

illinois

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# P&R

PARKS AND RECREATION

The magazine of the Illinois Association of Park Districts and the Illinois Park and Recreation Association

## Soaring to New Heights



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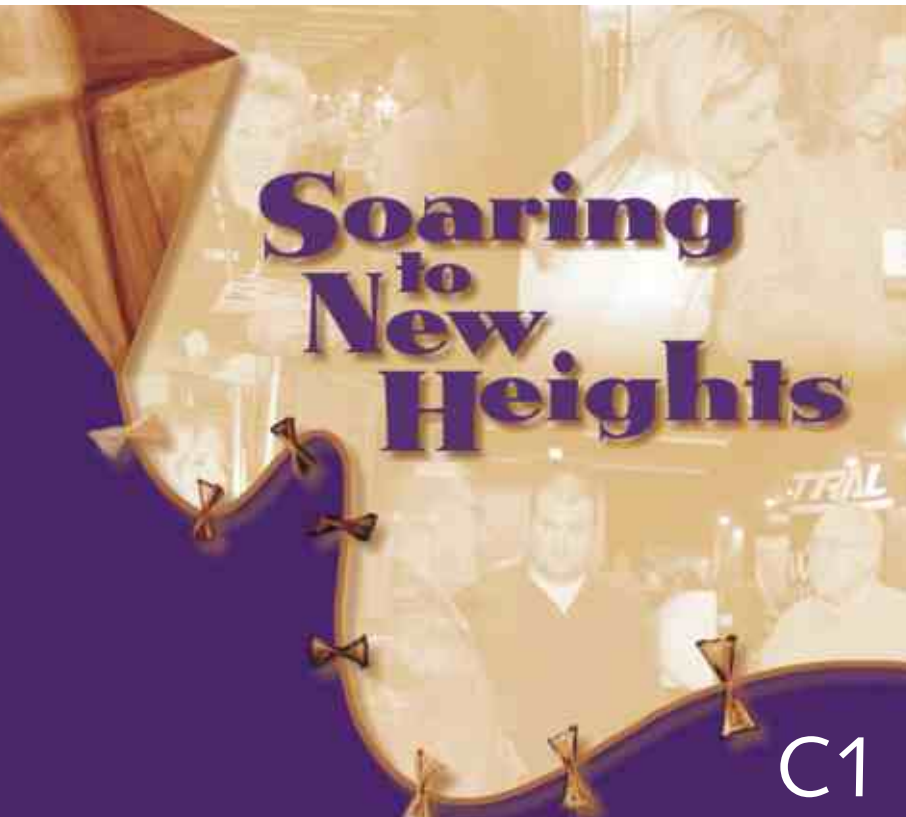
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**Take this Issue to Chicago!**

# FROM THE EDITOR

She ...  
is having ...  
fun (fun is the one thing that  
money can't buy)  
— Paul McCartney and John  
Lennon "She's Leaving Home,"  
Sergeant Pepper's Lonely Hearts  
Club Band, 1967



There was that impressionable period, between the ages of 13 and 17, when voices recorded on vinyl shaped my thinking more than teachers or preachers or my mother and father. And it has taken me all the years since to verify or disabuse myself of notions that all those charming and troubled young men with guitars (mostly the Beatles) poured into my head.

At my house this past holiday season, we decided to put all our Christmas gift money into a fund to see if it was enough to pay for season passes to the local waterpark. That sounds like paying for fun. Well, it is and it isn't. Fundamentally, I still believe that fun something money can't buy. But I like to hedge that bet because I've been around long enough to know that money sure does help afford the opportunity for fun, especially during the hot, hot days of July and August.

Of course last year we didn't think twice. We got ourselves to the waterpark in February, plunked down our money and left with ID tags in hand. (All summer long we flashed passes that featured photos of us in our winter jackets.)

You don't need me to tell you about the economic climate change that has blown in since February 2008. You're experiencing that already (both in your roles as consumers and as service providers). As Bill Wald points out in his column on page 8, when even the most fun-loving families are hunkered down, bracing against tough times, you'll be working extra hard this year to earn your program registration fees.

Luckily, you have some advantages.

First, Illinois agencies have an unmatched track record of providing opportunities for fun. (Look at all those national Gold Medals.) By this time, you are likely well branded in your community as the place to go for fun.

Second, when times are hard, and work – if there's much of it – fails to satisfy, then people are likely to crave escapist entertainment. (Think of those stories of the Great Depression. People were always managing to scrape together a buck or two for the movies.) Your agencies provide active entertainment.

Third, you are in line with people's values. I'm not just talking 'value' in the "bang for the buck" sense of the word. I'm talking about people's core values, one of the most prominent of which is family. In 2009, I predict that households will part with their remaining discretionary funds as long as you show them that your agencies are the places where the whole family can come for opportunities to have fun together.

As Bill Wald points out, your job is to remind the community of these things. Contrary to what the Beatles told me, fun (or at least the opportunity for fun) is something that can be bought – and bought well – at your agencies.

— RODD WHELPLEY  
Editor

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Dr. Ted Flickinger  
IAPD President and Chief  
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## The Four Basics of Board Service

It's hard to believe, but in a few weeks pitchers and catchers will report to Florida and Arizona for spring training. Even though many of the guys lacing up the spikes will be high-paid veterans, no doubt the managers and coaches will take the first few days getting back to basics.

Good managers know that you can't review the fundamentals enough. So, as we turn from 2008 to 2009, now is a good time for board members to review their own set of fundamentals.

### 1. Commitment

Commitment is a lot more than attending monthly board meetings or having your name on the agency's letterhead. It's also more than the desire to advance a personal agenda. You have to be motivated by the desire to see the agency grow and develop for the good of all it serves.

