2010 Soaring to New Heights Conference Issue & A Look at the Ted Flickinger Era

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“The king is dead. Long live the king.”

That saying puzzled me when I first heard it way back when I was a big fan of the kind of knights and damsels in distress pictures that played on channel 43’s Saturday matinee. What a downnight callous and disrespectful thing to say. How does uttering that come to be accepted parlance in supposedly civil and chivalrous countries? You wonder about these things when you’re twelve.

Then you get older, and on some final exam you’re asked to fill up a blue book on the dangers and you can see how maybe the phrase was meant to ask you about Ted Flickinger: There’s no quit in him.

The king of Saturday matinee. What a kind of knights and damsels in distress pictures the kind of knights and damsels in distress pictures that played on channel 43 saturday matinee kind of nerd, the phrase has popped into my head because I’m still mostly that channel 43 Saturday and you can see how maybe the phrase was meant to asked to fill up a blue book on the dangers and supposedly civil and chivalrous countries? You wonder How does uttering that come to be accepted parlance in

The king is dead. Long live the king.”

“The king is dead. Long live the king.”

CEO and Peter Murphy, IAPD’s general counsel and wouldn’t call it ‘dynastic continuity,’ but we sure won’t capabele man to another caring and capable man. I presidency of the IAPD is passing from one caring and incoming president and CEO. As an insider, let me tell you a couple things. First, the “Get on Board” column and you’ll see some pictures and the annual IAPD Headquarters 211 East Monroe Street Springfield, IL 62701-1186 217.523.4554 www.IPRA.org Ted Flickinger, Po. D., CPRP CAE President and Chief Executive Officer.

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Recently, I was asked two questions about retirement. One was: “Have you been in the park and recreation field all of your life?” My response: “Not yet!” The second question: “Will it be difficult to leave?” My response: “I believe that if it’s not difficult to leave, then it wasn’t worth being there. Yes, it is difficult.”

I will cherish for the rest of my life the 50 wonderful years of practicing, teaching, experimenting and implementing management practices to improve parks, recreation and conservation, while, at the same time, enjoying the friendships of many fellow professionals and citizens, who are also dedicated and have a great passion for this field. How pleasing it has been to go to work knowing that we have a positive influence on people, creating wellness services and improving the quality of life while protecting our open spaces and natural resources. I can’t think of another profession as rewarding as parks, recreation and conservation. We have a noble cause.

It’s People as Well as Parks
There are many people who had a favorable impact on my career, but none more than my wife and children. I accepted my first director’s job when I was still a college senior.

“How much money will you get paid?” my wife asked.
“T’s crossed.”

I looked at her, dropped my mouth and then finally replied, “I forgot to ask!”

I will always remember her reaction to that. But I think back to the 1960s, when, as a director, I worked 60 to 70 hours a week and spent precious time away from family who, to this day, continue to be big supporters of this field. My wife often joined me for many night and weekend meetings.

I have worked hard for 20 years in the field and 30 years with this association; always willing to go the extra mile, but I had the staff that was right there with me to help realize all that we have achieved. The IAPD staff is second to none. They will continue to keep IAPD the best of the best in association management, advancing parks, recreation and conservation throughout Illinois. They are:

Cindy Deiters: Always keeps the staff laughing. She is the computer expert in this office and does the troubleshooting. She has very good marketing ideas.
Bobbie Jo Hill: “Mrs. Enthusiasm.” Takes on more tasks than anyone. She is great at public relations and knows how to resolve problems efficiently and effectively. Her loyalty is beyond reproach.
Alan Howard: A man of many talents. Although only employed as the finance director for a little more than a year, he has stepped up to meet all of the challenges while exceeding the goals.
Sherri Kile: The best personal secretary/administrative assistant I have ever employed.
Peter Murphy: The foremost authority on park law. The best of the best in lobbying. He can do it all.
Shannon Sartain: Legal secretary to Peter Murphy and the go-to person for legislative information. I’ll miss that smile in the morning.
Sue Triphahn: The conference director, meeting planner. She always has whatever she is doing well organized with all the “I’s” dotted and “T’s” crossed.
Rodd Whelpley: He is our grammar guru, an expert writer and a top-notch editor.

In addition, I have worked with 156 different IAPD board of trustee members and 30 different chairs, as well as 2,100 citizen board members, with 20 to 30 percent changing every two years. It has been nothing less than an honor.

Strategic Planning Leads to Accomplishments
A full discussion of IAPD’s progress over the last 30 years would take too much magazine space to cover adequately. But, in short, we successfully lobbied the General Assembly for the passage of 150 pieces of legislation (92 percent of our platform). We own our headquarters outright (paid the mortgage in three years), and we generate income by renting out extra office space in the building. We’ve developed hundreds of new educational programs, the awards gala and the online commissioner training course. We’ve completed 97 director searches. We have a great state conference and an award-winning magazine.

The seeds for all these achievements were sown in a series of strategic plans. Our current strategic plan, adopted in 2001, and updated or revised each year, addresses our members’ needs. Just some of the items identified are:

- New revenue streams.
- Online education.
- Using the IAPD Web site as an educational tool by offering materials in formats that are easy to download.
- E-mailed legislative alerts and job listings.
- New avenues of corporate partnership to benefit our members.
- Educational programs and workshops for park commissioners and executives on boardmanship, advocacy, financing, marketing and related public awareness issues.
- Customized programs for our member agencies, such as the Illinois Parks Association Risk Services (IPARKS), Illinois Park District Liquid Asset Fund Plus (IPDLAF+), energy and telephone cost savings services and new investigative work in health insurance.

Our profession and our agencies will play a more vital role in maintaining a healthy society.
Many of the goals have been met, while some are (and likely always will be) ongoing parts of consequent strategic plans.

For example, we will continue to build on our past legislative successes in partnership with our member agencies. Some legislators are finally beginning to recognize what we have said for a long time: Setting the Consumer Price Index as a baseline for property tax extension limitations for tax capped areas does not make it. We need a new standard that more closely matches the increase in the true cost that all park agencies and schools experience. Some skeptics just did not do the math. In one year the CPI went from 4.1 percent to .01 percent, yet we experienced a 10 to 20 percent increase in health insurance, liability insurance, pensions and other costs. IAPD, along with your help, will keep this message in front of legislators.

Providing Funding Sources for Our Member Agencies

For the past 30 years, we were able to find opportunities to bring new revenue sources to the association and to our member agencies. Because of IAPD's efforts, the Open Space Lands Acquisition and Development program has generated $350 million in state funding for parkland acquisition and improvement. (This is a matching grant, meaning $700 million worth of new and improved parks have appeared in Illinois because of OSLAD.) We worked with the former and current attorney general to become the beneficiary of anti-trust lawsuit settlements, such as the 1995 settlement with Reebok Shoes that gained us $250,000 for beyond-school programs and the 2002 Vitamin Anti-Trust Settlement Grant, which netted $870,000 for recreation access and youth programs. We have created the Arts Grant Program with the Illinois Arts Council.

To continue making our PowerPlay! beyond-school programming grants, we need the support of each member agency to promote the park district youth license plate, our funding source for that grant. The success of this initiative will benefit our agencies directly. We are challenging each member agency to see how many park district youth license plates it can sell by publicizing the plate in program books, having brochures in recreation centers, posting information on Web sites and including promotions in mailings to residents.

Looking to the Future

We are in a pivotal time in our history. As we find our nation in war and the economy weak, our profession and our agencies will play a more vital role in maintaining a healthy society – both physically and mentally.

Park, recreation and forest preserve district facilities and programs will have increased responsibility as outlets for relieving stress and maintaining core family values. As stress levels increase, the need for recreation also increases.

With more single-parent families and 70 to 80 percent of two-parent families working, our agencies' facilities and programs will be called upon to offer more beyond-school activities and day care opportunities.

Some school districts are eliminating physical education and arts education because of budget crises. What impact will this have? Can we meet the challenge? We must.

Park districts, recreation and conservation agencies must find creative ways to generate new revenue sources, forge new partnerships and coalitions, pursue grants and seek out sponsorships to address the additional facility and program needs of the community. We should promote more partnerships with corporations, local businesses, hospitals, day care programs and a multitude of nonprofits.

Working together, we must increase public awareness of the benefits of parks recreation and conservation. Our marketing and public relations staffs will need to focus on measures to get businesses and corporations to jointly sponsor ads and PSAs endorsing specific services.

We also must ensure that legislators and the governor are sensitive to the values of local, close-to-home recreation and that successful grant programs like OSLAD, the state capital fund, bikeway grants and others represent an important partnership between state and local governments in addressing community needs in Illinois. It is an investment in the future.

IAPD will get the word out to you in the most timely and relevant way possible. We will listen to you and reach out to you through blogs, Twitter, Facebook and LinkedIn. For IAPD, it's about what we can do to increase connections to our members at the lowest cost.

It has always been a practice at IAPD to listen to our members. We learned a long time ago that if you expect customer loyalty, you had better listen to customer suggestions to better serve them. Get involved in IAPD, or let us know what services you desire or like the best. It's your association. For 82 years you and those commissioners who preceded you made IAPD the best in the nation. Don't stop now!

Values

I would like to share certain values that have helped guide my career and life. I learned that these values belong to people who are willing to give, who are willing to serve, who are willing to make a contribution to a cause or purpose bigger than their own. A person without guiding principles and strong values is like a ship without power in a stormy sea, being tossed to-and-fro at the mercy of each oncoming wave.

Integrity. Without this quality you certainly will not succeed. Integrity is not just responding to people fairly, it is doing what is right when no one is watching.

Respect. You must earn respect. If you seek respect, you must also show respect for the dignity of others and their points-of-view.

Hard work. The road to success is not a highway; it is a "try"-way.

Loyalty and commitment. As you think, so you become. Demonstrate loyalty and passion for what you do.

Trust. It takes years to build trust, but only seconds to destroy it.

Motivation. Motivators are driven to achieve beyond expectations – their own and everyone else’s. Go the extra mile, even when you think you have done enough.

Don’t procrastinate. Prepare for a successful tomorrow by doing your best today, and don’t put off for tomorrow what you can do today.

Standards. Hold yourself to the same standards that you require of others.

Intellectual curiosity. Read and then read more about issues and trends. Continue your education. Never stop learning.

In addition to these values, I hope each of you will make a commitment to the environment, to the preservation of natural resources and wildlife and leave the world a better place for future generations. Recognize that we not only inherited the earth from our ancestors, we also borrow it from our children.

Reaching for Stars

One of my favorite songs is from the musical “Man of La Mancha.” The lyrics include the lines: “To dream the impossible dream...To reach the unreachable star...This is my quest, to follow that star.” That song has been a great inspiration and it continues to motivate me because I know that even as I turn to a new chapter in my life, I will always find a star to follow.

Challenges and opportunities for helping develop a better place for future generations surely lie ahead. Maybe I’ll coach a Little League team; or serve as a naturalist, walking children through the nature trails of Central Illinois or the Corkscrew Wildlife area in southern Florida. I know I’ll do director searches and occasionally board training. Maybe a new book on problem solving will develop.

As I said, I haven't been in the park and recreation field all my life – yet.

Thank you for making my career at IAPD so enjoyable.
Time to Reposition Parks and Recreation as an Essential Service – What’s Your Role?

Formidable challenges confront park and recreation leaders today. Current funding sources are less likely to provide for all agency needs. Park infrastructure is aging and more competition and accountability exist for increasingly scarce resources amidst the biggest recession since the Great Depression. In addition, serving the public has become more complex. Increased regulation and growing diversity drives increased demand for a greater variety of services, and there is an increased reliance on park and recreation agencies to be involved in pressing societal health, conservation and sustainability issues.

As a result, leaders in the profession are called on to demonstrate a compelling case for parks and recreation to the public as an “essential” community asset. As a current, future or past park and recreation professional, you are both uniquely qualified and responsible for the well-being of your community. Involvement in this dialogue is critical to both career and community development.

Quick, there is little time to waste! We have to hit the ground running as we enter the second decade of the 21st century. Please get out your number two pencil, a stopwatch, a protein bar and a handful of ball bearings, as I have a couple of quick questions for you. (The ball bearings are optional. If you have to ask what they are for, then you probably don’t need them.) The answers you provide may determine the current health and the future sustainability of your community, as well as your role in the movement to reposition public parks and recreation as an essential service.

**Question 1:** Are you fully equipped to demonstrate that parks and recreation is an essential asset in your community?

**Question 2:** Do you and others in your agency and the profession have the skills necessary to help solve society’s problems and advance your community through the services that you provide?

At IPRA, we are focused on providing professional development opportunities so that everybody can become involved in this important dialogue. We are proud to offer an increased quantity, quality and variety of opportunities in 2010 by partnering further with IAPD and our affiliate groups, as well as developing closer relationships with other associations to ensure that a full continuum of professional development opportunities are available to meet the needs of students, entry-, mid- and executive-level professionals.

**Utility Driven Educational Initiatives**

IPRA committees and staff members work hard to ensure that we are all able to walk away from the annual conference, workshops, seminars or meetings with information that we are able to use. We will continue to enhance these opportunities by increasing the number of those involved by using existing conference calling, Webinar, video streaming and Web 2.0 technologies to continue and extend the dialogue regardless of geographic location.

**Leading the Heart of the Community in Times of Change**

This yearlong discussion with facilitator Ian Hill is a six part live video feed series that provides a journey to rediscover the role you and your agency play in your community. This program is brought to you in partnership with the Florida Recreation and Park Association, IPRA and 10 other state associations. This series allows an agency to

Make the most of your IPRA membership in 2010 by considering involvement in several new initiatives that will allow you to become further engaged.
become involved in a national dialogue by participating in the six hour-long discussions, as well as a variety of exercises throughout the year. The sessions are archived and available on demand, so that all members of an agency can become involved. The journey began in November and will continue through to September.

“We signed up for the program just after the first session aired,” said Mark Badasch, executive director of the Collinsville Area Recreation District. “I was able to set up my laptop and LCD projector in the conference room and get the whole staff involved in the discussion watching the first archived session. It was an efficient, effective use of staff time. Ian was both motivational and real. He also provided some areas for us to focus discussion. We are looking forward to continuing this series for ongoing discussion this upcoming year.”

Professional Development Workgroups

IPRA has partnered with Richard Houston of Peopleassets to develop opportunities for individuals to contribute to their own professional growth, institutional growth for their agency and the ability to add to the body of knowledge of the profession by participating in one of two different workgroup formats that will begin in February 2010.

Leadership 2010

This innovative leadership development experience is based on the IPRA Professional Competency Model. Over the last year, we have conducted extensive research into the skills and attributes that differentiate high performing professionals from average performers. The goal will be for professionals involved in a yearlong workgroup to find out where they stand and map a path forward with deliberate focus toward their professional development goals using the competency model. Individual as well as group work will be involved, and one of the results will be a set of resources that are shared with the full membership. Individuals can participate in one of two groups:

- **Emerging Leaders**: Early and mid-career park and recreation professionals who seek to advance their career prospects and have a real impact in support of their agency.
- **Senior Leaders**: Professionals who occupy or plan to hold agency leadership roles that carry major responsibilities for organizational success.

Communities of Practice Workgroups

These workgroups are designed to identify and share best practices in a specified area of study throughout the year and develop resources to share with the membership in various formats, such as workshops, Webinars and white papers, for the growth of IPRA members statewide, as well as professionals throughout the country. Individuals can participate in one of two groups:

- **Repositioning**: How to influence decision-makers to support parks and recreation as an essential community service.
- **Succession Planning**: How to ensure Illinois agencies have competent, influential leaders to meet the challenges of the future.

Bearing Up Under the Challenge

The challenges are there for all recreation professionals to face. We will face them together with purpose and meaningful training and dialogue that lead toward the development of resources for all to share. This is a great opportunity for you to identify your role and make a lasting mark on the profession. It’s time to get running, so put down the scissors. Do you have your pencil, stopwatch and protein bar? What about the ball bearings?
Happy New Year

The year 2010 promises to be an exciting year, with primary elections being held on February 2 and general elections being held on November 2.

Things will also be exciting as the Illinois Association of Park Districts continues to push for legislation that will enable its members to conduct business and serve their constituents in more efficient ways.

On a personal note, as I transition from the position of IAPD general counsel to the association’s president and CEO, please know that I will continue to be actively involved in the management of the association’s advocacy program. Together we have had many successes. It seems like just yesterday that I walked the Capitol halls seeking support for the funding of open space acquisition, an unheard of concept at that time. Over time, and to date, OSLAD has provided more than $350 million in state support, much of it to IAPD’s membership, who have generally matched it, resulting in a more than $700 million investment in open spaces and recreational opportunities for the citizens of Illinois. We can all take pride in this and the many other accomplishments we have had. We have established a great track record for the passage of legislation and the development of relationships with members of the Illinois General Assembly. Without question those relationships will continue to flourish.

The election cycle is a good reminder to all of us of how fluid the legislative process is, and as the new year begins, I encourage all of you to recommit to become even more involved in the legislative process than you have been.

This issue’s column focuses on tips for you to share with your fellow board members and professional colleagues.

I look forward to working with each and every one of you in 2010.

As I transition from the position of IAPD general counsel to the association’s president and CEO, please know that I will continue to be actively involved in the management of the association’s advocacy program.

Happy New Year!

H asten. Do things now rather than later. Make certain legislators know an issue is coming up in their districts before it becomes public knowledge or a topic for open discussion. It is critical that you quickly respond to requests for contacting your legislators. Timing is essential, and IAPD’s Legislative Action Bulletins require immediate responses to be effective. Legislators consider literally hundreds of bills, so your contacts must be timed to precede a floor vote, but not so far in advance to be lost in the shuffle.

A ctivism. Political advocacy must be a continuous commitment by an organization’s membership. The legislative make-up of the General Assembly is fluid and always changing, so stay in touch and active with the politics of your community and region.

P erseverance. Most initiatives fall short of passage somewhere during the legislative process. In fact, only 10 to 15 percent of bills introduced ever reach the governor’s desk, and many that do pass represent housekeeping measures or appropriation bills. So if you want your initiative to pass, you must be persistent from start to finish during the legislative year. Your persistence must be shared by your fellow commissioners and professionals across the state, as well as by the bill’s sponsor.

P rocess. Understand that the General Assembly does not work in quite the same manner as described in your college or high school political science class. It’s much more complicated and fluid, and often success or failure depends on what is generally going on at the time. Understanding the steps for passing a bill will make you an educated advocate. Lawmakers will recognize this and give greater credence to your input.

Y ou’re It. A successful legislative relationship requires more than one person. It requires the involvement of both the board and staff acting as a team in promoting the agency throughout the community and in showing a united front to state lawmakers on issues impacting the field of parks and recreation. Building successful relationships means not relying on someone else to make the contacts.

The path to success is a long journey, so manage your expectations and celebrate each legislative victory as it occurs.
News Media. The media can make or break your legislative efforts. Use the news media (letters to the editor, guest editorials, news stories, paid ads, etc.) to help create public support for your position. Legislators monitor media reports on issues and most use a clip service, which brings to their attention stories in their local media market and statewide on specific issues. You can act as your own clip service and send positive news stories about your park district to state lawmakers, community leaders and the IAPD.

Enthusiasm. It’s important not to lose your enthusiasm for the legislative process. Many times a legislative initiative is not accepted when first introduced. Most success stories are coupled with failures that preceded them. Never lose faith or give up on a legislative idea because success may be just around the corner.

Winning is fun. Winning a legislative initiative that you support or killing a negative initiative is very rewarding, but it is important to be gracious during the process. Groups that you oppose might be allies during the next legislative fight. Do not burn bridges. This is one of the most basic tenets of legislative advocacy, and legislators whose proposals you have just killed have long memories.

Yesterday. Don’t put off until tomorrow what you should have done yesterday. Timely contacts are the key to success. Courteousness is a top priority for long lasting relationships. Like a favorite piece of crystal on moving day, relationships with legislators and elected officials should be protected. Appointments made should be kept and should never go over the pre-arranged allotted time. Remember, sturdy packing materials around the crystal keep it from getting chipped, so treat staff members of elected officials as courteously as you would the legislator.

Expectations. The path to success is a long and perilous journey, so manage your expectations and celebrate each legislative victory as it occurs. Securing a good sponsor, passing a bill out of committee, passing a bill on the floor of the General Assembly without adverse amendments and actions of the governor are all key stages in the passage of a bill. The greater number of small victories you can celebrate, the more likely it is that you and your agency will be able to celebrate the big one when it occurs.

At home. Hit lawmakers where they live, literally. Don’t wait until the legislative session begins to talk up your issue. Meet with legislators on their turf before they head to Springfield and have time for only cursory conversations and brief contacts. Set up a meeting to discuss your issue at the district office, or the local coffee shop, at their convenience.

Remember to ask. In all contacts with legislators, be sure to ask that they state their position. If it agrees with yours, ask what you can do to strengthen their support. If it differs from yours, ask what information is necessary to change that position. Be sure to request that you want to be contacted after the vote takes place regarding your legislator’s vote.

You are the key to our success. Let’s make this new year a banner year for advocacy. I wish you all a healthy and happy new year.

- PETER MURPHY

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This fully updated version of the Illinois Park District Law Handbook consolidates a vast body of law into a single user-friendly volume that explains the complex laws and codes that govern local park districts. Revised and expanded sections feature guidance on new qualifications for serving on park boards, changes to the Open Meetings Act, the Freedom of Information Act and more.

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“Ave atque vale” or “Hail and farewell” wrote the Roman poet Catullus in an elegy to his brother.

On January 31, the Illinois parks, recreation and conservation community will “officially” (but certainly not literally) say farewell to one of its giants, as Illinois Association of Park Districts President and CEO Dr. Ted Flickinger retires.

With his retirement, Dr. Flickinger puts a cap on a 50-year career in the field of parks and recreation, which started in 1959, when, at the age of 16, he became a lifeguard at his local park agency in Ohio. In his career, he has been a park agency director, a professor of parks and recreation at The Ohio State University and a state parks association president and CEO. He oversaw the Bexley, Ohio Parks and Recreation Department that won the National Recreation and Park Association Gold Medal in 1972.

He received his Bachelor of Science and Master of Science degrees in park and recreation management from Southern Illinois University, and his Ph.D. with a specialization in natural resources management from The Ohio State University. He is a Certified Park and Recreation Professional and Certified Association Executive.

He has served in various capacities for many professional organizations, including president of the National Recreation and Park Association, the Illinois Society of Association Executives and the American Park and Recreation Society. He has given keynote speeches at numerous state and national conferences on the subjects of boardmanship and legislative advocacy and has conducted conference sessions, workshops, seminars and keynote speeches in 27 states and at more than 20 national conferences. He is the author of *Are You On Board?* and *Get on Board*, two books on the subject of leadership for chief executive officers and policy-making boards.

His tenure as the Illinois Association of Park Districts’ chief executive began in 1980. Since that time, the association has grown from 140 member agencies to more than 415 agency and associate members. He has prudently managed the association’s $2.05 million budget, which has never shown a deficit the entire time he has been president and CEO.

There are these and so many other basic facts about Ted Flickinger. We could write an essay as long as this magazine and still not hit the essence of the man. That can only be distilled through the personal relationship that each one of us has built with him. For some, that relationship stretches longer than the 30 years of his presidency.

In our minds eye, if not on paper, all of us have some pictures Ted. We know some facts. We use them as touchstones from which we build and rebuild our recollections of our president, our workmate, our friend. In the next few pages we’ve reproduced some facts and images of Dr. Flickinger’s tenure at IAPD. So while we, like Catullus, are forced to say farewell, we offer these words and images to help you remember your personal connection to Ted Flickinger, to hail and honor him and his life’s work.
The 1980s

- Dr. Flickinger wrote *Lobbying for Parks & Recreation* with Peter Murphy.
- Revamped the IAPD awards program including the creation of the Allan A. Weissburg Commissioner of the Year Award.
- Raised funds to purchase a computer to plug into the Legislative Information Service offered by the State of Illinois.
- Established IAPD headquarters within 50 yards of the Illinois State Capitol. Mortgage is paid off in three years.
- Coordinated Illinois’ involvement in the national “Life Be In It.” public awareness campaign.
- Spearheaded efforts to seek funding from the Build Illinois program to support grants to units of local government under the Open Space Lands Acquisition Act or OSLA (renamed OSLAD in 1989.)
- Legislation passed for the Bicycle Path Grants program, which created a dedicated source of funding for bike paths.
- OSLAD and the Natural Areas Acquisition funds get a dedicated funding source - a portion of the real estate transfer tax.
- Legislation passed to create the Illinois Park District Liquid Asset Fund Plus, which provides comprehensive financial services exclusively for Illinois park districts.

The 1990s

- IAPD published *The Economic Benefits of Illinois Park District Leisure Services*.
- The Illinois Parks Association Risk Services (IPARKS) program is created as a governmental group self-insurance pool to provide park districts with an alternative to traditional property and casualty insurance coverage.
- IAPD created the Director Search Program.
- The first manual for park board leadership, *Are You on Board?* authored by Dr. Flickinger, is published.
- Governor Edgar designated the second Saturday of the Illinois State Fair Park District Conservation Day.
- IAPD published the *Park Commissioners Handbook*.
- Governor Edgar signed Public Act 89-49 creating the Conservation 2000 Fund to be used to establish a program to protect Illinois’ natural resources.
- Parks Day at the Capitol debuted in conjunction with the Legislative Conference.
- IAPD’s first web site went live.
- IAPD championed the cause of at-risk youth in partnership with Attorney General Jim Ryan, who designated $700,000 for at-risk-youth partnerships.
• IAPD partnered with the Illinois Arts Council to offer special funds for park district art programs, and the association promoted a statewide art contest with 3,000 Illinois children.

• Friends of Illinois Parks was established.

• IAPD lobbied for the Open Land Trust to fund local open space preservation projects. During Governor George Ryan’s administration, this program provided just under $64 million to preserve more than 8,700 acres of land.

• Mike Singletary became spokesperson for the Take Time for Fun! campaign.

• IAPD participated in a campaign for the Conservation Area Reinvestment Act, an effort that ultimately restored funding to the Land and Water Conservation Fund.

• Dr. Ted Flickinger became president of the National Recreation and Park Association.

2000-2009

• Dr. Flickinger was named to the Attorney General’s Select Committee on People with Disabilities.

• The Park District Youth License Plate hit the road. Proceeds have generated more than $100,000 for beyond-school programming.

• IAPD initiated a summer golf tour, with proceeds benefitting the Friends of Illinois Parks.

• IAPD received a grant through the state Attorney General’s office to establish PowerPlay!, a grant program to help Illinois park, recreation and conservation agencies establish beyond-school programs. More than $375,000 in grants have been distributed.

• IAPD celebrated its 75th anniversary in grand style, holding a gala fundraiser in Schaumburg in September 2003.

• The first annual Flying for Kids kite fly took place across the state in the spring of 2005. The event raises awareness for the youth license plate.

• The IAPD/IPRA annual conference re-branded itself as the IAPD/IPRA Soaring to New Heights Conference.

• IAPD funded and distributed a major University of Illinois study on citizen attitudes, perceptions and experiences with their local park districts.

• In 2006, IAPD led the successful charge to avoid a sweep of OSLAD funds. The effort not only turned back the sweep, it netted an $11.8 million increase in appropriations to the fund.

• In 2007, IAPD hosted the first annual Best of the Best Awards Gala to honor businesses, media, elected officials, agencies and citizen volunteers who make outstanding contributions to the field of parks, recreation and conservation in Illinois.

• IAPD marked 80 years of public service in 2008.

• IAPD developed the nation’s first-ever online park and recreation agency board training curriculum in 2009.
Some Career Highlights

- Grew association membership from 140 to 415.
- Two major books, hundreds of articles and presentations on boardmanship have earned him the designation “The Board Doctor.”
- Became the nation’s first Certified Association Executive from the park, recreation and conservation field.
- Awarded the Distinguished Alumni award from The Ohio State University, College of Food, Agricultural, and Environmental Sciences Alumni Society.
- Grew association budget of $173,000 in 1980 to a $2.05 million dollar budget in 2009, with overall cash reserves of $4.4 million.
- Served on the Governor’s Task Force on Tourism, the Governor’s Special Task Force on Greenway/Floodway Legislation and the Attorney General’s Task Force on Asbestos.
- Awarded the Illinois Park and Recreation Association’s Distinguished Service to Leisure Award.
- Awarded the National Recreation and Park Association’s Citizen-Board Member Branch Professional Excellence Award.
- Awarded the Illinois Society of Association Executives’ Distinguished Member Award.
- Awarded the Outstanding Service Award, National Society of Park Resources.
- Awarded Outstanding Recreation Alumni Award, Department of Health Education and Recreation, Southern Illinois University, Carbondale, Illinois.
- Elected Fellow, American Park and Recreation Society.
DON'T FORGET TO TAKE THIS ISSUE TO THE CONFERENCE!
FIND IT FAST

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2010 CONFERENCE PROGRAM
SOARING TO NEW HEIGHTS

FACILITY MEETING ROOMS

SECOND FLOOR

LOBBY LEVEL

Continental Ballroom

Foyer

Office

Office

Office

Porte Cochere

Pavilion Restaurant

Guest Check-In

Great Hall

Entrance Foyer

Kitty O’Shea’s

Gift Shop

Grand Tradition

Lakeside Green

International Ballroom

South

North

International Foyer

Grand Ballroom

Grand Foyer

Normandie Lounge

Boulevard Rooms

A

B

C

Lakeside Green Atrium
SOARING TO NEW HEIGHTS
EXHIBIT HALLS

EIGHTH FLOOR
Greetings!

As Governor of the State of Illinois, I am pleased to welcome everyone gathered for the 2010 “Soaring to New Heights” Conference hosted by the Illinois Park and Recreation Association and the Illinois Association of Park Districts (IPRA/IAPD).

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

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

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

Sincerely,

Pat Quinn
Governor
GREETINGS

As Mayor and on behalf of the City of Chicago, I extend warmest greetings to all delegates attending the Illinois Association of Park Districts (IAPD) and Illinois Park and Recreation Association (IPRA) Conference.

Since IAPD’s inception in 1928 and IPRA’s in 1944, these two nonprofit groups have worked faithfully on issues of conservation, stewardship and the development of Illinois’ natural resources. Through their many programs and efforts, the IAPD and IPRA enhance the natural beauty of Illinois and have greatly increased the state’s tourism base.

I commend IAPD and IPRA for their commitment to the preservation and enhancement of Illinois parks, zoos, museums, historical sites, botanical gardens, golf courses and other recreational locations.

While you are in Chicago, I hope you will take time to discover all that makes our city a great place to live and visit. I know you will like what you find. From our great architecture and beautiful Lake Michigan shoreline to our exciting nightlife, world-renowned cultural institutions and Millennium Park, Chicago offers something for everyone.

Best wishes for a successful and enjoyable conference.

Sincerely,

Mayor
Dear Friends,

This has, undoubtedly, been a tough year. Budgets cut, jobs lost or uncertain… It is for these reasons that participating in conference – on whatever level you’re able – is now more important than ever. Creating and strengthening professional relationships, intensifying your skills and staying current educationally and awakening the passion for your profession are all rationales for attending conference and are imperative in your current position or in any you may hold in the future.

Take your pick of an exciting variety of sessions and workshops that await you. The Program Committee has been hard at work all year creating an educational lineup that will address the issues on your mind and that you face every day.

Also, don’t forget to set aside time to visit the exhibit hall where over 300 exhibitors will share innovative ideas, new products, cutting-edge technology and hands-on demonstrations.

You provide significant and vital services to your communities. Conference is a time to acknowledge and celebrate that. We will celebrate the best of the best during the All-Conference Awards Luncheon – don’t miss it!

We are excited about several valuable components conference will feature this year:

- **All-New Agency Showcase**: This wonderful competition has been completely redesigned and will provide delegates as well as participating agencies with valuable, take-away information.
- **Conference Café**: Located in the Northeast Exhibit Hall, the Conference Café will be the central gathering point with areas set aside for catching up with old friends and getting to know new ones, Agency Showcase, Cyber Café, Silent Auction and student poster presentations.
- **NELB**: Read all about this important new initiative and how it can benefit your agency on page C16.
- **Greening Conference**: The IPRA Environmental Committee has offered invaluable assistance with our efforts to lessen conference’s carbon-footprint. There are changes you will notice and others that are behind the scenes. Read more about what steps are being taken on page C19.

This event would not be possible without the hard work and generosity of our dedicated conference chairs, Dana Seehafer of NISRA and Joe Stanfa of the Chicago Heights Park District. They have led a team of exceptional volunteers of the Program, Exhibit, Operations and Events Committees who have contributed many hours of their time to put together a program that will energize and educate you like no other. We appreciate and honor Dana and Joe and their team and thank them for their significant contributions to this event and to our profession.

Now is the time to make the very most of the numerous opportunities that await you at the 2010 IAPD/IPRA Soaring to New Heights Conference. We look forward to sharing these wonderful three days with you!

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<thead>
<tr>
<th>COLETTE KUBIESA</th>
<th>RON SALSKI</th>
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<tr>
<td>President</td>
<td>Executive Director</td>
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<td>Elmhurst Park District</td>
<td>Lake Bluff Park District</td>
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<td>IAPD Chairman of the Board</td>
<td>IPRA Chairman of the Board</td>
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211 East Monroe Street, Springfield, IL 62701
P: 217-523-4554; F: 217-523-4273; W: www.ILparks.org

**ILLINOIS PARK AND RECREATION ASSOCIATION**
1815 South Meyers Road, Suite 400, Oakbrook Terrace, IL 60181
P: 630-376-1911; F: 630-376-1919; W: www.ipraonline.com

**Designed by:**
**GOSS GRAPHIC DESIGN**
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P: 217-423-4739; www.gossgrfx.com
ILLINOIS ASSOCIATION OF PARK DISTRICTS

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

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ILLINOIS PARK AND RECREATION ASSOCIATION

1815 S. Meyers Rd., Suite 400, Oakbrook Terrace, IL 60181
Phone: 630-376-1911
Fax: 630-376-1919
www.ipraonline.com

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**ACCESSIBILITY**

**Parking:** Parking at the Hilton Chicago and the Palmer House are accessible for persons with disabilities.

**Restrooms:** Restrooms throughout the lobby and meeting room floors are accessible.

**Meeting Rooms:** All meeting rooms are accessible.

**Restaurants:** All restaurants are accessible.

**Sleeping Rooms:** The Hilton Chicago has accessible rooms with roll-in showers. Please request an accessible room when making your reservation.

**A.D.A. AND SERVICES FOR THE HEARING IMPAIRED**

In compliance with the Americans with Disabilities Act, the IAPD/IPRA Joint Conference Committee will make all reasonable efforts to accommodate persons with disabilities. Please call Dina Kartch at IPRA at 630-376-1911 x200 with any special needs. If you have special needs regarding hotel accommodations, please contact the Hilton Chicago at 877-865-5320 or the Palmer House at 877-865-5321. Hearing impaired individuals who require TTDs may call 800-526-0844 and the Illinois Relay Center will transmit the message to IAPD or IPRA.

**ADMISSION**

Admission to the Exhibit Hall, all conference sessions and workshops will be by badge only for the duration of the conference. Security guards will be stationed at the entrance to the Exhibit Hall and session chairs for all conference sessions and workshops will check for name badges.

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**ALL-CONFERENCE AWARDS LUNCHEON**

The “Full Package” delegate receives a ticket for this event. Sit back, enjoy and honor the leaders and volunteers of park districts, forest preserves, conservation, recreation and special recreation agencies.

See page C19 for an important change to the table reservation system.

**ALL-SECTION SOCIAL**

The 2nd Annual All-Section Social will be held on Friday, January 29 from 9:00 pm – Midnight in the Grand Ballroom. Be sure to stop by!

**ANNUAL MEETINGS FOR IAPD AND IPRA**

The Illinois Park and Recreation Association (IPRA) Annual Meeting will be held on Friday, January 29, 2010 at 5:00 pm in the Grand Ballroom. The Illinois Association of Park Districts (IAPD) Annual Meeting will be held on Saturday, January 30, 2010 at 3:30 pm in the Grand Ballroom.

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

---

**A SPIRITED COMPETITION SPOTLIGHTING BRIGHT IDEAS EXHIBITED BY PARK AND RECREATION AGENCIES HAS BEEN COMPLETELY RENAMED!**

The 2009 Agency Showcase competition will feature new and improved entry categories, a revised judging process, exciting exhibition opportunities and a special awards ceremony. We will be honoring the following new, and improved, entry categories: Broadcast Advertisement; Brochure Series; Electronic Communication; Environmental Marketing; Green Marketing; Integrated Photography; Logo Design; Marketing Campaign; Public Relations; Print Advertisement; Print Communication; Web Content. Don’t miss it!

Entries will be on display in the Conference Café (Northeast Exhibit Hall) on Friday, January 29 from 1:30 pm - 4:00 pm.
CONFEREE GENERAL INFORMATION

CONFERENCE CAFE – NORTHEAST EXHIBIT HALL
Don't miss the new Conference Cafe, located on the lower level in the Northeast Exhibit Hall. This will be the gathering spot for conference and will offer the following:

Agency Showcase
Friday, January 29 1:30 pm – 4:00 pm

Cyber Cafe
Cyber Cafe is back! You will be able to check your e-mail, complete conference evaluations, navigate park and recreation agency Web sites and learn more about your state associations’ sites.

Cyber Cafe Hours:
Thursday, January 28 1:00 pm – 6:00 pm
Friday, January 29 9:00 am – 5:00 pm
Saturday, January 30 9:00 am – 12:00 pm

SPECIAL THANKS TO SIKICH LLP
Proud sponsor of the Cyber Cafe

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

Student Poster Presentations
Saturday, January 30 9:30 am – 11:30 am

Conference Cafe Hours:
Thursday, January 28 9:00 am – 6:00 pm
Friday, January 29 8:00 am – 5:00 pm
Saturday, January 30 8:30 am – 3:30 pm

CONFERENCE HEADQUARTERS
Location: Mobley Room, Lower Level
Conference Headquarters is the general information center for all conference activities. Conference Headquarters is located adjacent to the Conference Cafe in the Northeast Exhibit Hall. All session chairs and hosts must check in here prior to their scheduled session or workshop. Resource persons will be available throughout the entire conference to answer your questions. Conference Headquarters phone number is 312-294-6785 or extension 6785 from any house phone.

Conference Headquarters Hours:
Thursday, January 28 7:30 am – 6:00 pm
Friday, January 29 7:30 am – 6:00 pm
Saturday, January 30 8:30 am – 4:00 pm

CONFERENCE SCHEDULE

THURSDAY, JANUARY 28
7:30 am – 6:00 pm Conference Registration Open
8:30 am – 12:00 pm Pre-Conference Workshops (0.3 CEUs)*
11:00 am – 2:00 pm Office Support Luncheon and Workshop*
1:00 pm – 4:30 pm Pre-Conference Workshops (0.3 CEUs)*
2:00 pm – 6:00 pm Grand Opening of the Exhibit Hall
5:30 pm – 6:30 pm Professional Connection – Students and Professionals
9:00 pm – 12:00 am Thursday Evening Social with The Hat Guys

FRIDAY, JANUARY 29
7:00 am – 7:45 am Les Mills Workout (Williford A)
See page C16 for details
7:00 am – 4:30 pm Conference Registration Open
9:00 am – 11:00 am Conference Workshops (0.2 CEUs)
9:00 am – 11:30 am Exhibit Hall Open
9:30 am – 10:45 am Conference Sessions (0.1 CEUs)
11:15 am – 12:00 pm Opening General Session with Chris Gardner
12:00 pm – 1:30 pm Student Luncheon
12:15 pm – 2:15 pm All-Conference Awards Luncheon*
1:30 pm – 4:00 pm Agency Showcase
1:30 pm – 5:00 pm Exhibit Hall Open
2:15 pm – 3:15 pm Desserts in the Exhibit Hall*
2:45 pm – 4:45 pm Conference Workshops (0.2 CEUs)
3:00 pm – 4:15 pm Conference Sessions (0.1 CEUs)
5:00 pm – 6:30 pm IPRA Annual Business Meeting

SATURDAY, JANUARY 30
7:00 am – 7:45 am Les Mills Workout (Williford A)
See page C16 for details
7:30 am – 11:30 am Conference Registration Open
8:30 am – 11:00 am Exhibit Hall Open
8:30 am – 10:00 am Breakfast in the Exhibit Hall*
10:15 am – 12:15 pm Conference Workshops (0.2 CEUs)
10:30 am – 11:45 am Conference Sessions (0.1 CEUs)
12:30 pm – 1:45 pm Conference Sessions (0.1 CEUs)
1:00 pm – 3:00 pm Conference Workshops (0.2 CEUs)
1:30 pm – 5:00 pm Conference Sessions (0.1 CEUs)
3:30 pm – 5:00 pm IAPD Annual Business Meeting
6:30 pm – 10:00 pm Saturday Evening Social with Jim Gossett*

*Ticketed Event

SPONSORED BY: SPORTS ENDEAVORS/VOLLEYBALL PROFESSIONALS AND I.D. EDGE
CONTINUING EDUCATION UNITS (CEUs)
All sessions offered at the 2010 conference will award CEUs. All conference sessions scheduled for an hour and fifteen minutes will award 0.1 CEUs; all conference workshops scheduled for two hours will award 0.2 CEUs; and all pre-conference workshops will award 0.3 CEUs. No additional CEU fees for Friday and Saturday sessions and workshops will be charged this year. However, you must request CEUs on your conference registration. CEU fees for pre-conference workshops will still be charged at $5 per workshop.

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

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

How do I know if a session will benefit me?
Each session in numbered. The numbering system indicates the host sponsoring the session. The following is the numbering system legend:

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<thead>
<tr>
<th>Session #</th>
<th>Section</th>
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<td>100-199</td>
<td>IAPD</td>
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<td>200-299</td>
<td>Parks and Natural Resources</td>
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<td>300-399</td>
<td>Administration and Finance/Technology</td>
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<td>400-499</td>
<td>Recreation</td>
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<td>500-599</td>
<td>Therapeutic Recreation</td>
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<td>600-699</td>
<td>Facility Management</td>
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<td>800-899</td>
<td>Student</td>
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<td>900-999</td>
<td>Communications and Marketing</td>
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<td>1000-1099</td>
<td>Ethnic Minority</td>
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EVENT LOCATIONS

- All-Conference Awards Luncheon: Second Floor, International Ballroom
- Conference Cafe: Lower Level, Northeast Exhibit Hall
- Conference Concierge: Lower Level, Foyer Room
- Conference Headquarters: Lower Level, Mobley Room
- Conference Registration: Main Level, 8th Street Entrance
- Exhibit Hall: Lower Level, Northwest, Southwest and Southeast Exhibit Halls
- Saturday Evening Social: Second Floor, International Ballroom
- Sessions and Workshops: Lobby Level, Second, Third, Fourth, Fifth and Eighth Floors (see page C4-C7 for floor plans)
- Thursday Evening Social: Second Floor, International Ballroom

EXHIBIT HALL INFORMATION

The 2010 IAPD/IPRA exhibit hall will open at 2:00 pm on Thursday, January 28, 2010.

Come visit more than 300 commercial manufacturers, distributors, designers and educational booths. The exhibits will showcase the newest equipment, supplies, ideas and services available to park, recreation, forest preserve, conservation and therapeutic agencies. Plan to spend several hours in the exhibit hall viewing the displays and visiting with exhibitors. All exhibits will be located on the lower level in the Northwest, Southwest and Southeast Exhibit Halls.

Cash prizes will be awarded to delegates at various times during the conference. Entry blanks will be in the registration packets you will pick up from Conference Registration. You must be present to win. Rules and regulations will apply.

Conference delegates will need to complete their entry blank and place in a drum located in the exhibit hall. This drum will be in different locations throughout the conference.

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

- Thursday, January 28: 5:00 pm
- Friday, January 29: 10:30 am and 3:00 pm
- Saturday, January 30: 9:00 am
GENERAL INFORMATION

EXHIBIT HALL HOURS

**Thursday, January 28:**
2:00 pm – 6:00 pm, Grand Opening

**Friday, January 29:**
9:00 am – 11:30 am and 1:30 pm – 5:00 pm
* Dessert served from 2:15 pm – 3:15 pm.
This is a ticketed event.

**Saturday, January 30:**
8:30 am – 11:00 am
* Breakfast available from 8:30 am – 10:00 am.
This is a ticketed event.

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

SPECIAL THANKS TO
W-T ENGINEERING, INC.
Proud sponsor of breakfast in the exhibit hall

MESSAGE BOARD

A message board will be located near Conference Headquarters. Individuals outside the hotel may call 312-294-6785 (or extension 6785 from any house phone) to have a message placed on the board.

MEET NO EMPLOYEE LEFT BEHIND (NELB)… Make Healthy Choices and Be A Winner at Conference!

In 2007, the IPRA Health and Fitness Task Force was created to identify key health and wellness issues affecting our profession. Upon investigating the best routes to accomplish this, they determined that the focus needed to start with the professionals in the field.

After almost two years of research and development the task force, now an IPRA committee, found it critical to help agencies to identify and achieve a high level of health and wellness for their employees and to recognize their achievements.

As a result, the No Employee Left Behind (NELB) Award was created. The award is comprised of six components, for which criteria have been developed: physical, intellectual, emotional, social, environmental and spiritual. Applying agencies will receive Standards and Compliance guidelines and the first award will be given at the 2010 IAPD/IPRA Soaring to New Heights Conference. Agencies in the running for this award are: Oak Lawn Park District, Northbrook Park District, Park Ridge Park District, Rockford Park District and Glenview Park District.

The NELB logo will appear next to health and wellness focused sessions offered at this year’s conference. Please attend these very important sessions! Questions regarding the NELB Award and the work of the Health and Wellness Committee can be directed to LoriKay Paden, Education and Community Services Coordinator at the University of Illinois, 217-265-5296 or lkpaden@illinois.edu.

Staying Healthy at Conference This Year?
Welcoming all conference attendees! All fitness levels and ages are encouraged to make a great start to your mornings exercising with Les Mills. This high-quality program has eight group fitness formulas available in over 13,000 fitness facilities in 75 countries throughout the world and serves six million people a week. This pre-choreographed group exercise system has produced much more than an innovative and effective form of exercise. It has systematized group exercise into a revenue-producing health club and fitness facility phenomena. Les Mills delivers results people want and changes the lives of fitness club members from Sydney to Chicago, from London to Los Angeles and from Warsaw to Washington. This global fitness sensation is now available in your backyard.

Experience an incredible workout and a taste of these programs on Friday and Saturday mornings from 7:00 am – 7:45 am!

Be sure to stop by the NELB table in the Conference Café (Northeast Exhibit Hall) to learn more!
GENERAL INFORMATION

PARKING
Delegates who are registered guests at the Hilton Chicago will receive a discounted parking rate of $21.50 per day for self parking; $27.50 per day for valet parking. No in/out privileges will be allowed. The parking rate for delegates who are registered guests at the Palmer House is $19 per day for self parking; $25.50 per day for valet parking.

Delegates not staying at the hotels can park in any of the downtown garages at regular rates. All delegates are encouraged to take public transportation.

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

- Visit www.metraonline.com to determine train schedules from your community to either Union Station or Ogilvie Transportation Center. The cost of a purchased one-way train fare is less than $8 on all Metra trains.

- After arriving in Chicago, you may take a taxi to the Hilton Chicago. Taxi fare from either train station is typically less than $10 – even less if you share a taxi with a colleague!

- CTA buses offer another low-cost alternative for getting to your final destination. The CTA #129 bus picks up passengers on Clinton Street at both train stations every ten minutes or so and will drop you off at the corner of Michigan Avenue and Balbo Street, right near the Hilton Chicago. Bus fare is $2. Visit www.rtpchicago.com for information on other convenient bus lines operating near the train stations and other points in the Loop.

Compare these costs with the price of gas to get you through rush-hour traffic and into the city along with the expense of parking.

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

REGISTRATION INFORMATION
Registration at Conference, 8th Street Entrance, Lobby Level
Conference Registration at the Hilton Chicago will be open during the following hours:

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
</tr>
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<tbody>
<tr>
<td>Thursday, January 28, 2010</td>
<td>7:30 am – 6:00 pm</td>
</tr>
<tr>
<td>Friday, January 29, 2010</td>
<td>7:00 am – 4:30 pm</td>
</tr>
<tr>
<td>Saturday, January 30, 2010</td>
<td>7:30 am – 11:30 am</td>
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You may register for pre-conference workshops (space permitting) and/or conference onsite at Conference Registration. You must complete a registration form before going to the onsite registration window. These forms will be available on tables located in front of Conference Registration.

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

STUDENT EVENTS

**Student Conference Orientation**
Thursday, January 28, 2010 from 3:30 pm – 4:45 pm
Boulevard C, Second Floor

**Professional Connection**
Thursday, January 28, 2010 from 5:30 pm – 6:30 pm
Continental A, Lobby Level

**Student Luncheon**
Friday, January 29, 2010 from 12:00 pm – 1:30 pm
Buckingham, Lobby Level

**Speed Mentoring**
Friday, January 29, 2010 from 3:00 pm – 4:15 pm
Waldorf, Third Floor

**Officers Meeting**
Saturday, January 30, 2010 from 12:00 pm – 1:30 pm
McCormick Boardroom, Fourth Floor
SPECIAL DIETS
Persons with special dietary needs may make special arrangements by contacting Dina Kartch at IPRA at either dina@ilipra.org or 630-376-1911 x200 no later than January 22, 2010.

SPOUSE/GUEST PROGRAM AND REGISTRATION
All spouses or guests must register in order to participate in the conference, visit the exhibit hall and attend special programs. Spouses or guests must have no affiliation with or be employed by a park and recreation agency. Registration will include a name badge for admission to the exhibit hall, Thursday Evening Social, Opening General Session, conference sessions and conference workshops scheduled on Friday and Saturday. Tickets for the All-Conference Awards Luncheon, Saturday breakfast in the exhibit hall and the Saturday Evening Social with Jim Gossett will be available for purchase.

Museums In the Park has generously donated passes to five of Chicago’s most popular museums. Passes to the Adler Planetarium and Astronomy Museum, The Art Institute of Chicago, The Field Museum, The Museum of Science and Industry and The John G. Shedd Aquarium will be available at Conference Registration for spouses and guests only on a first-come, first-served basis. A big thank you to Museums In the Park for providing an opportunity for our guests to enjoy these lakefront gems!
TABLE RESERVATION SYSTEM FOR THE ALL-CONFERENCE AWARDS LUNCHEON – NEW PROCESS THIS YEAR!

Delegates who opt to reserve a table for the Friday All-Conference Awards Luncheon, should have indicated so on the advance registration form in the pre-conference brochure or when registering online. The table reservation fee is $50 and is nonrefundable. The person who is designated the table contact/coordinator was sent an email with full detailed instructions on the table registration process, which has been managed entirely online this year. The table contact/coordinator has assigned registered delegates to their reserved table and received their table assignment. **There will be no onsite table reservations taken.**

**PLEASE NOTE:** All table assignments are final.

WHAT TO WEAR

Exhibit Hall Grand Opening: Casual business attire
Thursday Evening Social: Comfortable, casual clothes
Friday All-Conference Awards Luncheon: Business attire
Saturday Evening Social: Casual attire

AND... DON'T FORGET TO GO GREEN AT CONFERENCE AND EVERY DAY!

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

Be sure to visit the IPRA Environmental Committee table located in the Conference Café. They will be sharing some valuable resources and highlighting our current projects. As parks and recreation professionals it is our responsibility to set a green example and the committee has the tools necessary to help agencies be environmental leaders. They can't wait to meet you!

IAPD and IPRA are proud of their partnership with the Hilton Chicago. The Joint Conference Committee is committed to minimizing the environmental impact of the conference through increased education and awareness of environmental initiatives throughout the hotel. During your conference visit, keep in mind a few of the Hilton's environmental initiatives.

Please note our **GREEN EXHIBITORS** as you visit the exhibit hall. They are being acknowledged for taking the lead on sustainable business practices.

RECYCLING EFFORTS

**Paper/Cardboard:** All back-of-house areas have containers for recycling. In 2008, the Hilton Chicago recycled 176 tons of cardboard and paper.

**Styrofoam:** Styrofoam products are no longer used and all existing supplies have been depleted.

**Glass:** Restaurant outlets, room service, banquets/stewarding departments all recycle glass products. In 2008, the Hilton Chicago recycled 36 tons of glass.

**Miscellaneous:**
- Batteries, fluorescent bulbs and ballasts are all recycled through an outside vendor.
- Kitchen and mechanical equipment oils are recycled bimonthly by an outside vendor.
- All used hotel furniture is sold for resale. Linens are donated to homeless shelters, pet shelters and church groups.
- Residents for Effective Shelter Transitions (R.E.S.T.) collects half used toilet paper rolls, shampoo, conditioner and lotion bimonthly.

The Hilton Chicago is proud to announce that in-room recycling will be available to all conference delegates. In each guest room there will be a bag designed specifically for recyclable materials. Simply place your recyclables in the bag and the Hilton’s Green Team will take care of the rest!

**Please Recycle:**
- Rinsed plastic bottles and cans
- Cardboard (unsoiled)
- Newspaper
- Paper, all colors

**No Thank You:**
- Glass
- Tissues
- Soiled paper or cardboard
- Plastic tubs or cups

The IAPD/IPRA Joint Conference Committee and the Hilton Hotel family thank you for doing your part to help create a prosperous, sustainable city. See? It **IS** easy being green!

DON'T FORGET TO TAKE THIS ISSUE TO THE CONFERENCE!
THURSDAY AT-A-GLANCE

7:30 am – 6:00 pm
Conference Registration Open

8:30 am – 12:00 pm
Pre-Conference Workshops (Pre-registration is mandatory.)

11:00 am – 2:00 pm
Office Support Luncheon and Workshop (Pre-registration is mandatory.)

1:00 pm – 4:30 pm
Pre-Conference Workshops (Pre-registration is mandatory.)

2:00 pm – 6:00 pm
Exhibit Hall Grand Opening
Visit more than 300 exhibitors and educational booths displaying the newest products and services for the park, recreation, forest preserve and conservation industry.

3:30 pm – 4:45 pm
Student Conference Orientation

5:30 pm – 6:30 pm
Professional Connection (Pre-registration is mandatory.)
Don’t miss this wonderful networking opportunity for students and professionals.

9:00 pm – Midnight
Thursday Evening Social with The Hat Guys
Let your hair down and kick off conference with a fun evening of music, dancing and visiting with friends.
Sponsored by: Sports Endeavors/Volleyball Professionals and I.D. Edge

PRE-CONFERENCE WORKSHOPS
8:30 am – 12:00 pm
All pre-conference workshops award 0.3 CEUs.
Pre-registration is mandatory.

11 (IPRA)
Fund Raising or Interest Raising? Finding New Revenue Streams While Developing a Major Gift Culture in Your Agency
8:30 am - 12:00 pm
Location: Continental A, Lobby Level
Price: $75
Presenter(s): Bruce Berglund, President, Triangle2 Resource Development Group
Chair: Sheila Mulvey-Tatoris, IPRA
This workshop will investigate how you can find and cultivate hidden major gift prospects that are already involved in your programs. Together we will explore how to narrow your focus to a Top 20 prospect list and how to further engage them and grow their interest.
Learning Outcomes: Participants will: (1) understand how to focus their cultivation and interest raising efforts to a Top 20 list of major gift prospects; (2) gain a renewed interest in the value of individual major gift cultivation and how it can provide a new source of revenue and community engagement.

101 (IAPD)
Managing Your Customer Service Delivery
8:30 am - 12:00 pm
Location: Continental B, Lobby Level
Price: $75
Presenter(s): Eileen Soisson, President, The Meeting Institute
Chair: Mary Ann Chambers, Northbrook Park District
This workshop will define customer service in a mission-oriented statement as well as identify the needed culture for top quality service to thrive. The five key service delivery steps will be addressed so agencies can set recreational training standards to exceed the customers’ service expectations. Management methods such as orientation, training and evaluation do not happen enough within agencies.
Learning Outcomes: Participants will: (1) make the connection between customer service delivery and customer loyalty, thus increase revenues; statistics will be shared that support the importance of not only delivering service, but managing service; (2) be challenged to better serve their customers by acknowledging the benefits of measuring and managing customer service at every area of their facilities and agencies.
302 (AF)
Leadership and Coaching for Maximum Performance and Productivity
8:30 am - 12:00 pm
Location: Continental C, Lobby Level
Price: $65
Presenter(s): Steve Beck, President, Beck and Associates
Chair: Beverly Wolf, Lombard Park District
Leading and coaching your employees to reach their maximum performance and productivity levels are huge tasks that all managers face. In this highly interactive workshop, Steve Beck will give you effective coaching tips that will allow you to unlock the potential of each of your employees. You will come away knowing the important rules for leadership success and be able to develop and implement sound leadership and coaching plans for your department or agency.
Learning Outcomes: Participants will: (1) understand how teams can become more productive and efficient through the use of effective coaching techniques; (2) discuss the steps a manager must take in order to lead his or her team efficiently and effectively.

426 (REC)
Achieving the Impossible: Selling More Programs and Spending Less in Advertising and Marketing
8:30 am - 12:00 pm
Location: Waldorf, Third Floor
Price: $75
Presenter(s): Bill Guertin, CEO, The 800-Pound Gorilla
Chair: Kelly LaMore, Bourbonnais Township Park District
With all that's going on in today's economy, how to you get more people to respond to your programs using less money than you had last year? Come learn from Bill Guertin's 25-year background in creating successful media campaigns for hundreds of businesses and doing it on a small-market budget! From brochures and program guides to the very latest in social media, you'll learn how to squeeze the most from your marketing budget and maximize your program enrollments across the board. You'll be leaping tall buildings in a single bound! (With no budget, of course!)

501 (TR)
How to Have World Class Staff Training: Outstanding Methods and Activities
8:30 am - 12:00 pm
Location: Marquette, Third Floor
Price: $70
Presenter(s): Michael Brandwein, Speaker, Educator and Author
Chair: Jennifer Johnson, Tri County Special Recreation Association
Grab your staff’s attention with these ready-to-use activities and materials that ensure that they’re really learning useful skills and not just sitting there. Learn how to train staff to use the ten, no prop, no prep “purposeful play” games and activities that all day camp staff should know and can use right away to teach important life skills to campers.
Learning Outcomes: Participants will: (1) gain training methods that maximize actual and lasting learning of practical skills by increasing active participation and applying superbly effective teaching principles; (2) use provided materials to teach essential staff skills, increase staff professionalism and make staff “get” that this is a real job.

603 (FM)
Effective Security and Emergency Preparedness
8:30 am - 12:00 pm
Location: Williford B, Third Floor
Price: $75
Presenter(s): Paul Timm, President, RETA Security, Inc.
Chair: Karen Spandikow, Oakbrook Park District
This workshop will review park-specific security and emergency preparedness issues with the purpose of increasing awareness and improving response capabilities. The presentation will include “lessons learned” from past incidents, interactive photo-identification examples and an emergency table-top exercise. Don’t miss this important and timely topic.
1004 (EMS)
Serving Our Latino Residents
8:30 am - 12:00 pm
Location: Williford A, Third Floor
Price: $75
Presenter(s): Catherine Popwits, President, Diversity Training and Consulting, Inc.
Chair: Gail Ito, Chicago State University
Get your agency on track for serving the largest growing population in Illinois. Learn to serve community residents from Mexico and other Latin American countries.

Learning Outcomes: Participants will: (1) discover why some Latino residents may be hesitant to use park district services - what cultural values impact the way Latino residents view the park district; (2) discuss how to assess the needs of your Latino residents and design park district services to meet those needs; (3) practice strategies for building strong relationships with Latino patrons; (4) explore other ways to increase park district use by Latino residents.

PRE-CONFERENCE WORKSHOPS
1:00 pm – 4:30 pm
All pre-conference workshops award 0.3 CEUs. Pre-registration is mandatory.

12 (IPRA)
Supervisory Benchmark Checks for Successful Management of Interns
1:00 pm - 4:30 pm
Location: Continental A, Lobby Level
Price: $75
Presenter(s): Lee Ann Fisk, Recreation Supervisor, Homewood-Flossmoor Park District; Lyle Hicks, Chairman, Department of Recreation, Sport and Tourism, University of St. Francis; Donna McCauley, Professor of Recreation Management and Recreation Therapy, Moraine Valley Community College
Chair: Melissa Rimzdius, Homewood-Flossmoor Park District
Learn how to ensure a successful and professional internship experience for both the student intern and the internship supervisor. BONUS OFFER: Upon completion of this workshop and a review of your existing or new internship manual, each agency will receive one free six-month internship post on the IPRA Web site, a $200 value.

Learning Outcomes: Participants will: (1) identify supervisory skills for interns, which when applied, lead to outcome achievements; (2) understand how to create an internship manual or have the opportunity to compare their agency’s manual to best practices.

102 (IAPD)
Tackling Problems and Conflicts
1:00 pm - 4:30 pm
Location: Continental B, Lobby Level
Price: $75
Presenter(s): Eileen Soisson, President, The Meeting Institute
Chair: Bob Schmidt, Schaumburg Park District
Problems and conflict are inevitable within the workplace so it is better to be prepared with a game plan. The sooner we acknowledge that problems exist and will inevitably happen regardless of where work, the faster we can address the attitude with which we handle problems, conflict and change. Just like football players who rush out onto the field, we have to follow a plan to play both offensively and defensively.

Learning Outcomes: Participants will: (1) engage in a fun football-themed workshop and address problems and conflict resolution within the workplace, as well as the people, personalities and situations (“fumbles”) that cause them; (2) leave this workshop feeling more empowered to control the problems and conflicts in an effective, productive and upbeat manner.

301 (AF)
Brand You: Personal Branding for Success in Your Professional and Personal Lives
1:00 pm - 4:30 pm
Location: Continental C, Lobby Level
Price: $65
Presenter(s): Julius Rhodes, President, The MPR Group
Chair: Nancy Aldrich, Arlington Heights Park District
The world is comprised of many different types of individuals all vying for essentially the same thing: to live the best life possible on a personal and professional basis, while providing for and making things the best they can be for those they love and who depend on them. In this workshop, Julius Rhodes will use practical and experiential tools to help you establish and solidify your personal brand so you can obtain the successes you strive for in your personal and professional lives.

Learning Outcomes: Participants will: (1) understand the principles of brand establishment and how they can apply to an individual’s personal and professional lives; (2) learn how to develop your own individual strategic template of actions that is needed to establish and solidify your personal brand.
PRE-CONFERENCE WORKSHOPS
1:00 pm – 4:30 pm
All pre-conference workshops award 0.3 CEUs.
Pre-registration is mandatory.

415 (REC)
What’s Your IQ (Inclusion Quotient)?
1:00 pm - 4:30 pm
Location: Williford A, Third Floor
Price: $75
Presenter(s): John McGovern, J.D., President, Recreation Accessibility Consultants, LLC
Chair: Jodi Gosse, Homewood-Flossmoor Park District
A second wave of inclusion issues is happening as evidenced by the growing number of inclusion placements in the north, northwest and western suburbs of Chicago. At the same time, senior centers are experiencing the first requests for inclusion support. Are you ready to face the future of inclusion? Be proactive and be prepared!
Learning Outcomes: Participants will: (1) review the basics in the inclusion process and model and discuss innovative solutions to inclusion issues; (2) learn from court and administrative decisions about the application of the Americans with Disabilities Act that apply to public recreation for adults and youth.

427 (REC)
The 800-Pound Gorilla of Sales: How to Become the Most Dominant Player in Your Market
1:00 pm - 4:30 pm
Location: Waldorf, Third Floor
Price: $75
Presenter(s): Bill Guertin, CEO, The 800-Pound Gorilla
Chair: Kelly LaMore, Bourbonnais Township Park District
Parks and recreation has been too tame in selling their programs for too long! Based on his brand-new book, The 800-Pound Gorilla of Sales, author Bill Guertin shares what the best and most admired companies in the world such as McDonald’s, Procter & Gamble, Zappos, Walmart and eBay are doing to gain market share, retain top-of-mind awareness and stay on top of their game. You’ll learn the 12 Attributes of 800-Pound Gorillas and how your agency can leverage your current position to one of dominance in your marketplace. Just because you’re a park district doesn’t mean you can’t be the biggest player in the jungle! Just one “a-ha” moment in this workshop will be worth your entire trip to conference!
Learning Outcomes: Participants will: (1) identify the 12 attributes of “800-Pound Gorillas” in business and relate those attributes to actionable objectives in their own park districts; (2) see the connection between the steps dominant businesses take to achieve their status and the steps park districts can take to achieve that same status in their own communities; (3) see how a more dominant park district can benefit everyone in the communities they serve.

502 (TR)
The Superb Camp Director’s Master Toolbox: How to Lead Camp to the Best Session Ever
1:00 pm - 4:30 pm
Location: Marquette, Third Floor
Price: $70
Presenter(s): Michael Brandwein, Speaker, Educator and Author
Chair: Jennifer Johnson, Tri County Special Recreation Association
This dynamic workshop is packed with practical, immediately-useable skills and techniques to boost your camp’s success. Topics to be covered include: recruiting and retaining the superstar staff that bring campers back; secrets to successful interviewing; “set yourself apart from the competition” marketing and programming for camp so that it goes beyond fun and recreation and provides youth development parents crave; keeping and serving older campers with a real leadership in training program; creating an outstanding staff and camper culture; working with parents as positive partners and more!
Learning Outcomes: Participants will: (1) maximize staff quality with innovative methods in finding and selecting superstar staff and bringing out their best; (2) learn the secrets to make camp more than just fun - create a quality youth development program so that parents and campers crave your camp.

602 (FM)
Maximizing Your Personal Performance: Strategies to Action Without Climbing Mount Everest
1:00 pm - 4:30 pm
Location: Williford B, Third Floor
Price: $75
Presenter(s): Dr. Gran Goold, Department Chair, EMS Education, American River College
Chair: Laura Clark, Bartlett Park District
This dynamic and lively workshop will provide open discussion on the challenges to effective goal setting and, more importantly, achieving goals. Proven action strategies are presented that are realistic, flexible and attainable in an effort to maximize personal success.
Participants will leave with new tools designed to improve and increase personal accomplishments.
Learning Outcomes: Participants will: (1) identify and discuss common roadblocks to goal achievement and personal success; (2) commit and integrate a variety of action strategies during personal goal development and implementation.

915 (CM)
Real-ize Your Virtual Brand: New Age Marketing/PR for Park Districts
1:00 pm - 4:30 pm
Location: Williford C, Third Floor
Price: $70
Presenter(s): Barbara Rozgonyi, Founder, CoryWest Media, LLC
Chair: Jessica Alexenko, Lisle Park District
Learn how to capture attention, start a conversation and convert searchers into customers using the power of virtual public relations! With the dawn of the social media revolution, the standard press release evolved into a dynamic new format that lets you take control of the story, presentation and distribution. Discover how you can tap into the PR power of the Internet - today and tomorrow - create news releases that attract readers, robots and search engines and dramatically increase your online visibility overnight.
Learning Outcomes: Participants will: (1) learn how to bypass the press and easily track search engine rankings and readership for future success; (2) learn to masterfully convert simple press releases into multimedia Web sites.
Office Support Luncheon and Workshop: How to Stay Energized in a Changing World with Greg Risberg, MSW, CSP
PRE-REGISTRATION IS MANDATORY
11:00 am - 2:00 pm
Location: Grand Ballroom, Second Floor
Price: $89 (This fee includes lunch.)

11:00 am - 12:30 pm
Registration/Interactive Luncheon, Grand Ballroom
Enjoy lunch in the beautiful Grand Ballroom as the IPRA Environmental Committee facilitates an open forum about “green” products.

12:45 pm - 2:00 pm
How to Stay Energized in a Changing World with Greg Risberg, Grand Ballroom
Major changes in organizations and increasing work demands multiply stress. This “hilariously informative” program is filled with humor and useful ideas to teach attendees proven techniques to reduce stress and to relax under pressure. With warmth and humor, Greg Risberg, MSW, CSP offers heartwarming stories and helpful suggestions to help you achieve more balance in your life.

Greg is a funny motivational speaker with 25 years experience and who has addressed over 500,000 people in 48 states, as well as Canada, Great Britain and Australia with his “humor with a message” programs. Greg is the author of the recently published 52 Bright Ideas to Bring More Humor, Hugs, and Hope Into Your Life! He offers his audiences useful ways to improve communication, handle stress and increase humor in their lives. Greg has addressed a wide range of audiences, from educators to bankers, from health care providers to insurance personnel.

Greg is a member of the National Speakers Association which awarded him their highest earned designation of “Certified Speaking Professional” in July, 2001. He is one of only 500 speakers in the nation to receive this designation. Greg is also a member of the Illinois Chapter of NSA, a group which awarded him their Wordsmith Award for excellence in speaking.

Greg has a Bachelor of Arts degree in psychology from Roosevelt University and a Master’s Degree in Social Work from the Jane Addams School of Social Work in Chicago, Illinois.

2:00 pm
Tour the Exhibit Hall, Lower Level
Thursday, January 28
Hilton Chicago, International Ballroom
9:00 pm – Midnight
This is not a ticketed event... all are welcome!

The Hat Guys are a Chicago-based cover band that plays fun, popular and danceable music ranging from disco, rock, pop and club. They will engage you with a mix of solid musicianship, a top-notch show, energetic dancing and a signature look!

SPECIAL THANKS TO SPORTS ENDEAVORS/VOLLEYBALL PROFESSIONALS AND I.D. EDGE, Proud Sponsors of the Thursday Evening Social.

WWW.THEHATGUYS.COM
FRIDAY AT-A-GLANCE

7:00 am – 7:45 am
Les Mills Workout
(Williford A - See page C16 for details.)

7:00 am – 4:30 pm
Conference Registration Open

9:00 am – 11:00 am
Conference Workshops (0.2 CEUs)

9:00 am – 11:30 am
Exhibit Hall Open

9:30 am – 10:45 am
Conference Sessions (0.1 CEUs)

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

11:15 am – 12:00 pm
Opening General Session with Chris Gardner

12:00 pm – 1:30 pm
Student Luncheon

12:15 pm – 2:15 pm
All-Conference Awards Luncheon *
IAPD and IPRA will present top awards to elected officials, legislators and professionals. After the luncheon, take a trip to the Exhibit Hall to visit with exhibitors and to enjoy dessert. Don’t forget to stop by the Illinois Park and Recreation Foundation’s Silent Auction, located in the Northeast Exhibit Hall.

1:30 pm – 4:00 pm
Agency Showcase

1:30 pm – 5:00 pm
Exhibit Hall Open

2:15 pm – 3:15 pm
Desserts in the Exhibit Hall *

2:45 pm – 4:45 pm
Conference Workshops (0.2 CEUs)

3:00 pm – 4:15 pm
Conference Sessions (0.1 CEUs)

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

* Ticketed Event

FRIDAY MORNING
CONFERENCE WORKSHOPS
9:00 am – 11:00 am
All conference workshops award 0.2 CEUs. Pre-registration is not necessary.

15 (IPRA)
Internal Customer Service: It Starts on the Inside
9:00 am - 11:00 am
Location: Boulevard C, Second Floor
Presenter(s): Joe DeLuce, Director of Recreation, Champaign Park District; LoriKay Paden, Community Education and Service Coordinator, University of Illinois
Chair: LoriKay Paden, University of Illinois
To provide outstanding customer service and operations to your community you must first provide excellent service on the inside… internal customer service. Most agencies understand the importance of providing excellent services and products. However, most agencies struggle to create a culture where every employee understands the importance of internal customer service. In order to achieve levels of service that create loyalty among your participants you need to instill a high level of service, support and motivation from within the agency. Learn how to take your service standards to the next level by starting on the inside!
Learning Outcomes: Participants will: (1) learn why internal customer service is the foundation of providing overall customer service; (2) learn how to create a positive working environment through the diverse departments, divisions and job duties within the agency.

103 (IAPD)
Motivate Great Teams
9:00 am - 11:00 am
Location: Continental A, Lobby Level
Presenter(s): Eileen Soisson, President, The Meeting Institute
Chair: Linda Johnson, Crete Park District
This workshop will teach effective techniques and motivational strategies for supervisors, managers, superintendents, directors and board members - all looking to motivate their team! All of these players are the core to each agency and it is essential that they are satisfied with their environment. As members of the team, all of the players must motivate one another by helping each believe they can succeed. Once they recognize and understand that you want them to be successful, all will believe they can accomplish their goals and the goals of the agency.
Learning Outcomes: Participants will: (1) learn what motivating their teammates is all about and how it benefits them and their agency; (2) identify fun and creative methods for teamwork success while improving leadership skills and practices.
FRIDAY MORNING CONFERENCE WORKSHOPS
9:00 am – 11:00 am
All conference workshops award 0.2 CEUs.
Pre-registration is not necessary.

105 (IAPD)
I’m Their Leader… Which Way Did They Go?
9:00 am - 11:00 am
Location: Lake Erie, Eighth Floor
Presenter(s): Roy Ellis Moody, Owner, Roy Moody and Associates
Chair: Lori Noonan, Bloomingdale Park District
This fast-paced workshop is based on the belief that the application of encouragement skills is an essential ingredient of effective leadership. Leadership by encouragement is a proven way to produce motivated, energized and committed people. Participants will learn a set of principles and practices that will assist them in getting real results and higher levels of performance.
Learning Outcomes: Participants will: (1) be able to describe the characteristics of the encouraging leader; (2) identify the “Basic Four” principles of encouraging leadership.

118 (IAPD)
Board/Staff Relationships and Roles
9:00 am - 11:00 am
Location: Continental B, Lobby Level
Presenter(s): Nancy Sylvester, Professional Parliamentarian, Sylvester Enterprises, Inc.
Chair: Jeff Nehila, Round Lake Area Park District
Volunteer, board, staff - each group has different roles and responsibilities, yet few of us have a clear understanding of the distinction between them. This workshop will examine the different roles and responsibilities and help participants understand that the best way to become a better board member is to do board work better and to become a better staff is to do staff work better and the two are clearly different!
Learning Outcomes: Participants will: (1) have a clear understanding of the roles of the board, staff and volunteer; (2) understand the need and methods for the board, staff and volunteer to support each other.

216 (PARKS)
Secrets of Rubber Play Surface Installation
9:00 am - 11:00 am
Location: Private Dining Room 1, Third Floor
Presenter(s): David Adams, California Sales Manager, Sport Surface Specialties
Chair: John Howell, Elk Grove Park District
Best practices in the construction methods and design elements necessary for a successful poured in place, resilient rubber play surface installation will be discussed.
Learning Outcomes: Participants will: (1) be able to evaluate and identify playground surface construction best practices as well as analyze design elements relating to overall construction costs and ongoing maintenance of playground surfaces; (2) be able to compare the construction techniques presented with their own agency standards.

314 (AF)
Got Rec Trac Questions?
9:00 am - 11:00 am
Location: Williford A, Third Floor
Presenter(s): Giles Wiley, President, Vermont Systems
Chair: Dale Erdman, Bartlett Park District
The registration system used in an agency provides critical information about clients and programs. Learn how to use your systems more efficiently.
Learning Outcomes: Participants will: (1) interact with other users regarding the newly initiated PCI regulations on their system; (2) learn how other agencies use Rec Trac in marketing and programming.

428 (REC)
“The Franchise”: How the Best Teams are Built and How They Stay That Way
9:00 am - 11:00 am
Location: Lake Huron, Eighth Floor
Presenter(s): Bill Guertin, CEO, The 800-Pound Gorilla
Chair: Kelly LaMore, Bourbonnais Township Park District
The New York Yankees… Los Angeles Lakers… San Francisco 49ers… Detroit Red Wings… Chicago Bulls. Great teams are built much like great workplaces… one person at a time. When everyone understands their role in the “big picture”, great things can happen!
In this dynamic workshop, Bill Guertin will outline the key components of great teams and how you can create a “franchise” - a dynasty, a legendary team - at work. You’ll learn how honesty, accountability and unselfish play are critical to making a great work experience happen. You’ll leave with a much better understanding of where you’re strong, where you need to improve and a greater sense of teamwork in getting the job done. You will have more fun at work… when the team plays like a “franchise”!
FRIDAY MORNING CONFERENCE WORKSHOPS
9:00 am – 11:00 am
All conference workshops award 0.2 CEUs. Pre-registration is not necessary.

503 (TR)
Mapping and Building a Career in Recreation
9:00 am - 11:00 am
Location: Joliet, Third Floor
Presenter(s): John P. Casey, Executive Trainer, Shamrock Consultants
Chair: Michael McNicholas, Special Recreation Services

It is all fun and games after you graduate, but where do professionals find the vision for mapping their career? This workshop will seek to map out the opportunities that will help define professional direction in the world of recreation.

Learning Outcomes: Participants will: (1) learn to self-assess interests and aptitudes while directing focus in the workplace towards areas of long-term interest and short-term exposure; (2) learn to practice methods of discovery and networking beyond the meetings and responsibility coordination that is part of everyday work.

609 (FM)
Great Environments Inspire Great Activity
9:00 am - 11:00 am
Location: Lake Ontario, Eighth Floor
Presenter(s): Dr. William Awe, President and Thom Palmer, Executive Director, Huntley Park District; Mary Cook, Principal, Mary Cook & Associates; Dan Nicholas, Principal, Nicholas Design Group, Ltd.
Chair: Lori Neubauer, Itasca Park District

Walk through the design and detail of two newly constructed daily-fee golf clubs. Hear from club officials the specifics that drove revenue increases in golf, dining and banquet/event bookings.

Learning Outcomes: Participants will: (1) learn about the connection between successful facility design and facility revenue/community involvement; (2) be given specific examples of what to consider and what questions to ask when planning to revamp their facility or build a new one.

610 (FM)
I HATE MY JOB! Tools to Motivate, Not Castigate, Employees
9:00 am - 11:00 am
Location: Marquette, Third Floor
Presenter(s): Dr. Gran Goold, Department Chair, EMS Education, American River College
Chair: Laura Clark, Bartlett Park District

This exciting and realistic workshop will include a frank discussion on major causes of employee performance… or lack thereof! Small group exercises allow immediate implementation of new motivating strategies with a mix of employee types. Participants will build new skills to motivate those who make their lives most difficult.

Learning Outcomes: Participants will: (1) be given real-world scenarios and implement a variety of unique motivators aligned to different employee types; (2) identify and discuss the fundamental causes of employee motivation and sub-performance.

628 (FM)
Marketing and Selling Memberships to the Local Community
9:00 am - 11:00 am
Location: Lake Michigan, Eighth Floor
Presenter(s): Frank Guengerich, Executive Vice President, WTS International
Chair: Cody Kamp, Plainfield Park District

Learn how to develop a comprehensive marketing plan and how to prospect for members. Maximize referrals from current participants. Effectively close memberships without pressure tactics. Never bum leads again!

Learning Outcomes: Participants will: (1) develop a comprehensive membership marketing and sales plan to make sure all staff are properly trained to close memberships; (2) learn how to capture prospective members to maximize sales as maximizing revenue is essential in the current economy.

801 (STUDENT)
School, Assignments, INTERNSHIP!
9:00 am - 11:00 am
Location: Conference Room 4M, Fourth Floor
Presenter(s): Panel of Internship Supervisors and Student Interns
Chair: Amy Mepham, Chicago State University

Here is an opportunity to bring your questions and concerns to a panel of internship supervisors from agencies throughout Illinois. Make sure there are no surprises when you arrive the first day of your internship! Several college interns will speak about their recent experiences. This workshop is a must-attend for students.

Learning Outcomes: Participants will: (1) gain firsthand information about the expectations of agencies for interns; (2) understand the transition from school to the internship agencies.

FRIDAY MORNING CONFERENCE SESSIONS
9:30 am – 10:45 am
All conference sessions award 0.1 CEUs. Pre-registration is not necessary.

14 (IPRA)
Parks and Recreation Support for Service Members and Their Families
9:30 am - 10:45 am
Location: Conference Room 4K, Fourth Floor
Presenter(s): Rachel Bitner, Certified Therapeutic Recreation Specialist, Heather Nichols, School and Camp Coordinator and Carolyn Nagle, Executive Director, Fox Valley Special Recreation Association; Steve Neil, Aquatic Program Supervisor, Arlington Heights Park District
Chair: Carolyn Nagle, Fox Valley Special Recreation Association

This session will include a presentation of resources and idea generation for providing parks/recreation and SRA services to our military service members and their families. What is being offered, what can be done and how to get the word out to our service members will also be covered.

Learning Outcomes: Participants will: (1) learn ten ideas for types of services to provide to service members and their families; (2) learn names of community groups to help identify and reach out to service members; (3) gain an understanding of how paralympics can be involved with serving injured service members.
109 (IAPD)
Legal/Legislative Part I
9:30 am - 10:45 am
Location: Williford B, Third Floor
Presenter(s): Steve Adams, Attorney, Brook
Adams and Tarulis; Robert Bush, Attorney, Ancel, Glink, Diamond, Bush, DiCianni and
Krafthefer, PC.; Peter Murphy, General Counsel, Illinois Association of Park Districts
Chair: Peter Murphy, IAPD
A panel of legal experts will answer your questions and discuss recent Illinois court
cases and legislation that expose park districts, forest preserve, conservation and recreation
agencies to liability. If you have a legal issue you are seeking an answer to, this session is for
you. Learn what legal publication requirements you must comply with and more.
Learning Outcomes: Participants will: (1) become more familiar with the most current
court cases that impact how to operate their agencies; (2) be able to participate in an open
forum to address specific legal questions impacting agencies and boards.

111 (IAPD)
GASB S-54, Fund Balance Reporting and Governmental Fund Type Definitions
9:30 am - 10:45 am
Location: Private Dining Room 3, Third Floor
Presenter(s): Frederick G. Lantz, Partner in Charge of Government Services, Sikich, LLP;
Chair: Donna Wilson, Arlington Heights Park District
The Governmental Accounting Standards Board (GASB) released GASB Statement #54, “Fund
Balance Reporting and Governmental Fund Type Definitions” in March 2009 that will
require changes to fund balance reporting in governmental funds for state and local
governments. This statement will result in one of the most significant changes in financial
reporting since the implementation of GASB Statement #34, “The Financial Reporting
Entity.”
Learning Outcomes: Participants will: (1) gain a detailed understanding of the new definitions
of governmental funds and the new categories to report the components of fund balances; (2)
get hands-on experience implementing this pronouncement using an Illinois park district as a
case study.

121 (IAPD)
Rain Gardens: Bringing Sustainable Stormwater Methods into Public Spaces and Parks
9:30 am - 10:45 am
Location: Private Dining Room 2, Third Floor
Presenter(s): Dave Reitz, Director of Community Development, SEC Group, Inc.;
Steve Vinezeano, Assistant Village Manager, Village of Niles
Chair: Chris Gentes, Round Lake Area Park District
Issues such as water conservation are at the forefront now more than ever. By incorporating
sustainable stormwater techniques such as rain gardens into parks and open spaces, these
methods become accessible to the public and offer opportunities to learn, interact and
observe how the systems work and hopefully inspire individuals to take action themselves.
The Village of Niles, in partnership with Coca-Cola, undertook this effort with the purpose of
reducing runoff and pollutant loads traveling to local streams and rivers. This workshop will
cover the benefits of these alternative stormwater techniques and present project examples.
Learning Outcomes: Participants will: (1) gain exposure to ideas and opportunities for the
implementation of sustainable stormwater techniques in public spaces and parks; (2)
understand the design process for sustainable stormwater projects and how to develop a site-
specific design, including two case studies; (3) learn how to cultivate partnerships and how
to acquire funding to ensure a successful project; (4) understand the importance of and
learn techniques to increase education and community involvement in sustainable open
space projects.

125 (IAPD)
How to Maximize Your Agency’s Chance of Receiving an OSLAD Grant
9:30 am - 10:45 am
Location: Conference Room 4D, Fourth Floor
Presenter(s): Todd King, Superintendent of Parks and Planning, Schaumburg Park District;
Jim Rogers, Deputy Director of Parks and Recreation, Elmhurst Park District
Chair: Rita Fletcher, Bartlett Park District
Due to the limited availability of funding and an increased number of applicants, obtaining an
OSLAD grant continues to be an extremely competitive process. Join us to learn about the
OSLAD grant process and how to make your grant application stand out, be more
competitive and maximize your chances for success.
Learning Outcomes: Participants will: (1) learn about the key elements of the OSLAD grant
process, including public input, design development, the Illinois Recreational Facility
Inventory, cost estimation and grant preparation; (2) learn tips and techniques to make their OSLAD
grant application more competitive and stand out from the crowd.

201 (PARKS)
It’s Easy Being Green
9:30 am - 10:45 am
Location: Conference Room 4J, Fourth Floor
Presenter(s): Carl Gorra, Parks Central Operations Manager and Peggy Peikonen,
Project Manager, Naperville Park District
Chair: Sue Omanson, Naperville Park District
This session will include a discussion of “green” initiatives you can easily implement.
The focus will be on parks, fleet and administration departments.
Learning Outcomes: Participants will: (1) learn about ways to make an organization
environmentally-friendly that are easy, yet impactful; (2) learn from our experiences -
what we tried, what worked and what did not.

204 (PARKS)
To Turf or Not To Turf: That is the Question
9:30 am - 10:45 am
Location: Conference Room 4F, Fourth Floor
Presenter(s): Joe Brusseau, President and John Comerio, Principal for Grant Services, Brusseau
Design Group LLC
Chair: Angela Ferrentino, Elmhurst Park District
Does your agency have overused athletic fields with spotty, worn, ragged turf that leave users
dissatisfied and professionals and elected officials frustrated? Have you ever thought
about what it would be like to replace those fields with synthetic turf? Come see and hear
about real-life case studies and learn from the experiences of fellow professionals who have
managed the recent construction of multiple synthetic turf fields.
Learning Outcomes: Participants will: (1) leave the session armed with the questions to
come and hear about what it would be like to replace those fields with synthetic turf; (2)
learn the pitfalls to avoid and the steps to take to insure a successful synthetic turf project.
FRIDAY MORNING CONFERENCE SESSIONS
9:30 am – 10:45 am
All conference sessions award 0.1 CEUs.
Pre-registration is not necessary.

205 (PARKS)
Going,
Going,
Gone Green
9:30 am - 10:45 am
Location: Conference Room 4G, Fourth Floor
Presenter(s): Julie Greve, Recreation Coordinator, Park Ridge Park District; Henrietta Yardley, Manager of the Oak Park Conservatory, Park District of Oak Park
Chair: Diane Stanke, Park District of Oak Park
Discover what other agencies are doing to implement green policies and practices in their daily operations. You CAN go beyond just recycling - learn ideas your agency can implement to make real changes today! Speakers will share information on greening efforts they have collected from several agencies throughout the state. You are invited to share your agency’s environmentally friendly efforts too.
Learning Outcomes: Participants will: (1) learn about the environmentally friendly efforts of other park and recreation agencies which contribute to greener organizations and a healthier environment; (2) gather numerous greening ideas which can be implemented at their own agencies.

307 (AF)
How to Protect Your Agency From Financial Fraud
9:30 am - 10:45 am
Location: Williford C, Third Floor
Presenter(s): Aimee Briles, Vice President, Government Funds and Tom Ormseth, Head of Treasury Management, Wintrust Financial
Chair: Janis Jordan, Addison Park District
This session will offer an overview of the current trends in check, ACH and online fraud and how your agency may be at risk of becoming a victim of fraud. It will also provide suggestions for best practices, internal controls and bank services available to help you protect your agency.
Learning Outcomes: Participants will: (1) become familiar with current types of financial fraud and the statistics regarding the annual increases in fraud and financial losses; learn that the liability for losses is shifting toward account holders therefore it is essential for agencies to learn how to protect themselves; (2) learn ways to protect against financial losses.

311 (AF)
Social Networking, the First Amendment and Your Employees: What Agencies Need to Know
9:30 am - 10:45 am
Location: Continental C, Lobby Level
Presenter(s): Nancy Aldrich, Lobby Level Coordinator, Park District of Oak Park
Chair: Anna Olas, Crystal Lake Park District
Your employees use MySpace, Facebook and other social networking sites. The First Amendment gives them the right to post their comments freely, but what happens when their postings about coworkers or your agency are negative, threatening or discriminatory? Can you do anything? In this session you will learn what agencies can do when things posted on social networking sites spill over into the workplace and cause problems among your staff.
Learning Outcomes: Participants will: (1) learn how to draft an effective social networking usage policy that provides for employees’ First Amendment rights while still providing effective guidelines for posting comments that inspire trust, confidence and teamwork and do not negatively impact the reputation or integrity of your agency; (2) discuss steps agencies can take when employees’ postings on social networking sites lead to conflict between employees in the workplace.

320 (AF)
The Outlook is Good: Using Outlook to Stay Organized
9:30 am - 10:45 am
Location: Waldorf, Third Floor
Presenter(s): Steve Eckelberry, Technology Manager and Sharon Gedvilas, Superintendent of Finance and Personnel, WDSRA
Chair: Lori Palmer, Bartlett Park District
It’s easy to become better organized using the various features of Outlook 2003. Learn how to make better use of e-mail, tasks, calendars and contacts in Outlook 2003 and learn many time-saving tips as well.
Learning Outcomes: Participants will: (1) learn to use the various features of Outlook 2003 including e-mail, tasks, calendars and contacts; (2) learn to maximize the use of all of the features to become more organized.

407 (REC)
Mean Girls
9:30 am - 10:45 am
Location: Conference Room 4H, Fourth Floor
Presenter(s): Darby Beasley, Teen Program and Center Director and Sean Warren, Teen Recreation Supervisor, St. Charles Park District
Chair: Erika Strojinc, Buffalo Grove Park District
Queen Bees, cliques, gossip and backstabbing - why do some girls choose to humiliate each other instead of encourage each other? Even though much of the focus in this area is on teens, research shows that this behavior is starting as early as preschool. Join us in a discussion about what is going on in our programs and gain a little insight into why today’s young girls are acting the way they do. Along the way, you'll learn some games, activities and prevention strategies to target bullying among girls in your programs.
Learning Outcomes: Participants will: (1) learn techniques for preventing and handling situations involving teen-aged females and bullying; (2) have a better understanding of why bullying is a part of our teenage population.

409 (REC)
Making New Connections
9:30 am - 10:45 am
Location: Conference Room 4C, Fourth Floor
Presenter(s): Nan Buckardt, Director, Environmental Education and Public Affairs, Lake County Forest Preserve; Sophie Twichell, Executive Director, Friends of Ryerson Woods
Chair: Nan Buckardt, Lake County Forest Preserve
Explore how the “New Allies for Nature and Culture” project used the inter-relationship between the Earth and the well-being of people to build unusual collaborations. Areas of interest include youth programming and arts/creative practices and others.
Learning Outcomes: Participants will: (1) learn about the successes of the “New Allies for Nature and Culture” project; (2) learn about the impact of considering partnerships with agencies very different than your own.
FRIDAY MORNING CONFERENCE SESSIONS
9:30 am – 10:45 am
All conference sessions award 0.1 CEUs.
Pre-registration is not necessary.

413 (REC)
One World: Respecting Cultural Diversity in our Programs
9:30 am - 10:45 am
Location: Conference Room 4A, Fourth Floor
Presenter(s): Molly Babu, Kindergarten Teacher, Early Childhood Education Center
Chair: Alisa Kapusinski, Hoffman Estates Park District

Our world is a melting pot of ethnicities and cultural diversity. This session will provide you with a series of anti-biased activities to use when planning your early childhood or school age programs. These activities have been designed to make the extraordinary feel ordinary over the course of a child’s life while in your care.

Learning Outcomes: Participants will: (1) learn how to tap into all the resources around them; (2) learn not to use the “tourist approach” when acknowledging different cultures.

417 (REC)
Athletic Field Usage Roundtable
9:30 am - 10:45 am
Location: Conference Room 5F, Fifth Floor
Presenter(s): Mark Ftacek, Athletic Supervisor, Wauconda Park District; Dave Mohr, Athletic Supervisor, Lindenhurst Park District; Matthew Vanderkamp, Athletic Supervisor, Gurnee Park District
Chair: Mark Ftacek, Wauconda Park District

Scheduling your athletic fields can be a nightmare. At this fast-paced roundtable discussion, you bring the topics, ideas and solutions. Topics will be selected from audience suggestions.

Learning Outcomes: Participants will: (1) be able to join a conversation of athletic field usage from around the state; (2) be able to come away with other/new procedures and ideas on how to deal with and handle field usage problems.

420 (REC)
So You Want to be a Superintendent?
9:30 am - 10:45 am
Location: Boulevard B, Second Floor
Presenter(s): Panel of Experts
Chair: Steven Muenz, St. Charles Park District

Enjoy this unique multi-roundtable session that will provide you with career advancement skills and information. Current park district professionals will share their vital career information and necessary administrative skills to help you advance your career.

Learning Outcomes: Participants will: (1) learn the steps to advance their career, such as how to get a superintendent position, how to work with internal and external customers, hiring full-time staff and working with other department heads; (2) gain real-life insights and experiences from current superintendent staff.

431 (REC)
How to Plan a Successful Running Event
9:30 am - 10:45 am
Location: Private Dining Room 5, Third Floor
Presenter(s): David M. Pratt, Executive Director, Association of Running Event Directors
Chair: Sandra Pullara, Park District of Franklin Park

Plan a running event that will attract participants and promote your community. First-timers and veterans will learn successful strategies for managing race day logistics, marketing, ancillary events, finances and more.

Learning Outcomes: Participants will: (1) learn basic logistics of race management; (2) understand the economic realities of running events.

433 (REC)
Aquatics for Active Retired Adults and Seniors: A Growing Market
9:30 am - 10:45 am
Location: Conference Room 4B, Fourth Floor
Presenter(s): Melinda Kempfer, Business Development Coordinator, Water Technology, Inc.
Chair: Jackie Witt, Park District of Franklin Park

With the average life expectancy on the rise and a continuing increase in our nation's 65 and older population, active retired adults and seniors will become a growing dynamic as aquatic engineers, facility operators and owners design and program our aquatic facilities. Wellness and rehabilitative exercise trends in aquatics have evolved tremendously over the past two decades and interest and participation in aquatic wellness activities are more popular than ever.

Learning Outcomes: Participants will: (1) become educated on designing and programming solutions for our nation’s growing 65 and older population; (2) explore the benefits of aquatic exercise and immersion as well as the continued specialization of aquatic facilities from enriched programming to multi-purpose design to accommodate our nation’s aging and impaired populations.

509 (TR)
Visual Systems Made Easy
9:30 am - 10:45 am
Location: Conference Room 4L, Fourth Floor
Presenter(s): Breane Cory, Therapeutic Recreation Coordinator and Keith Feggsteam, PC Support Specialist, Rockford Park District
Chair: Breane Cory, Rockford Park District

No computer savvy? No time to figure “that program” out? Well, now is the time to do it! We all know that visuals and various pictures are crucial in programming for participants with disabilities. We use them as signs, communication tools, behavior management tactics, schedules, instructions and the list goes on. A little preparation will go a long way! Come learn how to do it quickly and easily.

Learning Outcomes: Participants will: (1) learn the basics of the Boardmaker computer program to best fit their needs; (2) learn the different capabilities of Boardmaker.

513 (TR)
101 Arts Activities for the Non-Artist
9:30 am - 10:45 am
Location: Private Dining Room 6, Third Floor
Presenter(s): Maggie Krohn, Recreation Coordinator, NEDSRA; Dana Stewart, Manager of Cultural Art and Social Programs, WDSRA
Chair: Maggie Krohn, NEDSRA

This session will give you many ideas for various art activities to use for your SRA or park district handouts will be given. After this session, even the “non-artist” will be able to facilitate successful and meaningful projects for children and adults. There will be numerous hands-on examples that you can try that will inspire your creativity.

Learning Outcomes: Participants will: (1) learn how to facilitate art activities and how to adapt those ideas to the populations with which they work; (2) experience several hands-on art activities such as painting, drawing, clay, collage and more.

533 (TR)
Making Patron Transportation a Safety Priority
9:30 am - 10:45 am
Location: Private Dining Room 7, Third Floor
Presenter(s): Jesse Kinsland, Risk Management Consultant, PDRMA
Chair: Tammy McMahon, SSSRA

Transporting patrons to and from programs is one of the most hazardous tasks that agency employees are asked to carry out. In a matter of seconds, an incident can occur causing harm to patrons, employees, property and your organization’s public image. Be part of this interactive program and discuss past incidents and accidents, fleet safety, staff training and resources and car seats.
FRIDAY MORNING CONFERENCE SESSIONS
9:30 am – 10:45 am
All conference sessions award 0.1 CEUs.
Pre-registration is not necessary.

625 (FM)
Clarification on the Collection of Consultants for a Building Project
9:30 am - 10:45 am
Location: Conference Room 4E, Fourth Floor
Presenter(s): Tom LaLonde, Principal, Williams Architects

Chair: Holly Gardels, St. Charles Park District
This session will provide an overview of the roles and responsibilities of the various consultants involved in designing and building a facility. The process for the design and construction of a facility will also be discussed in relation to how each consultant fits into the project.

Learning Outcomes: Participants will: (1) have a clear understanding of which consultants are needed for the design and construction of a facility as well as who is responsible for hiring them, which will enable them to budget and plan appropriately for these services; (2) leave with more in-depth knowledge of the roles and responsibilities of each consultant on a design and facility construction team as well as when each consultant should be hired during the process.

912 (CM)
Variable Data and Cross-Media Marketing Options
9:30 am - 10:45 am
Location: Conference Room 5H, Fifth Floor
Presenter(s): Rick Schiligen, President, CL Graphics

Chair: Jill Hastings, Wauconda Park District
This session will look at some of the new options in communicating with your residents for park district programming. Options that will be presented are: variable data marketing, e-mail marketing, text messaging and PURLs. Further discussion on how a fully integrated marketing plan offers you the best potential returns will also be included.

Learning Outcomes: Participants will: (1) learn of various marketing options available today; (2) see actual samples of various marketing pieces along with the reporting options available.

1003 (EMS)
Inequality Issues of Recreation Opportunities in Illinois Park Districts
9:30 am - 10:45 am
Location: Conference Room 5E, Fifth Floor
Presenter(s): Byung-Gook Kim, Instructor, Eastern Illinois University
Chair: Gail Ito, Chicago State University

This session will describe the inequalities of our current practices in programming related to recreation activities, experiences and benefits. Discussion will include how to address these issues more equitably.

Learning Outcomes: Participants will: (1) identify cultural differences between ethnic and racial groups related to recreation and leisure opportunities; (2) identify appropriate recreation and leisure activities that provide visitors of diverse backgrounds enjoyable recreation experiences; (3) identify social differences in delivering equal access and recreation opportunities.

614 (FM)
How Healthy Is Your Fitness Equipment?
9:30 am - 10:45 am
Location: Conference Room 5G, Fifth Floor
Presenter(s): Brian Banach, Head Technician for Chicagoland Area, Jim Holik, Sales Representative and Tony Sopo, Central Region Service Manager, Life Fitness

Chair: Greg Vitale, Addison Park District
This session will cover a variety of topics such as: what the average lifespan of fitness equipment should be; when it is a good time to trade in certain pieces; compare trading in and leasing versus keeping equipment for a long time and purchasing outright; proper maintenance practices; preventative maintenance; proper cleaning.

Learning Outcomes: Participants will: (1) learn about how to properly maintain their equipment and how long each piece is expected to last; (2) learn the differences between leasing and buying outright and how to receive top trade-in value.

618 (FM)
Pool Programming Poolooza
9:30 am - 10:45 am
Location: Private Dining Room 4, Third Floor
Presenter(s): Tim Jaskiewicz, Aquatic Facility Supervisor and Steve Neill, Aquatic Program Supervisor, Arlington Heights Park District
Chair: Steve Neill, Arlington Heights Park District

We all took ‘em as a kid. We all taught ‘em as a teen. Now we supervise ‘em. As the supervisor we have to meet and exceed the customer’s expectations, manage and train the staff and try and make some money. As a kid we had fun. As a teen we had fun. Now we are responsible for making it fun. Can it be fun as the supervisor? Sure it can! Join us for a conversation about aquatic programming.

Learning Outcomes: Participants will: (1) leave with proven concepts that can revitalize the traditional swim lesson and maximize revenue; (2) learn about aquatic programs such as water polo, water exercise, swim teams, youth triathlon and other aquatic special events.

604 (CM)
Social Media Sampler: Test Drive the Latest in Marketing and Networking!
9:30 am - 10:45 am
Location: Conference Room 5J, Fifth Floor
Presenter(s): Barbara Rozgonyi, Founder, CoryWest Media, LLC
Chair: Jessica Alexenko, Lisle Park District

Blurring the lines between networking, marketing, public relations and communications, social media nurtures relationships that grow your business community online. You’ll find out how social media marketing can polish your profile, enhance your professional image and present you as the industry leader you are. In this session you’ll go on a live test drive and learn how social media sites such as LinkedIn, Facebook, Twitter, Flickr, Blogs and YouTube can benefit you and your agency. You will take away a social media owner’s manual that includes an action guide, resource directory, profile checklist and tips to grow your network.

Learning Outcomes: Participants will: (1) take away a social media owner’s manual that includes an action guide, resource directory, profile checklist and tips to grow their network; (2) learn how to effectively and creatively utilize social media such as LinkedIn, Facebook, Twitter, Flickr, Blogs and YouTube.

Variable Data and Cross-Media Marketing Options
9:30 am - 10:45 am
Location: Conference Room 5H, Fifth Floor
Presenter(s): Rick Schiligen, President, CL Graphics

Chair: Jill Hastings, Wauconda Park District
This session will look at some of the new options in communicating with your residents for park district programming. Options that will be presented are: variable data marketing, e-mail marketing, text messaging and PURLs. Further discussion on how a fully integrated marketing plan offers you the best potential returns will also be included.

Learning Outcomes: Participants will: (1) learn of various marketing options available today; (2) see actual samples of various marketing pieces along with the reporting options available.

Inequality Issues of Recreation Opportunities in Illinois Park Districts
9:30 am - 10:45 am
Location: Conference Room 5E, Fifth Floor
Presenter(s): Byung-Gook Kim, Instructor, Eastern Illinois University
Chair: Gail Ito, Chicago State University

This session will describe the inequalities of our current practices in programming related to recreation activities, experiences and benefits. Discussion will include how to address these issues more equitably.

Learning Outcomes: Participants will: (1) identify cultural differences between ethnic and racial groups related to recreation and leisure opportunities; (2) identify appropriate recreation and leisure activities that provide visitors of diverse backgrounds enjoyable recreation experiences; (3) identify social differences in delivering equal access and recreation opportunities.
Christopher Gardner is the owner and CEO of Gardner Rich LLC with offices in New York, Chicago and San Francisco - but just 25 years ago, he was homeless, carrying all his possessions on his back and occasionally living in a bathroom at a train station. A true testament to perseverance, Gardner tells his story of overcoming obstacles, “breaking cycles” and hard-won success. He recounts his fears of failure, the exhaustion of his pursuit and his great appreciation for those who helped him. Gardner is a captivating motivational speaker whose storytelling grabs hold of his audience and his humor lights up the room.


Today, Gardner is involved with homelessness initiatives assisting families to stay intact and assisting homeless men and women who are employed but still cannot get by. In addition, Gardner is dedicated to improving the well-being of children through positive paternal involvement. He is a board member of the National Fatherhood Initiative and received the group’s Father of the Year Award in 2002. He also serves on the board of the International Rescue Committee, which works to provide access to safety, sanctuary and sustainable change for millions of people whose lives have been shattered by violence and oppression. Gardner is still very committed to Glide Memorial Church in San Francisco, where he and his son received assistance in the early 1980s. He has helped fund a project that creates low-income housing and opportunities for employment in the notoriously poor Tenderloin area of the city.

Chris Gardner’s aim, through his speaking engagements and media projects, is to help others achieve their full potential. His practical guidance and inspirational story have made him a frequent guest on CNN, CNBC and the Fox News Channel. He has been featured on the CBS Evening News, 20/20, Oprah, Today Show, The View, Entertainment Tonight, as well as in People, USA Today, Associated Press, New York Times, Fortune, Entrepreneur, Jet, Reader’s Digest, Trader Monthly, Chicago Tribune, San Francisco Chronicle, the New York Post and the Milwaukee Journal Sentinel, amongst others.
122 (IAPD)
Community Building Through a Referendum
2:45 pm - 4:45 pm
Location: Conference Room 4K, Fourth Floor
Presenter(s): Rod Aiken, Retired Executive Director, Glencoe Park District; David Phillips, Senior Vice President, Speer Financial; Timothy Stratton, Senior Counsel, Ice Miller LLP; Brian Sullivan, Executive Director, Lemont Park District
Chair: Jerri-Lynn Kleina, Alsip Park District
Thinking new capital and/or operational revenues are needed to expand properties or facilities and then maintain them? Wondering what the community expects of the agency and how much they want to pay for what they want? This workshop will provide practical and strategic ideas on conducting a community conversation and the legal issues of conducting a referendum.
Learning Outcomes: Participants will: (1) acquire a working knowledge and explore the legal, practical and strategic issues involved with putting together a successful referendum; (2) learn best practices from a panel of experts on how to engage your community in determining the scope and content of a referendum, get community backing and be successful with your referendum.

202 (PARKS)
Building Better Recreation Spaces Using Natural Resources
2:45 pm - 4:45 pm
Location: Astoria, Third Floor
Presenter(s): Carl Peterson, Senior Vice President, Environmental Consultants; Tod Stanton, Landscape Architect, Design Perspectives, Inc.
Chair: Rob Sperl, Wheaton Park District
Many parks are still designed using traditional landscape design approaches. This workshop will illustrate the benefits of understanding and using natural resources in the design, construction and park maintenance of recreation spaces.
Learning Outcomes: Participants will: (1) learn how using natural resources in designs and maintenance can improve recreation spaces; (2) learn how natural resources can be incorporated into park designs.

220 (PARKS)
Alternative Fuels 101
2:45 pm - 4:45 pm
Location: Lake Ontario, Eighth Floor
Presenter(s): John Walton, Senior Vice President, Advance Fuel Systems, Corp.
Chair: Michael Rea, Skokie Park District
What are alternative fuels, why do we need them and what are their applications? Clean the air and save money! There are incentives as well as grants to get fuel stations and vehicle conversion.
Learning Outcomes: Participants will: (1) understand the need for alternative fuels, the basic laws concerning alternative fuels and applications they can use; (2) learn the economics as well as the environmental aspects and the future of our dependence on foreign oil.

315 (AF)
The Glass Ceiling: The Next Generation
2:45 pm - 4:45 pm
Location: Private Dining Room 2, Third Floor
Presenter(s): Panel of Experts
Chair: Laura Barron, Oakbrook Terrace Park District
The good news is women continue to rise to directorships in many park and recreation agencies. But, has their rise to the top been easier than for the women who came before them? What challenges have these female directors faced in their rise to the top? Are there fewer barriers to being a female park and recreation executive today? Join our panel for a lively, interactive discussion on the diverse career paths they took and learn their tips for achieving professional and personal success and balance.
Learning Outcomes: Participants will: (1) explore the varied career paths that successful females have taken to advance in the field of parks and recreation; (2) discuss some of the barriers that female park and recreation professionals face in their careers, including achieving life balance, competition for directorships with professionals from the private sector and much more.

316 (AF)
Ask Me Why: Managing, Programming and Providing Services Takes More Than KNOW-HOW: Learn How to KNOW!
2:45 pm - 4:45 pm
Location: Lake Huron, Eighth Floor
Presenter(s): LoriKay Paden, Community Education and Service Coordinator and Dr. Laura Payne, Associate Professor, University of Illinois
Chair: Cindy Capek, Dekalb Park District
It is our job to offer high quality programs, services, facilities and staff! Often as directors, managers and supervisors we do what “we know.” The only way to really identify the best for your agency is through developing valid focus groups, community assessments and/or advisory groups. Are you really providing what your community wants/needs in the most efficient manner? Learn how to create and use tools and outsourcing these valuable services and more!
Learning Outcomes: Participants will: (1) learn when, why and how to successfully obtain valid information through the development and facilitation of focus groups and advisory groups; (2) learn why, when and how to properly create, collect and analyze community surveys and report their findings.

401 (REC)
Wii Issues and Applications in a Public Recreation Setting
2:45 pm - 4:45 pm
Location: Private Dining Room 1, Third Floor
Presenter(s): Mike Lukkarinen and Paul Schlag, Assistant Professors, Western Illinois University
Chair: Dan Yoder, Western Illinois University
This workshop will include a demonstration discussion on issues associated with Wii games. Speakers will address how to incorporate technology into your recreational programs and have them be successful.
Learning Outcomes: Participants will: (1) learn how to incorporate new technologies such as the Wii into their programs; (2) discuss the issues associated with using the Wii in their recreation programs.
FRIDAY AFTERNOON CONFERENCE WORKSHOPS
2:45 pm – 4:45 pm
All conference workshops award 0.2 CEUs.
Pre-registration is not necessary.

418 (REC)
Easing the Teasing at Camp
2:45 pm - 4:45 pm
Location: Williford A, Third Floor
Presenter(s): Judy Freedman, Licensed Clinical Social Worker and Author
Chair: Melissa Lewis, Buffalo Grove Park District
Camperers should be having fun with each other rather than making fun of each other. Counselors can be extremely instrumental in raising campers’ awareness about teasing and reducing these hurtful behaviors. This workshop will empower participants with tools, tips and practical advice to handle teasing. Easing the Teasing will enhance kids’ fun at camp as well as their self esteem.
Learning Outcomes: Participants will: (1) learn the differences between teasing and bullying; (2) discover when, where and why kids tease at camp, the reactions and effects of teasing and strategies campers can implement when teased; (3) learn interventions in teasing situations and the importance of activating bystanding campers to stand up and speak out.

504 (TR)
Interviewing Basics So You Get the Job!
2:45 pm - 4:45 pm
Location: Boulevard A, Second Floor
Presenter(s): Sandy Chevalier, Superintendent of Recreation, Tinley Park District; Donna McCauley, Professor of Recreation Management and Recreation Therapy, Moraine Valley Community College; Colleen O’Connell, Superintendent of Recreation and Kelly Rajzer, Director of Parks and Recreation, Village of Romeoville
Chair: Anne Cosentino, SEASPAR
This workshop will cover the basics of interviewing. Preparatory steps will be covered so you feel confident going into any interview for any job and walk out among the finalists. How to handle hard questions and present your best self during the interview will also be covered.
Learning Outcomes: Participants will: (1) understand the important steps to take to be prepared for any interview; (2) know how to conduct themselves in the interview in order to get the job.

530 (TR)
All the Programs You Wish You Could Run
2:45 pm - 4:45 pm
Location: Boulevard C, Second Floor
Presenter(s): Karla Krones, Manager of Inclusion, NSSRA; Todd Mallo, Superintendent, Oak Lawn Special Recreation; Michael McNicholas, Director, Special Recreation Services
Chair: Kathy Ochoromowicz, Tri County Special Recreation Association
Cooperative events have become a staple in parks and recreation and drawn resources and attention to services provided. We will seek to take the “next step” in exploring new recreation opportunities and cooperative ideas that will help develop programs without borders.
Learning Outcomes: Participants will: (1) generate calendar events and opportunities that are unique and at times difficult to garner interest in when initially offered; (2) bring ideas and network with other professionals to develop cooperative programs and explore new partnership concepts.

611 (FM)
Community Centers: Building New vs. Renovations
2:45 pm - 4:45 pm
Location: Lake Erie, Eighth Floor
Presenter(s): Tom LaLonde, Principal, Williams Architects; Thomas Tristan, President, Williams Construction Management
Chair: Holly Gardels, St. Charles Park District
This workshop will cover the positives and negatives in determining whether a community center can be renovated to accommodate the growing needs of park district residents or if building a new community center is necessary to accomplish the community’s goals. Funding issues, site requirements, phased construction and gathering community input will also be discussed.
Learning Outcomes: Participants will: (1) leave the presentation with a clearer understanding of what the renovation of a community center entails as well as have a better grasp of the process involved in deciding to construct a new community center; (2) be better equipped to work with their boards and residents to determine whether they can renovate their existing community center to meet residents’ needs or if it is time for a new community center.

622 (FM)
Dealing With a Park Development Plan in Relation to Your Municipality
2:45 pm - 4:45 pm
Location: Joliet, Third Floor
Presenter(s): Derke Price, Attorney, Ancel Glink Diamond Bush DiGianni & Krafthefer
Chair: Scott McClaskey, Round Lake Area Park District
This workshop is a must for those who want to learn the tips and tricks for getting your next park development through the municipal land use process. Understanding the municipal requirements will keep your project on track and on schedule.
Learning Outcomes: Participants will: (1) learn the municipal process of how to submit your park development process to keep on track and on time; (2) identify the necessary steps, committees and requirements needed to complete your park development project.

1005 (EMS)
The Ups and Downs of Programming for a Diverse Community
2:45 pm - 4:45 pm
Location: Conference Room 4M, Fourth Floor
Presenter(s): Lula Hermosillo, Outreach Coordinator and Erin Lynch, Superintendent, Southwest Special Recreation Association; Tom Suhs, Director, Summit Park District
Chair: Lori Chesna, Southwest Special Recreation Association
The presenters of this workshop realized, after attending a session at conference, that their programs did not meet the needs of residents from diverse backgrounds. This workshop will describe the trials and tribulations... what had to be done... “thinking outside the box” to enter a community of which they knew nothing. They experienced many hurdles including getting staff and the board to buy in to the process, hiring the right people, deciding whether to print in two languages, changing programming and, ultimately, accepting that they couldn’t make a culture fit into what they did; they had to fit into their culture.
Learning Outcomes: Participants will: (1) identify how to think outside the box when programming for a diverse community; (2) identify the process to gain support from your staff and board; (3) learn tips on how to learn about the culture, how to get the word out and how to break through the language and culture barriers.
FRIDAY, JANUARY 29, 2010

FRIDAY AFTERNOON CONFERENCE SESSIONS
3:00 pm – 4:15 pm
All conference sessions award 0.1 CEUs.
Pre-registration is not necessary.

13 (IPRA)
It’s Your Turn to be a Star! Get Recognized with the IPRA/IAPD Award Programs
3:00 pm - 4:15 pm
Location: Conference Room 4B, Fourth Floor
Presenter(s): Panel of Experts
Chair: Rick Missing, Buffalo Grove Park District
Now is the time for you and your agency to shine! Every year deserving individuals, parks, facilities, programs and special events are recognized throughout the state at the annual conference. Find out how easy it is to nominate these outstanding individuals and programs. The IPRA Awards Committee will provide important information for individuals, program and facility awards and a representative from IAPD will discuss nominating procedures for commissioners. Learn how easy it is to prepare nominations and be a “star”.
Learning Outcomes: Participants will: (1) learn the importance of recognition and how this exposure can enhance their relationship with partners and sponsors; (2) understand how to prepare and submit nominations for all award programs.

110 (IAPD)
Legal/Legislative Part II
3:00 pm - 4:15 pm
Location: Williford B, Third Floor
Presenter(s): Charlene Holtz, Esq., Partner and Kathleen Elliott, Esq., Partner, Tressler, LLP; Peter Murphy, General Counsel, Illinois Association of Park Districts
Chair: Peter Murphy, IAPD
This session will feature background on recent hot topics including new amendments to the Open Meetings Act, the Freedom of Information Act, AED requirements and criminal background checks. In addition, the most recent legislative initiatives that affect your agency’s operations will be discussed.
Learning Outcomes: Participants will: (1) have an opportunity to discuss the practical impact of the law on how your board/staff governs the agency’s operation; (2) become familiar with the latest changes in statutory authority that affect the operations and governance of an agency.

115 (IAPD)
17 Ways to Keep Your Commissioners From Getting a Call From the State’s Attorney
3:00 pm - 4:15 pm
Location: Conference Room 4D, Fourth Floor
Presenter(s): Robert Bush and Scott Purna, Attorneys, Ancel Glink Diamond Bush DiCianni & Krafthefer
Chair: Mike Vogt, Bloomingdale Park District
This session is must for those commissioners and administrators who want to avoid getting a call from the state’s attorney’s office regarding a complaint or violation. The top 17 issues will be discussed.
Learning Outcomes: Participants will: (1) learn to avoid mistakes under the Open Meetings Act, Freedom of Information Act, Closed Session issues; (2) learn the tips and tricks for staying on track and within the legal requirements of the state statutes.

129 (IAPD)
Agency Accreditation: A Blueprint for Excellence
3:00 pm - 4:15 pm
Location: Private Dining Room 5, Third Floor
Presenter(s): Steve Eckelberry, Commissioner, Bartlett Park District; John Hecker, Executive Director, Des Plaines Park District
Chair: Bob Schmidt, Schaumburg Park District
Learn how your park and recreation agency can join an elite group and become an Illinois Accredited Agency. This session will provide an overview of the standards, accreditation process and exactly what it takes to become recognized as a top agency in the state.
Learning Outcomes: Participants will: (1) learn about the Illinois accreditation process, including standards and the actual evaluation process; (2) learn the next steps to take to enter the accreditation process.

203 (PARKS)
Landscapers Go Green
3:00 pm - 4:15 pm
Location: Conference Room 4L, Fourth Floor
Presenter(s): Roger Post, General Manager and Christy Webber, President, Christy Webber Landscapes
Chair: Dave Margolis, Oswegoland Park District
How do organizations sift through all the “green” options available today and select those best suited to their needs and budget? Christy Webber will discuss the challenges and opportunities her company, Christy Webber Landscapes, faced as they built their LEED Platinum headquarters building and eco-industrial park. She will also explain how they are now focusing on greening operations.
Learning Outcomes: Participants will: (1) better understand the practical issues related to green buildings and decreasing the environmental impacts of landscaping operations; (2) gain perspective on how environmental decision making can also make economic sense.

207 (PARKS)
Environmental Property Related Issues You Should Be Aware Of
3:00 pm - 4:15 pm
Location: Conference Room 4G, Fourth Floor
Presenter(s): Jan Buchs, Executive Director, Wheeling Park District; Edward J. Cooney, Environmental Consultant, E. Cooney Associates, Inc.
Chair: Cameron Bettin, Plainfield Park District
This session will review current and proposed environmental requirements that may affect park district property and give case studies as examples. Topics of discussion will include EPA’s All Appropriate Injury (AAI) Phase I Assessment required for when a district is considering buying or obtaining property; onsite and offsite issues that may affect park district property such as nearby environmental cleanups, storm water run on, vapor intrusion into park structures, etc. and knowing what steps are needed to determine if an onsite release has occurred on a park site that was once used for another purpose such as a manufacturing facility, nursery, farm or contained underground storage tanks.

DON’T FORGET TO TAKE THIS ISSUE TO THE CONFERENCE!
Learning Outcomes: Participants will: (1) get updated on the new requirements to be aware of when assessing properties they are to acquire; (2) learn the appropriate steps to take for both onsite and offsite issues such as identifying the "problem", evaluating the risk, communicating the risk to stakeholders and taking correct action.

214 (PARKS)
Beyond CPSI: Assessing the Creative Play Area
3:00 pm - 4:15 pm
Location: Conference Room 5J, Fifth Floor
Presenter(s): Darrell Garrison and Keven Graham, Principals, Planning Resources, Inc.
Chair: Jon Carlson, Bartlett Park District
Maintaining the safety of the recreation spaces where our children play is crucial to ensuring their health and well-being. With all playgrounds and outdoor recreation spaces there is a potential endangerment of park users as well as becoming a victim of crime or vandalism. Therefore, play area assessment is more than the inspection of an apparatus structure. As we continue to develop park facilities that reflect a sustainability ethic, certain consideration regarding site/facility assessment should be taken into account. This session will cover the three primary areas of the Outdoor Facility Assessment: (1) Playground: CPSI participants will understand the importance of safety audits and what it means to the park user; (2) Security: CPTED. Participants will understand design considerations and implementation strategies to reduce crime and vandalism; (3) Landscape: Cost Benefits. Participants will understand the right plant material to select for aesthetics and better park security visibility.

Learning Outcomes: Participants will: (1) understand design considerations and implementation strategies that affect safety beyond the playground audit - strategies that reduce crime and vandalism; (2) explore the requirements and relationships of three primary areas of the Outdoor Facility Assessment.

304 (AF)
Key Steps to Successfully Fighting Unemployment Claims
3:00 pm - 4:15 pm
Location: Marquette, Third Floor
Presenter(s): Carol Gabrielson, President and Greg Gabrielson, Vice President, Unemployment Consultants
Chair: Susan Balling, NEDSRA
When an employee is terminated for cause, you don’t expect them to file for unemployment benefits... and get them! You want to contest it, but should you? Do you have sufficient documentation to prove the final incident warrants a denial of benefits? Are you prepared to successfully defend the claim? Carol and Greg Gabrielson of Unemployment Consultants, Inc. will lead this informative session and show you the key steps to successfully fight unemployment claims.

Learning Outcomes: Participants will: (1) discuss the "final incident" and learn what documentation you need to successfully defend an unemployment claim; (2) explore what happens in an unemployment hearing and learn how to prepare to give your testimony.

308 (AF)
Making Sense of Your Credit Card Processing, Pricing and Statements
3:00 pm - 4:15 pm
Location: Continental C, Lobby Level
Presenter(s): Anne Briles, Vice President, Government Funds, Wintrust Bank; Todd Shoelen, Vice President, Charter One Bank; Julie Vickery, Client Services Representative, Trustwave
Chair: Ken Eppelheimer, Northbrook Park District
This session will provide the tools to help interpret confusing credit card statements, provide a better understanding of what your agency is paying to process credit cards and how to compare the costs involved between processing providers. We will also discuss the responsibilities and requirements of the agency to ensure you are correctly securing cardholder information.

Learning Outcomes: Participants will: (1) learn how to decipher what your agency is being charged for credit card services and how to compare current merchant prices with other providers; (2) gain an understanding of the PCI (Payment Card Industry) Data Security Standards requirements to ensure that their agency is maintaining an adequately secured environment when processing, storing and transmitting credit card information.

309 (AF)
Record Retention and Destruction: The Local Records Act
3:00 pm - 4:15 pm
Location: Private Dining Room 3, Third Floor
Presenter(s): Steve Coluzzi, Field Representative, State of Illinois
Chair: Mark Schneiderman, Skokie Park District
Illinois law governs how long documents must be kept. If you want to destroy old documents, you must first have an Application for Authority to Dispose of Local Records on file with the Secretary of State. Before you dispose of any records, be sure you contact the appropriate state department and receive official approval to destroy records.

Learning Outcomes: Participants will: (1) learn the time required to keep past and current documents/records; (2) learn what steps are necessary BEFORE an agency can LEGALLY destroy documents.

313 (AF)
In-House vs Outsourced Payroll: The Good, the Bad and the Costly!
3:00 pm - 4:15 pm
Location: Private Dining Room 4, Third Floor
Presenter(s): Panel of Experts
Chair: Linda Noonan, Oak Brook Park District
Whether you currently do payroll in-house or have it processed by an outside vendor, you’ve likely wondered if it would be easier and less costly if you did it the other way. In this session, our panel will talk about the pros and cons of both options and share their experiences - the good, the bad and the costly - as they switched to an outside vendor or brought their outsourced payroll processing back in-house.

Learning Outcomes: Participants will: (1) compare the costs and the pros and cons of processing payroll in-house versus using an outside payroll processing vendor; (2) review the key criteria agencies should look at when evaluating an outside payroll processing vendor.
FRIDAY AFTERNOON CONFERENCE SESSIONS
3:00 pm – 4:15 pm
All conference sessions award 0.1 CEUs.
Pre-registration is not necessary.

403 (REC)
Are You “Nuts” About Food Allergies
3:00 pm - 4:15 pm
Location: Boulevard B, Second Floor
Presenter(s): Clare Fagan, Recreation Supervisor and Michele Silver, Superintendent of Recreation, Wood Dale Park District
Chair: Alisa Kapusinski, Hoffman Estates Park District

The number of children with food allergies continues to increase in the United States and we are seeing more children in our programs who have differing food allergies. Some allergies can be mild while others are life threatening. This session will talk about managing food allergies in park district programs, provide an overview of the signs and symptoms of food allergies, why food allergies exist, what the most common food allergies are and reasonable accommodations for participants.

Learning Outcomes: Participants will: (1) be provided with suggestion on incorporating “safe” foods into snack lists and recommendations for “safe” play products; (2) view a demonstration of the Epi-Pen, learn how to implement a Food Allergy Action Plan and learn about food allergies. A resource manual will be given to each participant to use as a reference.

404 (REC)
Make Your Gymnastics/Fitness 4 Kids Programs More Profitable
3:00 pm - 4:15 pm
Location: Conference Room 4H, Fourth Floor
Presenter(s): Marilyn Sorenson, Preschool Coordinator and Deidre White, Gymnastics Coordinator, Oak Lawn Park District; Jo Witucki, Gymnastics Coordinator/Movement Ed., Bloomingdale Park District
Chair: Tom Hartwig, Oak Lawn Park District

There are so many opportunities to make your gymnastics/fitness program for kids more profitable. We will discuss birthday/scout parties, field trips, open gym, special events and marketing your gym program as Fitness 4 Kids.

Learning Outcomes: Participants will: (1) recognize areas within their own program that have potential to greatly increase revenue by simply changing focus and marketing strategy; (2) discover the possibilities new non-traditional programs can have on potential revenue.

406 (REC)
Teen Programming: 60 Programs in 60 Minutes
3:00 pm - 4:15 pm
Location: Private Dining Room 6, Third Floor
Presenter(s): Stephen Golembiowski, Recreation Coordinator, Westmont Park District
Chair: Cristin Handlon, Roselle Park District

Do you struggle at brochure time with ideas for teen programs? Instead of relying on the same old trips season after season, why not try something new? Sit back and listen as teen supervisors whirl through the successful programs they’re running at their own agencies. Not only will this cover program ideas, but it will also cover creative ways to market them and ways to offer them with different themes or in different settings so you can customize them to your own community.

Learning Outcomes: Participants will: (1) get ideas for successful teen programs; (2) have a better understanding of how to market teen programs.

414 (REC)
Parking the Party: Making Birthdays Work for You
3:00 pm - 4:15 pm
Location: Conference Room 5G, Fifth Floor
Presenter(s): David Gilbert, Independent Consultant
Chair: Gabriel Castillo, Glendale Heights Parks and Recreation

Take the frustration out of birthday parties and turn them into your revenue leader with easy tips and tricks that start with creating your parties and end with the operations.

Learning Outcomes: Participants will: (1) learn how to craft birthday party packages that are easy to run; (2) learn operational tricks which will increase business and reduce guest frustration.

421 (REC)
Performing Arts: Developing Strategic Relationships
3:00 pm - 4:15 pm
Location: Private Dining Room 7, Third Floor
Presenter(s): Lindsay Grandt, Performing Arts Coordinator, Buffalo Grove Park District; Christi Nicholson, Recreation Supervisor, Round Lake Area Park District
Chair: Denise Mytko, City of Lake Forest

This session is designed to provide performing arts supervisors with a wide range of resources and strategic relationship opportunities to enhance their existing theater and performing arts programs.

Learning Outcomes: Participants will: (1) meet performing art supervisors and exchange information regarding theater programming; (2) develop a comprehensive understanding of the resources for developing and/or improving their performing arts programs.
FRIDAY AFTERNOON CONFERENCE SESSIONS
3:00 pm – 4:15 pm
All conference sessions award 0.1 CEUs.
Pre-registration is not necessary.

518 (TR)
The Key to Successful
Inclusion is Successfully Trained Staff
3:00 pm - 4:15 pm
Location: Conference Room 4C, Fourth Floor
Presenter(s): Jacqueline Carty, Special Recreation Coordinator, Oak Lawn Park District; Sophie Morgan, Inclusion Coordinator, FVSRA
Chair: Tammy McMahon, SSSRA
This session will include key steps on how to train staff on creating a successful inclusion process and how to maintain that process as well as discovering that the key to fostering successful inclusion experiences is to create a training process that allows for everyone to be included.
Learning Outcomes: Participants will: (1) understand the keys to successful inclusion; (2) learn how to develop a successful training program.

605 (FM)
Training Your Non-Water Staff at the Pool
3:00 pm - 4:15 pm
Location: Conference Room 5H, Fifth Floor
Presenter(s): Kristi Brewer, Aquatics, Baker Station and Youth Programs Supervisor, St. Charles Park District
Chair: Jessica Gray, Oak Brook Park District
Training lifeguards is important and so are the staff that support them. From pool attendants to pool maintenance, aquatic support staff play a vital role in the safety of guests and facility operations. This session will cover key topics and training techniques for aquatic support staff.
Learning Outcomes: Participants will: (1) identify and discuss key training topics for aquatic support staff; (2) develop training methods for aquatic support staff.

616 (FM)
Budget Cuts: How is the Economy Affecting Your Fitness Center Operations?
3:00 pm - 4:15 pm
Location: Conference Room 4E, Fourth Floor
Presenter(s): Carl Maniscalco, Director, Niles Fitness Center
Chair: Amy Murrin, Wheeling Park District
The economy has had a negative impact on sales of new memberships. The fitness leaders need to recognize the importance of retaining current members and prioritizing spending until the economy improves. Marketing campaigns must be designed to reach the largest target audience to receive the best return on your investment. Cross-training of staff will help to reduce your expense budget.

907 (CM)
Demystifying PR: Five Ways to Become an Expert News Source
3:00 pm - 4:15 pm
Location: Conference Room 4J, Fourth Floor
Presenter(s): Barbara Rozgonyi, Founder, CoryWest Media, LLC
Chair: Joan Scovic, South Barrington Park District
Discover five ways to become an expert news source with new media tools and techniques you can start using today. Going beyond the meaning of PR as public relations or press releases we'll cover: page rank; platform research; professional reputation; personal relevance; and process repetition. In one hour you’ll be on your way to planning your route to expert status.
Learning Outcomes: Participants will: (1) discover how to find and contact media sources; (2) learn how to craft traditional and social media press releases.

903 (CM)
Aligning Organizational Strategy with Day to Day Operations
3:00 pm - 4:15 pm
Location: Conference Room 4A, Fourth Floor
Presenter(s): Dean Bossom, Executive Director, Hoffman Estates Park District
Chair: Tony LaFrenere, Hoffman Estates Park District
An agency’s mission statement, vision and values are created as part of a strategic planning process to develop and define an organization’s “big picture” strategy. To be successful the strategy must cascade down and ultimately all aspects of day to day operations. This session will present how to implement a strategic planning process which ties together and aligns organizational strategy with day to day operations.
Learning Outcomes: Participants will: (1) learn a strategic planning process of creating a meaningful agency mission statement, vision and organizational values; (2) learn how to align and integrate agency mission statement, vision and values with board policy decision making and day to day operations of an agency.

911 (CM)
Creating Effective Marketing Plans
3:00 pm - 4:15 pm
Location: Williford C, Third Floor
Presenter(s): Tim Calkins, Associate Professor, Clinical Professor of Marketing, Northwestern University
Chair: Stephanie FitzSimons, Bartlett Park District
Marketing plans are essential tools; it is very hard to do great marketing without a strong plan. In a difficult economy, when resources are tight, marketing plans become even more important. Unfortunately many marketing plans are ineffective; they are too long and too complicated and never really get to the point. This session will explain why marketing plans are so important and how to write a plan that will drive strong results.
Learning Outcomes: Participants will: (1) understand how marketing plans add value and appreciate why many plans miss the mark; (2) learn how to efficiently create a strong marketing plan.
SATURDAY AT-A-GLANCE

7:00 am – 7:45 am
Les Mills Workout
(Williford A - See page C16 for details.)

7:30 am – 11:30 am
Conference Registration Open

8:30 am – 11:00 am
Exhibit Hall Open

8:30 am – 10:00 am
Breakfast in the Exhibit Hall *
Sponsored by: W-T Engineering, Inc.

10:15 am – 12:15 pm
Conference Workshops (0.2 CEUs)

10:30 am – 11:45 am
Conference Sessions (0.1 CEUs)

12:30 pm – 1:45 pm
Conference Sessions (0.1 CEUs)

1:00 pm – 3:00 pm
Conference Workshops (0.2 CEUs)

2:00 pm – 3:15 pm
Conference Sessions (0.1 CEUs)

3:30 pm – 5:00 pm
IAPD Annual Business Meeting

6:30 pm – 10:00 pm
Saturday Evening Social with Jim Gossett *

* Ticketed Event

SATURDAY MORNING
CONFERENCE WORKSHOPS
10:15 am – 12:15 pm
All conference workshops award 0.2 CEUs.
Pre-registration is not necessary.

16 (IPRA)
Universal Design: New Heights for People of All Abilities
10:15 am - 12:15 pm
Location: Conference Room 4M, Fourth Floor
Presenter(s): Sandy Gbur, Executive Director, WSSRA; Bobbie Herakovich, Executive Director, Champaign Park District; Diane Mathis, Director of Marketing and Development, Springfield Park District; Mark Trieglaff, President, Accessibility Consultation and Training
Chair: Sandy Gbur, WSSRA
Public parks are places for families to enjoy together and for citizens to gather as a community. But, given the aging population disabled veterans and a growing number of children with disabilities, few parks allow universal access and disabled family members and citizens are left out of the recreational opportunity. Several parks in Illinois have employed the concept of Universal Design in building parks that are enjoyed by everyone of any ability. These public parks have opened up recreational opportunities for everyone and every member of the family, no matter their ability.
Learning Outcomes: Participants will: (1) be provided a detailed understanding of Universal Design - what are the design principals and what a universally designed park looks like; (2) learn how universally designed parks can build a sense of community and the local economy.

106 (IAPD)
Winning With Teamwork
10:15 am - 12:15 pm
Location: Boulevard C, Second Floor
Presenter(s): Roy Ellis Moody, Owner, Roy Moody and Associates
Chair: Robert Johnson, Peoria Park District
A key organizational reality is that to be successful you have to work at least part of the time in collaborative effort. Good teamwork and being an effective team player is a necessary requirement for success in today’s environment. In an engaging and humorous style, this workshop will teach ways to create high team performance teams with energy and passion.
Learning Outcomes: Participants will: (1) identify concepts for effective communication and teamwork; (2) learn to assess productive and counterproductive team behaviors.
117 (IAPD)
Aligning Organizational Strategies with Community Needs
10:15 am - 12:15 pm
Location: Continental A, Lobby Level
Presenter(s): Barbara Heller, Principal Consultant, PROS Consulting; Ronald A. Vine, Vice President/President, Leisure Services/ETC Institute
Chair: Lori Noonan, Bloomingdale Park District
The future direction of an agency should be framed around community needs. One of the most vital elements of organizational performance for senior leaders and board members is their ability to chart the course for future direction, based on resident needs. This workshop explores the process involved in the use of qualitative and quantitative customer data to build organizational strategy. In the market for a referendum, new park or facility or just embarking on a strategic planning effort? Then, this workshop will help you with the tools you need for success.
Learning Outcomes: Participants will: (1) explore various methods of community input in order to determine needs priorities; (2) discuss connecting resident input with strategy development.

123 (IAPD)
Brownfields Redevelopment
10:15 am - 12:15 pm
Location: Conference Room 4C, Fourth Floor
Presenter(s): Steve Colantino, Brownfields Manager, Illinois Environmental Protection Agency; Bola Delano, Director, Economic and Community Development, Chicago Metropolitan Agency for Planning; Deborah Orr, Brownfields Coordinator, US Environmental Protection Agency
Chair: Chris Gentes, Round Lake Area Park District
The Chicago Metropolitan Agency for Planning (CMAP), USEPA, Region 5 and Illinois EPA have launched a partnership which focuses on Brownfields redevelopment and the link with local and regional planning.
Learning Outcomes: Participants will: (1) learn the crucial role planning has in redeveloping brownfields sites; (2) learn about the federal grant program, state technical assistance and other resources available to local governments that want to improve the quality of life in their community.

128 (IAPD)
Partnerships for Success
10:15 am - 12:15 pm
Location: Astoria, Third Floor
Presenter(s): Jeff Boubelik, Executive Director, Frankfort Park District; John Curran, Director of Parks and Recreation, Tinley Park Park District; Robin Hall, Office of Recreation and Park Resources, University of Illinois; Sue Micklevitz, Executive Director, Lockport Township Park District; Chuck Szoke, Executive Director, Channahon Park District
Chair: Mike Brann, Plainfield Park District
What do school districts, municipalities, fire protection districts, private businesses and friends groups have in common? They are all resources for park and recreation agencies to seek out for creating partnerships to enhance what they do. Through a series of case study presentations, learn how collaborating with both traditional and non-traditional partners can dramatically strengthen and expand your services and stature in the community.
Learning Outcomes: Participants will: (1) understand the need for and the benefits that can be achieved by forming partnerships in the community; (2) learn proven techniques in developing successful partnership agreements.

131 (IAPD)
Strong Board and Director Teams: What Does it Take?
10:15 am - 12:15 pm
Location: Boulevard A, Second Floor
Presenter(s): Beth Michaels, Lead Consultant and Dale Primer, President, Primer, Michaels & Associates
Chair: Mike Rylko, Buffalo Grove Park District
What does it take to create an even higher performing district board and director team? Nothing is more painful for the board/director than the sense of being stuck: knowing the team is without a shared understanding of roles and responsibilities, evidenced by a lack of trust and feelings of general dissatisfaction. What does it take to create a positive leadership agreement among board members and the director? What have high performance leadership teams found that works for them? And, what can you bring back to your team?
Learning Outcomes: Participants will: (1) identify one to three leadership elements that, if attended to, would strengthen their team’s performance; (2) leave with a practical understanding of how to overcome the most common issues that stand in the way of many board and director teams.

208 (PARKS)
Live Well, Live Green
10:15 am - 12:15 pm
Location: Continental B, Lobby Level
Presenter(s): Daniel Atilano, Principal, PSA Dewberry/Burnidge, Cassell & Associates, Inc.; Joe Modrich, Director of Parks and Recreation, Park District of Franklin Park
Chair: Ed Reidy, Bloomingdale Park District
Learn more ways to make our world a greener and healthier place. We’ll discuss how the Industrial Revolution got us here and how the Green Revolution can get us out.
Learning Outcomes: Participants will: (1) learn where to start on their next “green” capital improvement project; (2) learn 15 ways they can make a difference in global warming.

312 (AF)
Understanding Family-Friendly Employee Benefit Programs in Parks and Recreation
10:15 am - 12:15 pm
Location: Conference Room 4D, Fourth Floor
Presenter(s): Michael Mulvaney, Assistant Professor, Eastern Illinois University
Chair: Nancy Aldrich, Arlington Heights Park District
Changes in family structures have led to a dramatic demographic shift in the workplace and, as a result, family-friendly benefit programs are becoming more widely offered by public recreation agencies. In this workshop, Professor Michael Mulvaney will summarize recent research on this topic and share important insights into how family-friendly benefits can positively impact employees’ overall job satisfaction, motivation and organizational commitment.
Learning Outcomes: Participants will: (1) understand how the adoption of family-friendly benefits lead to greater employee engagement, commitment and better job performance; (2) discuss why the field of parks and recreation should be a front runner in the promotion and enhancement of family-friendly work environments for their professionals.
SATURDAY MORNING CONFERENCE WORKSHOPS
10:15 am – 12:15 pm
All conference workshops award 0.2 CEUs.
Pre-registration is not necessary.

617 (FM)
Increasing Profits: What I Learned from Managing Eight Concession Operations
10:15 am - 12:15 pm
Location: Continental C, Lobby Level
Presenter(s): Mike Holtzman, President, Profitable Food Facilities
Chair: Heather Burgess, Des Plaines Park District

Running concessions is never easy. Everyone is a food critic, the business is unpredictable (sometimes we’re busy, other times we’re slow) and with the weather in Illinois, this makes managing the business even harder. We will discuss what we have done managing our eight concession operations. What menu do we offer? What doesn’t work? What is the best POS system? What are the secrets to increasing profits during this difficult economy? These and many other items will be discussed.

Learning Outcomes: Participants will: (1) learn to minimize costs and maximize profit potential without affecting the experience of the user; (2) analyze sales and margins in a food and beverage environment; (3) evaluate current food and beverage operations from the perspective of the user; (4) be able to interact with an outsourced food and beverage entity on an equal level.

620 (FM)
Managing the Madness: How to Effectively Manage, Train, Evaluate and Retain Challenging Fitness Staff
10:15 am - 12:15 pm
Location: Conference Room 4K, Fourth Floor
Presenter(s): Kristin Fischer, Coordinator of Fitness, Illinois State University; LoriKay Paden, Education and Community Services Coordinator, University of Illinois
Chair: AJ Collier, Bartlett Park District

Group fitness is one of the most valuable services we offer because we have the opportunity to instill the worth of our club in several members at once. Managing the needs of our instructors while ensuring that our participants’ needs and desires are met can be a challenge. This workshop will outline specific steps that managers can take in order to better manage their programs by focusing on the personalized results-driven relationship between instructors and participants. This diverse group of staff members are challenging to keep motivated, focused and working toward one goal - pleasing the customer. This workshop will provide those needed tools and tricks of the trade.

Learning Outcomes: Participants will: (1) learn to minimize costs and maximize profit potential without affecting the experience of the user; (2) analyze sales and margins in a food and beverage environment; (3) evaluate current food and beverage operations from the perspective of the user; (4) be able to interact with an outsourced food and beverage entity on an equal level.

802 (STUDENT)
It’s Up to You
10:15 am - 12:15 pm
Location: Boulevard B, Second Floor
Presenter(s): Tom Bower, Superintendent of Recreation, Winfield Park District; Wendy Craven, Manager of Support Services, WDSRA
Chair: Jackie Saleni, WDSRA

You hold the key to your success! It’s true! You have the power to impress or to disappoint. You have the control over choices and actions in life. You have the option to perform to your fullest. Take some time to reflect on you and polish the professional image that supervisors are looking for.

Learning Outcomes: Participants will: (1) learn helpful tips and suggestions to further educate and improve upon necessary skills and essential professional components to increase future employment opportunities; (2) walk away with tools to practice and use in the real world.

GO GREEN

- The delegate giveaway for this year’s conference is a recyclable/reusable tote bag.
- Bring a reusable water bottle to fill in your room or at a water fountain.
- Recycling containers will be located throughout the conference area.
- Minimize how much printed material you pick up while in the exhibit halls. Many exhibitors are now offering attendees the option of receiving information via email.
- The IPRA Environmental Committee has developed “Green Checklist” for exhibitors to award those companies who are leading the way in sustainable business practices. Look for booths displaying the “Green Exhibitor Award” certificate.
17 (IPRA)
**You Only Get One Chance to Make a First Impression**
10:30 am - 11:45 am
**Location:** Conference Room 4A, Fourth Floor
**Presenter(s):** Judith Czachura, Accounting Coordinator, Hazel Crest Park District
**Chair:** Denise Nolan, Hazel Crest Park District
This session will deal with open meeting requirements, board action procedures, parliamentary rules, board conduct, question and answer segments with the public, dealing with the public, closed meeting procedures, voting, agenda guidelines and much more.
**Learning Outcomes:** Participants will: (1) learn better insight on how to reduce board conflicts through proper procedures; (2) learn tips and tricks in board procedures and practices for smooth operations.

127 (IAPD)
**Keeping Your Parks Safe From Gangs**
10:30 am - 11:45 am
**Location:** Private Dining Room 3, Third Floor
**Presenter(s):** Clint Hull, Assistant Judge, Sixteenth Judicial Circuit
**Chair:** Mickey Macholl, Hanover Park Park District
This session will be an informational presentation educating members on street gangs, their activities and how to be proactive in keeping your parks safe from gang activities.
**Learning Outcomes:** Participants will: (1) learn how to identify if your park is being frequented by them; (2) learn how to work with local law enforcement to keep your parks safe from gang activity.

133 (IAPD)
**How to Win the Unwinnable Case**
10:30 am - 11:45 am
**Location:** Private Dining Room 2, Third Floor
**Presenter(s):** Steve Kleinman, General Counsel, PDRA
**Chair:** Don Andersen, Oak Lawn Park District
This session will provide the perspective, insights and guidance to be the master of your own legal destiny. Litigation strategy begins before the lawsuit and often before the incident. Learn how case law interacts with statutory defenses to provide the framework for the successful defense of future litigation. Understand how and why the measures you take before the incident impact future litigation and know what measures you can and should take now to minimize liability later.
**Learning Outcomes:** Participants will: (1) better understand the correlation between risk management and the successful defense of tort litigation and how case law provides important recipes for minimizing liability and maximizing your agency’s ability to successfully defend future actions; (2) learn what measures can and should be taken now to minimize liability in the future; participants will be provided tips on contract language, signage, inspections and maintenance, accident investigation and other proactive risk management measures that can and should be adopted.

209 (PARKS)
**Integrating Water Quality Measures in Parks**
10:30 am - 11:45 am
**Location:** Private Dining Room 1, Third Floor
**Presenter(s):** Thomas Price, Director of Water Resource Management, Conservation Design Forum
**Chair:** Marty Walsh, Vernon Hills Park District
This session will illustrate innovative water quality measures such as rainwater capture and reuse, rain garden/bio-swale detention and native landscape filter systems. Case studies for each of these applications will be presented.
**Learning Outcomes:** Participants will: (1) learn about water quality issues that affect park properties, such as excessive discharge of rain waters, water temperature/pH and pollutants such as phosphorous and suspended sediments; (2) learn strategies for treating and reusing the rain water that falls on park sites to enhance play experiences, irrigate landscaping and support native landscape systems.
SATURDAY MORNING CONFERENCE SESSIONS
10:30 am – 11:45 am
All conference sessions award 0.1 CEUs. Pre-registration is not necessary.

211 (PARKS)
The Nuts and Bolts of a Community Playground Build
10:30 am - 11:45 am
Location: Conference Room 4B, Fourth Floor
Presenter(s): Tom Norquist, Senior Vice President, GameTime; Laura Schraw, City Park Planner, United City of Yorkville; Scott Sleezer, Superintendent of Parks, Yorkville Parks and Recreation Department
Chair: Chad Feldotto, Oswegoland Park District
Community builds take time and effort, but with the right help you can save a lot of money! This session will provide detailed information on planning a "build day" from start to finish. Speakers will discuss challenges such as preserving existing site features, necessary site preparation for a one-day build, project coordination with the manufacturer and how to organize 100 volunteers to keep the build day running smoothly. If you are thinking of conducting a community build in your town to save construction costs on your project budget, don't miss this session!
Learning Outcomes: Participants will: (1) learn how the City of Yorkville saved money by actively involving a playground equipment manufacturer, staff from several departments and local volunteers to successfully complete two community builds in the past two years; (2) walk away with information and an outline on how to conduct a volunteer community build to save money on construction costs and gain great public relations.

219 (PARKS)
Ecological Park Master Planning:
Living History in Joliet's Pilcher Park
10:30 am - 11:45 am
Location: Conference Room 4F, Fourth Floor
Presenter(s): Terry Guen, Terry Guen Design Associates, Inc.
Chair: Dominic Egizio, Jr., Joliet Park District
This session will include a case study of the Ecological Park Master Plan Process for this 600-acre historic park site, including future facilities planning and natural areas protection for the high quality forest, Hickory Creek Watershed and Pilcher Park Nature Center, Barber and Oberwortmann Horticultural Center.
Learning Outcomes: Participants will: (1) have a greater understanding of how site ecology and historic resources can provide a basis for site planning and contribute to a stronger sense of site identity; (2) have a greater understanding of how ecological planning decisions can be the basis for sustainable site management practices.

203 (AF)
Are Healthcare Costs Making You Sick? Trends and Benchmarks to Help Your Agency
10:30 am - 11:45 am
Location: Lake Huron, Eighth Floor
Presenter(s): James Bernstein, Senior Associate, Mercer
Chair: Diane Dillow, Warrenville Park District
Rising healthcare costs are at the forefront of everyone's minds, especially those who manage public agencies and try to balance shrinking budgets while providing good coverage for their employees. What are the steps employers taking to stabilize cost growth in recent years? What are the implications for managing healthcare costs in the challenging economic times we're facing? In this session, Mercer Senior Associate James Bernstein will share detailed findings from Mercer's large, scientific annual survey of employer-sponsored health plans so that you can learn what employers are doing to reign in rising healthcare costs. You will also learn what benchmarks you can use to best evaluate your health programs and benefits.
Learning Outcomes: Participants will: (1) explore the national, regional and local trends in the cost of group health insurance programs; (2) discuss steps public agencies can take to reign in rising group health insurance costs.

305 (AF)
Personnel Law: Myth Busters
10:30 am - 11:45 am
Location: Willford A, Third Floor
Presenter(s): Margaret Kostopoulos and Tiffany Nelson, Attorneys, Ancel Glink Diamond Bush DiCianni & Krafthefer
Chair: John Short, Buffalo Grove Park District
This session is intended to disperse myths or mistaken ideas public agencies may have about personnel law. Participants will: (1) learn what they can do to stop missing opportunities to raise revenues and expand their marketing knowledge; (2) learn to create a progressive marketing strategy to reach new customers and raise revenues.
Learning Outcomes: Participants will: (1) learn how to stop missing opportunities to raise participation rates and revenues within what he calls the "session-to-session mentality" of park districts.

303 (AF)
Financial Management in a Tough Economy
10:30 am - 11:45 am
Location: Willford B, Third Floor
Presenter(s): Arnie Biondo, Executive Director, Carol Stream Park District; Maryfran Leno, Executive Director, Itasca Park District
Chair: Renee Gauchat, Forest Preserve District of Will County
Do things really change much in an economic downturn? What is wise versus a knee-jerk reaction? Learn useful, tested approaches. Build and nourish a consistent, reliable system for good financial decision making.
Learning Outcomes: Participants will: (1) gain heightened awareness of money management techniques; (2) distinguish between times to spend and time to hold off… tough or easy economy.

322 (AF)
The ABCs of Disaster Recovery Planning
10:30 am - 11:45 am
Location: Willford C, Third Floor
Presenter(s): Patrick Ferguson, ICS Technology, Skich, LLP; Mark Wilson, President, Imperative Planning, Ltd.
Chair: Steve Eckelberry, WDSRA
Participants will learn the importance of creating or refining a disaster recovery plan, the processes needed to develop the plan, the methodology needed to create a plan and information on various data backup technologies.
Learning Outcomes: Participants will: (1) learn how to create or refine their disaster recovery plan; (2) understand and apply the methodology to create a disaster recovery plan.

410 (REC)
2, 4, 6, 8 Program Marketing You Can Appreciate!
10:30 am - 11:45 am
Location: Lake Michigan, Eighth Floor
Presenter(s): Brad Kayden, Chief Executive Bean, Jelly Bean Sports, Inc.
Chair: Ed Bjes, Winnetka Park District
Learn a new and progressive approach to marketing programs. Coach Pickles 2, 4, 6, 8 Program Marketing You Can Appreciate teaches you how to stop missing opportunities to raise participation rates and revenues within what he calls the "session-to-session mentality" of park districts.
Learning Outcomes: Participants will: (1) learn to create a progressive marketing strategy to reach new customers and raise revenues.
Getting Involved: Why You Should Get Involved in the RECREATION Section

10:30 am - 11:45 am
Location: Lake Ontario, Eighth Floor
Presenter(s): Panel of Experts
Chair: Kelly LaMore, Bourbonnais Township Park District

Every year when you renew your IPRA membership you check the Section box that makes you a member of the Recreation Section; yet, do you know what the Recreation Section does? The Recreation Section is made up of people just like you! If you are a supervisor or are involved with recreation programming, come to this session and see how you can get involved. Recreation Section Board Members will be on hand to answer your questions and talk about how you can get involved. Networking is the building block of our profession!

Learning Outcomes: Participants will: (1) learn about the IPRA Recreation Section and what it does; (2) be able to ask questions and learn how they can get involved with IPRA.

Before and After School Open Forum

10:30 am - 11:45 am
Location: Marquette, Third Floor
Presenter(s): Stacey Fedyski, Recreation Supervisor II, Geneva Park District; Mike Gianatasio, Recreation Supervisor, Lisle Park District; Stephen Golembiewski, Recreation Supervisor, Westmont Park District
Chair: Pam Lingert, Arlington Heights Park District

Is your agency considering implementing a before and after school program? This session will teach participants the ins and outs of running a successful, safe and fun program including how to budget, schedule and comply with state laws for this type of program. Participants will receive valuable information and a variety of resources. At the end of the session, participants will be invited to share successes and challenges from their own before and after school programs.

Learning Outcomes: Participants will: (1) better understand how to develop a before and after school program; (2) develop protocols and action plans for a before and after school program.

What Should We Be Charging for Food at Special Events and Concession Stands?

10:30 am - 11:45 am
Location: Lake Erie, Eighth Floor
Presenter(s): Panel of Experts
Chair: Pete Bakala, Gold Medal Products Co.

Have you ever visited a ballpark and wondered how they can charge $5 for a bottle of water while your agency only charges $1 for the same product? Learn tips and techniques used by a panel of experts on how you can make your next special event or concession stand more cost-effective. Top leaders from food and beverage industries such as Gold Medal Products Co., Great America, US Cellular Field, Levy Restaurants and more will help you learn how to put the correct price on your food items and what products sell best for recreation agencies. The panel will be followed up by a question and answer period.

Learning Outcomes: Participants will: (1) better understand pricing strategies for food and beverage products for concession stands and special events; (2) recognize the different marketing strategies and standards used in the food and beverage industry.

Visual Aids for All Kids

10:30 am - 11:45 am
Location: Private Dining Room 5, Third Floor
Presenter(s): Aleta Woods, Board Certified Behavior Analyst
Chair: Breane Cory, Rockford Park District

What are we doing next? Where are the markers? Who is that? These are all questions we hear from young campers, students and participants all the time. In therapeutic recreation we often use visual systems and aids for kids with disabilities... however, they benefit EVERYONE!

Learning Outcomes: Participants will: (1) learn the benefits of using visuals in their classroom or program; (2) learn what visuals to use to help in the development of participants and students.

Unique In-Service Ideas

10:30 am - 11:45 am
Location: Private Dining Room 6, Third Floor
Presenter(s): Kristi Brewer, Aquatics, Baker Station and Youth Programs Supervisor, St. Charles Park District; Conor Cahill, Superintendent of Recreation, Berwyn Park District; Laura Clark, Aquatic Manager, Bartlett Park District
Chair: Anne Bennett, Itasca Park District

Learn how to regain your staff’s attention and enthusiasm and how to make your in-services fun and educational at the same time.

Learning Outcomes: Participants will: (1) take ideas back to their facilities about CPR procedures, rescues and policies to be used for training purposes; (2) take back new ways to motivate their staff to not just come to in-services, but to want to actively participate.

Tots, Teens, and Seniors: Developing Age-Specific Spaces That Deliver

10:30 am - 11:45 am
Location: Waldorf, Third Floor
Presenter(s): Gregg Calpino, Principal/Senior Landscape Architect, JJR; Tom Poulos, Principal/Secretary, Williams Architects
Chair: Matt Saviello, Fox Valley Park District

Participants will learn concepts for designing spaces that meet the recreation needs for the various community age groups served by their agency. This session will also cover the use of community demographics to determine where there are needs in planning facilities that reflect the current activity trends for each age group. Examples and tips will be shared to further illustrate the topic.

Learning Outcomes: Participants will: (1) have a better understanding of what defines and contributes to an age-appropriate space; (2) gain insight into creating synergies among age-appropriate spaces that serve various age groups in their communities.
901 (CM)  
**The Legal Aspects of Photography**  
10:30 am - 11:45 am  
*Location: Conference Room 4E, Fourth Floor*  
*Presenter(s): Kirk Lawler, President, Lawler Photography*  
*Chair: Minjah Miller, Lisle Park District*  
Photographers, both professional and amateur-like, are increasingly being sued and harassed. By learning the laws pertaining to privacy, trespassing, contracts and copyright work, you can greatly reduce the chances that you or your organization will end up in court. The ongoing lawsuits between the Associated Press and poster artist Shepard Fairey, who designed the "Obama Hope" poster, will be discussed to bring to light how the legal system works.  
**Learning Outcomes:** Participants will: (1) learn how to use photography to promote their agency without the fear of lawsuits; (2) learn how to copyright your agency’s photography to protect your agency’s brand and image.

902 (CM)  
**Integrated Marketing Across, Up/Down and Around Your Agency: An Overview of the Bloomingdale Park District’s Journey to Reposition Itself for the Future**  
10:30 am - 11:45 am  
*Location: Private Dining Room 4, Third Floor*  
*Presenter(s): Bloomingdale Park District Panel*  
*Chair: Anita Escalante, Bloomingdale Park District*  
Defining a message and establishing your agency’s identity within the community is the first step in a successful marketing and promotion strategy. Learn how the Bloomingdale Park District tackled this challenge head-on to position itself with a unique and differentiating message. This session will present key principles of developing a positioning strategy along with personal insights from both staff and members of the board of commissioners.  
**Learning Outcomes:** Participants will: (1) learn key principles of developing a positioning strategy; (2) take away key insights and hear about the main steps taken before, during and after the Bloomingdale Park District embarked on its repositioning journey.
114 (IAPD)
How to Avoid “High Noon” with Proper Board Practices and Procedures, Part II
12:30 pm - 1:45 pm
Location: Joliet, Third Floor
Presenter(s): Robert Bush and Scott Puma, Attorneys, Ancel Glink Diamond Bush DiCianni & Kraftthefer
Chair: Mike Vogl, Bloomingdale Park District
This session will further explain the correct park board practices and procedures to provide a smooth operation and how to keep your board meeting tight and productive oriented.
Learning Outcomes: Participants will: (1) learn the tips and tricks in keeping the park board on track and within the guidelines of the state statutes; (2) learn to streamline their procedures and practices to reduce time and produce more successes.

130 (IAPD)
Developing Small Community Projects
12:30 pm - 1:45 pm
Location: Conference Room 4F, Fourth Floor
Presenter(s): Jim Brannen, Regional Director, Business Development, Northern Power Systems
Chair: Keith Mandoske, W-T Communications Design Group LLC
This session will cover the steps required from initiation through installation of a wind project of 10kw or smaller. Also covered will be the process to get local permitting along with siting guidelines and examples of Northwind 100 wind generator will be highlighted.
Learning Outcomes: Participants will: (1) gain an understanding of the process for a renewable wind project; (2) have an insight of the timeline that will be required from concept through installation of the project.

210 (PARKS)
Converting Turfgrass Lawns to Native Prairie Landscapes
12:30 pm - 1:45 pm
Location: Boulevard B, Second Floor
Presenter(s): Jason Cooper, Senior Project Manager, Conservation Design Forum; Ken Willis, President, Conservation Land Stewardship
Chair: Andi Cooper, Conservation Design Forum
This session will consist of a short review of the ecological history of Illinois and will be followed by a discussion of the local and regional effects of turfgrass lawn as a default landscape. Options for converting turfgrass to native landscapes will be discussed along with potential benefits. Implementation will be assessed from both a designer’s and a contractor’s perspective.
Learning Outcomes: Participants will: (1) learn about the benefits for converting turf to native landscapes; (2) learn of different options for converting turf and how to implement some of these options.

213 (PARKS)
Justifying Sustainability: Counting Up the True Cost of Green
12:30 pm - 1:45 pm
Location: Private Dining Room 6, Third Floor
Presenter(s): Darrell Garrison and Keven Graham, Planning Resources, Inc.; John Howell, Elk Grove Park District
Chair: Ed Reidy, Bloomingdale Park District
How do you justify the cost of going green to your board and your community? After you have convinced your park board that choosing sustainable or green materials that are more sustainable or green, you need to establish your criteria for the proper selection. The value of green and its impact on the construction budget and long term operating budget is an important step in going green. In this session we will explore the hidden costs and discuss the impacts on the long term maintenance of facilities.
Learning Outcomes: Participants will: (1) learn the comparison of costs associated with sustainable planning and material selection with that of conventional practices and selections; (2) explore common issues and arguments associated with presenting green concepts to directors, boards and the public.

317 (AF)
The Reality of Interviewing: Outwit, Outlast and Out Interview
12:30 pm - 1:45 pm
Location: Conference Room 4A, Fourth Floor
Presenter(s): Kevin Romejko, Human Resource Manager and Safety Coordinator, Palatine Park District
Chair: Denise Will, Olympia Fields Park District
Searching for your first or perfect job can be quite an amazing race. No matter if you are an apprentice student or a big brother with years of experience, interviewing creates a certain fear factor within us all. In the real world, how do you keep your resume out of the elimination pile? Can you dance with the stars when asked difficult questions? How do you become the idol of the interviewer? When interviewing, there is only one sole survivor. So go-go-go to this session so you can learn to outwit, outlast and out interview your competition.
Learning Outcomes: Participants will: (1) learn how to prepare themselves for the interview process to gain a competitive advantage; (2) learn to anticipate the interview questions they will be asked, why they are being asked and strategies to provide an effective answer.

408 (REC)
RU Communic8N w/Teens?
12:30 pm - 1:45 pm
Location: Continental C, Lobby Level
Presenter(s): Darby Beasley, Teen Program and Center Director and Sean Warren, Teen Recreation Supervisor, St. Charles Park District
Chair: Bobbi Nance, Park District of Oak Park Teens claim that there’s nothing for them to do, but they never show up when things are planned for them. In many cases, it’s not the program or the teens that are the problem; it’s that we’re not reaching them. Learn what changes you can make right away so that your marketing materials really speak to this media savvy generation. Discover how to use social networking sites like Facebook and MySpace to make a big impact by investing just minutes of your time.
Learning Outcomes: Participants will: (1) learn techniques for advertising to the teen-aged population; (2) have a better understanding of how to use social networking sites to boost your agency’s enrollment in teen programming.
412 (REC)
Early Childhood Forum
12:30 pm - 1:45 pm
Location: Lake Erie, Eighth Floor
Presenter(s): Devin Esparza, Assistant Child Care Director; Alisa Kapusinski, Program Manager, Hoffman Estates Park District; Diana Korzyniewski, Early Childhood Supervisor, Park District of LaGrange
Chair: Colleen Farrell, River Trails Park District
Three panelists will share different “hot topics” in the early childhood field. Valuable information will be shared to improve the quality of your preschool program. Learn the basics of the Illinois State Early Learning Standards, Developmentally Appropriate Practice and Preschool for All. There will also be time to network and share questions and concerns with other early childhood professionals.
Learning Outcomes: Participants will: (1) review the Illinois State Board of Education Early Childhood Standards and how these standards should be implemented in preschool classes; (2) be given a brief overview of the Preschool for All program; (3) learn what Developmentally Appropriate Programs are and why it is so important in our classes; (4) share current concerns/questions with other early childhood professionals.

422 (REC)
Giving Back: Constructing and Maintaining Strong Volunteer Programs
12:30 pm - 1:45 pm
Location: Conference Room 4C, Fourth Floor
Presenter(s): Panel of Experts
Chair: Kim Wallace, Downers Grove Park District
Need help? Building a strong volunteer program can often be the key for stronger community ties, more efficient programming and resident support. Join us to discuss the ins and outs of transitions, more efficient programming and resident support. We plan phenomenally fun activities for our participants, but often forget to plan for the transitions in between. Pulling children away from something they love or trying to keep them focused on something they don’t can be a tricky task. Come learn clever ways to do both!
Learning Outcomes: Participants will: (1) learn the importance of being prepared with and implementing transition techniques for all kids; (2) learn creative and clever transition techniques to implement.
Learning Outcomes: Participants will: (1) become familiar with amenities that are typical of today’s aquatic facility and better understand how today’s aquatic facility is playing a larger role in the community; (2) discover how the family aquatic center will become a “one-stop shop” for entertainment.

905 (CM)
How to Shop for Digital Cameras
12:30 pm - 1:45 pm
Location: Marquette, Third Floor
Presenter(s): Kirk Lawler, President, Lawler Photography
Chair: Sarah Holcombe, NISRA
Get the camera that meets your agency’s needs by attending this session - a primer on purchasing digital photography equipment. Learn how to shop within your agency’s budget by determining which features you really need to have in your camera and which features are just marketing gimmicks.
Learning Outcomes: Participants will: (1) learn which retailers are trustworthy and where to go for unbiased reviews; (2) learn which accessories you need to purchase to get the best deal for the most versatile equipment.

SATURDAY AFTERNOON
CONFERENCE WORKSHOPS
1:00 pm – 3:00 pm
All conference workshops award 0.2 CEUs.
Pre-registration is not necessary.

19 (IPRA)
Professional Certification and Preparing for the CPRP Exam
1:00 pm - 3:00 pm
Location: Continental A, Lobby Level
Presenter(s): Panel of Experts
Chair: Matt Barber, WSSRA
This workshop will briefly review the benefits of becoming a Certified Park and Recreation Professional (CPRP). Find out what it takes to become certified and how to maintain your certification. It will also include a refresher course that will help participants review key areas of parks and recreation as they relate to the national certification examination. Speakers will address information in the following areas: Administration, Programming and Operations.
Learning Outcomes: Participants will: (1) learn how to prepare to take and pass the national certification exam for park and recreation professionals; (2) learn about the make up of the certification exam and the four areas it covers; (3) gain an understanding of professional certification, the development of criteria used for the certification process and certification maintenance.

116 (IAPD)
Where Did the Money Go?
1:00 pm - 3:00 pm
Location: Williford A, Third Floor
Presenter(s): David Phillips, Senior Vice President, Speer Financial; Robert Porter, Director of Special Projects and Adam Simon, Attorney, Ancel Glink Diamond Bush DiCianni & Kraftthefer
Chair: Bob Schmidt, Schaumburg Park District
This workshop is intended to provide a clear understanding on how the different financial ordinances, procedures and reports all work in cycle to provide fiscal control, accountability and mission planning plus information on bonds and interest.
Learning Outcomes: Participants will: (1) learn how the levy, Truth in Taxation and the Tax Cap all blend together with new laws; (2) learn tips and tricks in board procedures and practices for smooth operations; how bonds and interest work with the financial process.
132 (IAPD)
Good to Great for the Social Sector
1:00 pm - 3:00 pm
Location: Boulevard A, Second Floor
Presenter(s): Beth Michaels, Lead Consultant and Dale Primer, President, Primer, Michaels
Chair: Jeff Curran, Hinsdale Park and Recreation Department
Every leader has an impression of their agency's performance and issues. Here is an opportunity for agency leaders and board members to gain further understanding of their strengths and growth opportunities from a renowned benchmarking diagnostic. Jim Collins and Jerry Porras researched and published the characteristics of highly successful organizations in their famous book Good to Great. Jim Collins has taken the research to government and nonprofit entities. During this workshop you will complete the “Good to Great for the Social Sector” diagnostic and interpret the results.
Learning Outcomes: Participants will: (1) gain an understanding of the core characteristics that great social sector organizations share; (2) identify specific areas for further development.

218 (PARKS)
Chicago Wilderness Green Infrastructure Vision: Strategies for Land Acquisition and Park Design That Protect the Environment, Save Money and Reconnect Children and Families with Nature
1:00 pm - 3:00 pm
Location: Astoria, Third Floor
Presenter(s): Dennis Drehner, Director of Conservation Design, Cowhey Gudmundson Leder, Ltd.; John Rogner, Supervisor, Chicago Ecological Services Field Office and Chair, Chicago Wilderness; Nancy Williamson, Trustee, McHenry County Conservation District
Chair: Elizabeth Kessler, McHenry County Conservation District
This workshop will provide an overview of Chicago Wilderness’ Green Infrastructure Vision as a framework for park districts to strategically protect critical natural areas, implement sustainable/green infrastructure designs for landscapes and facilities and reconnect children and families with nature.

Learning Outcomes: Participants will: (1) obtain a working knowledge of conservation design and related LEED principles for new and retrofitted facilities and landscapes; (2) learn how to develop and deploy innovative, reduced cost strategies for partnership with local governments, adjacent park and forest preserve districts and developers to protect and restore sensitive natural areas and provide nature-based greenways and trail connections.

505 (TR)
Teaching Play Skills with Board Games to Children with Autism
1:00 pm - 3:00 pm
Location: Continental B, Lobby Level
Presenter(s): Mary Crissman, Senior Autism Consultant/Trainer, Little Friends Center for Autism
Chair: Breane Cory, Rockford Park District
Play is an important part of each person's life. It teaches us the social skills of waiting and turn-taking, winning and losing and engaging with others. Play may be counting. Through play, language skills such as simple scripts and verbal labeling can be taught and reinforced. We may learn competitive strategies. There are many great board games that you would love to teach children and young adults, but the games may seem to be beyond their skills. It may be that simple games have been adapted to meet the individual needs as well as how to advance the adaptations as the learner’s skills improve in order to develop the learner’s communicative, social and cognitive skills; (2) learn how to teach play skills through the use of board games to children with Autism Spectrum Disorders as well as determine which games are within the learner’s skill level.

511 (TR)
What Do We Know About Our NET Generation: Part 2
1:00 pm - 3:00 pm
Location: Waldorf, Third Floor
Presenter(s): Sandy McCauley, Professor of Recreation Management and Recreation Therapy, Moraine Valley Community College; Colleen O'Connell, Superintendent of Recreation and Kelly Rajzer, Director of Parks and Recreation, Village of Romeoville
Chair: Anne Cosentino, SEASPAR
For the first time in history, the workforce is comprised of three generations (Baby Boomers, Generation X and Generation Y - also known as the NET Generation) all working together. Join us as we provide helpful hints and discussion to bridge the gap between the generations in the workplace. PLEASE NOTE: This is the second part of a two-part session; some background will be repeated, but this workshop will include more tips and techniques.
Learning Outcomes: Participants will: (1) understand the dynamics of having three generations in the workplace and what it means to each individual employee; (2) understand what skills are needed in order to bridge the gap between different generations working together.
619 (FM)  
The Happy Healthy Employee: Creating More Efficient Workplaces from the Inside Out  
1:00 pm - 3:00 pm  
Location: Williford B, Third Floor  
Presenter(s): Shannon Oluban, Independent Consultant and Lori Kay Paden, Education and Community Services Coordinator, University of Illinois  
Chair: Lori Neubauer, Itasca Park District  
Looking for ways to create more productive and efficient employees? The answer is simple - help them to be healthier. Healthy employees are more productive, get sick less often, help boost morale, cost you less money in health care costs and stay with you longer. Your agency can easily implement a simple awareness program and activities that not only win you statewide recognition, but more importantly give you a stellar staff that is healthier from the inside out! Don’t miss this high-energy, practical workshop!  
Learning Outcomes: Participants will: (1) learn the value of incorporating wellness awareness into employee training and the workday with the six dimensions of wellness: physical, social, intellectual, emotional, diversity/spiritual and environmental; (2) gain specific and valuable programming ideas and simple tactics to build a healthier staff starting next week.

627 (FM)  
Turning the Corner on a Revenue Facility  
1:00 pm - 3:00 pm  
Location: Williford C, Third Floor  
Presenter(s): David Gilbert, Consultant  
Chair: Keara Stout, Elk Grove Park District  
Making the most out of a revenue facility is hard work. This workshop will teach you tips and tricks for marketing the private sector so they can increase revenue and profits of their own revenue facility; (2) learn tips and tricks for marketing the amenities of their facility to the general public and business sectors.

SATURDAY AFTERNOON  
CONFERENCE SESSIONS  
2:00 pm – 3:15 pm  
All conference sessions award 0.1 CEUs.  
Pre-registration is not necessary.

107 (IAPD)  
Ask the Commissioner  
2:00 pm - 3:15 pm  
Location: Lake Ontario, Eighth Floor  
Presenter(s): Chris Garry, President, Barrington Park District; Fred Hohnke, President, Woodridge Park District; Don Jessen, President, Addison Park District; Ron Lehman, Commissioner, Channahon Park District; Diane Main, Commissioner, Westmont Park District  
Chair: Mickey Macholl, Hanover Park Park District  
A panel of experienced commissioners will answer questions and provide information to newly elected commissioners or those who are relatively new to a board.  
Learning Outcomes: Participants will: (1) gain knowledge as to their roles as park district commissioners; (2) be able to ask questions from experienced commissioners.

212 (PARKS)  
Promoting Native Landscaping: Barriers and Motivation  
2:00 pm - 3:15 pm  
Location: Conference Room 4K, Fourth Floor  
Presenter(s): Dr. Barbara Willard, Associate Professor, DePaul University  
Chair: Cameron Bettin, Plainfield Park District  
This session will report on a study entitled “The Good Neighbor Focus Group Project”, a Chicago region-wide plan encouraging neighbors, surrounding forest preserves and conservation district lands to promote native landscaping in an effort to extend natural habitats and biodiversity into residential, business and institutional areas.  
Learning Outcomes: Participants will: (1) identify the perceptual barriers to the acceptance of native landscaping on public and private lands; (2) understand the persuasive techniques that foster the public acceptance of native landscaping on public and private lands.

215 (PARKS)  
Eco-Maintenance: Sustaining the Sustainable Landscape  
2:00 pm - 3:15 pm  
Location: Marquette, Third Floor  
Presenter(s): Tim Caldwell, Principal/Owner, The Savannah Group; Juli Crane, Director of Environmental Studies, Planning Resources, Inc.; Ryan Heltman, General Manager, Fisher Burton  
Chair: Jon Carlson, Bartlett Park District  
Sustainable landscapes have become increasingly popular in the recreation industry. Now that we have them, how do we maintain them? What exactly should be done to preserve, enhance and maintain the character of sustainable landscapes within a jurisdiction under our care?  
Learning Outcomes: Participants will: (1) understand the effects deferred maintenance has on the sustainable landscape; (2) learn how to use and select plants suitable to the microhabitat, water for maximum conservation, eliminate the use of chemicals (low-input lawn care), maintain the landscape/established area by mowing and burning.
306 (AF)
How Do I Pay Them? Wage and Hour Law Question and Answers
2:00 pm - 3:15 pm
Location: Lake Michigan, Eighth Floor
Presenter(s): Margaret Kostopulos and David Leikow, Attorneys, Ancel Glink Diamond Bush DiCianni & Krathefer
Chair: Anna Olas, Crystal Lake Park District
This session is designed to answer the questions regarding wage and hourly law issues concerning your employees. Learn to avoid costly legal issues by learning proper techniques and procedures in dealing with your employee pay issues.
Learning Outcomes: Participants will: (1) learn proper procedures in dealing with wage/salary issues of their employees; (2) learn to avoid costly mistakes in dealing with payroll issues at their agencies.

318 (AF)
Intergovernmental Pooling of Investments
2:00 pm - 3:15 pm
Location: Lake Huron, Eighth Floor
Presenter(s): Lara Allen, Executive Director, IMET
Chair: Christy Powell, Geneva Park District
During this session you will hear information on the privately-sponsored versus government-sponsored investment pools available to park districts. You will find out about the benefits of intergovernmental pooling of investments such as reducing expenses and increasing efficiencies.
Learning Outcomes: Participants will: (1) identify opportunities for intergovernmental pooling of investments; (2) explore the benefits of intergovernmental pooling of investments such as administrative cost savings, levels of oversight and other benefits due to economies of scale.

405 (REC)
Teen Camps and CIT Programs
2:00 pm - 3:15 pm
Location: Private Dining Room 1, Third Floor
Presenter(s): Mike Gianatasio, Recreation Supervisor, Lisle Park District; Bobbi Nance, Recreation Supervisor, Park District of Oak Park
Chair: Bart Desch, Sycamore Park District
Are you thinking of starting a camp or counselor-in-training program for teens or do you need some fresh new ideas? Get advice and ideas on best practices for structuring, marketing and staffing your camp and CIT programs as well as how to get the most from your teens and come up with activities exciting enough to keep them engaged for the entire summer.
Learning Outcomes: Participants will: (1) learn various facets of creating a teen camp and a counselor-in-training program; (2) have a better understanding of how to handle the behaviors in teen camps and train CITs to work with youth; (3) learn how to incorporate best practices in the management of teen camps and CIT programs.

424 (REC)
Behavior Management:
Discipline and Developing a Plan to Implement
2:00 pm - 3:15 pm
Location: Joliet, Third Floor
Presenter(s): Trisha Breitlow, Assistant Superintendent, Andrea Griffin and Renee Miles, Inclusion Coordinators, NWSRA
Chair: Angela Lee, NWSRA
Have you ever experienced a program participant who just doesn’t want to follow the rules and tests your patience on everything? Come learn how to turn negative behavior into positive and cooperative participation. This session will also develop your skills in creating a professional action plan for effectively working with problematic participants.
Learning Outcomes: Participants will: (1) learn where and why negative behavior occurs; (2) develop techniques for managing negative behavior.

430 (REC)
Sponsorships for Your Running Event
2:00 pm - 3:15 pm
Location: Private Dining Room 2, Third Floor
Presenter(s): David M. Pratt, Executive Director, Association of Running Event Directors
Chair: Jackie Witt, Park District of Franklin Park
Get smart about sponsorship. Learn effective techniques to attract and retain corporate sponsors. Understand ROI, marketing entitlements, sponsorship solicitation and sponsor activation.
Learning Outcomes: Participants will: (1) understand why companies sponsor running events; (2) learn techniques for attracting and retaining sponsors.

434 (REC)
H.E.R.O. Programming
2:00 pm - 3:15 pm
Location: Continental C, Lobby Level
Presenter(s): Mary Magee-Hath, Assistant Fitness Coordinator, Joliet Park District
Chair: Blaine Kline, Joliet Park District
Discover creative ways of fitness programming utilizing your fitness and marketing departments together. Stretch marketing dollars, retain members and attract new ones. Health education, through free-of-charge programs for members and non-members, teach those participants responsible ownership by your professional staff.
Learning Outcomes: Participants will: (1) be given details of programs that work! These successful creative programs stretch advertising dollars over a six-week period to help retain members long after New Years: Turn Back the Clock; Help Yourself to a Healthy Heart, T.A.S.K. (Tackling Sedentary Kids) and more; (2) leave with a variety of fitness program ideas geared to all ages and fitness abilities that can be used throughout the entire year at little or no cost to your members.
SATURDAY AFTERNOON CONFERENCE SESSIONS
2:00 pm – 3:15 pm
All conference sessions award 0.1 CEUs.
Pre-registration is not necessary.

621 (FM)
Movin' on Up! How to Prepare to be a Superintendent
2:00 pm - 3:15 pm
Location: Lake Erie, Eighth Floor
Presenter(s): Kim Cashmore, Superintendent of Recreation, Buffalo Grove Park District; Kim Dasbach, Superintendent of Recreation, Bartlett Park District; Dean Hoskin, Superintendent of Recreation, Bensenville Park District
Chair: Stephanie FitzSimons, Bartlett Park District
Looking for the secrets to success to moving up the recreation career ladder? Join us in this fun and informative session that will cover what key skills (i.e., staff, financial, problem solving, attention to detail) that you should focus on in order to become a superintendent. Time will also be spent on questions and answers as well as an open discussion.
Learning Outcomes: Participants will: (1) learn what opportunities to embrace in their current positions and what areas to focus on to help them advance their career; (2) learn and discuss what a “normal day in the life of a superintendent” is from current superintendent-level staff.

623 (FM)
Synthetic Turf: Increase Your Programming Capabilities
2:00 pm - 3:15 pm
Location: Private Dining Room 3, Third Floor
Presenter(s): Pat Moser, Superintendent of Parks and Planning, Palatine Park District; Glen Eriksson, President, Ericksson Engineering Associates, Ltd.; Jack Sebesta, Superintendent of Recreation, Crystal Lake Park District; Mike Zelek, Associate Superintendent for Business, Grayslake Community High School District
Chair: Mike Renner, Cary Park District
A panel of owners and designers will describe the benefits of indoor and outdoor turf facilities, the associated increase in play, maintenance requirements and revenue generation.
Learning Outcomes: Participants will: (1) learn about synthetic turfs multi-use capabilities, outdoor durability, construction considerations and estimated construction costs; (2) be able to determine if a synthetic turf facility would benefit their agency’s programming capabilities.

GO GREEN

- The delegate giveaway for this year’s conference is a recyclable/reusable tote bag.
- Bring a reusable water bottle to fill in your room or at a water fountain.
- Recycling containers will be located throughout the conference area.
- Minimize how much printed material you pick up while in the exhibit halls. Many exhibitors are now offering attendees the option of receiving information via email.
- The IPRA Environmental Committee has developed “Green Checklist” for exhibitors to award those companies who are leading the way in sustainable business practices. Look for booths displaying the “Green Exhibitor Award” certificate.
Saturday, January 30
Hilton Chicago, International Ballroom
6:30 pm – 10:30 pm

Imagine George W. Bush, David Letterman, John Kerry, Larry King, Arnold Schwarzenegger, Tom Brokaw, Randy Travis, Johnny Carson, Bill Clinton, George Bush, Willie Nelson, Ted Koppel, Andy Rooney, Jesse Jackson, Jay Leno, Keith Jackson and a host of others performing for you! When Jim Gossett hits center stage, you never know who will turn up!

While other comedians recycle “stock” jokes, Jim Gossett takes his inspiration from the events of the day, adds his special brand of magic, and delivers a performance so up-to-the-minute, it’s no wonder his material often appears in the monologues of The Tonight Show and The Late Show with David Letterman. His unique perspective on the news will captivate you!

6:30 pm – 8:45 pm
Dinner and Drinks

8:45 pm – 10:30 pm
Jim Gossett (with a 15-minute intermission)

No stranger to the concert stage, Jim Gossett has opened for such celebrities as Paul Anka, Barbara Mandrell, Jay Leno, Crystal Gayle, Louise Mandrell and Frankie Valli. He also appears regularly in comedy clubs and college campuses across the country, earning him a substantial following. When not performing, he can be heard on a variety of national and regional commercials for Pizza Hut, Ford Trucks, McDonald’s, GMC, Kroger, and Wendy’s. He is also a featured announcer on the Cartoon Network and provides humorous commentary on several national radio talk shows.

Delegates who register for the Full Conference Package will receive one ticket for admission. Extra adult tickets may be purchased through the pre-registration process or onsite for $85

Due to the nature of the evening’s entertainment, this is an adult-only event.
EXHIBIT HALL INFORMATION

The IAPD/IPRA Soaring to New Heights exhibit hall is the largest exhibit show EVER for Illinois’ park and recreation field.

It features more than 300 commercial manufacturers, distributors, designers and educational booths AND lots of cash prizes!

DONT FORGET TO TAKE THIS ISSUE TO THE CONFERENCE!

EXHIBIT HALL INFORMATION

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EXHIBIT HALL HOURS

**Thursday, January 28:**
2:00 pm – 6:00 pm, Grand Opening

**Friday, January 29:**
9:00 am – 11:30 am and 1:30 pm – 5:00 pm
*D Dessert served from 2:15 pm – 3:15 pm. This is a ticketed event.

**Saturday, January 30:**
8:30 am – 11:00 am
* Breakfast available from 8:30 am – 10:00 am. This is a ticketed event.

SPECIAL THANKS TO W-T ENGINEERING, INC.
Proud sponsor of breakfast in the exhibit hall

DRAWINGS AND PRIZES

A variety of cash prizes await you in the exhibit hall. You simply need to complete the Official Exhibit Hall Giveaway Entry Form included in your registration materials, find the drum located in the exhibit hall and drop it in! You will then be eligible to win one of numerous cash prizes.

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

- **Thursday, January 28:** 5:00 pm
- **Friday, January 29:** 10:30 am and 3:00 pm
- **Saturday, January 30:** 9:00 am

CONTEST RULES

Prizes must be claimed the same day as the drawing. At the end of the day, any unclaimed prizes will go back into the drum for the next day’s raffle. Prizes may only be claimed during exhibit hall hours.

- Only official entry forms will be accepted.
- You may win only once during the conference.
- Only one entry per delegate is allowed.
- The winning delegate must claim his/her prize in person.

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A name badge is required to enter the exhibit hall.
IAPD/IPRA SOARING TO NEW HEIGHTS CONFERENCE
January 28 - 30, 2010
Hilton Chicago - NW, NE, SW, & SE Halls
# 2010 IAPD/IPRA
**Soaring to New Heights Conference Exhibitors**

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**SUGGESTIONS FOR 2011 IAPD/IPRA CONFERENCE**


**SESSION SUGGESTION FORM - DUE MARCH 1, 2010**

You are invited to submit session suggestions for the 2011 IAPD/IPRA Soaring to New Heights Conference. Please be specific in describing your suggestion and speaker information. Please forward your completed form **NO LATER THAN MARCH 1, 2010** to:

Dina Kartch, IPRA Education and Conference Director  
E: dina@ILipra.org, F: 630-376-1919, W: www.ILparksconference.com

**TOPIC (LIMIT 10 WORDS):**

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**PLEASE INDICATE WHICH SECTION THE SESSION WOULD BE SPONSORED BY (SELECT ONLY ONE):**

- AF/TECH (Administration/Finance; Tech)  
- CM (Communications/Marketing)  
- EMS (Ethnic Minority Section)  
- FM (Facility Management)  
- IAPD (Boards/Elected Officials)  
- PARKS (Park/Grounds)  
- REC (Recreation/Programming)  
- STUDENT (Students)  
- TR (Therapeutic Recreation)  
- OF INTEREST TO ALL:

**DESCRIPTION:**

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**ESTIMATED LENGTH OF SESSION:**  
- 75 minutes  
- 2 hours  
- 3.5 hours

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

---

**SUBMITTED BY:**

Name  
Agency  
E-mail Address  
Phone/Fax

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

**SUGGESTED SPEAKER #1**

Name:  
Phone:  
E-mail:  
Qualifications/Experience:  

**SUGGESTED SPEAKER #2**

Name:  
Phone:  
E-mail:  
Qualifications/Experience:  

**NOTE:** The Program Committee may not be able to accommodate all suggestions. **Speakers at the IAPD/IPRA Soaring to New Heights Conference are not permitted to mention or sell their products/services during the session(s).**

**SUBMISSION DEADLINE: MARCH 1, 2010**
DON’T FORGET TO TAKE THIS ISSUE TO THE CONFERENCE!

GET THE PLATE THAT KEEPS KIDS FIT

Visit IAPD’s home page at www.ILparks.org to download a registration form.

Each set of park district plates generates $25 to a grant program for after school programming at park and recreation agencies throughout the state.
Five Agencies Earn Distinguished Accreditation

The IAPD/IPRA Joint Distinguished Accreditation Committee announced recently that five agencies earned distinguished accreditation status in 2009. The agencies are:

- The Addison Park District
- The Homewood-Flossmoor Park District
- The Oak Lawn Park District
- The Round Lake Area Park District
- The Schaumburg Park District

As of 2009, the Joint Distinguished Accredited Agency Program replaced the Distinguished Agency Program formed back in 1993. Thirty-four Illinois park and recreation agencies still hold distinguished agency status under that program.

The Joint Distinguished Accreditation Committee has established a set of standards by which agencies can be evaluated. A successful outcome of the evaluation process requires an agency to meet benchmarks in several operational categories that include: general management practices; finance and business operations; facilities and parks; personnel; and recreation services.

To learn more about the new Joint Distinguished Accredited Agency Program, representatives from Illinois agencies are invited to attend Session 129 “Agency Accreditation: A Blueprint for Excellence,” which will be held Friday, January 29 at 3:00 pm in Private Dining Room 5 on the third floor of the Hilton Chicago as part of the Soaring to New Heights Conference.

Rockford Park District Board President Named Outstanding Volunteer

Rockford Park District Board President Douglas J. Brooks was recognized in November with the Rockford area’s Outstanding Community Service Volunteer Award by the Association of Fundraising Professionals at the 2009 Philanthropy Day Awards. Brooks was nominated by Kent Mallquist, president of the Rockford Park District Foundation, for giving his time, talent, and professional expertise to several community organizations, including the Rockford Boys & Girls Club, Rockford School District #205, Booker Washington Center and the Rockford Park District and its foundation, where he has been volunteering since 2003.

Rockford Park District Receives Tennis Grant

Rockford Park District is one of seven community organizations nationwide that has been awarded a Community Partnership Investment (CPI) Grant by the United States Tennis Association (USTA). The grant is in the amount of $13,000.

The USTA is the not-for-profit national governing body for the sport of tennis in the U.S., and the grants are designed to support community-based organizations that build tennis communities through collaborative and lasting partnerships. The organizations selected met the following criteria: increasing tennis participation, supporting tennis programming, and fostering diversity with both participation and programming. All grants ranged from $10,000 to $40,000 and will be eligible for partial renewal for up to two years based on their progress.

“The money from this grant will go towards our 2010 Neighborhood Outreach Program. Last year, our tennis instructors taught over 950 children the game of tennis by taking Quick Start equipment (portable nets, racquets and balls) to area summer programs and community centers. Our goal for 2010 is to reach and teach 5,000 children the game of tennis. The USTA grant, along with the help of our partners in the tennis community and volunteers, will assist us in meeting this goal,” said Rockford Park District Youth Sports Coordinator Lamont Jones.
Elmhurst Hires Two

The Elmhurst Park District hired Matt Poole to take on a new role as athletics and environmental program manager. A park ambassador for the district since October 2008, Poole now is responsible for developing and managing the Elmhurst’s athletic leagues, martial arts, open gyms, fitness classes, summer athletic camps, environmental education and outdoor recreation programs.

Robert Marchinski recently joined district as the newest parks maintenance supervisor. He was a seasonal maintenance employee while he attended college at Northern Illinois University. He now coordinates, directs and performs parks division tasks and projects.

Collinsville Taps New Golf Manager

Mark Marcuzzo has joined the Collinsville Area Recreation District (CARD) as the new full-time manager at its public golf course facility, Arlington Greens Golf Course in Granite City.

Marcuzzo is a PGA golf professional with more than 25 years of experience in the golf industry. His resume includes coaching golf at Southern Illinois University - Edwardsville and at Southwestern High School in Piasa, Illinois. Marcuzzo has also held the position of head golf professional at courses in Wood River, Alton, Staunton and Godfrey, Illinois. He was recently inducted into the Alton Golf Hall of Fame.

Metro East’s Malcolm W. Martin Memorial Park Honored by NAACP and Council of Governments

The Metro East Park and Recreation District (MEPRD) and Gateway Center of Metropolitan St. Louis recently accepted two awards for their roles in establishing the Malcolm W. Martin Memorial Park on the East St. Louis riverfront. The park, which brings to life a decades-old dream of a memorial embracing both shores of the Mississippi, was honored by the NAACP and the East-West Gateway Council of Governments.

Representatives of MEPRD and Gateway Center accepted the NAACP’s award for government innovation at the NAACP’s East St. Louis Chapter’s Freedom Banquet on Oct. 18, 2009. Each year, the NAACP recognizes organizations that have made outstanding contributions to their communities. This year, in front of an estimated crowd of 1,000 people from across the country, MEPRD was honored for its collaboration with Gateway Center to create the park, which opened to the public in June 2009.

The new park received further recognition from the East-West Gateway Council of Governments, which presented Paul Evans, president of MEPRD and Marshall Hier, president of Gateway Center with a 2009 Outstanding Local Government Achievement Award. The award, which honors a successful public/private or not-profit venture, was given at the East-West Gateway Council of Governments Annual Meeting on November 13, 2009.

The vision for a memorial on the eastern shore of the Mississippi originated with Gateway Arch architect Eero Saarinen and was shared by the late Malcolm Martin, for whom the park is named. Martin founded the Gateway Center in 1968 to help bring the dream to life. On June 7, 2005, the Gateway Center officially transferred the title of the Gateway Geyser and more than 34 acres surrounding it to MEPRD, entrusting its board and staff with the task of transforming the undeveloped grounds into a memorial park to be named in honor of Martin in recognition of his vision and generosity. The park’s development since then has been largely funded through donations provided by the Gateway Center Board, valued at over $15 million for both the park’s creation and its ongoing maintenance.

The Malcolm W. Martin Memorial Park encompasses the Gateway Geyser – one of the world’s tallest fountains – as well as the Mississippi River Overlook, which offers views of the Gateway Arch and the downtown St. Louis skyline. It also features an elevated seating area leading to a sweeping, open lawn for viewing fireworks and other recreational activities. Visitors to the apex of the overlook also find a bronze sculpture of Martin, a tribute to the man whose vision made the project possible.
Fox Valley Basketball Court is the Perfect Venue for this Couple’s Nuptials
by Jeff Long, public relations manager for the Fox Valley Park District

“It’s always been my dream to get married on a basketball court,” said Tina Thompson. And so she did – on August 15 on Court 4 at the Fox Valley Park District’s Vaughan Center – with more than 200 friends and family members in attendance. Afterward, the happy couple, the wedding party and their guests threw a slam dunk of a reception a few courts over, leaving one court free at all times for basketball games.

For Tina, it was the perfect setting. She’s in her element when on the basketball court surrounded by a festive crowd. A former standout college hoopster at the University of Illinois Chicago, Tina has played in Portugal the last two years in the FIBA Europe league, part of the International Basketball Federation. The idea to get married in a gym struck her shortly after Jonathan proposed. But she couldn’t find the right setting – until she became a member at the Vaughan Center in April. “The Vaughan Center was too good to be true,” she said. “The basketball area was large and open, with a two-level track around it, and the court surface was my favorite color – blue.”

Although the couple didn’t meet in a gym, many of their first dates were playing basketball together at open gyms. The couple is looking forward to celebrating many anniversaries, and perhaps even returning to the Vaughan Center for more than just workouts.

“It’s the perfect place for a party,” said Tina.

Rockford Waterpark Earns Superior Marks

Rockford Park District’s Magic Waters Waterpark received three Superior Waterpark Inspiration & Motivation (SWIM) Awards from the World Waterpark Association (WWA). The recognition came in October at the association’s 29th annual symposium and trade show in Florida. The WWA is an international not-for-profit organization whose primary purpose is to further safety and profitability in the waterpark industry.

The awards recognize member contributions in a variety of areas significant to the industry’s success, such as dedication to guest and employee safety, excellence in leadership, innovation and creativity in designing new themes and attractions, and the development of standards that raise the bar for every employee in water leisure.

Magic Waters was the only entity that won three out of three awards in the categories of: employee retention and rewards programs; employee training programs; and recruiting and hiring programs.

Glen Ellyn Park District Welcomes New Rec Staff

The Glen Ellyn Park District recently welcomed two new recreation supervisors.

Clint Babicz has more than 15 years of professional experience in the recreation field and has worked for several park districts. His last position was with the Elmhurst Park District, where he was employed for 10 years. He holds a B.S. in recreation administration from Aurora University, the YMCA Youth Sports Director Certification, USA Gymnastics Professional Membership and a USA Gymnastics Safety Certification. At Glen Ellyn, Babicz is responsible for football, cheerleading, boys’ baseball, adult leagues, youth basketball, fencing, volleyball and wrestling.

Brenden Berry is a graduate of Ohio University with a B.S. in recreation and sports sciences. He was a member of the university’s men’s soccer team. He has more than five years of professional experience, having worked in high school and adult recreational athletics. His last position was with the Sports Monster Corporation in Chicago, where he held positions as a sports manager and as a marketing manager. At Glen Ellyn he manages the summer tennis program, house league and travel soccer, girls’ softball, lacrosse and martial arts.
Schaumburg Adds New Rec Center Manager

Gwen Strombeck is the new manager at the Schaumburg Park District’s Meineke Recreation Center, a 25,000-square-foot facility that includes a fitness center, running track, program rooms, a gymnasium and outdoor swimming pools. Strombeck is responsible for supervising part-time, seasonal, aquatic and event staff. She oversees birthday parties, room rentals, a teen program, summer day camp and multiple youth events throughout the year. Meineke Recreation Center is currently undergoing a $1.9 million expansion that includes a larger fitness center, a new dance room and renovated locker room and office areas.

Strombeck was an events coordinator for Special Events Management in Chicago before becoming the park district’s special events supervisor in 2006. She is a graduate of Illinois State University with a degree in recreation management.

Western DuPage Promotes and Hires New Staff

Inge Papaeliou, CTRS, moves into an inclusion coordinator position at Western DuPage Special Recreation Association (WDSRA). Papaeliou has been with WDSRA in a variety of capacities over the past 17 years. She is now responsible for inclusion program staffing; participant observations; program adaptations and modifications; and evaluations in the communities of Naperville and Glen Ellyn.

Papaeliou has extensive experience providing private, individualized therapy, social skills training, education consultation and community integration programming for families with young children.

Papaeliou holds a degree in recreation, park and tourism administration with an emphasis in therapeutic recreation from Western Illinois University.

Bernie Vargas also joined WDSRA as an inclusion coordinator. A recent graduate of the University of Wisconsin at La Crosse, Vargas has her bachelor’s degree in therapeutic recreation with a minor in psychology and is CTRS certified. Prior to coming to WDSRA, Vargas completed her internship at the Mayo Clinic in Rochester, Minnesota, where she worked in psychology.

Past IAPD, NRPA Chair Works with Foundation at Upcoming Conference

Past IAPD and NRPA Board Chair, Ron Lehman, who is a Channahon Community Park District commissioner, will be in the Soaring to New Heights Conference Exhibit Hall at booth 704 on January 28 through January 30 to answer questions about the National Recreation and Park Foundation (NRPF).

Created in 2006, the NRPF is a 501 (c) (3) organization that supports research, public policy and public awareness efforts that advance parks, recreation and environmental conservation efforts that enhance the quality of life for all people exclusively through the strategic works of the NRPA.

The foundation’s current theme is to support research and public awareness of the economic, social and physical value of parks and recreation in creating healthy families and communities for all populations. The foundation hopes to achieve its goals by building an endowment fund.

The NRPF is a wholly separate organization from the National Recreation and Park Association with its own governance and bylaws. Lehman currently serves on the foundation’s board of governors.

Correction

In the listing of board member anniversaries on page 17 of the November/December 2009 issue of Illinois Parks & Recreation, we inadvertently omitted Alvin S. Griggs of the Champaign Park District from the list of commissioners celebrating their 10-year anniversaries. We apologize for the error and congratulate Alvin Griggs on his decade of service to Champaign.
Rockford Park District Police Officer Wes Symonds took second place in the Expert Division in the New York City Metro Police Motorcycle Skills Competition held in September. Officer Symonds competed against some of the country’s best motorcycle riders, including officers from the New York City Police Department.

Officer Symonds has been working as a Certified Motorcycle Safety Foundation Instructor since 2004, teaching basic, intermediate and advanced courses through Northern Illinois University’s Motorcycle Safety Project. In 2008, Symonds also became a Certified Harley-Davidson Rider’s Edge Instructor through Kegel Harley-Davidson/Buell in Rockford. He has worked as a Rockford Park District Park Police Motorcycle Officer since 2008. His duties include work as a part-time patrol officer and event officer.
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