponsorship program at your district.

**Learning Outcomes:** Participants will: 1) understand the need for sponsorship in today's financial climate and how to develop opportunities at their district for securing additional funding through creative fundraising models; 2) learn to create a plan of action, develop an engaging sales piece, as well as learn various tactics for recruiting and securing sponsors and partners for their district.

1009

### Grants: More Than Clicking a Button, Part II

**Topic Track:** Diversity

**Location:** Conference Room 4D, Fourth Floor

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

**Speaker(s):** Kendall Parrott, Grants Administrator, Dolton Park District; Cathy Splett, Foundation and Grant Coordinator, Northwest Special Recreation Association

In part two, we will continue to explore the grant application process in full, including writing proposals and grants, soliciting supporting material, and following up with potential funders.

**Learning Outcomes:** Participants will: 1) learn the basics of writing an effective grant proposal; 2) understand the fundamentals of the grant proposal and getting support and resources in a competitive environment.



## SATURDAY AT-A-GLANCE

7:45 am - 12:00 pm

Conference Registration Open

8:00 am - 10:00 am

Silent Auction Open

9:00 am - 10:00 am

Keynote General Session with Steve Gilliland

10:15 am - 11:30 am

Conference Sessions (0.1 CEUs)

12:30 pm - 1:45 pm

Conference Sessions (0.1 CEUs)

2:00 pm - 3:15 pm

Conference Sessions (0.1 CEUs)

3:30 pm - 4:45 pm

Conference Sessions (0.1 CEUs)

3:30 pm - 5:00 pm

IAPD Annual Business Meeting

7:15 pm - 10:30 pm

Closing Social at the Museum of Science and Industry\*

\*Ticketed Event

## SATURDAY MORNING CONFERENCE SESSIONS

10:15 am - 11:30 am

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

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

14

### Healthy Communities: Strategies and Tools to Reposition Parks and Recreation, Part I

**Topic Track:** Leadership/Management

**Location:** Boulevard B, Second Floor

**Time:** 10:15 am - 11:30 am

**Speaker(s):** Brian Meyer, Director of Recreation and Facilities, Arlington Heights Park District; Teresa Penbrooke, MAOM, CPRE, Consultant, Researcher, and Faculty, GreenPlay, LLC, GP RED, and NCSU

The health care issue is front and center. The Healthy Communities Surveillance and Management Toolkit (SMT) helps communities and/or state systems learn how to demonstrate that their public parks and recreation are a catalyst in creating healthy communities. This session provides an overview of the steps needed for assessment and policy creation. Examples and lessons from Arlington Heights Park District will be discussed.

**Learning Outcomes:** Participants will: 1) understand the relationship of parks and recreation to their jurisdiction's public health issues; 2) comprehend the required information from each of five elements for analysis and will be familiarized with the SMT project methodology and steps for implementation.

18

### Game of Thorns

**Topic Track:** Leadership/Management

**Location:** Waldorf, Third Floor

**Time:** 10:15 am - 11:30 am

**Speaker(s):** Gail Johnson, President/CEO, and Pam Parr, Senior Strategist, Face to Face Communications & Training, Inc.

Have you ever had experience with prickly people, uncomfortable situations, warring factions? We'll explore these and other thorny scenarios in this dynamic and highly engaging session. You will learn what to say and how to say it to achieve peace in the kingdom...more often.

**Learning Outcomes:** Participants will: 1) learn how to strengthen relationships and resolve issues through direct communication; reducing the toxic influences in your organization through tips and tools you can begin using immediately; 2) be able to identify and avoid fuzzy and ambiguous language.



## SATURDAY MORNING CONFERENCE SESSIONS

10:15 am - 11:30 am

Pre-Registration is not required to attend Saturday sessions.

All conference sessions award 0.1 CEUs.

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

103

### Productive and Purposeful Meetings at Your Agency



**Topic Track:** Boardmanship

**Location:** Continental C, Lobby Level

**Time:** 10:15 am - 11:30 am

**Speaker(s):** Nancy Sylvester, MA, PRP, CPP-T, Professional Parliamentarian, Sylvester Enterprises, Inc.

Nothing is more frustrating than a meeting where time isn't used wisely. To ensure that your meetings are as efficient and valuable as possible, Nancy Sylvester will provide you with techniques for serving as a successful chair, keeping the meeting focused, facilitating discussion, and ensuring follow-through.

**Learning Outcomes:** Participants will: 1) gain tools to help keep the meeting focused and, therefore, efficient; 2) gain tools to make sure the proper follow-through is used between meetings.

106

### New FLSA Regulations: How Does This Affect Your Agency

**Topic Track:** HR/Risk Management

**Location:** Boulevard A, Second Floor

**Time:** 10:15 am - 11:30 am

**CLEs Awarded:** 1.0 (pending approval)

**Speaker(s):** Amanda Collman, Partner, and Susan Glover, Attorney, Robbins Schwartz

This session will provide an understanding of the recent changes to the "salary test" of the Fair Labor Standards Act, and how to control overtime wages under the new test. The presenters will explore strategies for controlling overtime such as limiting overtime, reducing hours, changing job descriptions, increasing salaries above the threshold, among others. Additional topics to be discussed include legal pitfalls when controlling overtime that arise from email, text messages and other off duty work-related communications, and overtime policies that can backfire and create liability. Future regulatory revisions on the Department of Labor's agenda, such as possible changes to the "duties" tests for the exemptions for administrative, executive and professional employees, will also be covered.

**Learning Outcomes:** Participants will: 1) understand recent changes to the "salary test" under the Fair Labor Standards Act which result in more employees earning overtime, as well as potential further regulatory changes on the horizon; 2) learn strategies to limit and control overtime costs while avoiding liability for unpaid overtime wages.

109

### Using Survey Research to Improve Your Operation

**Topic Track:** Leadership/Management

**Location:** PDR 4, Third Floor

**Time:** 10:15 am - 11:30 am

**Speaker(s):** John Curran, Director of Parks and Recreation, and Karol Komar, Facilities Manager, Tinley Park - Park District

Are you interested in what services and programs are the chief drivers of customer satisfaction in your community? Do you want to gauge the current usage, attitude, interest and future usage at your facilities? Do you want to know if your programming changes are on track to fit the needs of your community? This session will focus on how you can use the results from survey research to continuously improve your facilities and services, and make changes your community is really looking for. This session will help you develop the roadmap to meet your community needs for today, tomorrow, and the future.

**Learning Outcomes:** Participants will: 1) learn how to develop survey questions to obtain accurate information that can be used to increase community satisfaction; 2) learn how to use the survey results to improve programming, facilities, and allocate capital improvement funding.

118

### Director & Commissioner Relationships: Can Farmers & Cowboys Be Friends?

**Topic Track:** Governance/Legal

**Location:** Astoria, Third Floor

**Time:** 10:15 am - 11:30 am

**Speaker(s):** Robert K. Bush, Equity Partner, Ancel Glink Diamond Bush DiCianni & Krafthefer

This is a must session for directors and board members to understand their roles and duties. Harmony is sought but at times conflicts distract from the goals to be accomplished. Come listen to an experienced attorney who has seen it all and has ideas on how to get the most of the relationship.

**Learning Outcomes:** Participants will: 1) learn how to deal with board/director roles to accomplish the objectives of the district with high success; 2) hear how to improve the board relationship with the director to make a winning team combination.

121

### Consolidation Issues Impacting Park Districts

**Topic Track:** Governance/Legal

**Location:** Marquette, Third Floor

**Time:** 10:15 am - 11:30 am

**Speaker(s):** Keri-Lyn J. Krafthefer, Equity Partner, and James D. Rock, Attorney, Ancel Glink Diamond Bush DiCianni & Krafthefer

Consolidation is a continuing hot topic coming out of Springfield, which may have major impacts to park districts. This is a key session to attend to get up-to-speed on the latest trends for consolidation and elimination of local governments. There is a growing state political movement to eliminate or consolidate local governments. Park districts should be preparing proactive plans in dealing with this movement. Come listen to two experienced attorneys who can explain the coming issues and how to deal with them.

**Learning Outcomes:** Participants will: 1) learn to deal with the negative elimination discussions of local government by state leaders; 2) have a better understanding of the issue to prepare themselves to defend the services and facilities offered by park districts.



# SATURDAY MORNING CONFERENCE SESSIONS

10:15 am - 11:30 am

Pre-Registration is not required to attend Saturday sessions.

All conference sessions award 0.1 CEUs.

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



## 123 Boardmanship Essentials, Part I



**Topic Track:** Boardmanship

**Location:** Williford B, Third Floor

**Time:** 10:15 am - 11:30 am

**Speaker(s):** Steve Adams, Attorney, Robbins Schwartz

Calling all Commissioners! Learn the essentials of conducting and participating in public meetings, including rules of order, public comment, minutes, quorum issues, remote participation, voting issues, open meetings act and FOIA issues in the public meeting context, closed meetings and how to get more out of each meeting. Get your questions answered!

**Learning Outcomes:** Participants will: 1) gain legal and practical insights into critical meeting procedures, including Robert's Rules of Order, special voting situations, agenda requirements, public participation do's and don'ts, minutes, closed meetings, electronic communication during meetings; 2) discuss and learn the role of the board and individual officers, the role of the chair, when and how to use motions, resolutions, ordinances, how to conduct fair and impartial debate, the public's rights and interests, board policies, and website requirements pertaining to meetings.

## 125 OMA-FOIA: What You Need to Know in 2017

**Topic Track:** Governance/Legal

**Location:** Conference Room 4D, Fourth Floor

**Time:** 10:15 am - 11:30 am

**CLEs Awarded:** 1.0 (pending approval)

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

Need brushing up on your OMA and FOIA essentials? Want to learn about the most recent changes to OMA and FOIA? This session will cover essential components of both statutes as well as recent changes in the law. We will also discuss significant court cases and binding decisions by the PAC and how they may affect your agency's operations in 2017.

**Learning Outcomes:** Participants will: 1) review the essentials of OMA and FOIA and the practical application of both statutes; 2) learn how recent PAC opinions, court cases and changes to OMA and FOIA will affect your agency's operations.

## 131 Marketing & Managing with Drones

**Topic Track:** Marketing/PR

**Location:** Buckingham, Lobby Level

**Time:** 10:15 am - 11:30 am

**Speaker(s):** Trevor Hogan, Commissioner, and Todd Tucker, Executive Director, Byron Forest Preserve District

Drones are becoming much more prevalent in today's society. They also have become very affordable and accessible to use in everyday operations. Drones should be viewed as very powerful tools that can be used for many different applications. They are currently being used for capturing unique shots and video, custom mapping, and remote sensing purposes to name a few. Through relevant cases for park districts and forest preserve districts learn when to hire it out or when to fly it yourself.

**Learning Outcomes:** Participants will: 1) learn about the evolving regulations and how to become compliant with the FAA; 2) gain a better understanding of how drones can be used effectively to promote your agency.

## 210 The Bid Process in Plain English

**Topic Track:** Students/New Professionals

**Location:** PDR 2, Third Floor

**Time:** 10:15 am - 11:30 am

**Speaker(s):** Derek Solberg, Superintendent of Parks, Mundelein Park and Recreation District

This session will focus on an introduction to the public bid process using a step-by-step model with emphasis on doing it in a way that we can all understand. The focus will be on using plain English to identify in order the points of the entire process: from long-range planning through project completion.

**Learning Outcomes:** Participants will: 1) gain a better understanding of this important topic so that projects large and small are implemented smoothly and to their maximum potential; 2) leave with a working knowledge of the bid process as a foundation to be able to contribute to the process more fully at their respective agencies.

## 211 Green Until It Hurts - Case Study on Applied Sustainability



**Topic Track:** Parks/Natural Resources

**Location:** Joliet, Third Floor

**Time:** 10:15 am - 11:30 am

**Speaker(s):** Thomas Rychlik, PE, Senior Engineer, Gewalt Hamilton Associates; James Warnstedt, CPRP, Superintendent of Park & Facility Services, Glenview Park District

This presentation will focus on the Glenview Park District's Community Park West Facility, which blends an award-winning outdoor athletic complex and a park maintenance facility with many indoor and outdoor sustainable features. The topics of discussion will include the many site specific elements of sustainability that were applied to the indoor and outdoor portions of Community Park West.

