

IAPD/IPRA
**Soaring
to
New
Heights**
CONFERENCE

FINAL CONFERENCE PROGRAM

January 24-26, 2013 Hyatt Regency Chicago
151 E. Wacker Drive, Chicago, Illinois 60601





JANUARY 24-26, 2013 HYATT REGENCY CHICAGO
151 E. WACKER DRIVE, CHICAGO, ILLINOIS 60601



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





FIND IT FAST

| | |
|---|-----------|
| Agency Showcase 2012..... | C 12 |
| Chairmen’s Message..... | C 9 |
| Conference Schedule..... | C 13 |
| Continuing Education Units..... | C 14 |
| Exhibit Hall Floor Plan..... | C 63 |
| Exhibit Hall Information..... | C 62 |
| Exhibitor List..... | C 64 - 65 |
| Friday and Saturday Grid..... | C 24 - 27 |
| General Information..... | C 12 - 18 |
| Hyatt Regency Chicago Floor Plans..... | C 4 - 6 |
| IAPD Staff, Officers and Trustees..... | C 10 |
| IPRA Staff, Officers, Board Members, Membership Council and Section Directors..... | C 10 - 11 |
| Letter from the Governor..... | C 7 |
| Letter from the Mayor..... | C 8 |
| Session Suggestion Form 2014 | C 66 |
| Student Events..... | C 18 |

THURSDAY, JANUARY 24

| | |
|--|-------------|
| Career Development Symposium and Luncheon..... | C 21 |
| Pre-Conference Workshops..... | C 19 - C 23 |
| Thursday At-A-Glance..... | C 19 |
| Welcome Social with Final Say..... | C 59 |

FRIDAY, JANUARY 25

| | |
|-----------------------------------|---------------------------------------|
| Conference Roundtables..... | C 38 |
| Conference Sessions..... | C 28 - C 31, C 34 - C 37, C 40 - C 44 |
| Conference Workshops..... | C 32 - C 34, C 39 - C 40 |
| Friday At-A-Glance..... | C 28 |
| IPRA Annual Business Meeting..... | C 13 |
| Table Reservation System..... | C 18 |

SATURDAY, JANUARY 26

| | |
|---|---------------------------------------|
| Closing General Session with Ron Kittle..... | C 61 |
| Closing Social at the Art Institute of Chicago..... | C 60 |
| Conference Sessions..... | C 45 - C 48, C 50 - C 53, C 56 - C 58 |
| Conference Workshops..... | C 49 - C 50, C 54 - C55 |
| IAPD Annual Business Meeting..... | C 13 |
| Saturday At-A-Glance..... | C 45 |

2013 FINAL CONFERENCE PROGRAM

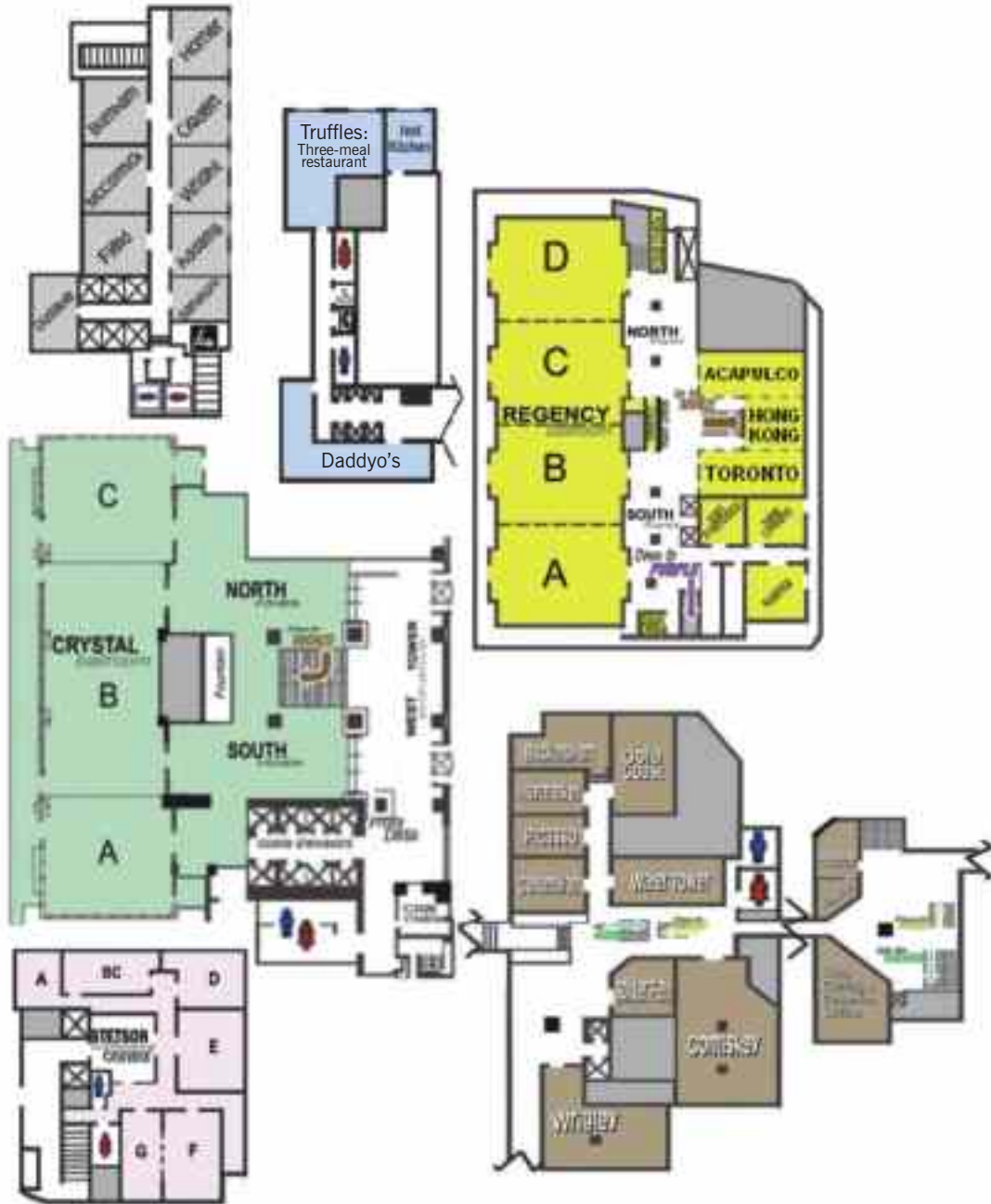
Hyatt Regency Chicago

- | | | | |
|--|--|---|--|
| Acapulco West Tower, Gold Level | East Tower Parking East Tower, Gold Level | Hertz East Tower, Gold Level | Sales, Catering & Convention Services Departments East Tower, Bronze Level |
| Addams West Tower, Silver Level | Field West Tower, Silver Level | Hong Kong West Tower, Gold Level | San Francisco West Tower, Gold Level |
| Atlanta West Tower, Gold Level | Fitness Center East Tower, Bronze Level | Horner West Tower, Silver Level | Sandburg West Tower, Silver Level |
| Bell Desk West Tower, Green Level | Front Desk West Tower, Green Level | Market Chicago East Tower, Green Level | Skyway Conference Center East Tower, Blue Level |
| Buckingham West Tower, Bronze Level | Gift Shop East Tower, Bronze Level | McCormick West Tower, Silver Level | Soldier Field West Tower, Bronze Level |
| Burnham West Tower, Silver Level | Gold Coast West Tower, Bronze Level | New Orleans West Tower, Gold Level | Stetson Conference Center West Tower, Purple Level |
| Business Center East Tower, Purple Level | Gold Passport West Tower, Green Level | Ogden West Tower, Silver Level | Stetsons Modern Steak + Sushi East Tower, Green Level |
| Columbian West Tower, Bronze Level | Grand Ballroom East Tower, Gold Level | Package Pick-up East Tower, Silver Level | Toronto West Tower, Gold Level |
| Columbus Hall (Rooms A-L) East Tower, Gold Level | Grand Ballroom Registration East Tower, Gold Level | Picasso West Tower, Bronze Level | Truffles West Tower, Blue Level |
| Comiskey West Tower, Bronze Level | Grand Suites East Tower, Gold Level | Regency Ballroom West Tower, Gold Level | Water Tower West Tower, Bronze Level |
| Concierge West Tower, Green Level | Haysmarket West Tower, Bronze Level | Riverside Center East Tower, Purple Level | West Tower Parking West Tower, Purple Level |
| Crystal Ballroom West Tower, Green Level | | | Wright West Tower, Silver Level |
| Daddy O's Pub & Game Room West Tower, Blue Level | | | Wrigley West Tower, Bronze Level |
| DuSable West Tower, Silver Level | | | |



HYATT REGENCY®

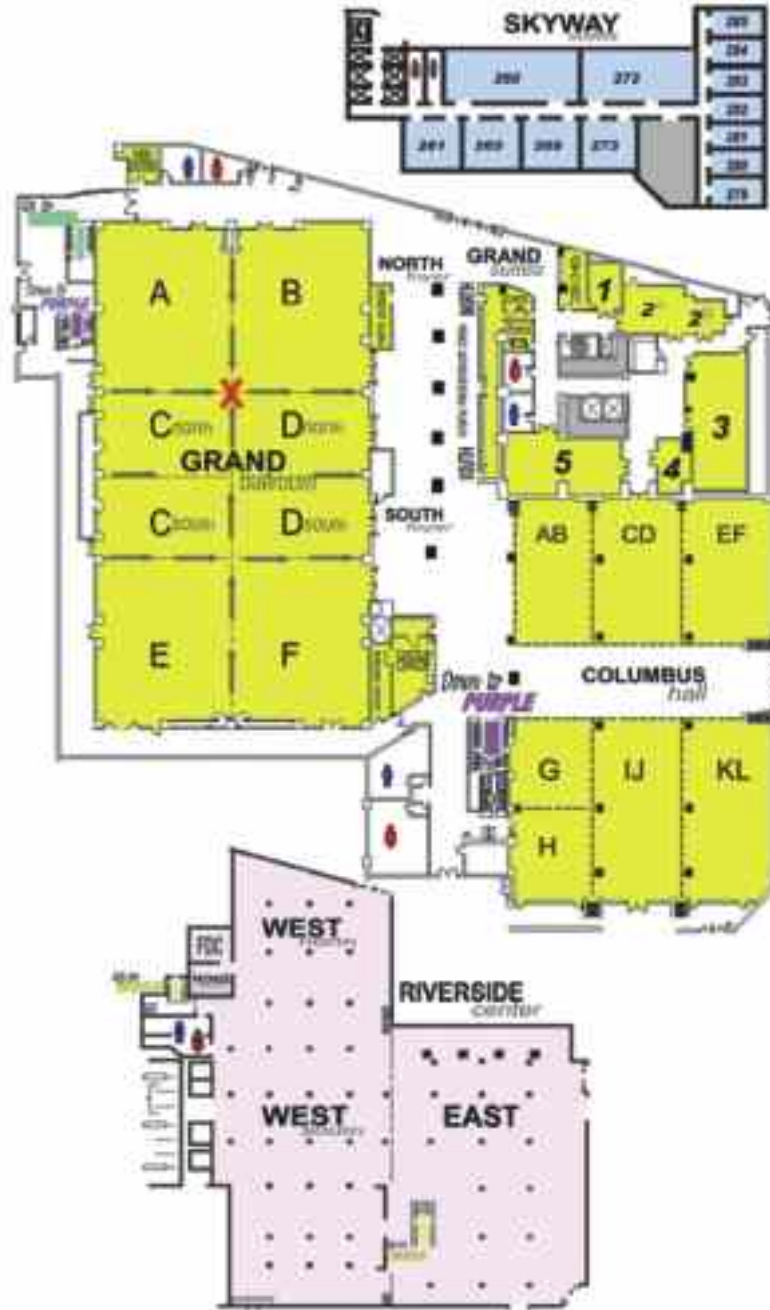
WEST TOWER





HYATT REGENCY®

EAST TOWER





STATE OF ILLINOIS
OFFICE OF THE GOVERNOR
 SPRINGFIELD, ILLINOIS 62706

PAT QUINN
 Governor

January 24-26, 2013

Illinois Association of Park Districts
 211 East Monroe Street
 Springfield, Illinois 62701

Illinois Park and Recreation Association
 536 East Avenue
 LaGrange, Illinois 60525

Greetings!

As Governor of the State of Illinois, I am pleased to welcome everyone gathered for the 2013 IAPD/IPRA “Soaring to New Heights” Conference hosted by the Illinois Association of Park Districts and the Illinois Park and Recreation Association.

Park districts, forest preserves, conservation, recreation and special recreation agencies serve valuable roles within our communities by acting as stewards of Illinois’ natural and recreational facilities, recognizing that a beautiful Illinois has benefits not only for the environment but also for the leisure of its residents. The IAPD and IPRA serve the people of Illinois by providing recreation programs and maintaining our facilities, parks and open spaces.

Preserving and protecting the natural beauty of Illinois is vital to ensure that it remains undisturbed for the education and enjoyment of future generations. I hope this conference provides all attendees with many great opportunities to connect and network with others in the parks and recreation profession. I am certain that everyone in attendance will leave energized to further their careers and eager to take on new challenges.

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

Sincerely,

Governor





**OFFICE OF THE MAYOR
CITY OF CHICAGO**

RAHM EMANUEL
Mayor

January 24, 2013

Dear Friends,

As Mayor and on behalf of the City of Chicago, I offer my warmest welcome to those attending the 2013 IAPD/IPRA Soaring to New Heights Conference presented by the Illinois Association of Park Districts and the Illinois Park and Recreation Association.

Founded in 1928, the Illinois Association of Park Districts (IAPD) has worked to improve and fortify the state's park districts, forest preserves, and conservation and recreation agencies. As the oldest organization of its kind, it maintained its distinct voice in park advocacy. The Illinois Park and Recreation Association (IPRA) was established in 1944 as a non-profit organization and public interest group with a mission to provide activity and opportunity for the people of Illinois within our parks and outdoor areas.

Both IAPD and IPRA have been recognized for their dedication to conservation and efforts to preserve the valuable natural resources of Illinois. Both organizations demonstrate strong leadership and have fueled the recreation movement in Illinois. I commend the Illinois Association of Park Districts and the Illinois Park and Recreation Association for their work to preserve our land and to provide readily-available recreation access to our residents and visitors alike.

It is my hope that after learning about and discussing what's new and changing in park management and recreation, you will take the time to explore and take advantage of everything Chicago has to offer. An exciting variety of restaurants, nightlife, great universities and world-class museums accented by our iconic skyline and incredible lakefront make Chicago one of the world's greatest cities.

I hope you have an enjoyable and productive conference and best wishes for much continued success.

Sincerely,

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

Mayor





Dear Friends,

We are eager to welcome you to the **2013 IAPD/IPRA Soaring to New Heights Conference** coming up in just a few weeks!

The **Joint Conference, Program and Exhibit Committees** continually strive to make improvements to our annual gathering and use the feedback we receive from you to do so. We are looking forward to sharing these enhancements with you and feel strongly that they will make your conference experience better than ever.

We are continuing our emphasis on quality over quantity in our programming with a variety of outside speakers while tapping into the resources our own field has to offer as well. In addition, we are bringing back the roundtable format on Friday afternoon.

Be sure to check out pages 24-27 for a consolidated view of offerings for Friday and Saturday organized by topic track and time. Use this visual aid to plan your conference itinerary and make the most of your valuable time.

More than 325 exhibitors will be with us to share their latest products, pioneering ideas, cutting-edge technology and hands-on demonstrations. The exhibit hall will be open on Thursday and Friday with extended hours on both days and **exclusive hours** on Friday from 10:45 am – 12:30 pm so that you may tour the hall without having to miss out on education.

The weekend will conclude on Saturday with the closing general session featuring **Ron Kittle** and the closing social at the **Art Institute of Chicago**.

We offer sincere thanks and appreciation for the diligent work of our dedicated conference chairs, **Jack Schmerer** of the Buffalo Grove Park District and **Mike Baiardo** of the Alsip Park District. They, along with our **Joint Conference, Program and Exhibit Committees**, have contributed many hours of their time to put together a comprehensive conference that offers you the very best in education, celebrates this wonderfully exciting field and unites professionals and commissioners from all around the state.

We look forward to seeing you soon! The **IAPD/IPRA Soaring to New Heights Conference** is where the wonderful world of parks and recreation connects!

LINDA JOHNSON
Commissioner
Crete Park District
IAPD Chairman of the Board

JOHN CURRAN
Executive Director
Tinley Park Park District
IPRA Chairman of the Board

Published by:
ILLINOIS ASSOCIATION OF PARK DISTRICTS
211 East Monroe Street, Springfield, IL 62701
P: 217-523-4554; F: 217-523-4273; W: www.ILparks.org

ILLINOIS PARK AND RECREATION ASSOCIATION
536 East Avenue, LaGrange, IL 60525
P: 708-588-2280; F: 708-354-0535; W: www.Ilipra.org

Designed by:
GOSS GRAPHIC DESIGN
1806 North Oakcrest Avenue, Decatur, IL 62526
P: 217-423-4739; www.gossgfx.com



ILLINOIS ASSOCIATION OF PARK DISTRICTS

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

STAFF

Peter M. Murphy, J.D., CAE, *President/Chief Executive Officer*
Jason Anselment, *Legal/Legislative Counsel*
Cindy Deiters, *Marketing Director and Webmaster*
Lori Harlan, *Publications Director*
Bobbie Jo Hill, *Public Relations Director*
Alan Howard, *Finance Director*
Sherri Khile, *Executive Secretary*
Shannon Sartain, *Legal Secretary*
Sue Triphahn, CMP, *Educational Services and Conference Director*

OFFICERS

Linda Johnson, *Chairman, Crete Park District*
Don Andersen, *Chairman-Elect, Oak Lawn Park District*
Wally Frasier, *Immediate Past Chairman, Mundelein Park and Recreation District*
Diane Main, *Vice-Chairman, Westmont Park District*
Nathaniel "Nate" Martin, *Vice-Chairman, Rockford Park District*
Joseph Petry, *Vice-Chairman, Champaign Park District*
Gray Noll, *Treasurer, Springfield Park District*
Eric Entler, *Sergeant-At-Arms, Park District of Forest Park*

TRUSTEES

Tom Barz, *Frankfort Park District*
Gayle Cinke, *Grayslake Community Park District*
Ken Collin, *Freeport Park District*
Carolyn Edley, *East Saint Louis Park District*
John Hoscheit, *Forest Preserve District of Kane County*
Ian Larkin, *Winnetka Park District*
Ron Lehman, *Channahon Park District*
David McDevitt, *Effingham Park District*
Chris Riley, *Decatur Park District*
Frank Scarpelli, *Dundee Township Park District*
Mike Vogl, *Bloomington Park District*



ILLINOIS PARK AND RECREATION ASSOCIATION

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

STAFF

Debbie Trueblood, MSW, CAE, *Executive Director*
Matt Fairbanks, MS, CPRP, *Membership and Education Director*
Barry Franks, *Financial Services Director*
Dina Kartch, MA, *Meetings and Conference Director*
Sheila Mulvey-Tatoris, *Education and Member Services Manager*
Heather Weishaar, *Communications and Development Manager*

OFFICERS

John Curran, CPRP, *Chairman, Tinley Park Park District*
Allison Niemela, CPRP, *Chairman-Elect, Batavia Park District*
LoriKay Paden, CPRP, *Immediate Past Chairman, University of Illinois*

BOARD MEMBERS

CENTRAL REGION

Joe DeLuce, CPRP, *Champaign Park District*

CHICAGO METRO REGION

Jan Hincapie, CPRP, *Lincolnwood Parks and Recreation Department*

NORTHERN ILLINOIS REGION

Patrick Kloss, *Belvidere Park District*

SOUTHERN ILLINOIS REGION

Mary Jeanne Hutchison, CPRP, *O'Fallon Parks and Recreation*

AT LARGE REP

Rick Hanetho, CPRP, *Northbrook Park District*

MEMBERSHIP COUNCIL REP

Nancy McCaul, CPRP, *Fox Valley Park District*





JOINT CONFERENCE COMMITTEE

2013 JOINT CONFERENCE COMMITTEE CHAIRS

Mike Baiardo, *IPRA Conference Chair, Alsip Park District*
Jack Schmerer, *IAPD Conference Chair, Buffalo Grove Park District*

JOINT CONFERENCE COMMITTEE

Matt Barber, *IPRA Operations Chair, WSSRA*
Tom Barz, *IAPD Exhibit Co-Chair, Frankfort Park District*
John Curran, *IPRA Exhibit Co-Chair, Tinley Park Park District*
Tom Hartwig, *IPRA Operations Co-Chair, Oak Lawn Park District*
Sherrie Izbán, *IPRA Program Chair, Joliet-Bolingbrook SRA*
Dina Kartch, *IPRA Meetings and Conference Director*
Jerri-Lynn Kleina, *IAPD Program Chair, Alsip Park District*
Greg Kolinek, *IAPD Exhibit Chair, Advisor*
Lili McGovern, *IAPD Operations Co-Chair, Hoffman Estates Park District*
Bob Schmidt, *IAPD Events Chair, Schaumburg Park District*
Sue Triphahn, *IAPD Educational Services and Conference Director*
Mike Vogl, *IAPD Operations Chair, Bloomingdale Park District*
Marty Walsh, *IPRA Events Chair, Vernon Hills Park District*
John Wilson, *IPRA Exhibit Chair, Lan-Oak Park District*

IAPD/IPRA PROGRAM COMMITTEE

Nancy Aldrich, *Arlington Heights Park District*
Donald Andersen, *Oak Lawn Park District*
Tom Barz, *Frankfort Park District*
Michael Brann, *Plainfield Park District*
Greg Bruggeman, *Elgin Parks and Recreation*
Jennifer Bruggeman, *Wheaton Park District*
Gabriel Castillo, *Belvidere Park District*
Mary Ann Chambers, *Northbrook Park District*
Anne Cosentino, *SEASPAR*
Barbara Daudelin, *Round Lake Area Park District*
Joe Donaldson, *Medinah Park District*
Eric Entler, *Park District of Forest Park*
Matt Fairbanks, *IPRA*
Chris Gentes, *Round Lake Area Park District*
Andrea Griffin, *NWSRA*
Jill Hastings, *Lombard Park District*
Jen Hermonson, *Streamwood Park District*
John Hoscheit, *Forest Preserve District of Kane County*
Sherrie Izbán, *Bolingbrook Park District/JBSRA*
Tim Jaskiewicz, *Bolingbrook Park District*
Dina Kartch, *IPRA*
Jerri-Lynn Kleina, *Alsip Park District*
Greg Kolinek
Ian Larkin, *Winnetka Park District*
Eric Lawhead, *Addison Park District*
Sue Leninger, *Bartlett Park District*
Keely Lewis-Childress, *University Park Parks and Recreation*
George Longmeyer, *Schaumburg Park District*
Mickey Macholl, *Hanover Park Park District*
Diane Main, *Westmont Park District*
Kathi Malloy, *Sugar Grove Park District*
Brian McKenna, *Rolling Meadows Park District*
Peter Murphy, *IAPD*
Sarah O'Donnell, *Wheaton Park District*
Kara Repsys, *NISRA*
Frank Scarpelli, *Dundee Township Park District*
Bob Schmidt, *Schaumburg Park District*
Joan Scovic, *Palatine Park District*
Sue Triphahn, *IAPD*
Debbie Trueblood, *IPRA*
Mike Vogl, *Bloomingdale Park District*
Keith Wallace, *Lincolnway SRA*
Beth Waller, *Schaumburg Park District*

MEMBERSHIP COUNCIL

ADMINISTRATION AND FINANCE

Nancy McCaul, *CPRP, Fox Valley Park District*

COMMUNICATIONS AND MARKETING

Kim Smith, *Bolingbrook Park District*

DIVERSITY

Gail Ito, *CTRS*

FACILITY MANAGEMENT

Brian Meyer, *CPRP, Bolingbrook Park District*

PARKS AND NATURAL RESOURCE MANAGEMENT

Mike Sletten, *CPRP, River Forest Park District*

RECREATION

Matt Wehby, *Wheeling Park District*

THERAPEUTIC RECREATION

Matt Corso, *CPRP, SEASPAR*

SECTION DIRECTORS

ADMINISTRATION AND FINANCE

Don Miletic, *Des Plaines Park District*

COMMUNICATIONS AND MARKETING

Kari Miller, *CPRP, Batavia Park District*

DIVERSITY

Keely Lewis-Childress, *University Park Parks and Recreation*

FACILITY MANAGEMENT

Karen Spandikow, *CPRP, Oak Brook Park District*

PARKS AND NATURAL RESOURCE MANAGEMENT

Rob Sperl, *CPRP, Wheaton Park District*

RECREATION

Sarah O'Donnell, *CPRP, Wheaton Park District*

STUDENT

Katy McKinnon, *University of Illinois*

THERAPEUTIC RECREATION

Jim Wiseman, *CPRP, NISRA*



ACCESSIBILITY

Parking: Parking at the Hyatt Regency Chicago and the Swissôtel Chicago are accessible for persons with disabilities. If the lower garage is used at the Hyatt Regency Chicago, elevators provide service to the hotel.

Restrooms: All restrooms are accessible except the third floor restrooms in the West Tower of the Hyatt Regency Chicago. All restrooms are accessible at the Swissôtel Chicago.

Meeting Rooms: All meeting rooms are accessible at the Hyatt Regency Chicago.

Restaurants: All restaurants are accessible at the Hyatt Regency Chicago and the Swissôtel Chicago.

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

ADA AND 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. If you have special needs regarding hotel accommodations, please contact the Hyatt Regency Chicago at 312-565-1234 or the Swissôtel Chicago at 312-565-0565. Hearing impaired individuals who require TTDs may call 800-526-0844 and the Illinois Relay Center will transmit the message to IAPD or IPRA.

Persons with special dietary needs may make arrangements by notifying Dina Kartch at IPRA at dina@ilipra.org **no later than Friday, January 11, 2013.**

ADMISSION

Admission to the exhibit hall, 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.



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. Agency entries and winners will be displayed in the Columbus Hallway, East Tower, Gold Level on Friday, January 25 until 4:00 pm. Stop by and 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 26 at 3:30 pm.

The 2012 Agency Showcase competition will be honoring the following entry categories:

Division 1: Overall Agency Showcase

This division will feature entries that highlight eight of the twelve categories below with a tabletop display. The eight categories selected will also be placed and judged in the individual category division. There will be a first-, second- and third-place overall showcase winner for this division.

Division 2: Individual Category

This division will feature entries in up to four categories. There will be one outstanding submission recognized in each category.

Categories

- Brochure Series
- Electronic Communication
- Green Marketing
- Integrated Photography
- Large Format Marketing
- Logo Design
- Marketing Campaign
- Public Relations
- Print Advertisement
- Print Communication
- Social Media
- Website

Proudly brought to you by IPRA and IAPD.

ALL-CONFERENCE AWARDS LUNCHEON

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

See page 18 for information on the table reservation system.

ANNUAL MEETINGS FOR IAPD AND IPRA

The Illinois Park and Recreation Association (IPRA) Annual Meeting will be held on Friday, January 25 at 5:00 pm. The Illinois Association of Park Districts (IAPD) Annual Meeting will be held on Saturday, January 26 at 3:30 pm. Both meetings will be held in the Regency Ballroom, West Tower, Gold Level.

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

COMMISSIONER RECEPTION

Attention all IAPD members! Please join us on Friday, January 25 at 5:30 pm. This reception will be an excellent opportunity for commissioners to exchange ideas, network and socialize. The IAPD board and staff will be present to answer questions and visit with commissioners. Invitations will be sent in early January.

CONFERENCE ETIQUETTE

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

Location: Grand Ballroom Foyer, East Tower, Gold Level
Conference Headquarters is the general information center for all conference activities. All session chairs and hosts must check in here prior to their scheduled session. Staff and volunteers will be available throughout the entire conference to answer your questions. The phone number for Conference Headquarters is 312-239-4818 (or extension 4818 from any house phone).