For example, not long ago, I heard a story about a board member whose daughter was in one of his agency's recreation programs. When budget time came around, this board member was devastated to learn that the program was dropped, even though it was done for a sound reason: too few people in the community took advantage of the program, so it was no longer feasible.

In his disappointment, the board member began a campaign to restore the program, no matter how impractical this was. He should have recognized that his role as a board member was to do what's best for the agency and community overall, not just what's best for his daughter.

True board commitment means unselfishly giving your time, experience and skills to advance your agency's mission and goals. It also means supporting the board team even when you disagree with a majority decision.

The following questions may help to determine a board candidate's (or even your own) willingness to make the commitment board service requires.

1. What issues are you most interested in?
2. How much time and energy can you contribute?
3. What do you want from board service?
4. What kinds of people do you like to work with?
5. What social aspect about board service appeals to you?
6. What skills can you bring to the board?
7. How can this agency make best use of those skills?

### 2. Teamwork

Most board members are leaders in their communities. When outstanding community leaders serve on an agency board, the potential for great things happening is always there. Bringing diverse personalities together on a board, though, raises some questions about the nature of board service.

The key question is: How do you create an effective board with so many strong personalities? The answer is that each board member has to understand that the board is not a collection of individuals, but a team. As a member, your main objective should be to fit comfortably into this framework.

True board commitment means unselfishly giving your time, experience and skills to advance your agency's mission and goals. It also means supporting the board team even when you disagree with a majority decision.



Being part of a team doesn't mean you have to give up your goals or personal opinions. It does, however, involve looking for ways your goals can mesh with those of other board members. This often calls for coming up with new team goals all board members can agree to and then enthusiastically supporting them.

As a board member, you can also help the team by always showing respect and courtesy to other board members. You can agree to disagree without letting emotions damage the sense of board teamwork. Even when board members don't see eye-to-eye, the thing that impresses the public is mutual respect among board members. This shows that board members put the job of fulfilling the agency's mission statement over their personal feelings.

Outstanding board members always keep in mind that only the board team makes decisions. Board members need to work toward a cohesive board team by taking their differences in stride, respecting the opinions of others and supporting the decisions of the full board.

Each board member has to understand that the board is not a collection of individuals, but a team.

The only authority board members exercise is through the decisions they make as a board. As an individual member, you should not act on your own outside the board room. For example, you have no authority to send the administrator on a fact-finding mission to answer your questions that are not relevant to an issue or agenda item.

A team player focuses on:

- The mission of the agency.
- What's best for all those the agency serves, not just for special interest groups.
- The big picture, not pet issues.
- The issues and not other board members' personalities.

Keep in mind also that the executive director is a key member of your board team. Although the board hires this individual, the relationship between the board and the executive director is more than one of simply employee to employer. I can't stress enough that the executive director is one of the most important players on your board team and that he or she should participate in all board business. Here's why. The executive director or administrator is your agency's in-house expert on finances, planning, evaluating, community relations and every important issue that comes before the board. It's imperative that the administrator be involved in every decision that the board makes because his or her advice should help the board stay focused and moving in the right direction.

After all, board members aren't in the office every day handling issues. Nor are they "experts" on the services the agency provides. The board needs the executive's expertise or else it might wind up making wrong decisions that would only have negative impacts on the agency's mission.

### 3. Willingness to Learn the Job

No matter how many boards you serve on or have served on, each board experience is unique. Every board team has its distinct style and culture, along with its own goals and methods of achieving them.

To totally commit to your agency, you'll have to learn the specifics of how your board operates. The best source for this information is your executive director, the board president and veteran board members. Always feel free to ask them how you can do your job better. In addition, board development should be included on every board meeting agenda. This training doesn't have to be elaborate or expensive.

On a personal level, you can educate yourself by reading and keeping up on the issues that affect your agency's field. Take advantage of IAPD conferences, symposia and printed resources (and coming soon an online training curriculum). Check IAPD's Web site at [www.ilparks.org](http://www.ilparks.org) to find out about the many educational opportunities available to you. Or, feel free to call me with any questions concerning board operations and laws pertaining to the agency and its board.

Effective board service doesn't come without an effort on your part. But learning how to perform your role in the best professional manner possible is well worth the effort.

### 4. Ethics

In the current political and economic climate, board ethics are likely to be scrutinized more than ever. No matter whom the board ultimately answers to, it must be accountable to itself for its conduct, and board ethics begin with each individual member.

To publicly codify your agency's commitment to high ethical standards, I urge your board to use and adopt the Board Member's Creed (see *Illinois Parks & Recreation* September/October 2005, page 6) and the Board Member Code of Conduct (see *Illinois Parks & Recreation* July/August 2005, page 6). If you need copies of these documents, please contact IAPD.

Board members have to work hard to maintain the public's trust. This means their ethics must go beyond the simple letter of the law to its spirit.

## Soaring to New Heights Conference Sessions of Special Interest to Board Members

Here's a guide to just a few of the sessions you may find useful at the upcoming state conference. Check out the full descriptions of these – and other sessions – in the conference guide found in the middle of this issue of *Illinois Parks & Recreation*.