**Learning Outcomes:** Participants will: 1) learn applications for sustainability at both indoor and outdoor facilities; 2) learn how to build a case for sustainability and how to gain community support and board buy-in.

## 312 Fraud Risks and Internal Controls

**Topic Track:** HR/Risk Management

**Location:** Conference Room 4K, Fourth Floor

**Time:** 10:15 am - 11:30 am

**Speaker(s):** James Sullivan, JD, CIG, Director of Dispute Advisory Services, Sikich, LLP

This presentation will identify the numerous fraud risks faced by government agencies, and in particular, smaller governmental agencies like park districts and recreational associations. The presentation will also identify effective internal controls to reduce the risk of fraud, waste, abuse and employee misconduct.

**Learning Outcomes:** Participants will: 1) learn the variety of fraud risks faced by local governmental agencies, the fraud schemes their agency could face and the ramifications of being victimized by fraud; 2) learn effective controls to reduce the risk of fraud and protect the reputation of the agency.



## SATURDAY MORNING CONFERENCE SESSIONS

10:15 am - 11:30 am

Pre-Registration is not required to attend Saturday sessions.

All conference sessions award 0.1 CEUs.

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

315

### Your Employee Handbook: Is it Helping or Hurting Your Organization?

**Topic Track:** HR/Risk Management

**Location:** Conference Room 4C, Fourth Floor

**Time:** 10:15 am - 11:30 am

**Speaker(s):** Kelly Hayden, Chief Legal Counsel, Management Association



Illinois law has changed significantly over the past few years making it absolutely necessary that you review and update your employee handbook. This session will review the most recent changes allowing you to make sure that your policies and procedures are up to speed. Highlights: include a checklist of topics to include in your handbook, sample policies, a discussion of what you should not include in your handbook and an opportunity for questions and answers.

**Learning Outcomes:** Participants will: 1) understand the importance of well-drafted handbook and learn about particular legal requirements; 2) understand the ramifications of certain language (or the absence of certain language) in the handbook; 3) feel prepared to conduct a review of their own handbooks to determine next steps.

322

### Getting Squeezed By Your Budget? How Cooperative Purchasing Can Help

**Topic Track:** Finance/IT

**Location:** Lake Ontario, Eighth Floor

**Time:** 10:15 am - 11:30 am

**Speaker(s):** Jennifer Sulentic, Senior Program Manager, U.S. Communities

What's up with all the companies coming to my agency with a "cooperative contract?" Can we use them? With limited staff and even fewer dollars available, the State of Illinois provides relief in the form of a statute that allows you to work together with other public agencies when making purchases. This allows all agencies to aggregate spending and lower costs by utilizing cooperatively bid contracts. Learn what cooperative purchasing is, where to find legal statutes, and how to access contracts that are available to you at no cost. Not all purchasing cooperatives are equal. Find out

how to differentiate between programs that are available to make sure you are compliant. Additional topics such as online purchasing and cooperative libraries will be highlighted. Don't leave money on the table, take advantage of these free resources.

**Learning Outcomes:** Participants will: 1) learn how to easily access free competitively bid contracts to save money and time; 2) explain cooperative purchasing to your boards/supervisors/team to encourage approval and usage of this best practice in procurement.

409

### Exploring the Overlap: Park Lessons Learned from Museum Studies

**Topic Track:** Recreation

**Location:** Williford A, Third Floor

**Time:** 10:15 am - 11:30 am

**Speaker(s):** Katherine Hicks, Douglass Park Program Coordinator, Champaign Park District; Caitlin Lill, Project Manager, Urbana Park District

Park programming often relies on informal education practices, drawing from the theories of developmental psychology (Gardner, Maslow, etc). A similar discipline – Museum Studies – relies on these same principles for community outreach and education, but has very little overlap with park practices. Two museum studies professionals who have "crossed the line" to the park world will introduce a variety of theories and resources that are common within museum programming, but have not made it to the park side. The goal of this session – more fun for everyone!

**Learning Outcomes:** Participants will: 1) learn about informal education techniques used in museum studies that are not commonly practiced in parks education, such as Visual Thinking Strategies and Museum Movement Techniques; 2) be introduced to a variety of standard Museum Studies resources, such as the Museum Education Roundtable, Visitor Studies Association, and the flagstone museum education publication "Excellence & Equity."

419

### The Power of Pause: How Intermissions Can Increase Your Productivity

**Topic Track:** Recreation

**Location:** Continental A, Lobby Level

**Time:** 10:15 am - 11:30 am

**Speaker(s):** Jarrod Scheunemann, Community Services & Education Coordinator, Office of Recreation & Park Resources, University of Illinois; Nick Troy, Superintendent of Recreation, Rolling Meadows Park District

Everyone only has 24 hours each day. We are bombarded with advertisements (5,000 per day), emails and interruptions. Our "to-do" lists are long. We feel overwhelmed. In this session you will learn to find balance and focus as we reorient our thinking toward what we "could do" and away from what everyone else wants us "to-do."

**Learning Outcomes:** Participants will: 1) develop ways to take control of your day by getting organized, identifying priorities, maintaining balance, dealing with daily distractions and focusing on personal health and wellness; 2) learn the strategies to identify personal time vacuums and how to develop healthy habits.

425

### Current Best Practice in Early Childhood Programming

**Topic Track:** Recreation

**Location:** Williford C, Third Floor

**Time:** 10:15 am - 11:30 am

**Speaker(s):** Kathy Nikolai, Early Childhood Education Consultant & Instructor, Harper College

In this session, we will explore how research is reshaping education in the early childhood years (under age 8). We will discuss developmentally appropriate practice and its application in parks and recreation programming. Tips for success with behavior, environments, scheduling and activities will also be shared.

**Learning Outcomes:** Participants will: 1) be able to identify age appropriate strategies for enhancing the learning of young children (under age 8); 2) be able to identify age appropriate environments that increase the likelihood of a positive program.

## SATURDAY MORNING CONFERENCE SESSIONS

10:15 am - 11:30 am

Pre-Registration is not required to attend Saturday sessions.

All conference sessions award 0.1 CEUs.

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



508

### What Verbal/Physical Intervention System Works Best for Your Agency?

**Topic Track:** Therapeutic Recreation

**Location:** Conference Room 4M, Fourth Floor

**Time:** 10:15 am - 11:30 am

**Speaker(s):** Ted Adatto, Inclusion Coordinator, Northwest Special Recreation Association; Becky Fredrickson, Outreach Coordinator, and Brian Houzenga, Support Staff Manager, Fox Valley Special Recreation Association

There are various options for verbal and physical intervention techniques. The purpose of this session is to provide the audience with information on two of the major intervention options: Handle with Care and CPI. Three certified trainers will share their knowledge of these two systems, as well as their experiences using them. **Learning Outcomes:** Participants will: 1) obtain information on both CPI and Handle with Care to learn the requirements of both systems; 2) be able to make an educated decision on whether CPI or Handle with Care will be the most beneficial verbal and physical intervention technique for their agency.

612

### Combating Private Swim Lesson Schools

**Topic Track:** Facilities

**Location:** Lake Huron, Eighth Floor

**Time:** 10:15 am - 11:30 am

**Speaker(s):** Leslie Donovan, President & CEO, Starfish Aquatics Institute

More and more swim schools are popping up in strip malls and stand alone buildings. Find an approach to bring back lost customers and gain new customers before they go to a private swim school.

**Learning Outcomes:** Participants will: 1) learn ways to market their swim lesson program to enhance registrations; 2) learn the comparisons between private lessons and public.

617

### HVAC: What Operators Need To Know...

**Topic Track:** Facilities

**Location:** PDR 1, Third Floor

**Time:** 10:15 am - 11:30 am

**Speaker(s):** Michael Chapa, Project Manager, Midwest Applied Solutions; Brooke Kelly, Mechanical Department Facilitator, Affiliated Engineers, Inc.

As operators you are the front line in dealing with all HVAC problems for your facilities, as engineers we design our HVAC units to be as efficient as possible. With technologies changing it is essential for operators to know what to look for when a problem arises with their units, to know what they are talking about if they have to call a company out for repairs and to know what is the best way to run their units. In this session we will go over what operators need to know for everyday use of their HVAC units. We will explain how HVAC units were designed for your specific facilities. We will talk about HVAC and indoor pools air quality. Finally if you are planning to replace your HVAC we will discuss the steps you should take before going to bid.

**Learning Outcomes:** Participants will: 1) learn how to run your heating and cooling units in the most efficient way to save money and get the full life expectancy out of your unit; 2) be able to go to bid for HVAC, armed with the proper terminology and knowledge so you get the right unit at the right price for your needs.

624

### Public-Private Partnerships: How to Determine If They're Right for You

**Topic Track:** Leadership/Management

**Location:** PDR 3, Third Floor

**Time:** 10:15 am - 11:30 am

**Speaker(s):** Steve Collins, Vice President, Government Programs, Wight & Company; Derke J. Price, Equity Partner, Ancel Glink Diamond Bush DiCianni & Krafthefer

As a project delivery method, public-private partnerships (P3s) have been successfully employed by public agencies for more than two decades. But how can they be used by park and recreation agencies to deliver capital projects/programs? In this session, you will gain an overview of P3s, how to determine if a P3 is the right approach for your project, and how to pursue a P3.

**Learning Outcomes:** Participants will: 1) gain an understanding of what P3s are, and how to determine if a P3 project delivery method is the correct delivery method for their agency's capital project or program; 2) learn about the process for implementing a P3 project.

628

### Lifeguard Training Drills

**Topic Track:** Facilities

**Location:** Hilton Pool, Eighth Floor

**Time:** 10:15 am - 11:30 am

**Speaker(s):** Jacqueline Hasse, Pool Manager, Auditor & Teacher; Tim Jaskiewicz, Aquatic Manager, Bolingbrook Park District

Bring your suit and towel, we're taking over the pool at the Hilton to demonstrate and practice lifeguard training drills.

**Learning Outcomes:** Participants will: 1) walk away with drills and techniques to keep training and in-services fun and engaging for new and veteran lifeguards; 2) learn and practice first-hand in a pool setting before trying the drills on their own at their home pools.





## SATURDAY MORNING CONFERENCE SESSIONS

10:15 am - 11:30 am

Pre-Registration is not required to attend Saturday sessions.

All conference sessions award 0.1 CEUs.

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

905

### Customer Service Boot Camp: Back To The Basics

**Topic Track:** Marketing/PR

**Location:** Continental B, Lobby Level

**Time:** 10:15 am - 11:30 am

**Speaker(s):** Annie Olson, Customer Service Director, and Iris Pahlberg Peterson, Customer Service Team Lead, Minneapolis Park & Recreation Board

This interactive session offers fundamental customer service philosophy, skills and techniques to recreation professionals. Participants are provided with examples of training programs that can be offered in-house and hands-on exercises easily adapted to meet the needs of their agencies. Examples explore different dimensions of serving customers including: a focus on cultural competency and responsiveness, impacts of diversity, critical elements of service, and a concentration on national best practice standards that demonstrate an engaged interaction, welcoming environment, and professional appearance and behavior. Recreation professionals will leave with a solid understanding of customer service principles and practices for a diverse customer base. Participants will report back home with new tools and energy, and ready to take action toward building a well-rounded customer service staff training program.

**Learning Outcomes:** Participants will: 1) be able to identify individual and organizational customer service opportunities; 2) be inspired to deliver a quality customer journey throughout their park systems, resulting in increased participation and revenue; 3) be able to design low-cost, custom customer service staff trainings and materials, using in-house resources; 4) report back home with new tools and energy, ready to take action toward building a well-rounded customer service staff training.