Conference Headquarters Hours

| | |
|----------------------|-------------------|
| Thursday, January 24 | 7:30 am – 6:30 pm |
| Friday, January 25 | 7:00 am – 5:30 pm |
| Saturday, January 26 | 7:30 am – 3:00 pm |

SCHEDULE AT A GLANCE

THURSDAY, JANUARY 24

| | |
|--------------------|--|
| 7:30 am – 6:30 pm | Conference Registration Open |
| 8:30 am – 12:00 pm | Pre-Conference Workshops (0.3 CEUs) |
| 9:00 am – 3:00 pm | Parkies Workshop and Luncheon |
| 11:00 am – 4:00 pm | Career Development Symposium and Luncheon (0.3 CEUs) |
| 1:00 pm – 6:00 pm | Grand Opening of the Exhibit Hall |
| 1:30 pm – 5:00 pm | Pre-Conference Workshops (0.3 CEUs) |
| 5:30 pm – 6:30 pm | Professional Connection |
| 9:00 pm – 12:00 am | Welcome Social with <i>Final Say</i> |

FRIDAY, JANUARY 25

| | |
|--------------------|-------------------------------------|
| 7:00 am – 4:30 pm | Conference Registration Open |
| 8:00 am – 9:15 am | Conference Sessions (0.1 CEUs) |
| 8:00 am – 10:00 am | Conference Workshops (0.2 CEUs) |
| 8:30 am – 12:30 pm | Exhibit Hall Open |
| 9:30 am – 10:45 am | Conference Sessions (0.1 CEUs) |
| 12:00 pm – 1:30 pm | Student Luncheon |
| 12:15 pm – 1:00 pm | Conference Roundtables, Track 1 |
| 12:15 pm – 2:15 pm | All-Conference Awards Luncheon* |
| 1:15 pm – 2:00 pm | Conference Roundtables, Track 2 |
| 1:30 pm – 5:00 pm | Exhibit Hall Open |
| 2:00 pm – 3:15 pm | Dessert Served in the Exhibit Hall* |
| 2:45 pm – 4:45 pm | Conference Workshops (0.2 CEUs) |
| 3:00 pm – 4:15 pm | Conference Sessions (0.1 CEUs) |
| 5:00 pm – 6:30 pm | IPRA Annual Business Meeting |
| 5:30 pm – 7:00 pm | Commissioner's Reception** |
| 9:30 pm – 11:00 pm | Chairmen's Reception** |

SATURDAY, JANUARY 26

| | |
|---------------------|--|
| 7:30 am – 11:30 am | Conference Registration Open |
| 8:30 am – 9:45 am | Conference Sessions (0.1 CEUs) |
| 9:00 am – 11:00 am | Conference Workshops (0.2 CEUs) |
| 10:15 am – 11:30 am | Conference Sessions (0.1 CEUs) |
| 12:00 pm – 2:00 pm | Conference Workshops (0.2 CEUs) |
| 12:30 pm – 1:45 pm | Conference Sessions (0.1 CEUs) |
| 2:15 pm – 3:00 pm | Closing General Session with Ron Kittle |
| 3:30 pm – 5:00 pm | IAPD Annual Business Meeting |
| 7:00 pm – 10:00 pm | Closing Social at the Art Institute of Chicago * |

*Ticketed Event ** By Invitation Only

CONTINUING EDUCATION UNITS (CEUs)

- Sessions scheduled for an hour and fifteen minutes award 0.1 CEUs.
- Workshops scheduled for two hours award 0.2 CEUs.
- Pre-conference workshops scheduled for three and a half hours award 0.3 CEUs.
- Roundtables scheduled for 45 minutes will **not** award any CEUs.
- No additional CEU fees for Friday and Saturday apply; CEUs for pre-conference workshops will be charged at \$5 per workshop.
- CEU coupons will be included with your registration materials **only if you requested CEUs with your conference registration.**

CEU Procedures

1. As you enter a session/workshop, the session chair 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 stamped again and 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 or collected 15 minutes prior to the end 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 stamps.
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.

Do I need CEUs?

CEU stands for Continuing Education Unit. The CEU is a form of measurement to record time spent furthering one's education. Attainment of CEUs is a requirement for many certification programs, including the CPRE, CPRP or CTRS programs in the recreation profession. If you are not certified in some manner, CEUs are not necessary as they will not be recorded or tracked by any organization.

What is a CPRP?

CPRE stands for Certified Park and Recreation Executive, CPRP stands for Certified Park and Recreation Professional and CTRS stands for Certified Therapeutic Recreation Specialist. CPRE, CPRP, or CTRS status is bestowed upon park and recreation professionals who can demonstrate through education, experience and current practice that they meet and exhibit certain predetermined qualifications established by the NRPA National Certification Board.

EVENT LOCATIONS

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

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

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

Exhibit Hall: Riverside Center, East Tower, Purple Level

Closing Social: Art Institute of Chicago

Sessions and Workshops: Columbus Hall, East Tower, Gold Level; Plaza Ballroom, East Tower, Green Level; Regency Ballroom, West Tower, Gold Level; Crystal Ballroom, West Tower, Green Level; and other meeting space throughout the hotel.

Welcome Social: Grand Ballroom, East Tower, Gold Level

(see pages 4-6 for floor plans)

EXCEPTIONAL WORKPLACE AWARD 2012

(Formerly NELB – No Employee Left Behind)

The EWA logo will appear next to health and wellness focused sessions and workshops offered at this year's conference. Please be sure to attend these! Questions regarding the *Exceptional Workplace Award* and the work of the Health and Wellness Committee can be directed to Lori Neubauer, Fitness Manager, Itasca Park District at lneubauer@itascaparkdistrict.com.



EXHIBIT HALL INFORMATION

The exhibit hall will be open on Thursday and Friday only – with extended hours both days and **exclusive hours** on Friday.

Come visit more than 325 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. All exhibits will be located in the Riverside Center Exhibition Hall, East Tower/Purple Level.

Each registered delegate will have multiple opportunities to win an iPad mini. Drawings will take place on Thursday afternoon and throughout the day on Friday. See page 62 for specific times. Entry blanks will be in the registration materials that you must pick up at Conference Registration. You must be present to win. Rules and regulations will apply.

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



EXHIBIT HALL HOURS

Thursday, January 26:

1:00 pm – 6:00 pm, Grand Opening

Friday, January 27:

8:30 am – 12:30 pm and 1:30 pm – 5:00 pm

(Exclusive Hours: 10:45 am – 12:30 pm)

* Dessert served from 2:00 pm – 3:15 pm.

This is a ticketed event.

GO GREEN!

Taking public transportation to the Hyatt Regency Chicago from nearly anywhere in the Chicago metro area is cheaper and often faster than driving into the city and parking your vehicle. This year, consider saving yourself (or your agency) some money while helping to reduce the environmental impact of your transportation. Plus, using public transportation for your commute allows you to relax, review presentation notes and prepare for conference. The following information will help you to plan your trip:

- Visit www.metrarail.com to determine train schedules from your community
- Visit www.rtachicago.com for information on other convenient bus lines operating near the train stations and other points in the Loop.

The cost and convenience of public transportation can't be beat!

MESSAGE BOARD

A message board will be located near Conference Headquarters. Individuals may call 312-239-4818 or extension 4818 from any house phone to have a message placed on the board.



PARKING

Delegates who are **registered overnight guests** at the Hyatt Regency Chicago will receive a discounted daily parking rate of \$26 for valet parking; self-parking is not available. In/out privileges are allowed for overnight guests only. The parking rate for delegates who are **registered overnight guests** at the Swissotel will receive a discounted daily parking rate of \$26 for valet parking; self-parking is not available.

Parking at the Hyatt Regency Chicago is extremely limited and all delegates are strongly encouraged to carpool and/or take public transportation. There are also several other nearby options for parking.

PARKING OPTIONS ARE WITHIN A TWO-BLOCK RADIUS WITH ACCESS TO THE HYATT VIA UNDERGROUND PEDWAY

This information is current as of July 2011. You may access a map of the underground pedway system at <http://www.cityofchicago.org/city/en/depts/cdot/provdrs/ped/svcs/pedway.html>. Additional parking in the area can be viewed at www.chicagoparkingmap.com.

221 N Stetson Ave. (312-552-0003) – NEXT TO THE HYATT

- 12 – 24 hours = \$30

323 E. Wacker Dr. (312-819-5051) – NEAR THE SWISSÔTEL

- 7 – 24 hours = \$52

111 E. Wacker Dr. (312-819-5051) – CONNECTS TO ILLINOIS CENTER VIA UNDERGROUND PEDWAY

- 2 – 12 hours = \$26

200 N. Columbus Dr. (312-938-9029) – NEAR THE SWISSÔTEL

- 6+ hours = \$51

225 N. Michigan Ave. (312-819-5064) – CONNECTS TO ILLINOIS CENTER VIA UNDERGROUND PEDWAY

- Weekdays = \$28
- Weekends = \$13

PARKING OPTION WITH SHUTTLE SERVICE

If parking is unavailable at the Hyatt and you cannot find parking at one of the neighboring garages, just let the valet know you require shuttle service from Millennium Park Garage. A shuttle will follow you to the garage and then will bring you back to the Hyatt. The shuttle picks up from the East Tower entrance on Stetson Drive.

Millennium Park Garage

5 S. Columbus Drive

The vehicle entrance is on S. Columbus Drive between Monroe Street (from the south, heading north) and Randolph Street (from the north, heading south).

- Early Bird Special Monday through Friday, in between 5:00 am and 1:00 am, out by 7:00 pm = \$14
- 12 – 24 hours = \$26

ALL DELEGATES ARE STRONGLY ENCOURAGED TO CARPOOL AND/OR TAKE PUBLIC TRANSPORTATION.



POLICY ON CHILDREN

No one under the age of 18 will be permitted to participate in any functions of the IAPD/IPRA Soaring to New Heights Conference. If the person is a speaker or a registered full- or part-time student in a college or university and is attending the conference for the purpose of professional development and networking opportunities special consideration may be granted.

REGISTRATION INFORMATION

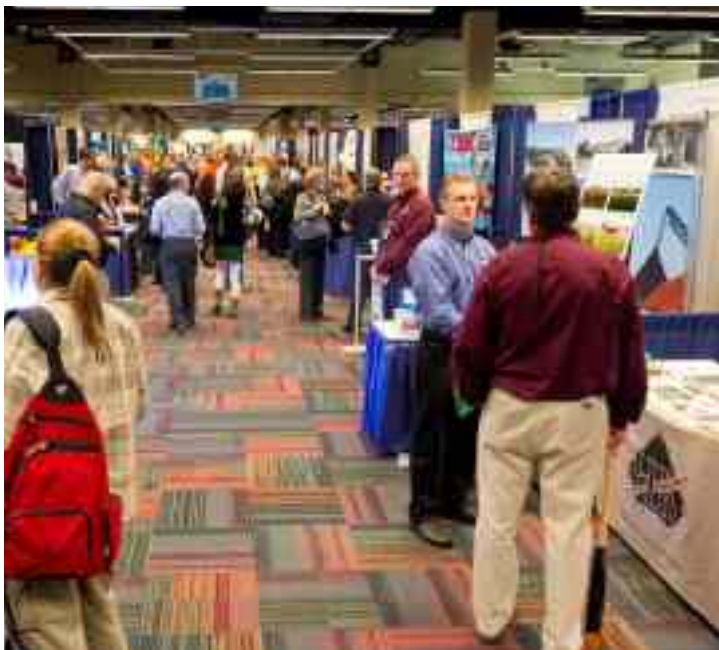
Location: Grand Ballroom Foyer, East Tower, Gold Level

Conference Registration Hours

| | |
|----------------------|--------------------|
| Thursday, January 24 | 7:30 am – 6:30 pm |
| Friday, January 25 | 7:00 am – 4:30 pm |
| Saturday, January 26 | 7:30 am – 11:30 am |

You may register for pre-conference workshops (space permitting) and/or conference onsite at Conference Registration. You must complete a registration form before going to the onsite registration counter. These forms will be available on tables located in front of Conference Registration.

Each registered delegate will receive their name badge, event tickets and CEU coupons (if applicable) onsite at conference. After registering you will receive an email confirmation with a bar code – please bring this with you to conference. This confirmation as well as a photo ID will be required to pick up your registration materials. Once onsite there will be a \$5 charge to reprint your name badge, if lost. **EVENT TICKETS WILL NOT BE REPRINTED. You must purchase new tickets at the current price in order to attend any ticketed events.** You will not be permitted into the exhibit hall, conference sessions or workshops without a conference name badge.



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 prior to the conclusion of the workshop in question.**

Forms will be available at Conference Headquarters. Any accreditation or 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 DATES

2014 IAPD/IPRA Soaring to New Heights Conference
Hyatt Regency Chicago, January 23-25, 2014

2015 IAPD/IPRA Soaring to New Heights Conference
Hyatt Regency Chicago, January 22-24, 2015

2016 IAPD/IPRA Soaring to New Heights Conference
Hyatt Regency Chicago, January 28-30, 2016

SILENT AUCTION

The Illinois Park and Recreation Foundation, in conjunction with the IPRA College and University Relations Committee, once again will conduct the Silent Auction located just next to Conference Registration in the East Tower, Gold Level. Conference delegates will have the opportunity to bid on such items as weekend get-a-ways, tickets to sporting events and golf packages. The auction is an easy way to purchase valuable services and products for yourself and your agency.

SPECIAL DIETS

Persons with special dietary needs may make arrangements by notifying Dina Kartch at IPRA at dina@ilpra.org **no later than Friday, January 11, 2013.**

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 will include a name badge for admission to the exhibit hall, the Welcome Social, conference sessions and conference workshops scheduled on Friday and Saturday and the Closing General Session. Tickets for the All-Conference Awards Luncheon and dessert in the exhibit hall on Friday and the Closing Social at the Art Institute of Chicago on Saturday will be available for purchase onsite at Conference Registration.



Museums In the Park has generously donated passes to five of Chicago's most popular museums. Passes to the Adler Planetarium, Art Institute of Chicago, Field Museum, Museum of Science and Industry and John G. Shedd Aquarium will be available at Conference Registration for spouses and guests only on a first-come, first-served basis and **are limited to two passes per person.** A big thank you to Museums In the Park for providing an opportunity for our guests to enjoy some of the most amazing sights Chicago has to offer!

SPONSORS

Our sincere appreciation to our conference co-sponsors!



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



TABLE RESERVATION SYSTEM FOR THE ALL-CONFERENCE AWARDS LUNCHEON (Includes Legislator Tables!)

Delegates who opt to reserve a table for the Friday All-Conference Awards Luncheon, **including reserved legislator tables**, should have indicated so when registering for the conference. The table reservation fee is \$50, nonrefundable and paid for when registering for conference. **Legislator tables are reserved through this reservation process as well.** The person who is designated the table contact/coordinator received an email with full detailed instructions on the table registration process. The table contact/coordinator has assigned registered delegates to their reserved table and received their table assignment. **THE DEADLINE FOR RESERVING A TABLE AT THE AWARDS LUNCHEON IS FRIDAY, JANUARY 11, 2013. After this date, no more table reservations will be accepted. Reserve your table early as tables are assigned on a first-come, first-served basis. All reserved tables will be tables of 12. You must have a full table or your agency may be combined with another. There will be no onsite table reservations taken.**

PLEASE NOTE: All table assignments are final.

VOLUNTEERS... CALLING ALL IAPD AND IPRA MEMBERS!

We are recruiting volunteers 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 REGISTRATION

CONTACT: Alan Howard
(ahoward@ilparks.org)

Hours of Operation:

Thursday, January 24
7:30 am – 6:30 pm

Friday, January 25
7:00 am – 4:30 pm

Saturday, January 26
7:30 am – 11:30 am

CONFERENCE HEADQUARTERS

CONTACT: Heather Weishaar
(heather@ilipra.org)

Hours of Operation:

Thursday, January 24
7:30 am – 6:30 pm

Friday, January 25
7:00 am – 5:30 pm

Saturday, January 26
7:30 am – 3:00 pm

WHAT TO WEAR

Exhibit Hall Grand Opening: Casual business attire

Welcome Social: Casual attire

Friday All-Conference Awards Luncheon: Business attire

Closing Social: Casual attire

STUDENT EVENTS

Thursday, January 24

Professional Connection

5:30 pm – 6:30 pm
Regency Ballroom AB
West Tower, Gold 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! Contact Dayell Houzenga at dayellh@wdsra.com if you have not yet registered.

Warm thanks to Dayell Houzenga of WDSRA for coordinating this year's Professional Connection!

Friday, January 25

Mock Interviews

10:30 am – 11:30 am
Wright, West Tower, Silver Level

Student Luncheon

12:00 pm – 1:30 pm
Stetson FG
West Tower, Purple Level

Saturday, January 26

Officers' Meeting

12:00 pm – 1:30 pm
Location TBD

ATTENDEES OF ALL PRE-CONFERENCE WORKSHOPS MUST GO TO CONFERENCE REGISTRATION (East Tower, Gold Level) FIRST.

THURSDAY AT-A-GLANCE

7:30 am – 6:30 pm

Conference Registration Open

8:30 am – 12:00 pm

Pre-Conference Workshops

(Pre-registration is mandatory.)

9:00 am – 3:00 pm

Parkies Workshop and Luncheon

(Pre-registration is mandatory.)

11:00 am – 4:00 pm

Career Development Symposium and Luncheon

(Pre-registration is mandatory.)

1:00 pm – 6:00 pm

Grand Opening of the Exhibit Hall

Visit more than 325 exhibitors who are displaying their newest products and services for the park, recreation, forest preserve and conservation industry.

1:30 pm – 5:00 pm

Pre-Conference Workshops

(Pre-registration is mandatory.)

5:30 pm – 6:30 pm

Professional Connection

(Pre-registration is mandatory.)

Don't miss this fantastic opportunity to network and to connect with your future employer or employee!

9:00 pm – 12:00 am

Welcome Social with Final Say

Kick off conference with some fun, music, dancing and visiting with friends.

PRE-CONFERENCE WORKSHOPS

8:30 am – 12:00 pm

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

11

Ten Powerful Tools That Will Increase Your Leadership Effectiveness



Topic Track: LEADERSHIP/MGMT

Location: Columbus IJ, East Tower, Gold Level

Registration Fee: \$75

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

Gain highly effective strategies and tactics that you can immediately apply to your work setting - techniques to gain ownership, verbal responses, procedures to create "followership", establish mentoring guidelines, the art of "wondering around" and making your people heroes. These are just a few of the key takeaways that will be explored in great detail. This hands-on, interactive workshop will investigate how successful leaders create winning environments and establish trusting relationships that make others feel truly valued.

Learning Outcomes: Participants will: (1) learn how to immediately apply new tools to improve leadership effectiveness; (2) learn how to analyze the characteristics of a dysfunctional team and how to turn them around; (3) learn how to design a leadership self improvement plan of action.

101

How to Protect Yourself and Your Agency from Computer Crime

Topic Track: FINANCE/IT

Location: Columbus KL, East Tower, Gold Level

Registration Fee: \$75

Speaker(s): Mike Bazzell, Computer Crime Detective, Alton Police Department and FBI Cyber Crime Task Force

This workshop will focus on recent trends of online fraud, internet scams and ways that identities are stolen. The presentation will include details of how hackers commit their crimes and what any person or business can do to protect themselves. Participants will learn, immediately, how password hackers, debit card skimmers, key loggers, email scams, cellular telephones, security questions, meta data and file sharing networks are an emerging threat against them. Live examples of "hacking" into information will shock the audience while detailed solutions will be displayed on how to stop the threat. Free software applications will be presented at the conclusion of the workshop.

Learning Outcomes: Participants will: (1) be presented with several methods used by criminals to commit financial crimes on the internet; each of these methods can be avoided by using techniques that will be presented in this workshop; (2) learn how the default configuration of new technology such as bluetooth, wireless internet and peer-to-peer networks is an immediate threat against their agency.

ATTENDEES OF ALL PRE-CONFERENCE WORKSHOPS MUST GO TO CONFERENCE REGISTRATION (East Tower, Gold Level) FIRST.

PRE-CONFERENCE WORKSHOPS

8:30 am – 12:00 pm

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

302

Learn Many Steps Towards Creating a Balanced Life

Topic Track: LEADERSHIP/MGMT

Location: Columbus GH, East Tower, Gold Level

Registration Fee: \$75

Speaker(s): Steve Beck, President, Beck Seminars

Are you going nuts or is life just moving too fast? If you're like most of us, life moves faster and is more complex now than just five years ago. E-mails and smart phones have blurred the lines between your work life and personal time by making you constantly accessible. Sadly, many people mistakenly believe that this is necessary to get more accomplished and advance their careers. Life/work balance is about learning how to structure your life to improve your attitude, mood and performance both personally and professionally.

Learning Outcomes: Participants will: (1) be less stressed, more relaxed and have more balance; (2) experience more harmony in their work and home lives.

401

Your Seasonal Staff: How to Recruit, Retain and Motivate Winners!



Topic Track: LEADERSHIP/MGMT

Location: Columbus EF, East Tower, Gold Level

Registration Fee: \$75

Speaker(s): Jodi Rudick, Professional Speaker, ADvisors Marketing Group

Do you see seasonal employees as a necessary evil or valuable agency assets? Almost every park and recreation agency goes through the annual process of recruiting and keeping effective seasonal staff. This workshop will guide you through five steps to successfully hire, train and retain young people and senior staff using rewards and motivation.

Learning Outcomes: Participants will: (1) learn how to successfully recruit and retain seasonal staff, both paid and unpaid; (2) discover how to recruit people of every generation (Veterans, Baby Boomers, Generation Xers and Generation Nexters) as well as trends and tips to reward positive behavior with little or no budget.

501

Effective Debriefing Tools and Techniques

Topic Track: THERAPEUTIC REC

Location: Acapulco, West Tower, Gold Level

Registration Fee: \$75

Speaker(s): Michelle Cummings, Owner/Trainer/Big Wheel, Training Wheels

Are you good at the games, but not so good at the debrief? Do you ask questions and get blank stares from your participants? Debriefing an experience helps participants connect lessons and activities learned in a workshop or program to the outside world. It is a very important piece of experiential education and learning as a whole. If participants are not allowed to reflect on their experiences and relate them to the outside world then a lot of the learning may be lost. Including debriefing is valuable after a powerful experience in your program. And, mixing up your debriefing activities will keep participants engaged in what they are learning and allow you to create more teachable moments.

Learning Outcomes: Participants will: (1) leave the workshop with over ten effective debriefing tools that are simple and easy to use; (2) learn five different techniques for processing to help liven up your debriefing circles.

601

Three Essential Skills Front Line Employees Need to Delight Your Customers

Topic Track: FACILITIES

Location: Columbus CD, East Tower, Gold Level

Registration Fee: \$75

Speaker(s): Denise Barreto, Managing Partner, Relationships Matter Now, LLC

Customers are demanding more for less in our new economy and companies and organizations that can deliver excellent customer service are rewarded with loyalty, especially when the price is right and the value is understood. Park and recreation agencies have an excellent opportunity to capture market share by delivering far better service than the competition.

Learning Outcomes: Participants will: (1) learn about the barriers to excellent front line customer service and how to break them; (2) understand the three essential skills front line managers must possess; (3) be equipped with specific tools for training front line employees with three key competencies.

902

Developing a Comprehensive Marketing Strategy for Your Agency

Topic Track: MARKETING/COMM

Location: Comiskey, West Tower, Bronze Level

Registration Fee: \$75

Speaker(s): Jim Connon, Account Executive, Weblinx, Inc.

This workshop will discuss marketing tools available to effectively implement a strategy to communicate to your agency's audience. Presentations from experts will highlight strategies for best marketing and communication practices. A case study will be performed with a participant to demonstrate how to create and implement a marketing strategy.

Learning Outcomes: Participants will:

(1) understand what marketing strategies are available to their agencies (print, social media, messaging within) and how to use them effectively; (2) learn how to implement a marketing strategy to communicate with their agency's audience.



ATTENDEES OF ALL PRE-CONFERENCE WORKSHOPS MUST GO TO CONFERENCE REGISTRATION (East Tower, Gold Level) FIRST.



9:00 am - 3:00 pm

201 Parkies: Maintaining Your Community

Topic Track: PARKS/NAT RESOURCES
Location: Regency D, West Tower, Gold Level

Registration Fee: \$89

Speaker(s): Jesse Felix, Superintendent of Parks, West Chicago Park District; Phil Graf, Owner, Graf Tree Care; Scott Randall, Senior Water Resources Engineer, Wills Burke Kelsey Associates, Ltd.; Bryan Sykora, Business Planning Consultant, Landscape Structures, Inc.

0.4 CEUs Awarded

This workshop is for parkies who are actually in the field in mid-supervisory or supervisory level positions. It will bring together parks maintenance professionals from agencies throughout the state to discuss various topics including, but not limited to, streambank stabilization and small bridge certification, the Kaizen process and dealing with a natural disaster in your parks. Participants will hear from a variety of speakers on these topics, have an opportunity to visit the exhibit hall and network with fellow maintenance professionals in an optional post-workshop social.

Learning Outcomes: Participants will: (1) begin to create a network of professionals in similar roles to call upon when they encounter challenges in their own park system; (2) learn about streambank stabilization, the Kaizen process and how the West Chicago Park District dealt with a natural disaster in their parks and what you can do to plan for your own agency.

12:00 pm - 1:00 pm
Lunch (Regency C)



11:00 am – 4:00 pm

Career Development Symposium and Luncheon

Location: Crystal Ballroom, West Tower, Green Level

Registration Fee: \$89

Speaker(s): Beverly Washington, President and Founder, Image Factor, Inc.

0.3 CEUs Awarded

11:00 am - 11:30 am

Check-In (Crystal Ballroom Foyer)

ATTENDEES OF ALL PRE-CONFERENCE WORKSHOPS MUST GO TO CONFERENCE REGISTRATION (East Tower, Gold Level) FIRST.

11:30 am – 12:30 pm

Lunch (Crystal Ballroom C)

12:45 pm – 2:15 pm

Taking Control of Your Job and Your Life (Crystal Ballroom AB)

- **Defining Emotional Intelligence**

Unlike your IQ, which is set when you are a teenager, your emotional intelligence (EQ) can be improved throughout your lifetime. Learn what competencies emotional intelligence encompasses and how they can enhance your ability to relate positively with others.

- **Self-Control and Managing Emotions**

Self-awareness is crucial in developing emotional intelligence. Learn how your right brain and left brain work together – and against each other – to affect your emotional reactions. Discover how leadership and emotional intelligence are related.

- **Understanding Emotional Intelligence**

Understand how your emotions affect others – and how their emotions can affect you. Eliminate the impact of unresolved conflict and escalated anger.

2:30 pm – 4:00 pm

Career and Professional Development (Crystal Ballroom AB)

- **Importance of Communication and Perception**

Good communication skills can open many doors – and bad communication can close them. How do people really see you?

- **Communicate Through Listening**

Build rapport through listening, rather than speaking. Discover how solid listening skills can expand your personal strengths and improve your professional image.

- **Establishing Credibility While Maintaining Mutual Respect**

Identify your personal roadblocks to more effective communication and learn how to eliminate them.

4:00 pm

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



PRE-CONFERENCE WORKSHOPS

1:30 pm – 5:00 pm

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

10

Creating a Culture of Service Excellence for Your Agency

Topic Track: LEADERSHIP/MGMT

Location: Columbus IJ, East Tower, Gold Level

Registration Fee: \$75

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

Learn how to close the gap between customer perception and operational reality in the delivery of exceptional customer service. This workshop will focus on exceeding expectations by investigating, discussing and assessing strategies that will help you gain a competitive advantage. With data gained from over 1,000 direct facility audits and observations of best practices, you will develop an action plan for success. If you don't actively involve yourself in this workshop, don't worry... someone else will gladly satisfy your customers for you!

Learning Outcomes: Participants will: (1) learn how to identify and differentiate remarkable service experiences; (2) learn how to utilize information gained during the workshop to develop a working Service Excellence Action Plan to enhance facility and agency success.

12

Goal Setting to Lead and Motivate

Topic Track:

LEADERSHIP/MGMT

Location: Toronto, West Tower, Gold Level

Registration Fee: \$75

Speaker(s): Roy Bedford, Community Recreation Coordinator, City of St. Albert

This workshop will explore the use of goal setting as a meaningful tool to lead and motivate both staff and volunteers while achieving organizational objectives. Included is the examination of the role of supervisors/leaders in establishing a culture that inspires and motivates staff. The workshop will also look at SMART goals and how to understand the personal motivations of staff and team members.

Learning Outcomes: Participants will: (1) differentiate between performance management goal setting as an annual human resource function and the use of goals to lead and inspire as a management tool; (2) discover steps to develop and use goals that encourage and nurture staff or volunteers while achieving organizational objectives; (3) explore their own motivations and develop their own inspiring goals for immediate application in their personal and professional lives.

102

Online Investigation: Boot Camp

Topic Track: FINANCE/IT

Location: Columbus KL, East Tower, Gold Level

Registration Fee: \$75

Speaker(s): Mike Bazzell, Computer Crime Detective, Alton Police Department and FBI Cyber Crime Task Force

This workshop is an abbreviated version of a full course offered to those tasked with conducting an investigation into an online incident. It is similar to law enforcement courses, but is designed to fit the needs of agencies that use the internet to conduct various investigations. This may include large agencies that investigate employee issues, product information leaks, threats or simply monitoring the "chatter" of a competitor. Small agencies can use this as well to recruit and hire employees, identify risk with current staff or as a tool to monitor their business on the internet. This training will examine over 100 free online resources that can be used to find all publicly available information on a target name or business. Techniques for finding information that is assumed to be private will be demonstrated on many social networks. This workshop will also identify risks to children who are online and what parents can do to minimize a child's exposure to online dangers.

Learning Outcomes: Participants will: (1) gain access to hundreds of free online resources that will provide personal information about current and potential employees; (2) learn many techniques that parents and instructors can use to prevent children from becoming victims as they are often targeted by online predators.



ATTENDEES OF ALL PRE-CONFERENCE WORKSHOPS MUST GO TO CONFERENCE REGISTRATION (East Tower, Gold Level) FIRST.

103

Are You a Boss or a LEADER? Leading Your Team to Soar to New Heights

Topic Track: LEADERSHIP/MGMT

Location: Columbus CD, East Tower, Gold Level

Registration Fee: \$75

Speaker(s): Christine Corelli, Professional Speaker, Christine Corelli and Associates



How effective are you as a leader? Everything starts and stops with leadership. How would your employees describe your leadership style? What style is best? How can you lead in a way that gets the most from your team and influence them (and your board) to buy into your ideas? What motivates the younger generation? How can you handle problem employees? Obtain answers to these questions and learn how to institute change immediately.