### THURSDAY January 29

**Session 101 Business  
Etiquette Excellence**  
8:30 am – 12:00 pm  
Continental B

**Session 102 Networking:  
Building Strategic  
Relationships**  
1:00 pm – 4:30 pm  
Continental B

**Thursday Evening Social**  
9:00 pm – 12:00 am  
International Ballroom

### FRIDAY January 30

**Session 105 Borrowing  
Options for Illinois Park  
Districts**  
8:15 am – 9:30 am  
Conference Room 4C

**Session 110  
Legal/Legislative Part I**  
8:15 am – 9:30 am  
Boulevard C

**Session 122  
Benchmarking**  
8:15 am – 9:30 am  
Conference Room 4D

**Session 104 Master  
Planning 101 and  
Beyond**  
8:30 am – 10:30 am  
Private Dinning Room 2

**Session 124 Board  
Development: Building  
a Stronger Leadership  
Team**  
8:30 am – 10:30 am  
Williford C

**Session 115 Investing  
Park District Money**  
9:45 am – 11:00 am  
Conference Room 4A

**Opening General  
Session with Sam Glenn**  
11:15 am – 12:00 pm  
Grand Ballroom

**All Conference  
Luncheon**  
12:15 pm – 2:15 pm  
International Ballroom

**Session 117 Twenty  
Provisions of the Park  
Code You Should Know**  
2:45 pm – 4:45 pm  
Private Dinning Room 2

**Session 120 Maximize  
Your Financial Goals**  
2:45 pm – 4:45 pm  
Continental B

**Session 109  
Accreditation in Illinois:  
The New Standard**  
3:00 pm – 4:15 pm  
Conference Room 4B

**Session III  
Legal/Legislative Part II**  
3:00 pm – 4:15 pm  
Boulevard C

**Commissioner  
Reception**  
5:00 pm

### SATURDAY January 31

**Session 131 Open  
Meetings and Freedom  
of Information Act**  
10:15 am – 12:15 pm  
Williford A

**Session 103 Steps to  
Referendum Success**  
10:30 am – 11:45 am  
Conference Room 4M

**Session 119 Alternate  
Revenue Streams**  
10:30 am – 11:45 am  
Private Dinning Room 3

**Session 107 Getting Park  
Districts and  
Municipalities Working  
Together**  
12:30 pm – 1:45 pm  
Conference Room 4K

**Session 136 Funding for  
Arts Programs**  
12:30 pm – 1:45 pm  
Conference Room 4B

**Session 135  
Parliamentary  
Procedures and  
Robert's Rules**  
1:00 pm – 3:00 pm  
Continental C

**Session 123 Aligning  
Organizational Strategy  
with Community Needs**  
2:00 pm – 3:15 pm  
Lake Huron

**Session 133 Park Safety**  
2:00 pm – 3:15 pm  
Private Dinning Room 5

**IAPD Annual Meeting**  
3:30 pm  
Grand Ballroom

**Saturday Evening Social  
with Second City**  
6:30 pm – 10:00 pm  
International Ballroom

# EYE ON THE PROFESSION

A CLOSER LOOK AT TRENDS AND ISSUES IN THE PARK AND RECREATION PROFESSION



William J. M. Wald  
IPRA Chief Executive Officer,

## Work Smarter and Harder in 2009

As you know, this recession has affected every facet of our country, in both our personal and professional lives. Financial advisors predict that as a nation we are in for more trying times and that things won't get better until the third quarter, if we're lucky. So I admit I've cut some things out of my life to adapt to the current situation. I've economized: some big things and even more little things. One example I have to smirk at involves bringing lunch to work. Yes, I've become a brown-bagger: I mean the full-force, food-in-a-wrinkled-bag kind. Sure, I used to enjoy going out to lunch. It gave me a chance to exhale and be served a hot meal in a pleasant environment, but I've switched my mindset, just like millions of other Americans have. I am humbled by my brown bag scenario, which replaces skirt steak with PBJ and fruit, as we all muddle through this difficult season together.

It's more than saving on lunches, though. Unfortunately, I know people who are dipping into their 401Ks, bypassing travel plans, gulping at how to make mortgage payments and hiding under their corporate desks when another chain of layoffs comes around. So where does that leave the necessity for parks and recreational services? How do we make one dollar do the work of two in our agencies, remain efficient and still bring in program funding as a business entity?

Members, your work just got a little more challenging.

### Know What's Going On

Understand and teach your teams about the economic status locally, as well as what is occurring in the nation and world. Have open discussions about such current events as the declining value of the dollar and the rising unemployment rate and talk about their potential influences on your agency. We can't control the economy, but we can research how we can turn a negative situation into a positive one with good solutions to common challenges. Strategize methods and responses to successfully

manage these concerns. Residents do have the choice to go elsewhere for their recreation needs, or not to go anywhere at all. Drastic times require drastic measures, so be very open-minded about your tactics.

### Become Resourceful During Tough Times

One way to become resourceful in a rough market is to recruit volunteers. But go one step further. A local facility manager told me recently the agency offers free classes to three residents who

Although your agencies have special niches and followings, it's your right – and responsibility – to embrace a “whatever it takes” approach to attract prospective buyers, keep them and continue to operate like a business. The industry needs this approach.



help organize the facility's birthday party rentals on a part time basis. It's a complete and total win-win.

Your databases contain a goldmine of paying residents, who (if approached) may opt for a trade-out. Use the volunteer resources of individuals, interns, seniors and scout troops to do community outreach for your park district. Offer something in return to sweeten the deal.

In another arena, make sure your facilities have gone green. Enlist the help of area environmental specialists or IPRA's own Environmental Committee for advice. Things like changing out light bulbs and tweaking the thermostats in your buildings can cut costs and conserve resources at the same time. Reminders in your facilities to shut lights off or close doors will also help.

This economic climate entitles you to take more assertive measures.



### Adopt a “Whatever It Takes” Attitude

Keep in mind that you too are in business. Think like a business. Remaining fiscally responsible and generating revenue is important. That’s why you need to make it your focus to earn your residents’ recreational dollars, and this economic climate entitles you to take more assertive measures.

Look at how retailers behaved during the holiday season. As consumers, we watched them wrestle each other for our business. Public relations agencies were busy whirling with one retail ad after another as they blasted sales on-air, in print and online. In desperate measures, not only did retailers reduce prices by 50 percent, but they made further reductions to their already-slashed prices. You could get deals up to 75 percent off! They were vying for your dollar, with whatever it took, so that the only “red” they saw was in their holiday gift-wrap. “We just wanted people to come to our store first, with their credit cards at hand,” a manager at a local mall told me after the holidays.

Although your agencies have special niches and followings, it’s your right – and responsibility – to embrace a “whatever it takes” approach to attract prospective buyers, keep them and continue to operate like a business. The industry needs this approach.

### Promotions with Potential

Think about deriving long-term benefits with your incentive offers. Create a “Bring a Friend for Free” class promotion, a buy-one-get-one-free health club membership for new participants only or a buy-one-get-one-half-price tot class. Explore the concept of a “Park Bucks” coupon worth \$10 credit toward a future class for every \$50 or \$75 your residents spend.

Now before you start gasping at the notion, think about it. This long-term philosophy is one that successful businesses swear by: If a customer saves a little money right now and they like their experience with your agency, that \$20 or \$30 discount will compound into hundreds of dollars they spend later on.

Retention is critical to our success in 2009, and we must work smarter and harder than ever to get –and retain – our customers.

### Give Them a Purpose to Partake

Re-group with your front-line staff for a sales-driven, retention-styled approach. Encourage staff to work the phones. Train them to invite past customers effectively and take a personal approach to get them back. Spearhead a “We Want You Back Sale” for past customers. Find pleasant, conversational staff members (or perhaps a group of enthusiastic moms) to work evenings and place calls to targeted participants at night.

Create specialized scripts for your retention promotion. Call patrons to say, “I notice you had signed up for an XYZ program last year, but you aren’t with us right now. We have a new XYZ class. The teacher is wonderful, and we would do anything to see you come back.” Doesn’t that sound nice to hear on the other end? Open the door to dialogue, sell your past customers on the benefits of that class, and, above all, adopt that “whatever it takes” mentality, which I am convinced really works.

### Market to Your Markets

On first glance, prospects see a class fee of \$50 and may bypass it. That’s too much money. So when you produce your program guide listings, list the breakdown of what the “per-class” or “per-hour” fee is, which could be as low as \$5 a class. Don’t forget to include at least three benefits that show a patron why he or she should take the class, such as good exercise, building confidence and making friends. Make sure your program copy is effective and well-written enough to persuade those who are still on the fence about parting with their dollars.

Marketing is key. When it comes to your promotions, pour out postcards, newsletters and program guides touting your special offers. Let customers repeatedly learn about your big sale through display boards, posters, street signs, e-blasts, and flyers at all facilities and on the Internet.

As a business sponsorship proposition, ask your local printing company to trade printing services in exchange for an ad in your program guide, which costs you nothing but space. Local print shops oftentimes are known to print flyers or small posters in exchange for promotional perks. Sponsorship funds are tight, but I know a few parks and recreation agencies that work with sponsors, make them the agency’s “exclusive” bank or print shop or soft drink, and draw much-needed funds from this effort.

Members, I hope this nutshell of simple tactics will motivate you to work smarter, harder and more assertively in your business of parks and recreation as we make it through the challenges of 2009.

### Share Ideas with Peer Professionals

In the last issue of *Illinois Parks & Recreation*, I wrote about using the community boards on IPRAonline.com. Make sure you do so, as it is an excellent forum for chat groups and discussions. Begin resourceful conversations among industry professionals about this and other timely challenges our industry faces. Remember, a big part of the success of this field has been networking with each other. Start chatting with your fellow peers about revenue opportunities, marketing promotions, going green, tips and ideas you’d like to share.

Then continue the chatting – this time in person – at the Annual IAPD/IPRA Conference January 29 through 31, appropriately themed Soaring to New Heights! If you haven’t registered yet, do so today, as this year promises to be the best conference to date. There will be creative forums, fresh new speakers, excellent and timely industry-specific sessions and, oh, even a wonderful lunch. However, this time, brown bags are truly optional.

I hope to see each and every one of you there!



Peter M. Murphy  
IAPD General Counsel

## 2008 Legislative Election Results

Illinois politics is a fluid process and elections usually bring many new members. This year was no exception.

Illinois House Democrats gained three seats, but fell one short of a veto-proof majority. Senate Democrats defeated a few strong challengers to keep their veto-proof majority, but gained no net seats. The House will have 70 Democratic and 48 Republican members; the Senate will have 37 Democrats and 22 Republicans.

Among the 10 open Illinois House seats, three had changes in party control: two from Republican to Democratic and one from Democratic to Republican. The two open Senate seats stayed in the same party. Senator Debbie Halvorson won her U.S. House race and will be replaced by a Democratic appointee.

All but two incumbents (both House members) nominated in the primary were re-elected. In a large upset, Democratic challenger Emily Klunk-McAsey defeated House Deputy Republican Leader Brent Hassert. Democrat Keith Farnham eked out a 322-vote win over Republican Representative Ruth Munson. The House will have 12 totally new members, and the Senate will have three.

Illinois' representation in Washington will also change. Democrats added a seat in Illinois' U.S. House delegation, for a partisan split of 12 Democrats to seven Republicans. All 17 incumbents who ran were re-elected. Illinois Senate Majority Leader Debbie Halvorson won retiring Congressman Jerry Weller's seat, changing it from Republican to Democratic control. Representative Aaron Schock won retiring Congressman Ray LaHood's seat, keeping it in Republican control and making him the youngest member of the 111th Congress. U.S. Senator Dick Durbin was re-elected to a third term.

At press time, two vacancies in the Illinois congressional delegation remained officially unfilled. U.S. Senator Barack Obama received more than 61 percent of the vote in Illinois, and was the first presidential candidate to win 3 million Illinois votes at an election. Shortly after winning the presidency, he resigned his

seat in the U.S. Senate. Democrat Rahm Emanuel of Chicago will vacate his seat as the congressman from the Illinois 5<sup>th</sup> Congressional District to become President Obama's chief of staff.

The only statewide referendum on the ballot was on whether to call a constitutional convention. It needed the votes of either 60 percent of those voting on that question or a majority of all voters in the election, but got only about 40 percent.

Illinois set records this year for both registration and total voters. About 700,000 people voted early in the first presidential election in which it was offered in Illinois.

The only statewide referendum on the ballot was on whether to call a constitutional convention. It got only about 40 percent of the vote.



### New House Members

**Will Burns (D-26, Chicago)** most recently served as deputy chief of staff and senior advisor to Senate President Emil Jones, Jr. Previously, he was the education and tax policy manager for the Metropolitan Planning Council and the vice president of program and field offices for the Chicago Urban League.

**John D. Cavaletto (R-107, Salem)** served as a teacher, coach and school administrator for 37 years, completing his educational career in 2001 as the principal of Salem Community High School. He is an inductee into the Illinois Athletic Directors Hall of Fame.

Illinois House Democrats gained three seats, but fell one short of a veto-proof majority. Senate Democrats defeated a few strong challengers to keep their veto-proof majority.

**Michael G. Connelly (R-48, Lisle)** has been a member of the DuPage County board since 2006 and chairs its Economic Development Committee. He has practiced law privately for 16 years and has also been a Lisle village trustee.

In 1986, **Keith Farnham (D-43, Elgin)** founded a commercial and industrial painting firm that did projects throughout the U.S. and the Caribbean. He also helped found the Finishing Contractors Association and chaired its government relations committee for eight years.

**Jehan Gordon (D-92, Peoria)** is a member of the Pleasant Hill school board and a Junior Achievement volunteer, among other service activities. She has been on the staff of Bradley University's Small Business Development Center.

**Kay Hatcher (R-50, Yorkville)** has been the president of the Kendall County Forest Preserve District since 2002. She is currently on the board of governors of the Illinois Lincoln Series, which trains prospective Republican women political leaders.

**Emily Klunk-McAsey (D-85, Lockport)** is a graduate of Loyola University of Chicago School of Law. After graduation, she became an assistant state's attorney prosecuting criminal cases.

**Deborah Mell (D-40, Chicago)** is a member of Mayor Daley's Advisory Council on Human Relations and, in 2004, was recognized for activism by the National Organization for Women.

**Al Riley (D-38, Olympia Fields)** was appointed in 2007 to replace Representative Robin Kelly (who became chief of staff to the state treasurer) and has now been elected. He serves on the House Committees on Appropriations – General Services and Appropriations – Human Services; Environmental Health; Human Services; Local Government; Mass Transit; and Smart Growth & Regional Planning.

**Darlene Senger (R-96, Naperville)** is a financial advisor in the Oak Brook office of GCG Financial, Inc. (a nationwide insurance and financial services firm based in Bannockburn).

**André Thapedi (D-32, Chicago)** is a partner in the firm of Thapedi and Thapedi, engaging principally in personal injury and business litigation. He is also a managing broker for Shore Realty.

**Mark Walker (D-66, Arlington Heights)** has been a soccer coach and a member of the Arlington Heights Park District Foundation board. He has also co-chaired the Northwest Suburban Veterans Advisory Council.

**Michael Zalewski (D-21, Chicago)** served from 2004 to 2007 as an assistant Cook County state's attorney prosecuting criminal cases. He then became an associate in Chico & Nunes P.C., where he has handled corporate and local government matters.

### New Senate Members

**Tim Bivins (R-45, Dixon)** was appointed in March to replace retiring Senator Todd Sieben and has now been elected. He served for more than 32 years in law enforcement, including 20 years as the sheriff of Lee County.

**Dan Duffy (R-26, Lake Barrington)** is a co-founder and co-owner of Effective Data, a computer consulting firm specializing in electronic data interchange between companies.

**Emil Jones, III (D-14, Chicago)** has served in various positions in state government, most recently as an administrator in the Department of Commerce and Economic Opportunity.

**Heather Steans (D-7, Chicago)** was appointed in February to replace retiring Senator Carol Ronen and has now been elected. Her committee assignments are to the Senate Human Services, Insurance, Labor, and Local Government Committees.

Note: Biographical summaries of new legislators were adapted from information provided by the Legislative Research Unit.



# Referenda Results – November 4, 2008

At the polls in November, Illinois citizens re-enforced their belief that park districts and forest preserves are their preferred units of local government when it comes to the preservation of greenspace and the provision of recreation services.

Of the 21 local park-related measures that appeared on ballots across the state, five proposed the formation of a new park or forest preserve district. The voters approved four. Seven measures sought voter approval on operational issues contemplated by an agency. Questions ranged from proposed annexation to facility construction to the composition of the park board. Citizens affirmed their confidence in the management of their park agencies by voting in the affirmative on six of these seven operational measures.

Not unexpectedly the squeamishness occurred when the check arrived. Nine ballot questions involved tax or bonding issues, and, of the nine, seven were defeated. Voters are more than reluctant to increase their tax burden directly, as all four tax measures went down to defeat. As has been the trend for the past several elections, voters were more willing to allow park agencies to borrow funds. Two of five bond measures met with approval.

The following table summarizes the types of initiatives, the amounts requested and vote totals. Data for this report were obtained from county election authorities and local news outlets after all precincts were counted but before votes were made official. If you are aware of an initiative that is not included, please contact me at [pmurphy@ILparks.org](mailto:pmurphy@ILparks.org).

## Park and Forest Preserve Referenda Results

DISTRICT	JURISDICTION	TYPE	DESCRIPTION	PASS/FAIL	VOTES YES/NO
Batavia Park District	City of Aurora, Kane	Bond	Shall the Batavia Park District build and equip a community recreation and aquatics center, including administrative offices;... complete other capital development projects; and issue its bonds to the amount of \$36,000,000 for the purpose of paying the costs thereof?	Failed	Yes = 4,919 No = 9,766
Berwyn Park District	Cook	Misc.	Shall the Berwyn Park District annex all of the territory within the Village of Stickney for park purposes?	No	Yes = 335 No = 1,628
Blue Mound Park District	Macon	Misc.	Shall a new park district, called the Blue mound Park District, comprising the territory of Blue Mound Village, Macon County, Illinois, be formed?	Yes	<b>Yes = 335</b> No = 131
Carthage Park District	Hancock	Office Term/Size	Shall the Carthage Park District reduce the number of park commissioners from a seven-member board to a five-member board?	Yes	<b>Yes = 863</b> No = 238
Cary Park District	McHenry	Misc.	Shall the Cary Park District sell the following real estate: up to 87 acres of the westernmost portion of Hoffman Park or any subpart thereof...?	Yes	<b>Yes = 5,607</b> No = 4,553
Champaign County Forest Preserve District	Champaign	Tax	Shall the limiting rate under the Property Tax Extension Limitation Law for the Champaign County Forest Preserve District be increased by an additional amount equal to .02% above the limiting rate for levy year 2007 and be equal to .0919% of the equalized assessed value of the taxable property therein for levy year 2008?	Failed	Yes = 31,370 No = 42,502
Chicago Ward 21, Precincts 2 and 65	City of Chicago	Misc.	Shall the City of Chicago, Chicago Board of Education and the Chicago Park District work together to build a full service multi-purpose indoor-outdoor track facility in the West Chatham community to train the youth of the community to compete successfully at the highest level in track and field throughout the country?	Yes	<b>Yes = 751</b> No = 56
Crawford County Forest Preserve District	Crawford County	Misc.	Shall there be organized a Forest Preserve District in accordance with the Order of the judge of the Circuit Court of Crawford County dated September 4, 2008, to be known as Crawford County Forest Preserve and described as follows: "all that real property existing within the boundaries of Crawford County, Illinois?"	Yes	<b>Yes = 4,794</b> No = 4,013

DISTRICT	JURISDICTION	TYPE	DESCRIPTION	PASS/FAIL	VOTES YES/NO
Erie Area Park District	Henry, Rock Island, Whiteside	Misc.	A proposition for or against the organization and establishment of a general park district to be known as Erie Area Park District.	No	Yes = 780 No = 942
Hanna City Park District	Peoria	Misc.	Shall the legal voters residing in Hanna City, Peoria County, State of Illinois, organize and form a new park district known as the Hanna City Park District?	Yes	<b>Yes = 312</b> No = 252
Hazel Crest Park District	Cook	Bond	Shall bonds or notes of the Hazel Crest Park District to the amount of Five Million Dollars (\$5,000,000) be issued for the purpose of constructing a swimming pool and aquatic center?	Pass	<b>Yes = 3,828</b> No = 2,842
Hazel Crest Park District	Cook	Tax	Shall the Hazel Crest Park District be authorized to levy and collect an additional tax of not to exceed 0.15% for the purpose of recreational programs including the operation of a swimming pool and aquatic center as provided in Section 5-3a of The Park District Code?	Fail	Yes = 2,439 No = 4,223
LaSalle County Forest Preserve District	LaSalle County	Misc.	Shall there be organized a forest preserve district in accordance with the order of the judge of the circuit court of LaSalle County Forest Preserve District and described as follows: boundaries co-extensive with the boundaries of LaSalle County, Illinois?	Yes	<b>Yes = 27,305</b> No = 19,134
Lake County Forest Preserve District	Lake County	Bond	Shall the Lake County Forest Preserve District, Lake County, Illinois borrow money and issue bonds to acquire and improve forest preserve lands in order to preserve and restore wildlife habitats, trail and greenway corridors, wetlands, prairies and forests; to provide flood control; and to create and improve public use areas for recreation, education and historic facilities in an amount not to exceed \$185,000,000?	Pass	<b>Yes = 181,974</b> No = 93,791
Lan-Oak Park District	Cook	Tax	Shall the limiting rate under the Property Tax Extension Limitation Law for the Lan-Oak Park District be increased by an additional amount equal to .100% above the limiting rate for levy year 2006 and be equal to .296% of the equalized assessed value of the taxable property therein for levy year 2008?	Fail	Yes = 2,813 No = 7,753
Lisle Park District	DuPage	Bond	Shall the Lisle Park District build and equip a new community center, demolish the existing community center at Community Park, improve the site thereof and issue its bonds to the amount of \$21,900,000 for the purpose of paying the costs thereof?	Fail	Yes = 5,594 No = 8,100
Park District of Highland Park	Lake	Tax	Shall the limiting rate under the Property Tax Extension Limitation Law for the Park District of Highland Park be increased by an additional amount equal to 0.20% above the limiting rate for levy year 2007 and be equal to 0.4980% of the equalized assessed value of the taxable property therein for levy year 2008?	Fail	Yes = 3,420 No = 12,731
Park District of La Grange	Cook	Misc.	Shall the Park District of La Grange sell all or a portion of the following real estate consisting of the 2.82 acres located at and near the northwestern edge of Gordon Park...?	Yes	<b>Yes = 4,164</b> No = 3,444
Rend Lake Conservancy District	Jefferson /Franklin Counties	Misc.	Do you want the Rend Lake Conservancy District to enter into long-term leases for the private development of public recreation and commercial facilities (such as marinas, restaurants, shops, water park, walking trails, parks, fishing piers, amusement, or entertainment amenities) and short-term/long-term leasing facilities (such as cabins, cottages, hotels, condominiums, or campgrounds) on the unused property in the Gun Creek area?	Yes	<b>Yes = 17,122</b> No = 9,198
Village of Riverside	Cook	Misc.	Shall the Village of Riverside initiate and promote environmental best practices and procedures, including encouraging more ecologically sustainable building practices, conserving natural resources through better energy management, recycling, and use of renewable energy technologies, and increasing efforts to protect and preserve Riverside's parks, wilderness areas, and public facilities?	Yes	<b>Yes = 3,480</b> No = 1,174
Waterloo Park District	Monroe	Bond	Shall Waterloo Park District, in the City of Waterloo for the purpose of a new park acquire approximately 10.82 acres of real estate along Rogers Street, including bond costs, and issue its bonds to the amount of \$385,000 for the purpose of paying the costs thereof?	Fail	Yes = 2,453 No = 2,773

# LEGAL CALENDAR 2009

Prepared by Peter M. Murphy, IAPD General Counsel

The following park district calendar is based on a fiscal year that begins on May 1 and ends on April 30. For those park districts that have adopted another date for the commencement of the fiscal year (70 ILCS 1205/4-4), this calendar must be adjusted for those duties that must be performed at times related to the fiscal year. The calendar is also established around regular park board meetings held on the third Thursday of each month. Election dates are based on the consolidated election to take place on April 7, 2009.

## ANNUAL REQUIREMENTS

### AT THE BEGINNING OF THE CALENDAR (OR FISCAL)

#### YEAR:

- Post the date, time and place of park district regular meetings for the year. Mail copies to the news media. (30 ILCS 120/2.02) (All references are to the Illinois Compiled Statutes.)
- Review the requirement that beginning January 1, 2004, all closed sessions are to be recorded verbatim by audio or video. (PA. 93-523)
- Review with the park district treasurer the requirement that all funds of the district not immediately needed for disbursement must be invested within two working days at prevailing rates or better. (30 ILCS 225/1)
- Review the requirement that every person, other than the treasurer, receiving money for the district must keep a triplicate record of the money, and deliver the money to the treasurer not later than the middle of the month following the month of receipt. (30 ILCS 20/1)
- The American flag must be displayed and flown each day of the week from each City Hall or Village Hall and Village Square and at the principal entrance to all public parks. (5 ILCS 465/36)
- Contributions to the Illinois Municipal Retirement Fund must be deducted each pay period from covered employees' pay and remitted to the Retirement Board along with the contribution from the local government. This requirement is mandatory for municipalities over 5,000 population where Social Security is not provided, and elective for others. (40 ILCS 5/7-132 and 7-172)

- Review the requirements that all newly hired employees must be reported to the Illinois Department of Security within 20 days of the employee's first day on the payroll.
- Those park districts that have elected to place their employees under Social Security must send in contributions at such times as may be designated by the State Social Security Agency. (40 ILCS 5/7-132 and 7-172)

### EVERY SIX MONTHS

Unpublished written minutes of all closed meetings are to be reviewed not less than semiannually. Minutes are to be reviewed to determine if (a) the need for confidentiality still exists as to all or part of those minutes, or (b) if the minutes or portions thereof no longer require confidential treatment and are available for public inspection. The results of the review are to be reported in the open session of the board of commissioners. (5 ILCS 120/2.06)

## NOVEMBER 2008

### NOVEMBER 20

First day notice of intention to file a petition to create a political subdivision whose officers are to be elected, rather than appointed, may be published in a newspaper within the proposed political subdivision, or, if none, in a newspaper of general circulation within the proposed territory. (10 ILCS 5/28-2)

## DECEMBER 2008

### DECEMBER 18

Regular December board meeting.

### DECEMBER 22

Last day notice of intention to file a petition to create a political subdivision whose officers are to be elected, rather than appointed, may be published in a newspaper within the proposed political subdivision, or, if none, in a newspaper of general circulation within the proposed territory. (10 ILCS 5/28-2)

### DECEMBER 22

Last day to file petitions (must contain original sheets signed by voters and circulators) to create a political subdivision with the appropriate circuit court clerk. (10 ILCS 5/28-2)

NOTE: Objections can be filed on or before the date of the hearing with the appropriate circuit court clerk. (10 ILCS 5/28-4)

NOTE: If initial officers are to be elected at the election for creation of a new unit of government, candidates for such offices shall file nomination papers 78-71 days before such election. (10 ILCS 5/10-6)

NOTE: The circuit court clerk shall publish the hearing date for a public policy petition filed in his/her office not later than 14 days after the petition is actually filed, but at least 5 days before actual hearing. (Final orders within 7 days of hearing.) (10 ILCS 5/28-4)

### DECEMBER 30

Last day to file objections to petition to create a political subdivision with the appropriate official. (10 ILCS 5/28-4)

## JANUARY 2009

### JANUARY 15

Regular January Board Meeting.

### JANUARY 19

First day for filing in office of the local election official or board of election commissioners original nominating petitions (must contain original sheets signed by voters and circulators) for nonpartisan candidates in park districts and forest preserves. (10 ILCS 5/10-6(2); 10-6(6)).

NOTE: Filing is 78-71 days prior to the election.

### JANUARY 19

Last day for filing petitions (must contain original sheets signed by voters and circulators) for referenda for the submission of questions of public policy (local). (EXCEPTION: proposition to create a political subdivision.) (10 ILCS 5/28-2, 28-6, 28-7)

NOTE: Petitions to initiate backdoor referenda must be filed in accordance with the authorizing statute but not less than 78 days prior to the election.

### JANUARY 26

Last day for filing in the office of the local election official or board of election commissioners original nominating petitions (must contain original sheets signed by voters and circulators) for nonpartisan candidates for township and municipal library boards, road district boards, library district boards, park district boards, school boards, community college boards, regional boards of school trustees, fire protection district boards and forest preserve district boards (10 ILCS 5/10-6(2), 10-6(6)).

### JANUARY 27

Last day to file objections to petitions for the submission of questions of public policy. (EXCEPTION: proposition to create a political subdivision) (10 ILCS 5/10-8, 28-4)

### JANUARY 29-31

Attend the IAPD/IPRA Annual Conference, Hilton Chicago.

## **JANUARY 31**

Last day for filing the annual Certificate of Status of Real Estate to continue the exemption of park property from real estate taxes for the taxable year 2008.

## **FEBRUARY 2009**

### **FEBRUARY 1**

On or before February 1 annually, the chief administrative officer or his or her designee for a unit of local government with persons described in items (h), (i) and (k) of Section 4A-101 shall certify to the appropriate county clerk a list of names and addresses of those persons described in items (h), (i) and (k) of Section 4A-101 that are required to file statements of economic interest pursuant to the Governmental Ethics Act. In preparing the lists, each chief administrative officer or his or her designee shall set out the names in alphabetical order by county of residence, and, if any person resides in another county or outside of Illinois, shall submit a list of persons required to file to the county clerk of the county in which the principal office of the unit of government with which the person is associated is located.

### **FEBRUARY 2**

Last day for local governing boards to adopt a resolution or ordinance to allow binding public questions to appear on the ballot. (10 ILCS 5/28-2; 60 ILCS 1/80-80)  
[EXCEPTION: County, municipal, township and park district boards may place advisory referenda on the ballot by resolution (10 ILCS 5/28-2; 60 ILCS 1/80-80).]

### **FEBRUARY 5**

Last day for the circuit court clerk and the local election official to certify any question of public policy to the election authority having jurisdiction over the political subdivision. (10 ILCS 5/28-5)

### **FEBRUARY 19**

Regular February board meeting.

## **FEBRUARY 26**

First day for any registered voter presently within the confines of the United States who expects to be absent from his county of residence on election day to make application by mail or in person to the election authority for an official ballot. (10 ILCS 5/19-2)  
NOTE: Most first-time voters who register by mail must vote in person; either in-person absentee (at the office of the election authority or authorized municipal, township or road district clerk); as a hospitalized or nursing home voter; or at precinct polling place. For exceptions, see 42 USC 1973gg-4(c) and SBE Rule, Title 26, Section 216.90

NOTE: Certain situations other than absence from residence also permit application for absentee ballot to be made. (10 ILCS 5/19-3)

## **FEBRUARY 26**

Last day for organizations of citizens and proposition proponents or opponents to register their names and addresses and the names and addresses of their principal officers with the proper election authority if the organization wants to qualify for poll watchers at the general primary election.

## **MARCH 2009**

A good month to check zoning changes and annexations by cities or villages within the district boundaries. (If there have been any changes in the boundaries of zoning districts, cities and villages must publish a new zoning map by March 31 and furnish a copy of the map upon request.) (65 ILCS 5/11-13-19)

### **MARCH 9**

First day for election authority to publish notice of consolidated election and notice of referenda. The election authority shall post a copy of the notice at the principal office of the political or governmental subdivision. If there is no principal office, the local election official shall post the notice at the building in which the governing body of the political or governmental subdivision held its first meeting of the calendar year in which the referenda is being held. (10 ILCS 5/12-4, 12-5)

## **MARCH 16**

First day for local election officials (qualified municipal, township, and road district clerks) to conduct in-person absentee voting. (10 ILCS 5/19-2.1)

## **MARCH 17-20**

Attend NRPA Mid-year Meeting in Washington, D.C.

## **MARCH 19**

Regular March board meeting.

## **MARCH 30**

Last day for election authority to publish notice of consolidated election and notice of referenda. The election authority shall also post a copy of the notice at the principal office of the election authority. The election authority shall also post a copy of the notice at the principal office of the political or governmental subdivision. If there is no principal office, the local election official shall post the notice at the building in which the governing body of the political or governmental subdivision held its first meeting of the calendar year in which the referenda is being held. (10 ILCS 5/12-4, 12-5)

## **MARCH 31**

Last day (by 5:00 P.M.) a person may file a notarized declaration of intent to be a write-in candidate with the proper election authority. (10 ILCS 5/17-16.1, 18-9.1)

## **APRIL 2009**

### **NOTIFICATION OF ECONOMIC INTEREST STATEMENTS**

#### **APRIL 1**

On or before April 1 annually, the county clerk of each county shall notify all persons whose names have been certified to him, other than candidates for office who have filed their statements with their nominating petitions, of the requirements for filing statements of economic interests.

Public Act 88-605 requires the following persons to file verified written statements of economic interests:

(g) Persons who are elected to office in a unit of local government and candidates for nomination or election to that office.

(h) