

2011 Illinois Park & Recreation Association Membership Survey

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INTRODUCTION & OVERVIEW

“It is the mission of the Illinois Park and Recreation Association to provide opportunities that enhance the professional well-being of its members and to be an advocate for the lifetime benefits of parks, recreation and conservation.” 1996

“It is the mission of the Illinois Park and Recreation Association to be an advocate in providing quality park, recreation, and conservation education, resources and services to professionals and citizens throughout the State of Illinois. 2009

“Our mission is to develop professionals to advance communities by providing the best parks, recreation, and conservation resources and services.” 2011

Since 1944, the Illinois Park and Recreation Association (IPRA) has served numerous recreation, park and conservation professionals, citizens and students; both statewide and throughout the country. As a result of its quality service, the Illinois Park and Recreation Association is one of the largest and most respected park and recreation associations in the country. The benefits of IPRA membership include the opportunity to continue their education, the ability to network with other professionals and advocacy resources. In addition to these services, IPRA also organizes special interest groups that offer seminars and networking opportunities among members who share common work settings, situations and interests.

The association is governed by a nine member board of directors that are elected by the association’s constituents. The board of directors is augmented by committees and sections which focus on specific areas within the park and recreation field. They are also responsible for hiring a Chief Executive Officer who is in charge of the overall operation of the association.

In 2009, the IPRA officers and board of directors decided that an objective review of IPRA was needed because of the challenging economic times and internal association difficulties. As a result, the board of directors appointed a task force to review, study and make recommendations concerning IPRA's structure, organization and services. Members of the Task Force were Rich Grodsky, chair, Jan Buchs, Bill Clevenger, John Curran, and Carrie Hauptert. In order to best meet the needs of the members of IPRA, the task force decided to conduct a membership survey with the help of the Office of Recreation and Park Resources (ORPR). The 2009 IPRA Membership survey produced meaningful results that helped IPRA staff and the board of directors makes important decisions regarding association direction and the allocation of resources.

Purpose

In the fall of 2011, IPRA funded a graduate assistantship through the Office of Recreation and Park Resources (ORPR) at the University of Illinois at Urbana-Champaign (UIUC) in an effort to help broaden the resources available to educate IRPA's members. The goal of the graduate assistantship was to create several white paper reports that provide IPRA members with useful information and potential solutions to specific trends and issues in the Illinois park and recreation field. In order to achieve this goal, IRPA conducted a membership survey to give all its members an opportunity to provide input into the present and future direction of their association. A secondary purpose of the survey was to collect information that would assist the board of directors and IPRA staff in decisions regarding association structure and the allocation of resources. Additionally, offering the survey two years after IRPA's 2009 membership survey allowed for better comparative analysis than the previous thirteen-year gap between surveys, as well as enabling the voice of IPRA members to be heard more frequently.

Objectives

The survey, as designed in partnership with these groups, had seven main objectives: (1) to elaborate on the prevalent trends and issues identified by IPRA members in the focus groups and to identify how practitioners would prefer to be educated in these areas; (2) to distinguish the strengths and weaknesses of the association; (3) to identify what IPRA services were most utilized; (4) to better understand member satisfaction; (5) to solicit general input and suggestions for improving the association; (6) to identify members most important reasons for joining IPRA; and (7) to obtain member demographic information.

Focus group procedures

At initial staff meetings, IPRA and ORPR, decided to host a series of seven inclusive, statewide focus groups in which practitioners were invited to direct and augment the questions posed by the IPRA member survey. These directional meetings also produced focus groups participant invite lists and the focus group questionnaire. In order to limit bias, it was also determined that ORPR staff would conduct the focus groups without IPRA staff in attendance.

Seven selected focus group regions

During the fall of 2011, these regional focus groups were moderated, and ORPR staff met with 57 practitioners representing 53 agencies, 21 professions, and 7 regions of Illinois.

1. Southern Illinois
2. Central Illinois
3. South Suburban – Kankakee, Will, Southern Cook Counties
4. Western Collar Counties – McHenry, Kane & Kendall

5. Northwest Illinois
6. DuPage & Central Cook Counties
7. Lake & Northern Cook Counties

Focus group participant demographics (Professionals with multiple job titles represented by 0.5)

<u>Position Title</u>	<u>Number of Attendees</u>
Director/Executive Director	10.0
PR/Marketing/Communication	6.0
Director/Superintendent of Parks	5.0
Director/Superintendent of Recreation	4.5
Recreation Manager/Coordinator	4.0
Facility Management	4.0
Planner	3.5
SRA	3.0
Natural Resources/Environmental Ed.	3.0
Human Resources	2.5
Athletic Supervisor/Manager	2.0
Aquatics	2.0
Risk Management	1.5
Fitness	1.5
Finance & Business	1.0
Seniors Coordinator	1.0
Camp Coordinator	1.0
Grounds Maintenance Supervisor	1.0
Special Events	1.0
Teens Coordinator	0.5
Cultural Arts	0.5
Total Number of Participants	57

Focus group response summary

Participant trends and issues summary (In-depth summaries can be found in ORPR's Preliminary Focus Group Report distributed in December, 2011).

Participants touched on the following trend and issue topics across multiple focus groups:

- The need for educational public relations emphasizing community, economic, personal and environmental benefits of parks and recreation.
- The increase in late program registrations.
- Americans with disabilities act compliance.
- Revenue
 - c. Doing more with less (less staff, diminishing tax-base due to unemployment and foreclosure, etc.)
 - d. Social Service vs. Business Model
 - e. Economic downturn: participants have limited money for recreation and leisure
- Population changes
 - c. Aging population: programming for baby boomers
 - d. Diversity
- Social media and technology

- Partnerships
- Mentoring of new professionals

Participant IPRA membership analysis summary

- Satisfaction with IPRA or needs improvement
 - c. Regional satisfaction
 - d. High conference satisfaction
 - e. Participants excited about upcoming changes in the next year
- Membership Fees
 - c. Mixed results on whether or not a participant would pay membership dues if their agency did not pay them.
- Resources utilized by participants
 - c. IPRA Conference
 - d. NRPA Conference
 - e. Other Conferences (Fitness Expo, Athletic Business)
 - f. IPR Magazine
 - g. Webinars (higher popularity evident with younger professionals)
 - h. Workshops
 - i. Professional Development School
 - j. Networking
 - k. Other agency newsletters

- Other professional association affiliations
 - c. ASA softball, USTA, Illinois Youth Soccer, ISHA, IAPD, MIPE, Athletic Business, American Camping Association, PDERMA

SURVEY QUESTIONNAIRE DEVELOPMENT

Building on the framework of the 2009 IPRA membership survey, additional questions were formulated from the results of the seven regional focus groups. The 2011 questionnaire consisted of 32 questions. IPRA professional members were contacted via email on December 5th to announce the forthcoming survey and were encouraged to participate. An email was sent on December 7th to deliver the online survey to each of IPRA's 2,140 professional members. Two follow-up emails were sent to non-respondents to increase participation until the survey closed on December 15th.

SURVEY RESPONSE RATE

960 members completed the survey resulting in a 45% response rate. This return rate equals a 95% confidence level that our responses will be within +/- 3% of the estimate.

EXECUTIVE SUMMARY

What IPRA membership survey respondents value most about IPRA:

Top five most used IPRA services:

1. Annual conference
2. Education workshops/seminars
3. Job announcements
4. Website
5. Magazine

Top five most important services offered by IPRA:

1. Annual conference
2. Education workshops/seminars
3. Certification
4. Job announcements
5. Networking opportunities

Top five most important reasons for joining IPRA:

1. Developing professional contacts: meeting others in the field
2. Continuing education through workshops and seminars
3. Showing support of the profession
4. Building a reputation/credentials in the field
5. (Tie) Keeping informed through the association publications: IPRA magazine, e-newsletter, websites, etc.
5. (Tie) Employers pay the dues

The top five IPRA section memberships are:

1. Recreation (33.7%)
2. Administration and Finance (27.5%)
3. Facility Management (17.4%)
4. Parks and Natural Resource Management (11.0%)
5. Therapeutic Recreation (10.1%)

Top five activities or services supported/offered by participants' primary section:

1. Workshops, seminars
2. Opportunity for networking
3. Resource information
4. Opportunity for involvement
5. Newsletters

Respondent participation in section activities:

Never	28.7%
Once or Twice a year	46.8%
Quarterly	9.9%
More than 4 times per year	14.6%

The top five reasons for not serving in IPRA are:

1. Lack of time (66.2%)
2. Never been asked (31%)
3. Travel cost to meetings (19.9%)
4. Do not desire to serve (16.7%)
5. Do not feel I know enough about the organization to get involved (16.7%)

The top five most important current trends and issues faced by IPRA survey participants were:

1. Lower staff morale and burnout
2. Americans with Disability Act compliance
3. Public perception of public/municipal employees
4. Economic downturn: participants have limited money for recreation and leisure
5. Inter-departmental relationships and communication

The top three ways professionals would prefer to receive education/information on particular trends and issues:

1. Workshop on:
 - a. Staff morale and burnout
 - b. Social media and technology
 - c. Reaching youth via programs
2. Paper/articles about:
 - a. Educational public relations campaign emphasizing community, economic, personal and environmental benefits of parks and recreation

- b. Americans with Disability Act compliance
- c. Obesity prevention & management

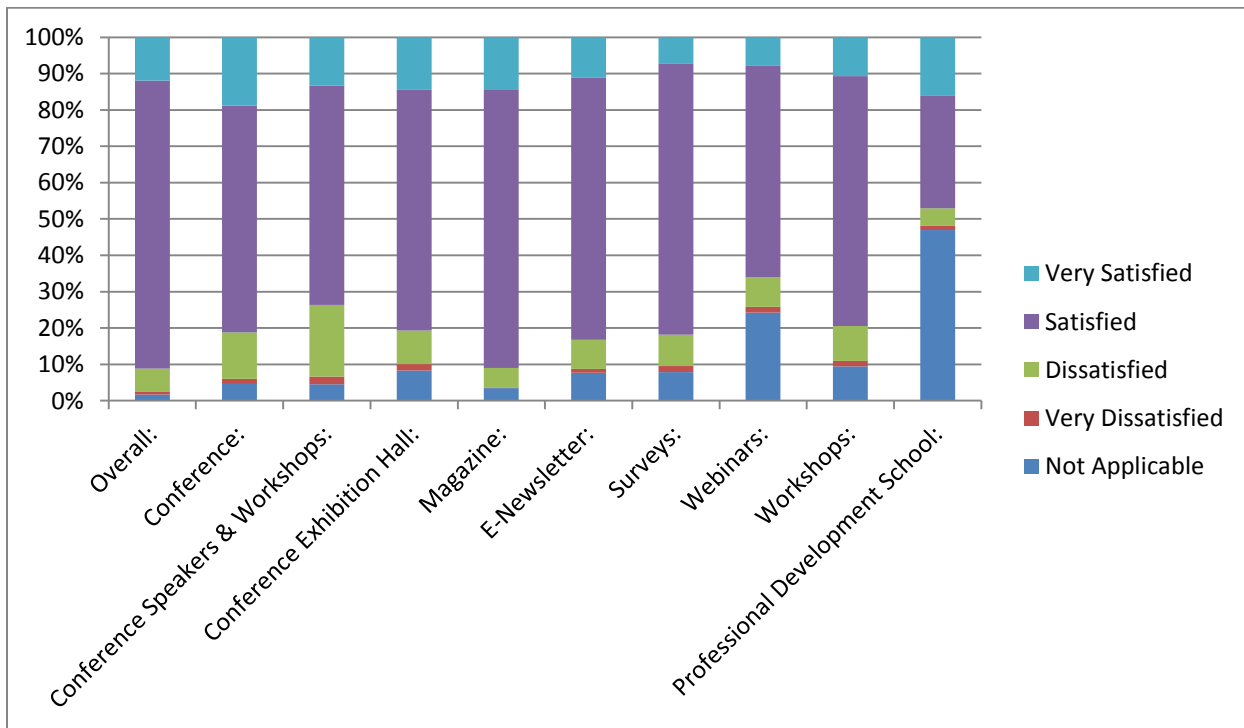
Top five preferred methods of communication from IPRA are:

- 1. Email: IPRA Today e-newsletter, e-blast, updates
- 2. IPR magazine
- 3. Conference
- 4. Website
- 5. Workshop

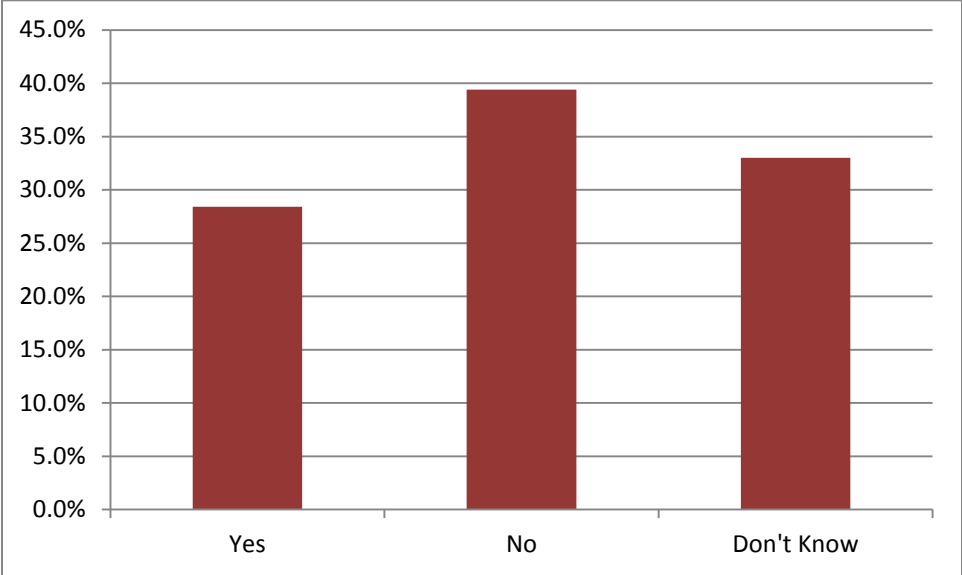
Frequency of communication from IPRA preferred by members:

- 1. Weekly (36.1%)
- 2. Monthly (30.7%)
- 3. Bi-Monthly (28.8%)

Satisfaction with IPRA:



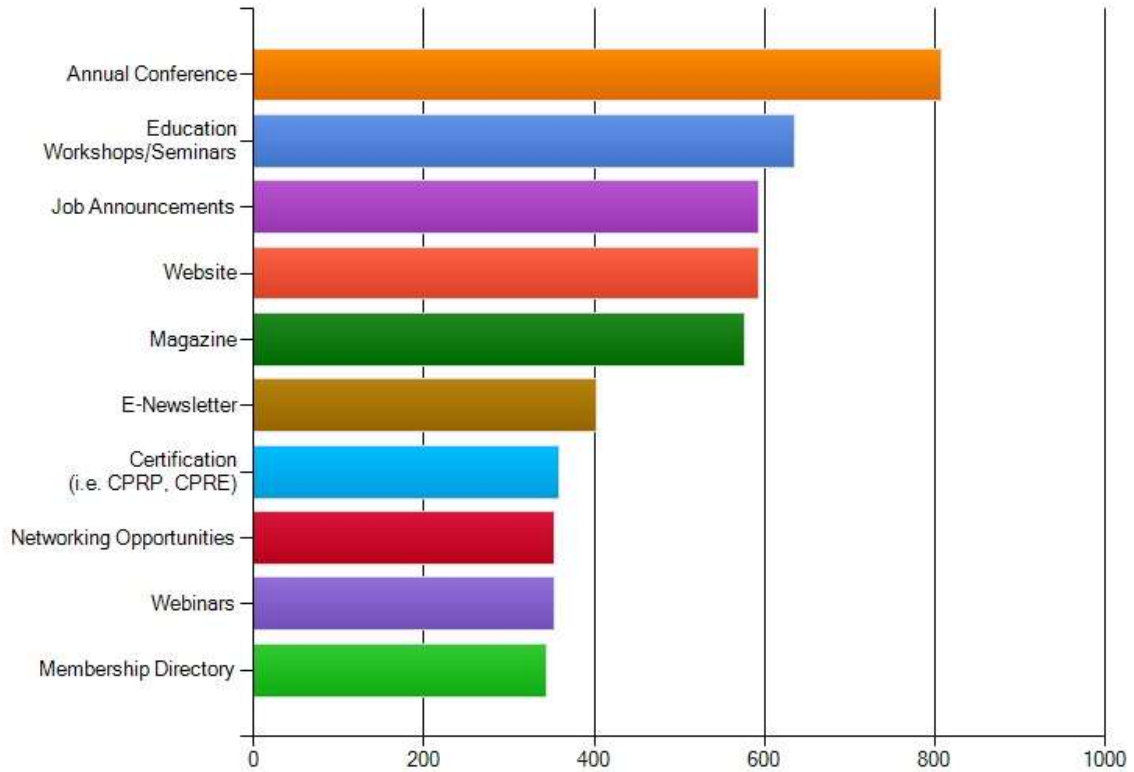
Respondents would renew their membership if their employer did not pay their membership fees:



DETAILED FINDINGS

1. IPRA MEMBERSHIP – SERVICES – INVOLVEMENT

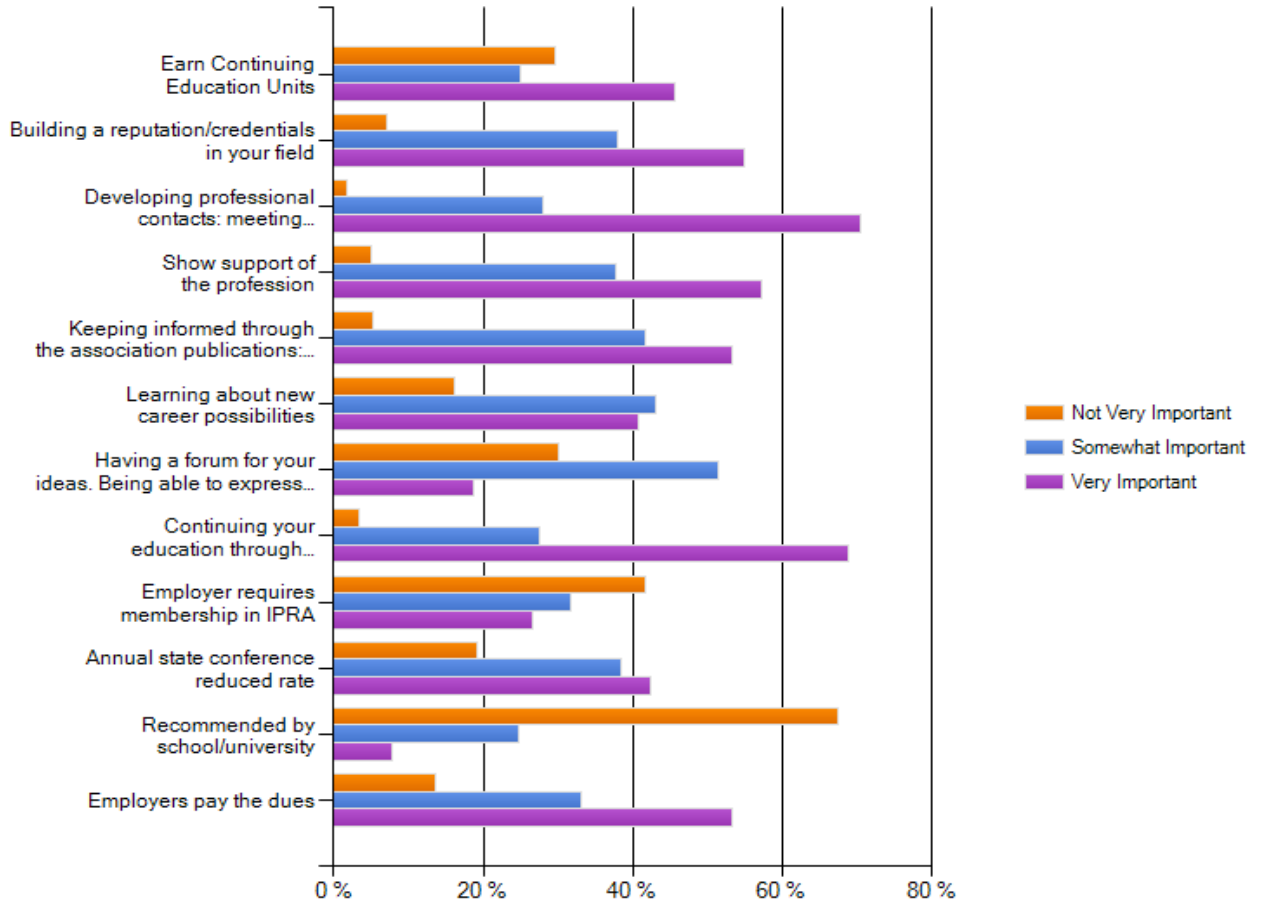
Q1. Which IPRA services have you used in the last two calendar years? (Please check all that apply)



Q2. Please rank the top six most important services offered to you by IPRA by indicating your choices (1-6), #1 being the most important to you.

1. Annual Conference
2. Education/Workshops/Seminars
3. Certification
4. Job Announcements
5. Networking Opportunities
6. Agency Accreditation
7. Webinars
8. Website
9. E-Newsletter
10. Magazine
11. Salary Survey
12. Volunteer/Leadership Opportunities
13. Membership Directory
14. Mentor Program
15. Professional Recognition Awards

Q3. How important are each of the following reasons in your decision to join IPRA?



Q4. Are you a member of an IPRA section? (If so, please check your primary section(s) if you are a member of more than one section)

Answer Option	Response Percent	Response Count
Recreation	33.7%	319
Administration and Finance	27.5%	260
Facility Management	17.4%	165
Parks and Natural Resource Management	11.0%	104
Therapeutic Recreation	10.1%	96
No Section Affiliation	8.7%	82
Communications and Marketing	7.0%	66
Ethnic Minority	1.0%	9

Q5. How IMPORTANT is it that your primary section supports/offers these type of activities or services?

Answer Option	Not very important	Somewhat important	Very important	Response Count
Workshops, seminars	4.9%	30.7%	64.4%	918
Opportunity for Networking	6.5%	33.0%	60.5%	914
Resource Information (surveys, etc)	6.7%	39.3%	54.1%	917
Opportunity for Involvement	11.7%	42.5%	45.9%	916
Newsletters	19.6%	56.3%	24.1%	914
Information regarding section activities	13.8%	51.9%	34.3%	912
Meeting notices and mailings	17.6%	49.9%	32.5%	914
Awards/recognition programs	40.4%	44.7%	14.9%	914

Q6. How much IMPROVEMENT, if any, is needed in the activities and services supported/offered by your primary section?

Answer Option	Needs Significant Improvement	Needs some Improvement	Does Not Need Improvement	N/A	Response count
Workshops, Seminars	12.8%	53.2%	27.9%	6.1%	912
Resource Information (surveys, etc)	10.1%	45.0%	36.2%	8.7%	900
Information regarding section	9.8%	39.4%	44.4%	6.5%	899
Opportunity for Involvement	9.9%	36.7%	45.6%	7.7%	907
Newsletters	9.0%	35.1%	46.1%	9.8%	900
Opportunity to network	7.3%	31.9%	53.7%	7.2%	904
Meeting notices and mailings	8.8%	29.7%	54.4%	7.1%	902
Awards/recognition programs	6.9%	23.7%	57.0%	12.5%	899

Q7. How often do you participate in section activities?

Answer Option	Response Percent	Reponses count
Once or Twice a Year	46.8%	442
Never	28.7%	271
More than 4 times per year	14.6%	138
Quarterly	9.9%	93

Q8. Have you served on an IPRA committee, board, or section board within the past three years?

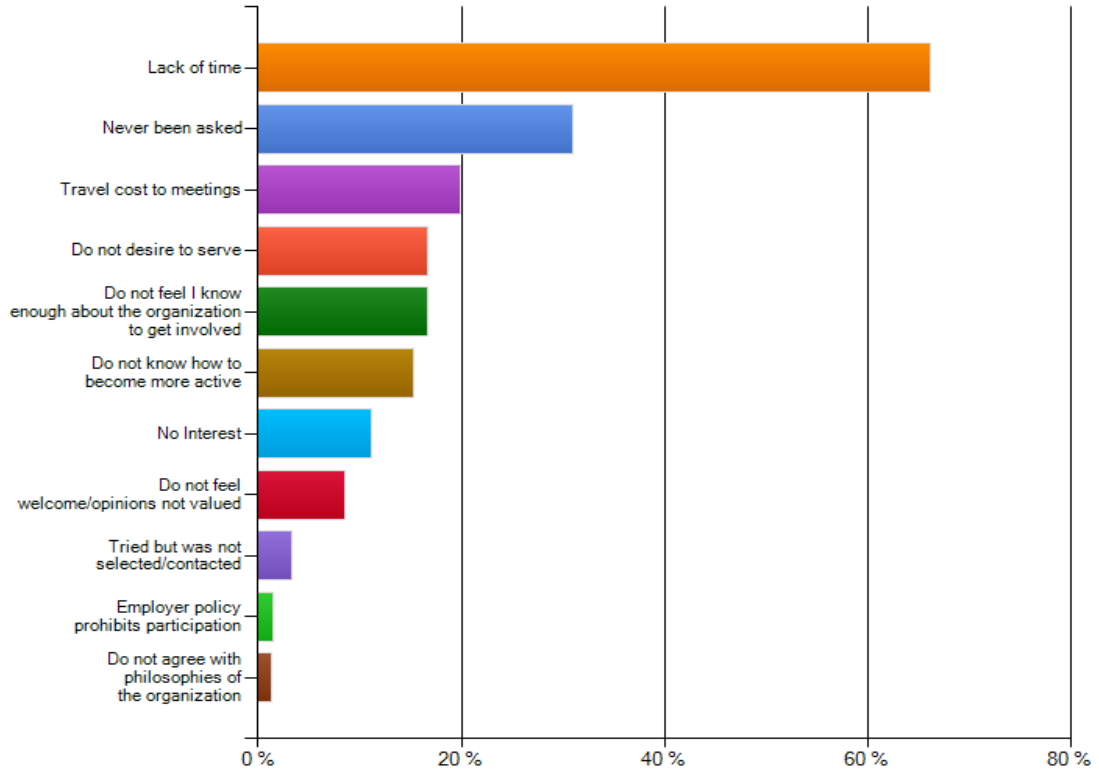
Answer Option	Response Percent	Response Count
No	74.1%	705
Yes	26.3%	250

Q8.1. If yes, briefly list the benefits/values

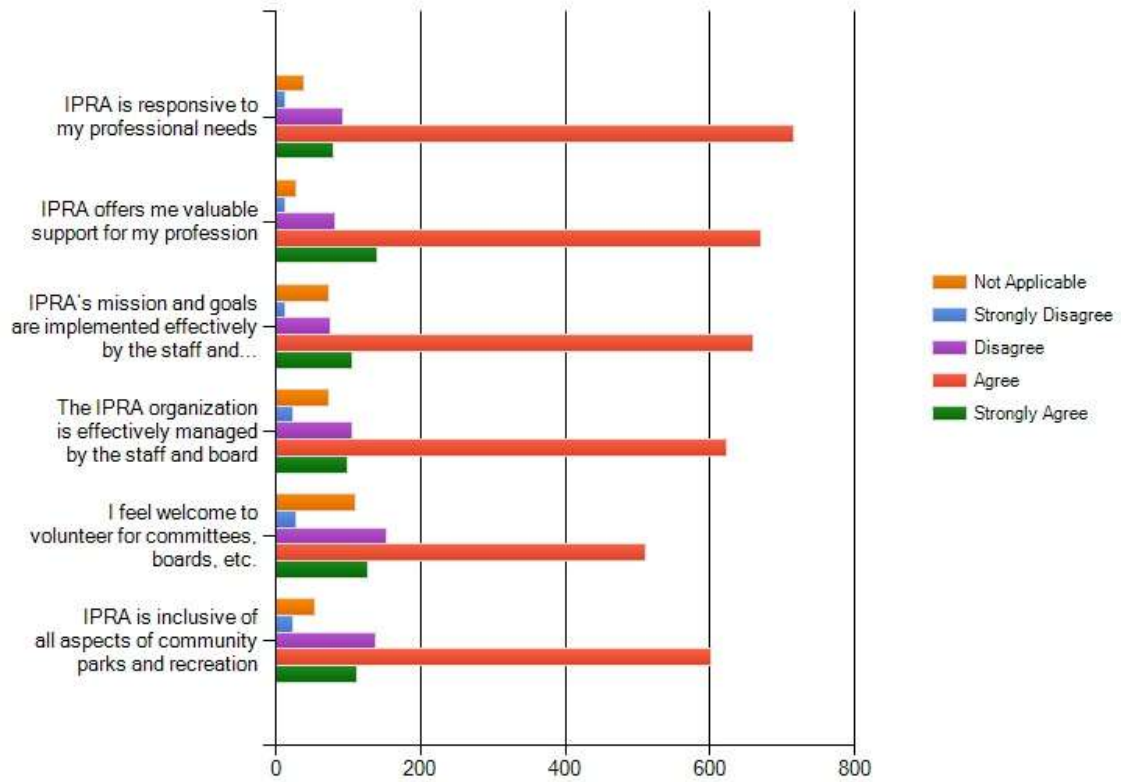
175 participants responded to this question. Please see Appendix B page 60 for details.

Q9. If no, why not? Please check all that apply.

81 participants responded “other” to this question. Please see Appendix B page 67 for details.