Learning Outcomes: Participants will: (1) learn how to display dynamic leadership and apply mental self-leadership techniques: examination of self-dialogue, beliefs and assumptions, thought patterns and goal setting; (2) obtain high levels of employee engagement and discover why smart organizations adopt a "zero tolerance for bad bosses"; (3) gain knowledge to manage all types of employees, get the most from their team and influence coworkers and employees to buy in to their ideas.

301

Essential Leadership Skills for Front Line Managers

Topic Track: LEADERSHIP/MGMT

Location: Columbus GH, East Tower, Gold Level

Registration Fee: \$75

Speaker(s): Darryl Harris, Training Consultant, The Carroll-Keller Group

More than ever, agencies require strong leadership teams to be successful. Doing more with fewer resources, meeting the expectations of demanding patrons and motivating staff to work collaboratively while giving 100% every day are just a few of the obstacles that must be overcome. In this highly interactive workshop, international training consultant Darryl Harris of The Carroll-Keller Group will give you an invaluable set of tools that will reinvigorate your leadership style and prepare you for the leadership challenges you will inevitably face. From effective goal setting and performance coaching to learning how your conflict resolution style may be hindering your team's effectiveness, this high-energy workshop will help you refine your leadership skills and boost the overall productivity of your team.

Learning Outcomes: Participants will: (1) understand the role of coaching in improving employees' job performance; (2) explore their conflict resolution style and discuss how it may be hindering the effectiveness of their work team.

PRE-CONFERENCE WORKSHOPS

1:30 pm – 5:00 pm

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

ATTENDEES OF ALL PRE-CONFERENCE
WORKSHOPS MUST GO TO CONFERENCE
REGISTRATION (East Tower, Gold Level) FIRST.

402

Make and Take Sponsorship: A Workshop to Increase Revenue, Results and Return on Investment

Topic Track: RECREATION

Location: Columbus EF, East Tower, Gold Level

Registration Fee: \$75

Speaker(s): Jodi Rudick, Professional Speaker,
ADvisors Marketing Group

Using the exclusive Make and Take, this workshop will focus on the first and most important steps to take when looking to secure corporate sponsors and agency partners. Using out-of-the-box ideas, participants will learn how to secure dollars, in-kind contributions, media coverage and other valuable resources. Hear and see examples of how to use email, direct mail, personal visits and phone calls to tell your story to valuable contacts and potential prospects.

Learning Outcomes: Participants will: (1) list and complete the steps necessary to develop a sponsorship campaign and timeline with little or no "seed money" or budget; (2) match single or multiple sponsors to specific projects and programs to maximize ROI (return on investment).

502

Conflict Resolution and Bullying Prevention Activities

Topic Track: THERAPEUTIC REC

Location: Acapulco, West Tower, Gold Level

Registration Fee: \$75

Speaker(s): Michelle Cummings,
Owner/Trainer/Big Wheel, Training Wheels

This workshop is based on the book, *Setting the Conflict Compass*. It is an engaging, highly interactive program focused on conflict resolution and bully prevention. You will leave with a variety of tools and techniques for dealing with conflict, bullying and discipline issues. Apply your learning immediately to help your participants understand that through collaboration, encouragement and an appreciation of the differences in one another's lives we can diffuse tense situations and deescalate conflict.

Learning Outcomes: Participants will: (1) become aware of how they perceive and handle conflict; (2) learn about the eight week sequence for bullying prevention.

602

Historic Park Buildings: Preservation and Programming (MOBILE WORKSHOP)

Topic Track: FACILITIES

Location: Skyway 260, East Tower, Blue

Registration Fee: \$75

Speaker(s): Julia Bachrach,
Historian/Preservation Planner and Michael
Fus, Preservation Architect, Chicago Park
District

The Chicago Park District is the steward of hundreds of historic buildings. Many were designed by renowned architects and a large number of them include significant decorative elements and artworks such as murals and sculptural bas reliefs. This workshop will highlight examples of preservation, conservation and reuse. It will include input from the park district's historian, preservation architect and programming staff.

A portion of this workshop will be offsite at Garfield Park in Chicago so please dress warmly. Transportation will be provided from/to the Hyatt Regency Chicago.

Learning Outcomes: Participants will: (1) gain an in-depth understanding of the Chicago Park District's significant architectural collection; (2) learn about appropriate methods of preserving and programming historic buildings including significant decorative elements and ways to educate the public about the history and value of such architecture.

**THIS WORKSHOP IS LIMITED TO THE FIRST
40 PARTICIPANTS.**

901

Creating Professional and Attractive Images Using Digital Photography and Photoshop

Topic Track: MARKETING/COMM

Location: Comiskey, West Tower, Bronze

Registration Fee: \$75

Speaker(s): Steve Neilson, Owner/
Photographer, Eminjayin Productions

Ansel Adams stated, "You don't take a photograph; you make it." Learn how to make your own with the Big 3: F-Stop, Shutter Speed and ISO. What are those? You'll find out! Not sure where to point your camera? Learn the rule of thirds, white balance and light control to create picture perfect photographs that you can use in your marketing collateral. Once you have a great image, learn to enhance it using Photoshop tips and tricks such as color correction, textures and overlays, actions and more. Feel free to bring your camera to follow along!

Learning Outcomes: Participants will: (1) have a better understanding of technical concepts of photography and learn how to use manual settings on a digital SLR camera for higher quality images; (2) learn how to incorporate Photoshop tips and tricks into their photographs to increase the visual appearance for web and print.



THE PROFESSIONAL CONNECTION

5:30 pm - 6:30 pm

Location: Regency Ballroom AB,
West Tower, Gold 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! Contact Dayell Houzenga at dayellh@wdsra.com if you have not yet registered.

Warm thanks to Dayell Houzenga of WDSRA for coordinating this year's Professional Connection!

| | BOARDSMANSHIP | FACILITIES | FINANCE/ INFORMATION TECHNOLOGY | GOVERNANCE/LEGAL | HR/RISK MANAGEMENT |
|---------------------------|---|---|---|--|---|
| 8:00 AM - 9:15 AM | <p>(127) Keeping Commissioners and Directors Current with Changing Laws</p> <p>(143) Trained Professionals Got Talent</p> | <p>(132) Master Plan Your Golf Course Into the Black</p> <p>(203) Futuristic Spray Play</p> <p>(616) LEED and the Energy Code: Closer Than You Think</p> | <p>(131) GASB: Where the Fun Begins and Never Ends!</p> | <p>(23) Transitioning Executive Level Employees Sensitive and Legally</p> <p>(124) To Cyberspace and Beyond: The Legal Implications of Advancing Park Technology</p> | <p>(314) The Anatomy of a Trial</p> |
| 8:00 AM - 10:00 AM | | <p>(210) Project Delivery Methods: How to Get the Building You Want</p> | <p>(142) Hiding From the Internet</p> <p>(305) RecTrac: Bring Your Questions!</p> | | <p>(304) Help! My Board Wants Me to Do a Compensation Study!</p> |
| 9:30 AM - 10:45 AM | <p>(140) Boards and Organizational Effectiveness</p> | <p>(133) Golf Course Maintenance: How Much Should I Spend?</p> <p>(313) Ladies and Gentlemen, Start Your Revenue Engines</p> <p>(610) Surging Into Aquatics: Preparing for the Age Wave</p> <p>(612) Common Facility Accessibility Issues and Solutions</p> | <p>(117) Issuing Tax-Exempt Bonds: Do Sweat the Small Stuff</p> | <p>(110) Legal/Legislative Part I</p> | <p>(118) Ten Reasons Why Your Agency Could be Sued Over Labor Issues: How to Avoid Them</p> <p>(1002) Learning to Swim in Diverse Communities</p> |
| 2:45 PM - 4:45 PM | | <p>(614) Entrepreneurial Facilities: Taking Ownership of the Bottom Line</p> | <p>(303) Confronting Employee and Vendor Fraud Schemes</p> | <p>(104) Best Practices: Americans with Disabilities Act and Reasonable Accommodation Compliance</p> | |
| 3:00 PM - 4:15 PM | <p>(120) Negotiating Directors' Contracts: What's Good for the Goose? What's Good for the Gander?</p> <p>(125) Park Board Wars and Power Plays: How to Avoid and Survive Them</p> | <p>(134) Where Have All the Golfers Gone?</p> <p>(607) Planning Trends and Details for Facility Design</p> <p>(620) Managing Your Aquatic Circle of Risk</p> | <p>(137) Tax Exemption of Municipal Bonds: The Financial Impact</p> | <p>(111) Legal/Legislative Part II</p> <p>(129) Closed Session Best Practices: Beyond the Basics</p> | <p>(311) HR in Action</p> |

| LEADERSHIP/ MANAGEMENT | MARKETING/ COMMUNICATIONS | PARKS/NATURAL RESOURCES | RECREATION | THERAPEUTIC RECREATION |
|--|--|--|---|--|
| <p>(21) Using Performance Dashboards for Decision Making</p> <p>(31) Training For the Ages: Creating a Staff Culture of Cooperation</p> <p>(108) All Legislative Advocacy is Local</p> <p>(139) Bath Salts and Spice: A Synthetic Drug Abuse Update</p> <p>(424) Present Your Organization Dynamically</p> | | <p>(205) Sports Turf Management</p> <p>(209) Back to Basics IPM for Golf Course Superintendents: A Chicago Perspective</p> | <p>(428) Cultural Arts Must be a Priority! Explore the Benefits</p> <p>(430) Neighborhood Awakening</p> <p>(431) Free Sports Programs in Illinois</p> <p>(621) Day Camp and Aquatics: Working Together</p> | |
| <p>(624) Small Team, Big Results! Strategies to Lead Your Team with a Lean Staff</p> | <p>(403) Awesome Apps and Cool Tools for 2013</p> <p>(905) Three Things Every Agency Must Know About Marketing</p> | | <p>(138) Programming Solutions for Park Districts</p> <p>(413) After School and Youth Development: Resources Beyond IPRA for Training and Development</p> | <p>(504) Low Prop to No Prop Team Building Activities</p> <p>(509) The Perfect Storm: Understanding the Role of Stress and Neurology in Spectrum Related Disorders</p> |
| <p>(13) Movin' On Up! Preparing for Your Next Career Move</p> <p>(22) Creating a Strategy Focused Organization</p> <p>(26) Proper Planning Prevents Poor Performance</p> <p>(29) Purpose-Based Recognition: Recognizing, Rewarding and Retaining Staff</p> <p>(32) Creating the Optimal Intern Experience for Your Agency and the Intern</p> | | <p>(207) Using Technology: How it Affects Park Operations and Efficiency</p> | <p>(404) Creating a "Killer" Halloween Event</p> <p>(409) Ins and Outs of Youth Athletic Player Evaluations and Drafting</p> <p>(410) Developing Your Athletic Field Rental Policy</p> <p>(412) Value Pricing for Programs</p> <p>(422) Volunteering: Know When to Say YES!</p> | |
| <p>(25) Crossing the Financial Tight Rope</p> | <p>(904) Effective logo Design: Understanding the Process</p> <p>(915) Marketing to Mom</p> | | <p>(28) An Introduction to iLearn: Bullying</p> <p>(433) Walk Chicago: The Ins and Outs of Planning a Trip</p> | <p>(507) SCUBA Diving for All</p> <p>(510) "Fun"ctional Fitness for All</p> <p>(513) Playing With a Full Deck</p> |
| <p>(19) Creating a Culture of Professional Development in Your Agency</p> <p>(30) Get Your Community Working With You: The Power of Advocacy</p> <p>(112) Accreditation: A Blueprint for Excellence</p> <p>(113) Sexual Predators: Is Your Agency Safe?</p> <p>(408) Developing Your Career Through Public Speaking</p> | <p>(913) Panoramic PR: Effortlessly Transform Ordinary PR Into Captivating 3D Marketing</p> <p>(914) Take This Job and Love It!™</p> | <p>(211) Accessibility Research: How Are Playground Surfaces Measuring Up?</p> | <p>(20) Fill the Calendar and the Coffers: The Complete Park Examined</p> <p>(420) Teen Camps: Behind the Scenes</p> <p>(427) Keys to Hosting Large Scale Athletic Events</p> | |

SATURDAY, JANUARY 26 (SEE PAGES 45-58 FOR DETAILS)

| | BOARDSMANSHIP | FACILITIES | FINANCE/ INFORMATION TECHNOLOGY | GOVERNANCE/LEGAL | HR/RISK MANAGEMENT |
|----------------------------|---|---|--|--|---|
| 8:30 AM - 9:45 AM | (106) Energizing Your Foundation | (135) Municipal Golf Courses: Potential "Fields of Green" (605) Swimming Pool Technologies: Are These the Answers? (609) Best Practices to Retain Members and Grow Fitness Revenue (615) Design-Build: The Benefits of an Integrated Team and Process | | (121) Intergovernmental Agreements: Good Marriages or Expensive Divorces? | (122) Dealing with the Prevailing Wage Act (317) Dealing with Personnel Issues: An Ever-Growing List |
| 9:00 AM - 11:00 AM | (115) Parliamentary Procedure and Robert's Rules | | (107) Financial Best Practices | | (35) Discipline and the Evaluation Process: Having the Tough Conversations (632) The Exceptional Workplace Award (Formerly NELB) |
| 10:15 AM - 11:30 AM | (130) Ask the Commissioner | (114) Buying an Existing Golf Course for Your Community (204) Interactive Archives and Building Documents (617) Saving Energy and Money with Retro-Commissioning (622) Maximizing Concession Revenues (623) The Model Aquatic Health Code and You | | (119) Legal and Ethical Issues on Using Social Media (123) Protecting the Pocketbook Through Purchasing and Procurement Prowess | (318) Hiring and Firing Without Litigation |
| 12:00 PM - 2:00 PM | (116) Strategies for Effective Meeting Management | (618) Capital and Construction Projects 101: A Legal Primer | (306) Taxable Fringe Benefits and Other Payroll Issues | (105) Why, What, Who and How of Starting a Foundation | |
| 2:30 PM - 4:45 PM | | (604) Create the Appropriate Request for Proposals (RFPs) for Your Recreation Facility Project (606) How to Maximize Revenue at Your Sport Facilities (619) How to Reenergize Dead Space in Your Community Center (625) Selling for Non-Sales People (626) Carol Stream Park District's New LEED Silver Recreation Center | (309) Bonds: Information for New and Future Directors (312) IMRF: Are You Ready for Retirement? | (128) Staying Ahead of the Law: Legal Topics Affecting Illinois Agencies | |

| LEADERSHIP/ MANAGEMENT | MARKETING/ COMMUNICATIONS | PARKS/NATURAL RESOURCES | RECREATION | THERAPEUTIC RECREATION |
|---|--|---|---|--|
| <p>(310) Helping Your Agency Transition Successfully Under a New Executive Director</p> <p>(316) Essential Supervisory Skills for New Supervisors</p> <p>(319) Productive Partnerships</p> <p>(421) Personal Image: Enhance Your Personal Style</p> | <p>(916) Super Hero Social Media: Rescue Tiny Budgets and Get POW!erful Results</p> | <p>(14) Assets to Operations: A Guide to Efficient District Wide Comprehensive Planning</p> <p>(206) Busey Woods Gateway Trail: ADA Upgrades in an Environmentally Sensitive Area</p> | <p>(141) Sport Coaching Styles and Team Performance</p> <p>(406) Dealing with the Obesity Crisis in America</p> | <p>(505) iPads: Enhancing Therapeutic Recreation Programming</p> |
| <p>(17) Developing a Level of Service Standards Using a Supply/Demand Model</p> <p>(24) What Are Park Boards Looking For? Getting the Top Job</p> <p>(136) Ten Immediate Ways to Engage Staff and Maximize Talent</p> | <p>(909) Building Your Sponsorship, Marketing and PR Toolbox Step by Step</p> <p>(912) What to Do When the Press Calls You</p> | | | |
| <p>(109) Measuring Success in Park Districts</p> <p>(308) Best Practices: Capital Planning for Future Boards, Staff and Community</p> <p>(1001) Meeting the Needs of a Demographically Diverse Community</p> <p>(1004) Summer Food Service Programs</p> | | <p>(212) Random Acts of Gardening: A Panel Discussion About Community Gardening</p> | <p>(407) What's Happening on Your Fields</p> <p>(419) Get the Most Out of Your Teen Programming</p> <p>(432) Key Elements When Planning a Running Event</p> <p>(603) Intergenerational Learning: If I Knew Then What I Know Now...</p> | <p>(512) Update From the IPRA/ILRTA TR/RT Exploratory Licensure Task Force</p> |
| <p>(307) Vital Communication Skills: Business Writing, Business Etiquette and Presentations</p> <p>(627) Managing Multiple Priorities: Women in Leisure Services</p> | <p>(907) Identity Dos and Don'ts: Get the Most Out of Your Branding Efforts</p> <p>(911) Celebrating Your Agency's History</p> | | <p>(613) Aquatic Design Challenges: What Would You Do?</p> | <p>(508) Helping Enraged Children Become Engaged</p> |
| <p>(34) The Nuts and Bolts of Innovation</p> <p>(126) Consolidation of Illinois Public Entities: How Park Districts Can Be Proactive</p> <p>(315) Low-Cost Ideas for Recognizing Your Employees</p> <p>(908) Writing Effective and Statistically Valid Surveys</p> <p>(1003) Managing the Diversity Explosion at Work and In Program Planning</p> | <p>(1005) The ABCs of Fundraising</p> | | <p>(202) The Current State and Trends in the Golf Industry Today</p> <p>(418) Cash In On Special Events</p> <p>(423) 10.0: Keeping Your Gymnastics Program, Staff, Participants and Facility Safe</p> <p>(429) Act I: Starting Your Theater Program; Act II: Expanding Your Program</p> | |



FRIDAY AT-A-GLANCE

7:00 am – 4:30 pm

Conference Registration Open

8:00 am – 9:15 am

Conference Sessions (0.1 CEUs)

8:00 am – 10:00 am

Conference Workshops (0.2 CEUs)

8:30 am – 12:30 pm

Exhibit Hall Open

9:30 am – 10:45 am

Conference Sessions (0.1 CEUs)

12:00 pm – 1:30 pm

Student Luncheon

12:15 pm – 1:00 pm

Conference Roundtables, Track 1

12:15 pm – 2:15 pm

All-Conference Awards Luncheon *

1:15 pm – 2:00 pm

Conference Roundtables, Track 2

1:30 pm – 5:00 pm

Exhibit Hall Open

Dessert served from 2:00 pm – 3:15 pm *

2:45 pm – 4:45 pm

Conference Workshops (0.2 CEUs)

3:00 pm – 4:15 pm

Conference Sessions (0.1 CEUs)

5:00 pm – 6:30 pm

IPRA Annual Business Meeting

* *Ticketed Event*

FRIDAY MORNING CONFERENCE SESSIONS

8:00 am - 9:15 am

All conference sessions award 0.1 CEUs,
pending approval.

Pre-registration is not required.

21

Using Performance Dashboards for Decision Making

Topic Track: LEADERSHIP/MGMT

Location: Regency C, West Tower, Gold Level

Time: 8:00 AM - 9:15 AM

Speaker(s): Barbara Heller, President, Heller and Heller Consulting

Measuring organizational performance is a difficult endeavor for most organizations. We will explore the culture needed to support the use of data for decision making, types and examples of measures, the importance of data mining and fully using technology to drive the process. This includes the use of dashboards for measuring performance. This session will include information about the actual implementation of a dashboard within an agency.

Learning Outcomes: Participants will: (1) discuss ideas about effective key performance indicators for parks and recreation; (2) identify ways technology can help with the development of measures.

23

Transitioning Executive Level Employees Sensitively and Legally

Topic Track: GOVERNANCE/LEGAL

Location: Hong Kong, West Tower, Gold Level

Time: 8:00 AM - 9:15 AM

Speaker(s): Keri-Lyn Krafthefer, Partner, Ancel, Glink, Diamond, Bush, DiCianni & Krafthefer, P.C.; Heidi Voorhees, President, Voorhees Associates

This session will advise board members and supervisors on appropriate and legal methods for transitioning senior managers out of the organization.

Learning Outcomes: Participants will: (1) learn about potential organizational impacts of removing a senior executive and how best to mitigate the impact; (2) learn about important legal considerations they should consider when transitioning employees out of the organization.

FRIDAY MORNING CONFERENCE SESSIONS

8:00 am - 9:15 am

All conference sessions award 0.1 CEUs, pending approval.
Pre-registration is not required.



31

Training For the Ages: Creating a Staff Culture of Cooperation



Topic Track: LEADERSHIP/MGMT

Location: Regency D, West Tower, Gold Level

Time: 8:00 AM - 9:15 AM

Speaker(s): Lori Hoffner, Professional Speaker, Trainer, Consultant, Supporting CommUnity, Inc.

Do you ever find yourself shaking your head in wonderment with your younger employees? Are there times when you wish you could get your "traditionalist" staff on board with a new way of doing things? Many of the approaches that each person takes are deeply rooted in their generational experiences and values. Learn ways to blend the different generations into a cohesive and positive team as well as creating an environment of cooperation that meets the needs of your staff regardless of their age. You will identify ways to encourage support for the internal atmosphere that gets projected internally to the customers.

Learning Outcomes: Participants will:

(1) identify the values that define different generations; (2) list positive actions to engage all employees so they can support one another and create a positive work environment.

108

All Legislative Advocacy is Local

Topic Track: LEADERSHIP/MGMT

Location: Grand Suite 3, East Tower, Gold Level

Time: 8:00 AM - 9:15 AM

Speaker(s): Arnie Biondo, Executive Director, Carol Stream Park District; Rita Fletcher, Executive Director, Bartlett Park District

This session will explore the link between local advocacy and money. Case studies will be presented to illustrate how local money is more prevalent, more available and more timely than state and federal funds. Participants will leave with an outline of how to build local advocacy that can provide a much higher rate of return on their investment of time and money.

Learning Outcomes: Participants will: (1) gain insight regarding the value of local advocacy; (2) be able to build a local advocacy plan.

124

To Cyberspace and Beyond: The Legal Implications of Advancing Park Technology

Topic Track: GOVERNANCE/LEGAL

Location: Toronto, West Tower, Gold Level

Time: 8:00 AM - 9:15 AM

Speaker(s): Brent Denzin and Derke Price, Attorneys, Ancel, Glink, Diamond, Bush, DiCianni & Krafthefer, P.C.

Technology is moving at lightning speed for park use and application. Unfortunately, the law has not caught up with technology and is still evolving. This session is to prepare park professionals on how to deal with technology advances and complying with laws that may not give clear pictures on legalities. Hear the limits and gray areas discussed by experienced attorneys with this field of knowledge.

Learning Outcomes: Participants will: (1) learn that there are legal limits to the use of technology as a management tool; (2) leave with stronger knowledge on the pluses and minuses of what technology can do for their agency.

127

Keeping Commissioners and Directors Current with Changing Laws

Topic Track: BOARDSMANSHIP

Location: Water Tower, West Tower, Bronze Level

Time: 8:00 AM - 9:15 AM

Speaker(s): Robert Bush, Partner, Ancel, Glink, Diamond, Bush, DiCianni & Krafthefer, P.C.

"Just when you thought it was safe to get back into the water!" The federal and state government continues to change, tinker and modify laws that govern and regulate park districts. There are continual changes each year. It is required that commissioners and directors keep their learning skills strong to comply with all of the changes. Come to this session to hear from the law firm that contributes to the content of the *Illinois Park District Law Handbook* and will share with you the many changes that impacted park districts in just one year alone! Be prepared or expensive litigation and legal work could be in your agency's future for noncompliance of new law changes.

Learning Outcomes: Participants will: (1) learn about new state laws that impact park district operations with expenses if not administered correctly; (2) learn how to adjust in managing new state laws that affect their agency.

131

GASB: Where the Fun Begins and Never Ends!

Topic Track: FINANCE/IT

Location: New Orleans, West Tower, Gold Level

Time: 8:00 AM - 9:15 AM

Speaker(s): Frederick Lantz, Partner, Director of Government Services, Sikich LLP

The Governmental Accounting Standards Board (GASB) has been very active over the last year issuing a number of final pronouncements and due process documents including Statement #68, Accounting and Financial Reporting for Pensions, which revises and establishes new financial reporting requirements for most governments that provide their employees with pension benefits. This session will review the recent pronouncements from GASB.

Learning Outcomes: Participants will:

(1) understand recently issued pronouncements and when they will become effective for their agencies; (2) understand the impact of GASB Statement #68 on their agencies.

132

Master Plan Your Golf Course Into the Black

Topic Track: FACILITIES

Location: Burnham, West Tower, Silver Level

Time: 8:00 AM - 9:15 AM

Speaker(s): Doug Myslinski, Senior Design Associate, Rick Jacobson Golf Course Design; Mike Cutler, VP Business Development, Billy Casper Golf

Learn three ways a golf course master plan can provide immediate positive impact on the bottom line of your golf course operation.

Learning Outcomes: Participants will:

(1) understand the benefits provided by a very affordable golf course master plan; (2) discover simple methods to speed up the pace of play at their golf courses while adding more rounds to the tee sheet.



FRIDAY MORNING CONFERENCE SESSIONS

8:00 am - 9:15 am

All conference sessions award 0.1 CEUs, pending approval.
Pre-registration is not required.

139

Bath Salts and Spice: A Synthetic Drug Abuse Update

Topic Track: LEADERSHIP/MGMT

Location: Atlanta, West Tower, Gold Level

Time: 8:00 AM - 9:15 AM

Speaker(s): Michael Hood, Deputy Attorney General, Criminal Justice and Cara Smith, Deputy Chief of Staff, Office of the Illinois Attorney General

Synthetic drugs continue to plague communities in Illinois. Individuals using these products are in danger to themselves and to those around them. This session will explain what these products are and where they are coming from as well as provide information that is useful to detect which individuals are using them. Join us for this important information and for an update on the state of laws surrounding synthetic drugs.

Learning Outcomes: Participants will: (1) learn how to identify synthetic drugs and how they can impact those who frequent your parks and facilities; (2) learn what laws apply to the possession and use of synthetic drugs.

143

Trained Professionals Got Talent

Topic Track: BOARDSMANSHIP

Location: Grand Suite 5, East Tower, Gold Level

Time: 8:00 AM - 9:15 AM

Speaker(s): Rich Grodsky, Grodsky Consulting Group, LLP; Amy Hurd, Professor, Illinois State University; Steve Persinger, Associate, Hazard, Young, Attea and Associates; Tim Powers, Commissioner, Carol Stream Park District

When you, as a commissioner, have the responsibility to select the best person to lead your organization, on what do you base your decision? Perhaps for you, it is interviewing skills and professional appearance or familiarity with a candidate, such as someone already employed at your agency. Often, many final decisions are based upon a gut feeling that the person is a "good fit." Some boards have opted to select lesser candidates in the applicant pool in order to realize budgetary savings. A panel of experts will discuss the methodology of selecting a seasoned and trained park and recreation professional to lead the agency. Also, the panel will discuss the pitfalls and shortcomings of hiring less skilled, less experienced or peripheral service managers to be the agency leader. Learn what traits to look for in your next director in order to lead your agency to success.

Learning Outcomes: Participants will: (1) learn about current hiring trends for leadership positions and how it impacts the leisure service field; (2) learn what trained professionals possess in their "portfolios" to ensure success in leadership positions.

203

Futuristic Spray Play

Topic Track: FACILITIES

Location: Wrigley, West Tower, Bronze Level

Time: 8:00 AM - 9:15 AM

Speaker(s): Bill Hachmeister, National Sales Manager, Water Odyssey

This session will take you from the present spray park environment into a futuristic look using music, sounds, game play, lights, lasers and innovative colors to enhance teamwork, learning, interaction and building relationships in the spray park.

Learning Outcomes: Participants will: (1) evaluate age demographics to determine the skill level for learning, team building and relationship building; (2) recognize budget estimates concerning new technology; (3) identify safety issues relative to the State of Illinois.

205

Sports Turf Management

Topic Track: PARKS/NAT RESOURCES

Location: Grand Suite 2, East Tower, Gold Level

Time: 8:00 AM - 9:15 AM

Speaker(s): Keith Gorczyca, Superintendent of Parks and Planning and Tim Howe, Parks Manager, Streamwood Park District

Managing sports turf can be challenging. Most fields are exposed to heavy use, time constraints and special events. Add to that the expectation for turf to look its best at all times and you are now a sports turf manager. This session is designed to provide information, suggestions and ideas for all who manage sports turf.

Learning Outcomes: Participants will: (1) learn the basics of turf grass science; (2) gain a better understanding of the cultural practices involved with maintaining sports turf; (3) learn appropriate techniques for managing sports turf under extreme conditions.

209

Back to Basics IPM for Golf Course Superintendents: A Chicago Perspective

Topic Track: PARKS/NAT RESOURCES

Location: McCormick, West Tower, Silver Level

Time: 8:00 AM - 9:15 AM

Speaker(s): Dan Dinelli, Golf Course Superintendent, North Shore Country Club; Derek Settle, Director of Turfgrass Programs, Chicago District Golf Association

A university-trained researcher and an experienced superintendent are arguably an ideal combination for development and investigation of turf research ideas. The North Shore Country Club in Glenview and the Chicago District Golf Association in Lemont have a unique partnership to conduct onsite golf course research in Illinois.

Learning Outcomes: Participants will: (1) learn the major pests that have affected golf courses over the difficult summer seasons of 2010, 2011 and 2012 in Illinois; (2) gain broad knowledge of newer products that are allowing better efficacy for pest control, some of which now go further and improve plant health (certain fungicides can enhance root length /biomass).

314

The Anatomy of a Trial

Topic Track: HR/RISK MGMT

Location: Skyway 260, East Tower, Blue Level

Time: 8:00 AM - 9:15 AM

Speaker(s): Thomas Bradley and Greg James, Attorneys/Partners, Laner, Muchin, Dombrow, Becker, Levin and Tominberg, Ltd.; Lynn Seebacher, HR Manager, Skokie Park District

In this session you will learn about a retaliatory discharge lawsuit that went to trial not once, but twice! You will be walked through the entire process which spanned approximately three years. Learn about the circumstances of the discharge, the claim filed, the preparation for depositions and trials and the outcome firsthand from three individuals directly involved from start to finish.

Learning Outcomes: Participants will: (1) understand why retaliation claims are increasing and why supervisors must be trained on the agency's anti-retaliation policies; (2) discuss the steps an agency should take in an effort to prevent retaliation claims.

FRIDAY MORNING CONFERENCE SESSIONS

8:00 am - 9:15 am

All conference sessions award 0.1 CEUs, pending approval.
Pre-registration is not required.



424 Present Your Organization Dynamically

Topic Track: LEADERSHIP/MGMT
Location: Gold Coast, West Tower, Bronze Level
Time: 8:00 AM - 9:15 AM
Speaker(s): Cheryl Kaspar, Executive VP/CFO and Gerald Paulsen, President/CEO, Paulsen Productions, Inc.

This session will examine an effective methodology, that is rooted in the audience's viewpoint, for delivering your agency's message. You will learn to make presentations that will gain greater acceptance, understanding and support.
Learning Outcomes: Participants will: (1) be prepared to conduct clear, formatted presentations; (2) identify characteristics in audiences in order to customize and prepare presentations.

428 Cultural Arts Must be a Priority! Explore the Benefits

Topic Track: RECREATION
Location: Columbian, West Tower, Bronze Level
Time: 8:00 AM - 9:15 AM
Speaker(s): Claudia Freeman, Superintendent of Cultural Arts and Greg Petry, Executive Director, Waukegan Park District; Jameel Jones, Cultural Arts Manager, Champaign Park District; Ra Joy, Executive Director, Art Alliance Illinois; Encarnacion Teruel, Director of Visual Arts, Media Arts and Multidisciplinary Programs, Illinois Arts Council

Cultural arts are typically not fully funded; however, participants realize tremendous benefits. This session will focus on how arts and cultural programming can be woven into the fabric of the community.
Learning Outcomes: Participants will: (1) gain a deeper understanding of the benefits park district patrons can receive from a fine arts program; (2) learn simple ways to engage residents through the integration of the arts.

430 Neighborhood Awakening

Topic Track: RECREATION
Location: Acapulco, West Tower, Gold Level
Time: 8:00 AM - 9:15 AM
Speaker(s): Roy Bedford, Community Recreation Coordinator, City of St. Albert

This session confronts slumbering neighborhoods, examining resident engagement through neighborhood gatherings, block parties and community projects. *Neighborhood Awakening* outlines sparking volunteer leadership, program, budgeting and promoting gatherings that enrich quality of life and can form a foundation for ongoing community building.

Learning Outcomes: Participants will: (1) learn the role neighborhood gatherings can have in achieving community building goals, an event handout will be provided outlining each step for a successful event for use by community workers who can engage and coach residents to bring neighbors together; (2) learn what needs to be considered in developing a neighborhood gathering strategy for their own community, a strategy template will be provided and there will be an opportunity to commence using it with feedback from peers; (3) consider the role of front-line workers and community recreation coordinators in initiating a neighborhood gathering strategy as a community development tool.

431 Free Sports Programs in Illinois

Topic Track: RECREATION
Location: Buckingham, West Tower, Bronze Level
Time: 8:00 AM - 9:15 AM
Speaker(s): Abby Lane, LEJ Sports Group; Dan Peboontom, State Coordinator, NFL Punt, Pass and Kick; Ryan Sparrow, State Coordinator, Hershey's Track and Field Program; Jennifer Yuska, State Coordinator, Aquafina Pitch, Hit and Run

There are many free sports programs to offer in Illinois. See what programs are available to offer to children of all ages and genders. These program offer a fun and rewarding experience at no cost to participants. Speakers will talk about basketball, baseball, softball, football and track/field.

Learning Outcomes: Participants will: (1) learn what free sports programs are offered in Illinois; (2) learn how to participate in these free programs.

616 LEED and the Energy Code: Closer Than You Think

Topic Track: FACILITIES
Location: Field, West Tower, Silver Level
Time: 8:00 AM - 9:15 AM
Speaker(s): Don McLaughlan, Principal, Elara Engineering; Frank Parisi, Associate Principal, Williams Architects

This session will provide relevant information to park districts who are interested in constructing a sustainable facility, but are not necessarily interested in pursuing LEED certification.

Learning Outcomes: Participants will: (1) understand basic LEED concepts and their relationships to current energy code requirements; (2) learn how to implement sustainable concepts without pursuing formal LEED certification and will understand the operational benefits of implementing sustainable concepts.

621 Day Camp and Aquatics: Working Together

Topic Track: RECREATION
Location: DuSable, West Tower, Silver Level
Time: 8:00 AM - 9:15 AM
Speaker(s): Jessica Gray, Aquatic Manager, Amanda Piasecki, Camp Director, and Laura Reinke, Oak Brook Park District

Day camp and aquatic staff have a lot of similarities and often have to work together. By training your staff jointly and allowing them to get to know one another, you will see improvements in safety, teamwork and customer service. This session will include new PDRMA guidelines and checklists for all camps.

Learning Outcomes: Participants will: (1) be able to put together a training with camp and aquatic staff and comply with all PDRMA guidelines; (2) be able to utilize their camp and aquatic staff in both departments.



FRIDAY MORNING CONFERENCE WORKSHOPS

8:00 am - 10:00 am

All conference sessions award 0.2 CEUs, pending approval.

Pre-registration is not required.

138

Programming Solutions for Park Districts

Topic Track: RECREATION

Location: Columbus GH, East Tower, Gold Level

Time: 8:00 AM - 10:00 AM

Speaker(s): Gary Foiles, Program Manager, Naperville Park District; Morgan Singel, Founder, President, CEO, Coach, Kids First Sports Safety, Inc.

This workshop will examine money-making sports program options that will increase your participation base while maintaining a high educational standard.

Learning Outcomes: Participants will: (1) discover five or more sports program options they never knew existed that can generate newfound money for their agency; (2) discover that a new money source exists in some sports programs with various skill level options.

142

Hiding From the Internet

Topic Track: FINANCE/IT

Location: Columbus IJ, East Tower, Gold Level

Time: 8:00 AM - 10:00 AM

Speaker(s): Mike Bazzell, Computer Crime Detective, Alton Police Department and FBI Cyber Crime Task Force

In this workshop, Mike Bazzell will share his methods for removing your personal information from the internet. Based on his experiences while writing his book *Hiding From the Internet*, he exposes the resources that broadcast your personal details to public view. He has researched each source and has identified the best method for removing your private details from databases that store profiles on all of us. He identifies new ways to force companies to remove you from their data collection systems and will expose loopholes that create unique opportunities for privacy seekers. Among other techniques, you will learn to: remove your personal information from dozen of public databases and people search websites; create free, anonymous mail addresses, email addresses and telephone numbers; control your privacy settings on social networks and remove sensitive data; force data brokers to stop sharing your information with both private and public organizations; prevent marketing companies from monitoring your browsing, searching and shopping habits; remove your landline and cellular telephone numbers from online websites; use a credit freeze to eliminate the worry of financial identity theft and fraud; change your future habits to promote complete privacy and anonymity; conduct a complete background check to verify proper information removal.

Learning Outcomes: Participants will: (1) learn that there are dozens of free online websites that publish personal information about each of us including our home address, phone number, family members and even our shopping habits; it is possible to eliminate all of this data and be invisible on the internet; (2) learn how to change their habits of disclosing personal information and guarantee that private information will not be resold by data brokers.

210

Project Delivery Methods: How to Get the Building You Want

Topic Track: FACILITIES

Location: Columbus EF, East Tower, Gold Level

Time: 8:00 AM - 10:00 AM

Speaker(s): Michael Bevis, Chief Procurement Officer, City of Naperville

Construction projects are the most expensive and highest risk projects you will ever have to manage. When you finally get the funding for that new building or remodel of an existing property or you need some major repairs... what's your next step? The world of construction project delivery is full of options and has become more and more complex. This workshop will help you sift through the options and find the best answers. We will explore the structure, application, benefits and drawbacks to the various construction acquisition and delivery methods including Design-Bid-Build, Construction Manager at Risk, Design-Build, Multi-Prime, Job Order Contract, etc. We will also examine some of the tools available to public agencies in Illinois including cooperatives. Finally, we will conclude with a process to develop individual decision making protocols to aid in selecting the best method for your organization and project.

Learning Outcomes: Participants will: (1) understand the advantages and disadvantages of various construction delivery methods; (2) be able to identify the best project delivery method for their organization and the resources needed to make their projects a reality.

304

Help! My Board Wants Me to Do a Compensation Study!

Topic Track: HR/RISK MGMT

Location: Crystal A, West Tower, Green Level

Time: 8:00 AM - 10:00 AM

Speaker(s): Nancy Aldrich, Superintendent of HR, Arlington Heights Park District; Kathryn O'Connor, Director of Compensation Services, Management Association of Illinois

At first glance, conducting a comprehensive compensation study seems like a daunting task. It involves many steps and skipping any of them may affect the validity of your data. In this workshop HR/Compensation Analyst Kathryn O'Connor, PHR, CCP, GRP, of the Management Association of Illinois and Nancy Aldrich, Superintendent of HR at the Arlington Heights Park District will share their experiences from a compensation study they recently completed. Kathryn will also explain the entire study process, the strengths and weaknesses of survey data and why agencies need a compensation philosophy and policy. She will also review all the steps necessary to ensure the study is done effectively and accurately.

Learning Outcomes: Participants will:

- (1) identify survey data sources and understand their strengths and weaknesses;
- (2) understand all the steps required to conduct an effective compensation study.

305

RecTrac: Bring Your Questions!

Topic Track: FINANCE/IT

Location: Columbus CD, East Tower, Gold Level

Time: 8:00 AM - 10:00 AM

Speaker(s): Giles Willey, President, Vermont Systems

This workshop will offer an overview of RecTrac and WebTrac applications as well as an open forum for questions and answers.

Learning Outcomes: Participants will: (1) be able to navigate through RecTrac functions more efficiently; (2) learn how to make their WebTrac pages more intuitive for their patrons.



FRIDAY MORNING CONFERENCE WORKSHOPS

8:00 am - 10:00 am

All conference sessions award 0.2 CEUs, pending approval.
Pre-registration is not required.



403 Awesome Apps and Cool Tools for 2013

Topic Track: MARKETING/COMM
Location: Columbus KL, East Tower, Gold Level
Time: 8:00 AM - 10:00 AM
Speaker(s): Jodi Rudick, Professional Speaker, ADvisors Marketing Group

All new for 2013! This workshop is the cure for those feeling overwhelmed by technology. You will be wowed as you're introduced to dozens of FREE tools, applications and programs guaranteed to help you improve everything from graphic designs and presentations to productivity and marketing.

Each year Jodi Rudick, a park and recreation marketing expert, filters through thousands of technology tools to bring you the best of the best. You will learn how to stay productive and essential for staying connected to today's digital customers as you take advantage of FREE social networks to build awareness, participation and loyalty for your programs, services and events. While not required, you are encouraged to bring along your smart phone, tablet or laptop and follow along on this virtual tour.

Beginners, even those who are technologically challenged, are welcome in this user-friendly workshop where no question is too basic.

Learning Outcomes: Participants will: (1) untangle technology to save precious time, money and energy; (2) identify the most popular and useful applications to help you do your job.



413 After School and Youth Development: Resources Beyond IPRA for Training and Development

Topic Track: RECREATION
Location: Crystal C, West Tower, Green Level
Time: 8:00 AM - 10:00 AM
Speaker(s): Liz Goodwin, Recreation Supervisor, Morton Grove Park District; Samantha Hedges, Youth Development Associate and Kelley Talbot, Youth Development Director, ACT Now Coalition; Curtis Peace, Executive Director, Illinois After School Network; Representatives from INCCRA and Act Now!

This workshop will provide an introduction to a variety of resources, tools and professional development programs for enhancing your out-of-school-time programs.

Learning Outcomes: Participants will: (1) become aware of the variety of resources that are focused on school-age after school programs; (2) be introduced to the Quality Rating System (QRS) and the SACERS tool for evaluating their own programs.

504 Low Prop to No Prop Team Building Activities

Topic Track: THERAPEUTIC REC
Location: Crystal B, West Tower, Green Level
Time: 8:00 AM - 10:00 AM
Speaker(s): Michelle Cummings, Owner/Trainer/Big Wheel, Training Wheels

Come prepared to play in this action packed workshop! The activities are adventure based and suitable to share with groups aged 12 and up and groups of four to 50+. All the activities that will be presented require no props at all. Michelle Cummings will present a new version of Simon Says that will have you hooked from the first command. Icebreakers to problem solving activities will be covered as well as various ways to use the activities to suit the different skill levels you might encounter with your groups. This workshop is loaded with useful ideas and resources you can utilize right away. Comfortable attire and a smile is all you need to wear for this fun-filled workshop.

Learning Outcomes: Participants will: (1) learn over ten interactive games that can be used at your agency and trainings; (2) receive processing tools and skills to enhance your staff's ability to capture those teachable moments and make their learning stick.

509 The Perfect Storm: Understanding the Role of Stress and Neurology in Spectrum Related Disorders

Topic Track: THERAPEUTIC REC
Location: Comiskey, West Tower, Bronze Level
Time: 8:00 AM - 10:00 AM
Speaker(s): Dr. Anthony Ebel, Certified Pediatric Chiropractor, Certified Chiropractic Wellness Provider, Premier Wellness Chiropractic

This workshop will explore and explain the true causes of neuro-developmental disorders such as autism, ADHD, seizures and sensory integration disorder with a specific emphasis on the role of the brain and central nervous system. The workshop will teach exactly how the brain and neuro-development are supposed to occur and where it goes wrong.

Learning Outcomes: Participants will: (1) gain a strong understanding of the role of the nervous system in these challenges and disorders; (2) gain a strong understanding of the multiple dimensions of causation in these disorders and thus how there needs to be a multiple dimensions of care type model in place; (3) learn how the nervous system must be centrally addressed in a multiple dimensions of care model.

624 Small Team, Big Results! Strategies to Lead Your Team with a Lean Staff

Topic Track: LEADERSHIP/MGMT
Location: Regency A, West Tower, Gold Level
Time: 8:00 AM - 10:00 AM
Speaker(s): Greg Bruggeman, Recreation Supervisor, City of Elgin

Today's budget requires us to do more with less. *Small Team, Big Results* identifies practical solutions to real budget constraints. Find out how some organizations have still thrived despite losing several full-time employees.

Learning Outcomes: Participants will: (1) learn about practical applications of LEAN like TIMWOOD, 5S and other tools; (2) participate in a practical exercise about downsizing and the impact it has on your agency.





FRIDAY MORNING CONFERENCE WORKSHOPS

8:00 am - 10:00 am

All conference sessions award 0.2 CEUs, pending approval. Pre-registration is not required.

905

Three Things Every Agency Must Know About Marketing

Topic Track: MARKETING/COMM

Location: Regency B, West Tower, Gold Level

Time: 8:00 AM - 10:00 AM

Speaker(s): Denise Barreto, Managing Partner, Relationships Matter Now, LLC

Marketing dollars in your community are scarce and now more than ever you need to have a plan to secure them. This interactive workshop will equip you to return to your community ready to build the relationships, build the value and leverage everyone in your organization to secure marketing partners.

Learning Outcomes: Participants will: (1) learn techniques to build lasting relationships with key people and organizations in their communities; (2) understand how to translate what they have into what their sponsorship partners want; (3) look to everyone in their organization as a source of marketing dollars.



FRIDAY MORNING CONFERENCE SESSIONS

9:30 am – 10:45 am

All conference sessions award 0.1 CEUs, pending approval. Pre-registration is not required.

13

Movin' On Up! Preparing for Your Next Career Move

Topic Track: LEADERSHIP/MGMT

Location: Acapulco, West Tower, Gold Level

Time: 9:30 AM - 10:45 AM

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

Preparing yourself in a professional manner is a skill that takes time and experience to hone to perfection. However, few are ever taught the techniques that separate the good from the excellent in terms of advancing professionally and winning an offer. Learn beyond the basics and gain the secrets to successful personality marketing that has proven results. If you're interested in advancement at any level then DO NOT miss this session!

Learning Outcomes: Participants will:

- (1) understand and be able to articulate their features, benefits and cash value to an organization;
- (2) learn how to use appropriate action, leadership and/or results-oriented vocabulary to get what they really want;
- (3) develop a personalized tag line that will help to further distance and differentiate themselves from the competition.

22

Creating a Strategy Focused Organization

Topic Track: LEADERSHIP/MGMT

Location: Regency C, West Tower, Gold Level

Time: 9:30 AM - 10:45 AM

Speaker(s): Barbara Heller, President, Heller and Heller Consulting

The future direction of an agency should be framed around a dynamic and disciplined strategic planning process. Good strategy involves reviewing organizational performance, analyzing demographics, reviewing industry standards and identifying community and organizational needs. This session's platform will include discussion of the *Balanced Scorecard* approach to strategy and will review agencies that have successfully implemented that strategy.

Learning Outcomes: Participants will:

- (1) review the process steps involved in the creation of strategy;
- (2) discuss elements of a strategic planning framework of the *Balanced Scorecard*.

26

Proper Planning Prevents Poor Performance

Topic Track: LEADERSHIP/MGMT

Location: Grand Suite 3, East Tower, Gold Level

Time: 9:30 AM - 10:45 AM

Speaker(s): Jamie Sabbach, Founder and Managing Member, 110 Percent LLC

Fact: a vast majority of strategic initiatives fail. Why does this occur? As with most businesses or government agencies, strategy is designed in a wordy, nonvisual document that sits on a shelf collecting dust. The document by nature is static and unchanging and, consequently, it rapidly becomes out of date with only annual updates at best. The result is a plan that is neither motivating nor engaging and, more importantly, is not in the hands of those who need it most - the people who are responsible for doing the work. While this sounds grim, the planning process can be vastly improved by employing sensible methods grounded in practical outcomes and stretching the process further into the operational layers of organizations where execution takes place.

Learning Outcomes: Participants will: (1) be introduced to and analyze information that indicates levels of success and failure as they relate to various forms of planning; (2) discuss and evaluate forms of planning and their usefulness and effectiveness in public parks and recreation and, specifically, how to create measurable outcomes tied to employee performance.

29

Purpose-Based Recognition: Recognizing, Rewarding and Retaining Staff

Topic Track: LEADERSHIP/MGMT

Location: Regency D, West Tower, Gold Level

Time: 9:30 AM - 10:45 AM

Speaker(s): Lori Hoffner, Professional Speaker, Trainer, Consultant, Supporting CommUnity, Inc.

Did you know that turnover is a five trillion dollar drain on the U.S. economy? How does turnover affect your bottom line? By implementing a "purpose based recognition" program, you will reduce turnover, gain buy-in of your employees and create an environment of support and enthusiasm. Lori will help you identify goals and responsibilities of leadership for everyone in an intentional recognition program that will retain your most important asset... your employees.

Learning Outcomes: Participants will:

- (1) identify the needs of employees that helps motivate them to be a strong asset for their organization;
- (2) list unique recognition styles that can be utilized by every department.

FRIDAY MORNING CONFERENCE SESSIONS

9:30 am – 10:45 am

All conference sessions award 0.1 CEUs, pending approval.
Pre-registration is not required.



32 Creating the Optimal Intern Experience for Your Agency and the Intern

Topic Track: LEADERSHIP/MGMT

Location: DuSable, West Tower, Silver Level

Time: 9:30 AM - 10:45 AM

Speaker(s): Cheryl Deom, Superintendent of Special Facilities, Glenview Park District; LoriKay Paden, Academic Advisor/Consultant/Trainer, University of Illinois, Office of Recreation and Park Resources

Create the ideal internship program for your agency. Create an amazing opportunity to mold our future professionals while you obtain high quality, valuable results for your agency. Interns can benefit you if you have the right plan and program in place. Take advantage of the opportunity to take home examples of successful programs that you can adapt to your agency. Help yourself and help a future professional!

Learning Outcomes: Participants will:

(1) develop program ideas that help to better prepare future professionals while creating optimal output for the agency; (2) leave with combined best practice standards as identified by Illinois park and recreation agencies as well as universities and colleges.

110 Legal/Legislative Part I

Topic Track: GOVERNANCE/LEGAL

Location: Water Tower, West Tower, Bronze Level

Time: 9:30 AM - 10:45 AM

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

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 operations of your agency.
Learning Outcomes: Participants will: (1) learn about new laws and recent court cases that impact their agencies; (2) obtain information that will help them determine how to adapt to the requirements of new laws.

117 Issuing Tax-Exempt Bonds: Do Sweat the Small Stuff

Topic Track: FINANCE/IT

Location: Field, West Tower, Silver Level

Time: 9:30 AM - 10:45 AM

Speaker(s): Kent Floros and Anjali Vij, Associates, Chapman and Cutler LLP

Join us for a "hot topic" session that reviews the latest in the law, rules and procedures that impact the issuance of park district bonds and other debt obligations. Topic include record keeping procedures, private use and disclosure rules and procedures.

Learning Outcomes: Participants will: (1) gain an understanding of post-bond issuance tax requirements and learn how to be best prepared to respond to the Internal Revenue Service if an audit is commenced; (2) learn about new requirements and procedures with respect to a park district's bond disclosure responsibilities.

118 Ten Reasons Why Your Agency Could be Sued Over Labor Issues: How to Avoid Them

Topic Track: HR/RISK MGMT

Location: Hong Kong, West Tower, Gold Level

Time: 9:30 AM - 10:45 AM

Speaker(s): Keri-Lyn Krafthefer, Partner and Robert McCabe, Attorney, Ancel, Glink, Diamond, Bush, DiCianni & Krafthefer, P.C.

If you haven't been sued over a labor dispute, work violation or supervision issues, then you most likely will be unless you attend this session. Learn how to not be sued from two experienced labor attorneys. Come hear the attorneys you will call if you get sued. Master your skills to avoid labor-related skills. Learn now or pay later - your choice!

Learning Outcomes: Participants will: (1) learn means in reducing exposure to labor lawsuits; (2) have a better understanding of labor law and their role as the employer.

133 Golf Course Maintenance: How Much Should I Spend?

Topic Track: FACILITIES

Location: Atlanta, West Tower, Gold Level

Time: 9:30 AM - 10:45 AM

Speaker(s): Michael Stevens, Regional Director of Agronomy - Southeast and Bryan Stromme, Regional Director of Agronomy - Midwest, Billy Casper Golf

Determine how to wisely spend your golf course maintenance dollars. Explore the value of incorporating data collection, benchmarking and metrics into building your golf course maintenance budget.

Learning Outcomes: Participants will:

(1) discover how to manage customer perception as it pertains to course conditioning and presentation; (2) learn how to optimize the value of their golf course maintenance budgets.

140 Boards and Organizational Effectiveness

Topic Track: BOARDSMANSHIP

Location: Buckingham, West Tower, Bronze Level

Time: 9:30 AM - 10:45 AM

Speaker(s): Kevin Riley, Commissioner, Batavia Park District

This session will address the inherent strengths and weaknesses in the structure of nonprofit volunteer board makeup and the resultant effects on organizational effectiveness.

Discussion will address board volunteers, official and unofficial power, lines of communication, management and leadership between boards, paid staff and volunteers.

Learning Outcomes: Participants will: (1) be able to ascertain the effectiveness and potential of boards, paid staff and volunteers based on group diversity, talent and vision; (2) be introduced to leadership and management techniques that can increase cohesion between board members, paid staff and volunteers to advance organizational effectiveness.



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



FRIDAY MORNING CONFERENCE SESSIONS

9:30 am – 10:45 am

All conference sessions award 0.1 CEUs, pending approval.
Pre-registration is not required.

207 Using Technology: How it Affects Park Operations and Efficiency

Topic Track: PARKS/NAT RESOURCES
Location: Toronto, West Tower, Gold Level
Time: 9:30 AM - 10:45 AM
Speaker(s): Chris Bennett, VP Sales and Marketing and James Sexton, Operations Manager, Noratek, Inc.

This session will compare and contrast the advantages and disadvantages of conducting park, playground, sport field and facility inspections on paper versus digitally and how the power of checklists can be harnessed through the use of technology to lower costs.
Learning Outcomes: Participants will: (1) learn the benefits of using checklist-based inspection technology including reducing litigation costs, increasing efficiency, lowering costs and improving compliance consistency; (2) learn how simple, affordable technology can improve productivity from 10-30% and how your department can reduce operation and claim related costs by using "in the cloud" technology.

313 Ladies and Gentlemen, Start Your Revenue Engines

Topic Track: FACILITIES
Location: Skyway 260, East Tower, Blue Level
Time: 9:30 AM - 10:45 AM
Speaker(s): Doug Holzrichter, President, PHN Architects; Greg Petry, Executive Director, Waukegan Park District

Public agencies must be more proactive than ever to stay ahead. Revenue and expenses are affected by many factors - overhead, promotions/marketing, program offerings and fees, operations, image, facility design and appearance. This session will explore how each factor impacts the bottom line and will offer tips to make improvements.
Learning Outcomes: Participants will: (1) be reminded about the importance of being vigilant about finding new revenue opportunities and reducing overhead; (2) learn strategies to improve program participation and facility usage.

404 Creating a "Killer" Halloween Event

Topic Track: RECREATION
Location: McCormick, West Tower, Silver Level
Time: 9:30 AM - 10:45 AM
Speaker(s): Keith Hammerberg, Park Supervisor and Deborah Maddox, Area Manager, Chicago Park District

How do you put together a "killer" Halloween event? Dust off your elbow grease, roll up your tattered sleeves and put in your vampire teeth! The Chicago Park District's "13 Terrors" team will guide you through some of the most important information you need to know for planning your own event that will have your participants dying to get out!
Learning Outcomes: Participants will: (1) learn about choosing location and stage design, costume design and makeup tips; (2) learn about staffing/casting and how to keep everyone safe.

409 Ins and Outs of Youth Athletic Player Evaluations and Drafting

Topic Track: RECREATION
Location: Wrigley, West Tower, Bronze Level
Time: 9:30 AM - 10:45 AM
Speaker(s): Keith Jones, Recreation Supervisor, Homewood-Flossmoor Park District; Joe Smith, Program Supervisor, Palos Heights Parks and Recreation Department

Creating, organizing and running player evaluations to create a fair draft process can be a tricky thing. Learn a few different ways of hosting evaluations and creating a balanced league. Also, learn some tips and tricks for getting coaches to buy into league rules and become better communicators with their teams.
Learning Outcomes: Participants will: (1) learn options for creating a process for evaluating youth players in a variety of recreational leagues; (2) gain new insights on the draft process, getting coaches more involved and gain tools to help coaches become a liaison between the agency and teams.

410 Developing Your Athletic Field Rental Policy

Topic Track: RECREATION
Location: Grand Suite 2, East Tower, Gold Level
Time: 9:30 am - 10:45 am
Speaker(s): Ed Bjes, Recreation Supervisor and John Muno, Superintendent of Recreation, Winnetka Park District; Bill Hooker, Training Program Supervisor, PDRMA

This session will provide insight into developing an athletic field rental policy or keeping your existing one up to date.
Learning Outcomes: Participants will: (1) understand trends in fee structures and exactly what people are charging throughout the state; (2) learn best practices for setting up guidelines within your policy.

412 Value Pricing for Programs

Topic Track: RECREATION
Location: Grand Suite 5, East Tower, Gold Level
Time: 9:30 AM - 10:45 AM
Speaker(s): Mary Beth Thaman, Director of Recreation and Bill Tschirhart, Business Services Manager, City of Kettering, Ohio

Have you thought about pricing your programs and the customer experience? Our customers experience different values every day from cars to restaurants. Customers gladly pay different fees based on these experiences so why not use this same philosophy when pricing our programs? Learn how one agency implemented value pricing through the use of service levels. Gain valuable insight into establishing service levels for your agency.
Learning Outcomes: Participants will: (1) review current programs to identify value received by the customer and skill level of the instructor; (2) analyze current and future job descriptions for program instructors specifically noting the necessary level of experience, certifications and other qualifications to meet the programs' newly assigned standards.

FRIDAY MORNING CONFERENCE SESSIONS

9:30 am – 10:45 am

All conference sessions award 0.1 CEUs, pending approval.
Pre-registration is not required.



422

Volunteering: Know When to Say YES!

Topic Track: RECREATION

Location: Burnham, West Tower, Silver Level

Time: 9:30 AM - 10:45 AM

Speaker(s): Eric Lee Wilson, Facility Manager, Fox Valley Park District

Attending this session will speak to those individuals who aren't sure it is worth volunteering their time personally or professionally. What works on a resume or is worthy of the time commitment? What are some of the opportunities out there in the community? Join this discussion on the value of volunteering and the results that come from these efforts - public or private - each experience can have a different impact on your skill set.

Learning Outcomes: Participants will: (1) be able to list at least three ways volunteering can benefit them; (2) be able to identify and find volunteer opportunities to enhance their personal and/or professional lives based on personal interests and skill sets.

610

Surging Into Aquatics: Preparing for the Age Wave

Topic Track: FACILITIES

Location: New Orleans, West Tower, Gold Level

Time: 9:30 AM - 10:45 AM

Speaker(s): Ryan Nachreiner, Business Development, Water Technology, Inc.

The generation of Baby Boomers may be easing into retirement, but every sign points to their surge into aquatics. The oldest of this influential generation are turning 65 years old. They represent the front face of a massive age wave poised to crash on American shores and, like every decade before, this generation promises to be a catalyst for change. Anticipated to be the most active generation in retirement, Baby Boomers will undoubtedly impact the field of aquatics. Get educated on design and programming solutions for this growing population. Explore the benefits of aquatic exercise and immersion as well as the continued specialization of aquatic facilities from enriched programming to multi-purpose design.

Learning Outcomes: Participants will: (1) identify the recreational and fitness needs of Americans aged 65 and up; (2) describe and analyze aquatic design elements and programming solutions tailored to the older adult demographic.

612

Common Facility Accessibility Issues and Solutions

Topic Track: FACILITIES

Location: Gold Coast, West Tower, Bronze Level

Time: 9:30 AM - 10:45 AM

Speaker(s): Andy Dogan, Principal/Vice President, PHN Architects

Recently enacted federal accessibility guidelines require more recreation facilities to be accessible than ever before. This session will identify common accessibility issues and practical solutions.

Learning Outcomes: Participants will: (1) understand the scope of new federal accessibility requirements relative to recreation facilities; (2) identify frequently occurring accessibility issues in recreation facilities and potential solutions.

1002

Learning to Swim in Diverse Communities

Topic Track: HR/RISK MGMT

Location: Columbian, West Tower, Bronze Level

Time: 9:30 AM - 10:45 AM

Speaker(s): Eve Costello, CEO and Robert Welch, General Chair, Learn to Swim

Have you seen the new statistics about drownings? What are the hurdles when it comes to diverse communities? Overcoming the barriers to becoming an inclusive program is the best direction to achieve aquatic safety.

Learning Outcomes: Participants will: (1) learn how to create a culture of inclusion for people of diverse backgrounds including race, income, religion, gender and sexual orientation; (2) discover how to reach out to their community of diverse members and promote and educate them on the importance of learning to swim.





FRIDAY AFTERNOON CONFERENCE ROUNDTABLES

Roundtables **do not** award CEUs. Pre-registration is not required.

12:15 PM – 1:00 PM

425

Why Grad School is Gravy

Topic Track: LEADERSHIP/MGMT

Location: Columbus EF, East Tower, Gold Level

Facilitator(s): Amy Hurd, Professor and Graduate Program Director, Illinois State University; Kraig Owens, Recreation Supervisor, Glencoe Park District

This panel discussion will focus on the benefits of a graduate degree. The panel will represent a variety of experiences: completing their degree while working full time; getting a degree outside the recreation field; leaving the profession temporarily to complete their degree. A comparison of online and in-class programs will be discussed.

435

Today's Tennis Club

Topic Track: RECREATION

Location: Columbus GH, East Tower, Gold Level

Facilitator(s): Ben Ragle, Facility Manager - Challenge Fitness, Lockport Township Park District

Join us as we discuss the current state of tennis club operations. Topics will include programming, personnel, fiscal matters, new trends and more! A USTA representative will also be present to discuss grants and programs.

631

Pardon the Interruption... Facility Hot Topics

Topic Track: FACILITIES

Location: Columbus IJ, East Tower, Gold Level

Facilitator(s): Chris Corbett, Facility/Athletic Program Manager and Kai Wahlgren, Facility/Program Manager, Bolingbrook Park District

Like the popular show on ESPN, *Pardon the Interruption*, we will discuss many of today's facility hot topics at a rapid pace! Bring your questions and be prepared to move quickly and have fun!

917

Social Media Community Management and Increasing Engagement

Topic Track: MARKETING/COMM

Location: Columbus KL, East Tower, Gold Level

Facilitator (s): Josh Panzer, Marketing Specialist, Northbrook Park District

Our discussion will focus on ways in which the panelists use social media to manage their individual community over an online platform. We will explore ways in which panelists have been able to increase their levels of online engagement. Panelists will discuss how their social media campaigns performed and which tools have proven the most successful for their agencies.

1:15 PM - 2:00 PM

411

Athletics: Increasing Participation in Girls' Athletics

Topic Track: RECREATION

Location: Columbus EF, East Tower, Gold Level

Facilitator (s): Panel of Female Sports Experts

The landscape of sports has changed from being male-dominated to being almost fifty fifty. Agencies need to be aware of the ever changing girls' sports market. This roundtable will have a panel of organizations that specialize in female athletic programming as well as female athletic supervisors from various agencies. This is a can't miss roundtable that will have great conversations. You will come away with a renewed sense of opportunity for your girls' athletic programming.

434

Dance Programs to Keep You on Your Toes

Topic Track: RECREATION

Location: Columbus GH, East Tower, Gold Level

Facilitator (s): Kari Wisowaty, Recreation Supervisor, Salt Creek Park District

Is your dance programming needing a lift? Join us in sharing your agency's dance programs and ideas at this roundtable discussion. Please bring a list of costume, music and dance equipment vendors you work with. This roundtable is ideal for both non and seasoned dancers.

629

Aquatics

Topic Track: FACILITIES

Location: Columbus IJ, East Tower, Gold Level

Facilitator (s): Jennifer Kim, Recreation Supervisor, Morton Grove Park District

This roundtable will offer an opportunity to discuss hot topics related to aquatics. Join us and participate in an open discussion on staffing, training, programming and other related topics.

630

Let's Talk Fitness Products: Memberships, Personal Training, Group Fitness, Specialty Classes

Topic Track: FACILITIES

Location: Columbus KL, East Tower, Gold Level

Facilitator (s): Amy Murrin, Community Center Manager, Park Ridge Park District

Attention park district fitness center managers, coordinators, supervisors and support staff! Let's get together in a roundtable format and talk fitness. Please come prepared with your comment, concerns or questions on facilities, operations, equipment, programming (personal training, group fitness, specialty training/classes) and we can discuss as a group.

FRIDAY AFTERNOON CONFERENCE WORKSHOPS

2:45 pm – 4:45 pm

All conference sessions award 0.2 CEUs, pending approval.
Pre-registration is not required.



25

Crossing the Financial Tight Rope

Topic Track: LEADERSHIP/MGMT

Location: Columbus KL, East Tower, Gold Level

Time: 2:45 PM - 4:45 PM

Speaker(s): Jamie Sabbach, Founder and Managing Member, 110 Percent LLC

Learn the foundations of the *Service Analysis and Financial Strategies* planning process, a proven strategy that builds upon the premise that analyzing market conditions, the competition and the financial viability of services leads to making informed decisions about which services agencies should provide and how best to provide them. This revolutionary process leads agencies to "do things right", logically and responsibly by utilizing limited funding rather than submitting to arbitrary budget reductions and cuts due to economic strain and political pressure.

Learning Outcomes: Participants will: (1) be introduced to and analyze a useful and sequential approach intended to assist agencies in their quest for financial, and ultimately, organizational resilience; (2) discuss, evaluate and apply practical and proven methodologies that identify which parks and recreation services agencies should justifiably be in the business of providing given social and economic realities and how to rationally and logically allocate and spend limited tax dollars.

28

IPRA's Professional Services Committee Presents iLearn: Bullying

Topic Track: RECREATION

Location: Regency D, West Tower, Gold Level

Time: 2:45 PM - 4:45 PM

Speaker(s): Mike Kies, Director of Recreation and Facilities, Hoffman Estates Park District; Mose Rickey, Superintendent of Recreation, Roselle Park District; Shawn Woods, Motivational Speaker

iLearn is a multi-faceted program in which applicants are placed into small groups and research a hot topic, discuss the topic's implications to the park and recreation field and present their findings at the IAPD/IPRA Soaring to New Heights Conference. This information will be catalogued on the IPRA Web site as a working resource for members. Participants will engage in networking and researching a variety of topics throughout the year with their group.

The Professional Services Committee will review and research the topic of bullying through the iLearn program. The topic will be further discussed by motivational speaker and expert, Shawn Woods, and the workshop will conclude with an opportunity for Q & A.

Learning Outcomes: Participants will: (1) learn what the iLearn program is and how to become involved; (2) hear from an expert on the topic of bullying and identify ways their agency can prepare and manage it.

104

Best Practices: Americans with Disabilities Act and Reasonable Accommodation Compliance

Topic Track: GOVERNANCE/LEGAL

Location: Regency C, West Tower, Gold Level

Time: 2:45 PM - 4:45 PM

Speaker(s): Chris Johlle, Partner, Granczek Radelet P.C.

ADA compliance can be tricky particularly when it comes to the reasonable accommodation interactive process. What is a "reasonable accommodation?" Who is entitled to an accommodation? What is an "undue hardship?" How do you create proper documentation of your efforts to engage in the interactive process? This informative workshop will review best practices for compliance in this high profile area of law.

Learning Outcomes: Participants will: (1) learn best practices for ADA compliance; (2) be better prepared to manage reasonable accommodation issues.

303

Confronting Employee and Vendor Fraud Schemes

Topic Track: FINANCE/IT

Location: Columbus IJ, East Tower, Gold Level

Time: 2:45 PM - 4:45 PM

Speaker(s): Mary O'Connor, Partner, Sikich LLP

For a variety of reasons, park districts are particularly vulnerable to theft due to employee and vendor dishonesty. This workshop addresses common fraud schemes and identifies hot spots where these frauds most often occur. Case studies of actual events will be used to illustrate the concepts presented. Evidence security, insurance claim preparation, restitution, reporting to the legal authorities as well as best practices in incident handling and fraud prevention will be considered.

Learning Outcomes: Participants will: (1) identify those areas of the financial operations that are most vulnerable to theft and understand controls which should be put in place to prevent its occurrence; (2) possess an action plan to effectively handle incidents of employee dishonesty; (3) understand the profile of a fraudster and the red flags of an underlying fraud.

433

Walk Chicago: The Ins and Outs of Planning a Trip

Topic Track: RECREATION

Location: Skyway 272, East Tower, Blue Level

Time: 2:45 PM - 4:45 PM

Speaker(s): Teresa Grodsky, Former Senior Center Manager; Dan O'Connell, Owner, Chicago's Finest River Walk Tour; Mary Stallings, Senior Center Supervisor, Dundee Township Park District

This offsite workshop will explore the pedway system of Chicago. It will highlight and promote healthy living while visiting some of Chicago's historic sites. This trip is just one example of what any agency can offer to participants young and old. Join us for an exhilarating afternoon and discover how to effectively organize and execute trips for your own agency.

Learning Outcomes: Participants will: (1) learn to organize and execute a day trip as well as how to manage good and bad situations that may arise; (2) gain information on historic Chicago and other options available to programmers.

THIS WORKSHOP IS LIMITED TO THE FIRST 25 PARTICIPANTS.

507

SCUBA Diving for All

Topic Track: THERAPEUTIC REC

Location: Columbus EF, East Tower, Gold Level

Time: 2:45 PM - 4:45 PM

Speaker(s): Jim Elliott, Founder/President and Janice Strayve, Office Manager, Diveheart Foundation

Consider adding SCUBA diving programs at your agency! Jim Elliott, the founder of Diveheart, will tell you how offering SCUBA diving at your agency will benefit all of your patrons from children to adults to those with disabilities.

Learning Outcomes: Participants will: (1) be educated on the mission of SCUBA diving and how it can relate to and be implemented at your agency; (2) learn how to start and execute a SCUBA diving program at your agency.



FRIDAY AFTERNOON CONFERENCE WORKSHOPS

2:45 pm – 4:45 pm

All conference sessions award 0.2 CEUs, pending approval.
Pre-registration is not required.

510

"Fun"ctional Fitness for All

Topic Track: THERAPEUTIC REC

Location: Columbus GH, East Tower, Gold Level

Time: 2:45 PM - 4:45 PM

Speaker(s): Dr. Anthony Ebel, Certified Pediatric Chiropractor, Certified Chiropractic Wellness Provider and Laurel Rockall, Director of Functional Rehabilitation, Premier Wellness Chiropractic

Do you have fitness programs at your agency? Come to this workshop to find out how to maximize the fitness potential of your consumers. This will be an active workshop filled with ideas for you to take back to your agency and use immediately.

Learning Outcomes: Participants will: (1) gain a deeper understanding of what functional fitness is and how it relates to brain and overall function; (2) be given ideas on how to incorporate functional fitness basics in all programs and therapies.

513

Playing With a Full Deck

Topic Track: THERAPEUTIC REC

Location: Crystal B, West Tower, Green Level

Time: 2:45 PM - 4:45 PM

Speaker(s): Michelle Cummings, Owner/Trainer/Big Wheel, Training Wheels

This workshop will be based on the book, *Playing with a Full Deck: 52 Team Activities Using a Deck of Cards*, by Michelle Cummings. Sometimes the simplest prop can be the best item in your bag of tricks. All activities will be hands on and highly energetic. Using the philosophies of learning styles and multiple intelligences, the workshop will include activities that tap into each learning style of the participants you will encounter in your agency. Activities will range in style from diversity, icebreakers, problem solving, communication, debriefing and social norms. Come prepared to play a lot and learn even more. Jokers are welcome!

Learning Outcomes: Participants will: (1) learn over ten experiential activities using a simple deck of play cards; (2) learn about the *Seven Kinds of Smart* theory.

614

Entrepreneurial Facilities: Taking Ownership of the Bottom Line

Topic Track: FACILITIES

Location: Crystal A, West Tower, Green Level

Time: 2:45 PM - 4:45 PM

Speaker(s): Andy Bendy, Director of Special Facilities, Kristina Nemetz, Arrowhead Golf Club Catering Manager and Dan Novak, Superintendent of Special Facilities, Wheaton Park District

Today's economic climate and shrinking tax dollar makes it more important than ever for park and recreation professionals to maximize district dollars for our stakeholders and communities. Creating an entrepreneurial attitude toward facility management and special event production can help staff take ownership of challenges and improve bottom line results. This workshop will provide tools and management tactics to increase revenue and drive down expenses in a variety of settings, including: golf (club, food and beverage), aquatics, special facilities (museum, zoo, fitness center, etc.) and events.

Learning Outcomes: Participants will: (1) learn the entrepreneurial approach and how to both create and maximize business plans for their already established facilities; (2) discover how to promote staff ownership of facilities and events as well as profitable ideas for their agency to use and share.

904

Effective Logo Design: Understanding the Process

Topic Track: MARKETING/COMM

Location: Comiskey, West Tower, Bronze Level

Time: 2:45 PM - 4:45 PM

Speaker(s): Nancy Morris, Owner, N2 Designs

Logo development is one of the most important design exercises a company goes through. The result is a visible component of your brand that your consumers relate to your organization. When designed well, logos move beyond just an image and into an emotional connection between a customer and a company's product or service. Necessary steps must be taken in order to plan for an effective logo design or redesign. This workshop will present the processes of logo development from the initial stages of identifying a need to project planning and management and finally to design development.

Learning Outcomes: Participants will: (1) gain a solid understanding of how logos relate to an organization's overall brand and how to identify the need for a new logo or logo redesign; (2) learn how to approach and manage a logo design project in-house from team-building to research to design; (3) examine post-design efforts such as launching a new identity and creating in-house branding standards for use in managing brands internally.

915

Marketing to Mom

Topic Track: MARKETING/COMM

Location: Crystal C, West Tower, Green Level

Time: 2:45 PM - 4:45 PM

Speaker(s): Johnny Morris, Marketing Manager - Central Illinois and Patti Tyc, Manager - Business Development, United States Post Office; Jim Wolf, President, Jameson Publishing, Inc.

Moms have power and not just the power to make you eat your veggies; they have purchasing power! Get your hands on the secrets to harnessing this power and analyze local marketing and media opportunities to catch Mom's attention. Learn about a variety of targeted publications, the power of the Internet and "Every Door Direct Mail" from the USPS. **Learning Outcomes:** Participants will: (1) learn how to effectively and cost-efficiently reach the "mom market"; (2) gain an insider's working knowledge of a variety of local and regional marketing vehicles.

FRIDAY AFTERNOON CONFERENCE SESSIONS

3:00 pm - 4:15 pm

All conference workshops award 0.1 CEUs, pending approval.
Pre-registration is not required.

20

Fill the Calendar and the Coffers: The Complete Park Examined

Topic Track: RECREATION

Location: Atlanta, West Tower, Gold Level

Time: 3:00 PM - 4:15 PM

Speaker(s): Gregg Calpino, Regional Practice Center Leader; Tom Poulos, Principal/Vice President, Williams Architects, Ltd.; Leon Younger, President, PROS Consulting

In these times of growing user expectations and increased competition for public and private dollars, a "complete park" approach must be taken that balances year-round programming, facilities, aesthetics and overall user experience with the growing need for parks to play their own way. This session will examine best practices from a variety of park types and locales to illustrate how communities can achieve this balance.

Learning Outcomes: Participants will: (1) attain a greater depth of knowledge with regard to year-round programming for parks and facilities that effectively serves the widest range of users; (2) learn new tools to assess and structure their program offerings in the most effective way to achieve a positive bottom line.

FRIDAY AFTERNOON CONFERENCE SESSIONS

3:00 pm - 4:15 pm

All conference workshops award 0.1 CEUs, pending approval.
Pre-registration is not required.



30 Get Your Community Working With You: The Power of Advocacy

Topic Track: LEADERSHIP/MGMT
Location: Grand Suite 2, East Tower, Gold Level
Time: 3:00 PM - 4:15 PM

Speaker(s): Lori Hoffner, Professional Speaker, Trainer, Consultant, Supporting Community, Inc.

If you're a nonprofit, a government agency or any organization that depends on the support of the community for your success, you understand the importance of establishing and maintaining a positive relationship of trust. In this session we will explore ways that your staff, your board of directors and the stakeholders and champions of your organization can help you create a relationship with your community to share information, create stronger and more invested users that will ultimately encourage financial support and help move your mission forward.

Learning Outcomes: Participants will: (1) define the power of advocacy by volunteers and professionals to promote the work and mission of their organization; (2) using proven methods, discuss groups within the community that can provide additional insights for decisions on programs, facilities and user needs.

19 Creating a Culture of Professional Development in Your Agency

Topic Track: LEADERSHIP/MGMT
Location: Grand Suite 5, East Tower, Gold Level
Time: 3:00 PM - 4:15 PM

Speaker(s): Nicole Ginger, Professional Development Manager and Cristen Grajeda, Senior Program Specialist, Wellness, Chicago Park District

In late 2009, the Chicago Park District launched a professional development program to help its staff succeed and provide higher quality service to Chicago citizens and visitors. Starting from a comprehensive needs assessment, this program began with focused training sessions and expanded into employee conferences, orientations and partnerships that created a culture of professionalism. Learn how you can apply the Chicago Park District's success with this program to your own agency.

Learning Outcomes: Participants will: (1) learn about the steps it takes to build a successful professional development program within their agency; (2) learn how to encourage an environment of professional development in their agency.

111 Legal/Legislative Part II

Topic Track: GOVERNANCE/LEGAL
Location: Water Tower, West Tower, Bronze Level

Time: 3:00 PM - 4:15 PM
Speaker(s): Jason Anselment, Legal/Legislative Counsel, IAPD; Vanessa Clohessy, Attorney, Hodges, Loizzi, Eisenhammer, Rodick & Kohn LLP; Ken Florey, Attorney, Robbins Schwartz Nicholas Lifton & Taylor, Ltd.; Kathleen Henn, Attorney, Klein, Thorpe & Jenkins, Ltd.; David McArdle, Attorney, Zukowski, Rogers, Flood & McArdle

A panel of legal experts will answer your questions and discuss new laws and recent court cases that impact park districts, conservation districts, forest preserves, recreation and special recreation agencies. If you have a legal question, this session is for you!

Learning Outcomes: Participants will: (1) learn about new laws and recent court cases that impact their agencies; (2) have an opportunity to participate in an open forum to address specific legal questions impacting their boards and the operations of their agencies.

112 Accreditation: A Blueprint for Excellence

Topic Track: LEADERSHIP/MGMT
Location: Columbian, West Tower, Bronze Level
Time: 3:00 PM - 4:15 PM

Speaker(s): Steve Eckelberry, President, Bartlett Park District; John Hecker, Executive Director, Des Plaines Park District; Jeff Nehila, Executive Director, Grayslake Community Park District

Learn how your park and recreation agency can join an elite group and become an Illinois Distinguished Accredited Agency. This session will give you an overview of the standards, the accreditation process and exactly what it takes to be recognized as a top agency in the state.

Learning Outcomes: Participants will: (1) learn about the Illinois accreditation process including standards and the actual evaluation process; (2) learn the steps to take to enter the accreditation program.

113 Sexual Predators: Is Your Agency Safe?

Topic Track: LEADERSHIP/MGMT
Location: Wrigley, West Tower, Bronze Level
Time: 3:00 PM - 4:15 PM
Speaker(s): John Good, Juvenile Officer, Glenview Police Department

This presentation will cover a wide variety of sex offender issues including effective deterrents, updated legislation, strategies for working with your local law enforcement agency, techniques currently used by park districts and training your staff.

Learning Outcomes: Participants will: (1) have current information on techniques sexual predators use; (2) have knowledge on law enforcement strategies used in managing the issue.

120 Negotiating Directors' Contracts: What's Good for the Goose? What's Good for the Gander?

Topic Track: BOARDSMANSHIP
Location: Skyway 260, East Tower, Blue Level
Time: 3:00 PM - 4:15 PM

Speaker(s): Keri-Lyn Krafthefer, Partner, Robert McCabe, Attorney and Robert Porter, Director of Special Projects, Ancel, Glink, Diamond, Bush, DiCianni & Krafthefer, P.C.

Getting the new director contract completed is a process where both the director-to-be and the board must joust in a friendly manner to get the most out of the document for their own interests while keeping both parties satisfied. This session is a must for board members to learn how to not give away the shop to get their new director and for the director-to-be to ensure their requirements are met and future needs protected. Don't lose a great candidate for your agency by not knowing the variables of a director contract.

Learning Outcomes: Participants will: (1) learn the benefits and advantages of a director employment contract for both the director and the board; (2) gain a stronger understanding of the legal limitations and conditions of director contracts.



FRIDAY AFTERNOON CONFERENCE SESSIONS

3:00 pm - 4:15 pm

All conference workshops award 0.1 CEUs, pending approval.
Pre-registration is not required.

125

Park Board Wars and Power Plays: How to Avoid and Survive Them

Topic Track: BOARDSMANSHIP

Location: Regency B, West Tower, Gold Level

Time: 3:00 PM - 4:15 PM

Speaker(s): Robert Bush, Partner and Derke Price, Attorney, Ancel, Glink, Diamond, Bush, DiCianni & Krafthefer, P.C.

Park board wars can be personal, distracting and downright nasty. They can also push the limits of the law. This session will cover the procedures and ideas on how to avoid the trench wars and the power plays that come up at times with any park board. Come hear two experienced attorneys who will guide you through the landmine fields to find peace and harmony on your board.

Learning Outcomes: Participants will: (1) learn tips and tricks to avoid board conflicts and power moves which may cause legal issues for an agency; (2) be able to demonstrate a better working knowledge of how to avoid poor board management and conflicts.

129

Closed Session Best Practices: Beyond the Basics

Topic Track: GOVERNANCE/LEGAL

Location: Grand Suite 3, East Tower, Gold Level

Time: 3:00 PM - 4:15 PM

Speaker(s): Steven Adams and Charlene Holtz, Partners and Andrew Paine, Associate, Tressler LLP

Take charge of your closed meetings! Through a lively interactive discussion with real world examples, participants will learn how to conduct efficient, productive and legal closed meetings with confidence. Presenters will use real world situations to highlight issues that have the potential to derail your negotiations or your project. Come and see if your agency's practices are the best practices.

Learning Outcomes: Participants will: (1) develop advance strategies for conducting and dealing with closed meetings including when to close meetings, how to close them and documenting closed meetings; (2) learn new ways to identify and solve closed meetings problems through the application of relevant laws; (3) develop confidence in managing closed meetings by examining real world situations and get answers to questions affecting their agency.

134

Where Have All the Golfers Gone?

Topic Track: FACILITIES

Location: Buckingham, West Tower, Bronze Level

Time: 3:00 PM - 4:15 PM

Speaker(s): Mike Cutler, VP Business Development, Bill Rehanek, Senior Vice President and Jered Weiland, VP Operations, Billy Casper Golf

Proactive marketing strategies are essential to fill your tee sheet. This session will examine the following components: (1) identify your golfers; (2) metrics matter; (3) create happy golfers; (4) win the value proposition.

Learning Outcomes: Participants will: (1) realize the value and many uses of data while managing municipal golf courses; (2) learn new ideas for maintaining and attracting golfers; (3) discover new revenue sources through programming.

137

Tax Exemption of Municipal Bonds: The Financial Impact

Topic Track: FINANCE/IT

Location: Field, West Tower, Silver Level

Time: 3:00 PM - 4:15 PM

Speaker(s): Justin Formas, Director of Credit Research and Robert Vail, Vice President, Bernardi Securities, Inc.

In response to proposed legislation that would repeal or limit the federal tax exemption of municipal bonds, several studies have been published examining the potential ramifications of this action. One, in particular, entitled *Tax Exempt Municipal Bonds: The Case for an Efficient, Low-Cost, Job-Creating Tax Expenditure*, highlights concerns related to altering the federal tax status of municipal bonds and its potential impact on local governments. The study provides key findings and information about the unintended and potentially adverse consequences associated with the elimination or reduction of tax exemption. Since local governments actively participate in the municipal bond market to finance important capital projects for their communities, the study's findings help to provide elected officials, policymakers and legislators with an analysis of various tax reform proposals to eliminate the federal tax exemption of municipal bonds along with a discussion of the financial impact on state and local governments if such changes occur.

Learning Outcomes: Participants will: (1) learn about the federal tax exemption of municipal bonds and understand the benefits of using tax exempt bond financing to finance public purpose capital projects; (2) understand the proposal tax reform legislation and its potential impact on capital improvement planning for Illinois park districts.

211

Accessibility Research: How Are Playground Surfaces Measuring Up?

Topic Track: PARKS/NAT RESOURCES

Location: Burnham, West Tower, Silver Level

Time: 3:00 PM - 4:15 PM

Speaker(s): Jennifer Skulski, Director of Marketing and Special Projects, National Center on Accessibility

One of the most frequently asked questions from playground owners is, "What is the safest, most accessible playground surface on the market?" The National Center on Accessibility, with funding from the U.S. Access Board, has concluded a five-year longitudinal study of playground surfaces at more than 30 sites. It is the most comprehensive study on the accessibility of playground surfaces to date investigating poured-in-place rubber, tiles, engineered wood fiber and hybrid surface systems. During this session, Jennifer Skulski, the study's principal investigator, will review the accessibility standards applicable to playground surfaces and report the key findings. This is information every playground owner should know before installing their next playground.

Learning Outcomes: Participants will: (1) discuss the 2010 ADA Standards for accessible routes as they apply to the play area and surface material; (2) discuss major findings from the research on issues related to installation and maintenance of playground surfaces; (3) apply new knowledge to make informed surface purchasing, installation and maintenance decisions.

FRIDAY AFTERNOON CONFERENCE SESSIONS

3:00 pm - 4:15 pm

All conference workshops award 0.1 CEUs, pending approval.
Pre-registration is not required.



311 HR in Action

Topic Track: HR/RISK
MGMT

Location: Acapulco, West Tower, Gold Level

Time: 3:00 PM - 4:15 PM

Speaker(s): Jean Larsen and Julie Strahl, HR Consultants, Sikich HR Consulting Services



Park districts, forest preserve districts and SRAs face many of the same HR challenges. In this informative and interactive session, Jean Larsen and Julie Strahl of Sikich HR Consulting Services will lead a panel discussion about current HR issues they are facing and offer suggestions for resolving those issues. Learn how your peers are handling some of the very same situations you may be dealing with!
Learning Outcomes: Participants will: (1) understand the HR challenges those in the field are facing; (2) discuss solutions to various HR situations and learn why certain agencies handle them in a certain way.

408 Developing Your Career Through Public Speaking

Topic Track: LEADERSHIP/MGMT

Location: Columbus CD, East Tower, Gold Level

Time: 3:00 PM - 4:15 PM

Speaker(s): Jonelle Bailey, Superintendent of Recreation, Salt Creek Park District; Nicole Chesak, Superintendent of Recreation, Hoffman Estates Park District; Gabriel Castillo, Recreation Marketing Manager, Belvidere Park District

Always looking for ways to move your career forward? This exciting hands-on session will help prepare you with proven methods to gain more confidence in your speaking abilities. You will gain insight into how public speaking can move your career forward as well as where to find opportunities to improve your speaking abilities.

Learning Outcomes: Participants will: (1) learn proven methods for preparing for speaking in public; (2) gain insight into how public speaking can move a career forward.

420 Teen Camps: Behind the Scenes

Topic Track: RECREATION

Location: Toronto, West Tower, Gold Level

Time: 3:00 PM - 4:15 PM

Speaker(s): Tara Blakesley, Program Manager, Cary Park District; Mike Gianatasio, Recreation Program Manager, Lisle Park District; Lisa Sibik, Theme Park and Rental Manager, Elk Grove Park District

If you run a teen camp (sixth through ninth graders) or are thinking about running one, then this session is for you! We will discuss common practices that have worked for successful camps. We will talk about everything from starting a brand new camp to tackling challenges that you may come across along the way. This session will cover teen day camps only and not Counselor in Training (CIT) programs.

Learning Outcomes: Participants will: (1) learn proper questions to ask themselves before starting a teen camp to determine the best course of action; (2) gain knowledge and ideas for best practices when overseeing a teen camp.



427 Keys to Hosting Large Scale Athletic Events

Topic Track: RECREATION

Location: DuSable, West Tower, Silver Level

Time: 3:00 PM - 4:15 PM

Speaker(s): Brian Feldott, Sport Center Assistant Manager, George Grey, Bock Center Manager and Karen Shannon, Sport Center Manager, Schaumburg Park District; Joel Manning, Tournament Director, Grove United Soccer Association

Schaumburg Park District's Olympic Park multi-sport complex with eight synthetic turf soccer fields, five softball diamonds and four additional natural grass soccer fields has become a destination for local, regional and national sporting events. The facility has hosted dozens of tournaments, hundreds of games and thousands of spectators and participants over the past several years. This session will discuss the keys to hosting successful athletic events and cover the many peripheral issues that are just as important as the game on the field. Areas of discussion will include: marketing, rental contract administration, sponsorships, concessions, field maintenance, traffic and crowd control and relationship building with external groups interested in using the agency's facility. The session will be led by Schaumburg Park District staff and Joel Manning, tournament director for Grove United Soccer Club, the host organization for the annual Memorial Day Shootout Soccer Tournament. This youth soccer tournament draws over 425 teams and 15,000 spectators to Olympic Park each year. This session will benefit any recreation professional involved in field usage and event management.

Learning Outcomes: Participants will: (1) gain an understanding of the many facets involved in athletic event management; (2) hear the needs and concerns of running a 425+ team soccer tournament from the tournament director's perspective.



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



FRIDAY AFTERNOON CONFERENCE SESSIONS

3:00 pm - 4:15 pm

All conference workshops award 0.1 CEUs, pending approval.
Pre-registration is not required.

607

Planning Trends and Details for Facility Design

Topic Track: FACILITIES

Location: Gold Coast, West Tower, Bronze Level

Time: 3:00 PM - 4:15 PM

Speaker(s): Thomas LaLonde, Principal/Vice President, Williams Architects

In the ever-changing world of recreational programming, new trends can affect facility size and related components. This session will outline design and planning guidelines in the general determination of facility spatial requirements/adjacencies, specialty building systems and finishes.

Learning Outcomes: Participants will: (1) receive technical guidance concerning a variety of building components that might be included in a sports, recreation or indoor aquatics facility; (2) learn the basic aspects of the programming, planning and design process that pertains to a new recreation facility.

620

Managing Your Aquatic Circle of Risk

Topic Track: FACILITIES

Location: Gold Coast, West Tower, Bronze Level

Time: 3:00 PM - 4:15 PM

Speaker(s): Stephen Neill, Aquatic Program Manager, Arlington Heights Park District

Aquatic supervisors and managers live, eat and breathe risk management. This session will make you think about all the little things that can really add up if and when you have an incident.

Learning Outcomes: Participants will: (1) learn how to track their aquatic staff's completion of pre-season training requirements; (2) formulate clearer expectations for their management staff to better conduct day to day operations and trainings; (3) experience how social media can really affect your reputation.

913

Panoramic PR: Effortlessly Transform Ordinary PR Into Captivating 3D Marketing

Topic Track: MARKETING/COMM

Location: New Orleans, West Tower, Gold Level

Time: 3:00 PM - 4:15 PM

Speaker(s): Barbara Rozgonyi, CEO and Founder, CoryWest Media, LLC

Travel into the the world of 3D marketing via panoramic PR. Learn how to convert basic press releases into multi-purpose marketing tools that will save time and deliver 3D results. All participants will receive a 3D MARKETING/COMM planning guide. Have questions before the session begins? Send them to @wiredprworks on twitter.com. Hastag for this session is #IPRAPR. Note: 3D glasses optional!

Learning Outcomes: Participants will: (1) learn how to revise outdated, traditional press releases into a modern, vibrant, social news release format; (2) learn how to repurpose publicity as a marketing tool across direct, digital and dynamic channels.

914

Take This Job and Love It!™

Topic Track: MARKETING/COMM

Location: Hong Kong, West Tower, Gold Level

Time: 3:00 PM - 4:15 PM

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



Wanna be happier? Wanna make the most of every day? Wanna get excited about getting up and going to work? Then come join Gail and Pam in this energetic and highly interactive session. Why? Because happy staff are engaged, productive, friendly and motivated. Happy staff treat customers in a way that makes them can't wait to come back. And, happy staff are a lot of fun to work with!

Learning Outcomes: Participants will: (1) be able to identify the words, phrases and mind sets that get in the way of happiness; (2) be able to adapt to their professional and work choices in order to remain positive.





SATURDAY AT-A-GLANCE

7:30 am – 11:30 am

Conference Registration Open

8:30 am – 9:45 am

Conference Sessions (0.1 CEUs)

9:00 am – 11:00 am

Conference Workshops (0.2 CEUs)

10:15 am – 11:30 am

Conference Sessions (0.1 CEUs)

12:00 pm – 2:00 pm

Conference Workshops (0.2 CEUs)

12:30 pm – 1:45 pm

Conference Sessions (0.1 CEUs)

2:15 pm – 3:00 pm

Closing General Session with Ron Kittle

3:30 pm – 5:00 pm

IAPD Annual Business Meeting

7:00 pm – 10:00 pm

Closing Social at the Art Institute of Chicago*

* *Ticketed Event*

SATURDAY MORNING CONFERENCE SESSIONS 8:30 am - 9:45 am

All conference sessions award 0.1 CEUs, pending approval. Pre-registration is not required.

14

Assets to Operations: A Guide to Efficient District Wide Comprehensive Planning

Topic Track: PARKS/NAT RESOURCES

Location: Regency B, West Tower, Gold Level

Time: 8:30 AM - 9:45 AM

Speaker(s): Barbara Heller, President, Heller and Heller Consulting; Bill Inman, Senior Vice President, Hitchcock Design Group

This session will focus on teaching participants how to be effective with planning budgets, how to solicit consultants to create a comprehensive plan and how to create a comprehensive plan that reflects the unique needs of your community.

Learning Outcomes: Participants will: (1) understand what words and phrases to use when writing a request for qualifications or proposal that will draw the right team members; (2) learn how to identify their agency's needs and, in turn, use that information to work with their consultant team to create a comprehensive plan that will allow them to plan for the future of their agency.

106

Energizing Your Foundation

Topic Track: BOARDSMANSHIP

Location: Water Tower, West Tower, Bronze Level

Time: 8:30 AM - 9:45 AM

Speaker(s): Helen Brooks, Vice President, Community and Regional Development, Rockford Health System; James Keeling, Partner, Hinshaw and Culbertson LLP and President, Rockford Park District Foundation

Take your fundraising organization to the next level by reengaging your board and volunteers, creating an inspiring case for giving and then cultivating and soliciting donors. Pick up tips and ideas from how the Rockford Park District successfully reenergized its fundraising activities.

Learning Outcomes: Participants will: (1) learn how to develop a fundraising board and volunteer support; (2) understand fundraising basics including various fundraising approaches to create an inspiring case for giving, identifying and cultivating donors and building on success.





SATURDAY MORNING CONFERENCE SESSIONS

8:30 am - 9:45 am

All conference sessions award 0.1 CEUs, pending approval.

Pre-registration is not required.

121 Intergovernmental Agreements: Good Marriages or Expensive Divorces?

Topic Track: GOVERNANCE/LEGAL

Location: Gold Coast, West Tower,
Bronze Level

Time: 8:30 AM - 9:45 AM

Speaker(s): Scott Puma and Adam Simon,
Attorneys, Ancel, Glink, Diamond, Bush,
DiCianni & Krafthefer, P.C.

Come to a session where you will learn to get the most bang for your buck with the use of an intergovernmental agreement. Good agreements can produce enriched programs, expanded services and achieve positive results for both parties if done correctly. You will learn some of the tips on maintaining your objectives and goals while flexing on others for the other side's needs. Understanding the phrase "where's the beef?" is critical in getting the right language in the agreement that defines accountability and responsibility for all sides in the future.

Learning Outcomes: Participants will: (1) learn the legal ramifications and benefits of an intergovernmental agreement; (2) come away with a better working knowledge of how to take advantage of an intergovernmental agreement for their agency.

122 Dealing with the Prevailing Wage Act

Topic Track: HR/RISK MGMT

Location: Regency C, West Tower, Gold Level

Time: 8:30 AM - 9:45 AM

Speaker(s): Derke Price, Attorney, Ancel, Glink,
Diamond, Bush, DiCianni & Krafthefer, P.C.

This public act should be a no-brainer for compliance, but many park districts get into serious trouble by not understanding and complying with the act. Come listen to an experienced attorney who will provide you with the understanding of avoiding the expensive costs in not complying with this act. Get it right in the beginning or prepare yourself for litigation and legal expenses resulting from lawsuits and legal actions against your agency.

Learning Outcomes: Participants will: (1) learn how to comply with and administer the legal obligations of the Prevailing Wage Act; (2) come away with a better understanding of the legal ups and downs of using the act with their agency.

135 Municipal Golf Courses: Potential "Fields of Green"

Topic Track: FACILITIES

Location: Columbian, West Tower, Bronze Level

Time: 8:30 AM - 9:45 AM

Speaker(s): Mike Cutler, VP Business
Development, Billy Casper Golf; Ed Getherall,
Senior Project Director, National Golf
Foundation

Is your current management structure working for or against you? Are your interests and objectives and those of your operator properly aligned? Here are three management structures that can make your course successful:

- (1) Backstop Losses, Eliminate Subsidies;
- (2) Share the Risk, Share the Benefits;
- (3) Fielding Your "Dream Team."

Learning Outcomes: Participants will: (1) learn to evaluate the various management structures using the *Risk, Rewards, Capital and Control* components; (2) be able to identify the structure best suited for their specific situation.

141 Sport Coaching Styles and Team Performance

Topic Track: RECREATION

Location: Buckingham, West Tower, Bronze
Level

Time: 8:30 AM - 9:45 AM

Speaker(s): Kevin Riley, Commissioner, Batavia
Park District

Sport team performance is determined by the level of team cohesion and trust that is developed between players and the coach. This session will discuss three common coaching styles, how to build team cohesion and trust regardless of the style of coaching.

Learning Outcomes: Participants will: (1) be able to determine the characteristics of the more popular coaching styles in sports and how to create team cohesion and trust; (2) learn that building team cohesion and trust is equally as important as understanding the technical aspects of a particular sport.

206 Busey Woods Gateway Trail: ADA Upgrades in an Environmentally Sensitive Area

Topic Track: PARKS/NAT RESOURCES

Location: New Orleans, West Tower, Gold Level

Time: 8:30 AM - 9:45 AM

Speaker(s): Tim Bartlett, Superintendent of
Planning and Operations, Urbana Park District;
Jake Wolf, Project Manager, Engineering
Resource Associates, Inc.

This session will highlight the design and construction of the Urbana Park District's new ADA accessible concrete trail that is located within an environmentally sensitive area.

Learning Outcomes: Participants will: (1) learn about innovative methods of designing and constructing recreational amenities; (2) discover how to satisfy ADA requirements while remaining conscious of environmentally sensitive property.

310 Helping Your Agency Transition Successfully Under a New Executive Director

Topic Track: LEADERSHIP/MGMT

Location: Wrigley, West Tower, Bronze Level

Time: 8:30 AM - 9:45 AM

Speaker(s): Ginny Bateman, Director of
Recreation and Marketing, Oswegoland Park
District; Bill McAdam, Executive Director,
Downers Grove Park District

When a new executive director is hired from outside of your agency, both the new director and incumbent employees face a number of challenges and opportunities. How do they successfully navigate the somewhat choppy waters during that key transitional period and come together as a strong, motivated and united team? Join executive director Bill McAdam and director of recreation and marketing Ginny Bateman as they share their journey from when Bill joined the Oswegoland Park District as their new executive director. They will candidly discuss the challenges they faced and what they learned as they came together as an agency and staff.

Learning Outcomes: Participants will: (1) discuss the challenges and opportunities a new executive director faces when s/he comes into a new agency; (2) understand how to overcome the challenges employees face when a new executive director comes into their agency.

SATURDAY MORNING CONFERENCE SESSIONS

8:30 am - 9:45 am

All conference sessions award 0.1 CEUs, pending approval.
Pre-registration is not required.



316

Essential Supervisory Skills for New Supervisors

Topic Track: LEADERSHIP/MGMT

Location: Acapulco, West Tower, Gold Level

Time: 8:30 AM - 9:45 AM

Speaker(s): Nancy Aldrich, Superintendent of HR and Ethan Williams, Community Center Supervisor, Arlington Heights Park District; Becca Zajler, Recreation Specialist, NSSRA

Are you newly promoted to a supervisory position after being in a non-supervisory role? Or, are you a recent graduate taking on your first supervisory responsibilities? In this session, you will learn from two managers who successfully navigated that transition. They will tell you about the management skills they learned on the job, what they wished they would have known about being a supervisor and will share tips to help you as you make this important transition. Also, a human resources superintendent will give you her *Top Ten List of Essential HR Tips* that will prove to be essential to your success.

Learning Outcomes: Participants will:

- (1) identify and discuss the essential skills new supervisors must develop to be successful;
- (2) explore the difficulties of transitioning into the role of a first-time supervisor.

317

Dealing with Personnel Issues: An Ever-Growing List

Topic Track: HR/RISK MGMT

Location: Toronto, West Tower, Gold Level

Time: 8:30 AM - 9:45 AM

Speaker(s): Keri-Lyn Krafthefer and Robert McCabe, Attorneys, Ancel, Glink, Diamond, Bush, DiCianni & Krafthefer, P.C.

One of the fastest growing concerns for park district management is personnel issues. The list of challenges, labor complaints, work rules, benefits, personnel policy manuals and more are pushing park district administrators to the edge. Come to this session to learn that you are not alone and the simple steps and procedures to follow to reduce the challenges you face with personnel issues. Hear experienced attorneys as they instruct you on the correct steps to follow when managing personnel.

Learning Outcomes: Participants will:

- (1) become aware of the multiple steps that can be taken to reduce or eliminate personnel issues from causing work disruption at their agency;
- (2) learn how to avoid and reduce personnel labor expenses related to union issues.

319

Productive Partnerships

Topic Track: LEADERSHIP/MGMT

Location: Grand Suite 2, East Tower, Gold Level

Time: 8:30 AM - 9:45 AM

Speaker(s): Sheavoun Lambillotte, Executive Director, Geneva Park District; Tom Mammoser, Executive Director, Dundee Township Park District; Monica Meyers, Executive Director, Forest Preserve District of Kane County

Partnerships are more than a tool to stretch budget dollars; they are a way to create community. Everyone knows first-hand that agencies are being asked to do more with less. A partnership could be the only way a project gets off the ground. This is where "community" comes in. Envision a facility or park that appears seamless to the general public, but was made possible by numerous agencies, businesses, community groups and/or individuals. This is about being creative, establishing relationships and planning for the future together.

Learning Outcomes: Participants will: (1) learn the many direct and indirect benefits of partnerships; (2) learn a variety of actual partnerships from land exchanges, land use licenses, park/facility development, facility use and program implementation; (3) learn contractual considerations in documenting partnerships; (4) be able to ask questions of three agencies that are actively involved in partnerships that are serving to better their communities.

406

Dealing with the Obesity Crisis in America

Topic Track: RECREATION

Location: Regency A, West Tower, Gold Level

Time: 8:30 AM - 9:45 AM

Speaker(s): Colleen Gallagher, RN, Health Navigator and Colleen Lammel, Wellness Manager, Chicago Park District

Obesity is an epidemic in America and prevention is combatable with recreation. Learn more about what we can do as recreation professionals to address the issue head on.

Learning Outcomes: Participants will: (1) learn about the causes of this crisis; (2) learn steps to take to fight obesity in their own agency.

421

Personal Image: Enhance Your Personal Style



Topic Track:

LEADERSHIP/MGMT

Location: Grand Suite 3, East Tower, Gold Level

Time: 8:30 AM - 9:45 AM

Speaker(s): Cheryl Kaspar, Executive VP/CFO and Gerald Paulsen, President/CEO, Paulsen Productions, Inc.

You always want to project yourself in a very positive manner. Never limit yourself, your ideas or your resources. Remember, you want you and your presentation to stand out above others.

Learning Outcomes: Participants will:

- (1) define how they want to be perceived by peers, supervisors and customers;
- (2) learn to recognize what your audience is looking for in your presentation versus what they may be seeing.





SATURDAY MORNING CONFERENCE SESSIONS

8:30 am - 9:45 am

All conference sessions award 0.1 CEUs, pending approval.
Pre-registration is not required.

505

iPads: Enhancing Therapeutic Recreation Programming

Topic Track: THERAPEUTIC REC

Location: Regency D, West Tower, Gold Level

Time: 8:30 AM - 9:45 AM

Speaker(s): Sandy Blondin, Manager of School Services, Fox Valley Special Recreation Association

The use of iPads have dramatically changed the way people of all abilities use technology as part of their recreation and leisure time. Learn ways in which iPads can be used to enhance your therapeutic recreation programming through the uses of various apps that promote communication, artistic expression, social skills and more!

Learning Outcomes: Participants will: (1) learn various techniques to use iPads with different populations; (2) learn policies and protocols developed to ensure consistent use and staff accountability.

605

Swimming Pool Technologies: Are These the Answers?

Topic Track: FACILITIES

Location: Skyway 260, East Tower, Blue Level

Time: 8:30 AM - 9:45 AM

Speaker(s): Steve Crocker, Studio Director and Scott Hester, Regional Director, Councilman-Hunsaker

Over the past several decades, the aquatic industry has seen many new products come and go. It is often hard to decide which products have real value and are here to stay when all you hear is a sales pitch. This session will take a non-biased look at swimming pool products and equipment in the industry today.

Learning Outcomes: Participants will: (1) recognize how the evolution of swimming has affected technology within the aquatic industry and spawned new product development; (2) recognize and discuss current technology options available for mechanical, filtration and chemical treatment systems and the operational benefits and challenges these technologies will provide; (3) identify the value of specific technologies as they apply to their project or facility and recall experiences that may indicate a need for improvement.

609

Best Practices to Retain Members and Grow Fitness Revenue

Topic Track: FACILITIES

Location: Hong Kong, West Tower, Gold Level

Time: 8:30 AM - 9:45 AM

Speaker(s): John Chase, Fitness Manager, Bolingbrook Park District; Dan Kroger, Facility Manager, Glen Ellyn Park District; Amy Murrin, Community Center Manager, Park Ridge Park District

Join experienced professionals in the field as they share tools and ideas to grow your revenue. You will leave this session with tips to create effective systems to manage the business, ways to market smarter, provide better customer care and wow your membership with outstanding group exercises and results-focused personal training.

Learning Outcomes: Participants will: (1) explore sample budgets and customer service models applying to fitness facilities; (2) learn to develop systems to manage membership, personal training and group exercise functions more effectively.

615

Design-Build: The Benefits of an Integrated Team and Process

Topic Track: FACILITIES

Location: Comiskey, West Tower, Bronze Level

Time: 8:30 AM - 9:45 AM

Speaker(s): Steven Adams, Partner, Tressler LLP; Thomas LaLonde, Principal/Vice President, Williams Architects; Thomas Tristano, President, Williams Design Build

The State of Illinois now allows parks districts to enter in design build contracts. Hear from industry experts the procedures required for the selection of design build entities and what benefits are offered by the design build construction delivery method. A case study will be presented highlighting the design build process.

Learning Outcomes: Participants will: (1) learn the differences between traditional building methods and design build and will be able to compare the allocation of risk and responsibility; (2) understand special considerations and insurance issues for the owner when using the design build method; (3) learn when it is best to use design build and discover the potential benefits and shortfalls.

916

Super Hero Social Media: Rescue Tiny Budgets and Get POW!erful Results

Topic Track: MARKETING/COMM

Location: Grand Suite 5, East Tower, Gold Level

Time: 8:30 AM - 9:45 AM

Speaker(s): Barbara Rozgonyi, CEO and Founder, CoryWest Media, LLC

Finally! A social media marketing plan that actually works! Learn how to use the WIRED system to manage your social media strategy. You will discover tips, tactics - and, yes, even a few secrets - that social media super heroes use to rescue tiny budgets and get POW!erful results. All participants will receive a WIRED social media planning guide. Have questions before the session begins? Send them to @wiredPRworks on twitter.com. Hashtag for this session is #IPRASMSH.

Learning Outcomes: Participants will: (1) learn how to design a social media marketing plan sketch based on the WIRED system; (2) learn how to organize their social media efforts to align with their agency's business objectives.



SATURDAY MORNING CONFERENCE WORKSHOPS

9:00 am - 11:00 am

All conference sessions award 0.2 CEUs, pending approval.
Pre-registration is not required.



SATURDAY, JANUARY 26, 2013

17 Developing a Level of Service Standards Using a Supply/Demand Model

Topic Track: LEADERSHIP/MGMT

Location: Columbus EF, East Tower, Gold Level

Time: 9:00 AM - 11:00 AM

Speaker(s): Neelay Bhatt, Vice President, PROS Consulting LLC; Ron Vine, President, Leisure Vision

This workshop will focus on developing level of service standards based on citizen needs and the supply of facilities in your community/benchmarked to other communities.

Learning Outcomes: Participants will: (1) learn how to develop buy-in from key decision makers regarding the validity of the standards developed; (2) learn how to use statistically valid citizen surveys to create supply and demand models as components of master plans and strategic plans.

24 What Are Park Boards Looking For? Getting the Top Job

Topic Track: LEADERSHIP/MGMT

Location: Columbus CD, East Tower, Gold Level

Time: 9:00 AM - 11:00 AM

Speaker(s): Rod Aiken, Retired Executive Director, Glencoe Park District; Peter Murphy, President and CEO, IAPD; Heidi Voorhees, President, Voorhees Associates

Join us to learn the expectations park boards have for the executive director position. The presenters will advise participants how best to prepare themselves for this important step in their careers.

Learning Outcomes: Participants will: (1) be able to assess their current skills and abilities and identify areas in which they need to focus future professional development efforts; (2) gain an understanding of the changing nature of park boards and what impact the economy has had on elected officials' perspective on the top job.

35 Discipline and the Evaluation Process: Having the Tough Conversations

Topic Track: HR/RISK MGMT

Location: Columbus KL, East Tower, Gold Level

Time: 9:00 AM - 11:00 AM

Speaker(s): Bill Hooker, Training Program Supervisor and Steve Kleinman, General Counsel, PDRMA

Your actions, and inactions, impact productivity, efficiency, staff morale and the reputation of your agency. When supervisors do not recognize or inadequately address performance issues, both you and your agency become vulnerable to charges of unlawful employment practices - charges that are financially and emotionally costly, disruptive and distractive. Participants will learn how to recognize both day to day situations as well as the potentially explosive ones and how to manage them with minimum casualties and maximum results.

Learning Outcomes: Participants will: (1) be able to identify and describe the consequences of conducting inconsistent, incomplete, contradictory or inaccurate performance management and disciplinary meetings with staff; (2) be able to apply practical solutions to prevent and minimize the above.

107 Financial Best Practices

Topic Track: FINANCE/IT

Location: Columbus IJ, East Tower, Gold Level

Time: 9:00 AM - 11:00 AM

Speaker(s): Claire Glenn, Director of Finance and Administration, Cary Park District; David Phillips, Senior Vice President, Speer Financial, Inc.; Rita Trainor, Finance Director, Wheaton Park District

This informative workshop will include a review of Government Finance Officers Association (GFOA) Best Practices in Cash Management, Debt Management, Budgeting and Financial Policy, Accounting, Auditing and Financial Reporting.

Learning Outcomes: Participants will: (1) learn to identify best practices in financial operations and, conversely, what is not a best practice that may need improvement; (2) learn to objectively evaluate your existing operations to identify and prioritize future steps to improve your financial operations.

115 Parliamentary Procedure and Robert's Rules

Topic Track: BOARDSMANSHIP

Location: Crystal A, West Tower, Green Level

Time: 9:00 AM - 11:00 AM

Speaker(s): Nancy Sylvester, Professional Registered Parliamentarian, Sylvester Enterprises, Inc.

Who was this Robert anyway and why are they his rules? *Parliamentary Procedure and Robert's Rules* will be made easy and fun! If you are a board member who has ever had something important to say at the monthly board meeting only to be drowned out by others who know how to take control of the meeting or were just louder, then you need to attend this workshop! Nancy Sylvester has been a practicing professional parliamentarian since 1980 and the author of two books including *The Complete Idiot's Guide to Robert's Rules*. This workshop will cover the aspects of *Parliamentary Procedure and Robert's Rules* that will help you keep your meetings effective and efficient.

Learning Outcomes: Participants will: (1) have a clear understanding of quorum, agenda, processing a motion, precedence of a motion, meaning of votes and scripts of a motion; (2) understand the special rules for a small board and basic characteristics of a motion.

136 Ten Immediate Ways to Engage Staff and Maximize Talent

Topic Track: LEADERSHIP/MGMT

Location: Crystal B, West Tower, Green Level

Time: 9:00 AM - 11:00 AM

Speaker(s): Gina Madden, Attorney, Hinshaw & Culbertson; Brian Sullivan

This workshop is designed to provide instructional tools for management to maximize the talent of staff while reinforcing and elaborating upon the policies of the district.

Learning Outcomes: Participants will: (1) develop the skills to navigate and understand the district's policy and mission statement; (2) help staff adhere to the policy while making strong decisions in day-to-day operations and that are consistent with the policy.

SATURDAY MORNING CONFERENCE WORKSHOPS

9:00 am – 11:00 am

All conference workshops award 0.2 CEUs, pending approval.
Pre-registration is not required.

632

The Exceptional Workplace Award (Formerly NELB)



Topic Track: HR/RISK MGMT

Location: Columbus AB, East Tower, Gold Level

Time: 9:00 AM - 11:00 AM

Speaker(s): Lori Neubauer, Fitness Manager/Safety Coordinator, Itasca Park District

Learn, from the chairperson of IPRA's Health and Wellness Committee, what it takes for your agency to be considered "exceptional" and how to earn the new *Exceptional Workplace Award* (formerly called the NELB Award). The health and wellness of your employees is paramount to offering an exceptional working environment. Learn how to incorporate the six dimensions of wellness into the lives of your very valuable employees. Show your board members, colleagues and staff that you value the health of the agency and become recognized as an *Exceptional Workplace Award* recipient.

Learning Outcomes: Participants will: (1) receive an overview and detailed information about this revised award program; (2) be equipped with the necessary resources to begin planning and implementing the application process.

909

Building Your Sponsorship, Marketing and PR Toolbox Step by Step

Topic Track: MARKETING/COMM

Location: Columbus GH, East Tower, Gold Level

Time: 9:00 AM - 11:00 AM

Speaker(s): Denise Delanty, Marketing and Communications Manager and Laura Gibbs-Green, Public Relations and New Media Manager, Rockford Park District

This will be a high-energy workshop which participants will leave with a great deal of new information in just two hours. Some of the takeaways include learning the basic steps on how to develop a successful sponsorship program and how to create marketing and PR plans for a program or event. Plus, learn tips and secrets on how to increase media coverage of your programs and events from an experienced media professional.

Learning Outcomes: Participants will: (1) learn a step by step process on how to create a sponsorship program for their agencies; (2) learn how to create a simple marketing plan for a program or event; (3) learn how to create a PR plan and tips on how to get media coverage for their agencies, programs or events.

912

What to Do When the Press Calls You

Topic Track: MARKETING/COMM

Location: Crystal C, West Tower, Green Level

Time: 9:00 AM - 11:00 AM

Speaker(s): Phil Burdick, Chief Communications Officer, Harper College

Today's challenging financial environment and the growth of tax watchdog groups mean public institutions are under more scrutiny than ever. This workshop will provide practical advice and tips for dealing with difficult media inquiries. This informative workshop will a wide variety of perspectives on this topic including: learn how to think like a reporter to be able to better anticipate questions and story angles; learn interview techniques to manage difficult questions; learn bridging techniques that will keep an interview on track with the agency's key messages; hear case studies about what NOT to say and do when a reporter calls; learn how to avoid being misquoted by the media; identify common mistakes when talking with the media; and how to pitch positive stories for increased media coverage.

Learning Outcomes: Participants will: (1) learn how to respond effectively to difficult questions from reporters; (2) learn how to position their agency with the media and get reporters to write positive articles about their work in the community.



SATURDAY MORNING CONFERENCE SESSIONS

10:15 am - 11:30 am

All conference sessions award 0.1 CEUs, pending approval.
Pre-registration is not required.

109

Measuring Success in Park Districts

Topic Track: LEADERSHIP/MGMT

Location: Regency B, West Tower, Gold Level

Time: 10:15 AM - 11:30 AM

Speaker(s): Arnie Biondo, Executive Director and Dannielle Wilson, Assistant Director, Strategic Initiatives, Carol Stream Park District; Barbara Heller, President, Heller and Heller Consulting

"And a good time was had by all!" Of course this is an exaggeration, but how often do we determine our success by a general, anecdotal appraisal? How often do we judge an agency on the size of its budget? Or, by the agency's park acreage? The true answer is "pretty often." However, there are much better ways to measure the success of a park district or recreation agency. Learn some simple, yet more meaningful and accurate ways to show that your work is paying off for your community, for you and for your taxpayers.

Learning Outcomes: Participants will: (1) learn the differences between meaningful and meaningless measurements; (2) create the outline of a successful measurement system for their use.

114

Buying an Existing Golf Course for Your Community

Topic Track: FACILITIES

Location: Atlanta, West Tower, Gold Level

Time: 10:15 AM - 11:30 AM

Speaker(s): Chris Charnas, Principal, Links Capital Advisors

Given the state of the golf course industry, today is a great time for a municipality to buy a golf course at an all time low price. Learn about the current state of the golf course investment market and why now might be the ideal time to buy one. Historically, golf courses cost over \$10 million to build; today municipalities can buy that same course for 25% of the original cost. By providing a less expensive alternative to high end daily fee facilities, municipal courses allow new golfers the opportunity to learn and practice the game.

Learning Outcomes: Participants will: (1) understand that municipal golf courses are one of the most important building blocks for the golf course industry; (2) be presented with the financial advantages of buying an existing golf course.

SATURDAY MORNING CONFERENCE SESSIONS

10:15 am - 11:30 am

All conference sessions award 0.1 CEUs, pending approval.
Pre-registration is not required.



119 Legal and Ethical Issues on Using Social Media

Topic Track: GOVERNANCE/LEGAL

Location: Regency D, West Tower, Gold Level

Time: 10:15 AM - 11:30 AM

Speaker(s): Julie Tappendorf, Attorney, Ancel, Glink, Diamond, Bush, DiCianni & Krafthefer, P.C.

Are you tweeting into trouble? Park district use of social networking as a way to transit information and interact with citizens is on the rise. Unfortunately, as is often the case, the law has not caught up with technology and is still evolving. This session will discuss the impact of social media and the resulting ethical and legal issues it presents to park districts and their commissioners and staff.

Learning Outcomes: Participants will: (1) learn to manage social media use within the law while still getting their message out; (2) come away with a clear understanding of the legal ups and downs of using social media with their agency.

123 Protecting the Pocketbook Through Purchasing and Procurement Prowess

Topic Track: GOVERNANCE/LEGAL

Location: Regency C, West Tower, Gold Level

Time: 10:15 AM - 11:30 AM

Speaker(s): Derke Price and James Rock, Attorneys, Ancel, Glink, Diamond, Bush, DiCianni & Krafthefer, P.C.

This session is for those who want to maximize their purchasing and procurement skills for saving money and getting the most for the dollars available for their project goals. Skilled application of using purchasing contracts requires smarter and more tenacious park professionals. Learn how to protect your project by following the simple details that will be outlined in this session by a seasoned attorney who focuses on purchasing and construction agreements.

Learning Outcomes: Participants will: (1) learn tips and tricks to save money and get more in return with effective purchasing and procurement procedures; (2) come away with a better working knowledge of taking advantage of purchasing and procurement with simple steps.

130 Ask the Commissioner

Topic Track: BOARDSMANSHIP

Location: Columbian, West Tower, Bronze Level

Time: 10:15 AM - 11:30 AM

Speaker(s): Chris Garry, President, Barrington Park District; Fred Hohnke, President, Woodridge Park District; Don Jessen, Past Commissioner, Addison Park District; Ron Lehman, President, Channahon Park District; Diane Main, Commissioner, Westmont Park District; Frank Scarpelli, President, Dundee Township Park District

This session will feature a panel of experienced commissioners discussing hot topics and questions presented by participants.

Learning Outcomes: Participants will: (1) learn how experienced commissioners manage various situations; (2) be able to ask experienced commissioners about situations they cannot discuss during their local meetings.

204 Interactive Archives and Building Documents

Topic Track: FACILITIES

Location: Grand Suite 2, East Tower, Gold Level

Time: 10:15 AM - 11:30 AM

Speaker(s): TJ Hurckes, President, Digital Revolution, Inc.

Learn how to bring your building documents to life in the electronic form. Together we will explore an overview of the benefits of a digital archive as well as available solutions and the techniques used to transform a hard copy dungeon to a user-friendly document management system. In addition, the presenter will share thoughts on how to create an ongoing digital archive with your architects and contractors moving forward.

Learning Outcomes: Participants will: (1) learn ways to create/mandate a digital construction closeout package that is more efficient than the traditional hard copy method; (2) learn techniques to keep construction document information organized, updated and accessible for all parties involved.

212 Random Acts of Gardening: A Panel Discussion About Community Gardening

Topic Track: PARKS/NAT RESOURCES

Location: New Orleans, West Tower, Gold Level

Time: 10:15 AM - 11:30 AM

Speaker(s): Rory Klick, Horticulture Department Chair, College of Lake County; Marty Walsh, Recreation Supervisor, Vernon Hills Park District

Okay, you've got some community garden plots established... now what? Come to this homegrown session and learn how you can enhance your garden(s). Panel experts will be available to provide valuable information about programming, marketing and partnership development. This will be a two-part session with an optional (and tasty) follow-up site visit to a community garden later in the summer.

Learning Outcomes: Participants will: (1) learn how to increase the value of community gardens through various methods of education and marketing; (2) learn how to develop their own strategic plan for current and/or future community gardens.

308 Best Practices: Capital Planning for Future Boards, Staff and Community

Topic Track: LEADERSHIP/MGMT

Location: Grand Suite 5, East Tower, Gold Level

Time: 10:15 AM - 11:30 AM

Speaker(s): Don Barkley and Tom Zordan, Senior Architects/Principals, Architectural Consulting Group, Ltd.; Ron Salski, Executive Director, Lake Bluff Park District

This session will provide specific strategies and examples on how to position your agency's capital replacement plan for the next 20 years. **Learning Outcomes:** Participants will: (1) learn strategies with hiring consultants and creating a citizen task force; (2) discover how to create a spreadsheet for a 20-year capital replacement plan while overlaying debt schedules and other pertinent financial information.



SATURDAY MORNING CONFERENCE SESSIONS

10:15 am - 11:30 am

All conference sessions award 0.1 CEUs, pending approval.
Pre-registration is not required.

318 Hiring and Firing Without Litigation

Topic Track: HR/RISK MGMT

Location: Regency A, West Tower, Gold Level

Time: 10:15 AM - 11:30 AM

Speaker(s): Robert Bush and Robert McCabe, Attorneys, Ancel, Glink, Diamond, Bush, DiCianni & Krafthefer, P.C.

There are legal processes that must be followed when hiring and firing in order to reduce or avoid litigation. Job applicants not administrated correctly or employees discharged without following the appropriate legal steps are almost a guarantee for litigation as well as expensive legal costs. Come hear two experienced attorneys outline simple, but necessary, steps to be taken for both cases to avoid litigation. A few minutes in this informative session can save thousands of dollars in legal costs later.

Learning Outcomes: Participants will: (1) become aware of the multiple steps that can be taken to reduce hiring and firing litigation issues; (2) learn to avoid and reduce legal expenses in hiring and firing personnel and the appropriate steps to take.

407 What's Happening on Your Fields

Topic Track: RECREATION

Location: Gold Coast, West Tower, Bronze Level

Time: 10:15 AM - 11:30 AM

Speaker(s): Kate Dilworth, Marketing Director and John Engh, Chief Operating Officer, National Alliance for Youth Sports

With a growing percentage of youth sports programs being operated by parent interest groups, recreation departments must ensure their philosophy and policies are properly communicated to and enforced by all outsider user groups.

Learning Outcomes: Participants will: (1) discuss methods for developing policies and procedures related to management of outside youth sports user groups; (2) formulate a plan to communicate and enforce the recreation department's youth sports philosophy to the community and other organizations.

419 Get the Most Out of Your Teen Programming

Topic Track: RECREATION

Location: Toronto, West Tower, Gold Level

Time: 10:15 AM - 11:30 AM

Speaker(s): Mike Gianatasio, Recreation Program Manager, Lisle Park District; Steve Golembiewski, Assistant Superintendent of Recreation, Westmont Park District; Sean Warren, Teen Recreation Supervisor, St. Charles Park District

Sometimes less is more when it comes to teen programming. We will discuss challenges that teen supervisors face when programming. Participants will learn several great tips for utilizing their resources to increase participation in teen programs. Plus, if you play your cards right... we will even give you ideas for teen programs that could help get those creative juices flowing!

Learning Outcomes: Participants will: (1) learn common practices of a successful teen program; (2) be given the proper questions to ask themselves when developing teen programs.

432 Key Elements When Planning a Running Event

Topic Track: RECREATION

Location: Comiskey, West Tower, Bronze Level

Time: 10:15 AM - 11:30 AM

Speaker(s): Julie Pearson, Owner, Race Time, Inc., Trudy Wakeman, Director of Parks and Recreation, Village of Lake in the Hills Parks and Recreation; Matt Wehby, Director of Park and Recreation Services, Wheeling Park District

Don't miss this informative session that will include procedures and guidelines for planning a successful road running event.

Learning Outcomes: Participants will: (1) be better prepared as to the necessary steps for implementing a road race; (2) take away step by step procedures and tools for staying organized during the planning stage as well as the day of the event.

512 Update From the IPRA/ILRTA TR/RT Exploratory Licensure Task Force

Topic Track: THERAPEUTIC REC

Location: Water Tower, West Tower, Bronze Level

Time: 10:15 AM - 11:30 AM

Speaker(s): Marcia Jean Carter, Western Illinois University; Carolyn Nagle, Executive Director, Fox Valley Special Recreation Association; Debbie Tiger, Special Therapies Coordinator, Cunningham Children's Home

The task force will provide an update on the exploration of TR/RT licensure as it relates to Illinois including summary information from the National Forum for Recreational Therapy State Licensure.

Learning Outcomes: Participants will: (1) learn the most recent issues on state licensure exploration; (2) be presented with the summary of current licensure discussions as presented at the National Forum.

603 Intergenerational Learning: If I Knew Then What I Know Now...

Topic Track: RECREATION

Location: Grand Suite 3, East Tower, Gold Level

Time: 10:15 AM - 11:30 AM

Speaker(s): Catherine Headley, Ph.D., Associate Professor, Judson University

How do we create an atmosphere of engagement and learning between older adults and college-age students? How do we decide on the appropriate programming? Where does it begin? How is it evaluated? A pathway to implementation and evaluation will be discussed. This session will promote wellness and leisure using an intergenerational service learning project. University students learn how nutrition and physical activity relate to lifelong successful aging and apply them with practice. This allows other adults to participate in leisure and wellness programs; socialize with each other and university students in an intergenerational congregate dining experience. Bringing together older and younger adults not only allows older adults to successfully age, but it also aids younger adults in their search for significance. The ability to stay healthy together allows an integration of body, mind and spirit.

Learning Outcomes: Participants will: (1) increase their knowledge and identify the benefits of intergenerational leisure programming; (2) learn about an exciting intergenerational leisure program at a local university and outline how they can provide intergenerational programming.

SATURDAY MORNING CONFERENCE SESSIONS

10:15 am - 11:30 am

All conference sessions award 0.1 CEUs, pending approval.
Pre-registration is not required.



617 Saving Energy and Money with Retro-Commissioning



Topic Track: FACILITIES

Location: Acapulco, West Tower, Gold Level

Time: 10:15 AM - 11:30 AM

Speaker(s): Josh Greenfield, Energy Services Manager and Adam Stribling, Senior Associate, Primera Engineers

Most buildings have never gone through a formal, systematic commissioning or quality assurance process and due to this are likely performing below their potential. Retro-commissioning is designed to assist in improving building performance and, in the process, capturing the energy and demand savings opportunities. Retro-commissioning not only identifies problems due to design flaws or events that occurred during construction, just as traditional commissioning of a new building does, but it also identifies and recommends solutions to problems that have developed during the building's existence. Retro-commissioning service targets savings opportunities through the systematic evaluation of electric and natural gas energy-using systems and the subsequent implementation of no-cost and low-cost measures. The retro-commissioning services also provides an opportunity for building staff to work hand-in-hand with expert engineers to increase their knowledge of the efficient and effective operation of building systems. This improvement in efficiency presents significant potential for energy and demand savings, usually with little or no capital investment. Retro-commissioning seeks to assist with equipment and system functionality and optimize their integrated operation to reduce energy waste and improve building performance and occupant comfort. The goals of the retro-commissioning effort are as follows: to reduce peak electrical demand and related costs; to reduce annual electrical consumption and annual costs; to improve building system control and occupant comfort.

Learning Outcomes: Participants will: (1) have knowledge of the retro-commissioning program and will be encourage to assess if their facilities are eligible and would benefit from the potential energy and cost savings the program can offer; (2) have a general knowledge of how to implement energy savings upgrades and how to ultimately apply for public sector prescriptive energy grants that will help offset the first costs of these upgrades and, subsequently, increase ROI.

622 Maximizing Concession Revenues

Topic Track: FACILITIES

Location: Buckingham, West Tower, Bronze Level

Time: 10:15 AM - 11:30 AM

Speaker(s): Jason Stoneham, Concessions, Gold Medal

Concessions can be a great addition to your bottom line... if done correctly! Come learn how to do so.

Learning Outcomes: Participants will: (1) learn how to inventory, evaluate and stock your concessions; (2) use statistics to effectively manage a concession stand.

623 The Model Aquatic Health Code and You

Topic Track: FACILITIES

Location: Skyway 260, East Tower, Blue Level

Time: 10:15 AM - 11:30 AM

Speaker(s): Joe Stefanyak, Director, Jeff Ellis & Associates, Inc.

This session is designed to provide participants with a background on the *Model Aquatic Health Code*, how the development process works and what role individual operators and facility managers play in determining what the final product will look like. It will also provide a status report regarding modules that are nearing completion and what the final product may look like.

Learning Outcomes: Participants will: (1) know and understand the reason for the development of the MAHC, the process for developing the code and how they can directly affect the final product; (2) know what each model of the code addresses, significant items that may affect their operations and how they can be a part of the process.

1001 Meeting the Needs of a Demographically Diverse Community

Topic Track: LEADERSHIP/MGMT

Location: Hong Kong, West Tower, Gold Level

Time: 10:15 AM - 11:30 AM

Speaker(s): Roxie Williams, Vice President and Talk Show Host, Women to Women and Omnibus Roundtable Discussions

This session is designed to define the various roles each of us can play to help our communities come together and begin problem solving as one village, one vision and one future.

Learning Outcomes: Participants will: (1) learn basic team building and leadership skills in order to increase the ability to problem solve in group dynamics; (2) gain new ideas and techniques for successfully overcoming major diversity barriers.

1004 Summer Food Service Programs

Topic Track: LEADERSHIP/MGMT

Location: Wrigley, West Tower, Bronze Level

Time: 10:15 AM - 11:30 AM

Speaker(s): Amy Bianco, Principal Consultant/Coordinator, Summer Food Service Program, Illinois State Board of Education; Rose Kaczanowski, District Manager/SFSP Monitoring Supervisor and Kelly Lothian, Senior Customer Relations Manager/Summer Program Director, Summer Food Service Professionals

Hunger is one of the most severe roadblocks to the learning process. Lack of nutrition during the summer months may set up a cycle for poor performance once school begins again. The Summer Food Service Program is designed to fill that nutrition gap and make sure children can get the nutritious meals they need.

Learning Outcomes: Participants will: (1) gain an awareness of the nutrition and wellness programs provided by the state that are available for agencies, departments and municipalities; (2) be able to provide a capable staff, managerial skills and food service capabilities.



SATURDAY AFTERNOON CONFERENCE WORKSHOPS

12:00 pm - 2:00 pm

All conference sessions award 0.2 CEUs, pending approval.

Pre-registration is not required.

105

Why, What, Who and How of Starting a Foundation

Topic Track: GOVERNANCE/LEGAL

Location: Columbus CD, East Tower, Gold Level

Time: 12:00 PM - 2:00 PM

Speaker(s): Helen Brooks, Vice President, Community and Regional Development, Rockford Health System; Stacie Scott, Chief Financial Office and Foundation Director, Rockford Park District

Learn the basics about starting a fundraising foundation - developing a compelling mission, creating an organizational framework and building donor relationships. Walk away with ideas, resources and tools to help you get started.

Learning Outcomes: Participants will:

- (1) understand the basics of structuring a foundation including legal requirements, board development, backroom functions, policies and setting clear and inspiring goals;
- (2) understand different fundraising strategies and be able to create a specific plan to build relationships with donors and support organizational objectives.

116

Strategies for Effective Meeting Management

Topic Track: BOARDSMANSHIP

Location: Crystal A, West Tower, Green Level

Time: 12:00 PM - 2:00 PM

Speaker(s): Nancy Sylvester, Professional Registered Parliamentarian, Sylvester Enterprises, Inc.

There is nothing more frustrating than sitting in a meeting where time isn't used wisely. Don't miss this workshop and ensure that your meetings are as efficient and valuable as possible. Nancy Sylvester will provide you with tips for serving as a successful chair, facilitating discussion deftly and ensuring follow through.

Learning Outcomes: Participants will:

- (1) understand how to effectively chair a meeting and facilitate the discussion during a meeting;
- (2) understand the importance of meeting follow up and learn tools to assist with those efforts.

306

Taxable Fringe Benefits and Other Payroll Issues

Topic Track: FINANCE/IT

Location: Columbus IJ, East Tower, Gold Level

Time: 12:00 PM - 2:00 PM

Speaker(s): Karen Sanchez, Partner, Sikich LLP

This workshop will provide an overview of IRS payroll reporting issues with a concentration on the taxability of fringe benefits.

Learning Outcomes: Participants will: (1) learn what fringe benefits are taxable; (2) learn how to report taxable fringe benefits.

307

Vital Communication Skills: Business Writing, Business Etiquette and Presentations

Topic Track: LEADERSHIP/MGMT

Location: Columbus KL, East Tower, Gold Level

Time: 12:00 PM - 2:00 PM

Speaker(s): Nancy Aldrich, Superintendent of HR, Arlington Heights Park District; Jennifer Hermonson, Superintendent of Business Services and HR, Streamwood Park District; Kevin Romejko, Director of Administrative Services, Wheeling Park District

In the technology-driven world, face-to-face interactions are starting to fall to the wayside. As a result, our writing, etiquette and presentation skills are not as strong as they should be. So, let's put the smart phones on vibrate and take an interactive journey back to the basics! In this workshop, Nancy Aldrich will show how words can collide and share tips for improving your business writing ability. Jen Hermonson will review business etiquette and share important tips to ensure that you always make a professional impression. And, Kevin Romejko will share his insights and tips for developing and making great presentations to your boards, staff and general public.

Learning Outcomes: Participants will:

- (1) understand the importance of effective business writing and business etiquette in making a positive professional impression;
- (2) use the tips provided to develop and make effective presentations to boards, staff and the general public.

508

Helping Enraged Children Become Engaged

Topic Track: THERAPEUTIC REC

Location: Columbus EF, East Tower, Gold Level

Time: 12:00 PM - 2:00 PM

Speaker(s): Dr. Shawn Daugherty, Clinical Psychologist, Autism Consulting

Enraged youth can be frightening and disruptive. This workshop will help you and your staff understand and reengage these children with creative and thoughtful interventions.

Learning Outcomes: Participants will:

- (1) understand the biological mechanisms of arousal and calm and how they affect rational thought and behavior;
- (2) learn new strategies for helping youth calm and engage in appropriate behavior and activities.

613

Aquatic Design Challenges: What Would You Do?

Topic Track: RECREATION

Location: Columbus AB, East Tower, Gold Level

Time: 12:00 PM - 2:00 PM

Speaker(s): Steve Crocker, Studio Director and Kevin Post, Project Manager, Counsilman-Hunsaker

Participants will break into small groups to problem solve the aquatic planning challenges presented. The initial plan will have limited requirements, but as the plan develops the team will be faced with new challenges that will require them to rethink and redevelop the work already completed. This workshop will discuss and offer insight into the following questions: What aquatic program areas can be combined and what must be unique? How will the aquatic program areas affect the capital cost? How to meet aquatic needs within existing space limitations? What impacts revenue potential and how to increase value? What are the key elements in developing a sustainable program mix? What are the issues in developing a fiscally sustainable aquatic center?

Learning Outcomes: Participants will:

- (1) define aquatic programming types and requirements;
- (2) discover how to achieve fiscal sustainability in aquatic design and operation.



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

SATURDAY AFTERNOON CONFERENCE WORKSHOPS

12:00 pm - 2:00 pm

All conference sessions award 0.2 CEUs, pending approval.
Pre-registration is not required.



618 Capital and Construction Projects 101: A Legal Primer

Topic Track: FACILITIES

Location: Regency C, West Tower, Gold Level

Time: 12:00 PM - 2:00 PM

Speaker(s): Derke Price, Partner, Ancel, Glink, Diamond, Bush, DiCianni & Krafthefer, P.C.

This workshop is for seasoned and new park professionals who need to sharpen their skills in dealing with capital and construction projects. New laws impacting procedures, zoning, labor, material handling, contracts and more will be discussed. An experienced attorney will teach you how to avoid expensive errors and potential litigation. Get more product and development for your dollar with the skills learned from this workshop.

Learning Outcomes: Participants will:

- (1) become aware of the multiple steps required to getting a capital and construction project on budget and through the legal steps;
- (2) learn how to avoid legal conflicts and challenges with capital and construction project and how to reduce or prevent disasters.

627 Managing Multiple Priorities: Women in Leisure Services

Topic Track: LEADERSHIP/MGMT

Location: Crystal B, West Tower, Green Level

Time: 12:00 PM - 2:00 PM

Speaker(s): Amy Charlesworth, Executive Director, Rolling Meadows Park District; Carrie Hauptert-Fullerton, Executive Director, Bloomingdale Park District; Jan Hincapie, Director of Parks and Recreation, Village of Lincolnwood

Back for a second year, this panel of female directors will talk about how they provide quality leadership while managing multiple priorities in their work and personal lives. Panelists will expose participants to a sometimes humorous view of experiences, mistakes, challenges and successes. This workshop will cover some of the challenges of being a working mom. Once again, we will hear the uncensored perspective from their families. This is not a repeat session of last year so please come again. Men are encouraged to attend and gain a greater understanding of the professional female.

Learning Outcomes: Participants will: (1) be able to connect with other professionals in the field who are facing similar challenges in their lives and will work together to address common issues and brainstorm solutions; (2) have the opportunity to dialogue with a panel of female leaders in the field and will learn how they have achieved success and satisfaction in their careers while fulfilling multiple roles in their work and personal lives.

907 Identity Dos and Don'ts: Get the Most Out of Your Branding Efforts

Topic Track: MARKETING/COMM

Location: Columbus GH, East Tower, Gold Level

Time: 12:00 PM - 2:00 PM

Speaker(s): Scott Kolbe, Creative Director/Partner, Sikich LLP Graphic Design and Marketing Services

This workshop will cover sound principles for developing a corporate identity/logo and how to manage the consistency and visual brand across the many mediums and vehicles it is applied to.

Learning Outcomes: Participants will: (1) learn the principles of what a sound corporate identity includes as well as not include; (2) gain insight as to how to manage their identity across many applications; (3) take away ideas of how to build brand awareness.

911 Celebrating Your Agency's History

Topic Track: MARKETING/COMM

Location: Crystal C, West Tower, Green Level

Time: 12:00 PM - 2:00 PM

Speaker(s): Julia Nephew, Commissioners, and Leslie Peet, Archiving Intern, Glen Ellyn Park District

Learn how to celebrate your agency's history! Representatives from the Glen Ellyn Park District will share how they are researching and preserving its history. You'll discover how to do the same for your agency.

Learning Outcomes: Participants will: (1) learn how to create archives and a historical Web site; (2) learn how the archives can be used for marketing and public relations purposes.





SATURDAY AFTERNOON CONFERENCE SESSIONS

12:30 pm - 1:45 pm

All conference sessions award 0.1 CEUs, pending approval.
Pre-registration is not required.

34

The Nuts and Bolts of Innovation

Topic Track: LEADERSHIP/MGMT

Location: Regency A, West Tower, Gold Level

Time: 12:30 PM - 1:45 PM

Speaker(s): Praveen Gupta, Author and Faculty Member, Accelper Consulting/UIC/IIT

Ready to learn the steps to become more innovative? This session will focus on creativity, innovative thinking and thinking outside the box. Using innovation in both your professional and personal lives can lead to new opportunities and growth. At the conclusion of the session all participants will have a BIG idea to build upon or pursue.

Learning Outcomes: Participants will:

- (1) understand the process of creativity and thinking for generating new ideas for growth;
- (2) identify the process of innovation for developing innovative solutions for increased member engagement, new member recruitment and growth.

126

Consolidation of Illinois Public Entities: How Park Districts Can Be Proactive

Topic Track: LEADERSHIP/MGMT

Location: Skyway 260, East Tower, Blue Level

Time: 12:30 PM - 1:45 PM

Speaker(s): Scott Puma and James Rock, Attorneys, Ancel, Glink, Diamond, Bush, DiCianni & Krafthefer, P.C.

There is a growing cry for consolidation of public agencies (yep, park districts too). It is proclaimed to save thousands of dollars, eliminate wasteful government spending and reduce bloated government employee payrolls. This is what the media likes to pitch for grabbing headlines. The majority of this cry uses misinformation, incorrect data and slanted statements to persuade the public to take action. Join us and hear how your agency can be proactive in meeting this issue. Learn steps to deal with the challenges this cry tries to use in misleading the public.

Learning Outcomes: Participants will: (1) learn about the effort to consolidate local governments including park districts into larger government units; (2) understand how to use facts and education in dealing with the consolidation tide coming to Illinois.

128

Staying Ahead of the Law: Legal Topics Affecting Illinois Agencies

Topic Track: GOVERNANCE/LEGAL

Location: Comiskey, West Tower, Bronze Level

Time: 12:30 PM - 1:45 PM

Speaker(s): Steven Adams and Charlene Holtz, Partners and Andrew Paine, Associate, Tressler LLP

Tressler attorneys will discuss the impact of 2012 statutes, regulations and cases affecting your agency. Topics will include: Facebook and the public, what you need to do now; legislative "password protection", avoiding disaster; preparing for the new Swimming Facilities Act; OMA/FOIA changes, what is "general subject matter" anyway?; Affordable Care Act, rules and strategies; criminal background checks and the EEOC, serving two masters?

Learning Outcomes: Participants will: (1) learn about new laws that have a material effect on Illinois park and recreation agencies and discuss real world examples to understand the impact of new laws and how to cope with them; (2) get specific feedback from the presenters on your hot button issues.

202

The Current State and Trends in the Golf Industry Today

Topic Track: RECREATION

Location: Gold Coast, West Tower, Bronze Level

Time: 12:30 PM - 1:45 PM

Speaker(s): Matthew Galvin, Director and VP, National Golf Course Owners Association and Principal, RDC Golf Group, Inc.

This session will offer a summary and a discussion of trends in the golf industry in the United States including participation, demand, course supply, economic trends and issues with governmental entity ownership.

Learning Outcomes: Participants will: (1) learn about supply and demand dynamics in the golf industry and how economic trends are affecting operating results; (2) learn how some governmental agencies are adapting the way they approach the ownership and operation of their golf facilities.

309

Bonds: Information for New and Future Directors

Topic Track: FINANCE/IT

Location: Grand Suite 5, East Tower, Gold Level

Time: 12:30 PM - 1:45 PM

Speaker(s): Ray Ochromwicz, Executive Director, St. Charles Park District; David Phillips, Vice President, Speer Financial; Lawrence White, Partner, Chapman and Cutler

Come to this informative session to learn everything you wanted to know about bonds but were afraid to ask!

Learning Outcomes: Participants will: (1) learn the different types of bonds and how and when they can be used; (2) learn about "back door" referendums, the good and the bad.

312

IMRF: Are You Ready for Retirement?

Topic Track: FINANCE/IT

Location: Grand Suite 3, East Tower, Gold Level

Time: 12:30 PM - 1:45 PM

Speaker(s): Tecya Anderson, Field Representative, IMRF

Meeting with IMRF staff is only one step toward retirement. Learn the other steps necessary to meet your financial and medical needs in retirement.

Learning Outcomes: Participants will: (1) have an understanding of how their IMRF Retirement Benefits will be calculated, what and when applications and forms should be submitted; (2) learn what to expect before, during and after the retirement benefit begins.



SATURDAY AFTERNOON CONFERENCE SESSIONS

12:30 pm - 1:45 pm

All conference sessions award 0.1 CEUs, pending approval.
Pre-registration is not required.



315 Low-Cost Ideas for Recognizing Your Employees



Topic Track: LEADERSHIP/MGMT

Location: Regency B, West Tower, Gold Level

Time: 12:30 PM - 1:45 PM

Speaker(s): Adriane Johnson, Commissioner, Buffalo Grove Park District and Managing Principal, Populus XP, LLC

Employee recognition is an important and necessary business strategy for keeping employees fully engaged and feeling valued. Meaningful recognition is a thoughtful act that goes a long way toward preserving your most valuable asset - your employees. And, you can recognize them on a shoestring budget and get amazing results! In this session we will focus on no-cost/low-cost recognition ideas that you can use at your agency as an effective way of boosting employee morale, engaging employees, reenergizing employees and facilitating high productivity.

Learning Outcomes: Participants will: (1) understand the importance of creating a culture of recognition every day and how to apply this approach to their agency; (2) explore the connection between a solid recognition program and employee loyalty, employee retention and employee productivity.

418 Cash In On Special Events

Topic Track: RECREATION

Location: Water Tower, West Tower, Bronze Level

Time: 12:30 PM - 1:45 PM

Speaker(s): Kristie Blocker Vest, Special Events Supervisor, Oswegoland Park District

Many factors determine the success of a special event. For your bottom line to have the same success as the smiles you are putting on faces, an event coordinator needs to be creative. Explore new ways to customize partnership packages, bring in the in-kind donations that are truly kind and bring your event to the next level without blowing your budget. Hear the top five motivators to get a business partner on board. Find ways to staff your event with volunteers and community groups. Learn how to retain these partnerships year after year.

Learning Outcomes: Participants will: (1) learn how to create sponsor packages; (2) develop strong event budgets.

423 10.0: Keeping Your Gymnastics Program, Staff, Participants and Facility Safe

Topic Track: RECREATION

Location: Atlanta, West Tower, Gold Level

Time: 12:30 PM - 1:45 PM

Speaker(s): Gerrit Prince, Risk Management Consultant, PDRMA; Deirdre White, Club Manager, Oak Lawn Park District

Flip into safety and score a perfect 10.0. This session we spring into the importance of maintaining safe gymnastics, tumbling, cheer and acrobatic programs. This session is ideal for the non-gymnast as well as the seasoned professional. We will get a grip on gymnastic safety as presented by USA Gymnastics guidelines to ensure you are operating an all-around excellent program.

Learning Outcomes: Participants will: (1) be introduced to safety guidelines for gymnastic/tumbling programs, apparatus, staff, participants and facilities.; (2) learn the importance of maintaining accurate data, credentials and equipment as it relates to the gymnastics industry.

429 Act I: Starting Your Theater Program; Act II: Expanding Your Program

Topic Track: RECREATION

Location: Columbian, West Tower, Bronze Level

Time: 12:30 PM - 1:45 PM

Speaker(s): Shannon Eelsey, Art/Special Events Coordinator, Elk Grove Village Park District; Stephanie FitzSimons, Marketing Manager/Theater Producer, Bartlett Park District

Sure you have sports, dance and swimming programs but what about an art form that allows participants to take risks, perfect their speaking skills, gain confidence and meet a whole new group of people? Step into the world of theater and learn how this program can transform the lives of youth and adults in ways you never thought. You will hear from two professionals that have over 25 years of theater experience. Learn how to start a program utilizing resources, get form templates and references. Learn how to expand your program and branch into a whole new area.

Learning Outcomes: Participants will: (1) learn the basics of what is needed to start a theater program and how to put on productions legally; (2) learn how to create a program that fits into your community; (3) learn how to take your current program to another level by harnessing talented volunteers... you can't do it all yourself.

604 Create the Appropriate Request for Proposals (RFPs) for Your Recreation Facility Project

Topic Track: FACILITIES

Location: Buckingham, West Tower, Bronze Level

Time: 12:30 PM - 1:45 PM

Speaker(s): Ryan Nachreiner, Business Development, Water Technology, Inc.

Examine the process of designing and implementing the request for proposal (RFP) ensuring that the most qualified consultant candidates for your recreation facility project respond with the most pertinent information. Look at the elements of a successful RFP from your project scope and vision to the submittal requirements you need to ask of consultants. A successful RFP not only prevents an influx of irrelevant materials which often leads to analysis paralysis, but is the critical step in obtaining the project team with the right stuff.

Learning Outcomes: Participants will: (1) learn to specify exactly what consultant services are needed for their project; (2) discover how to equalize the scope of services to ensure an apples-to-apples comparison of consultant deliverables.

606 How to Maximize Revenue at Your Sport Facilities

Topic Track: FACILITIES

Location: Regency D, West Tower, Gold Level

Time: 12:30 PM - 1:45 PM

Speaker(s): Jay Lerner, Manager of Sports and Fitness, Waukegan Park District

With a tough economy out there, you have to take advantage of the opportunities you have to generate revenue. Over the last five years, the Waukegan Park District has opened two multi-million dollar sport facilities - Waukegan SportsPark and the Field House Sports and Fitness Center. The speaker will share experiences from both facilities and will explain how to capitalize on your opportunities and give your facility a big financial boost. This session will benefit those who are currently operating a facility and looking for more ways to generate revenue as well as those who are considering building a new facility.

Learning Outcomes: Participants will: (1) learn ways to generate revenues outside of the usual rental and program fees; (2) learn from the experiences of the Waukegan Park District and revenue expectations of sport and fitness facilities.



SATURDAY AFTERNOON CONFERENCE SESSIONS

12:30 pm - 1:45 pm

All conference sessions award 0.1 CEUs, pending approval.
Pre-registration is not required.

619 How to Reenergize Dead Space in Your Community Center

Topic Track: FACILITIES
Location: Acapulco, West Tower, Gold Level
Time: 12:30 PM - 1:45 PM
Speaker(s): Scott McClaskey, Recreation Facilities Manager, Round Lake Area Park District

Does your facility have underused program space that needs to be reenergized? Are you looking for new program ideas for your existing unused program space? Learn how to fill your program space with fun, creative programs your community will enjoy.

Learning Outcomes: Participants will: (1) learn how to turn their underused program space into revenue generating program space; (2) leave with new program ideas for their facilities to increase their program offerings.

625 Selling for Non-Sales People

Topic Track: FACILITIES
Location: Hong Kong, West Tower, Gold Level
Time: 12:30 PM - 1:45 PM
Speaker(s): John Chase, Fitness Manager, Bolingbrook Park District

If you've ever been on a date or if you are married, you've sold something. Everyone sells yet the title of 'salesperson' is often feared. This session will teach you how to see sales in a different light and discover how you bring value through the sales process.

Learning Outcomes: Participants will: (1) develop a systematic method to find out what a prospect really needs; (2) learn how to recommend a solution with sneaky tricks and tactics.

626 Carol Stream Park District's New LEED Silver Recreation Center

Topic Track: FACILITIES
Location: New Orleans, West Tower, Gold Level
Time: 12:30 PM - 1:45 PM
Speaker(s): Arnie Biondo, Executive Director, Carol Stream Park District; Frank Parisi, Associate Principal, Williams Architects; Thomas Price, Principal Water Resources Engineer, Conservation Design Forum, Inc.

Carol Stream Park District's nearly completed recreation center is located in the village's town center. The project is targeting high LEED silver rating and has many green building and green site elements including permeable paving, rain gardens and native landscaping.

Learning Outcomes: Participants will: (1) learn how green infrastructure was used to reduce storm water runoff and improve water quality and how the space efficiency of these systems provided for more outdoor programmable space; (2) learn how the project obtained grant funding to help pay for the green infrastructure improvements; (3) learn how green building practices were used to improve natural day lighting to both improve the experience and reduce energy costs; (4) learn how the facility was designed to meet the broader needs of the community at every age level.

908 Writing Effective and Statistically Valid Surveys

Topic Track: LEADERSHIP/MGMT
Location: Grand Suite 2, East Tower, Gold Level
Time: 12:30 PM - 1:45 PM
Speaker(s): Ron Vine, President, Leisure Vision

This session will focus on how to conduct an effective citizen survey including the strengths and weaknesses of various types of surveys, how to develop the best questions for your agency, the importance of the order of questions asked and how to ensure a high return rate.

Learning Outcomes: Participants will: (1) learn how to obtain information that will help their decision makers make better decisions; (2) learn how to build consensus regarding agency actions.



1003 Managing the Diversity Explosion at Work and In Program Planning

Topic Track: LEADERSHIP/MGMT
Location: Toronto, West Tower, Gold Level
Time: 12:30 PM - 1:45 PM
Speaker(s): Marilyn Morales, Park Operations Manager, Chicago Park District

A panel of Chicago Park District employees will discuss the emerging Latino population and its impact on the work setting as well as on program offerings.

Learning Outcomes: Participants will: (1) better understand changing Latino demographics; (2) increase cultural (and Spanish) language awareness to attract Latino residents; (3) enhance communication with the changing Latino population.

1005 The ABCs of Fundraising

Topic Track: MARKETING/COMM
Location: Wrigley, West Tower, Bronze Level
Time: 12:30 PM - 1:45 PM
Speaker(s): Rod Chaney, Marketing Director, Fundraising Recycle Now

Although fundraising typically refers to efforts to gather for nonprofit organizations, it is sometimes used to refer to the identification and solicitation of investors or other sources of capital. Traditionally, fundraising consisted mostly of asking for donations by knocking on people's doors, but new forms of fundraising, such as online fundraising, have emerged in recent years. These are often based on older methods such as grassroots fundraising.

Learning Outcomes: Participants will: (1) establish the basic organizational principles of fundraising and an overview of the big picture as well as working with volunteers; (2) understand the four types of fundraising and what is and is not applicable to their agency's criteria.



THURSDAY WELCOME SOCIAL

FINAL SAY

Final Say is comprised of four of Chicago's top musicians. The band was designed to completely mirror Maggie Speaks' stage show, musical repertoire, energy and look.



Thursday, January 24
9:00 pm – Midnight
Hyatt Regency Chicago,
Grand Ballroom, East Tower/Gold Level

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

SATURDAY CLOSING SOCIAL

Parents, don't miss this opportunity to share an educational evening with your children! There will be a dedicated dining area for families!

ART
INSTITUTE
CHICAGO

Saturday, January 26

7:00 pm – 10:00 pm

The Art Institute of Chicago

Modern Wing, 159 E. Monroe Street,
Chicago, Illinois

THIS IS A TICKETED EVENT!

Ticket includes roundtrip shuttle service from the Hyatt Regency Chicago, admission to the Art Institute, a reception including food and beer/wine/soft drinks and a great night of fun!

TICKET INFORMATION:

- Delegates who register for the Full Package or the Saturday Only Package will receive one adult ticket.
- Tickets for adults are \$85; tickets for children (Under 12) are \$25.
- Additional tickets may be purchased through the pre-registration process or onsite from Conference Registration.
- Tickets **will not be sold** onsite at the Art Institute.

If you are not using the complimentary shuttle service, **PLEASE NOTE that you must enter the Art Institute through the Millennium Entrance** at 159 E. Monroe Street. This is the entrance to the Modern Wing. **The front entrance will be closed and inaccessible.**

Buses will depart from the Hyatt Regency Chicago beginning at 6:45 pm.



Thank you to the Chicago Park District and the Art Institute of Chicago for their generosity and partnering with IAPD/IPRA on this event!

Closing General Session with Ron Kittle

Saturday, January 26, 2013

2:15 pm – 3:00 pm

Regency Ballroom, West Tower/Gold Level



Ron Kittle catapulted into the headlines when he became the 1983 American League Rookie of the Year playing for the Chicago White Sox. But, the story didn't start there – and it didn't end there. Kittle was an iron worker in his native Gary, Indiana. He is a ten-year MLB veteran, business owner, good-will ambassador, philanthropist, author, artist, craftsman, television and radio personality and public motivational speaker teaching and sharing the fortunes of knowledge that he has gained through his robust life to people from all walks of life, at all times in their lives.

In 1976, Kittle suffered a devastating setback early in his baseball career when he broke his neck after his first at bat during his first professional game with the Dodgers. He was told he would walk again, but would certainly never play sports again, especially at the professional level. Through finding the right people to surround himself with, learning about what he could do to get back, seeking out those tools that could assist him, and certainly, pure determination, he was more than able to overcome his injury and played at the highest level.

Kittle has carried that basic concept with him throughout his career and life. Through his engaging stories and in his unique delivery, he shares how he has used that concept in each of his endeavors.

Kittle currently works with the Chicago White Sox Community and Public Relations assisting with White Sox Charities. He founded a charity in 1989 that has raised millions of dollars since its inception. The organization is dedicated to providing aid to those engaged in finding a cure for cancer. Ron's

father, his inspiration in life and with his diagnosis, the inspiration to create the charity, passed away of lung cancer in 1994. The *Chicago Jefferson Award* (which was founded by Sam Beard, Jacqueline Kennedy Onassis and US Senator Robert Taft, Jr.) was given to Kittle in 2010 as the *Chicago Professional Athlete Superstar of Service*. Kittle has appeared on *Dinner Impossible* and performed at *Zanies for The Chicago Stand-Up Project*. He has also been retained to speak to numerous corporate clients such as Dunkin' Donuts, Hewlett Packard, ConAgra, Benjamin Moore, Pepsi, SAP, Microsoft, Comcast and Best Buy.



EXHIBIT HALL INFORMATION

The IAPD/IPRA Soaring to New Heights exhibit hall is the largest exhibit show EVER for Illinois' park and recreation field. The hall will open at 1:00 pm Thursday, January 24. The exhibit hall will be open on Thursday and Friday **only** – with extended hours both days and **exclusive hours** on Friday.



Come visit more than 325 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. All exhibits will be located in the Riverside Center, East Tower, Purple Level.

Each registered delegate will have multiple opportunities to win an iPad mini. Drawings will take place on Thursday afternoon and throughout the day on Friday. Entry blanks will be in the registration materials that you must pick up at Conference Registration. You must be present to win. Rules and regulations will apply.

The locations of the drum are random. Volunteers working Conference Registration, Conference Headquarters and Exhibitor Registration **do not** know the locations of the drum. You will need to roam the hall on your own and locate the drum.

EXHIBIT HALL HOURS

Thursday, January 24

1:00 pm – 6:00 pm, Grand Opening

Drawings will take place at 4:00 pm and 5:00 pm.

Friday, January 25

8:30 am – 12:30 pm and 1:30 pm – 5:00 pm

(Exclusive Hours: 10:45 am – 12:30 pm)

*Dessert served from 2:00 pm – 3:15 pm.

This is a ticketed event.

Drawings will take place at 9:00 am, 10:00 am, 3:00 pm, 3:10 pm, 3:20 pm, 3:30 pm, 3:40 pm, 3:50 pm, 4:00 pm, 4:10 pm, 4:20 pm and 4:30 pm.

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 winning delegate must claim his/her prize in person.

A name badge is required to enter the exhibit hall.



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



IAPD/IPRA SOARING TO NEW HEIGHTS CONFERENCE

January 24-25, 2013

Hyatt Regency Chicago




Riverside Center East Tower/Purple Level





2013 IAPD/IPRA Soaring to New Heights Conference Exhibitors



(AS OF DECEMBER 24, 2012)

| COMPANY | BOOTH# | COMPANY | BOOTH# |
|---|--------------------|---|--|
| 3D Design Studio | 421 | Finishing Contractors Association of Illinois (FCAI) | 813 |
| A-Awesome Amusements & Entertainment Co. | 905 | Fitzgerald Lighting & Maintenance Co., Inc. | 602 |
| Active Network, Inc. (The) | 340 | Fountain Technologies | 319, 420 |
| All Inclusive Rec | 235 | Gameworks | 628 |
| American Carnival Mart | 356 | Gen Power | 202 |
| American Ramp Company | 824 | George Williams College of Aurora University | 410 |
| American Red Cross of Greater Chicago | 422 | Gold Medal Products, Co. | 313, 315, 414, 416 |
| Ameristar Fence Products | 103 | Goodmark Nurseries LLC | 205 |
| Amplivox Sound Systems | 328 | Graf Tree Care, Inc. | 908 |
| Aqua Pure Enterprises, Inc. | 534, 536 | Graybar | 236 |
| Aquatic Development Group | 731 | Green Source Inc. | 427, 429 |
| Architectural Consulting Group, Ltd. | 122 | Haldeman-Homme, Inc. | 639 |
| Aspex Solutions | 311 | Halogen Supply Company, Inc. | 620, 622 |
| AstroTurf | 608 | Harris Computer/MSI/AEK | 419 |
| Banner Sales and Consulting, Inc. | 638 | Henry Bros. Co. | 329 |
| Barefoot Group, Inc. | 701 | Heritage Corridor Convention & Visitors Bureau | 906 |
| Beacon Athletics | 404 | Hey and Associates, Inc. | 223 |
| Best Bus Sales - Illinois Bus Sales | 907, 909, 911, 913 | Hitchcock Design Group | 407 |
| Bobcat Company | 838 | Homer Industries, LLC | 135, 137 |
| Brian Wismer Entertainment Inc. | 904 | Hoving Pit Stop, Inc. | 450 |
| Bronze Memorial Company | 228 | Howard L. White & Associates, Inc. | 619, 720 |
|  Brusseau Design Group, LLC | 631 | Hunter Industries | 729 |
| BSN Sports | 109 | HYA Executive Search Services | 230 |
| Burbach Aquatics, Inc. | 444 | I.D. EDGE Inc. | 413 |
| Call One | 412 | Illinois Association of Park Districts | 503 |
| CalStar Products | 727 | Illinois Metropolitan Investment Fund | 739 |
| Camosy Construction | 606 | Illinois Municipal Retirement Fund | 344 |
| Cardno JFNew Native Plant Nursery | 712 | Illinois Park and Recreation Association | 500 |
| Challenger Sports | 124 | Illinois Park District Liquid Asset Fund Plus Class (IPDLAF+)/ PFM Group | 502 |
| Chapman and Cutler LLP | 528 | INNOVA Disc Golf | 733 |
| Chicago Bulls/White Sox Training Academy | 345 |  Innovative Aquatic Design, LLC | 732 |
| Chicago's North Shore CVB | 610 | IPARKS | 527, 529 |
| CityReporter - Noratek Solutions Inc. | 632 | iZone | 614 |
| Clowning Around Entertainment | 145 | Jeff Ellis & Associates, Inc. | 233 |
| Cody/Braun & Associates, Inc. | 616 | John Deere Company | 703, 705, 707, 709, 804, 806, 808, 810 |
| Commercial Recreation Specialists, Inc. | 222, 224 | Kafka Granite, LLC | 448 |
| Component Products, Inc. | 825 | Keeper Goals | 332 |
| Connor Sports Flooring | 914 | KI Furniture | 229, 231 |
| Conservation Design Forum/ Conservation Land Stewardship | 349 | Kidstuff Playsystems | 809 |
| Cordogan Clark & Associates, Inc. | 305 | Kiefer Specialty Flooring | 445, 447 |
| Corporate Construction Services | 540 | Knutte and Associates, P.C. | 400 |
| Councilman-Hunsaker & Associates | 237 | Kolorcans | 833 |
| Crown Trophy | 321 | Lake Country Corporation | 426 |
|  Cunningham Recreation/Gametime | 333, 335, 337 | LandTech Design, Ltd. | 338 |
| Current Technologies | 916 | LET'S PLAY / M ² Polymer Technologies, Inc. | 314 |
| Custom Manufacturing, Inc. | 336 | Lifeguard Store, The | 308 |
| Custom Playgrounds Inc. | 623, 625 | Lincoln Equipment, Inc. | 434 |
| Design Perspectives, Inc. | 636 | Links Technology Solutions, Inc. | 726 |
| Dewberry | 243 | Lohmann Companies | 700 |
| Direct Fitness Solutions | 119, 121 | Lord & Murphy, Inc. | 316 |
| DLA Architects, LTD | 312 | Lurvey Landscape Supply | 245 |
| Doty & Sons Concrete Products | 215 | Mad Bomber Fireworks Productions | 440 |
| Drop Zone Portable Services, Inc. | 200, 201 | Management Association | 111 |
| Dynamo Playgrounds Inc. | 936 | Matrix Fitness | 728, 730 |
| ENCAP, Inc. | 129 | Maul Asphalt & Seal Coating | 630 |
| Engineered Plastic Systems | 609 | Max-R | 800, 801 |
| Engineering Resource Associates, Inc. | 634 | Maximum Solutions | 112 |
| Entertainment Concepts | 925 | Medieval Times Dinner & Tournament | 436 |
| Executive Service Corps of Chicago | 805 | Melrose Pyrotechnics, Inc. | 524, 526 |
| Farnsworth Group, Inc. | 220 | Memory Makers, Inc. | 713 |
| Featherstone, Inc. | 118 | Mercury Skyline Cruiseline | 346 |
| FGM Architects, Inc. | 603 | Mesirow Financial, Inc. | 430 |
| FieldTurf | 613 | Midwest Commercial Fitness | 248 |
| Fitness Experience | 829 | Midwest Sales Company | 257 |

2013 IAPD/IPRA Soaring to New Heights Conference Exhibitors

(AS OF DECEMBER 24, 2012)



| COMPANY | BOOTH# | COMPANY | BOOTH# |
|---|--------------------|--|----------|
| Midwest Transit Equipment, Inc. | 300 | Shade Creations by Waterloo | 330 |
| Mity-Lite, Inc. | 304 | Sievert Electric Service & Sales Company | 640 |
| Monroe Truck Equipment, Inc. | 210 | Sikich LLP | 203 |
| Morton Arboretum, The | 350 | Single Path, LLC | 347 |
| Mulch Center, The | 723 | Sink Combs Dethlefs | 624 |
| Murdock Manufacturing | 310 | SkyLogix, LLC | 424 |
| Musco Sports Lighting, Inc. | 615 | Smart Industry Products, LLC | 323 |
| Neptune-Benson, Inc. | 452 | Soccer Made in America | 303 |
| NiceRink | 240 | Spalding | 923 |
| Nicholas & Associates, Inc. | 110 | Spargo Group, The | 525 |
| Norwalk Concrete Industries | 213 | Spear Corporation | 438 |
| NuStep, Inc. | 147 | Speer Financial, Inc. | 216 |
| NuToys Leisure Products | 320, 322 | Spohn Ranch Inc. | 133 |
| Palos Sports, Inc. | 343 | Sport Court Midwest | 104, 106 |
| Pannier | 234 | Sportable Scoreboards | 531 |
| Park District Risk Management Agency | 409, 411 | Sports Endeavors, Inc. | 348 |
| Park Supply Direct, Inc. | 326 | Sports Imports | 721 |
| Parkreation, Inc. | 244 | Sports R Us, Inc. | 219 |
| Pentair Aquatic Systems | 212 | Sportsfields, Inc. | 239 |
| Perfect Mound, The | 711, 812 | SPRI Products | 114 |
| Perfect Turf LLC | 627, 629 | SSCI - Operation TLC2 | 839 |
| Personalized Awards, Inc. | 431 | Stantec Consulting Services, Inc. | 433 |
| PHN Architects | 435 | Starfish Aquatics Institute, Inc. (SAI) | 204 |
| PHN Construction, Ltd. | 446 | Starved Rock Lodge | 211 |
| Pizzo & Associates, Ltd. | 309 | State of Illinois/CMS/Local Government Health Plan | 221 |
| Planning Resources, Inc. | 327 | Steiner Electric | 149 |
| Plaster of Paradise | 232 | Suburban Umpires Association, Inc. | 919 |
| Play-Well TEKologies | 107 | Sundek of Illinois, Inc. | 719, 820 |
| Playworld Preferred | 206, 208 | Tallgrass Restoration, LLC | 428 |
| PMA Financial Network, Inc. | 324 | Team REIL, Inc. | 715, 816 |
| PMI Sports Photography | 714 | Techline Sports Lighting | 821 |
| Possibility Place Nursery | 722 | TechnoGym | 306 |
| Prairie Forge Group | 738 | Terrabitl, Inc. | 840 |
| Prestige Distribution, Inc. | 708 | Tintype Studio, Inc. | 246 |
| Prime Turf, Inc. | 425 | Trane | 702 |
| Primer Engineering Ltd. | 225 | TSS Photography | 523 |
| Public Research Group | 605 | Tyler Technologies | 132 |
| Pulse Design, Inc. | 612 | U.S. Arbor Products, Inc. | 819 |
| Qualite Sports Lighting, LLC | 611 | United States Tennis Association/Midwest Section | 601 |
| R.C. Systems, Inc. | 226 | Univar | 811 |
| RATIO Architects, Inc. | 706 | University of St. Francis | 123 |
| Rec Brands of Northern IL/Play & Park Structures | 125, 127 | Upland Design, Ltd. | 621 |
| Record-A-Hit Entertainment | 406 | US Cellular | 836 |
|  Recreation Accessibility Consultants, LLC | 734 | US Tennis Court Construction Company | 401 |
| Recreonics, Inc. | 238 | Vermont Systems, Inc. | 530, 532 |
| Reese Recreation Products, Inc. | 519, 520, 521, 522 | Vernon and Maz, Inc. | 920 |
| Reinders, Inc. | 113, 115 | Version2, LLC | 116 |
| RenoSys Corporation | 533 | Visual Image Photography, Inc. | 423 |
| RGC Design | 339 | Vortex-Mid West | 108 |
| Riddle & Associates | 143 | W.B. Olson, Inc. | 325 |
| Riley Construction Company | 134 | Water Splash Inc. | 740 |
| Robert W. Baird & Co. | 930 | Water Technology, Inc. | 139 |
| Robert Juris & Associates Architects, LTD. | 227 | Waterplay Solutions Corp. | 725 |
| Rosetta of Michigan | 247 | Waupaca Sand & Solutions (Division of Faulks Bros. Construction Inc.) | 214 |
| RTH Processing, Inc. | 334 | Weblinx, Inc. | 120 |
| RTM & Associates, Inc. | 915 | Wenger Corporation | 604 |
| S & S Worldwide | 807 | Williams Architects, Ltd. | 600 |
| Safari Land | 607 |  W-T Engineering, Inc. | 633 |
| Safety Supply Illinois | 131 | Zenon Company | 538, 539 |
| SCORE Sports | 207, 209 | ZingCard LLC | 938 |
| Scranton Products | 105 | ZOPPÉ: An Italian Family Circus | 917 |
| ServiceWear Apparel, Inc. | 822 | | |
| Seven Utility Management Consultants | 814 | | |



 = Conference Sponsor



Illinois Association of Park Districts

Illinois Association of Park Districts
 211 East Monroe Street
 Springfield, IL 62701
 217/523-4554
 217/523-4273 (fax)



Illinois Park and Recreation Association
 536 East Avenue
 LaGrange, IL 60525
 708/588-2280
 708/354-0535 (fax)

2014 IAPD/IPRA Soaring to New Heights Conference, January 23-25 at the Hyatt Regency Chicago
SESSION SUGGESTION FORM - DUE FRIDAY, MARCH 1, 2013

Please be specific in describing your suggestion and speaker information and forward your completed form
NO LATER THAN MARCH 1, 2013 to:

Dina Kartch, IPRA Meetings and Conference Director
E: dina@ILipra.org, **F:** 708-354-0535, **W:** www.ILparksconference.com

TOPIC (LIMIT 10 WORDS):

PLEASE INDICATE A TOPIC TRACK FOR THE SESSION (SELECT ONLY ONE):

| | | | |
|---|---|---|---|
| <input type="checkbox"/> BOARDSMANSHIP | <input type="checkbox"/> FACILITIES | <input type="checkbox"/> FINANCE/IT | <input type="checkbox"/> GOVERNANCE/LEGAL |
| <input type="checkbox"/> HR/RISK MANAGEMENT | <input type="checkbox"/> LEADERSHIP/MANAGEMENT | <input type="checkbox"/> MARKETING/ COMMUNICATIONS | <input type="checkbox"/> PARKS |
| <input type="checkbox"/> RECREATION | <input type="checkbox"/> THERAPEUTIC RECREATION | | |

DESCRIPTION:

ESTIMATED LENGTH OF SESSION: 75 minutes 2 hours 3.5 hours

WHY IS THIS TOPIC IMPORTANT TO THE CONFERENCE AND TO IAPD/IPRA MEMBERS? _____

SUBMITTED BY:

 Name, Agency, Email, Phone

ARE YOU WILLING TO CHAIR THIS SESSION? YES NO **(NOTE: You must be an IAPD or IPRA member.)**

| | |
|---|---|
| <p>SUGGESTED SPEAKER #1</p> <p>Name: _____</p> <p>Phone: _____</p> <p>E-mail: _____</p> <p>Qualifications/Experience: _____</p> <p>_____</p> <p>_____</p> <p>_____</p> | <p>SUGGESTED SPEAKER #2</p> <p>Name: _____</p> <p>Phone: _____</p> <p>E-mail: _____</p> <p>Qualifications/Experience: _____</p> <p>_____</p> <p>_____</p> <p>_____</p> |
|---|---|

NOTE: The Program Committee may not be able to accommodate all suggestions. **Speakers at the IAPD/IPRA Soaring to New Heights Conference are not permitted to mention or sell their products/services during the session(s). IAPD/IPRA members, exhibitors and those working in the field of parks and recreation are not eligible to receive an honorarium, expense reimbursement, complimentary registration, sleeping room or parking.**

FOR OFFICE USE ONLY - SUGGESTION ROUTED TO:

| | | | | | | | | | |
|-----------------------------|-----------------------------|------------------------------|-----------------------------|-------------------------------|-------------------------------|--------------------------------|------------------------------|----------------------------------|-----------------------------|
| <input type="checkbox"/> AF | <input type="checkbox"/> CM | <input type="checkbox"/> EMS | <input type="checkbox"/> FM | <input type="checkbox"/> IAPD | <input type="checkbox"/> IPRA | <input type="checkbox"/> PARKS | <input type="checkbox"/> REC | <input type="checkbox"/> STUDENT | <input type="checkbox"/> TR |
|-----------------------------|-----------------------------|------------------------------|-----------------------------|-------------------------------|-------------------------------|--------------------------------|------------------------------|----------------------------------|-----------------------------|



JANUARY 24-26, 2013 HYATT REGENCY CHICAGO
151 E. WACKER DRIVE, CHICAGO, ILLINOIS 60601



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





IAPD/IPRA
**Soaring
to
New
Heights**
CONFERENCE



January 24-26, 2013 Hyatt Regency Chicago
151 E. Wacker Drive, Chicago, Illinois 60601

IAPD
Illinois Association of Park Districts

ILLINOIS
ipra
PARK & RECREATION ASSOCIATION

www.ilparksconference.com