911

### Tailoring Your Public Process: Engaging Your Community Without Opening Floodgates

**Topic Track:** Marketing/PR

**Location:** Lake Michigan, Eighth Floor

**Time:** 10:15 am - 11:30 am

**Speaker(s):** Jeff King, President, Ballard\*King & Associates; Lindsey Peckinpaugh, Associate Principal, Sink Combs Dethlefs, Sports Architecture

The task of developing and managing a public process can be a scary endeavor for a public entity. As stewards of public resources, districts often want to invite public input but fear that unrealistic expectations and vocal naysayers may derail efforts to effectively collaborate with the community. This can be particularly daunting when public support is necessary to fund a project. A well-executed public process can engender support from the community, help prepare for a public election campaign, and can appeal to broader community partners and stakeholders. An effective public process is not a decision-making forum, but rather one of information gathering, public education, and ultimately relationship building. This session will outline strategies for information gathering, pros and cons for various surveying methods and fun, innovative approaches for collaborative public outreach. It will also identify the risks of engaging the public and strategies for managing information and expectations.

**Learning Outcomes:** Participants will: 1) learn the rewards and risks an entity may incur while trying to involve the public to build support, and how to develop realistic expectations; 2) better understand the role of the consultant in advising and potentially running the public process, as well as understand strategies for information gathering, various survey methods, and innovative approaches for conducting public meetings.

1007

### Taking Diversity To The Next Level

**Topic Track:** Diversity

**Location:** Lake Erie, Eighth Floor

**Time:** 10:15 am - 11:30 am

**Speaker(s):** Roxie Williams, Vice President, J & R Heating and Cooling

Taking diversity to the next level will help participants to implement new strategies to manage the challenges of workforces and markets that are increasingly diverse in gender, national origin, race, religion, sexual orientation and physical ability.

**Learning Outcomes:** Participants will: 1) gain a better understanding of the positive presence diversity can have in a workplace promoting inclusion; 2) be exposed to new, innovative ways of retaining people, utilizing people, and improving performance and awareness of inclusion and diversified practices throughout the organization; 3) learn the five elements needed to move to the next levels for a more diverse culture within and organization



**DON'T FORGET TO  
TAKE THIS ISSUE TO THE CONFERENCE!**

## SATURDAY AFTERNOON CONFERENCE SESSIONS

12:30 pm - 1:45 pm

Pre-Registration is not required to attend Saturday sessions.

All conference sessions award 0.1 CEUs.

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



### 15 Healthy Communities: Strategies and Tools to Reposition Parks and Recreation, Part II

**Topic Track:** Leadership/Management

**Location:** Boulevard B, Second Floor

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

**Speaker(s):** Brian Meyer, Director of Recreation and Facilities, Arlington Heights Park District; Teresa Penbrooke, MAOM, CPRE, Consultant, Researcher, and Faculty, GreenPlay, LLC, GP RED, and NCSU

The health care issue is front and center. The Healthy Communities Surveillance and Management Toolkit (SMT) helps communities and/or state systems learn how to demonstrate that their public parks and recreation are a catalyst in creating healthy communities. Part two will cover financial analysis, and the management process needed to create and validate a method for building healthy communities, reposition parks and recreation, and gain credibility as a public health provider. Examples and lessons from Arlington Heights Park District will be discussed. **Learning Outcomes:** Participants will: 1) understand the relationship of parks and recreation to their jurisdiction's public health issues; 2) comprehend the required information from each of five elements for analysis and will be familiarized with the SMT project methodology and steps for implementation.

### 19 Approaching the Selfie Society: From Me to We

**Topic Track:** Leadership/Management

**Location:** Williford A, Third Floor

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

**Speaker(s):** Jolee Paden, Member Services Manager, Back on My Feet DC; LoriKay Paden, Consultant/Speaker, Healthy-Way

Pursuing purpose as a team is critical in achieving organizational success. Across organizations, teams are becoming increasingly diverse in their leadership approaches. Leaders must create a workplace environment that honors tradition while pursuing new vision. All of this is impossible without building a team that operates together and understands one another. Participants will explore strategies about how to engage in meaningful

presence that benefits all stakeholders. Overall, participants should gain a greater understanding of how to foster longevity and loyalty within their organizations.

**Learning Outcomes:** Participants will: 1) gain a new understanding and awareness about how to operate as an intergenerational team in the work place; 2) learn helpful strategies about how to engage in meaningful presence with customers, co-workers, and supervisors; 3) examine what it means to be an effective leader that fosters longevity and loyalty within the organization.

### 25 Borrowing and Investing in the Current Interest Rate Environment

**Topic Track:** Finance/IT

**Location:** Conference Room 4K, Fourth Floor

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

**Speaker(s):** Michelle Binns and Shannon Jacobson, Senior Managing Consultants, PFM Asset Management LLC

This presentation will include an update on current market conditions, provide investment options to safely maximize interest income, and give an overview of the current debt market.

**Learning Outcomes:** Participants will: 1) gain insight on current trends and opportunities in the municipal market and an overview of current market conditions; 2) learn how to safely invest their entity's operating and bond proceeds funds while maximizing interest income.

### 26 iLearn 2017: Trending Topics

**Topic Track:** Leadership/Management

**Location:** Conference Room 4D, Fourth Floor

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

**Speaker(s):** Leadership Academy Participants

In partnership with the Professional Services Committee and Leadership Academy, this year's iLEARN program participants are proud to present three trending topics in parks and recreation. Each group will discuss the background, case studies, research, and solutions for the following topics: Drones in our Parks, Contracts with Affiliates, and Using Technology in

Recreation. Participants will walk away with ways to address these situations, best practices, and policy templates to take back to your agency. Ask us how you can get involved in the iLEARN program and be in the speaker's seat next year!

**Learning Outcomes:** Participants will: 1) learn about three different hot topics in parks and recreation and how to handle them at your agency; 2) take away best practices and policy templates for addressing these issues.

### 104 Whose Afraid of Robert's Rules?



**Topic Track:** Boardsmanship

**Location:** Marquette, Third Floor

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

**Speaker(s):** Nancy Sylvester, MA, PRP, CPP-T, Professional Parliamentarian, Sylvester Enterprises, Inc.

This session will help you feel confident using Parliamentary Procedure. Nancy will help you successfully navigate the complexities of parliamentary procedure based on Robert's Rules. This session will cover: Quorum, Agenda, Processing a Motion, Precedence of Motions, Meaning of Votes, Script of a Motion, Rules for a Small Committee/Board, and Basic Characteristics of a Motion.

**Learning Outcomes:** Participants will: 1) learn the steps in processing a motion; 2) understand how Robert's Rules can help them make their meetings more efficient and effective.



## SATURDAY AFTERNOON CONFERENCE SESSIONS

12:30 pm - 1:45 pm

Pre-Registration is not required to attend Saturday sessions.

All conference sessions award 0.1 CEUs.

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

116

### Creating Intergovernmental Agreements That Are A Win-Win For All

**Topic Track:** Governance/Legal

**Location:** Buckingham, Lobby Level

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

**CLEs Awarded:** 1.0 (pending approval)

**Speaker(s):** Robert T. McCabe, Attorney, and Derke J. Price, Equity Partner, Ancel Glink Diamond Bush DiCianni & Krafthefer

Developing an intergovernmental agreement is a skill that generates a winning solution of accomplishing goals for both the parties of the agreement. Agreements can resolve issues, improve performance, save costs, and create better public benefit by the parties entering the agreement. Come learn the tips and tricks of creating agreements for success.

**Learning Outcomes:** Participants will: 1) learn the cutting legal awareness of intergovernmental agreements; 2) learn the techniques and suggestions to insure the park district side of the agreement meets all the goals sought in the deal.

120

### Director Contracts: Pluses, Minuses, Necessities, Language, & For Whom

**Topic Track:** Governance/Legal

**Location:** Waldorf, Third Floor

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

**Speaker(s):** Keri-Lyn J. Krafthefer, Equity Partner, and Robert Porter, Director of Special Projects, Ancel Glink Diamond Bush DiCianni & Krafthefer

This session will deal with pros, cons, reasons, and logic in issuing a director hiring and exiting contract. The board wants accountability and control in the contract. The director wants salary, benefits, and security in the contract. Come hear how both sides of the contract can obtain their needs with success.

**Learning Outcomes:** Participants will: 1) learn the pluses and minuses in offering a contract for the hiring and exiting of the executive director; 2) learn the points needed in a contract for both parties and how to avoid the typical mistakes in contracts.

126

### Changing Your Agency's Culture to Reduce Exposure to Tort Liability - New Perspectives and Best Practices

**Topic Track:** Governance/Legal

**Location:** PDR 2, Third Floor

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

**Speaker(s):** Steve Adams, Attorney, Robbins Schwartz

What are the ten most important things your agency can do to minimize exposure to tort liability and how can you implement them? This session will provide you with a solid perspective on tort liability and the protections and limits of the Tort Immunity Act, using concrete examples. We will discuss a series of best practices and how to implement them.

**Learning Outcomes:** Participants will: 1) develop an understanding of essential tort liability principles and the Tort Immunity Act through hypotheticals; 2) learn a variety of tips and strategies to minimize tort liability exposure for their agency.

139

### How to Start or Strengthen Your Local Park Foundation

**Topic Track:** Leadership/Management

**Location:** Continental C, Lobby Level

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

**Speaker(s):** Donald Ortale, Executive Director, National Association of Park Foundations

After a brief overview of the local park foundation spectrum in Illinois, panelists will speak about park foundation start up strategies, development of a memo of understanding between your park district/department and your local park foundation, and strategies that lead to successful citizen led local park foundation boards.

**Learning Outcomes:** Participants will: 1) understand the complexities of the legal application process with the State of Illinois and the IRS; 2) understand the components and importance of a memo of understanding with their park district and the importance of organizing a working citizen led board of directors.

142

### Park Wars - The Never Ending Saga

**Topic Track:** Governance/Legal

**Location:** Boulevard A, Second Floor

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

**Speaker(s):** Robert K. Bush, Equity Partner, and Scott A. Puma, Equity Partner, Ancel Glink Diamond Bush DiCianni & Krafthefer

Park wars can be personal, up close, distracting, and sometimes nasty. Each year brings new challenges and needs for up-to-date information dealing with them. Come listen to attorneys who have a large background in dealing with park law, issues, and board challenges. Better prepare yourself for the battles ahead for your park district.

**Learning Outcomes:** Participants will: 1) learn new laws impacting the park district in meeting their goals and objectives; 2) learn how to be better prepared in dealing with the continual changes from Springfield and municipal laws.

143

### Managing Presentation Nerves, Coping With the Fear Inside

**Topic Track:** Boardsmanship

**Location:** Lake Erie, Eighth Floor

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

**Speaker(s):** Gabriel Castillo, Recreation Marketing Manager, Belvidere Park District

Your stomach is queasy, your palms are sweaty, and your mind has gone blank about your opening lines. Are you doomed to presentation panic or paralysis, or can you overcome that debilitating nervousness and deliver a speech that wows the audience? If you are like most people, then public speaking or presenting is one of your major fears. Yet these skills are often called upon. It might not be to an audience of hundreds, but giving presentations to staff or even board members is a common enough occurrence. You owe it to yourself to develop some strategies and techniques to manage your nerves so you can concentrate on delivering an effective and engaging presentation.

**Learning Outcomes:** Participants will: 1) identify why the fears exist and how to lessen them; 2) learn tips to overcome that debilitating fear.





## SATURDAY AFTERNOON CONFERENCE SESSIONS

12:30 pm - 1:45 pm

Pre-Registration is not required to attend Saturday sessions.

All conference sessions award 0.1 CEUs.

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



221

### Up a Creek: Naturally Restoring

#### Drainage in a Park Setting

**Topic Track:** Parks/Natural Resources

**Location:** Joliet, Third Floor

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

**Speaker(s):** Ted Gray, Engineer/Eco-Hydrologist, Living Waters Consultants, Inc; Caitlin Lill, Project Manager, Urbana Park District

This session will address how the practical issues of restoring and maintaining a natural drainage system in a park can take on new life when reconsidered with an environmental lens. Using the Urbana Park District's recent Douglas Creek project as a case study, the session will present attendees with a series of common problems with drainage projects and how to navigate sustainable solutions by recreating natural hydrological features and utilizing habitat restoration to improve flow and water quality. Topics will include an introduction to Illinois Drainage Law, design and engineering strategies, the permitting process, neighborhood and patron concerns, maintaining park aesthetics, and ongoing maintenance strategies. The session will emphasize practical takeaways and resources that attendees can utilize in their own practices.

**Learning Outcomes:** Participants will: 1) learn what resources to consult during a drainage restoration project, including a short primer on Illinois drainage law and permit requirements; 2) Understand the many considerations that go into developing a comprehensive design plan that addresses drainage, water quality, habitat restoration, park aesthetics, neighborhood concerns, and budget.



222

### Outdoor Ice Rinks in Northern Illinois - Are We Nuts Again? Part I

**Topic Track:** Parks/Natural Resources

**Location:** Lake Huron, Eighth Floor

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

**Speaker(s):** Keith Woodke, Landscape Specialist, Clarendon Hills Park District

This session will cover all phases of outdoor ice rinks, maintaining good ice surfaces and utilizing as little time and manpower as possible. Additionally, participants will learn where to place and how to set up rinks from scratch. After the session attendees should have a fuller arsenal of ideas to create better ice and more skate time for users.

**Learning Outcomes:** Participants will: 1) learn tips and tricks for general ice surfacing; 2) learn where to place and how to setup rinks from scratch.

320

### HR Documentation, Personnel Files--Help!

**Topic Track:** HR/Risk Management

**Location:** Williford B, Third Floor

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

**Speaker(s):** Kelly Hayden, Chief Legal Counsel, Management Association

As an HR practitioner, this session will enable you to examine your current HR practices and ensure that the documentation of these practices, the keeping of personnel files and the decisions that ensue, are legally defensible. Upon completion of this session, you will: understand the importance of properly documenting employment practices; learn how to assess your current HR practices and determine what internal documentation is essential in defending HR decisions; and learn how to organize your record keeping practices.

**Learning Outcomes:** Participants will: 1) understand what goes in a personnel file and how to keep a "multi-file" system; 2) understand the importance of properly documenting employment practices, including an employee write-up.

326

### Helping You Through the Weeds: Medical Cannabis and Public Employers

**Topic Track:** HR/Risk Management

**Location:** Lake Ontario, Eighth Floor

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

**CLEs Awarded:** 1.0 (pending approval)

**Speaker(s):** Nathan Bach, Attorney, Heyl, Royster, Voelker & Allen

This session will provide an overview of the current laws as they relate to medical cannabis, as well as an overview of the Illinois medical cannabis market so employers are aware of the different types of products a registered cannabis patient may consume. The session will then review notable employment laws, including ADA and ILHRA, whether public employers may take adverse employment action against registered cannabis patients, and offer tips for addressing the issue in the workplace.

**Learning Outcomes:** Participants will: 1) learn under what circumstances they can lawfully take adverse action against an employee for drug-related reasons when the employee is a registered cannabis patient; 2) gain an understanding as to the difficulties that may exist in identifying employee impairment on the job where the employee is a registered cannabis patient.

407

### Creating the Consciously Competent Outdoor Leader

**Topic Track:** Recreation

**Location:** Williford C, Third Floor

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

**Speaker(s):** Jerome Gabriel, Assistant Professor of Recreation, University of St. Francis

Including outdoor or adventure recreation in your parks takes a special type of employee and often you must train them in the proper roles they must fill. This session covers the basics of outdoor recreation risk management, certifications in outdoor recreation, primary skills necessary for various outdoor recreation activities, and resources to help you find those staff who may be able to come to you already prepared!

**Learning Outcomes:** Participants will: 1) recognize and identify risks associated with adventure/outdoor recreation activities; 2) identify the requirements necessary for a staff member to be trained on prior to leading an adventure or outdoor recreation based activity.



## SATURDAY AFTERNOON CONFERENCE SESSIONS

12:30 pm - 1:45 pm

Pre-Registration is not required to attend Saturday sessions.

All conference sessions award 0.1 CEUs.

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

417

### Building Connections Through Sport

**Topic Track:** Recreation

**Location:** Continental A, Lobby Level

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

**Speaker(s):** Andy Neilsen, Director of Coaching and Training, Urban Initiatives

In this active presentation, attendees will be introduced to the Urban Initiatives (UI) toolkit. UI is designed by program providers and practitioners to provide physically active games that include social-emotional learning components for kids' ages 5 to 15 years old. Discussion will include techniques to maximize the dual-learning potential found within physical activity for coaches, camp counselors, and program staff in order to create better athletes and better people. It will also explore how to develop games that engage a diverse group of participants, how to leverage those games for character development, and how to manage challenging behavior by building peer-to-peer groups to facilitate connections.

**Learning Outcomes:** Participants will: 1) be able to identify teachable moments that present themselves during sports and physical activity, and use sports-based youth development techniques to maximize the learning potential of those opportunities; 2) be able to develop strategies to engage hard-to-reach students and proactively and effectively manage behavior with a Games and Growth model.

504

### Infusing the Arts Into Your Agency

**Topic Track:** Therapeutic Recreation

**Location:** Conference Room 4M, Fourth Floor

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

**Speaker(s):** Maggie Goode, Recreation Coordinator, Northeast Dupage Special Recreation Association; Emily Todd, Manager of Cultural Arts and Special Events, Northern Illinois Special Recreation Association; Theresa Wait, Commercial Facility/Special Events Coordinator, Northwest Special Recreation Association

This panel of speakers from the ITRS Cultural Arts Committee will provide concrete ways to infuse your general programs with fine art activities and themes. The activities provided are appropriate for all ages and all abilities including those with special needs and the general population. The speakers will discuss a variety of programming areas, including visual art, theater, dance and music.

**Learning Outcomes:** Participants will: 1) learn the social, emotional, developmental and physical benefit of incorporating arts into your general recreation programs; 2) learn a wide range of activities and lessons to infuse the arts into a variety of general program areas.

623

### Oak Meadows Golf Course Master Plan and Renovation

**Topic Track:** Facilities

**Location:** Conference Room 4C, Fourth Floor

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

**Speaker(s):** Andrew Kustus, Environmental Engineer, and John Mayer, Project Manager, Engineering Resource Associates, Inc.; Greg Martin, President/Professional Landscape Architect, Martin Design

The integration of improving a recreational space and restoring a heavily stressed urban river can be challenging. Competing interests and limited funds find teaming for such projects difficult. This presentation will focus on the Oak Meadows Golf Course project lead by the Forest Preserve District of DuPage County. The project included the

total restoration of an 18-hole golf course, the creation of 25 acres of new wetlands, the creation of 106 acres of native buffers and upland, the removal of two low-head dams, restoration of 1.5 miles of Salt Creek and an additional 35 ac-feet of floodplain storage capacity. The presenters will discuss some of the planning issues, walk through the various design elements and outline many of the partnerships that formed throughout the process. With an anticipated opening date of Summer 2017, the presentation will end with an update on the project status and discuss some lessons learned along the way.

**Learning Outcomes:** Participants will: 1) learn about unique opportunities to enhance recreational and environmental spaces and some of the associated planning and design elements; 2) learn about the partnership opportunities for a successful project.

627

### Time is Money: How the Workshop Process Builds Consensus Effectively

**Topic Track:** Facilities

**Location:** PDR 1, Third Floor

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

**Speaker(s):** Gregg Calpino, Regional Practice Center Leader, SEH; Tom Poulos, Vice President/Managing Principal, Williams Architects/Aquatics; Leon Younger, President, PROS Consulting, Inc.

Planning for a project can be a time consuming process. Building consensus between community members and project officials, collecting community input and creating an implementable plan can take months, sometimes even years. The Charrette Process is an historic concept that has been re-tooled for today's fast paced, real-time results environment. The charrette is not only useful for designers but for engaging Administrators and their clients (boards, committees, etc.) to make meaningful and defensible decisions in a fraction of the time than a traditional planning process.

**Learning Outcomes:** Participants will: 1) learn how the charrette is an engaged planning process tool for all leadership, staff and board to gain details faster and make meaningful and defensible decisions; 2) discover how the final product achieved through the charrette can be used not only for the technical aspects of a project, but also as a useful sales/promotion tool.



## SATURDAY AFTERNOON CONFERENCE SESSIONS

12:30 pm - 1:45 pm

Pre-Registration is not required to attend Saturday sessions.

All conference sessions award 0.1 CEUs.

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

### 631 75 Fitness Promotions in 75 Minutes

**Topic Track:** Facilities

**Location:** Astoria, Third Floor

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

**Speaker(s):** Erin Chapa, Facility Operations Manager, Addison Park District; Laura Reinke-Cavazos, Aquatic & Fitness Manager, Lisle Park District

75 fitness promotions in 75 minutes is a collaborative session to share fitness promotion ideas with others in the field. Participants will come away from the session with a large list of new ideas to bring back to their fitness facility. Each participant will receive a handout outlining the 75 promotional ideas. This program is designed to provide you with ideas that are ready to implement at your facility.

**Learning Outcomes:** Participants will: 1) come away with 75 new promotion ideas for their fitness facilities; 2) gather information about new trends in the industry from other professionals.

### 912 Design and Coding Trends to Future-Proof Your Website

**Topic Track:** Marketing/PR

**Location:** Continental B, Lobby Level

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

**Speaker(s):** Joe Chavez, Project Manager, and Andy Clements, CEO, Weblinx, Inc.

Your website is the most viable marketing tool for your organization. It should be designed and coded in a way that will connect with your community. Andy and Joe will take you through various technologies available to the parks and recreation organizations and talk about specific techniques that can be used to ensure that you are future-proof.

**Learning Outcomes:** Participants will: 1) gain knowledge of current trends in digital marketing, coding languages and tools available; 2) understand what Google looks for when it comes to the code base of your website and how to make sure your website stays relevant.

### 1005 LGBT Issues in 2017

**Topic Track:** Diversity

**Location:** Lake Michigan, Eighth Floor

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

**Speaker(s):** Jessica Peters, Development Manager, and Michael Ziri, Director of Public Policy, Equality Illinois

Conversations about the LGBTQ community, especially the transgender community, are prevalent these days and this session serves to address issues or questions that may arise for participants. In this safe environment, this session serves to explain what it means to be transgender and ways to be respectful to the community.

**Learning Outcomes:** Participants will: 1) learn relevant terminology to describe and talk with members of the LGBTQ community; 2) leave with an understanding of misconceptions that impact interactions with LGBTQ individuals, and ways to avoid conflict; 3) understand the current and evolving policies that affect the LGBTQ community in Illinois and nationwide.



## SATURDAY AFTERNOON CONFERENCE SESSIONS

2:00 pm - 3:15 pm

Pre-Registration is not required to attend Saturday sessions.

All conference sessions award 0.1 CEUs.

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

### 20 Performance Management - Thinking Outside of the Dreaded Annual Performance Review

**Topic Track:** Leadership/Management

**Location:** Boulevard B, Second Floor

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

**Speaker(s):** Laurel Hall, Human Resources Manager, Northbrook Park District

The organization-wide annual performance review process is one of the most commonly dreaded tasks at any workplace, but from a legal standpoint and a performance improvement standpoint, it's essential. This session will discuss performance management as a year-round process rather than a once-a-year check-box item, as well as provide ideas for management-level participants for how ongoing performance management can be utilized to the organization's advantage. This session will discuss the importance of performance management and how a year-round performance management system can (a) improve performance; (b) promote goal-setting and communication between managers and subordinates and; (c) decrease the stress of and need for the annual performance appraisal process.

**Learning Outcomes:** Participants will: 1) gain a better understanding of the value of and need for a formalized performance management system; 2) learn how to recognize the most common pitfalls that occur when evaluating staff performance and how to counteract those tendencies through professional development techniques.





## SATURDAY AFTERNOON CONFERENCE SESSIONS

2:00 pm - 3:15 pm

Pre-Registration is not required to attend Saturday sessions.

All conference sessions award 0.1 CEUs.

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

### 27 IPRA Member Engagement Town Hall

**Topic Track:** Leadership/Management  
**Location:** Conference Room 4K, Fourth Floor  
**Time:** 2:00 pm - 3:15 pm  
**Speaker(s):** Rita Fletcher, Executive Director, Bartlett Park District; Debbie Trueblood, Executive Director, IPRA

This session is for both new IPRA members and returning members who want to become more engaged with IPRA. In this session you can find out what's new with your professional association! Join us for an interactive discussion of IPRA's volunteer opportunities and our strategic plan and learn how you can play an important role in IPRA's future.

**Learning Outcomes:** Participants will: 1) learn about IPRA's volunteer opportunities; 2) get a brief update on what's happening with IPRA; 3) learn about key elements of IPRA's new strategic plan; 4) discover how they can play an important role in IPRA's future.

### 28 Bridging Differences in Practice and Research

**Topic Track:** Leadership/Management  
**Location:** Williford A, Third Floor  
**Time:** 2:00 pm - 3:15 pm  
**Speaker(s):** Jeremy Robinett, Assistant Professor, Western Illinois University; Jarrod Scheunemann, Community Services and Education Coordinator, Office of Recreation and Park Resources, University of Illinois

Recreation practitioners and academics sometimes have difficulty communicating effectively. This facilitated roundtable will give practitioners and researchers opportunities to learn with and from one another about successful strategies for bridging differences in practice and research. The session leaders will share practices that have made them advocates for planning empirical research to benefit community recreation agencies. Specifically, they will share their strategies for celebrating uniqueness and practicing empathetic education. They will then facilitate roundtable discussions to help attendees understand and develop ways they can benefit from working with one another.

**Learning Outcomes:** Participants will: 1) learn to recognize differences in the ways that practitioners and researchers have been trained and perceive the day-to-day realities of their positions; 2) gain an appreciation for ways that empathetic education can be practiced to demonstrate a level of respect for and interest in the knowledge, language, perspectives, and experiences that make each others' positions unique.

### 119 Drone Use and Regulations By Park Districts

**Topic Track:** Governance/Legal  
**Location:** Continental C, Lobby Level  
**Time:** 2:00 pm - 3:15 pm  
**CLEs Awarded:** 1.0 (pending approval)  
**Speaker(s):** Derke J. Price, Equity Partner, Ancel Glink Diamond Bush DiCianni & Krafthefer

The explosion of drone usage is causing park districts to deal with this issue. Come listen to an experience attorney on what can and cannot be done in regulating drones over parks, swimming pools, sport complexes, golf courses, and other facilities. Come find out the liabilities and proactive actions needed to be accomplished by the district.  
**Learning Outcomes:** Participants will: 1) learn the use and application of drones by the park district; 2) learn to control drones in your parks.

### 122 Referendums: Dealing with Public Questions

**Topic Track:** Governance/Legal  
**Location:** Boulevard A, Second Floor  
**Time:** 2:00 pm - 3:15 pm  
**CLEs Awarded:** 1.0 (pending approval)  
**Speaker(s):** Adam W. Lasker, Attorney, Ancel Glink Diamond Bush DiCianni & Krafthefer

This is a session that all need to attend to learn how to deal with public question referendums. These referendums can be hostile or supportive in nature depending on the sponsor of the public question. Come listen to an attorney who deals with helping park districts prepare for these encounters. Do you support, stand, fight or suppress these referendums that knock on your district door?

**Learning Outcomes:** Participants will: 1) learn the legal steps in dealing with public referendum questions; 2) hear techniques in supporting, fighting and or suppressing public questions based on the goals of the issue.

### 124 Boardmanship Essentials, Part II

**Topic Track:** Boardmanship  
**Location:** Williford B, Third Floor  
**Time:** 2:00 pm - 3:15 pm  
**Speaker(s):** Steve Adams, Attorney, Robbins Schwartz

This session will provide practical tips and strategies for improving meeting outcomes, making meetings shorter and more efficient and keeping your board on track to achieve meaningful agency growth. Your questions about how to improve your meetings are welcomed in this interactive session and we will discuss these concepts: What is your role as a commissioner? Where does your role end and the role of the park professionals begin? How do you handle the difficult commissioner or public participant? What can you do to make your meetings more credible, transparent, focused, shorter and efficient? Get ready to move your agency's board meetings to a new level!  
**Learning Outcomes:** Participants will: 1) receive practical tips and strategies to keep meetings focused, efficient, credible, and professional; 2) gain best practices for building board unity, improving board-staff relations, developing issue consensus, maintaining transparency, dealing with difficult commissioners, managing the angry mob, effective use of committees and task forces, how to deploy the officers and more!



## SATURDAY AFTERNOON CONFERENCE SESSIONS

2:00 pm - 3:15 pm

Pre-Registration is not required to attend Saturday sessions.

All conference sessions award 0.1 CEUs.

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



### 130 Commissioners' Roundtable



**Topic Track:** Boardmanship

**Location:** Boulevard C, Second Floor

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

**Speaker(s):** Kelly Cummings, Trustee, Peoria Park District; Kevin Dolan, Vice President, Mundelein Park & Recreation District; Jeff Fougousse, Executive Director, Vernon Hills Park District; Adriane Johnson, Commissioner, Buffalo Grove Park District; Ron Lehman, Treasurer, Channahon Park District

Attention commissioners and directors! We want to hear from you. This year's roundtable is all about you. It doesn't matter if you are a veteran or a newbie. Questions will be solicited from members and submitted ahead of time. Our panel of experts will address these questions, as well as any audience members may have. This is your chance to discuss what is hot or relevant, what works at your agency and what does not. We can all be better park and recreation advocates by sharing and learning from each other.

**Learning Outcomes:** Participants will: 1) hear from other members on various situations, challenges and obstacles that they have faced at their agency; 2) be able to ask the panel of experts about issues or circumstances they cannot discuss during their local meetings.

### 132 Best Management Practices for Natural Areas



**Topic Track:** Parks/Natural Resources

**Location:** Conference Room 4D, Fourth Floor

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

**Speaker(s):** Rebecca Collings, Senior Resource Ecologist, Forest Preserve District of Cook County; Nick Fuller, Natural Resource Project Coordinator, Forest Preserve District of DuPage County; Ben Haberthur, Director of Natural Resources, Forest Preserve District of Kane County; Ralph Schultz, Chief Operating Officer, Forest Preserve District of Will County; Byron Tsang, Project Manager, Chicago Park District

Many of our local parks provide natural or restored habitat that helps protect and sustain a wide diversity of native and migratory plant and animal species. When seen as part of our larger ecosystem, including forest preserves, state or federal lands and private properties, our local parks can provide the critical resources our native species need to survive and flourish. In this session, we will take an in-depth look into the principals and best management practices outlined in the Chicago Wilderness' Excellence in Ecological Restoration Program.

**Learning Outcomes:** Participants will: 1) learn about land management planning, assessing threats that affect natural areas and examples of best management practices to protect and enhance these areas, and ensure the long term protection and recovery of our shared ecosystem; 2) learn how to apply best management practices (BMPs) for natural resource management at their agency.

### 136 Its Getting Hot in Here: Hot Topics in Employment

**Topic Track:** Governance/Legal

**Location:** Buckingham, Lobby Level

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

**Speaker(s):** Robert T. McCabe, Attorney and Darcy L. Proctor, Partner, Ancel, Glink, Diamond, Bush, DiCianni & Krafthefer

Come listen to two experience attorneys speak on employment law issues that have huge impacts on park districts. Listen for the correct procedures and techniques in dealing with labor issues to reduce or prevent litigation expense. Employment laws have changed. Have you kept up with the changes? Are you up to speed on union organization and other union procedures that impact your park district? Learn it right up front or pay for it by not being aware of the labor laws impacting you.

**Learning Outcomes:** Participants will: 1) learn how to deal with labor law issues and union work issues; 2) learn to reduce or eliminate labor expense litigation by knowing the right steps to take, including union issues.

### 207 You Have A Comprehensive Plan. Now What?

**Topic Track:** Leadership/Management

**Location:** Lake Erie, Eighth Floor

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

**Speaker(s):** Barbara Heller, President, Heller and Heller Consulting; Steve Konters, Principal, Hitchcock Design Group; Mike Renner, Commissioner, Cary Park District; Lisa Sheppard, Executive Director, Glencoe Park District

The importance of creating a comprehensive plan to guide a park district is something that many park and recreation professionals and boards understand, but once the plan is complete, it may not be clear how to move from "plan" mode into "action." This session will focus on key factors to consider during the planning process to set the stage for successful implementation and the practical next steps that can be taken to take the plan off of the shelf and make it a living document that can be utilized in the park district's future.

**Learning Outcomes:** Participants will: 1) gain practical steps on how to begin to implement a master plan; 2) understand how to get value out of their plans with the supporting data and information that was used to put the report together.



## SATURDAY AFTERNOON CONFERENCE SESSIONS

2:00 pm - 3:15 pm

Pre-Registration is not required to attend Saturday sessions.

All conference sessions award 0.1 CEUs.

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

208

### Think Outside The Proverbial Sandbox - Everybody Plays!

**Topic Track:** Parks/Natural Resources

**Location:** PDR 2, Third Floor

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

**Speaker(s):** Valerie Gerdes Lemme, Planner II, Elk Grove Park District; Brian Slovacek, Landscape Architect, Site to Place, Inc.

Everybody plays - from toddlers to older adults they all play! Adults are a strong market segment in today's recreation industry and studies suggest being outdoors is an important factor in the quality of life for everyone, not just children. Inclusive park design is not limited to children with special needs. Adults and older children need safe, engaging, accessible, fun park spaces. Incorporating design elements for multi-generational use can be as simple as providing the right play components, surfacing, site furnishings, walks, shade, and the appropriate flower colors. Share design details, equipment choices, and landscape techniques that bring people of all abilities to your parks. Discover facts and research to support your design decisions and bolster presentations. Learn from a case study how to let your multi-purpose driven design sell itself to the board of directors and other stakeholders.

**Learning Outcomes:** Participants will: 1) discover examples of simple, practical, thoughtful, elements to incorporate into your park designs to encourage multi-generational access and participation; 2) use a return on investment strategy and develop multi-purpose and multi-user elements that sell your design to the board and other stakeholders.

223

### Outdoor Ice Rinks in Northern Illinois - Are We Nuts Again? Part II

**Topic Track:** Parks/Natural Resources

**Location:** Lake Huron, Eighth Floor

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

**Speaker(s):** Keith Woodke, Landscape Specialist, Clarendon Hills Park District

Continuing the discussion from part one, part two on ice rinks will cover safety, tools needed and surface repair. We will also discuss lighting, security and many other topics. Participants will be encouraged to ask questions and provide input on problems that are discussed.

**Learning Outcomes:** Participants will: 1) learn tips and tricks for general ice surfacing; 2) learn about lighting, security and many other topics.

307

### From Mundane to Engaging, Jazz Up Your Training!

**Topic Track:** HR/Risk Management

**Location:** Lake Ontario, Eighth Floor

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

**Speaker(s):** Corrie Guynn, Assistant Superintendent of Parks and Planning, Des Plaines Park District; Dani Hoefle, Aquatics Supervisor, Buffalo Grove Park District; Breanne Schnoor, Leisure Services Supervisor, Northbrook Park District

Do you find yourself talking at your staff in training sessions? Do you often question whether they even learned anything? This session will help you rethink how to cover the important content, replacing the mundane lecture-style format with a setting that your employees will look forward to. We will highlight ways to help your staff retain the information by engaging employees in fun and creative ways. The do's and don'ts from all different parks and recreation areas will be included, leaving you with a wide variety of ideas.

**Learning Outcomes:** Participants will: 1) leave with different ideas they can implement in their training to make it more interactive; 2) be challenged to avoid the "don'ts" of training.

318

### Park District Finances: Learning it Right and Meet Your Objectives

**Topic Track:** Finance/IT

**Location:** Joliet, Third Floor

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

**Speaker(s):** James D. Rock, Attorney, and Adam B. Simon, Partner, Ancel Glink Diamond Bush DiCianni & Krafthefer

Park district finance is the most important aspect of operating the district. Come listen to highly experienced attorneys explain in understanding terms the processes needed to optimize your legally required financial documents and understand the sequence of getting them accomplished in the correct time and requirements. Learn the tips and tricks in getting it right.

**Learning Outcomes:** Participants will: 1) learn how to optimize and develop accurate financial documents; 2) learn how to produce maximum results from the levy ordinance and accountability for the budget and appropriation ordinance.

411

### Ace Your ACA: From Staff Training to Final Visit

**Topic Track:** Recreation

**Location:** Marquette, Third Floor

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

**Speaker(s):** Amanda Heiman, Program Manager, and Mike Loszach, Program Supervisor, Park District of Oak Park

Are you ready to take your camps to the next level? Or is it your year to get re-accredited through ACA - American Camping Association? This session will cover everything you need to know to "Ace your ACA" from hiring the right staff to implementing necessary day-to-day camp operations. Attendance at this presentation partnered with accreditation will help your camp grow in the right areas, as well as implement a system for continual assessment! In July of 2016, the presenters of this session completed their renewal with ACA and with the process fresh in their mind, they are ready to teach you the tips and tricks you need to "Ace your ACA!"

**Learning Outcomes:** Participants will: 1) be given materials to organize staff paperwork and create a timeline for stress free hiring & training of ACA qualified staff; 2) will gain an understanding of how to properly display to site visitors that implementation reflects documentation.



## SATURDAY AFTERNOON CONFERENCE SESSIONS

2:00 pm - 3:15 pm

Pre-Registration is not required to attend Saturday sessions.

All conference sessions award 0.1 CEUs.

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



415

### The Balancing Act

**Topic Track:** Recreation

**Location:** Continental A, Lobby Level

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

**Speaker(s):** Jackie Guthrie, Park Supervisor, and Lauren Quinn, Center Director, Chicago Park District

Being a successful parks and recreation professional that manages both facility and park requires a balancing act. This session will focus on programming two major Chicago destination locations that are also the two most visited urban parks in the country, Lincoln Park and Maggie Daley – Grant Park. On a daily basis, as programmers of a major city, we are faced with negotiating the needs of the neighborhood with the need to keep the location a valuable tourist attraction. As we identify these needs, we have to find a common ground to ensure our customers are satisfied and our services are cohesive, diverse, and engaging without compromising quality. Throughout this session, attendees will be provided with creative ways to implement unique programs and special events for stakeholders, and how to juggle the popularity of each destination, as well as how to determine avenues that engage a wider audience.

**Learning Outcomes:** Participants will: 1) identify how to integrate their facilities and resources to best serve a wider audience within their community; 2) learn how the Chicago Park District manages their two largest and most visited parks and engages their audience.

423

### Teen Service Projects: Helping Your Teens Help You!

**Topic Track:** Recreation

**Location:** Continental B, Lobby Level

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

**Speaker(s):** Cristin Handlon, Cultural Arts & Teen Supervisor, Wheaton Park District; Mary Liz Jayne, Recreation Program Manager, Lisle Park District

Many agencies struggle to gain teen involvement. One avenue to consider is to develop a Teen Service Project Series. Teen Service Project Series benefit our agencies, teens and the community! This session will provide professionals suggestions on developing a Teen Service Project Series for teens in your community. Professionals will

also be given resources on how to find teens looking to provide their service, as well as the organizations that are in need of volunteers.

**Learning Outcomes:** Participants will: 1) learn how to create a service-based teen program; 2) learn how to integrate service series participants into existing programming.

427

### DCFS Licensed Daycare: How Your Agency's Preschool Program May Be Impacted

**Topic Track:** HR/Risk Management

**Location:** Williford C, Third Floor

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

**Speaker(s):** Gina Madden, Attorney, Law Office of Gina L. Madden

This session is designed to assist park districts in handling DCFS regulatory matters that may impact their preschool programs. Topics covered will include: What does your program entail? Is your program subject to DCFS licensure? What do you need to do in order to become compliant? What if you are not compliant but you should be? How do you handle DCFS audits? What items may be required and how should your agency handle budgetary impacts? What proactive measures need to be prepared in advance.

**Learning Outcomes:** Participants will: 1) learn what DCFS licensure regulations may be required for your agency's preschool programs and how to navigate through the processes; 2) learn what proactive measures that can be taken in advance.

506

### Understanding Cultural Barriers for Individuals with Autism and their Families

**Topic Track:** Therapeutic Recreation

**Location:** Conference Room 4M, Fourth Floor

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

**Speaker(s):** Manuel Aguilar, Inclusion Coordinator, and Michael Rusin, Program Specialist, Northwest Special Recreation Association; Padmini Sriman, Business Owner and Parent, EmotiPlush

In today's diverse world there can be many things that impact an individuals or a families ability to participate in recreation. Not only is recreation not always seen for its full value in other parts of the world, access

to it is often very different. The addition of an individual with special needs has its own cultural beliefs and feelings. This panel of experts will walk the audience through specifics about cultural beliefs and norms and relate how that can impact the family of a child or adult with special needs and their decision to participate in community recreation.

**Learning Outcomes:** Participants will: 1) learn specifics about cultural beliefs and practices special to recreation and disabilities; 2) gain a better understanding of how to overcome or work with cultural barriers and beliefs to create greater access to recreation programs for individuals with special needs.

621

### National Standards vs. User Group Screening - Are You at Risk?

**Topic Track:** Facilities

**Location:** Conference Room 4C, Fourth Floor

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

**Speaker(s):** Chris Goodman, Executive-Director, SSCI

Do you issue facility use permits? Are you concerned about keeping known "high-risk" individuals from gaining access to children on public facilities under your control? Pitfalls uncovered and policies in place help keep the deep pockets of public agencies protected from substandard background screening procedures.

**Learning Outcomes:** Participants will: 1) identify the steps to compliance with the criminal background check standards in the field of parks, recreation, and conservation; 2) define deficiencies that are present in less expensive national sports organization background check procedures and funding options to help avoid accepting substandard procedures.

## SATURDAY AFTERNOON CONFERENCE SESSIONS

2:00 pm – 3:15 pm

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

630

### Time on Task

**Topic Track:** Facilities

**Location:** Astoria, Third Floor

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

**Speaker(s):** Leslie Donovan, President & CEO, Starfish Aquatics Institute

Time-on-task is a classroom teaching strategy that watches the time that students are actively engaged in learning. This session will use this concept in a pool setting to see how often a swim lesson student is actively participating.

**Learning Outcomes:** Participants will: 1) learn what time-on-task is and how to use it in a pool setting to maximize a students time actively participating and learning; 2) be given ways to keep students engaged and participating during their swim lesson.

904

### HELP, My Website's Been Hacked!

**Topic Track:** Marketing/PR

**Location:** Lake Michigan, Eighth Floor

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

**Speaker(s):** Joe Wright, President, Noventech, Inc.

Discover what you should know about the vulnerabilities of Open Source Software (OSS) and the risk factors involved in using it for your website. We will discuss how to properly secure and maintain your website to make it less vulnerable to attackers. Lastly, we'll cover fixing a compromised website and cleaning up search engine results.

**Learning Outcomes:** Participants will: 1) learn what to do if your website has been compromised and Google has placed a malicious content stamp on it; 2) learn how to clean the site, resubmit to search engines and restore the site and followers.

1003

### Managing Transgender Populations and Accessibility to Public Facilities

**Topic Track:** Diversity

**Location:** Waldorf, Third Floor

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

**Speaker(s):** Michael Clark, Executive Director, Palatine Park District; Keri-Lyn J. Krafthefer, Equity Partner, Ancel Glink Diamond Bush DiCianni & Krafthefer; Sophie Michaels, Transgender Panelist

Access to public facilities for transgendered individuals is quickly becoming a hot and trending topic around the nation with the latest battle going on in North Carolina and the first federal lawsuit filed with Palatine High School District 211. This session will help attendees become more informed of the topic, terms, legal right implications and managing the privacy and accessibility to public facilities, locker rooms and programs. The session will also explore how to manage transgender employees and the staff training necessary to properly deal with potential ignorance or acceptability in diversity within your organization. Lastly, this session will touch on policy development and best practices if and when an agency is faced with managing this population in their facilities and programs.

**Learning Outcomes:** Participants will: 1) learn the appropriate and effective language, terms and legal rights and implications involved with managing transgender populations; 2) hear the perspective and desires for an inclusive working environment from a transgender panelist; 3) learn the crux of the issue at hand on how to decipher the privacy rights of both the transgender population and the general public; 4) explore policy, best practice and helpful hints to manage situations in a public setting.

## SATURDAY AFTERNOON CONFERENCE SESSIONS

3:30 pm – 4:45 pm

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

13

### Executive Directors' Roundtable

**Topic Track:** Leadership/Management

**Location:** Williford A, Third Floor

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

**Speaker(s):** Dean Bostrom, Executive Director, Hoffman Estates Park District; Jan Buchs, Executive Director, Wheeling Park District; Kimberly Caughran, Director of Parks and Recreation, Village of Godfrey

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. Led by a panel of enthusiastic executive directors, who will assist in guiding discussion, this highly interactive session will offer participants an opportunity to seek advice, share stories, highlight accomplishments and learn tips and strategies from others' shared experiences.

**Learning Outcomes:** Participants will: 1) be able to connect with their peers and discuss timely, sensitive issues; 2) gain new perspectives and strategies from others' shared experiences.

## SATURDAY AFTERNOON CONFERENCE SESSIONS

3:30 pm - 4:45 pm

Pre-Registration is not required to attend Saturday sessions.

All conference sessions award 0.1 CEUs.

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



214

### Turning Headaches Into Assets:

#### Managing Natural

#### Areas on Park Properties

**Topic Track:** Parks/Natural Resources

**Location:** Williford B, Third Floor

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

**Speaker(s):** Trish Beckjord, Fox River Education & Outreach Program Manger, The Conservation Foundation; Mary Zaander, President/Ecologist, Witness Tree Native Landscapes, Inc.

Natural areas on park properties are often left unmanaged, leading to areas that look messy and are not viewed as an asset to the community. This session takes a look at the benefits that managed natural areas can provide and how to begin the stewardship process with your own staff. Expert natural area managers will lead this session focused on spring stewardship activities such as how to recognize weedy invasive species (and how to get rid of them), as well as what cost-effective measures you can take this spring to begin making these areas beautiful and functional again.

**Learning Outcomes:** Participants will: 1) understand the important benefits that natural areas in parks can have for their community; 2) know what to do and how to plan for spring management activities in natural areas.

219

### Designing Fitness Focused Playgrounds

**Topic Track:** Parks/Natural Resources

**Location:** Boulevard B, Second Floor

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

**Speaker(s):** John McConkey, Product Trends Manager, and Bryan Sykora, Regional Manager, Landscape Structures, Inc.

Statistics on obesity rates and negative lifestyle changes over generations illustrate the need for community changes and the importance of motivating kids to be active. This session will provide participants tips for creating playground designs to get and keep kids active and help them make a positive and healthful impact on their community.

**Learning Outcomes:** Participants will: 1) understand the obesity epidemic, including some of the leading causes of childhood obesity; 2) recognize the four targets of fitness-focused playground design.



308

### How to Conduct a State and FBI Criminal Background Check

**Topic Track:** HR/Risk Management

**Location:** Waldorf, Third Floor

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

**Speaker(s):** Marcel Reid, Director of Adjudication Services, Accurate Biometrics

Illinois Law, specifically 70 ILCS 1205/8-23 of the Park District Code mandates all park districts initiate a criminal background check process for all employees as a condition of employment. In June 2012, the Illinois Park District Code was modified to permit all park districts access to adjudicated delinquent data of all minors. During this presentation, we will explain to all participants these laws and provide a detailed explanation on the types of criminal backgrounds that can be conducted, i.e., name-based, fingerprint-based, Illinois only or National. We will explain how Accurate Biometrics can assist in this process as a live scan fingerprint vendor by capturing the demographic data such as name, sex, race, date of birth, photo and fingerprint images for electronic transmission to the Illinois State Police and Federal Bureau of Investigation. We will also explain how each park district will receive the background check results.

**Learning Outcomes:** Participants will: 1) learn what type of criminal background check is legislatively mandated to be conducted by park districts; 2) understand procedural guidelines on how to conduct a state name-based background check and/or how to conduct a state and national fingerprint-based criminal background check, including how long the process will take and what the response will look like.

405

### Athletic Events: Buzz, Bugs, and Brain Bank

**Topic Track:** Recreation

**Location:** Continental A, Lobby Level

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

**Speaker(s):** Kristie Vest, CPRP, Special Events Supervisor, Oswegoland Park District

Athletic events like races began as community events before corporate event organizers began planning for the masses. There is still a need for local agencies to host these events. Your athletic events can compete and succeed. See what the newest BUZZ is, avoid the common BUGS that trip us all up, and contribute your ideas to the BRAIN BANK.

**Learning Outcomes:** Participants will: 1) tackle the key elements in hosting an athletic event and share what works with your colleagues; 2) break the mold when creating a successful, creative, and unique athletic event.

428

### Beyond the Binary: Supporting Transgender Expansive Youth

**Topic Track:** Recreation

**Location:** Continental B, Lobby Level

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

**Speaker(s):** Al Jennings, M.Ed., Curriculum and Professional Development Director, Illinois Safe Schools Alliance

Binary views of gender are pervasive in our communities from the language that we use to the policies and practices that are implemented. This limited view of gender negatively impacts all children and adolescents but is particularly harmful to those who are transgender and gender diverse. These gender expansive youth are at significant risk for violence and harassment in schools and community spaces, such as parks. This session will provide an introduction to diverse gender identities and expressions and will begin to address ways that parks across Illinois can support all youth, including those who are gender diverse. The session will provide tangible tactics for creating inclusive spaces that welcome and celebrate all genders.

**Learning Outcomes:** Participants will: 1) gain a basic understanding of gender diversity and how to support trans and gender expansive youth; 2) learn tangible tactics to create an environment that is inclusive of all children and youth.





## SATURDAY AFTERNOON CONFERENCE SESSIONS

3:30 pm - 4:45 pm

Pre-Registration is not required to attend Saturday sessions.

All conference sessions award 0.1 CEUs.

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

625

### Public Golf and the CDGA: Win-Win!

**Topic Track:** Leadership/Management

**Location:** Joliet, Third Floor

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

**Speaker(s):** Steve Cherveney, President/CEO, ClearShelf, Inc; Michael Clark, Executive Director, Palatine Park District; Bill Clevenger, Executive Director, Decatur Park District; Robert Markionni, Executive Director, Chicago District Golf Association

The Chicago District Golf Association (CDGA) is the local golf association providing tournaments, handicap services, course rating, league management assistance and local representation for the game of golf. CDGA and park district representatives will discuss how the organization is helping to promote public golf to the CDGA membership and the general public, and what park district golf providers can gain through participation in identified CDGA programs.

**Learning Outcomes:** Participants will: 1) learn what programs are being provided through CDGA to promote public golf at their golf facilities; 2) learn which services are available and beneficial to their needs in growing the game of golf today and in the future.

632

### Energy Efficiency Incentives for Illinois Park Districts

**Topic Track:** Facilities

**Location:** Marquette, Third Floor

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

**Speaker(s):** Michael Stanch, Outreach Professional, Illinois Association of County Board Members

We will review the Illinois Energy Now suite of programs supported by IL DCEO that provide Illinois park districts with incentives for energy efficiency projects, as well as supporting programs for energy assessments and other money saving programs.

**Learning Outcomes:** Participants will: 1) come away with a good understanding of the Illinois Energy Now incentive programs that directly benefit Illinois park districts; 2) learn what long-term and short-term savings are available for eligible energy efficient organizations.



910

### Park District Use of Social Media

**Topic Track:** Marketing/PR

**Location:** Buckingham, Lobby Level

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

**CLEs Awarded:** 1.0 (pending approval)

**Speaker(s):** Daniel Bolin and Greg Jones, Attorneys, Ancel Glink Diamond Bush DiCianni & Krafthefer

The use of social media impacts many facets of local governance and, among other things, is reshaping the ways in which park districts and their constituents interact. Yet, as with many aspects with technological evolution, these resources bring challenges such as the Open Meeting Act and the FOIA compliance, privacy and copyright issues and other legal issues. **Learning Outcomes:** Participants will: 1) be provided tips on identifying and addressing common legal issues with government social networking; 2) learn about dealing with the First Amendment rights and privacy concerns.

913

### Making Your Citizen Opinions Matter

**Topic Track:** Leadership/Management

**Location:** Boulevard C, Second Floor

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

**Speaker(s):** Ron Vine, President, Ron Vine and Associates

Learn how to unleash the full-power of your citizens' voices in developing, financing and sustaining a park system that is truly reflective of their vision. This session will discuss the strengths and weaknesses of traditional public involvement processes (mail/phone surveys, focus groups, public meetings, how to make your current public involvement processes better), as well as developing new emerging citizen input tools, i.e. web surveys, e-mail blasts, etc. It will teach you how to stay connected to your residents 24/7. Most importantly it will discuss the difference between making your citizen opinions matter and just conducting public involvement efforts. **Learning Outcomes:** Participants will: 1) learn why it is so important to actively engage their residents in moving their park district forward; 2) learn how to build a public involvement process through an interconnected network of public involvement methods, not simply a disjointed combination of methods.

1004

### Building and Sustaining an Effective Team to Improve Organizational Management



**Topic Track:** Leadership/Management

**Location:** Continental C, Lobby Level

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

**Speaker(s):** Dean Eitel, Consultant and University Faculty Member, University of Illinois at Chicago and DePaul University

All organizations need effective decision-making to succeed. To do this involves groups of employees working together. Participants will have the opportunity to learn how to build teams, how to sustain teamwork to develop successful organizational decisions, and how to avoid barriers to successful teamwork.

**Learning Outcomes:** Participants will: 1) learn how to understand their own personal team style; 2) learn how to cope with group conflict.



# BRASS FROM THE PAST

"A Tribute to the Legends of Rock & Soul"



Thursday, January 19

9:00 pm – 12:00 am

Hilton Chicago,  
International Ballroom,  
Second Floor

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



SPONSORED BY:





**Saturday, January 21  
7:15 pm – 10:30 pm  
Museum of Science  
and Industry**



**Buses will depart from the Hilton Chicago beginning at 6:45 pm.**

Stand inside a 40-foot tornado. Mingle below historic aircraft. Explore a World War II German submarine. The Museum of Science and Industry (MSI), is one of the largest science museums in the Western Hemisphere and is housed in the only remaining structure from the 1893 World's Columbian Exposition. Join us for an extraordinary evening as we celebrate the close of conference at this year's premier destination.

**THIS IS A TICKETED EVENT!**

Ticket includes:

- Roundtrip shuttle service from the Hilton Chicago;
- Admission to the Museum of Science and Industry\*, including special access to the *U-505 Submarine* exhibit and the Omnimax Theater featuring the *National Parks Adventure* movie;
- Dinner buffet with unlimited beer, wine and soft drinks; and
- A great night of entertainment and fun!

**TICKET INFORMATION:**

- Delegates who register for the Full Package or the Saturday Only Package will receive one adult ticket.
- Adult tickets are \$95; Child tickets (12 and under) are \$35.
- Additional tickets may be purchased through the pre-registration process or on-site from Conference Registration.
- Tickets will not be sold on-site.

\* Includes access to the main floor and balcony, lower level *U-505 Submarine* exhibit, and Henry Crown Space Center & Omnimax Theater.

SPONSORED BY:





## Keynote General Session with Steve Gilliland

Saturday, January 21, 2017

9:00 am – 10:00 am

Grand Ballroom, Second Floor



### Enjoy The Ride™

A blueprint for getting the most out of life, Enjoy The Ride™ is a hilarious and brilliantly conceived keynote that causes people to examine where they are personally and professionally. It lifts people up and inspires them to evolve and appreciate, rather than simply maintain and exist.

When you Enjoy The Ride™, you will learn to:

- Check Your Passion: Love what you do; never forget why you do it.
- Cure Your Destination Disease: Live more for today, less for tomorrow & never about yesterday.
- Refocus Your Attention: Decide what's important & never take it for granted.

If you want to achieve true success and fulfillment, you must first discover an enthusiasm for your work and personal life. Decide where you are heading, get on the bus, choose the right seat and Enjoy The Ride™!

#### About the Speaker

As a member of the Speaker Hall of Fame, Steve Gilliland is one of the most in-demand and top-rated speakers in the world. Recognized as a master storyteller and brilliant comedian, he can be heard daily on SiriusXM Radio's Laugh USA. With an appeal that transcends barriers of age, culture and occupation—plus an interactive and entertaining style—Steve shows audiences how to open doors to success in their careers, their relationships and their lives.

In addition to his brilliant speaking career, Steve is a prolific, accomplished author, evidenced by four of his books—*Enjoy The Ride*, *Making a Difference*, *Hide Your Goat* and *Detour*—perennially making the publisher's bestseller list and his being named Author of the Year. His thought-provoking writing style makes his articles a favorite with nationally prominent magazines. He influences the lives of millions through his presentations, books, CDs and DVDs.

Steve built a multimillion-dollar company from the ground up on the same philosophy he expounds to his audiences. If you continually learn more about your company, your industry, your customer and yourself, you will always be a leader. You will be purpose-driven rather than process-driven, and you will make a difference. His motto is straightforward: "If you take care of people, the business will follow." He has been recognized by Who's Who for Speakers and Business Professionals, and *The Pittsburgh Business Times* named his company one of the fastest growing privately held companies in the region.

Steve was born and raised in the Pittsburgh area, resides in North Carolina and travels the world. He received his bachelor's degree from Grove City College (PA) and his MBA from Globe University (MN). He is a proud grandpa, devoted father of four boys and a loving husband to his wife, Diane.



## EXHIBIT HALL INFORMATION

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



Open Thursday and Friday (see times noted), the exhibit hall is located in Salons A, C and D, Lower Level of the Hilton Chicago. To assist attendees in locating vendors throughout the various halls, each hall will be color coded as follows: **Salon A = Red**; **Salon C = Blue**; **Salon D = Green**. Come visit over 300 commercial vendors as they showcase their latest products and services.

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

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

### EXHIBIT HALL EVENTS & HOURS

#### Thursday, January 19

1:00 pm – 6:00 pm, Grand Opening

*Prize drawings will take place at 2:30 pm, 3:00 pm, 3:30 pm, 4:00 pm, 4:30 pm, 5:00 pm and 5:45 pm*

#### Friday, January 20

9:00 am - 12:00 pm Dedicated Hours

11:00 am - 12:00 pm

1:00 pm - 3:30 pm Dessert in the Exhibit Hall\*

2:15 pm - 3:30 pm

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

\*Ticketed Event

### CONTEST RULES

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

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



**DON'T FORGET TO  
TAKE THIS ISSUE TO THE CONFERENCE!**

# IAPD/IPRA SOARING TO NEW HEIGHTS CONFERENCE

JANUARY 19-21, 2017  
HILTON CHICAGO







# 2017 IAPD/IPRA Soaring to New Heights Conference Exhibitors


(AS OF DECEMBER 16, 2016)



COMPANY	BOOTH#	SALON
3D Design Studio	308	Salon A
ACTIVE Network, LLC	227	Salon A
Adventure Realm	1118	Salon D
All Inclusive Rec LLC	224	Salon A
American Carnival Mart	1612	Salon C
American Ramp Company	909	Salon D
American Red Cross	705	Salon D
Amplivox Sound Systems	809	Salon D
Anova Furnishings	611	Salon A
Aqua Pure Enterprises, Inc.	207	Salon A
AstroTurf	812	Salon D
Awesome Amusement Party Rentals	409	Salon A
BagSpot Pet Waste Solutions	819	Salon D
<b>BCI Burke Company</b>	1200	Salon C
Beacon Athletics	201	Salon A
Best Bus Sales	1119	Salon D
BioSeal	1621	Salon C
Bluestem Ecological Services	1113	Salon D
Bounce Houses R Us LLC	1306	Salon C
Bownet Sports	1302	Salon C
Bronze Memorial Company	1300	Salon C
BS&A Software	806	Salon D
BSN Sports	217	Salon A
<b>Call One</b>	424	Salon A
Camosy Construction	111	Salon A
CampDoc.com	1009	Salon D
Capri Pools & Aquatics	504	Salon A
CardConnect	1614	Salon C
Central Sod Farms Inc.	215	Salon A
Central States Bus Sales, Inc.	1521	Salon C
Challenger Sports	1513	Salon C
Chapman and Cutler LLP	109	Salon A
Charles Vincent George Architects	1412	Salon C
Chicago Bulls/White Sox Training Academy	406	Salon A
Chicago Kite & Kite Festivals	1312	Salon C
Chicago Zoological Society/ Brookfield Zoo	1316	Salon C
Circle Wisconsin	1105	Salon D
CityReporter Software	910	Salon D
Clowning Around Entertainment	313	Salon A
Cody/Braun & Associates, Inc.	307	Salon A
Columbia Cascade Company	1313	Salon C
Commeg Systems, Inc. (TimePro)	1516	Salon C
Commercial Recreation Specialists, Inc.	512	Salon A
Connor Sports	105	Salon A
Coordinated Benefits Company	1615	Salon C
Cordogan Clark & Associates, Inc.	408	Salon A
Corporate Construction Services	319	Salon A
Correct Digital Displays, Inc.	716	Salon D
Councilman-Hunsaker	420	Salon A
Crown Trophy	323	Salon A
<b>Cunningham Recreation/GameTime</b>	511	Salon A
Custom Manufacturing, Inc.	206	Salon A
Custom Playgrounds Inc.	1602	Salon C
CXT, Inc.	1204	Salon C

COMPANY	BOOTH#	SALON
DASH Platform	815	Salon D
Deere & Company	501	Salon A
Deschamps Mat Systems, Inc.	706	Salon D
Design Perspectives, Inc.	325	Salon A
Dewberry Architects Inc.	205	Salon A
Direct Fitness Solutions	519	Salon A
Discount Playground Supply	1125	Salon D
Divine Signs Inc.	1620	Salon C
<b>DLA Architects, Ltd.</b>	506	Salon A
Doty & Sons Concrete Products, Inc.	517	Salon A
Drop Zone Portable Services, Inc.	1404	Salon C
Enchanted Castle - Haunted Trails	714	Salon D
Energy Efficiency Products/ZOO Fans	1010	Salon D
Engineering Resource Associates, Inc.	1410	Salon C
Entertainment Concepts	1007	Salon D
Eriksson Engineering Associates, Ltd.	902	Salon D
eTrak-plus	1616	Salon C
EVP Academies, LLC	412	Salon A
ExoFit Outdoor Fitness Equipment	1610	Salon C
Farnsworth Group, Inc.	311	Salon A
FGM Architects, Inc.	1411	Salon C
FieldTurf	322	Salon A
Finishing Solutions Network	1400	Salon C
Fluid Running	1016	Salon D
Fountain Technologies LTD	302	Salon A
Frederick Quinn Corp.	1421	Salon C
Fun Express, A Subsidiary of Oriental Trading Company	1514	Salon C
Game Day USA	817	Salon D
Gen Power	314	Salon A
Gerflor USA	1217	Salon C
Gold Medal Products, Co.	701	Salon D
<b>Gov HR USA</b>	718	Salon D
Graf Natural Resource Management	1017	Salon D
Green Series Fitness	1107	Salon D
Green Source, Inc.	417	Salon A
GreenbergFarrow	1417	Salon C
<b>Greenfields Outdoor Fitness</b>	1617	Salon C
Green-Up	1512	Salon C
Griffon Systems, Inc.	1317	Salon C
Haldeman-Homme, Inc.	225	Salon A
Hallagan Business Machines	1320	Salon C
Halogen Supply Company, Inc.	303	Salon A
Harris Local Government	1403	Salon C
Hawkins, Inc.	1213	Salon C
Henry Bros. Co.	310	Salon A
Herkowski Stickler & Associates	327	Salon A
Hey and Associates, Inc.	222	Salon A
Hitchcock Design Group	1502	Salon C
<b>Homer Industries, LLC</b>	213	Salon A
Howard L. White & Associates, Inc.	300	Salon A
Hunter Industries	704	Salon D
I.D. EDGE Inc.	411	Salon A
Ice Miller LLP	708	Salon D
Illinois Association of Park Districts	301	Salon A



COMPANY	BOOTH#	SALON
Illinois Energy Now	1219	Salon C
Illinois Girls Lacrosse Association (IGLA)	1018	Salon D
Illinois Municipal Retirement Fund	1401	Salon C
Illinois Park and Recreation Association	400	Salon A
Illinois State Board of Education	1114	Salon D
IMAGINE Nation LLC / Waterplay Solutions Corp.	108	Salon A
INNOVA Disc Golf	900	Salon D
INSPEC, Inc.	818	Salon D
Integrated Lakes Management	1318	Salon C
Integrity Fitness	1115	Salon D
IPARKS	522	Salon A
Jeff Ellis & Associates, Inc.	219	Salon A
JPMorgan Chase	1518	Salon C
Kafka Granite, LLC	1003	Salon D
Kay Park Rec Corp	1211	Salon C
Keeper Goals	204	Salon A
KI Furniture	1303	Salon C
Kiefer USA	720	Salon D
KLEEN-MACHINE Products	1416	Salon C
Knutte and Associates, P.C.	702	Salon D
Lake Country Corporation	321	Salon A
Leopardo Companies, Inc.	1611	Salon C
Life Fitness	1314	Salon C
Lincoln Aquatics	413	Salon A
 Links Technology	1402	Salon C
Lohmann Companies	221	Salon A
Lord & Murphy, Inc.	203	Salon A
Mad Bomber Fireworks Productions	425	Salon A
Management Association	721	Salon D
Matrix Fitness	609	Salon A
Maul Paving	1021	Salon D
Maximum Solutions	1305	Salon C
MB Financial	1008	Salon D
Medieval Times Dinner & Tournament	805	Salon D
Melrose Pyrotechnics, Inc.	404	Salon A
Mesirow Financial	607	Salon A
Midco Electric Supply	915	Salon D
MidCo Inc.	1120	Salon D
Midwest Commercial Fitness	1510	Salon C
Midwest Transit Equipment, Inc.	1201	Salon C
Mity-Lite, Inc.	216	Salon A
Monroe Truck Equipment, Inc.	1122	Salon D
Morton Suggestion Company	1420	Salon C
Murdock Mfg.	804	Salon D
Musco Sports Lighting, Inc.	306	Salon A
Nagle Hartray Architecture, Ltd.	808	Salon D
National Alliance for Youth Sports	1011	Salon D
National Association of Park Foundations	912	Salon D
Neptune-Benson, Inc.	1000	Salon D
NiceRink	801	Salon D
Nicholas & Associates, Inc.	911	Salon D
Northfield / An Oldcastle Company	1215	Salon C
Norwalk Concrete Industries	608	Salon A
NuToys Leisure Products	403	Salon A
Original Watermen	1109	Salon D
Outdoor Rinks by Iron Sleek	1505	Salon C
Outsource Solutions Group	1304	Salon C
Paddock Pool Equipment Company	1419	Salon C
Palos Sports, Inc.	113	Salon A
Pannier Graphics	1116	Salon D

COMPANY	BOOTH#	SALON
Park District Risk Management Agency (PDRMA)	208	Salon A
Parkink	103	Salon A
Parkreation, Inc.	112	Salon A
Perfect Turf LLC	104	Salon A
PerfectMind Inc.	905	Salon D
Personalized Awards, Inc.	410	Salon A
PFM Asset Management LLC/IPDLAF+Class	407	Salon A
Planning Resources, Inc.	316	Salon A
Play & Park Structures	712	Salon D
Play-Well TEKologies	1019	Salon D
PMA Financial Network, Inc.	907	Salon D
PMI Photography	312	Salon A
Porous Pave Inc.	605	Salon A
Porter Athletic	1415	Salon C
Pound4Pound Fitness Equipment	1315	Salon C
Prairie Forge Group	811	Salon D
Prime Turf, Inc.	509	Salon A
Productive Parks	1013	Salon D
Proven Business Systems	1418	Salon C
Qualite Sports Lighting, LLC	914	Salon D
R.J. O'Neil Inc.	810	Salon D
Rain Bird Corporation	1006	Salon D
Rain Drop Products	1121	Salon D
RAMUC Pool Paint	1012	Salon D
RATIO	903	Salon D
Reach Media Network	1618	Salon C
RecClix LLC	821	Salon D
RecDesk Software	1123	Salon D
Record-A-Hit Entertainment	211	Salon A
ReCPro Software	1310	Salon C
 Recreation Accessibility Consultants, LLC	518	Salon A
Recreonics, Inc.	901	Salon D
Reese Recreation Products, Inc.	100, 101	Salon A
Reinders, Inc.	427	Salon A
RenoSys Corporation	1405	Salon C
RGC Design	1311	Salon C
Robert Juris & Associates Architects, Ltd.	107	Salon A
Robert W. Baird	1517	Salon C
Russo Power Equipment	814	Salon D
Safariland	1106	Salon D
Santa's Village Azoozment Park	709	Salon D
SCORE Sports	416	Salon A
Scrantron Products	713	Salon D
Shade Creations by Waterloo	707	Salon D
Sikich LLP	324	Salon A
Sink Combs Dethlefs	102	Salon A
SkyLogix, LLC	320	Salon A
Slip Solutions of Illinois	1321	Salon C
Smart Industry Products, LLC	919	Salon D
SmithGroupJJR	908	Salon D
Soccer Made in America	1503	Salon C
Sod Solutions, Inc.	813	Salon D
Spear Corporation	414	Salon A
Speer Financial, Inc.	402	Salon A
Sport Court Midwest	218	Salon A
Sportdecals Sports & Spirit Products	719	Salon D
Sportsfields, Inc.	212	Salon A
SSCI - Background Checks	1004	Salon D
Stageline	1014	Salon D
Stalker Sports Floors	613	Salon A

COMPANY	BOOTH#	SALON
Stantec	318	Salon A
Starfish Aquatics Institute (SAI)	415	Salon A
Starved Rock Lodge & Conference Center	1515	Salon C
Studio Bloom, Inc.	1413	Salon C
Stumm Insurance	717	Salon D
Sundek of Illinois, Inc.	200	Salon A
Swim Chicago Southland	1102	Salon D
Tallgrass Restoration, LLC	803	Salon D
Team REIL, Inc.	502	Salon A
Techo-Bloc Inc.	1206	Salon C
TERRA Engineering, Ltd.	917	Salon D
The Davey Tree Expert Company	711	Salon D
The Interlocal Purchasing Systems (TIPS)	904	Salon D
The Lifeguard Store / All American Swim	1301	Salon C
The Mulch Center	1504	Salon C
The Party Company	1221	Salon C
The Pizzo Group	820	Salon D
The Spargo Group	422	Salon A
TimeClock Plus	1613	Salon C
Tyler Technologies	110	Salon A
U.S. Arbor Products, Inc.	315	Salon A
U.S. Tennis Court Construction Company	520	Salon A
Ultimate RB, Inc.	419	Salon A
Univar	1414	Salon C
Unlimited Play	1108	Salon D
 Upland Design, Ltd.	920	Salon D
USTA / Midwest	1015	Salon D
Vermont Systems, Inc.	421	Salon A
Vernon and Maz, Inc.	309	Salon A
Visual Image Photography, Inc.	510	Salon A
Vortex Midwest	1609	Salon C
W.B. Olson, Inc.	317	Salon A
Water Technology, Inc.	1020	Salon D
Waupaca Sand & Solutions	1511	Salon C
WBK Engineering, LLC	1519	Salon C
We R Photos Photography	906	Salon D
Wheeler	715	Salon D
WhiteWater	1002	Salon D
Wholesale Distribution Alliance	921	Salon D
Wickcraft Co.	1520	Salon C
Wight & Company	807	Salon D
Williams Architects / Aquatics	226	Salon A
Willoughby Industries	916	Salon D
Windy Cindy Amusements, Inc.	918	Salon D
 W-T Engineering, Inc.	516	Salon A
Zenon Company	525	Salon A
Zing Card	223	Salon A
ZOPPÉ: An Italian Family Circus	1023	Salon D

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# Call For Proposals

## 2018 IAPD/IPRA Soaring to New Heights Conference

January 18 – 20, 2018

Hilton Chicago

**Presenters:** The Conference Program Committee is seeking proposals for workshops and sessions that reflect the best thinking, informed by research, theory or practice, in the field of parks, recreation and conservation. Proposals that highlight emerging trends, best practice case studies or issues of diversity and inclusion are highly encouraged.

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

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

To submit a proposal for consideration, please visit [ILparksconference.com](http://ILparksconference.com) > Events & Programs > Call For Proposals. The deadline for submission is **May 12, 2017**. 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 submit your ideas through the Session Suggestion form. Suggestions will be accepted until **March 10, 2017**.





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