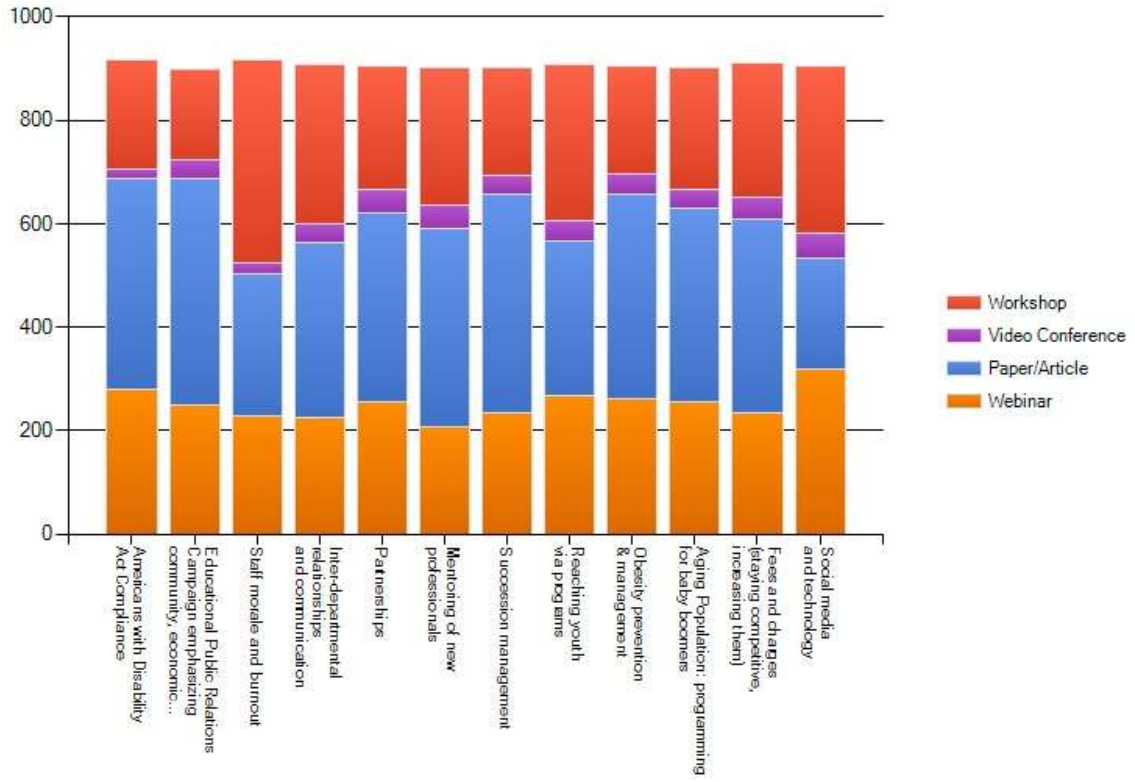
Q10. Please indicate your level of agreement with the following statements.



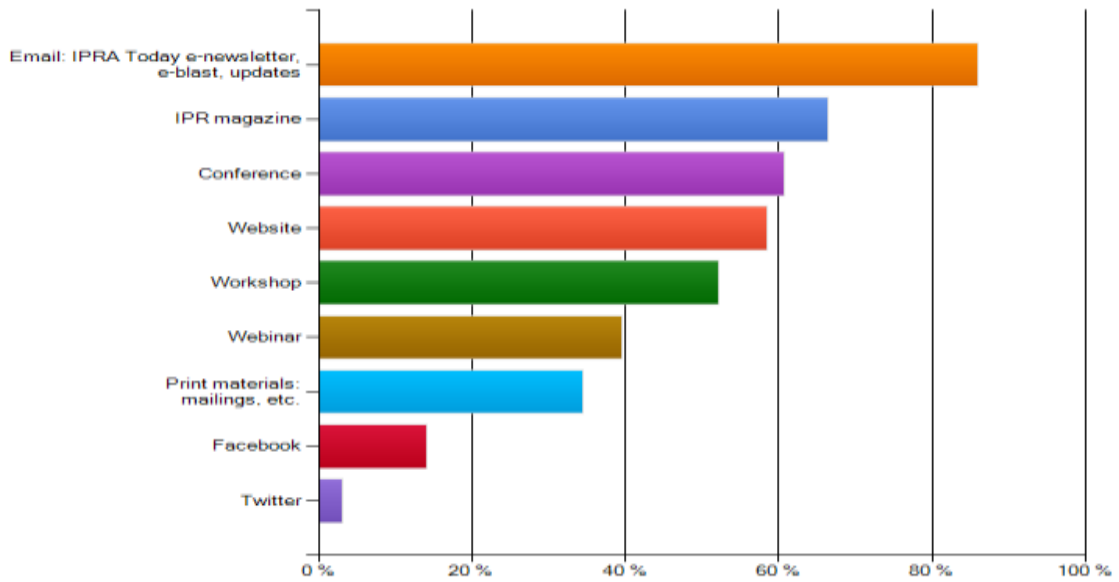
Q11. Please rate the importance of the following trends/issues that you face as a professional. (Listed in order of importance)

Answer Options
Staff morale and burnout
Americans with Disability Act compliance
Public perception of public/municipal employees
Economic downturn: participants have limited money for recreation and leisure
Inter-departmental relationships and communication
Partnerships
Diminishing tax-base due to unemployment, foreclosure, etc.
Social media and technology
Reaching youth via programs
Educational public relations campaign emphasizing community, economic, personal and environmental benefits of parks and recreation
Fees and charges (resident vs. non-resident, staying competitive, increasing them)
Diversity
Mentoring of new professionals
Succession management
Obesity prevention & management
Aging population: programming for baby boomers
Social service model vs. Business model

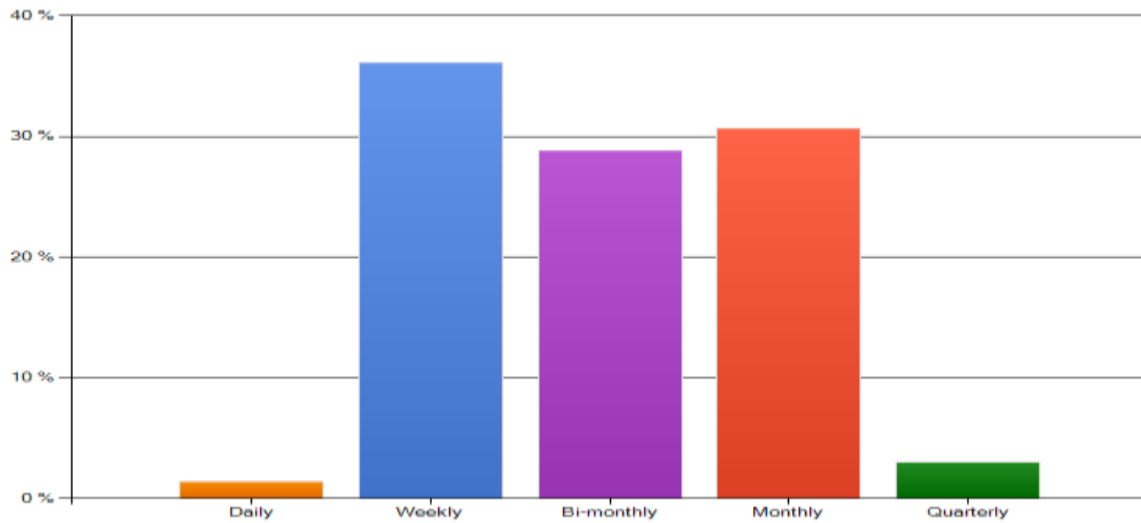
Q12. Please identify how you would prefer to receive information/education on the following trends/issues?



Q13. Please indicate how you prefer to receive communication from IPRA (please click all that apply):



Q14. How often would you prefer to receive communication from IPRA?



Q15. How can IPRA improve existing benefits and services to better suit your needs?

279 participants responded to this question. Please see Appendix B page 72 for details.

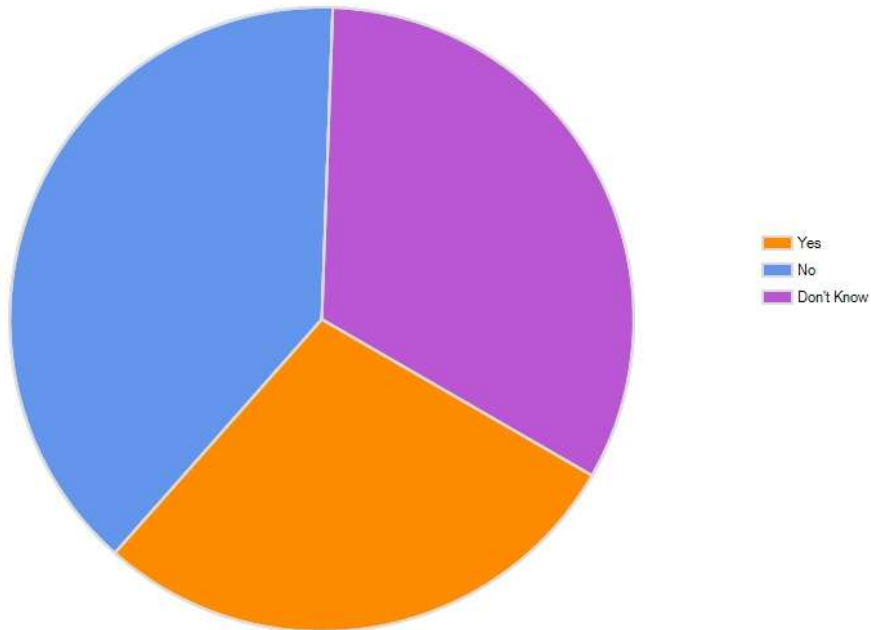
Q16. What new benefits and services should IPRA develop to make your membership more valuable?

196 participants responded to this question. Please see Appendix B page 87 for details.

Q17. Please indicate your overall level of satisfaction with IPRA in meeting your professional needs.

Answer Option	Not Applicable	Very Dissatisfied	Dissatisfied	Satisfied	Very satisfied	Response Count
Overall	1.7%	0.7%	6.5%	79.2%	11.9%	879
Magazine	3.4%	0.2%	5.4%	76.6%	14.3%	928
Surveys	7.9%	1.6%	8.6%	74.7%	7.2%	916
E-Newsletter	7.7%	1.1%	8.0%	72.2%	11.0%	926
Workshops	9.5%	1.4%	9.6%	68.8%	10.7%	917
Conference Exhibition Hall	8.3%	1.7%	9.3%	66.3%	14.4%	928
Conference	4.6%	1.4%	12.8%	62.4%	18.8%	932
Conference Speakers & Workshops	4.5%	2.2%	19.7%	60.3%	13.3%	929
Webinars	24.3%	1.5%	8.2%	58.1%	7.9%	915
Professional Development School	47.0%	1.1%	4.8%	31.1%	16.0%	913

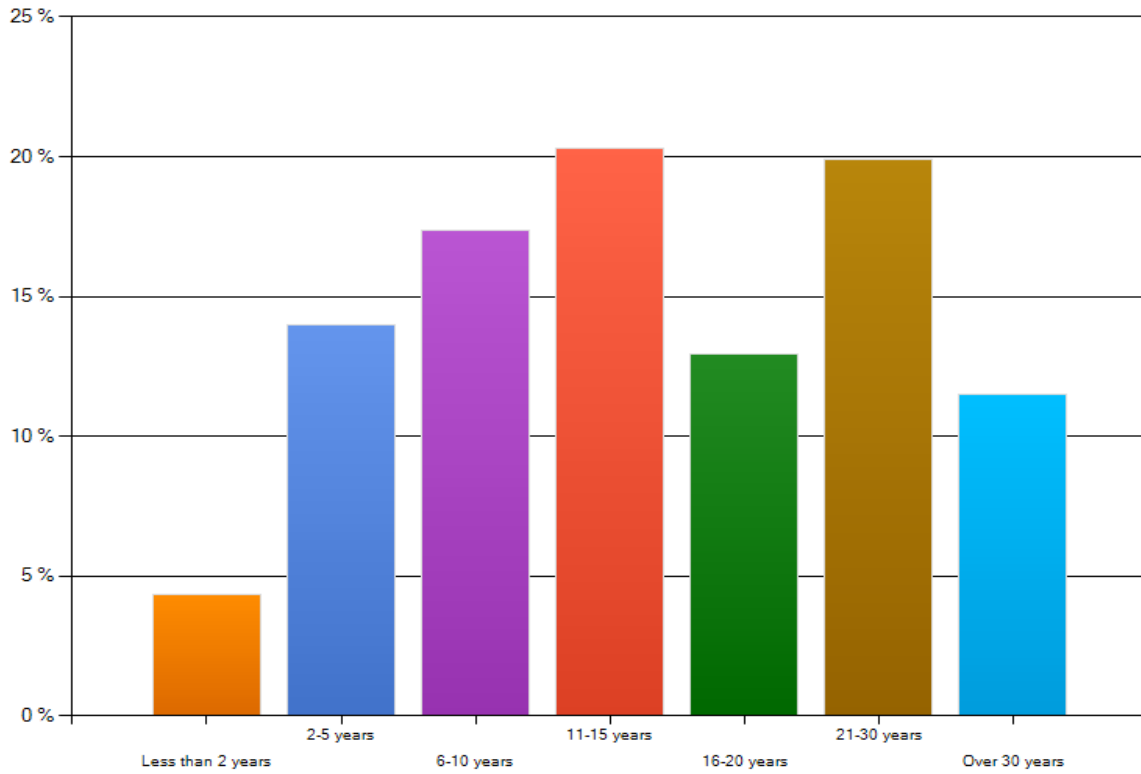
Q18. If your employer currently pays your dues, would you renew your membership if they would not pay your dues next year? (\$259 professional, \$99 advocate, \$49 student)



Q18.1 If your employer currently pays your dues, would you renew your membership if they would not pay your dues next year? Why or why not?

376 participants responded to this question. Please see Appendix B page 98 for details.

Q19. What is the length of your full-time paid experience in the field?



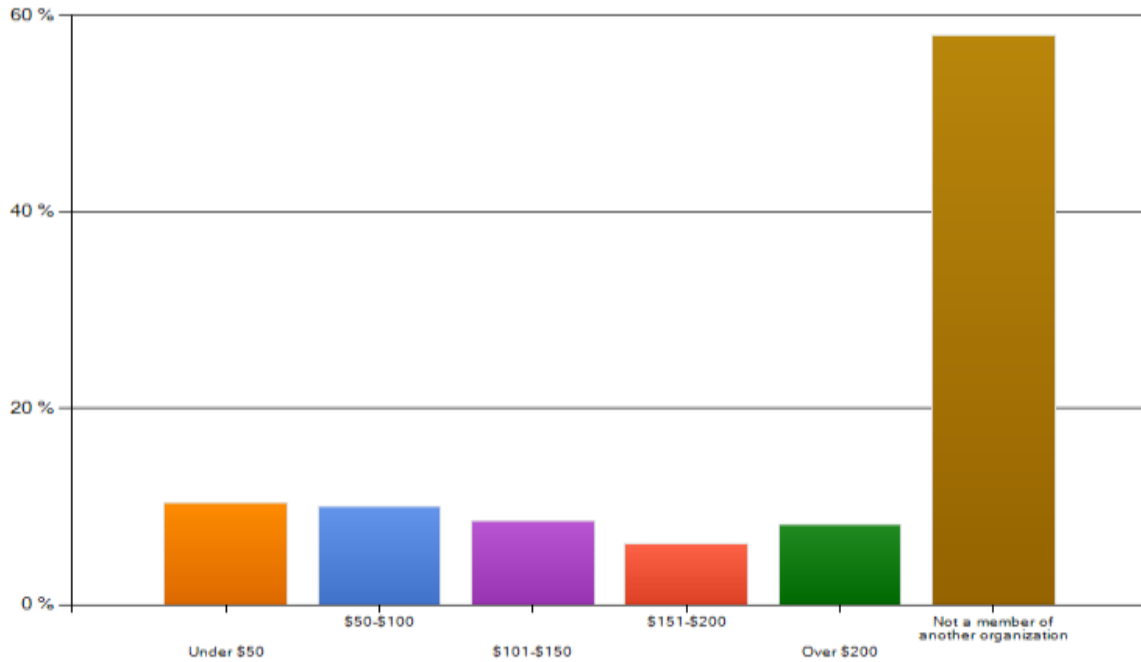
Q20. Are you certified through the NRPA Professional Certification Program

	Response Percent	Response Count
Yes	46.1%	436
No	54.1%	512

Q20.1 Are you certified, why or why not?

309 participants responded to this question. Please see Appendix B page 115 for details.

Q21. If you are a member of another related professional association (other than an IPRA affiliate and NRPA), please indicate your annual dues for that association. If you belong to more than one, please indicate the one you value the most



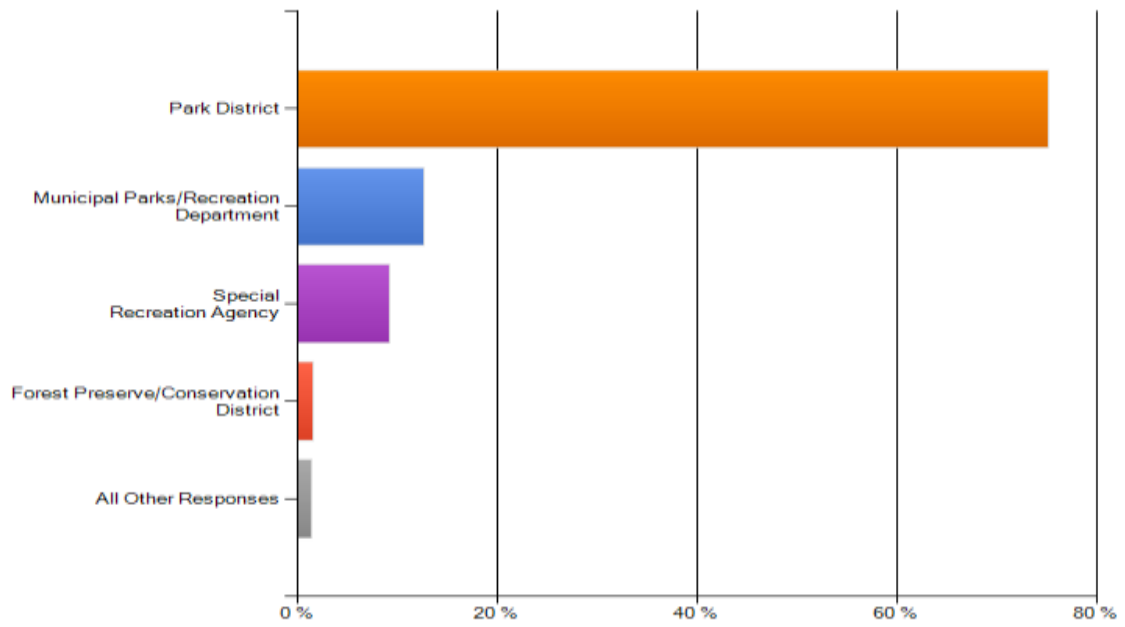
Q21.1 Please name the other organization you are involved with.

192 participants responded to this question. Please see Appendix B page 126 for details.

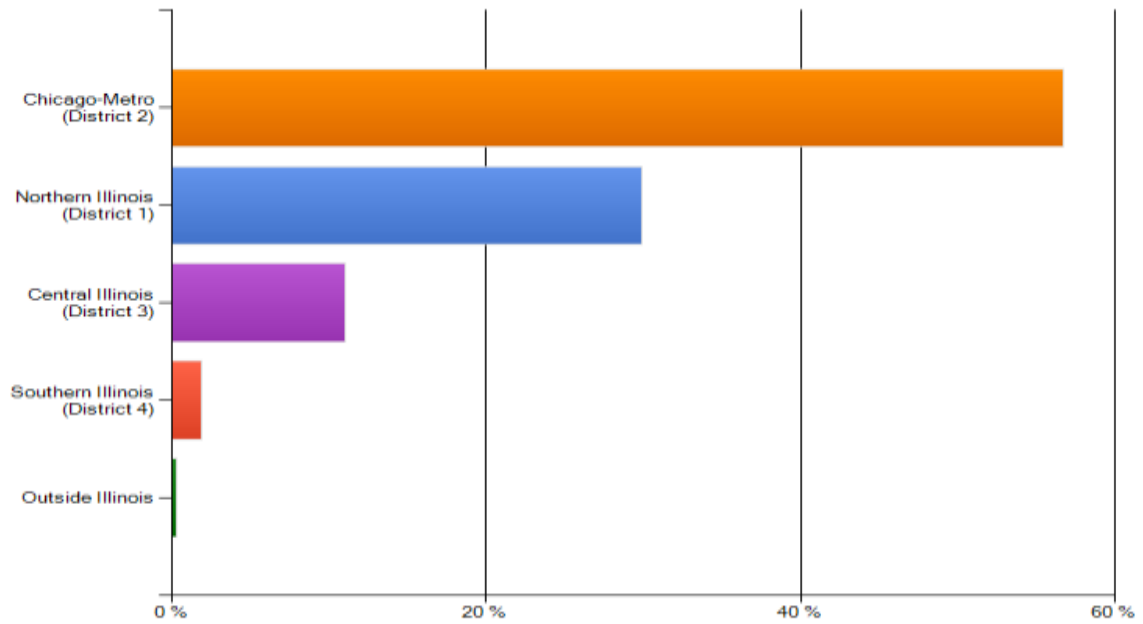
Q22. If you are a member of another professional organization, what do you receive from them that IPRA does not provide?

196 participants responded to this question. Please see Appendix B page 132 for details.

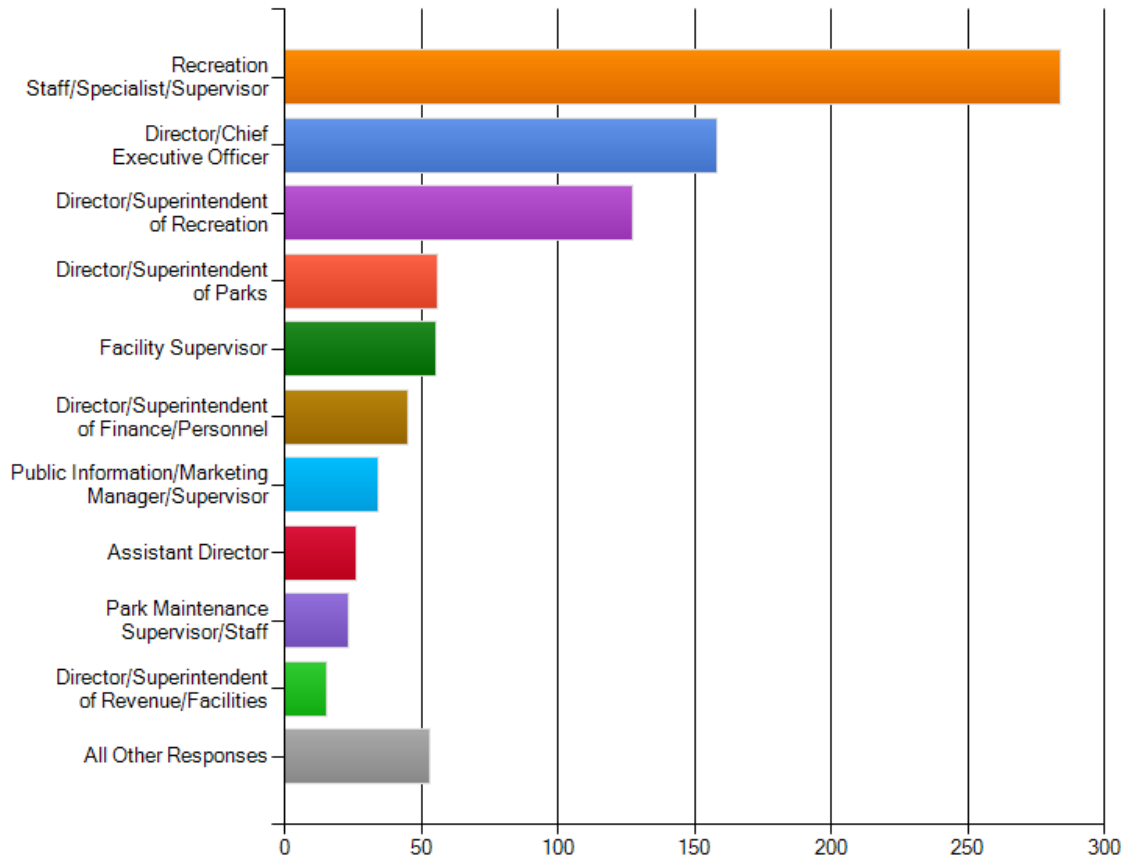
Q23. Which category best describes your agency? (Please check only one.)



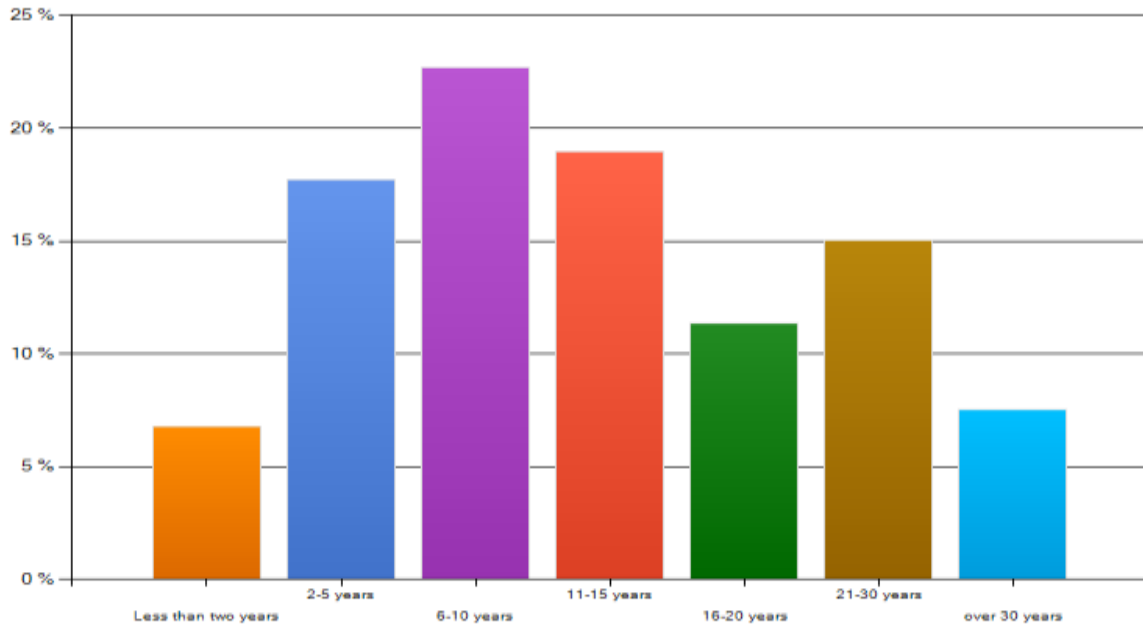
Q24. In what geographic location are you currently employed? (Please select only one response)



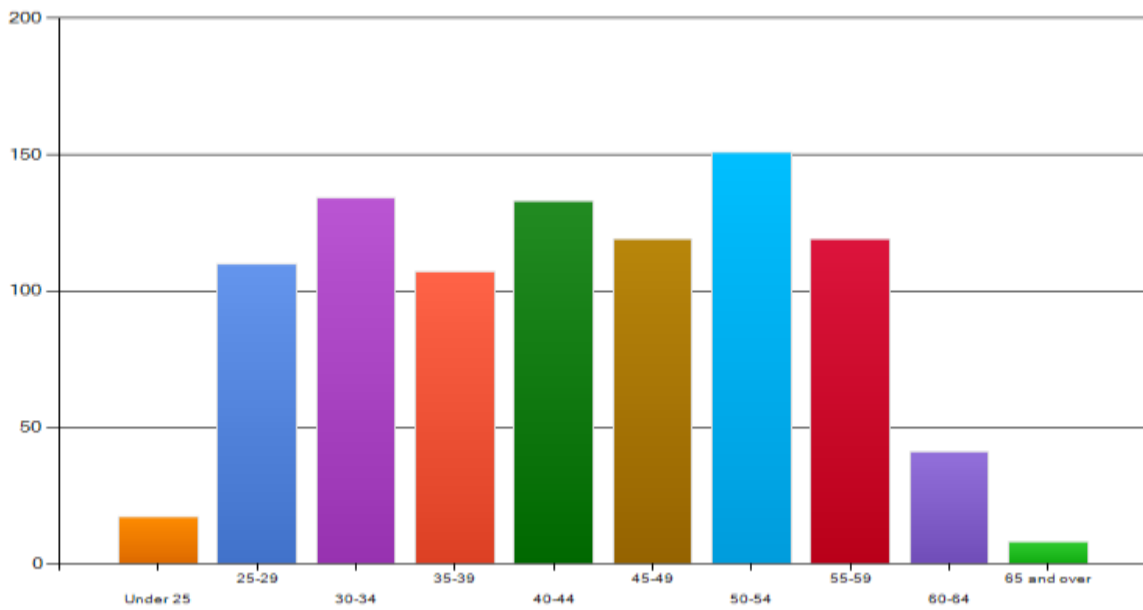
Q25. Which job title best describes your primary employment responsibilities? (Please select only one)



Q26. How many years have you been a member of IPRA?



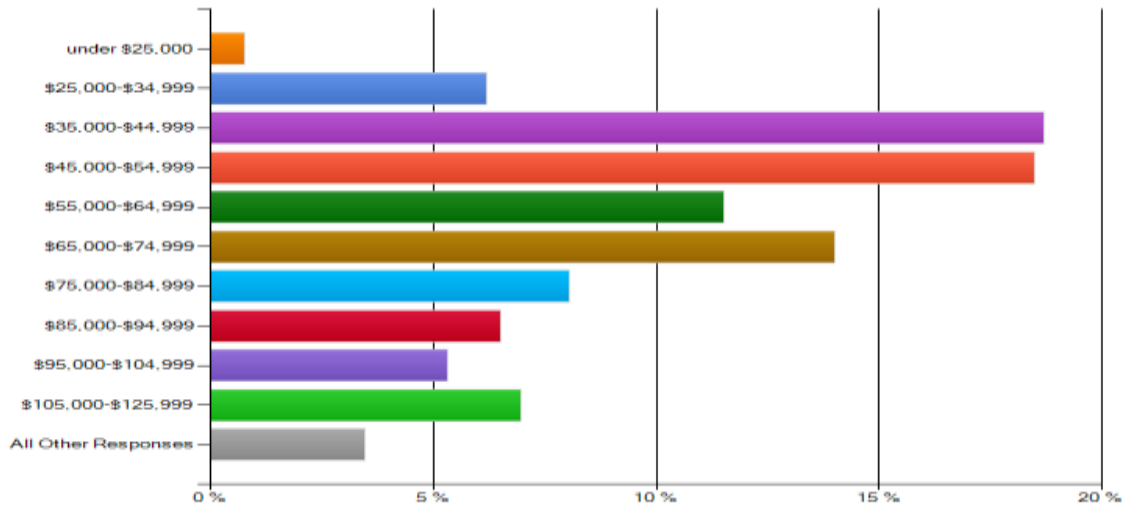
Q27. What is your age?



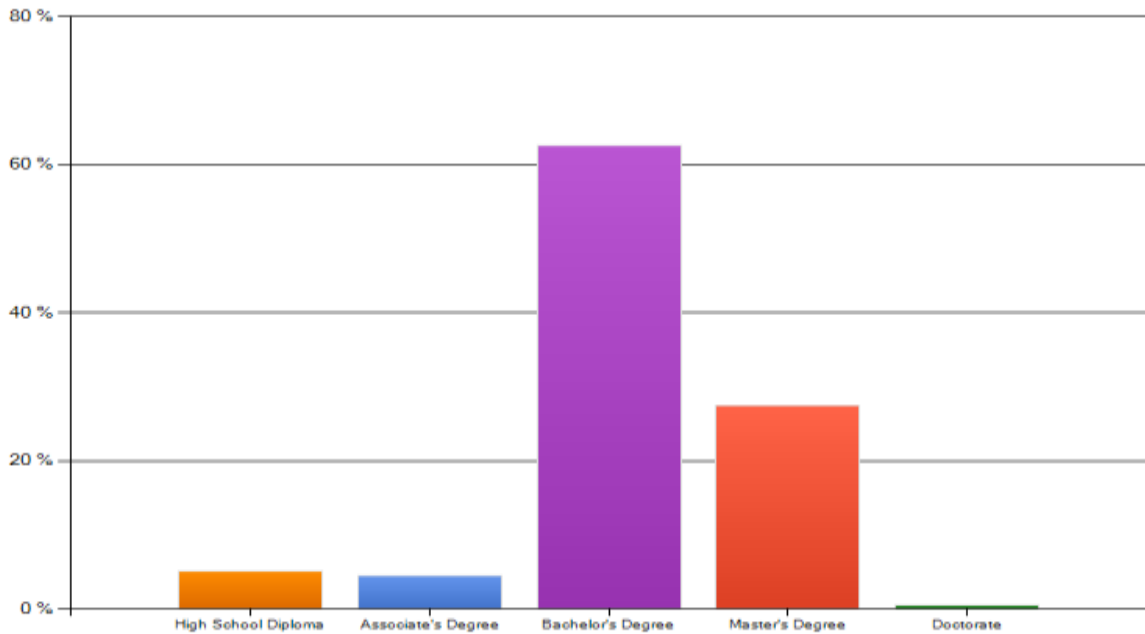
Q28. What is your gender?

	Response Percent	Response Count
Female	54.5%	507
Male	45.5%	424

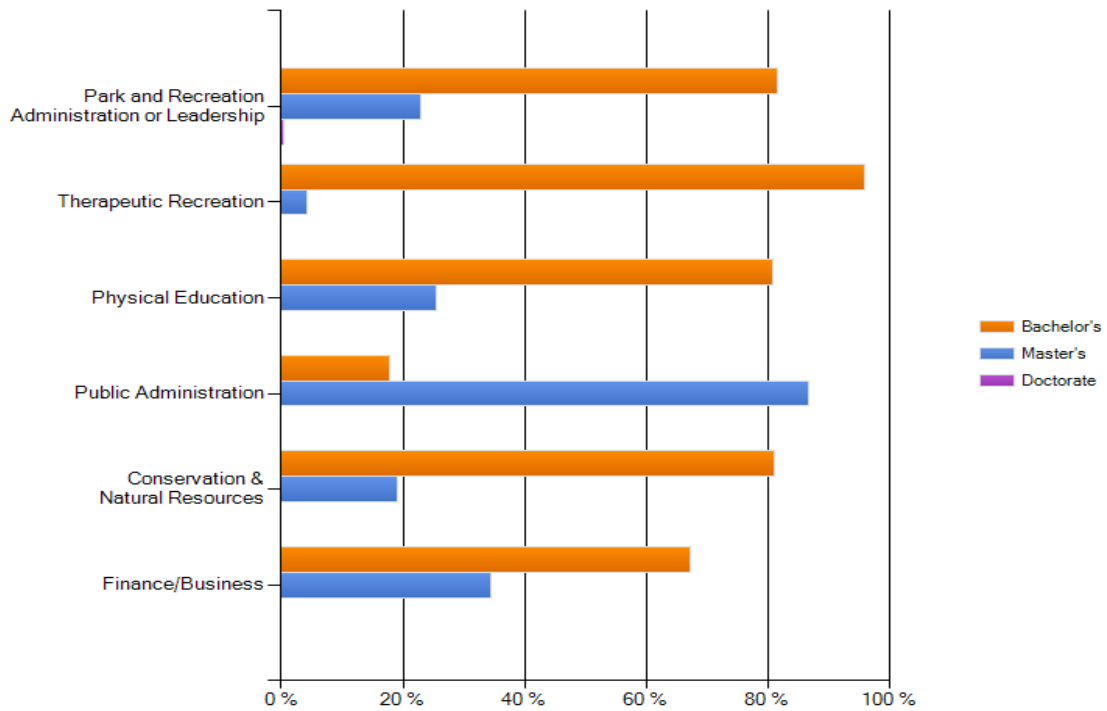
Q29. What is your annual gross income (before taxes)?



Q30. What is the highest level of education you have completed? (Please check only one response)



Q31. If you have received a bachelor's, masters and/or doctorate, please indicate the area of your highest degree.

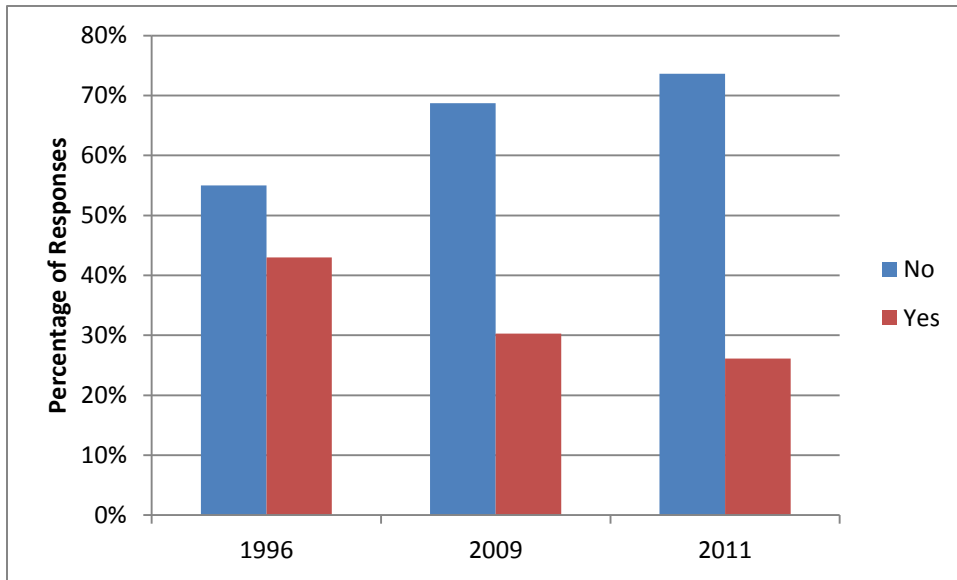


Q32. Please use the space below to express additional thoughts, concerns or questions

140 participants responded to this question. Please see Appendix B page 138 for details.

COMPARATIVE ANALYSIS

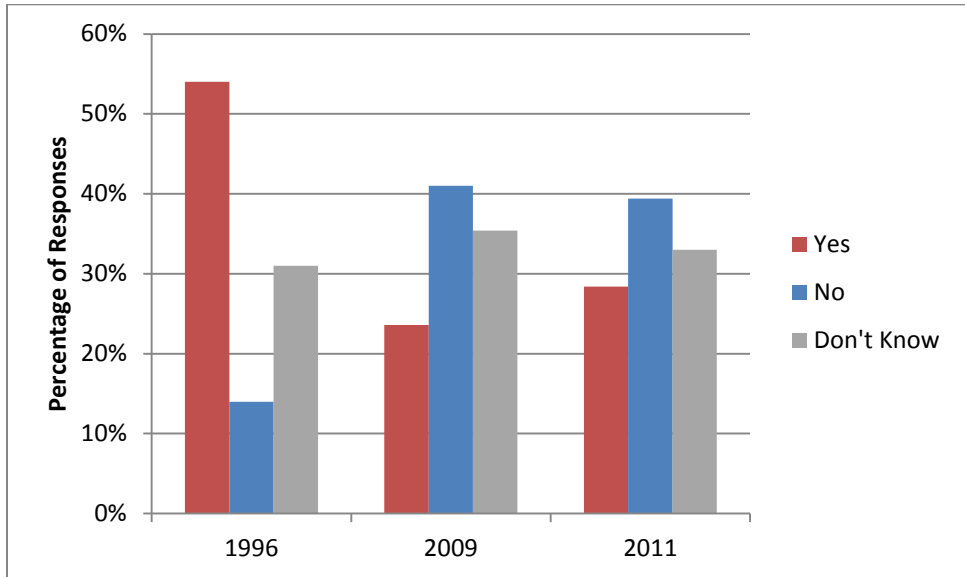
Q8. Served on IPRA Committee, Board, Section Board, etc. within the Last 3 years



Q17. Overall Levels of Satisfaction with IPRA in Meeting Your Professional Needs

Answer Options	2011	2009	1996
Very Satisfied	11.9%	9.9%	20.0%
Satisfied	79.2%	60.7%	60.0%
Neutral/No Opinion	N.A	20.7%	12.0%
Dissatisfied	6.5%	7.3%	5.0%
Very Dissatisfied	0.7%	1.4%	1.0%

Q18. If your employer currently pays your dues, would you renew your membership if they would not pay your dues next year?



Q3. How important are each of the following reasons in your decision to join IPRA (Very important %)?

Answer Options	2011	2009	1996
Developing professional contacts in your field	70%	76%	79%
Continuing your education through workshops	69%	65%	73%
Building a reputation/credentials in your field	55%	57%	60%
Show support of the profession	57%	53%	59%
Employers pay the dues	53%	48%	41%
Employer requires membership in IPRA	27%	25%	22%
Annual state conference reduced rate	42%	40%	24%

Q9. If participant said they had not served on IPRA committees, board or section board in the last 3 years, why?

Answer Options	2011	2009	1996
Lack of time	66%	66%	60%
Never been asked	31%	34%	29%
Travel cost to meetings	20%	19%	14%
Do not desire to serve	17%	16%	17%
Do not feel I know enough about the organization to get involved	17%	16%	17%
Do not know how to become more active	15%	14%	9%
No Interest	11%	10%	10%
Do not feel welcome/opinions not valued	9%	7%	9%
Tried but was not selected/contacted	3%	5%	6%
Employer policy prohibits participation	1%	1%	1%
Do not agree with philosophies of the organization	1%	3%	2%

Q19. What is your length of full time experience in the field?

Answer Options	2011	2009	1996
Less than 2 years	4%	7%	7%
2-5 years	14%	15%	17%
6-10 years	17%	18%	21%
11-15 years	20%	14%	17%
16-20 years	13%	15%	19%
21-30 years	20%	20%	16%
Over 30 years	12%	11%	2%

Q24. In what geographic location are you currently employed?

Answer Options	2011	2009	1996
Chicago-Metro (District 2)	56.8%	58.0%	68.0%
Northern Illinois (District 1)	29.9%	28.7%	17.0%
Central Illinois (District 3)	11.1%	9.7%	11.0%
Southern Illinois (District 4)	1.9%	2.5%	2.0%
Outside Illinois	0.3%	1.0%	0.0%

Q26. How many years have you been a member of IPRA?

Answer Options	2011	2009	1996
Less than two years	7%	11%	10%
2-5 years	18%	19%	23%
6-10 years	23%	19%	24%
11-15 years	19%	16%	16%
16-20 years	11%	13%	13%
21-30 years	15%	15%	11%
over 30 years	8%	8%	1%

Q27. What is your age?

Answer Options	2011	2009	1996
Under 25	2%	4%	4%
25-29	12%	11%	18%
30-34	14%	13%	18%
35-39	11%	12%	18%
40-44	14%	12%	17%
45-49	13%	14%	14%
50-54	16%	17%	5%
55-59	13%	12%	3%
60-64	4%	4%	2%
65 and over	1%	1%	0%

29. What is your annual income before taxes?

Answer Options	2011	2009
under \$25,000	0.8%	3.2%
\$25,000-\$34,999	6.2%	6.6%
\$35,000-\$44,999	18.7%	20.0%
\$45,000-\$54,999	18.5%	16.8%
\$55,000-\$64,999	11.5%	13.3%
\$65,000-\$74,999	14.0%	11.0%
\$75,000-\$84,999	8.0%	7.4%
\$85,000-\$94,999	6.5%	6.8%
\$95,000-over	15.8%	14.9%

Q30. What is the highest level of education you have completed?

Answer Options	2011	2009	1996
High School Diploma	5.1%	6.2%	4.0%
Associate's Degree	4.4%	5.7%	4.0%
Bachelor's Degree	62.6%	61.6%	62.0%
Master's Degree	27.5%	24.9%	28.0%
Doctorate	0.4%	1.6%	1.0%

APPENDIX A: SURVEY INSTRUMENT

2011 IPRA Professional Membership Survey

Dear Colleague:

In order to better meet the needs of recreation and parks practitioners, the Illinois Park and Recreation Association (IPRA) has contracted with the Office of Recreation and Park Resources (ORPR) at the University of Illinois to conduct a survey that gives all IPRA professional members the opportunity to provide input toward the present and future direction of their Association. The information collected will assist the Board and staff in decisions regarding structure and the allocation of resources.

Please take the time to fill out the following survey which contains thirty-one (31) questions. We will be collecting responses till Thursday, December 15th. A few reminder emails will be sent until the survey is completed or the final date to submit responses has been reached.

If you have questions, it would be our pleasure to answer them. Please do not hesitate to contact ORPR staff via email (rrhall@illinois.edu, scheune1@illinois.edu) or by phone (Robin Hall at (217)244-3891, Jarrod Scheunemann at (217) 265-5296).

Your participation is important. We want to hear from you!

Thank you for your time and cooperation.

Sincerely,

Robin Hall & Jarrod Scheunemann
Office of Recreation and Park Resources

IPRA Membership - Services - Involvement

Q1

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Add Question Logic

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1. Which IPRA services have you used in the last two calendar years? (Please check all that apply)

- Agency Accreditation
- Annual Conference
- Certification (i.e. CPRP, CPRE)
- Education Workshops/Seminars
- E-Newsletter
- Job Announcements
- Magazine
- Membership Directory
- Mentor Program
- Networking Opportunities
- Professional Recognition Awards
- Resources: Manuals, Tools, Resource Library
- Salary Survey
- Volunteer/Leadership Opportunities
- Webinars
- Website

Other (please specify)

2. Please rank the top six most important services offered to you by IPRA by indicating your choices (1-6), #1 being the most important to you.

Agency Accreditation	<input type="text"/>
Annual Conference	<input type="text"/>
Certification	<input type="text"/>
Education	<input type="text"/>
Workshops/Seminars	
E-Newsletter	<input type="text"/>
Job Announcements	<input type="text"/>
Magazine	<input type="text"/>
Membership Directory	<input type="text"/>
Mentor Program	<input type="text"/>
Networking	<input type="text"/>
Opportunities	
Professional	<input type="text"/>
Recognition Awards	
Resources: Manuals, Tools, Resource Library	<input type="text"/>
Salary Survey	<input type="text"/>
Volunteer/Leadership Opportunities	<input type="text"/>
Webinars	<input type="text"/>
Website	<input type="text"/>

3. How important are each of the following reasons in your decision to join IPRA?

	Not Very Important	Somewhat Important	Very Important
Earn Continuing Education Units	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Building a reputation/credentials in your field	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Developing professional contacts: meeting others in your field	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Show support of the profession	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Keeping informed through the association publications: IPR Magazine, E-newsletter, website, etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Learning about new career possibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Having a forum for your ideas. Being able to express yourself before your peers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Continuing your education through workshops and seminars	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employer requires membership in IPRA	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Annual state conference reduced rate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recommended by school/university	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employers pay the dues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please specify)	<input type="text"/>		

4. Are you a member of an IPRA section? (If so, please check your primary section(s) if you are a member of more than one section)

- Administration and Finance
- Recreation
- Therapeutic Recreation
- Parks and Natural Resource Management
- Facility Management
- Communications and Marketing
- Ethnic Minority
- No Section Affiliation

5. How IMPORTANT is it that your primary section supports/offers these type of activities or services?

	Not Very Important	Somewhat Important	Very Important
Workshops, Seminars	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunity for Involvement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Resource Information (surveys, etc)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunity for Networking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Awards/recognition programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Newsletters	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Information regarding section activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Meeting notices and mailings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

6. How much IMPROVEMENT, if any, is needed in the activities and services supported/offered by your primary section?

	Needs Significant Improvement	Needs Some Improvement	Does Not Need Improvement	Not Applicable
Workshops, Seminars	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunity for Involvement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Resource Information (surveys, etc)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunity to network	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Awards/recognition programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Newsletters	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Information regarding section activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Meeting notices and mailings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

7. How often do you participate in section activities?

- Never
- Once or Twice a Year
- Quarterly
- More than 4 times per year

If never, why not?

8. Have you served on an IPRA committee, board, or section board within the past three years?

- Yes
- No

If yes, briefly list the benefits/values.

9. If no, why not? Please check all that apply.

- Travel cost to meetings
- Lack of time
- Do not agree with philosophies of the organization
- Do not desire to serve
- Never been asked
- Do not feel welcome/opinions not valued
- Do not feel I know enough about the organization to get involved
- Do not know how to become more active
- Tried but was not selected/contacted
- Employer policy prohibits participation
- No Interest

Other (please specify)

10. Please indicate your level of agreement with the following statements.

	Not Applicable	Strongly Disagree	Disagree	Agree	Strongly Agree
IPRA is responsive to my professional needs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
IPRA offers me valuable support for my profession	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
IPRA's mission and goals are implemented effectively by the staff and board	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The IPRA organization is effectively managed by the staff and board	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel welcome to volunteer for committees, boards, etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
IPRA is inclusive of all aspects of community parks and recreation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11. Please rate the importance of the following trends/issues that you face as a professional.

	Not at all important	Important	Very Important
Americans with Disability Act compliance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Educational public relations campaign emphasizing community, economic, personal and environmental benefits of parks and recreation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Public perception of public/municipal employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Staff morale and burnout	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Inter-departmental relationships and communication	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Partnerships	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mentoring of new professionals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Succession management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reaching youth via programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Obesity prevention & management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Aging population: programming for baby boomers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Diversity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fees and charges (resident vs. non-resident, staying competitive, increasing them)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Social service model vs. Business model	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Economic downturn: participants have limited money for recreation and leisure	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Diminishing tax-base due to unemployment, foreclosure, etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Social media and technology	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please specify)	<input type="text"/>				

12. Please identify how you would prefer to receive information/education on the following trends/issues?

	Webinar	Paper/Article	Video Conference	Workshop
Americans with Disability Act Compliance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Educational Public Relations Campaign emphasizing community, economic, personal and environmental benefits of parks and recreation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Staff morale and burnout	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Inter-departmental relationships and communication	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Partnerships	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mentoring of new professionals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Succession management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reaching youth via programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Obesity prevention & management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Aging Population: programming for baby boomers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fees and charges (staying competitive, increasing them)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Social media and technology	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please specify)	<input type="text"/>			

13. Please indicate how you prefer to receive communication from IPRA (please click all that apply):

- IPR magazine
- Print materials: mailings, etc.
- Email: IPRA Today e-newsletter, e-blast, updates
- Webinar
- Website
- Workshop
- Conference
- Twitter
- Facebook

Other (please specify)

14. How often would you prefer to receive communication from IPRA?

- Daily
- Weekly
- Bi-monthly
- Monthly
- Quarterly

Other (please specify)

15. How can IPRA improve existing benefits and services to better suit your needs?

16. What new benefits and services should IPRA develop to make your membership more valuable?

17. Please indicate your overall level of satisfaction with IPRA in meeting your professional needs.

	Not Applicable	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied
Overall:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conference:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conference Speakers & Workshops:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conference Exhibition Hall:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Magazine:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
E-Newsletter:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Surveys:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Webinars:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Workshops:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional Development School:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

18. If your employer currently pays your dues, would you renew your membership if they would not pay your dues next year? (\$259 professional, \$99 advocate, \$49 student)

- Yes
- No
- Don't Know

Why or why not?

Professional Background Experience

+ Add Question ▼

Q19

Edit Question ▼

Add Question Logic

Move

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19. What is the length of your full-time paid experience in the field?

- Less than 2 years
- 2-5 years
- 6-10 years
- 11-15 years
- 16-20 years
- 21-30 years
- Over 30 years

20. Are you certified through the NRPA Professional Certification Program

- Yes
- No

Why or why not?

21. If you are a member of another related professional association (other than an IPRA affiliate and NRPA), please indicate your annual dues for that association. If you belong to more than one, please indicate the one you value the most

- Under \$50
- \$50-\$100
- \$101-\$150
- \$151-\$200
- Over \$200
- Not a member of another organization

Please specify the name of that association:

22. If you are a member of another professional organization, what do you receive from them that IPRA does not provide?

Employment/Position

+ Add Question ▼

Q23

Edit Question ▼

Add Question Logic

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23. Which category best describes your agency? (Please check only one.)

- Municipal Parks/Recreation Department
- Park District
- County Park/Recreation Agency
- State/Federal Park and Recreation Agency
- Forest Preserve/Conservation District
- Educational Institution
- Hospital/Rehabilitation Institute
- Special Recreation Agency
- Private/Commercial Recreation
- Voluntary Youth Serving Agency
- Not Currently Employed

Other (please specify)

24. In what geographic location are you currently employed? (Please select only one response)

- Chicago-Metro (District 2)
- Northern Illinois (District 1)
- Central Illinois (District 3)
- Southern Illinois (District 4)
- Outside Illinois

25. Which job title best describes your primary employment responsibilities? (Please select only one)

- Director/Chief Executive Officer
- Assistant Director
- Director/Superintendent of Recreation
- Director/Superintendent of Parks
- Director/Superintendent of Revenue/Facilities
- Director/Superintendent of Finance/Personnel
- Director/Superintendent of Marketing/Communication
- Director/Superintendent of Information Technology
- Recreation Staff/Specialist/Supervisor
- Human Resources Manager
- Public Information/Marketing Manager/Supervisor
- Information Technology Manager/Supervisor
- Clinical Service Supervisor
- Therapist/Therapist Assistant
- Park Maintenance Supervisor/Staff
- Risk Management/Training Supervisor
- Facility Supervisor
- Educator
- Student

Other (please specify)

Respondent Profile

+ Add Question ▼

Q26 Edit Question ▼ Add Question Logic Move Copy Delete

26. How many years have you been a member of IPRA?

- Less than two years
- 2-5 years
- 6-10 years
- 11-15 years
- 16-20 years
- 21-30 years
- over 30 years

27. What is your age?

- Under 25
- 25-29
- 30-34
- 35-39
- 40-44
- 45-49
- 50-54
- 55-59
- 60-64
- 65 and over

28. What is your gender?

- Male
- Female

29. What is your annual gross income (before taxes)?

- under \$25,000
- \$25,000-\$34,999
- \$35,000-\$44,999
- \$45,000-\$54,999
- \$55,000-\$64,999
- \$65,000-\$74,999
- \$75,000-\$84,999
- \$85,000-\$94,999
- \$95,000-\$104,999
- \$105,000-\$125,999
- \$126,000 and above

30. What is the highest level of education you have completed? (Please check only one response)

- High School Diploma
- Associate's Degree
- Bachelor's Degree
- Master's Degree
- Doctorate

Other (please specify)

31. If you have received a bachelor's, master's and/or doctorate, please indicate the area of your highest degree.

	Bachelor's	Master's	Doctorate
Park and Recreation Administration or Leadership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Therapeutic Recreation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physical Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Public Administration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Conservation & Natural Resources	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Finance/Business	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (please specify)			
<input type="text"/>			

Comments, Suggestions, Questions?

+ Add Question ▼

Q32

Edit Question ▼

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32. Please use the space below to express additional thoughts, concerns or questions.

Thank you!

Thank you for participating in the 2011 IPRA professional membership survey. We value your input and insight!

APPENDIX B: OPEN ENDED RESPONSES

Q1: Which IPRA services have you used in the last two calendar years?

“Other” Responses:

Joint Purchase Program:

- JT Coop
- Joint Purchase Program
- Coop Bid
- IPRA Cooperative Purchase Program... very important!
- Cooperative Purchase
- joint purchase program
- Purchasing Co-op
- Cooperative Purchase

Professional Development School:

- Professional Development School
- PROFESSIONAL DEVELOPMENT SCHOOL
- PDS School
- PDS
- PDS

Environmental Committee:

- Environmental Committee tools and resources
- Environmental Subcommittee

Membership Directory:

- I have not received a membership directory for at least 2 years. I used in past when I had a current one.
- I have not seen a membership directory in the last 2 years

All Other Responses:

- SPRA Showcase
- Legislative conference
- section meetings
- Asking general questions of members & the membership
- Committee Meetings
- IAPD/IPRA awards for community organizations

- PSD meeting
- None really other than emails
- Isn't certification through NRPA?
- HR Division Meetings

Q3: How important are each of the following reasons in your decision to join IPRA?

“Other” Responses:

- Having a separate C&M section
- Joint Purchase program (thru IPRA not US Communities)
- PDS - Very Important
- EMS
- My employer does not pay dues
- employees pay their own dues.
- Other than conference IPRA does not do much anymore for the members
- Employer doesn't pay the dues, so that makes it harder.
- Budget has not allowed us to attend conference.
- Online Resources: Enlarge the online resources; very limited.
- My employer does not require us to maintain an IPRA membership. I do this on my own. The reduced rate for conference is not that significant.
- Membership Directory is dearly missed

Q7: How often do you participate in section activities? If never, why?

Accessibility:

- They are too far away.
- Most are in Chicago area and not readily accessible.
- Section meetings are almost always in "Chicagoland". There is more to Illinois than just Chicagoland. If want to better serve your members serve them all.
- too far away. Don't have staff to take off.
- Everything is up north and not centrally located
- The meetings are in northern Illinois, and I don't have the time or resources for the travel.
- too far of a distance
- Hard finding the time to attend.
- I use to but I simply do not have the time in my present position.
- Always located too far north. Would take up too much of my day to travel to meetings.
- Central Illinois

- Never in my area...too far to travel for a small agency
- No time. Too far away.
- Too far to travel.
- I'm in the south suburbs and most meetings are in the far northern suburbs. I'm am very active in SSPRPA and would like to be more involved with IPRA. I feel meeting locations should be spread out more evenly around the area.
- All too far to travel
- All meetings are in the Chicago suburbs, which would require a 6-hour RT drive
- travel and fraternal disassociation
- probably because of location of activities paired with busy schedule.
- Too far to travel.
- geographic challenges
- The meetings are usually very far and it is hard to give up the extended time.
- All the meetings too far. I'm in south suburbs and I lose too much of a work day if I have to travel 1 hour or more for a meeting.
- I'm too far away to make it valuable to me, I do participate in NWIAPR
- Too far to travel
- Too far away
- activities are too far away
- find out too late to plan for, too far away
- Conflicting schedule and distance
- location of meetings - mostly up north... not easy for southsiders to get to them due to the time it takes to get there plus meeting time makes it hard to get away from office/programs.
- locations always too far away
- Because activities always take place in Chicagoland area in the middle of a work day and it is too far to travel for a 1 hr meeting/lunch
- Traveling to Chicago area doesn't work
- all the meetings are in the Chicago area and a 3-4 hour car drive.
- I live over two hours from Chicago. I can't justify missing an entire days work for a two hour meeting. Have some things south of I 80
- Distance, I am in southern IL, so I attend SIPRA
- All meetings etc are held in suburbs which means over a full day in order to travel meet and travel home.
- Have not had the opportunity. Either I am unavailable or they have been too far away.
- I am employed at a down state agency, and as far as I have noticed, there have not been any offered outside of Chicago and the suburbs. Disappointing, but I do understand that the majority of members are located there.
- It is all in the Chicago area and it is costly for us to drive 5-6 hours both there and back for something that is only 2 hours long.
- Meetings are often too far for me to travel to.
- Meeting notices don't come out until day before and meetings always held in Chicago area, too far north of where I live and work.
- To far away

- Section activities are always held more than 350 miles away, too far to attend
- I have participated but not often. Very hard to travel 3 plus hours for only a couple hour activity.
- Work in STL Metro area and do not feel that the sections even consider us here!!
- Too far away. All meetings are held in the suburbs or near Chicago. I am about 2 1/2 hours away. Too far for a 1 or 2 hour meeting.
- location keeps me from attending more meetings

Time Constraints:

- time commitment
- very busy, not enough time
- time constraints and meeting place constrains
- Time has been an issue. But it seems there is less information being received about the section on my desk
- Not enough time
- I really haven't put in the necessary time to evaluate the benefits of doing this.
- Want to find time to participate more, but have not yet.
- distance and availble time
- Not enough time
- I'm really busy and it has been pretty cliquey in the past
- Usualy can't make the day/time.
- Time and support of employer
- Time commitments with other organizations and family
- No time.
- Unfortunately, I'm way too busy
- not enough time available
- It is hard to get away from work
- work gets in the way
- time and location Not for quite awhile. I suppose we don't take the time.
- Don't think there is much in it for me. Too busy at the office.
- I just don't make the time available. I do want to attend more in the future.
- I just got a new job going from Therapeutic Recreation to Parks and Recreation, so I have not had time to join any of these sections yet. I do plan to do so just like I was involved when I was working at my other agency.
- In the old days we had time. Too much responsiblity and gas is expensive.
- Lack of time
- work second job and time is at a premium

New to IPRA, Unaware of Sections, Not Informed:

- Just started receiving information
- just started getting invited, would like more invitations
- don't hear about them

- Because I am not on the mailing list. I've asked to be on it several times, but still do not get emails. I also don't even know what some of the "sectons" are.
- no info on where and when mtgs are held
- I have just joined last month, I have not had time to participate or join any section activities yet
- Only recently became aware of the opportunity and haven't yet taken the time.
- New.
- New to the C&M Section
- Rarely hear about the activities
- No very familiar with it. I just started a career in Parks in Rec within the last year and a half
- Was not available to me until just recently.
- I'm relatively new to IPRA and the Finance section, but would like to participate more going forward.
- I do not receive the notices. I have asked them to update my e-mail, but some have it and some do not.
- I've never heard about them.
- I never hear about them, i'm not actually sure if i ever got put into the section i requested
- don't know what is going on with the sections.
- I never know about them and if I do know about them it is the same thing year after year
- Do not receive any information on how to get involved.
- never know when section activities happen, if they do
- I am new to IPRA and have yet to join a section or get very involved
- Not as aware of these activities and/or opportunities.
- I dont get the information. I'm in the dark regarding section activity. As long as IPRA provides for my professional needs, it doesn't matter to me if it is from a section, a committee or IPRA as a whole.
- New Member

Sections Do Not Represent Job Profession/Agency

- I am specifically Dance education
- A&F activities seem to be focused on finance and HR, which are not in my current responsibilities. Therefore when activities are scheduled during the work day, it is difficult to explain why attending the activity would benefit my job position.
- It does not appear to be applicable to forest preserve districts.
- very few things for museum professionals
- Activities I am interested in are not really offered by the section
- Most of the activities are geared toward Chicago and larger agencies.
- Not applicable to my current position - I did more networking when in Marketing/Communication Nothing quite in my wheelhouse as far as my job description and schedule

Schedule Conflict:

- Always have an out trip, etc planned at time of activities. Plan earlier is advice and make more applicable for those who have been in the field much longer.
- schedule conflict/department support
- Activities that appeal to me are often offered during very busy work schedule times.
- Just has not worked with my schedule
- Meetings conflict with work schedule.
- Schedule
- Dates have always conflicted with my schedule

All Other Responses:

- Notice seems to go out late. An annual calendar would be nice in order to schedule.
- Participated many years ago. Involved with other organizations.
- Don't really care for this section, but as an ED, feel I need to belong. Liked Rec section much better
- Involvement in other groups and organizations
- joined to assist our finance superintendent
- Haven't taken the initiative
- My time is given to the Environmental Committee on a regular basis.
- see answers to #6... the section activities aren't very useful
- attend local gathering of professionals on own = rural+common interests/concerns
- serve on early childhood committee
- Tried to join; no response from emails sent to two section leaders (Recreation)
- does not have specific information on my particular job..Open water swimming and parks
- New board does not allow us to go to conferences, or continue with CEU's
- Are meetings considered a Section activity?
- Just not anymore
- I used to be very involved but, have other local groups that I am working with instead
- Tried early, found no value
- Feel like an outsider.
- was quite active years ago and now winding down and looking for younger leadership to take over
- Primarily Conference Sessions
- We don't have a lot of activities.
- tried but small group not so inclusive atmosphere deterred me from returning (twice)
- i'm always finding out about it at the last minute My supervisor represents our park district.
- Not involved in a section
- Don't receive scheduled location until week prior-not enough time to plan for it.
- I really do not know!

- I never get notices as to when activities are taking place. I have requested on several occasions to be involved with the Aquatic Section and never receive a response. It is very disappointing.
- Haven't yet, but want to begin in 2012
- Difficult to do down state and budget issues to fund travel for this type of activity
- I just have never attended any of the meetings in the 29 years I have been with IPRA
- Don't really have an answer
- Have never been involved

Q8: Have you served on an IPRA committee, board, or section board within the past three years? If yes, brief list the benefits/values:

Networking & Professional Growth:

- Networking and learning more about field outside my district.
- Networking with the other section members
- Networking; sharing ideas
- Networking opportunity, ability to see other agencies and what they are doing and facilities, increased career opportunities, broadened my knowledge just through interaction with my peers
- I got to work with 2 people I had not known. I helped on distributing a list of all the section members. I saw how important even the smaller details can make.
- I believe my involvement in IPRA, and the networking opportunities allowed me to get my job last year. My resume and experiences are solid and provide a definite dedication to my profession.
- Agency input and networking
- Professional involvement and networking
- information gathering, resources, networking, idea generation, cost cutting ideas, social aspects, education
- Meeting new people within the field. Great networking opportunities
- Great Networking and leadership opportunities.
- networking, involvement
- networking, discussing and discovering solutions to common problems in the field, finding people who have similar problems issues, support from others with similar issues.
- Networking and building a professional reputation
- Networking ... supporting younger professionals..providing opportunities for improvement, advancement, and knowledge.
- I was the golf committee chair for the facility management section. I gained resources and contacts, however due to scheduling I had to renounce that position.
- networking, learning about other districts, visiting other districts
- Recognition, networking opportunities, career education

- Engaging in worthwhile work to improve awareness of environmental issues in the profession and networking with colleagues who share these concerns.
- Networking, knowing what's going on with IPRA,
- networking
- Opportunity to network and meet other professionals in the field. It is rewarding to give back to the profession.
- networking opportunities
- Meeting other professionals, share ideas and or problems. networking
- Feeling of involvement, knowing "what's going on," networking.
- Great way to learn all about IPRA and stay involved Great networking opportunity
- networking opportunities are valuable
- networking opportunities, offers support to field, Professional development both personal & for the profession
- I have been on the PDS Board and it was the best experience of any IPRA-related activities. It's a true development conference & the only time I've ever felt like a part of the organization -the much smaller scale means you learn more and you connect significantly better with your colleagues.
- Networking and sharing ideas with other professionals is priceless.
- Networking to learn what other organizations are doing.
- The opportunity to network with other professionals in the field.
- It provided great networking opportunities and encouraged my involvement in other activities.
- This has helped me to be the person I am today. Leadership is an important skill to have and demonstrate on a daily basis. The networking opportunities that come from volunteering with IPRA has been an unbelievable benefit!
- Networking and professional growth
- Support, networking, involvement, resume building, educational, and more.
- Networking
- Great networking and experience
- I feel like I'm giving back to the association and it's a great way to either stay in touch with peers or to meet new people.
- Chance to meet, inspire, and be inspired by other professionals in the field. Although my work with our committee and board may not directly translate to my job, I feel that I learn a lot and make contacts that I have used on the job at a later time.
- Networking. Learning about other agencies. sharing information. Getting to know outstanding people that could become future employees.
- networking, professional development, mentoring younger staff, trends, social
- Provide direct input to association and networking
- Networking with others

- networking, involvement, professional stimulation within the industry
- Networking, professional support of the field, meeting new people
- Participation in direction of the profession Networking
- develop a strong network of others to contact as resources in the future
- Learning more from other professionals, networking and improving/growing your work skills.
- It was a great opportunity to learn the needs across the state. We have some great professionals north, south, central, east and west.
- Networking, making a difference, education
- Great resources and networking.
- I was able to expand my connections in the facilit/program area with other district. This allowed me to increase my knowledge of the area and receive/share great programming ideas and vendor contacts.
- Good way to network and obtain info to bring back to my agency
- Provides networking opportunities, increased my level of professionalism and knowledge in the field, improved leadership and communication skills, became aware of trends and what others were doing (benchmarking)
- Serving on the section board was an excellent experience both personally and professionally. The networking opportunities, experience sitting on the board, and the learning opportunities were priceless. The opportunity also gave me a more indepth knowledge of the IPRA behind the scenes.
- Great learning and networking opportunity.
- good networking opportunities
- Professional Development, Networking opportunities
- Networking
- Networking with other professionals, Working together to improve the association and make processes more consistent and efficient.
- Great volunteer involvement, networking, appreciation for peer's skills within committee, ability to grow professionally
- Networking, roundtabling ideas with other districts
- It provided me with the experiences and opportunities that I truly believe helped me to grow as a professional and land the position I currently have. I am an strong advocate for my profession and IPRA and my sections have provided me the spring board to explore involvement on a national level.
- Networking and being informed about what is going on, on the "inside"
- Opportunity to network with other professionals, share ideas and work with different types of people, visit other park districts and explore their operations, expand professional experience, provides alternative challenges to daily work schedule throughout the year.

- Networking/giving back.
- Learned how IPRA works, networking opportunities, was able to turn around our committee that was stagnant and just a luncheon into what it is today-thriving and active.
- Networking, becoming more involved, learning of opportunities, able to do all work via internet/fax/telephone...don't need to meet in person (again, usually too far away)
- Networking was a positive experience.
- By far the best way to network within the profession, but it allows you to have a say into what's happening. There's also a great sense of satisfaction when you send all year planning an event and professionals from all over the state show up to participate.
- Networking, opportunity for involvement
- Networking, Leadership growth
- Sharing ideas, networking and professional development
- Better opportunity to see behind the scenes. Become a part of the solution. Great contacts.
- networking, knowledge of other districts' operations and challenges
- Networking, learning, personal/professional growth
- Networking and meeting other professionals in the field.
- Networking with members in the holding similar responsibilities, brainstorming new ideas and help with problem solving, staying involved in the field as a whole.
- I've served on multiple committees. It's a great way for me to be involved in the Association, section, and workshop or conference.
- Networking opportunities / form working relationships with other members
- Challenging, fun, and rewarding
- Resume booster
- Networking with other professionals.
- Great networking and learning opportunity.
- The opportunity to meet various individuals from my profession. Being still fairly new in the Chicagoland area, it gets me involved both professionally and socially. I have experience in the area I am involved in and feel I can offer a lot from a different perspective since I have lived all over the United States.
- Professional contacts & resources
- Networking. Interaction with other members. Self development.
- Working with others in the field. I built lifelong relationships and it enhanced my enjoyment of my work and greatly increased my resources.
- Opportunity to better understand the association. Great way to meet more people in the field and learn how other agencies function.
- Opportunity to network with many more professionals in the field.
- Networking, information, surveys, education, discuss issues among peers, etc.
- Networking and email lists

- Sharing information and advice, working together to create opportunities for training and networking for staff.
- Years ago, I served on a committee for several years. I worked with interesting and committed people and developed professional relationships, and we produced some meaningful results that are still in use today.
- Get to work closely with people outside of your office, the opportunity to provide the section meaningful professional development opportunities is something I found rewarding
- Allows me to expand my knowledge in the area; help to promote field, practice leadership skills & public speaking, getting my name out there, networking...the benefits are endless!
- Sharing of information. Public Awareness of my agency. Learn from others.
- Great benefit to learn about best practices.
- Great opportunity to be more involved learn more information and really gave an opportunity to network.
- I found this committee a way to be more involved in the recreation community. I really enjoyed working with others in the field as well.
- Allowed me to become more familiar with all that IPRA does and strives to do. Also a wonderful networking opportunity to become involved with so many outstanding representatives in the field of Parks and Recreation.
- professional involvement, mentoring younger staff
- professional acknowledgement and growth. Leadership in my field.
- bridging the gap between higher education and the profession. Bringing educators, students and professionals closer together. Better preparing students for the profession.
- Honing leadership skills, networking with management peers, supporting profession
- Being involved is great. You know what's happening and meet many other professionals.
- great ideas. observing what other districts are doing. meeting new folks.
- learn more by doing more. Sitting on sidelines as a spectator doesn't work
- Advocacy, training, leadership enhancement
- Your personal network of professionals in the field becomes much more extensive by being a part of a large effort. Your agency can also reap the benefit of being informed about opportunities that can advance its employees and its agency (i.e. ticket programs, coops, surveys, etc.)
- Networking.

All Other Responses:

- Professional Development School is an excellent venue to meet other professionals. And to great place to discuss current trends and problems that we are facing. I personally like the intimacy of the smaller group settings.
- Senior Committee is a great resource for senior planning.
- IPRA Conference Committee, IAPD/IPRA Jt. Conference Committee, Bylaws,
- Creates more global knowledge of the many facets of IPRA and creates the feeling of giving back.
- Feels appropriate to share knowledge with others
- Set the future for the Association.
- Opportunity to be a part of helping other in our field.
- REGENT P.D.S.
- BMW Volunteer Committee. Important to help IPRA with donation to them and networking.
- Park and Natural resources, and State Conf development committee.
- Awards and Recognition committee. It is a very satisfying committee since it is a focal point at conference and can potentially change a career or solidify one
- Providing service to the profession
- Great to work on specific, goal-oriented projects that have significant impacts.
- A&F Section Board
- EMS
- Ability to have my voice heard, chance to be involved, ability to affect positive outcomes within my area of interest
- FM Section Co-Chair... obtaining information is valuable
- CURC, not as involved as I would like. #9 answers some of those reasons
- Accreditation
- State Conference, Teen, Athletic
- I was able to express my opinion and learn what others were thinking. Had an opportunity to lend my expertise to improve IPRA.
- Awards committee--interesting to see what others are doing
- ITRS-PSD. Getting valuable information about opportunities for our agency. Getting to know others in the field.
- Distance to 100% of the meetings or activities!!
- support from others that are experiencing similar situations in their jobs
- But I have been a member and on the board of the Illinois Park District Gymnastics Conference for the past 30 years.

- I was actually on a task force and found it to be very rewarding as I felt my involvement mattered. It certainly did to me, to IPRA and to its membership.
- Opportunity to work to save our association and improve it.
- IPRA Foundation Board
- Professional Services Committee
- The sharing of ideas is time saving and creates a more efficient delivery of service. Meeting together with other TR professionals from other agencies is motivating professionally. Creates just enough competition. I want my agency to always seek improvement to be the cutting edge in the field.
- Helping to shape the future of our professional association, delivering useful information to members through seminars
- Professional Membership Services, Task Force to revive foundation for IPRA
- A&F Section Committee - golf outing
- I was a member of IPRA early childhood committee and Supervisor Symposium committee. I received much value in both committees in regards to obtaining different information and networking with other supervisors. I took a step back from both committees because the level of commitment was more than what I could commit to and still balance my responsibilities in my supervisory role at my Park District.
- Growth, development, working to help professionals grow and succeed
- I was the chair of the Athletic Committee for a couple of years and it was very beneficial to network with other professionals in the same field.
- I have been on the AC board for 2 years. It has benefited me by helping me create new professional relationships.
- Values include: giving back to the profession, learning new skills, collaborating with interesting people with similar interests and the possibility to make a positive impact.
- Opportunity to be involved at another level. Assist in direction of IPRA. Contribution to IPRA.
- Ability to help others and make a difference
- SPAC
- Working to make a difference
- I would like to! Not sure how to find out the different opportunities
- Strategic Plan Task Force
- ITRS -Youth Programs / Day Camp committee
- I currently on the Membership, Elections and Social Committee. We plan the several social event for IPRA members and welcome new Recreation Section members to IPRA.
- It used to be very valuable, but all the changes at IPRA have really diluted it's importance.
- I will be one of the Early Childhood Committee Co-Chairs for 2012.

- aquatic committee - 3 years Lifeguard games committee - 3 years, chair 1 year
Supervisor Symposium - 5years, FM chair 1 year
- FMS Board Secretary, FMS Supervisor Symposium Committee, FMS Special Events Chair
- Served on the IPRA SPEC Committee and held various offices within a section & served on section committees.
- PSD Secretary is that counts.... not really a part of the board Also new professional chair and co-chair
- Teen Committee Secretary- 2 years
- I was asked to be on the awards committee this year. I was looking forward to being more involved, but all the meetings were in the Chicago area and planned with very little time for me to arrange my schedule let alone drive the 3-4 hours to the meeting.
- Joint Purchase back in the 80's
- I chair the HR Division and have helped with A&F Section Education. I will be serving on No Employee Left Behind in 2012.
- Senior Citizen
- Rec Section: Section Secretary; Teen Committee, Social Committee PDS Board of Regents - 5 yrs
- IPRA Board Member
- Cultural Arts Chair, Co-Chair Social Co-Chair
- serve on early childhood committee
- IPRA Board, Section Board
- C&M Section Committees

Q9: Have you served on an IPRA committee, board, or section board within the past three years? If no, why?

Involved Before but Not Anymore:

- Was very active earlier in career
- Served on many committees and IPRA Board years ago
- In leadership many years ago.
- Served for many years earlier in my career
- I was much more involved earlier in my career. I simply do not have the time presently.
- I was on the joint editorial committee for several years. It was a complete waste of time.
- Very active in earlier years and now focusing on local contributions of my time.
- retiring soon
- Served in the past

- I have served on many IPRA and ITRS committees and boards in the past and just feel that it is more effective to have younger professionals involved at this point. I truly enjoyed and benefitted from my committee and board experiences.
- Participated for yrs when lived in suburbs; distance from meetings/activities and time away from office involved to travel to suburbs makes difficult to get/stay involved
- I have been very active in the past and am now letting other people have the opportunity to volunteer.
- Served prior to three years; give others an opportunity to grow and serve
- Was co-chair of Coop Purchase committee for 5 years
- I served a significant time in earlier years
- Previously served for 5 years
- Served for ten years on various committees. That was enough
- Haven't been a part of IPRA for a very long time
- already have served
- have served in past/time for others to serve
- I have served and enjoyed it but now involved with other/outside groups
- It was over 3 years ago that I served.
- I am near retirement, leave for the young professionals
- I was very involved earlier in my career, but now chose to let others lead

Accessibility:

- The meetings are all in Chicago and is really unfair to the rest of the state agencies!!!
- It is difficult to participate due to travel and most of the programs/activities geared toward larger metropolitan districts.
- Meetings tend to be always up north
- Travel location sometimes too far, not worried about cost, but time to get there/back versus length of meeting
- Very difficult to do from Downstate
- unable to attend meetings because they are always held on Fridays for more than a few hours. Very difficult to get out of the office on this day of the week.
- Too far away
- times of meetings does not fit into my schedule due to conflicting meetings
- Often not able to leave office to attend meetings, I am the only full time staff person.
- all the meetings were held in the Chicago area - 3-4 hour drive for me.
- small department, difficult to get out
- Never any downstate meetings

New to the Field:

- Only been in the field for a year
- Only in the park industry for 3 years
- New Member- Worked in the private sector previously
- Don't live in the area, and only been here for 1-year
- Recently back in the field
- Was not in the field
- Just joins IPRA this year
- new to field
- New to field

Other Commitments

- Involved in other associations
- Involved with NRPA groups
- substantial involvement in local community
- Difficult to get away from primary responsibilities.
- Work in the arts and spend any time available with Arts Alliance/Arts Council on state level and local arts council. Also participate with Chicago Wilderness activities on the county level.
- burnt out. served many years early in my career. now focused on service withing community organizations
- involved with other professional organizations
- Involved with SPRA
- Involved with other organizations, more specific to govt. finance

Too "Clicky":

- Seems a little "clicky"
- Tends to be a closed group of people serving their own interests
- Group tries to be welcoming, but it is hard to get involved when everyone knows each other better; feels somewhat closed to newcomers
- When I was involved years ago, the committee I was on was very "cliquey" and unwelcoming if you were not from the southern/western suburbs.
- I feel the meetings are not that productive and at times too often and very clicky. There is not an opening welcome feeling when you walk through the door
- Very Clique-oriented

Perception of Being Unqualified to Serve

- Not sure if I know enough to be of help.
- I do not think I qualify.
- Very rural and am a Forest Preserve not Park District so feel a bit out of the loop.
- Don't think I have anything to contribute
- Would like to be more involved, but afraid to make commitment
- not qualified

Budget Constraints:

- due to budget cuts - employer placed more responsibilities
- Budget restraints
- Employer felt that it took too much time and I was asked to step back.

All Other Responses:

- The Technology Committee was eliminated as well as most beneficial technology sessions. Technology is the support for an organization to allow it to meet all needs and unfortunately IPRA doesn't provide much for technology professionals anymore.
- most facilities are not like mine...nature center
- Section seems to have disappeared, haven't seen any notices of meetings
- I feel that a lot of the people who make up the committees or boards are generally the same people. I don't feel that there is a lot of opportunity for new people to get on these committees and boards
- Supervisor does not encourage involvement.
- it's sometimes difficult to work with IPRA on tasks (budget, registration for seminars etc.)
- Very little to no LTC (long term care) and nothing therapeutic
- I attended Recreation Section workshop at IPRA in 2009. The panel did not have any of the section chairs' contact information. I followed up by contacting the then overall Recreation Chair and never got a response.
- was living & working out of state
- new members should receive e-mail with a welcome and info on committees, chairs & how to get involved with a welcome and info to sign up or know more.
- I think the section has limited benefit as it has been diluted by IPRA

Q11: Trends and Issues not listed:

- Legal Requirements, especially changes in financial regulations, IRS audits, etc.
- specific minority issues--employment of minority staff, training, recruiting and keeping minority staff
- Older population; Long Term Care, Therapeutic offerings
- Travel/Elite Sports Leagues and Teams - Very Important
- HR law changes
- Ethics
- Wounded warriors returning home and providing inclusive services, seniors and disabilities, autism
- Energy Conservation & Fiscal Sustainability are very important
- Enticing, encouraging Kids, Teens Before College to choose Rec/Parks/TR, etc.
- Many tasks; too little time and fewer resources
- watch on increasing fees, people are having a hard time as it is right now with the economy and money.
- racism and bigotry in our agencies, how parks and recreation agencies perpetuate the status quo--that is racism and prejudices, and how instead to become change agents where are all are welcome

Q12: Other preferred ways of receiving education/information on trends/issues:

- (statement removed to protect individual privacy)
- webinars are perfect, unless you need audience participation, then I would suggest a worksho
- An Article, delivered via e-mail, would seem to be the most economical method to communicate trends, as trends are continually changing.
- All are good workshop topics
- no preference, a variety is good
- Let us hear from someone NOT in the ADA business about the ADA. I want practical, affordable solutions to adhering to ADA guidelines. I don't want it to be used as a commercial for a business.
- Many of these can be offered by several outlets
- I prefer paper because I have the flexibility to fit that information into my schedule which can be very erratic.
- By using papaer the informaiton can be disseminated between different staff members in the agency.
- 1 magazine issue devoted to ADA.
- Shoud have included artical via email

- Physical paper is so much more effective to make a lasting impression. It is something you can actually go back to. Digital media is great, don't get me wrong, but it is easy to get buried in it.
- prefer to receive via paper/article but delving deeper requires the other options listed
- I've been to several ADA workshops and it usually is the same info each time. Either a different speaker or request two different sessions with different topics within the ADA
- But the webinars must improve in quality.

Q15: How can IPRA improve existing benefits and services to better suit your needs?

- Better tailor programs, especially delivery to downstate. Many meetings do not allow for a webinar or for sharing of materials to those not able to attend. Build a downstate network.
- I am not sure. I can't think of anything at the moment
- Send daily updates via email. All of us do not have twitter or facebook usage at the office. It is important to make it easier for members to find things on the website. One of the biggest complaints I hear from my staff when they are trying to register for a workshop or locate information is the website is hard to navigate.
- There are very few benefits associated with membership.
- Make more inclusive of central and downstate Illinois.
- Do not over use email notifications
- More education on conservation and land management trends.
- A better conference. I feel that it is the same speakers every year. No big changes and I walk away after two workshops and three sessions saying that only one really helped me as a recreation manager.
- When Ne professional are added to key a review of what is available how to get involved. Key contacts to increase knowledge.
- Having a more interactive and simple website. A quick guide for anyone whos looking to get involved. It is discouraging for someone who finally decides they want to start attending and can't navigate the website. It should be simple and easy. We all base our homepages and websites to do just that, our association should be the same way. Listen to the members and focus on those who are involved to be a strong voice for those who might not wish to speak up.
- Stay ahead of the trends affecting our industry by IPRA staff tuning in to what is happening in the world around us by attending seminars, reading newspapers and interpreting the data around us and how it will be impacting our profession. Help us keep ahead of the curve. Help all of us recognize the importance of developing our younger professionals into the future leaders of our profession and thus our local communities.

- I have been saying this for years...I look forward to the day when IPRA - my professional organization- will serve me the professional and not me the agency.
- Sincerely make an effort to listen to your membership and be willing to change
- Although I disagreed on question number 10, I had difficulty answering this. I feel that IPRA has made drastic changes in supporting the members with webinars, information and even invitations to section meetings. This is the first year in many years that I attended an IPRA section awards luncheon. I didn't really feel welcome though as many there were in a tight network. Keep inviting members, make them feel welcome, and continue the great webinars!
- Keep sending workshops and webinar notices out with more than a month's notice. Right now I am planning my Late Spring and Early Summer events & program (in December). I am looking at my calendar of when I have available open dates for training and that is when I am looking for continuing education, about 4-6 months in advance.
- Need more workshops downstate. CIRCLE does a great job, but I would like to see more IPRA workshops in Central IL.
- Stop scheduling programs and seminars at the same time as other agencies!
- Not so many surveys!!
- More resources pertaining to computer software (registration, fundraising, database, etc.)
- Please continue to keep Professional Development School running, as it is the most beneficial school that I've attended. All topics in this survey plus more are discussed at PDS and solutions are created for these tough issues that all districts are dealing with. This school is a great size because you can connect with other professionals on a smaller scale and feel comfortable than you can, say at Annual IPRA Conference.
- offer more education, information, workshops, etc. on parks and recreation equal to what is offered to recreation professionals.
- Streamline and focus on value to members instead of trying to be all things to all people. Build Leaders!
- Focus on the different challenges this area is facing, so that IPRA is as good a resource for the St. Louis metro as it is for the Chicago area.
- Continue to look outside the field of parks and recreation--what are other industries doing? How are young professionals involved in other fields, industries? Recognize the inherent racism that exists in our society and therefore IPRA. begin to address these issues in a realistic manner. Other industries are far ahead of dealing with diversity issues and the racism within. IPRA still does not acknowledge that racism exist in the organization. Change comes slow but nothing can change until this blatant prejudice, bias and bigotry is acknowledged. .
- Post resources on website to share with other agencies - case studies, vendors, research findings, policies, etc.
- Working well to date

- Too many emails are being sent. I've started to ignore most because they seem excessive. I rather have one every other week with more info....I would be more inclined to take the time and read thru it. I feel like there are too many conference sessions packed into the weekend....it is exhausting. I would rather see fewer, but better quality sessions. It is very difficult to juggle the sessions with networking opportunities because so much is scheduled, they often overlap. Also, i would prefer to see sessions start a little later in the morning; they could go a little later in the afternoon to compensate. One conference who's format I particularly enjoy is World Waterpark Association's Annual Symposium. It allows for a more relaxed feel often leading me to absorb and learn more.
- Communicate better with membership. Let them know what is out there and how they can get involved. I've tried to get emails on the Aquatic/Facility section, and have never been put on the list. Maybe there can be an email sign up on the website? The website is hard to maneuver as well. A good idea for a workshop could be resume building and cover letter writing.
- Website needs to be updated (and maintained) - when the staff reductions took place the website was not a priority (understandable) but with new initiatives and MISSION that was sweeping than put \$\$\$ and staffing toward website ((Name omitted for privacy) certainly had no time to do it with other responsibilities)
- IPRA can start listening to everyone except for a select few. They always say they are inclusive, but they are not. I think the new executive director is showing no leadership whatsoever.
- So far, we are not that happy with the U. S. Communities program. we will give it a year to see if the benefits improve.
- be inclusive of all not just recreation professionals
- Bring more workshops to Southern Illinois.
- I would love to see more continuing education opportunities specifically relating to dance and arts with regards to the business side of programming.
- As a State Conference Volunteer I get no significant value for vounlunerring my time while to the organization.
- I look forward to using everything that IPRA has to offer
- HR Workshop and Seminars need a boost. Conference sessions on HR are overlapping at the same time. There are not many of them, but when they are they are at the same time. Office systems workshops, computer technology are topics that would be beneficial.
- figure out how districts across the state can be more easily connected with each other.
- IPRA needs to continure on improving communication of IPRA staff with members. The response time of IPRA staff at times has been terrible.
- Reach out to Park Districts outside of the Chicagoland area (rural communities). We don't have the good fortune of large companies, chains, sponsor dollars, etc. Programming is sometimes tricky and many of the workshops/webinars are geared toward larger communities with more resources.

- Allow the professionals to continue to be involved in speaker selection for schools (ie: PDS).
- Remember that there are members south of I 80. If you offered more downstate opportunities down state membership would increase
- LOWER FEES
- Be more open about the finances of IPRA.
- More upper level management CEU opportunities
- I am part of the A&F section but focus my time more so with the Human Resources Roundtable of peers. I am not sure that this is an need for improvement but I wanted to note this status in relation to my responses above
- bring down some of the prices
- Figure out how to offer Webinars to non english speaking employees.
- I think the email blasts should contain a little more substance. Most of them just seem to be a bunch of links to the various workshops. Trying to register for workshops via the website is also a bit tedious. I feel the online registration process could be more user friendly.
- Ensure whole state is involved, often central and southern illinois forgotten.
- more personal contact
- Offer more webinars with information that I can use on the job. Some of the webinars provide interesting information but the presenter does not bring it back to parks and rec and how we can use it.
- Continue to offer new webinars to meet travel challenged downstate professionals.
- Make it easier to register multiple employees for trainings. Make it easier to post employment opportunities on line. Very confusing regarding member discount.
- serve everyone not those " in the know" or connected
- Fix the certification process and make it mean something. Maybe qualifications that people have to adhere to.
- More focus on special recreation.
- Address some legislative issues that affect professionals (eg. freedom of information and personnel records, IMRF changes
- Customer Service - would like more information on this.
- It seems like we are constantly filling out online surveys. Not sure if there is a way to post results of past surveys so that they are available to other agencies through an online resource library and so that we avoid duplicate surveys. I think the information can be valuable, but sometimes seems redundant and not sure everyone is learning from the results of the survey.
- Keep on the course from last January. Avoid chasing the topic d'jour as we used to do.
- Merge with IAPD.
- Survey Members more often

- Allow the sections to work together for a common goal, but continue to function independently without trying to make us all one
- Be aware that there is a lot of Illinois located south of I-80. When planning programs in the Chicago area (only) don't set the starting time so early that an overnight stay is required.
- As Director I receive more benefit from IAPD in the profession.
- doing a fine job and recent changes have been positive.
- Approach/offer/workshops and information to older staff.
- its there if needed = no excuses
- Stop trying ot fix items that are not broken. Too many changes too soon means you didnt give time to step back and really see what was going on before you tried to put your fingerprints on it and fix it.
- You guys are doing a great job. Follow the Strategic plan and stay focused on members needs. Thank you for asking for my feedback.
- I tried to become a mentor and didnt ever hear anything, I think that could be a good thing to restart. I also like the term you used of "social service vs business model" I thnk this is something that is a big issue that I cant say I have seen info on. The "old" school sees the social service part, younger generations see more of the business part of it. Its a very difficult question when "social vs business model / philosophies" affect things like staff cuts, no raises, etc.....
- Communication with a variety of sizes of park districts and a variety of personnel. Research and investigate instead of hear say. Please cut back on surveys to Executive Directors. One per month only would really help. These take time to do correctly and small districts are very limited in time and staff resources.
- I am admittedly not very involved with IPRA. I just like to come to work every day, do my job to the best of my abilities and go home to my wife and son. I believe IPRA does a fine job with benefits and services but I might not be the best judge due to my lack of experience with most staff/board at IPRA.
- Seems very difficult to get a response from someone at the office. Focus on customer service needs.
- Improve communication throughout the year regarding section activities. Offer workshops more often - half day/affordable options throughout the year.
- IPRA is not something that I think about on a daily basis.
- Increase the proficiency of the financing so that the numbers are correct when they are presented to us. It seems like each month there are the always errors and somethings never get fixed and show up each month.
- They do a GREAT job now, don't change it
- Communicate to members in their preferred mode of communication (maybe use Goldmine software to categorize members and their preferences). IPRA needs to hire a professional marketing manager to assist with communciations.

- I like the e-newsletters.
- Hire a live person to answer the phone and answer questions, inquiries, and complaints. DIVERSITY, DIVERSITY, DIVERSITY! Attend any conference, workshop, section meeting and tell me the percentage of African Americans who are there and I'll bet you that it's no more than 5%. Look at the people in decision making positions and tell me how many African Americans there are sitting at the table with a voice. You need a voice to represent the African American Professional. I volunteer to be that voice. (Name omitted for privacy).
- It is hard to say. It seems like over the last several years IPRA has offered less and had less of an impact on the profession. There is not much useable information on the website and conference sessions are not very good.
- increase webinars
- Better response time from IPRA staff when called via the phone. At times it takes more than one phone call to get a response
- Include more relevant sessions at the annual conference. I'd love to see some specific to Autism Spectrum Disorder (not the "dance session" from last year) or behavior management that are directed at more than the TR contingent.
- Provide mini workshops that we can go to and get other certifications related to our field area such as Music Therapy, Movement Therapy, and Art Therapy.
- I think that the website has been a little difficult to use, but I am excited for the new website that is coming soon!
- more services available downstate
- Find a way to bring them south of I80.
- Hold more workshops in the South Suburbs.
- Inform the newbies how to become more involved.
- Keep downstate locations in mind when setting up conferences and workshops; a simple half-day seminar will take many of us a full workday to participate if always held in the Chicago area.
- More useful information - such as tax levies, budgets, payroll, laws, etc. I also think the conference is a waste of time and there should be more workshops/seminars through out the year.
- Spend more time finding quality speakers for conference - rather than our own peers who do basically the same thing as we do. Listening to them speak is ok - but it is not helping us to look beyond what we are already doing in the field.
- Communicate, communicate, communicate. Website completion.
- Reinstate early childhood sessions at conference. several people will not be attending conference this year because workshops no longer very relevant. several attending Chicago Metro EC conference at McCormick Place at the same time as IPRA

- The membership still has the good ol boy feel; (statement removed to protect individual privacy)
- By more actively recruiting.
- More resources sought out by staff for website. I get a majority of resources from my personal network of individuals. However if IPRA sought out resources and catalogued them and set reminders to update out of date content, it would make that portion of the website have better functionality.
- I think that listing the various committee chairs on the website would be good, knowing how to get a hold of people who are running different programs etc...would be incredibly helpful.
- A lot of it is in the works. Website development and educational and networking opportunities.
- Develop another section for graphic designers/web management staff/social media staff. The needs of this group are specialized. Right now they fall under Marketing and Communications but due to the extensive training needed in software and design trends, I think they need a separate off-shoot. It would be great just to discuss creative ideas and/or design problems (color, composition, fonts, software updates etc.) within this group.
- Not clear to me how IPRA is relevant to the day-to-day functions and needs of my job.
- More information about new programs
- I enjoy the format for Athletic Business on the website. It provides weekly information on current issues. (Daily even.)
- Be more responsive to returning phone calls or emails
- There seems to be a lot of emphasis on Special Recreation and Recreation. The finance field seems limited with resources and training. Add more resources and training for finance professionals. Also, it would be of benefit to have IPRA be more pro-active with changes in finance. For example, W-2 reporting requirements will be changing with the 2012 W-2's (insurance will be recorded on the W-2). Currently, I've been working the insurance company and watched an IRS webinar about the reporting requirements. I would like to add IPRA as a resource also in this situation.
- I think IPRA needs to focus on its purpose - I don't believe its purpose is clear to the membership. I do not see the benefits of the sections - other than perhaps providing networking opportunities for new professionals. Other than the annual conference and some training workshops, what does IPRA do for me?
- Add survey results to newsletter or send to participants
- Improve the website. It is not as functional as it could be, and the sections really do not use it, as it is not relevant and effective to use for our purposes.
- Keep cost and dues at a low price
- Keep up the good work!
- I like the periodic questionnaires ED is doing. Adds value and is timely.

- Continue to consider natural resource management, nature education/interpretation and green operations in educational offerings.
- I think the changes they are making are in the right direction. I am already experiencing the difference. Would like to know more about activities to help out and support IPRA. Need more help with interpreting laws that change that effect us.
- Bring back joint purchase,
- improve the salary survey provide legal counsel similar to IAPD but for the professional's needs
- I think the sections bring important information, functions and activities closer to the members. It provides a smaller network to be involved in the areas of interest for your position of employment. It gives an opportunity to get involved at a less intimidating level before moving to the larger arena of IPRA to volunteer.
- Continue to expand "face time" in the central & southern regions.
- Improved resource database; ie contractors by region, Better method of sharing of information: ie NRPA blog
- More opportunities to network with higher positions. It seems like the most active people are entry level/coordinators. It would be nice for people in the Superintendent level to have more opportunities to network with director levels to open the door to future employment opportunities.
- None at this time that i can think of
- Offer more discounts on goods and services through IPRA membership
- IPRA is diverse in ther offerings. I know that they have ample resources if I need them.
- Develop workshops regionally such as Lake County, Dupage, South Side, etc.
- Offer more information on how I can network or get into sections that are in my field of work
- Too many emails to keep track. Condense into more information sent less often.
- Keeping lines of communication open to all members and sections.
- At times it's difficult to find information on the website.
- Recognition that many professionals do not have time to serve on committees in today's world, however, that does not devalue their experience, input or professionalism. There is a "clickiness" that exists and it has a negative impact on professional involvement.
- Change the "good ole boy" reputation
- Workshops for varying levels. As mid/upper mgmt is is hard to find things...
- Website needs to be more relevant and easier to navigate.
- Less online stuff and more person to person benefits
- More information/trainings and oppourtunities for young professionals to get involved and grow within the field. I feel that the majority of those involved in IPRA are seasoned professionals. Young and new professionals have a strong desire to become active in their

field but don't feel a lot of opportunity when it's dominated by experienced executive directors

- more invitations to get involved. Some sections seem clicky because all the member who attend have been attending for years more needs to be addressed towards safety coordinator programs and involvement with the other departments remain current on member feedback and remain steadfast on a strategic plan that represents those needs and what members value the most.
- Often times, people think of individuals attending IPRA are from big municipalities; however, members may be from a small group of professionals (or may be the only professional) within the municipality who serves the leisure needs of its constituents. Therefore, it is critical that IPRA speak as one unified voice to all members regarding all upcoming opportunities. By consolidating all offerings and listing them together in a monthly or bi-monthly email newsletter, and being CONSISTENT about sending it out from the IPRA offices will help in unifying and helping members make decisions about programs in advance that they want to attend. In most organizations, you are planning your programming a year in advance, why is IPRA not enforcing the same with its membership? I can see they are starting to make this change, but it will rely on the IPRA staff to help push this through, as the members also have full-time jobs which are their primary responsibility. Ideally, it would also be helpful if an updated email list was kept on the website for access to members only. This would provide an opportunity for a member to quick copy and paste the email addresses into a correspondence when they are trying to reach out to all participants with in the IPRA membership.
- Salary Survey needs to become a more viable tool. I've lost confidence in the information. It's timeconsuming for individuals to maintain their own data, and therefore does not stay current or helpful.
- Recognize that not all Parks & Recreation Professionals work for a Park District, SRA or municipal Rec Dept. and develop some resources/workshop directed at these professionals
- We need to improve the PNRMS Section! Love how you included workshops for the 2012 calendar!
- They need to focus on minoritys and diversity
- I would be interested in more workshops that are designed with a similiar model as professional development school.
- Improve workshop offerings to be more inclusive between sections.
- Marketing on how to become involved with different organizations/committees, including what all the different organizations/committees are and what they do.
- Offer geographic sections/membership and services
- Make Section meetings more beneficial for travel. Piggy-back a workshop, presentation, round table, etc. before or after every Section Meeting.

- Some of the newer programs...exercise program, golf circuit, etc....are ALL held in the Chicago area. Shame on you!
- Focus on conservation and open space agencies.
- improve customer focus; turn around reputation of being an old boys club which only takes care of its own; find ways to recognize the hundreds of long term professionals who were never "insiders" but have put in 20-30 years of good and dedicated service.
- Merge with IAPD/have IAPD merge with you.
- Allow the sections to offer state conference sessions that are more applicable to the members. The school age/daycamp committee was only allowed to submit one session. I am attending the NAA national conference because this year's sessions are not applicable to my position. Attending would not be beneficial to me professionally and I know several others are not attending for that same reason.
- Explain how IPRA was allowed to have 15 staff and lose money and now have 4 and do the same amount of work. IPRA needs to gain respect and accomplish tasks not just have committees to discuss things. I would love IPRA to start a program about giving back to communities similiar to NRPA where they improve and develop parks in needy area's.
- I like what IPRA has done over the past year and would encourage them to continue advocating and providing support and relevant information the same way (going forward).
- Information is important. But too much information is just additional noise that minimizes the importance of the message. Keep it brief, keep it mindful of people's time.
- More online resources such as park district manuals so do not have to know someone to contact or create it from scratch. More information on how to get involved. What are the opportunities and what does it entail?
- Expand website for quick resources
- IPRA can continue to assess the needs of the professionals and identify speakers/workshops to address those needs.
- Offer more services/sessions outside of the suburban Chicago area. Several good sessions only available in the northern suburbs over four hour drive. Impossible to actively participate in organizations or serve on boards. Conference routinely has disappointing or uninteresting sessions. Every park district in the state has multiple athletic staff and it is rare if conference has more than one session devoted to this area. Same sessions over and over again and most are sales pitches for companies, specifically litigation attornies. Too much patting each other on the back between IAPD and IPRA...why do we need both? Plus it is becoming harder for cities and districts to afford the cost of sending employees to conference each year.
- Better workshops and seminars for upper management.
- The PNRM section needs to come up with some new workshops. We need more bas line education workshops and training workshops on how to do things properly

- Make signing up for a workshop online easier.
- I don't know if you offer a couple of CPRP prep course throughout the year along with the Professional Schools a couple times during the year. I don't know how many individuals sign up for these courses/schools so I don't know if there is a need for more than just one course/school being offered.
- Downstate Districts need more emphasis
- Locate more conference and seminars on the south side of chgo
- Get young people involved. I have been insistant on this for years!
- Move the locations around to southside, northside, westside, ect...
- Make sure that the concentration does not just focus on the Directors and is inclusive of all levels of membership for decisions regarding the services received by the individual members. We are an individual membership association not an agency membership. I hope we never loose sight of that....
- Communicate what the association has in a more effective manner. Make sure it gets down to the supervisory level.
- With the new leadership I am extremely disappointed in the increased bureaucracy and need to homogenize the sections so that don't have the ability to maintain an identity or any authority as a section of IPRA. IPRA leadership is making decisions based upon pre-formed opinions with a small core of select individuals that does not accurately reflect what the membership wants.
- Better seminars & education sessions. Current seminars/education sessions feel like repeats, almost in the fashion of a broken record. Education sessions do not seem to provide enough new/updated information. Website needs an overhaul but I am aware that this is currently a work in progress.
- better annual conference presenters more CEU opportunities
- Maybe I'm just out of the loop, but having the membership directory on-line would be helpful if not already.
- offer workshops closer to our facility i.e. rockford
- Bring back Joint Purchase!!
- More things to do with museums or facilities management of non-rec facilities. More in depth articles in the magazine.
- Service all of Illinois. IPRA does not just include the Chicagoland area. Many of the benefits of being a member of IPRA are not applicable to those who do not work near Chicago. VERY IMPORTANT!
- more downstate involvement
- I receive numerous emails throughout the day. I don't have or take the time to read those coming from IPRA. Therefore, I prefer the old fashion "paper" communication so I can read them at "my leisure" and not while I am sitting at my desk at work.

- provide more benefits that address nature centers/outdoor education and natural resources management
- Pretty satisfied with how things are going. I do wish that they streamline the workshops to different levels...or tracks....from the new professional, to the Executive level of learning. Also, get more professional speakers at conferences. Share information with the speakers after evaluations...I've been a speaker and never had feedback from the
- It needs to re-evaluate the costs of Professional Development School, and other such conferences. Based upon average salaries, those types of educational opportunities are out of reach. Stop making assumptions that park districts and city departments pay for this type of education for their employees. It more often than not it is not available. Even State Conference has been cut from departments budgets.
- Join up with IAPD...these are agency associations that assist the agencies...not the professional in any other capacity than addressing agency issues
- Better support of parks and natural resource management section.
- More workshops throughout the year. Improve the annual conference
- Cleaner website with more features
- This year I've been deluged with webinar e-mails from both IPRA and NRPA - most often with "deadlines extended." Feels like everyone just wants my \$\$.
- The Board and Executive Director need to listen to the membership, which they are not doing know.
- Reach outside of Chicagoland! When I started working in IL 12 years ago there was promise of having annual conference in southern/western IL once every few years. The last time it was out of Chicago was in 2001. It is too expensive to send staff to stay in the \$125/night hotels PLUS the cost of parking, food, etc. Occasionally choose a less expensive option. And reach out not just with annual conference, but understand that we aren't all park districts, those of us with municipal departments seem to get left out in many ways. IPRA also does not seem to have much benefit for Park Maintenance employees- it is appreciated that there is a 2-hr workshop/lunch scheduled for annual conference this year, but it really doesn't warrant the 3-hr each way travel for my maintenance people to come to something for 2-3 hrs.
- With an array of webinars, speakers and workshops, its not practical to be able to attend all or view all at their scheduled date. Make an area online where we can view old webinars and powerpoints/handouts from speakers. Charging a small fee (\$5 - \$10) to view certain items would be reasonable.
- more representation and recognition of issues for those south of south of Interstate 80
- Need to get the PNRM Section up and running.
- Nothing. Keep up the great work!
- Improve Website - it has always been difficult to navigate (even after "upgrades") not attractive in my opinion and thus not a good PR/Marketing tool to represent our association.

- Subgroups of the committee so travel time is lessened. West suburbs, north suburbs, south suburbs of Chicago, then sections of the state. There are enough agencies that 5-7 people could meet quarterly. It also would create smaller, cohesive groups. Demographics may/may not be comparable, but challenges would be similar.
- assist with a more open line of communication between all professionals. Provide all members one another email address.
- Have the expo hall at conference open during none seminar hours.
- More T.R. sessions that relate to the T.R. field, Keeping up on the study session for new professionals for CTRS and CPRP. The issue between Community and Clinical in the T.R. world. CTRS test is mainly clinical, some community questions, but mostly clinical. Issue for individuals that work in the community setting.
- I'm satisfied with the benefits and services.
- One is to have one email for questions/information and get a response Two is to have more training more centrally located maybe half of training down state Three less expensive training
- Have more opportunities at annual conference and workshops geared toward people who are currently working in environmental education.
- make it easier to access and use- the website is a joke! I am on a committee and have to submit info to IPRA for the website and I can never find it! Trying to use the online registration is pretty interesting too. The website is so boring and uninteresting- I think that's what most of us would like to be able to use to access info but have a hard time finding anything- or it just isn't updated often enough to make it useful.
- Lower fees for conferences and workshops. Really went up over the past few years. Districts can't afford to send staff.
- more webinars
- Continue to assist the sections in the development of the educational opportunities- rather than leave it completely up to the sections Continue to push the section conference committees for less in quantity, high in quality conference sessions
- Focus on the basics. Every time we get new people, they try to put their own fingerprints on "new " projects and initiatives. With so many bells and whistles tied onto the organization, we lose focus and our energy gets diluted so we end up doing just a little in a lot of areas--this makes us ineffective in most of them.
- Improve resource library. Offer workshops other than Chicago area.
- More magazine space allocated to responsibilities of rec supervisors. This is a large population base, which I believe is currently undersupported. Feature top notch programs or special events from the jurisdiction. Articles on program turn-arounds or how succesful unions/partnerships began. Often special sections will email blast to collect survey data which is never shared with all participants. If it is passed out at section meetings, a large part of the data contributors never receive results. Telling contributors data will be shared at X meeting (two months out) may be a way to increase attendance.

- Utilize the internet for meetings so that down state folks can participate/interact. Offer workshops/trainings like first time supervisor training more than once a year and in various locations around the state.
- go back to the joint purchase program. very unhappy with us communities, prices are not competitive.
- At conferences/workshops, using speakers from the private professionals services to discuss a problem ends up to be more of paid info commercial. One pays the fee for the session, takes the time and travels to come to a seminar to get answers or ideas on how to solve a problem only to hear from the speaker say. " If you want the answers to your problem...hire us."
- Offer more professional advancement workshops for members who are in mid-level management looking to grow
- have more south of I-80. We can't all drive up to Chicago for meetings. The conference once per year is enough chicago for me for the year. I want to get work done, driving that long is not worth it. CURC has been doing teleconference calls, which I really appreciate and I think the rest of the committee does too.
- Offer more professional workshops, increase the quality of education at conference. Improve the professional recognition process. Improve IPRA Board-Member communication, provide an educational chart. I don't think the majority of the membership really understands how IPRA works.
- Continue on line surveys for data gathering and follow up. Provide economical training opportunities in various locations throughout IL
- I really feel that it is important for the sections to bring in new people. Right now I feel like the same people run everything and maybe it is due to a lack of active participation by other members, but I feel that the same people are asked to do things all the time and others are not given the opportunity.
- Make it easier to become involved. I have tried for numerous years to get involved with the aquatic committee. I have looked on the website on who to contact. I have attempted to contact people. I have been told I would be contacted when the next meeting would take place. None of that has happened. The same people are always involved in every event and nothing ever changes. Lifeguard games are run by the same people year after year at a very high cost and no change. You are losing interest and facilities are going about making thier own guard games type events with those in and around thier own communities. At conference, the same people speak at workshops and it is recycled material that aquatic professionals should know. There isn't any support to become involved, the aquatic IPRA communittee is very clichish and I don't feel welcome. It is very disappointing
- Wish IPRA would strive to make employeers be more active about helping their employees get their CPRP. That is a huge element in professional development and it is never brought up.

- I am very interested to see how the Council of Sections works out. I really hope those that are involved are doing it for the betterment of IPRA as a whole vs just their Section. I hope they can stay on task and share the vision of what IPRA can be.
- focus on far fewer areas of service and do them really well. restore the printed Membership Directory
- Bring back Cooperative Purchase. The "new" program does not offer as vast of a variety of products, and the prices are not as competitive (low) as they have been in the past. Some cross analysis shows prices increased under new program by as much as 50%.
- Fewer surveys. This one seems too broad/general to help staff with allocation of resources. It's important to maintain a strong relationship with IAPD and its legislative dealings. That's not mentioned anywhere here. Or is that assumed? Then aren't all these? We are more than IPRA with all these including conference, ADA, etc.
- Continue to allow sections to have their own workshops. Some sections benefit with marketing /design workshops. When combined with other sections, marketing topics become very washed out and not helpful to those in marketing. Bring back CM Boot Camp...or something similar!
- Would like to see growth in Technology for the technology professional
- I am involved in the section (parks and natural resource management) and trying to address that issue.
- Distance is an issue for the professionals in Central and Southern IL. I would love to see more opportunities for other portions of the state
- I think IPRA has to be better organized and take control over education for the field. It is getting much better, but there are still areas to improve. I believe IPRA is on a great path.
- Less duplication of workshops by sections - focus workshops on the section's area of expertise - we are often competing with each other when it comes to workshop topics.
- Develop Best Practices Manuals/Policies/Documents for variety of topics so every agency is not always reinventing the wheel.
- I have been very happy with my IPRA membership but would like to see more webinar offerings. Specifically for new professionals. I find that many of the webinars are aimed at executives and directors. The career postings are a fantastic tool for new professionals in the field, but sometimes I feel like once we have jobs, we become lost in the shuffle. Maybe just, some more educational opportunities focused on this entry level would be helpful. However, I have been very satisfied with my membership in IPRA.
- Include more topics and issues in the field relating to therapeutic recreation
- More personal face to face contact, presence at local affiliate meetings, and gatherings
- I was very shocked and disappointed when I heard that the TR section in conference was cut sessions drastically. I've been going to the conference for 6 + years and it has always been a struggle to find sessions that meet my needs within the TR field. Really made me feel like IPRA doesn't care about TR section. (statement removed to protect individual privacy)

- In the past it has been difficult to get someone on the phone at the office. Better responsiveness to members.
 - Listen more to the sections, it feels like IPRA is going back to the "staff driven" model and not taking into consideration how the members feel.
 - Gear the yearly conference to include information and sessions for aquatics. There is almost nothing in there for anyone needing aquatics this year. Very disappointing.
 - Webinar trainings are great and low-cost or cost effective for everyone. Having such high fees to register for the webinars is very discouraging. Conference sessions need some upgrading to meet with the times and trends. The same sessions are offered and it doesn't meet the cost!
 - create a better website. Listen to members.
 - Actually offer programs/services to downstate agencies. Look at holding state conference in a centralized location. Be active downstate and don't force everyone to come to Chicago.
 - Sessions at the conference in January to help get professionals involved with other professionals in their area, and around the state.
 - Better sessions offered at State Conference that focus more on the professional supervisor/manager not so much on the director/executive director.
- Update your member database and get information out accordingly. After calling twice, I still don't receive the newsletters or magazine. I think I'll call again today.

Section #2 Q16: What new benefits and services should IPRA develop to make your membership more valuable?

Continuing Education/Workshops/Conference/Webinars:

- Better workshops at the conference
- Discounted workshops and conferences
- Work more closely with IAPD on developing workshops on Staff versus Park Board Roles and developing the professional relationship between the two...too many crazy boards leaving ExDir powerless. ExDir's are unable to address the problem on their own and need a group that advocates this around the state by coming to board meetings and sharing best practices on this.

- More professional development.
- Approach/offer/workshops and information to older staff.
- You may want to consider making available with a fee job counseling and coaching
- There should be some type of service that provides counseling/support for Executive Directors who become displaced unfairly by incompetent boards. There should be a network that offers assistance and job placement for these type of employees. I'm currently an Executive Director, however, I've seen it too many times.
- A comprehensive class/ gathering which reviews some of the aged ideas behind working with employee rules and regulations that govern employment at Park Districts. Many seem counterproductive to efficiency and unfortunately also seem to be the standard way of doing things, thus no new and fresh changes in philosophies.
- The webinar approach should be particularly effective as time moves forward.
- More webinars.
- Conference is a large networking opportunity for all professionals. Networking can be done at all workshops and IPRA Functions but maybe hold something similar to a "Town Hall" type social gathering after work once every 4 months to discuss topics pertaining to the field?
- Workshops to develop skills of professionals who want to move up. For instance a track for aspiring Executive Directors.
- I like the webinars...or on-line training would be great. CEU's are hard to get if you are not able to attend conference
- I would like to see workshops geared to rec professionals who have a degree in a related field, and maybe even professional experience in that field, but are new to parks/ rec
- schedule workshops/meetings with SRA's and Park Districts to acquire program and special event ideas.No need to reinvent the wheel! An opportunity to share, brainstorm and discuss how others in the field run their agency.
- Better education sessions, frequent updates regarding recreation trends, a better website, more networking opportunities, increase diversity awareness, and help new members feel welcome (perhaps a quartely networking social inviting new members and current members to bridge the gap and assist new members/help them ease into the association (IPRA can be very overwhelming to new members). Also, increase the variety of education topics, I have a variety of job duties as a professional however, my primary focus is comunity events, community programs, and small group trips - I don't feel as though I receive adequit education opportunities regarding these topics as do my co-worker. My co-worker is a fitness/aquatics supervisor and she refuses to participate in IPRA, the annual conference, or webinars presented by IPRA. She feels as though there are not enough education/program opportunities regarding her profession and when those opportunities are present they lack adequit information and are poor quality sessions.

- more webinars, and more advanced notice about them - instead of within 24 hours. Putting them on the IPRA website, which I don't check often and then email blasting about them the day before is frustrating. A monthly blast about upcoming webinars and deadlines would be helpful. I thought (Names omitted for privacy) did this at one point, but it might have been a few years ago.
- I still think there is a huge gap in educating people about what IPRA is. New employees, students, etc. I also think there is still a gap between what the universities are teaching, what the kids are expecting and reality. How about a webinar/workshop on what is IPRA and how does it benefit you! What can you put into it and what can you get out of it! It seems to be the good ole boys club again. Very cliquish, unwelcome and very unfriendly to outsiders wanting to get involved.
- higher quality sessions at conference
- Definitely more workshops on time management, career vs. personal life. In the recreation world it is hard for new professionals and old to not become over worked and burned out. Need time to take care of self, but when there is too much work how to overcome that.
- Maybe have separate workshops for the parks end of the world. I'm not sure that would help, just a thought!
- Mini-workshops like those offered by PDRMA would be great. Professionals could commit to a one-day or a half-day session, rather than two or more days.
- Expand training opportunities Look at keeping costs reasonable for conference
- Continue with better educational seminars on larger trending issues. I really want information that helps plan for the future.
- include webinar trainings in the fees. change the look of conference....new theme or new ideas and topics! I've suggested topics and they always seem to be the same areas. I've even joined a section to help with conference and even at that level, it was let's do this again.
- Conference should offer more hands-on activities. I attended the Illinois Association of Health, Physical Education, Recreation and Dance Conference in November for the first time. The sessions they offered were highly energized and brought all of the audience in through actual participation. I would love to see this integrated into our annual Conference.
- discounts for conferences or workshops to ipra members who participate on section committees and volunteer their time to plan events for other ipra members.
- More opportunities for continuing education.
- Have more small conferences like PDS where you not only learn a lot, but have the opportunity to interface with other professionals without the restrictions of titles and hierarchy.
- Develop and offer programs at multiple locations. There may be a great program, but when it is only offered 50 miles away, it is very discouraging to enroll.

- Offering webinars on multiple dates ---providing increased opportunities.
- Leadership Academy - Focused strategic value driven communication

Trends/Issues Help:

- We need something that addresses the challenges and needs of park districts with foundations. New ideas for fundraising, dealing with difficult boards, identifying board member responsibilities, database management, etc.
- Continuing the education and resource development for addressing diversity, obesity, autism, changing demographics and how to improve our professional selves. Keep the unique training opportunities needed for the individual education and professional areas.
- Provide members information on national and state wide trends in recreation. Most of us are so busy implementing the day to day that we don't have time to do this research. Also, provide benchmarks for members to compare to. As an example, I know my park district runs the best daycamp in our area. I also feel that our daycamp has a lot of room to improve but it is hard to do that when you are already doing it better than everyone else in your area. Everyone in our area is trying to catch up to us but I know that there is better out there. Who can we compare to or what level should we be shooting for?
- Group health insurance; Increase public awareness and support for parks & rec. with advertising and PR promoting the benefits of public parks and recreation - broadcast ads or that can be customized and used in each community.
- Looking ahead to future trends that could impact our field, more forward thinking from the leadership of IPRA as to where the future of the profession is headed. With the tough economy, what is our role and value in the community and how do we best interpret it so it is perceived as a valuable asset to our residents. With the concern over higher taxes from our local taxpayers...if our profession doesn't prove itself as being viable to improving the quality of life in our local communities we may find ourselves either regionalized or swallowed up by local town, village or city government.
- I enjoy the information of real life issues such as mentioned above: anti-bullying, obesity, staff morale, succession planning, millenia joining the workforce, new technology in our industry, work from home discussions and options, etc.

Website/Social Media:

- Comprehensive databases covering a wide range of parks and rec topics beyond salary survey info that members can access when making decisions for their agency.
- Tweet regularly. Would help me stay up-to-date on trends and current issues.

- more help with social media. it is blowing up and we want to be ahead of the curve! :)
- Increase social networking opportunities.
- The online resource library could be a valuable asset to many people, if it were comprehensive and had a variety of agencies contributing from small budget/population to large budget and population.
- redo the website.
- New web site with more resources!
- Better resource library, more current and user friendly salary benchmarking survey information
- More resource information on IPRA website. Most seem to not have been updated since 08 or 09.
- -Better website -More organized sections - following policy and procedure effectively
- More education articles you can just print off and read off the website
- The website needs to be easier to navigate. It's not very functional.
- An ongoing web forum with multiple topics.
- Maintain website in real time rather than snail time. Get a designer that knows design to set up website for section web pages administered by section leadership and/or committee leaders rather than placing the task on staff's already overtaxed shoulders. . they mean well but can't get to all the info that needs to be posted yesterday. . .

Downstate vs. Chicagoland:

- Serve the state as a whole, not just the suburbs.
- downstate mid year workshop or forum
- Continue to hold workshops in central Illinois so that the downstate members are more easily capable of attending.
- scheduling of workshops in downstate
- more locations/activities away from the suburbs, although I understand the logistics. We won an award and the only times/locations to do the interview portion was completely inaccessible to us. Even a session in springfield or something would have helped.
- Need more workshops downstate. CIRCLE does a great job, but I would like to see more IPRA workshops in Central IL.

Membership Cost:

- Reduce membership fees to be in line with new operation costs of the association.
- IPRA needs to continue adding membership benefits as the association is one of the most expensive around the country. Getting a magazine and a few dollar discounts for educational programs is very insignificant in the over all game.
- Membership fee are too high for services offered. Response time to inquiries is poor. There is no sense of "I can make that happen" when requesting services outside the standard...it's all policy and procedure.
- reduce price of membership

Support For My Profession:

- AQUATICS....
- More specific affiliations within recreation (i.e. fitness, aquatics, special events, cultural arts) and list-servs for those affiliations
- concentrate on urban park systems
- More senior citizen related information, having a senior committee not just for recreation but for information, i.e, AARP, etc.
- Support for the professional: legal, career guidance, termination counseling\

Requested IPRA Visits to Their Agency:

- If possible, a visit from a staff person to a Park Board meeting to be personable and let agencies know who they are, what they are up to, etc. Face to face is always good.
- Have IPRA board members visit a radom park Dist for a tour. See how it runs. answer quesitons about IPRA. Some Dist and/or Depts do not have all the Tech support that IPRA is demanding for staying in touch.

Joint Purchase:

- Reinstate Co Op. I can't believe that it was discontinued and replaced with the current option of US Communities. The new option does not come anywhere near what the other program offered and I am very concerned with the way this was handled. If the membership had known that the survey was going to change into this, perhaps the answers would have been very different. We will never know. This is going to cost the programs that I oversee thousands of dollars and countless man hours in ordering time.
- Bring back the Co-Operative Purchase program

- Continue with Cooperative-Purchase Program. Make winning bidders more visible and encourage additional purchasing after bid is finished (have bidders honor price all year). This is a challenging task for volunteers to administer and I feel IPRA should commit more paid staff resources toward this very important activity.
- Bring back joint purchase
- The decision to drop Joint Purchase was very near sighted and was delivered to the membership VERY POORLY. When agencies are eeking out every \$\$ a decision to terminate a program that provided significant cost saving to an agency (and the professional who is accountable for expenses) was very poorly timed and managed. In September WE'RE DONE - good luck with US Communities. IPRA OUT.

Additional Responses:

- Sharing/Use of park district facilities within the state for park district employees free of charge or at a discounted rate (employee only maybe and not extended to family members OR employee free and family members discounted). Some employees may live out of their district.
- Info on how to be more involved in all aspects of park and rec, just not the section that I joined.
- Consistency. Too many sections, too many different rules and regulations. If everyone follows the same guidelines and policies, there are not questions as to how things are run and each section can interact rather than use phrases like "well, I don't know how you operate this, but here we do this...":
- personal finances, legal assistance, travel benefits, spokesperson for the certified professional
- discounts to local recreational events and facilities (i.e. professional sports, waterparks, museums, etc.)
- I don't know if IPRA is best or if we should link up/partner with other organizations that do this but I am looking for educational workshops to send my staff to on outdoor interpretation and nature based, outdoor programming, especially for camps. I would love very early spring workshops so it would not interfere with the busy time of late spring and summer.
- Cost effective opportunities to earn ceu's to maintain certifications
- Forums for program specific groups i.e. fitness, pools, summer camp, etc. Almost every park district offers similar programs. Having the ideas (marketing, programming, structure, etc) that have and havent worked for the various park districts and professionals

across the state would help program supervisors and park districts themselves better serve their communities.

- A method for young professionals to get experience in leadership opportunities. This may be a mentoring program.
- Board relations/roles
- I think before you focus on "new" you should increase the quality of the basics.
- Recreation Discounts and a better way to inform members of those that we can take advantage of.
- Availability of training materials for those that can not attend a workshop due to travel restrictions.
- economic revitalization and networking with other units of local governments
- I think that IPRA has all of the tools necessary to make it successful.
- More support and listen to, and address, our concerns. Diversity promoted in all sections. When a professional has a problem, career-oriented, IPRA should provide someone to talk to and help reach a solution. I feel that IPRA purpose is to support and help the park and rec. and special recreation professional but that seems to be lacking.
- assistance with employment contracts
- Dump the sections
- We need a coordinated calendar of events. Last year IPRA board held a meeting the same day as the A&F Section Golf Outing. Also - the BMW golf for volunteers was the MOnday after the A&F Section Golf outing. These two cut down on attendance for A&F. All sections and Board should work together on spreading out events. We need to find a way to get more young professionals involved in IPRA committees and sections. That will only happen when IPRA shows the sections that they see value in them.
- Aside from conference and a workshop from time to time I don't know what IPRA brings to the table to want me to get more out of my membership.
- More information about the section activities.
- Make the sections more accessible and give them a larger role in the organization. I feel that if there were dedicated sections that worked hard at improving educational offerings and networking benefits the organization would be better.
- Be able to bring back a speaker that was at conference in 2011 for a workshop so SRA's can maybe utilize the workshop and get certified in Movement Therapy that were not able to. This might also be a way to allow them to send part-time staff or other staff that would not have been able to go to conference to go.
- ADA accessibility audit checklists
- I think IPRA should set Standards for all park districts to abide by; such as: fees/ non-resident fees/ benefits/
- Campaign to tell more young adults about our field and why it is such a great field to work in. Most students have no idea about Recreation as a major.

- Work more with IAPD and State of Illinois to protect and inform members of pensions/retirement. Also, a marketing campaign/group/committee to better educate public on the benefits of park districts and park and recreation agencies in their communities.
 - Our budget is just not allowing us to participate as much and I miss that. Answered some as if I were attending the conference knowing it is very beneficial.
 - More opportunities for networking. The conference is one opportunity, but also offer networking opportunities for finance professionals throughout the year.
 - I'm not really sure..... Increase training for all levels and keep it value priced so more can take advantage.
-
- Technical support and resources for parks and recreation
 - Give a discount or incentive to park districts to update the Public Salary survey with salaries and benefits as this will help to cut down on e-mails between park districts. Maybe have a website that members can go to with interpretation of new laws as they come into effect.
 - provide legal counsel similar to IAPD but for the professional's needs
 - I think they do a good job.
 - Topics about dog parks
 - Work to take back certification program from NRPA
 - bring the paper membership directory back
 - See aforementioned comments. Also, consider having a site where free thought and innovation can occur on a monthly basis for supervisors and upper management. More articles in the magazine would be great too! Reach out to the members, they can provide some wonderful insights as to articles and studies that they may be doing in their own communities. A cleaner website that is more user friendly (which is being addressed). Many organizations that belong to IPRA use Retracc and other Recreation software products, why isn't IPRA tapping into this source for some in-kind services or donations? It would provide a great model for Illinois agencies to look at and consider when they are going through the process of evaluating softwares.
 - Guarantee job placement
 - Find new and innovative ways to honor and award the long time professionals who were never insiders, were never selected to serve on a committee or run for office and yet served their districts and profession honorably.
 - Provide what IAPD does...paying significant dues to two state associations is difficult to justify.
 - Rotate professional speakers at conference so we are not always seeing and hearing the same concerns. Support/Mentor young professionals

- Maybe a shadowing program to learn what other positions are all aboutgoing a step beyond mentoring almost.
- I truly believe that all elected officials should be included in voting for the most important issues that will affect the membership. I am fine with having the executive team to take the lead on things, but the all the elected officials as a whole should be aware of all issues and vote on issues equally.
- Focus on social diversity of cultures and how we meet the needs of the expanding Latino population in our recreation model/business model
- More skill specific training. Field management, public speaking skills, offer discounts or easier methods to obtain mandated certifications for parks employees such as fertilizer application, turf management, etc. Stop catering to directors and offer frontline staff more opportunities to address day to day issues.
- A community demographic report available so we can research other communities.
- More Membership event and activities for the family.
- Allow important part time staff to attend conference at a reduced daily rate.
- I would reduce the amount of intervention that the leadership has exerted on the various sections, and look to the volunteers of each section to continue to provide opportunities for scholarships for students and professionals. As for new benefits, please update the website.
- salary study opportunities government finance workshops
- Increase the data base of reference materials regarding all aspects of P&R best practices management to include templates for as many forms, documents and policies as possible from HR to Resolutions to Camp manuals.
- individualized portal/homepage for IPRA activities, workshops, etc
- Have some early childhood/preschool age sections at conference, or webinars
- Grant/Funding Assistance
- workshops and other resources related to the above topics
- WE pay IPRA and IAPD membership dues and I wish that they could sort through some of the legislative information and come up with sample policies, sample job descriptions, sample director contracts, bid samples, samples RFP's, all sort's of samples! It would be a great resource to have samples at fingertips!
- Need to work on existing services before implementing new.
- More surveys about variety of topics to see what other park districts are doing.
- Better survey. The options don't always fit the circumstances.
- It'd be cool if for Conference you could make an online tool, where all sessions are listed and someone can go in, select what their first and second choices of sessions are and then they could print a schedule. Once you get to conf. its tough to be lugging around the magazine and searching through it to find descriptons.

- Same as above. The section has been on hold for a couple of years now. We had an original meeting this past summer but need to evolve from there.
- Monthly or quarterly surveys on member-requested topics - with concise, timely reports of results. Allow more funds to be allocated to get GREAT speakers and presenters. Too often C&M, even though making profits at workshops, etc. was told it had to get basically "free or cheap" speakers.
- Each member could share a challenge and a solution (or partial solution).
- Since this is a field where many people are coming/going/switching jobs, etc... It would be really nice to see who is working where and trying to stay up to date. The IAPD web announcement of who got hired is almost 6-8 months behind. I think it is important to know who is entering/existing the field or leaving for a different agency.
- More information regarding availability of grants monies etc would be of great benefit in today's economy.
- The last few IPRA magazines have been rather thin - is it worth publishing a magazine anymore. Please think of new ways to inspire professionals. Use technology better - webinars, video conference, emails, etc. Encourage C&M section to step up and be leaders in communicating this way. I've been a little disenchanted with conference over the last couple of years.
- IPRA still has people in the P & R profession that have years of experience. For the most part, they are dismissed as out dated and everyone else is looking for the new ideas among the ones fresh out of school who just go and re-invent the wheel. The answers might be found in capitalizing on everyone's ideas regardless of age.
- Offset the cost for more entertaining/higher quality networking opportunities. Host regional happy hours, socials or mixers where professionals can meet each other in a relaxed atmosphere.
- Another organization I'm involved in hosts after-hours socials during the summer at various restaurants throughout the suburbs. This offers members the chance to network and get to know each other outside of work hours, in a more laid-back setting. This is something that would definitely be of interest to me. Conference tends to be the one time of year we all get to hang out socially so it would be nice to have networking socials throughout the year as well. Perhaps we can do group outings to sporting events (instead of just offering them to our residents).
- Wish IPRA would strive to make employers be more active about helping their employees get their CPRP. That is a huge element in professional development and it is never brought up.
- How many of your members work in a union shop?
- Awards and Recognition for technology
- The section is looking at developing into more committees to get more involvement from the membership.

- Discounts to other agencies facilities to promote interactivity with other departments/Park Districts.
- See #15. We need to do more to mentor young professionals. The meeting at the conference on Thursday just is not enough.
 - Consistency between the different sections.
- Offer more CEU opportunities via webinars in the field of therapeutic recreation
- in person get-togethers that promote networking. I advocate contiuing to dump agency related services and focusing more on the professional.
- I will not be renewing my membership since there is no benefit to me at this time.

Section #2 Q18: If your employer currently pays your dues, would you renew your membership if they would not pay your dues next year? Why or why not?

Too Expensive/Can't Afford to for Various Reasons:

- I am on a tight budget. It is related to my job, i would not personally pay for it.
- Frozen merit increases and raising a young family, \$259 is a large chunk of monies. Perhaps, if there were a option to pay in payments (quarterly?). As my agency pays, I don't know if this already exists, but that would be more "doable".
- Because our district has received either a 1% or no increase in Salary.
- that's a weeks worth of groceries
- To much money
- Daycare.
- \$259 puts a whole lot of food on the table!
- Too expensive.
- Not sure I could afford it on my own.
- cant afford it
- Too expensive on a limited budget
- I don't have the extra \$259
- In our field, we do not have the highest salaries. I simply could not afford that cost.
- Cost
- Not within my personal budget.
- Could not afford to cover the fee on my own at this time.
- If I had to pay on my own it would definitely be an expense that would be considered expendable if money was tight.

- for economic reasons
- It is very expensive being a young professional while I have other personal needs that the money needs to go too.
- I do not have that kind of discretionary income to spend on a professional membership.
- money
- cost
- to expensive
- Can't afford emmbership for return on value and limited time to participate.
- No worth it
- on top of professional fees, might be difficult.
- I just don't make enough money.
- salary is way too low to pay association fees on my own.
- Too expensive.
- Too expensive.
- too expesive for what you get.
- Too expensive for what we get. I know even our agency has a problem spending that much money. It seems like we are not getting enough "bang for the buck." And then to say if we don't spend the \$259 per person we can't attend the conference at the lower rate, which is still very expensive.
- Depends on how much discretionary income I have at the time.
- Too much money for me to spend on a small paycheck. In order of importance of which I spend my money on, paying \$259 for one year is very low on my priority list.
- EXPENSE
- Depends on my financial situation at that time. This is why I have not taken my CPRP yet - I do not have the money at this time and my employer does not pay for it.
- too expensive for me
- We have been in a wage freeze for three years.
- One inclome family
- Just can't afford to pay for it myself.
- financial reasons...I'm not sure if I could afford it.
- Probably not, personal budget is very tight
- Not sure I could afford it
- Am retiring and it is expensive
- Cost prohibitive for me personally.
- Expenses
- dont have the money
- I think memberships should be kept around \$150 or less.
- \$259 plus the cost of conference is a ridiculous amount of money.
- I'm super poor!

- It would be tough for me considering all the other payments I have at this time.
- It wouldn't be cost effective
- Budget does not allow.
- I think IPRA is a good organization with good programs, workshops, etc., but I would not pay the \$259 amount if my organization didn't pay it. I would pay the student rate if my organization did not pay my dues.
- too expensive
- Too expensive.
- Personal Budget is affected also
- Not in my budget
- Can't afford it.
- too expensive
- Dues are too expensive and if your main benefit is getting discounts for workshops and conferences, which the employer would pay for anyway (or if not, I wouldn't be able to afford to go on my own because they are also not cheap), it's not worth it at the current price. I would consider it if it were \$100 or less.
- I'm a single parent with single income and do not have that kind of money to spend on professional dues. It would be irresponsible for me to spend personal funds on such a thing rather than purchase food or clothes for my child.
- It would be very tough to afford to pay the dues myself.
- I can spend \$259 more wisely than on membership dues.
- It would depend on my home situation
- Depends on if we would have the money or not
- Took a paycut this year, so that would be another cut even if it is just once.
- I would have to look at my household budget to see how tight things are, we just had a salary freeze that will go through 2013.
- Finances are tough, if I had the money I would definitely do it.
- Money is tight.
- It is a wonderful benefit that my employer pays the fee - I probably could not afford to pay it personally.
- My husband was laid off from his job and that is an additional expense we do not need at this time. If that wasn't the case I would renew
- It would be a waste of money.
- Obviously this profession doesn't make that much money. Money is always tight for me being in the position I am in, Recreation Supervisor. I would like to continue to be a member, but I also need to pay rent. I feel that with the agency paying my dues, it's like part of my paycheck.
- Overall financial tightening

- Do not make enough money to cover that fee and still have to pay for additional things within IPRA
- Personal budget and expenses
- Pretty high dues especially when other costs are rising and salaries are stagnant
- Can't afford it if I had to pay \$259.
- Too expensive.
- Too expensive
- I'm a single family household. So money is tight.
- Can not afford to pay them.
- \$259 is quite a bit of money.
- That's a large expense to add to a family budget at this time.
- no raise four years
- Too expensive
- Haven't gotten a raise in 3 years and health insurance continues to go up.
- would not be able to afford
- With my current salary and current expenses, there is no room for an additional \$259 bill in my budget and I do not feel that the current benefits in IPRA are significant enough to warrant such a financial sacrifice.
- Can't afford it.
- Not sure that the benefit is worth the cost.
- Not sure I could afford it. Two kids in daycare, a mortgage and working full-time making less than my husband who is a teacher in the country - really puts severe stress on our budget the way things already are. This would be something I'd probably have to drop.
- With today's economy, it may be difficult to come up with an additional \$260 that is currently not available.
- It's expensive for a personal cost.
- I cannot personally afford the membership
- Money is tight.
- cost
- It depends on whether or not I could afford it. At the moment, I probably would not pay for the membership myself.
- Cost
- Probably not. \$259 is expensive!!!!
- Do not have the extra money to professional fee.
- Just like everyone else personal funds are tight for me also. If money was available, yes, but probably not a priority item in my household budget. Sorry
- I would, but my staff would struggle paying \$259. Also, I sent a staff to PDS this year and they came back and felt it was quite primary for their level. I hear your looking into a

Leadership Summit, but would suggest you also break it into levels. Topics that would apply to each level.

- Depends on what kind of money I have available.
- Cost. Even after more than 20 years in the field I'm not making the big bucks like the directors.
- \$259 is a little steep for my budget
- I could cover the \$99 if I had to but I could not afford the professional.
- I know the benefits are great, but I might not be able to afford that cost right now.
- T My daughters go to private sxhools. Tuition payment is top priority.
- depends on costs and year's opportunities.
- Cost prohibitive
- While I feel the cost would be high from a personal standpoint, I feel there is too much I get out of it to let it lapse.
- We are not the highest paid profession, and it is an expense that I may not be able to justify.
- It depends on if I have that kind of money, \$259.00 is hard to come up with on a Recreation Specialist salary. I need to eat and pay bills.
- Couldn't afford on my own
- It would depend on my financial position and needs of my family.
- Our field is known for employees that work long hours for low pay. Since all workshops or educational opportunities are offered for additional costs, I would not feel enough return on my \$259. I would pay \$4-\$5 a month for the magazine should more information for front-line supervisors be included.
- \$259 is very expensive as an individual
- Unfortunately, the IPRA dues would fall to the bottom of the financial priority list, when compared to other "life" expenses. :(
- That is an awful lot of money!
- It would be hard to come up with the \$259 on my own if my employer didn't pay my dues, but I definitely feel the membership is worth while. Hypothetically IF my employer didn't pay my dues, I would prefer a payment plan option where I could pay monthly or quarterly instead of all at once.
- The only reason I'm involved is because my employer pays my dues. It would not be worth \$260 a year to me to pay on my own.
- Don't have the money.
- My costs of living are moving ahead of my compensation, and my life situation requires money to go to more important things. I would keep my membership with NRPA, but drop IPRA.

- I am faced with financial concerns since my wife lost her job and went from management to minimum wage.
- With the economy the way it is, I can not afford the professional dues.
- Can't afford it
- This is not the only dues that I pay on an annual basis. It gets quite expensive when you add up all the professional dues.
- It is a lot of money out of my salary, and like everything else prices for everything has gone up and salaries have not.
- The cost is pretty high for an entry level professional trying to pay rent, bills, and student loans. \$259 is a lot of money to let go of all at once. Take this in addition to the cost of attending Conference including registration, travel, lodging, and meals and involvement/membership in IPRA can become very expensive quickly. In the current economy, it took me a year and a half to find full time work after graduating from the Recreation Administration program at Eastern Illinois University. I had to let my membership expire in that time because there was no way I could afford it at the time. Conference was also out of the question due to the high cost of attendance including all the costs I mentioned earlier. It is unfortunate because as a young professional looking to network and find work, these would have been very valuable experiences that were out of my grasp. I unfortunately have many peers in this same situation.
- It is very expensive especially for younger staff with new families. I would like to say I would, but it would depend on our financial stability at that time.
- It's a lot of money. I would probably do conference as a non-member.
- Overall personal finances would have to be considered
- I don't get paid enough to spend \$250 on a membership I only use about once a month.
- Cant afford it.
- Quite a large expense to have to figure into my budget yearly. I already must pay for CEU's and certification renewal.
- My salary is minimal, and I struggle as it is.
- Money is tight, I'm a single income family...
- Too expensive That is a little pricey for a personal expense too expensive

Value in Current Membership Fees:

- It is my only networking opportunity in the field and if my employer would not pay it, I would know to keep current in the field and keep my self marketable I would have to keep my membership current.
- It's my profession. Important to stay a member.
- I believe in my professional commitment to the field whether my employer would pick-up the costs or not; however, I would likely be selective on which organizations I made contributions to whether on a local, state or national level. But I can't say I may keep it up

indefinitely. I hope you discover what matters to members. We should narrow our focus and really figure out the nitty gritty of what IPRA should deliver to its members. Education, network are the core. Professionalism and furthering our members status as a real professional. 20 years ago this was on forefront. Now, not as much. We can't lower our standards.

- The membership provides a lot of opportunity for personal and professional growth that I would not want to miss out on.
- I am a firm believer in IPRA and what it has provided for me throughout my years. I hope to be a big part in assisting with the future of this association for all current and future professionals. Thank you.
- I would be supporting my professional association
- If you would have asked me this before this year, I would have definitely said, "no". However, this year, I have seen a turn around of services and webinars that have been enlightening.
- Access to the job postings and discounts on webinars, workshops, and conference would adequately pay for the membership over the course of a year.
- I value my membership and my certification as a CPRP and would pay to renew my membership dues if my employer didn't so that I can continue to go to workshops and the annual conference to keep up with new trends and development in the Recreation field and maintain my certification.
- I feel being an IPRA member is valuable to my professional growth and development.
- I think it is valuable for my career.
- It's worth it for me to maintain this membership - contacts and visibility - for future advancement of my career.
- important to me
- Value, support of the profession
- What ever became of the talks to merge with IAPD? Seems like an effort to compel them to bring IPRA into the fold is in order.
- I think it is a benefit to the organization to stay connected via IPRA. At my age, IPRA benefits my position more than it benefits me as a professional. If I were younger and looking for advancement, then I may consider for networking purposes and continued education.
- I feel that it is very important to me as a Recreation professional to maintain my membership to ensure being kept up to date and what is happening in the profession.
- enjoy the networking and learning of trends
- I chose yes because keeping up with my ceu's and CPRP is very important to me as a professional. However, other than a reduced rate at conference and taking a hard look at my answers within this survey I feel the annual fee may not be equitable in comparison to the value of the membership.

- I believe that membership in a professional organization is important for my development as a professional.
- Support the field, access to webinars, reduced conference reg fees,
- Because I want to have a say in the association. However, last year we decided to no longer pay dues for our staff. Fully 75% of our professional staff said there was not enough value in IPRA membership to pay the dues on their own. That, folks, is more telling than the results of dozens of surveys!
- To support the profession.
- Probably would - I feel the benefits and services offered would be worth the cost.
- It is the right thing to do.
- I don't use all of the services but the ones I use are excellent.
- It is important to have a professional standing in the field
- I feel it is important to support my chosen profession
- I find value in my membership with IPRA and appreciate the continuing education opportunities and so I would make every attempt to continue my dues. My hesitation would occur because of the dollar amount of dues and trying to accommodate the dues out of my family's budget.
- I would have to because i have been involved for so long, but would not be happy about it!!!!
- wish to maintain certification
- commitment to the profession
- Network support from other professionals and CEU opportunities
- It is important to me to be a part of the association that my career is based on.
- I feel it is important to support our professional organization along with keeping updated on current trends, etc...
- Because the return on my investment would be worth the dues.
- Networking opportunities.
- I find IPRA valuable to the profession.
- Maintaining CPRP status is important to me, however the out of pocket fee would be a large annual expense.
- there are certain things that should be a cost of doing business. IPRA dues is definitely one of them.
- I want to maintain my certification until I retire.
- I believe in the field of parks and recreation and believe in the mission and value our field has on the development of communities, people, and families.
- Keep up certification and professional development
- It's important to stay connected to other professionals
- it is a valuable membership, but it's a lot of money so I would have to think about it. Ultimately, I would probably still pay the dues.

- PROFESSORIAL COMMITMENT
- Assuming you're trying to precieve each individuals value. It's worth \$260 per year for a growing professional. As an older professional, IPRA has lost some of its value because some of the things valuable to me are no longer prevelant and IPRA has not kept up with changes in the way we network and share information now.
- I shared probably yes. If I had to pay 100%, probably not just because of increased cost of living, 2 kids in college and miniimal pay raises that do not keep up with other increased cost/expenses each year.
- It's important professionally to keep the membership active
- Most likely, but it is a large expense and if my employer did not support financially, I assume this would mean they did not support or encourage participation and thus my money would go to waste if I my participation would be limited.
- It is important and I would make the sacrifice. I don't want to feel entitled.
- I see value in it.
- Still want the discounted registration rates for educational programs and conference.
- If I could, I would. It is always valuable to stay connected to the professional organization that you are in.
- It is important to my career to stay involved
- I value the benefits of my state association more than who or how much it is paid for.
- I look at IPRA as the main source of networking, and training, and resources for the Parks and Recreation Field.
- It's just the right thing to do! I need to stay connected with my Section and it's colleagues.
- value to me and support of the profession
- It is great for the profession. :)
- I think I would because IPRA membership has served me very well thus far and I would hate not to be a part of it anymore.
- Being part of the IPRA is very important professionally for networking and sharing new ideas and information. It shows professionals are further committed to their field.
- Probably to help keep my CPRP up to date, but other than that, I don't see the personal value rather than the value to my district.
- More likely to if it was a payment plan
- The benefits I receive through IPRA are important enough to me that it would be worth the \$259. I value the networking and educational opportunities I have received and currently get through IPRA. Most of the education I get comes from section workshops, PDS, and conference.
- I believe that my professional involvement in my profession is my responsibility to the profession that I have chosen for my career choice.
- The value of professional benefit far outweighs the cost of membership.

- Yes. It is valuable. But I really believe that there is a major conflict with the shift in leadership, and think that there must be dramatic improvement to better reflect what the membership needs. What the new Executive Director thinks that the membership needs is based upon her pre-formed opinions and is misguided at best. There will be massive changes at IPRA staffing due to her style of leadership and her inability to effectively build positive relationships with the sections and membership.
- Probably just to keep up my certification...
- I believe it is important to support the agency and professional opportunities.
- There is no question that IPRA membership provides numerous opportunities for professionals and parks and recreation agencies to improve their organizations and services to the community.
- If I have a job, I probably would pay them.
- I would, but I would probably drop to the advocate level due to persona budget
- My employer has cut most conference and training money and if that is the case. I probably would have to say no.
- I would need a way to maintain CEU's for NCTRC.
- I probably would pay it myself.
- Still not really sure what the true benefits are of a member versus non-member. Would not financially make sense to me.
- I think it work the the investment of \$259 to be in contact and informed about similar
- I can afford it, and it's how I stay connected to my profession.
- I feel that it is important to stay current with what is going on in recreation.
- I feel that IPRA is one of the most important organizations to be involved in as a professional, so I would not let my employer not paying my dues affect my membership status.
- The information communicated from IPRA is very valuable. As a Finance professional I get more information from the GFOA.
- I believe that I would. I see the value of the membership. But I have other responsibilities at home that may take precedent over this purchase.
- I suppose my "need" for IPRA and related services has lessened a lot due to length of service in the field. I probably would, though, to show support as we do with IAPD. Also, I'm involved with many other outside groups that my time gets taken up with non-IPRA things. I do support your efforts and applaud your achievements. Keep it up.
- The best benefit I currently receive from IPRA is networking. There are not many functions or educational seminars available that allow me to grow as a technology professional.
- It is a valued resource.
- Only if IPRA contines with solid management. (statement removed to protect individual privacy) I have been to two IPRA sessions this year that were better than any I have been

to in my previous 10 years. I know she was instrumental in bringing the speakers in. I would like to see that trend continue.

- I feel it's important to remain a member of IPRA while I am in the field of Parks and Recreation.
- I will become CPRP certified very soon and will need CEU's and the opportunity to attend conferences/workshops.
- I value my membership but feel if my employer values my professional development they should pay.
- What kind of professional would I be if the only reason I was a member of my professional association was because someone else was paying my dues? Shame on those that think like that. They are not truly professional.
- I would still participate in section committees, so it would depend upon the cost difference for conference mainly
- Most likely but If my employer wasn't going to pay my membership, I would really have to look at other organizations within the Therapeutic Recreation field that could give me support as a professional at a competitive price (ATRA? , etc)
- The membership is essential to the growth and development of myself and my agency. There is no question.

Value Not Worth Cost:

- The benefits do not equal the personal investment
- My membership with SIPRA is more valuable, as the members of that group seem to be more tuned into what is happening in this area. I also have the opportunity to maintain stronger personal relationships with SIPRA members, as I am able to see them more often.
- The cost does not match the benefit.
- It's not worth \$259, not beneficial to me at that cost.
- It is not beneficial to me personally as much as it benefits my agency
- Even though services are improving and I believe that IPRA is moving in the right direction I can't see the benefit at this point that the benefits equal the dues.
- Money is tight and I don't think I get the return on the \$259. I do appreciate all that is offered and I'm sure many can take advantage of more. I am not able to based on location, time, etc.
- For the amount of learning opportunities that I attend, it would be cheaper to attend as a non-member than to pay the dues.
- Would depend year to year on finances. I do belong to other professional organizations which are more closely tailored to my specific job duties, and I may opt to maintain involvement in those.

- Being a smaller Park District I'm not sure that IPRA benefits us as much as a larger one closer to Chicago area.
- Other than Professional Development School and Conference, I don't really utilize the services. Both of those services, I believe are available (though at a higher fee) to non-members.
- Not sure about the return on investment
- This is a lot of money to ask professionals to invest when the benefits are not clear
- My current position does not allow me to get out as much as I would like and I am uncertain if it would be worth it for me on my own.
- The only reason that I would be a member is based on my career - if my employer didn't find value in it, then I wouldn't spend my own personal money on an item that basically benefits the agency more than myself.
- The fee is too steep for the personal value I receive from membership. The fee is appropriate when you add in the benefit my organization receives from my membership.
- nearing the tail end of my career and not as much of a priority as it used to be.
- IPRA just doesn't offer anything that I would pay for aside from conference and job postings.
- WAY too expensive for what you get. What would the \$259 get you anyhow? I only get out of IPRA what I put into it. \$259 is too much for me to personally pay for such little benefit.
- I chose to not renew this coming year because my employer doesn't pay and it is too much.
- I don't get enough useful information from the workshops/seminars that IPRA offers.
- The cost savings of the activities that I do wouldn't add up to \$259, it would be less expensive in the long run to pay the non-member fees.
- I don't think there is enough value in my membership to pay \$250 per year. I would still be able to access the website for most information that I use - all I'd miss out on is the magazine and reduced fee at conference. Definitely not worth the price.
- Over \$20 per month just to say I am a member? Again, response time from IPRA personnel to inquiries is poor and not customer service oriented...unless you are part of the "click".
- too expensive for what you get.
- Cost - I believe in involvement and professionalism, but at this point in my career I don't feel that my being a member makes a difference.
- Currently, It would not be worth the value of the money. It's a great organization, but as a new professional does not have as much opportunity for me. Or if there are opportunities, they are not advertised well enough for me to be aware.
- I work in the parks and facilities field and feel that the majority of IPRA services are geared toward recreation. I still benefit, but probably not enough to pay for the dues out

of my own pocket - especially since our agency did not give raises of any kind for several years.

- Added expense I do not want to pay for and I don't use it that much anyways.
- I would have to determine if I was getting my money's worth. I do not use IPRA services enough to pay the dues myself. Due to our downstate location the ability take advantage of what is offered is very expensive due to travel/lodging costs. Therefore, the added cost would limit my ability in paying the dues. I would rather work locally and gain local benefits--it would be more cost effective. IPRA is still a Chicago based interest group.
- I am already a member of another professional organization with similar annual dues which provides \$1m in liability insurance coverage while I am on a tennis court. That is a pretty good deal.
- With the budget cuts and added responsibilities added to employees - our paychecks may not have seen a raise in some time - to pass this cost to the employee would "hurt". The employer benefits by having staff current on issues and attend workshops/conferences - it is a valuable expense they should cover.
- My overall involvement would need to increase in order for me to be willing to pay dues on my own.
- All costs are going up. Is IPRA working hard to be effective or just raising costs to meet their needs?
- Would have to weigh the cost vs benefit
- I don't think that I get \$250 worth of value from IPRA
- It would depend if I had the money. \$259 is a lot for the benefit I am receiving. Perhaps there should be an agency deal like NRPA does. One flat fee for a certain number of staff. Currently, it costs nearly \$1000 for my staff to all be members but our budget for memberships and professional development is so small that we cannot afford to send staff to annual conference every year.
- If I had to pay it at one time, no. If I could pay monthly or if there was a payment plan option, I would seriously consider it.
- Too expensive for what we get and no more than we use or get help from.
- It's a significant amount of money when I only participate in "the basics" like conference and e-articles.
- too expensive for what you receive.
- I would have to evaluate that cost to the benefit over the whole year, look at what I am really taking away, I probably would
- I do believe in the mission, but find myself working far too many hours to take on a role with the organization. This makes me feel like a hypocrite as far as being critical. I have been in the field for over 30 years and have seen a lot of strange things go on. On the balance, IPRA has done the field proud on a national level. Some of my personal disenchantments come via some of the exclusive behaviors exhibited by some of the cliques.

- I belong to other state and local organizations that better meet my professional development - the cost of IPRA membership is very high and not a value for my professionally.
- For those who did not start off in the Parks and Recreation industry, it's fairly pricey if you aren't tied to Park and Rec.
- A lot of money for a little return.
- As a C&M professional, I can turn to alternate sources for more resources focused on marketing.
- Not going to spend the money on something I don't care about.
- I would have to weigh the value against other professional organizations I may want to join if I had to pay for them (GFOA, IGFOA, etc.).
- The cost vs. value is not worth the investment
- Too much for what we get

Additional Comments:

- I'm not involved professionally and seldom use the services provided.
- That is rather costly for an individual to pay on his/her own. However, would need membership to maintain my CPRP so probably would have to pay it if want to keep it.
- My employer pays half my dues. I would not use my own funds if required to pay by my employer as I only have 18 months until retirement.
- We used to have a separate account for membership dues and to make cuts in the budget it now comes out of our Professional Development monies...that amount of money has changed what we choose to be involved with as it significantly decreases what can be covered. I like being a part of IPRA for many reasons but not sure that I would be able to afford the additional cost based on my life situation and I am almost positive others at our agency would drop as some have chosen to drop just with the switch in professional development monies this past year.
- Can find most information online
- My employer currently pays half. If it changes, then I would hope for some kind of payment plan or installments to pay instead of one lump sum.
- Not critical for my position.
- I feel the employer should pay them, it is for their benefit.
- need to balance it with other dues ... NRPA etc.
- If I was no longer in this field probably not. If I was still in this field I might consider it.
- First time at the conference. Not sure what to expect. Not sure if it's worth it.
- I renewed in 2011 with the statement from my employer they were not paying for the membership. After 3 mo. I was reimbursed. I am uncertain at this point if I would continue. It is not a requirement to participate in a section, only to serve as a chair or on

the board. The experience I did have serving as a chair was disorganized with no structure or outlined goals and objectives.

- The annual conference is valuable, but the organization as a whole has been greatly unresponsive to my four or 5 requests over the past 35 years.
- I don't feel enough is offered for people that work on the park and maintenance side of "parks and recreation"
- I am currently much more involved with other govt. finance organizations
- I have concerns with decisions and direction of the Board - long time professional with many contacts - if it comes down to it NRPA will satisfy my needs.
- depends on conference cost
- My position is more planning and development than recreation based, so I wouldn't benefit enough for the price.
- I'm a member for the benefit of my employer and am nearing the end of my career.
- probably not
- If I was not able to participate in any of the IPRA offerings I would probably not renew them.

- I attended conference for 2 years and both years felt that there were minimal classes for me to improve myself as a Dance Coordinator. I am looking to further my education, and the level of training in this area was very basic. As a result, I mostly participated in classes that focused on the business side. For the past two years, I have attended conferences outside of IPRA that are specific to dance studio owners and the business side of dance programming, and I find these to be much more valuable to my professional development. They tend to stay very up to date with media and dance trends. I walk away with new ideas to implement and motivation to improve. I just did not feel the same way leaving IPRA, as I felt I had to seek out the information that I could benefit from. Perhaps this is simply because I am in a specialized field. I did feel the conference was very organized and I always enjoyed the key note speakers.
- I feel it is important to belong to this organization since there are not many like this that serves our profession.
- It's expected.
- Would consider if the dues provided a significant discount for the conference.
- I don't really need it in my job.
- Retiring
- Don't have that much for something like this right now, perhaps later or if required I would find a way.
- Rather pay one fee for one organization. Should merge with IAPD.
- You tell me why?

- It would be cheaper to pay out of pocket the higher expense for PDS. Other items I attend are already either free or still cheaper to attend as a non-member
- It would depend on the difference in the conference rate for Members versus non-members.
- Just received membership
- Because it is required.
- Should be part of the employee benefits and based on financial situation.
- It is important that employers support and fund IPRA memberships for employees. If not, it will dis-credit the organization and give less importance to joining and paying the fees on your own.
- They don't pay our dues but they want us to go to conference, so I have to pay my own dues. If I didn't, I wouldn't be a member as it's not clear to me why I should be.
- The dues are tied to the park district profession, and I believe the park district should budget for the annual dues.
- I might direct that money towards membership in organizations that are dedicated specifically to nature center programming and operations.
- that is a lot of money. I go to benefit my employer so I believe they should pay.
- Even though my employer pays it still comes out of my professional development and it's such a high cost that it limits my ability to participate in other learning opportunities. If my employer didn't pay it would just be too much of a financial burden, especially in a downward economy.
- would love to if budget allows
- At this time I am unemployed and perhaps looking for a position outside parks and recreation.
- This just isn't for IPRA, I wouldn't pay for any of my other professional dues myself either.
- It may have the possibility to create a financial strain on my family.
- It depends on the funds and job status
- I have in the past, but may not be financially viable if it happens again
- IPRA is designed to have an impact on professionals in parks and recreation, not professions in therapeutic recreation. Our section is spinning its wheels trying to offer workshops and trainings in our area.
- I pay my own dues anyhow, but I think it is a little strange that the dues for the state are higher than the dues for the national agency.
- My employer does not currently pay my dues.
- I would not see a return on investment of \$259 with what I use IPRA for.
- IPRA does not provide enough for non-recreational professionals. Payroll, Accounting, IT, HR, & Marketing professionals can obtain better resources through their professional association or networks.

- Employer does not pay. We currently pay for them.
- Have not taken advantage of all that is offered
- It depends on my financial needs at that time. Either could certainly be an option. Depending upon our specific jobs, there are typically other professional resources available as well. I feel IPRA offers a good overall product for our industry but we all have more job-specific organizations that if I had to pick may come first over IPRA Membership. I hope I never have to make that decision because IPRA is important to me.
- I dont get paid enough! And if it's not considered important enough by my agency, then why should it be for me!
- It would depend if I was still in the field of outdoor recreation.
- At this point of my career I might be a member every other year.
- It all depends on my employment status
- I would keep NRPA and not IPRA. I would pay a portion of that if I coul volunteer for a reduced memebership fee.
- Because if my employer made me pay for the cost of IPRA dues they might have me pay the difference between member and non member fees as well or they may not pay for the any workshop fees associated with classes as well.
- I would spend the money on a specific museum association which would be of more benefit to me.
- Depends, because I also belong to NRPA.
- depends on if i could afford to pay on my own.
- Should be a part of employers expenses since it is job related.
- Our department currently belongs to both IPRA and IAPD. If my employer discontinued paying for memberships, I would subscribe to only one organization and I would choose the IPRA over IAPD or NRPA. I feel the information received from the IPRA is the most beneficial to me and the work I do in the department.
- Agencies should pay the dues for the employee. It supports employee growth and development.
- I would really want to and do my best, but that is a lot of money up front, maybe in installments of 90 three times or something would make it easier.
- I would invest my money into an established association that provides more pertinent information, networking opportunities and educational opportunities in regards to marketing and public relations.
- Our board doesn't see any benefits for us to attend conferences or workshops. I suspect the next budget cut will be our Association dues.
- I feel it is the responsibility of the employer
- If paying on my own, I would look for a more Marketing/Design Association.
- This is a benefit greater to the employer.
- Depends on how valuable I determine the A&F section to be at the time of renewal.

- I am becoming more involved in other organizations that are geared towards my interests.
- An agency should be responsible to pay dues because a professional's involvement in IPRA ultimately benefits the agency.
- Due to the cost and the fact that my current organization is not heavily involved in IPRA and I can rarely attend meetings due to other work obligations.
- First Year as a Member, will reflect worth after the year is over.

Q20: Are you certified through the NRPA Professional Certification Program, why or why not?

- So i can be all i can be.
- Credibility
- I feel it is very important to be certified in the field of recreation. I do think it has lost some the status that it used to have due to many employers not requiring the Certification and NRPA taking over the management of it.
- Going to complete my certification in 2012. Just was never needed and now I want to further my career and know I need to get my certification
- Have not taken the time to do so
- I do not have a recreation background.
- I do marketing. It does not really apply to what I do.
- I'm not actually a park & recreation person; I'm a marketing/advertising person.
- It's my profession. Important to have whatever certification and credentials offered.
- Do not know much about the certification.
- Was not grandfathered in. Refuse to take a test for doing what I've been doing for over 30 years.
- Believe its important and shows that you have a commitment to continue learning and improving your skills and knowledge beyond a formal education.
- I am in Marketing and haven't felt the need to become a CPRP
- I don't know what that is or why I would want to be certified by them :-)
- Haven't had the motivation to study and take the exam.
- It is part of what it means to be a professional.
- Provides more opportunity
- CTRS instead
- Not my professional field
- Not sure what it is.
- CPSI
- took the test and missed it by 1 point. haven't found the time to restudy and take it again. It is expensive.
- have CPA certificate

- I haven't looked into CPRP program, our recreation staff members are certified. I am presently attending the second year of the Park & Rec. Maintenance Management School.
- I did not start out in college in the industry. My previous executive director who hired me did not feel that skill set and fit for the culture needed to be NRPA certified.
- I received an Incentive from the Park District.
- It is not required at my agency and if I received my certification, it would not result in an increase in pay and I don't need a title to know I can do a great job as a recreation professional.
- To be honest I am not sure what that is. I am currently studying for the CPRP exam and will take and hopefully pass that by early January.
- I feel it is important to be certified. It shows your commitment to the field and it keeps you going to workshops and conferences to keep up with trends in our field.
- Currently studying for CPRA exam, have not passed it on prior attempts. Study book is not a good resource for exam.
- I do not see much value in it, but have been certified for a long long time. I think it is pretty much a joke
- When I became a professional it was an automatic certification and when I went to get certified it changed. Since I had been in the field for a few years the test was difficult for me because the answers were geared towards students and not the real world. I feel I am a successful professional with a masters and bachelor degree in recreation but I could not pass the test because the answers were not real world.
- dont know much about it
- Decreased fees for national aquatic conference at the time
- I don't believe you need initials behind your name to show you are a professional.
- I am a Certified Therapeutic Recreation Specialist. Would still like to become certified as a CPRP
- Haven't bothered, but am going to do this in 2012. I personally don't feel it means much, but it's a hoop I feel need to jump through.
- Will be taking the test in January of 2012
- Valuable to me
- Currently in the process
- Not Yet, on todo list for 2012
- I do not have a Bachelors degree
- Not necessary for my position.
- I became certified at the request of my employer.
- not allowed with my degree
- I work in planning & development, not recreation
- Took test, waiting for results

- In process
- Other certifications
- not interested.
- Because some employers look for the certification. I would seek out professional development and continuing education regardless of certification.
- Does it really have anything to do with the day to day expectations of your job?
- Don't get involved much with NRPA, except going to the occasional national conference, mainly as a speaker.
- It adds to my resume and shows others I am a professional.
- Expected, right thing to do.
- Was certified for many years. Dropped it in 2008. Nearing retirement.
- I don't need the specter of CEU's to get me to attend training sessions.
- Went to school got a degree in the field and have worked in a number of different positions in the field. Not sure that I see the benefit of now paying again just so I can say I'm a "Certified" Professional in the field of recreation. I believe that NRPA and IPRA do a great job of providing opportunities to continue ones education and help you to stay on top of current issues and trends.
- I have not had the time to do so
- Was. APRP. I got cancer, my CEU's expired, budget cuts and could not get recertification done in time.
- I have only been eligible for about a year. I plan to do so in the near future.
- I paid for my own membership and was until last year and did not have the extra funds to keep up my membership.
- Other professional certification obtained
- Unfortunately let my certification lapse and plan on retiring in next 5-7 years. Employer does not require it. I attend workshops but do not feel the certification is still essential and do not wish to have to study/pay for it without any true benefit that I can see.
- was once, but didn't receive much out of the educational opportunities and didn't like the travel...or the content...more interested in how my community functions and learning how to network within the political frameworks of a community...
- Looks good on the resume!
- I do not have a college degree
- No desire!
- Cannot afford, very limited benefit
- Because I was grandfathered in when it started. I may no longer be certified, and it makes no difference to me or to our park board. It is such a weak, weak program that it is truly meaningless. I tell all new grads the same thing: "don't bother"
- Fee too high

- Took the test for CPRP last October and Failed. I would like to see a 4 to 6 week course offered. I thought I was well prepared and failed.
- I am a technology specialist and this certification does not apply
- Been busy, education was not in parks and recreation, but plan on becoming certified in the near future
- Waiting for the fall when I will have 5 years experience. Unfortunately, that rule prohibits me from attaining certification now.
- Does not benefit me in the Parks area
- Do not have the money to take the exam
- Not exactly sure what this is?
- Studying now to take the exam soon.
- In the process of applying for testing.
- Have never seen a significant benefit.
- Employer requirement 2. Provides an expected level of service and professionalism.
- Was CTRS for 20+ years. Really not applicable at this point in my life. Will be 58 this Friday and STILL trying to decide just what I'll be when I grow up:)......
- was but expired
- I failed the test
- It is important in the field...
- I believe it is important to be the best I can be in my profession
- I think i am, according to NRPA, IPRA said that I didnt exist when the change over occured even though I was CPRP for about a decade through IPRA. I still dont have it set and its been 4+ months of working on it.
- To be able to have a way to quantify and communicate my knowledge of parks and recreation.
- Increases professionalism and qualifications
- Not really sure if certification is necessary for my specific job function.
- I feel a personal satisfaction knowing that I have tried to improve myself because I got certified on my own and paid for it myself before it was talked about or suggested in my agency
- IPRA lost my file when it switched to NRPA?
- Employer pays dues
- Just cleared the one year mark working within Parks & Rec. I plan on completing the CPRP certification program spring/summer 2012. I do, however, have my CPO.
- Unfamiliar with the program and I don't know how that would actually help me professionally.
- shows level of professionalism
- I was for years and then let it slip then the switch over to NRPA took over. I dont think it is necessary anyhow and way too much emphasis is place on this.

- I do not need this certification
- Worked Private Sector previously and there was no need for it.
- Added value both within the profession and perceived value to outside groups or individuals
- Cannot afford both, or either now.
- I let it expire. Even with conference and PDS, I didn't get enough CEU's and I used to do the "watch a video/write a paper" option, but I let it lapse. Our district does not pay for the exam, either.
- time issues
- Simply haven't had a chance to yet.
- Have not yet taken test
- I am currently going through the process.
- I felt that was an important step in my career and shows that I am in this field for the long haul. Not just another staffer looking for experience and them moving on to the private sector.
- Displays commitment to the profession, supports the certification program.
- I was hired part time and sort of grew into my current position and I'm older now and don't want to go to school to get a degree
- Don't know the schedule to get certified.
- Plan to do this in the near future.
- required
- To keep up with professional development and growth.
- Hoping to be soon.
- Anyone wanting to advance should be
- I am thinking about it, I have been in my current position for 2.5 years and am deciding when the right time is
- Not required.
- working on that for this year's conference. Just never sat down to do it.
- It has never even been suggested. I am certified as a CPA which I guess is considered more important
- APRP
- It brings a professional image to the field of parks and recreation.
- Professional importance and recognition.
- Cost and time.
- Not enough time allowed to maintain CEU's
- I should have been grandfathered in back in 1987 but missed that opportunity. It would have been easier to keep up. Moved to an agency that would not pay for the certification so I have not taken the program.
- Just entered field, plan on it this summer

- I did go to the NIRSA School of Recreational Sports Management but have not done anything with NRPA.
- Not necessary for my position.
- I have been working in the field for three years now, as I previously did not qualify for a certification.
- PROFESSIONAL COMMITMENT
- As a nature center manager, I have not placed the same value on this certification as I have on certifications and/or training offered by other organizations.
- My degree was in education and since I had already been in the field for many years but I wasn't grandfathered in.....didn't need for my advancement.
- Teaching degree.
- Didn't renew
- I am a Marketing professional with 6 years in Parks and Rec, but 25 years in marketing field.
- Never needed to be.
- CTRS
- As a marketing person, this only benefits me in Parks and Rec. So it's a matter if I want to spend my entire career in this field or not.
- Desired by current employer and other agencies in the event I was to look elsewhere for a job.
- If you are referring to being CPRP, then yes. I became certified when I entered the field of Recreation back in 1999.
- CPRP is sufficient for me
- Because I was not offered the opportunity.
- Don't anticipate leaving my park district, so I just take courses without the certification.
- no comment
- Shows a commitment to profession and a level of knowledge. The new levels of CPRP appear to be a revenue generating idea and not truly reflective of a professional's experience.
- I support the profession.
- I have always felt it was important for me personally.
- have not had time to take test
- I am a CTRS and would prefer at this time to stay with one CEU requirement.
- I believe it is important as a professional. It also keeps you getting CEU's which does help keep you involved and hopefully updated.....
- Important for career advancement
- internal commitment to stay current and challenge myself to learn more everyday, and also employer required or preferred to advance career opportunities

- If it were convenient and inexpensive I would do so but I already have a couple of certifications that are more important to my job role AICP and RLA
- It feels good to be a part of an elite group of proven professionals that have demonstrated the knowledge to obtain and achieve this accolade and credential. Only 6,000 people worldwide with this certification makes it easier to cut out competition when you apply for new opportunities.
- I was in Therapeutic Recreation as a CTRS. Now that I've changed jobs, I plan to get my CPRP.
- Not needed as a PR/marketing professional,
- Have worked on other Gov Agencies for 20 plus years, certification seems cumbersome.
- Commitment to the Parks & Rec field
- Did not pass the test the first time and have not been able to take it again.
- Have not yet taken the test.
- Employer will not pay for membership.
- Do not feel a need to.
- Have not yet taken the test.
- Was, but NRPA would not accept interim job credit=dissatisfaction with NRPA
- I feel its important to distinguish my baseline knowledge, skill and core competencies in the field.
- When I moved back to Illinois, I had just missed the Grandfathering in of current professionals, and my agency was not willing to pay for the certification. They didn't care about it, so I didn't either.
- Agency has not encouraged certification.
- I am thinking of it for the future.
- Not sure if it would be worth it for me since my emphasis is in the Fitness and Wellness Field.
- I was but did not like the change from IPRA to NRPA and never fulfilled my CEU's the last time they were due. I also wasn't able to attend many CEU sessions that year. I also do not want to take the exam again. I feel if you have had the certification for many years, you should be grandfathered in and not be in jeopardy of losing the certification if you cannot obtain 2.0 CEU's.
- I never saw the benefit of becoming certified since my employer does not require it. When I looked into it the fee was too costly fee and I presently feel proud to be recognized as a leader and professional .
- It shows a committment
- I think it is valuable.
- Has little to do with my daily responsibilities. Test seems to be focused on the Recreation side of the profession and not on Parks and Resource Management. I would become a CCRP if the test was geared to Facilities and Park Management

- I was to be grandfathered in and there was a screw up with my transcripts and I missed the deadline.
- Haven't had the chance yet to become certified.....considered it many times but the time to committ to the process just isn't available for me at this point in time.
- Certification is an important component of demonstrating your dedication to the profession. I just think it is important for me to be at that level
- To help me learn more about the field.
- Because I maintian the specific certification for our filed - CTRS.
- University really encouraged it. Did it right after college.
- Professional development and job requirement
- For career development and it is important to me.
- I have thought about it, but it isn't required in my current long-term position.
- I haven't taken the CPRP exam yet.
- Planning to attain it in 2012. Although, don't understand the reason for being certified in the field because it seems that members who currently are certified are not capable in running an agency. I believe the certification process is overated.
- It is an oppportunity to enhance the credibility of our industry..
- I am a Registered Landscape Architect and utilize that program and the national ASLA program for certification issues.
- Not required, time
- I don't know that there is an appropriate certification for what I do now or what I might aspire to in the future.
- Was at one time. Certification doesn't mean much. Has no value
- in the process
- Because it is the only certification route available for general "rec" folks at this time.
- does not apply to my job
- left field and it expired. haven't felt need to complete certification again base on time commitment
- Money
- My employer pays dues for NRPA as well as IPRA for park district staff.
- I belive that certification adds validity to our profession and provides a measurement of skills and knowledge attained thru education and work experiences.
- My education is not in parks & rec, so thought it would be good to become certified.
- Don't want to fail. I took the prep courses, but listened to the instructors squabble rather than teach us.
- Would like to but have not taken the time to do it.
- What for???
- I think it legitimacy to our field.

- I feel it is important to be certified, because it shows that you care about what you are doing and that you want to do it as professionally as possible.
- No time to study.
- I value the certification and what challenges this exam brings. It also allows me to justify the need for CEU credits. I highly value continueing education.
- It shows dedication to your field for your current employer or if you want to move on to another employer in the P&R field.
- Don't see the validity of the certification. I don't feel it is important to hold an additional certification for the fiedl we work in.
- Teaching Educational Background
- hope to be in early 2012
- Working towards CPRP
- It is part of my future plans. I graduted college in August of this year.
- Other certifications are more applicable to my specific area.
- Not sure of the benefit
- Studying for the exam, but have not taken it yet.
- Certification expired Need to be re-certified
- I think the assumption that certification makes me more valuable in my own eyes, or that of the public of my agency, is ludicrous.
- Not qualified. Only have 2 year degree.
- Required as part of my job.
- Feel it adds credibility to our profession
- Missed being grandfathered in and never bothered to take the test
- CPRP seems to be required more now.
- CTRS
- Used to be an APRP, but that certification has been discontinued. Haven't been encouraged to earn CPRP. Managing certification became more difficult when NRPA took over.
- Costs are not covered by my employer
- It's need to serve on IPRA board and committe positions, but most of all it's attractive to prospective employers and shows people you understand the profession.
- working on it.
- It shows commitment to the field and my employer encourages us to become certified.
- Not a requirement ofr anything.
- I did not major in parks and rec. However, I would like to be certified Is this possible?
- It is important to hold certification in our field.
- I never took the time and do not see the value
- Haven't taken exam yet but plan on doing so in near future

- Was told it was helpful. However, after being CPRP for 3 years, it was an absolute waste of time and money.
- Never saw an advantage.
- Didn't have a parks and rec degree had to wait, taking the test this year.
- I have been in the Forest Preserve system and feel like my profession needs its own certification.
- Time and cost
- It's my understanding that it's the only option, that IPRA passed that along to them a couple of years back.
- i took the test once, didn't do so well. I found that knowing the field's current trends is not important then thing that are "old" practices what were written in a book
- Not necessary or immediately applicable to my position.
- Have not had opportunity to be
- Let it lapse with the change a few years ago . . budgets cut at organization . . sacrificed professional development to earn ceu primarily due to travel expenses to workshops too great for shrinking budget . . will retest and obtain CPRP and advanced certification now that webinars are more available and cost effective
- not encouraged at work.
- certification is a valuable tool in representing professionalism in the field
- I was certified as an APRP until it stopped being recognized. I have not taken the CPRP exam.
- APRP
- Felt I had to be. I am committed to continuing ed anyway, so I feel this is just a formality for agency recognition and certification purposes.
- I felt that it was important to have to stay competitive in the field
- Obtained my Masters' Degree instead.
- Never taken the time to look in to it but shoulc
- It's on my list of goals...just haven't had the opportunity.
- not interested.
- I might be, but don't think I have been or are required to in my position.
- My understanding is that I need to be in the field for 3 years to pursue the certification...I plan to acheive it as soon as possible!
- not necessary
- Currently working on
- I just celebrated by 3 year anniversary in the Park & Rec field.
- I have finance certifications
- It's easy to get CEUs at conferences, workshops, etc. I do support the field and believe in standards that show we as a field have professional expectations.

- Dont even know what that is...Like i said: Wish IPRA would strive to make employeers be more active about helping their employees get their CPRP or other certifications for that matter. That is a huge element in professional development and it is never brought up.
- It shows that I care about what I am doing for the residents of this District.
- Not required.
- Becasue it adds to my credibility as a professional.
- To demonstrate that I am continually learning and developing myself.
- I really do not see a benefit to completing this. I am 100% dedicated to the field. I love working in the field, but really do not see the benefit of this. I need someone to tell me how it benefits me or the public they serve?
- Just never signed up for it. I recently looked into it, but unless I read somehthing wrong, there was a year delay from when you sign up to when they let you take it. I thought that was ridiculous.
- Not aware of a benefit for certification if in IT
- I tried to but IPRA lost my paper work
- I feel the ceritification program offers a validity to our often discounted "professionalism" outisde the industry.
- My background is in social work and I maintain that licensure (LSW)
- I will sitting for the CPRP test in February. Just haven't yet.
- Because I came from the private sector, becoming certified allowed me to gain a body of knowledge about the field of parks and recreation that I didn't possess.
- Will be after the first of the year.
- Will be testing by end of year.
- Shows a professional standard achieved and maintained in the field to employers and peers.
- Haven't needed to be.
- Not important to me...don't need to succeed.
- I believe in the "professinalism" of our profession. I resent policitcal hiring and the belief that anyone can do our jobs. .
- I am planning to take the CPRP test in the Spring
- Got it immediately after college.
- time to do not there
- I feel it is important to maintain certificaiton to continuing learning and to show community my commitment.
- A personl committment to continuing education.
- was, but it expired
- Career advancement.
- Certification requirements do not match with job description.

- Not applicable to my position in marketing & development.
- Shows a commitment to the profession and shows others that I am competent in my abilities.
- I was previously, but am not currently
- I dont see the need for it.
- Never thought it was necessary or a better benefit than state certification.
- I was but City does not pay for workshop and I am almost 60 (retirement around the corner) so I let it expire
- Not paid by employer

Q21: If you are a member of another professional organization, what do you receive from them that IPRA does not provide?

Information on various topics

- Information regarding accounting changes, update etc
- Focus on natural resources.
- Golf industry related materials
- IDEA provides information on the fitness industry, which is directly relevant to my job.
- In depth education on tree care
- Information related to teaching
- More finance related topics, conferences specific to budgeting, tax levies, audits
- Employment law guidelines
- Much higher level of professional knowledge.
- Broader spectrum of topics in my field.
- State specific information
- Scientific Studies
- Resources for policies
- More technical info related to my field
- Focus on dealing with aging baby boomers B. Innovation
- IGFOA- More information geared toward accounting information.
- For Profit Business Management skills
- More information in regards to accounting matters.
- Design training, tips, updates, and trends.
- Technical Accounting Information
- Marketing Techniques Various Software Packages
- More education in field and current trends, rules and regulations.
- An up to date salary survey

- Information about the field of interpreting (changing laws, area workshops)
- Specific government finance material.
- Choice of additional CEU opportunities/topics
- Resources addressing more complex issues; larger scope of information; trends in the private sector as well as public sector
- New techniques on coaching movement education, gymnastics, cheer, etc.
- Specific Aquatics information very important to our operations.
- Information specific to my field. Parks and Rec is seriously deficient in recognizing the importance of fitness, both group fitness and fitness centers, as a revenue base and as an area with growth potential.
- E-newsletters that are more user-friendly to my area of supervision
- Information about the field of TR and the trends and challenges facing the field. They also provide some incredible training opportunities for me to keep my CTRS that ITRS needs to do!
- We pretty much receive the same type of information, but they help with focusing on marketing ideas, website design & critique, brochure development & critique and generational marketing. Most of the ideas are geared toward the continuing education profession, but there are many ideas that can be used in the recreation setting.
- Info on natural communities
- Specific information i.e. conference, workshops, magazine related to sportsfields.
- Local information
- National news, issues and job announcements
- Detailed financial industry trends, national industry surveys, product sales information, national court reservation trends, programming, etc.
- More specific information on programming & pricing worldwide
- Specialized programming information and networking.
- Information and research specific to HR, training, staff development, benefits, payroll and e-learning.
- Weekly newsletters on current subjects. Weekly updates on advocacy and what is happening in Washington that affects our profession.
- Specific issues and information about Therapeutic Recreation in regards to licensure and certification as a CTRS
- Financial Information/updates
- Information on the Fitness Industry
- Exercise and Health information
- Lots of information pertaining to Human Resource issues. It is very helpful because we cannot afford to hire a professional.
- Very specific program information
- Update Fitness Information, trends and printable articles I can share with our members

- Not sure if IPRA does this or not, but IHRSA provides an industry annual report containing data of everything you want to know about the industry. The facts and figures help determine trends, which help with budgeting and forecasting.
- US Green Building Council - different focus than IPRA
- Information and opportunities dedicated specifically towards nature center programming and operations and natural resource management
- Local information and networking with the business community
- I believe the AICP designation is more important in my job responsibilities. The ILAPA offers many convenient and inexpensive workshops for CM credit
- More detailed information about the field of PR including surveys, stats, opinions of professional leaders and information on trends (social marketing).
- History museum specific information.
- Accounting/Finance updates
- Emphasis is on financial issues
- Museum specific education
- Weekly updates in the Human Resource field and opportunities to get real life information that is applicable situations that occur to work.
- Updates and news on changing HR trends.
- I receive great educational information keeping with trends. I receive information via website, seminars, webinars, great publications, and social media. A lot of information on what is coming in marketing and a great way to learn from people in other industries.
- Dynamic information that reacts to trends/issues and speaks directly to my needs on a day-by-day basis. Opportunity to network specifically with professionals in my particular area(s) of recreation.
- Management Association of Illinois - guidance on how to work with staff and interpret laws. Help with surveys and programs like Strength Finders and coaching.
- Updates regarding political decisions affecting the financial aspect of Parks & Rec.
- They offer more detailed information, research, support
- More environmental education focus
- New, Fresh and updated ideas
- There is a section for educational/business resources that you can use for your job, (i.e. spreadsheets, time sheets, work charts, etc).
- Monthly dinner program with speaker educating us on different topics. .

Meetings/Workshops/Conference/Seminars/Education

- Monthly meeting with tour of facility or presentation on a relevant topic.
- Discounts, informative workshops in our area, professional development

- Specific workshops for Government Accounting Principles and regulations for finance. The A&F Section
- National congress, and national perspective
- Different seminars and more frequent
- Closer meeting sites and the individuals are from districts closer to me.
- Smaller events that may provide a more local level education and networking. These are the communities near my agency and these agencies face many of the same challenges because of our geographic relationship. Plus being so close allows for professionals to network more frequently.
- Trainings and meetings that pertain to area of job.
- Monthly meetings at various locations with lunch.
- Very focused workshops in a timely manner on immediately pressing issues. Less breadth and more depth of information.
- Regular monthly meetings
- Local workshops
- More Finance trainings.
- Meetings, networking, information, support/help
- Closer to home. Conferences twice a year.
- Conference, workshops, guest speakers specific to my field.
- More Finance related webinar/seminars.
- Specific trainings: Calculating tax levy; preparing for annual audits. It might seem that training is not required, but there is always something to learn. Even though I've prepared for the annual audits for several years, I still learned something new last year about preparations because the presentation was from the perspective of the auditor. Calculating the tax levy was challenging this last year because the EAV dropped drastically. It would have been helpful to have additional tips about the tax levy this last year.
- More technical training
- Better education offerings at annual conference.
- Local workshops/trainings/networking.
- More PR focused workshops and information
- Training pertinence to my position. National conference with workshops in my field
- Training and support as an administrative professional.
- On-line forums to ask questions of other professionals facing similar issues
- They are mid state so there are more opportunities for me to attend workshops
- Superior educational opportunities
- Marketing advice, brochure critiques
- I haven't been a member of LERN for a while, (my job has changed) but their programming, budgeting, hands-on stuff was very helpful. Nitty gritty information and exceptional people in attendance it seemed. Their conferences were especially helpful.

- Specifics in nature center - outdoor and natural management
- SHRM has an incredibly robust online library of resources- from actual documents and lively message boards to an online help desk. I definitely feel like I'm getting a lot of resources for my money.
- Reciprocal use of facilities in other states. APGA
- Mainly it's educational opportunities from top people in the field. Sometimes the qualifications of the speakers for IPRA are not really industry leaders.

Support/Certification

- More financial and accounting support.
- Nothing, but certification in my specialty
- More resources on my daily duties and assistance in keeping my certification current.
- Books
- AEE gives me resources and contacts for allowing meaningful experiences within our limitations.
- Continued certification of professional standard.
- Certificate of financial achievement
- Liability Insurance
- T-Shirt
- Legal Support and Legislative Advocacy.
- Certified arborist through ISA, focuses on tree care
- Arborist Certification
- Legislative and professional support (seeks to advance legislation for me as a professional vs my agency)
- Legislative, Legal and Executive/Board related materials for the operation of an agency
- 1 million dollar liability coverage while on a tennis court.
- For \$160 a year, their resource center is phenomenal.
- I've been getting IAPD's legal reminders.
-

Networking

- Further networking and mentoring new professionals.
- Local networking
- Better networking opportunities and they have now implemented a Committee for Special Event Coordinators.
- Local area networking

- Additional Networking.
- Discounted entertainment options for events and networking opportunities
- State wide contacts
- Networking, team building, information options for the North West region of Illinois.
- Local networking and exposure to potential partners.
- Career development and networking.
- Better training and networking.
- Networking opportunities.
- Local community networking
- Local networking more accessible
- Networking with people in my area
- Local networking
- Networking of professionals in my area
- All of my prof contacts and peers that help me weekly. The network is tight!
- Networking with other landscape architects nationwide - I realize that is not the mission
- Great networking events and a few workshops each year that are very inexpensive. Also good contact with vendors. It is a good resource and my staff gets more benefit from this than IPRA.
- Nothing of value other than face-to-face networking opportunity. Important - I rarely attend since the 'educational' opportunities are typically unimportant to me.
- It allows me to network with professionals outside the field of parks and recreation to get new ideas
- an annual conference that is small enough (less than 200) to allow a lot of networking; direct attention to my professional needs (as a director of a nature center)
- fun activities (walleyball, whirlyball, park pursuit,) this is a great way to network and participate in recreation which we all love and feel is important

Additional Responses:

- STMA. Cheaper dues MIPE Cheaper dues and the GLPTI Conference, which is reasonable and very particularly suited, to the Parks field.
- In depth public relations and marketing; fundraising
- Monthly networking and educational opportunity at a low price (\$8-\$15 includes lunch)
- Low costs
- I WOULD join another professional organization but dues are too steep. Dues are more than 250 a year and would not be paid by employer. Organization I would join is PRSA - Public Relations Society of America. They provide information related to marketing and PR industry specifically.

- NRPA - nothing ACA - support from staff on doing our jobs and much cheaper educational opportunities

Q25: Other job titles not listed:

Managers

- Business Manager
- Manager
- Park Grounds Manager
- Facility Manager
- Office Manager
- Accounting & Business Manager
- Community Outreach Manager
- Development Manger
- Environmental Conservation Dept. Manager
- Guest Services Manager
- Recreation Manager
- Fitness Manager
- Business Manager
- Aquatics Manager
- Recreation Manager
- Recreation Manager
- Recreation Manager
- Project Manager
- Facility Manager
- Manager
- Administrative Assistant/Office Manager
- Head Registrar
- manger of aquatic services
- Manager of Natural Resources
- Manager of Parks and Natural Areas.
- Manager of Fine-Art Programs and Facilities
- Natural Areas Manager-Conservation
- Division Manager/Office & Billing and Educator
- Department Head of the Parks and Recreation Department

Directors

- Director The Grove
- Superintendent of Environmental Services
- Director of Green Initiatives
- Executive Director & Board support role
- Director of Planning and Development
- Marketing & Development Director
- Director of Planning, Projects, Risk Management, Natural Areas
- Recreation and Marketing Director
-

Coordinators

- Administrative Coordinator
- Operations Coordinator
- Park Development Coordinator
- Program Coordinator
- Coordinator

Assistant

- Assistant Superintendent of Finance/Personnel
- Administration Assistant
- Executive Administrative Assistant
- Assistant Superintendent of Parks
- Assistant Site Superintendent Also Risk Management

Supervisor

- Volunteer Supervisor
- Adult Activity Supervisor
- parks operations supervisor

Additional Responses

- General administration
- Planning and Projects Department
- Planning & Development
- Supervisor of Registration

- Facilities and Parks Supervisor/Maintenance
- Commissioner
- Superintendent of Planning and Development
- Landscape Architect/ planner
- Superintendent of Cultural Arts
- Admin
- Graphic Designer
- Oversee our banquet facility, marketing, finance & HR and Buildings
- Landscape Architect
- Planner
- Superintendent of Planning
- Horticulturist
- Park Planner/ Landscape Architect
- Landscape Architect/Park Planner
- Administrative Support
- Landscape Architect/Park Planner
- Graphic Designer
- I'm the only staff employee so I wear all the hats at various times

Q31: What is the area of emphasis of your highest degree?

Bachelor's degree

- Landscape architecture
- English and Associate of Science
- Anthropology
- English
- Biology with Recreation minor
- Arts major & minor in Education
- Marketing
- Graphic Design
- Agriculture
- Public Relations
- Education
- Sport Management
- Criminal Justice
- Communications and sociology
- Psychology

- Communications
- Fine Art
- Secondary Education
- Accounting
- Organizational Development & HR
- Science in Computers
- Political Science
- Forestry
- Arts Elementary Education
- Recreation Administration with emphasis in T.R.
- Early Childhood Education
- Graphic Design

Master's degree

- Human Resource Development
- Human Resource Management
- Plant science
- Computer Information Systems
- Management & Organizational Behavior
- Marketing Communications
- Business Administration (MBA)
- Teaching
- Sports Management
- Service Marketing and Management
- Art in Art Therapy
- Disability studies
- Landscape Architecture
- Public Administration
- Social Work/Psychology
- Sports Administration
- Fine Art (MFA)
- Management
- Physical Education
- Special Education
- Physical Education with concentration in Recreation
- Early Childhood Administration
- Public Administration

- Science Education
- Art Therapy
- Education
- Adult Education and Human Resources Development
- Civil Engineering
- Early Childhood Administration

Doctoral degree

- Education

Did not clarify Bachelor, master's or Doctoral

- Education
- Accounting
- Management and Communications
- Journalism
- Communications
- Special Education
- Elementary Education
- Advertising
- Early Childhood Education
- Rhetoric/ Communication
- Applied Sociology
- Communication and public relations
- Human Resources
- Community Health/Health Education
- BSLA
- Education, Speech
- Physical Therapy
- Special Education/Mathematics
- Dance
- Liberal Arts
- Human Resources/Training & Development
- Art History
- Economics
- Forest Management

- Sports Management
- Psychology
- Musical Theatre Performance
- Secondary Education
- Environmental Biology
- Information Technology
- Landscape Architecture
- Exercise Physiology
- Landscape Horticulture
- English
- Integrated Marketing Communications
- Exercise Science
- Secondary/Special Education
- Marketing (MSIMC) and Hospitality/Tourism
- Human Resource Management
- Sociology
- Law
- Communication & Theater Arts
- History
- Occupational Therapy
- Sociology/Psychology
- Political Science/Communications/Business
- Biology/Geology
- Political and Justice Studies
- Marketing
- Liberal Arts/English
- Management
- Radio-TV-Film communications
- Law Enforcement Administration
- Commercial Recreation
- Teacher of the deaf and hard of hearing
- Psychology
- Exercise Science
- Sport Science and Pedagogy
- Mass communications/ marketing and graphic design
- Also, have an Associate Degree in Desktop Publishing
- History
- Early Childhood

- Outdoor Recreation
- Horticultural Business
- French/Business
- TR
- Special Education
- Journalism
- Biology, Education
- MBA
- Public Relations
- Urban planning masters
- Political Science
- Art Education
- Political Science
- Marketing & Communications
- Professional Writing/Graphic Design
- Sport Psychology
- English, Integrated Marketing Communications
- Law Enforcement/Administration of Justice
- Political Science
- Public Relations
- Counseling & Guidance, Student Personnel Administration
- BFA : Visual Communication
- Medical field
- Broadcasting
- Resort and Tourism Management
- Sports marketing

Q32: Overall comments, suggestions, etc.

Positive comments & Thank you notes

- Thank you for your interest in my opinions
- Thank you for making the effort to offer this survey, I hope it helps to chart a progressive course for the profession we all have been dedicated too.
- Thank you for providing this survey. I feel that IPRA is really trying to meet the needs!
- Thanks for an easy to fill out survey. Very well done.
- Thank you for the opportunity...sorry for delay

- Thank you for your services!
- I am excited about learning more about how IPRA can help me grow.
- Thank you for conducting this survey. I look forward to seeing the results.
- IPRA is heading in the right direction and I think it is the right time to be sending a survey. Good survey. (statement removed to protect individual privacy)
- I think that the IPRA staff has done a great job in light of everything that has happened. Thank you for their hard work and effort!
- I love IPRA and have always valued its services.
- IPRA is a wonderful organization that has helped me immensely in professional development.
- Great Organization! Outstanding professionals in the field
- Use the 2012 conference to make a big splash! Show how you are different now.
- As the staffing changes I am concerned about IPRA's future. Change is hard but constant so I wish IPRA good luck moving forward - hopefully they find some FINESSE with implementing changes that has been lacking thus far (from Board and Executive Director). Seem to be biting the hand that has fed IPRA for many years. Again just an outsiders opinion.
- IPRA has made an excellent 'comeback' congrats..keep moving forward. I am proud of my Association and know it is one of the best in the country
- I hope IPRA doesn't get caught up making change for the sake of change.
- (statement removed to protect individual privacy)
- (statement removed to protect individual privacy)
- Very proud to be part of IPRA and feel it is the an excellent organization.
- Thank you for asking. I'm confident the IPRA leadership is moving the organization in a good direction.
- Glad IPRA continues to ask members for input and information. Thanks
- Love the way the agency is going!
- Thank you for all you're doing to help move our profession forward. Make sure you are keeping a close eye on what is going on in Springfield.
- Thank you for a well-prepared survey. We look forward to the results.
- Overall, I am pleased with the benefits of being an IPRA member and all staff that I have come into contact with from IPRA have been helpful, friendly and attentive to my questions. Keep up the good work!
- I think IPRA is heading in a nice direction. I hope IPRA works to keep diverse backgrounds on the board that represent the whole membership and encourages all people to run when openings arise.
- This year, my agency provided me the opportunity to attend Professional Development School. I enjoyed the fun atmosphere and information packed sessions. I felt much more comfortable with the small group "feel" of PDS. I will be returning!

- I feel that the present IPRA leadership has made an effort to correct concerns the members identified a few years ago, including communication and financial.
- (statement removed to protect individual privacy)
- IPRA staff have done a great job the past couple years, and I'm excited about the new direction the organization is heading! Some of the new changes being implemented are a bit out of our comfort zones, but I have confidence that we're improving for the better. (statement removed to protect individual privacy)
- I understand IPRA is trying to reorganize and improve its offerings and services. (statement removed to protect individual privacy) I hope the membership starts seeing marked improvements to the association soon.
- The changes I have seen with IPRA are very positive. IPRA is doing better to include downstate in activities and offer other activities in Central and Southern areas. Unfortunately most of the workshops are geared towards larger park district or metropolitan districts that have more access and higher tax bases. I realize that some of the workshops are due to who volunteers to sponsor/offer to present but some still seems geared toward the larger multi-staffed agencies. It would be nice to see more offerings. The other suggestion I have is to offer programs at conference more spread out times. It seems every year that the workshops I am interested in for Recreation and Promotion are all offered at the same time. So it makes it hard to choose. Thank you for working with all of us and taking the time to review and improve. Good job. :)
- (statement removed to protect individual privacy)

Our difficulties are...

- My only issue is that being downstate it is difficult to get to meetings/network, etc.
- I would love to become more involved but it is difficult due to budget restraints and being downstate.
- Living downstate is not conducive to being involved. Tried for a couple of years but time/responsibilities required to complete responsibilities at work and other family local responsibilities prohibit getting involved with activities/committees. Have enjoyed working with Champaign Park District and their mentoring program... Excellent opportunity to share knowledge/insight and good tool for individuals/agencies to help plan/prepare for the future.
- Love membership, don't feel as involved as I would like. Lack of tax funds, shortage-hurting fields. I know many looking to get out from overwork, no raises etc.
- It is hard to find time to go to PSD meetings when I have so much to do at work. Finding time to go to meetings is hard, maybe having a webinar at meetings would help. Hard to leave the office sometimes with so many things to do back at the office

IPRA & IAPD

- Why does IAPD and IPRA not merge into one organization?
- It is important that we retain a strong voice for parks, recreation and conservation in the current economic and climate change environment. Illinois has been a leader and needs to retain this position. Our collaboration between citizen board members and professionals has been the key ingredient as well as our funding as special districts. The current environment of consolidation and sentiment against public employees places us at risk. Keep up the excellent work. I believe our association with IAPD is essential.
- Combine IPRA with IAPD
- Continue to work with industry leaders to come to terms with IAPD to reorganize into one association.
- I have been very involved with IPRA over the years. After the collapse of the organization I have moved to working with other organizations. I think that IPRA and IAPD need to join together to build a better organization. I think there is a heavy duplication of services. I believe one organization could provide both groups with the services we need
- With tax dollars tighter than ever before, should IPRA and IAPD look at merging? Would the combination of the two organizations become a very strong advocate for parks and recreation? I believe there would be more good than bad if everyone would sit down and take a very hard look at this.
- IAPD/IPRA should be consolidated into one organization to save money and provide a strong collective voice for parks and recreation in our state. No reason to have two separate organizations.

IPRA changes desired...

- The innovation sessions should be lead by volunteer, IPRA members that don't charge fees, or as high a fees to participate. I believe they were trying to discover what could happen outside of IPRA. I think a merge happened and brought the splinter group into the fold. But more open forums that are free or low cost will bring some younger minds into the fold. The experienced professionals don't have as much of a chance to help reinvent themselves without the input from younger, fresh minds. Sure they might state these newbies are immature and don't have "real world experience" like they do. . . . but let these young minds spark their "old" minds. The high fees to attend these workshops prevent newbies from attending. do s few more idea generating forums and open it up to the membership, affiliates, anyone that cares to come. Let a professional facilitator take a turn gratis that has earned a living off the districts and IPRA sessions over the years to "give back at a session (or two)" to move these forums forward. . . in addition to these survey efforts and focus group inquiries. The organization had to have a major scare of

insolvency to get its members to make considerations of what we are all about. Now we have a new leader. Is there equilibrium now or will questioning and thought provoking, idea generating time be spent any more on "what we are about". The panic mode probably brought out more discussion and ideas from a deeper number of members than the business as usual crowd that normally "does all the thinking for the organization." We probably won't ever lose the 20% of the membership does 80% of the work. But in the crisis mode I believe there were more "bodies"/members chewing the fat considering what we are about. We may never stop pondering this as we will ever be evolving as an organization. I guess I am not sure what ever came out of the discussions and decisions other than a board that was reduced in size. Maybe it was communicated to us in some media but at this point that is what I believe. (statement removed to protect individual privacy)

- The IPRA Leadership needs to be more open minded on the needs of all " ages" in the profession. Respect needs to be given to those who helped keep this organization together through the years.
- I think that being able to provide relevant resources accessible via online is important. In addition, finding a way to get new people and fresh ideas involved to IPRA.
- Thank you. I have really seen a needed change in IPRA in the last 1-2 years. The field is dynamic and of all public service fields is the most readily adaptable to change, socially and economically. I believe the amount of margin time available to assist our professional organization is becoming more limited as demands grow in our communities.
- IPRA has a stigma which it needs to continue to work towards changing
- The field of recreation is changing dramatically. IPRA, the universities offering recreation degrees and the recreation professionals need to work together to be sure that the profession has a future.
- I feel bad that I have been somewhat uninvolved in IPRA in recent years, but I've pretty much done it all for many years. IPRA was an invaluable resource when moving to IL from out of state years ago. I have strongly encouraged younger staff members and those new in the field to get involved in IPRA and they have. Thank you.
- I sometimes feel that the same people are always doing everything within the organization and it is hard or intimidating for someone new to join different committees or workshops. I would like to see different people have an opportunity to get involved.
- Please get the young professional involved. They currently do not trust IPRA and believe the association has nothing to offer. Get back to grass roots involvement at conference for the whole family.

IPRA needs to cover more...

- Many golf professionals who are in park & rec agencies have found little support for the golf industry within IPRA. At annual conferences, little to no workshops or seminars are

offered. Many PGA members running park district golf facilities aren't involved in IPRA or have the time to be involved. As a result, the golf section at the facility management section suffers with little to no participation. I'm not sure if even offering more golf related seminars, workshops, roundtables would lead to increased participation.

- I don't feel that IPRA has enough to offer for the finance department unless it is for the Superintendent.
- I am currently making the change from many years in the private sector to transitioning into the public sector. I have consulted the public sector for 6 years but look forward to expanding my knowledge of actually operating within this field and I'm looking for IPRA to help in this expansion.
- I would like to see more information regarding open water. It is a limited number of communities that deal with lakes however the information for aquatics really does not apply.
- IPRA may serve the needs of people who majored in recreation, but that's about it. It offers little to nothing of value for others who work in this industry.
- Need to have more information relating to the field of therapeutic recreation. Better session at conference focusing on leadership, communication, and overall dealing with staff in the work place how to be successful, skills needed to advance.
- Urban Issues/Social Concerns.
- I am very concerned about IPRA not addressing diversity, racism and prejudices. As a social service to not recognize the racism within our own organization (IPRA) is incomprehensible. Businesses recognize the need to market to and provide services to minorities. How can park and recreation agencies continue to refuse to address the facts that the demographics of the United States are changing and yet services to minority populations are non-existent in the public sector. As a field we should be ashamed at our callous disregard for whole segments of the communities we serve. Leadership in IPRA have done little and in fact have blocked progress in addressing diversity, minority and yes racism within IPRA. It is time to take action.

IPRA needs to place more attention on...

- As mentioned, I would like for IPRA to seriously look at supporting the professional member and not the agency.
- Implementing change is a great way to make much needed improvements within the profession, but remember your members are your best assets and it is critical to remain respectful of your member resources and their contributions throughout the years to have a successful buy-in. Think about the changes you make not only from your member's point of view, but also from the constituents they serve both in the present and in the future, as these constituents will be our predecessors tomorrow.

- I am one of many professionals who over the years has served on a committee here or there, tried to run for the board (wasn't selected), ran for the board (wasn't elected), hasn't published but have honorably served my district and profession but always have been on the outside because of not being an insider or one of the party people. There are hundreds if not thousands of people like this who never get recognition and are now being passed over by the young professionals who haven't done a fraction of the work and are making a heck of a lot more in their twenties/thirties than we made until our mid-forties-fifties. (statement removed to protect individual privacy)

We want..

- Make the salary surveys available to the entire membership.
- Please keep Professional Development school-the best week of the year!
- With Board reorganization and staff changes, clarity in communications from IPRA is of critical importance.
- If you have any plans of reviewing the IAPD requirements for agency accreditation, I think that would be of value to smaller agencies that are unable to attain accreditation due to the standards that have been set.
- We love the conferences at the Hilton.
- My involvement has declined because of lack of agency support. However, I would like to have more training opportunities available on-line that you could receive CEU's for. Keeping pricing reasonable is always key...look at the cost of a membership and what percentage of it is used for each of the "benefits".
- I really cannot express much knowledge of what being an IPRA member does for me except give me a discount for registering at conference and the job information.
- Bonds and Debt: there are so many questions about this area, and very limited information offered. Offer a workshop and resources on this topic.
- Please provide results of survey via email to all IPRA members
- I really like the new calendar for 2012 and the educational opportunities.
- Please bring back the Co-Operative Purchase program!
- I think IPRA needs to be more encouraging of building the social network of IPRA members. We have technology that can be used to further strengthen this structure/fabric of a professional organization. We need to be here for each other when the sh** hits the fan (and it is coming soon) with public perceptions about public employees (even though we may be different, we are still lumped in). There needs to be a solid support network for each of us to depend upon, or we're all toast. Technology strengthens us and weakens us (we have lost that "brotherhood" feeling), and maybe that's okay. But we still need to be able to count on one another when times get really rough.

- I would like to see IPRA as an organization give back to Illinois by improving a park, improving the State Fair grounds or getting involved with schools to promote the importance of daily recreation and physical fitness.
- If PDRMA were not providing the field with real life usable information and resources we in Illinois would be in big trouble. Start providing Best Practice Manuals and information about things we deal with on a day-to-day basis.
- I am excited by the changes taking place at IPRA. I really would like the board to consider accepting people that do not have certification. I strongly believe that there are hundreds of dedicated professionals to the field that are not certified that can lend a large amount of knowledge and resources to the organization. If the board feels you need to be certified then tell members why they should get certification beyond ability to win awards. I believe that is where some of the "not feeling welcomed or included" thoughts from the previous survey comes from as well.
- Please share the results with contributors.

General Complaints

- Why is it important to know what my annual income is? Age etc does this really matter for your purposes--what about social media information
- Survey too long. Good luck in 2012. Best wishes to everyone.
- This survey is way too long.
- Questions 25 and 31 are typical of my experience with IPRA. Neither one provided a line to adequately represent my position within the field of Parks and Recreation. I often feel that I, and others in similar positions, are often overlooked by the association.
- I heard rumors that IPRA has continued to be dishonest and does not care what its members want! I have also heard that the Executive Director does not speak for the members and does what she wants?
- The options offered often don't fit my answers. Part-time is one agency is full-time in another agency and why does it matter? A person is a professional in the field whether FT or PT. Is IPRA losing its "connection" to the members? I feel the pull for \$\$ a lot!
- Not sure how schooling has alloted to do with how IPRA is running.
- Always have been very supportive of IPRA. I have been out of loop having not been as involved these past few years. I do not receive the e newsletters and told IPRA and still don't get them. IPRA provides good services, communication needs to step up.
- (statement removed to protect individual privacy)
- You didn't list Business Manager as a category for a job title That's the first mistake!
- The accreditation program needs to be revamped. There is an extensive amount of paperwork done just to prove you have completed something. How about measuring the success of your agency by setting standards for revenue facilities, program offerings, and

maintenance of parks and facilities. Please note I have completed this program and will not do it again unless it is improved.

- I feel IPRA has overcome some big issues in the last few years but dealing with IPRA staff is difficult at times. I know this is because of reduced staff numbers and having to do more with less. Unhappy with Joint Purchase being stopped. It saved our district lots of money.
- Website is horrible.
- Disappointed in IPRA for the past 7-10 years. Lost key personnel (excluding past director), that really cared about the services they provided to members, only to be shown the door. As a member we have received less and less from IPRA from 10-12 years ago.. Enough with the award recognition as its still the good ol boy network and focus on returning services to members. (statement removed to protect individual privacy)
- Wish IPRA would strive to make employees be more active about helping their employees get their CPRP. That is a huge element in professional development and it is never brought up.
- VERY UNHAPPY with decision to drop the joint purchase program. We're a smaller district & combining our smaller quantities with other districts enabled us to get better pricing. also, the joint purchase program forced us to plan our needs for the upcoming year & get a large quantity of ordering done all at once...now each employee has to directly negotiate each item price with a multitude of vendors. Although the rep from us communities was very nice, it was made clear that the marketplace part of their website is a work in progress so many of their vendors are not available through it. MUCH more work for our staff & i fear MUCH higher prices for our agency...did I mention we are VERY UNHAPPY with the decision to drop the joint purchase program?
- Why did IPRA drop the Joint Purchase co op program? Probably should be addressed at IPRA conference.
- Disappointed that the Co-op program was cancelled I have searched the web/local vendors/cataloges and have not found anything close to value it provided.
- While I am a member of IPRA and am on a committee I don't find IPRA very helpful right now. I understand there was some trouble and things have had to change and time for that change was needed- but I think enough time has passed to expect some improvement. There is no consistency and slow follow up. The things that members need like the website, returned emails and phone calls have still not been addressed. If improvements have been made they haven't yet trickled down to the members.
- Bring back Joint Purchase. This saved our agency a lot of money. The new program will not suit our needs. This was a tremendous benefit that everyone I talk to is upset about. You might see membership decline due to this.
- Is there an eNewsletter? Not sure about that so my answers may reflect this. Once in a while, I get an email with a message from IAPD and IPRA leaders. The rest is not memorable.

- The association needs to help the colleges educate young professionals about the reality of working in the parks & recreation field. This is not a 9 to 5, Monday thru Friday career and so on.

ETC

- I would be interested to know how many other recreation professionals, like me, are working for homeowner associations. I'd like to learn how they may work with other agencies, if at all, to provide quality programs and services.
- Let's get this feedback to the IPRA Board and Executive Director and challenge them to rethink what the mission of IPRA should be in the service of the membership. It should never reflect what a handful of people want. Let the survey answer this for them.
- When speaking of Parks, it should be recognized as Parks Department or professionals. The word "Maintenance" implies being capable of one meanial thing...maintaining. We are SO much more!
- The Park's section needs to become viable again. It sounds like they are working towards that end, but more communication is VITAL to realizing that goal.
- I hope that this survey doesn't mean that you are considering raising membership dues.
- I feel like I know nothing about what is happening in our association. When we do get information it is just generic. The Executive Director acted very unprofessionally at PDS, which was very disappointing since this is such a fabulous school. Not because IPRA, but because of the board (of volunteers) who run it each year. I just think the association as a whole needs a huge overhaul. The only people who knows what they are doing is (statement removed to protect individual privacy) Something needs to be done quickly or this one great Association is going to die.
- This survey was nice, I hope you get some great feedback from it. (statement removed to protect individual privacy)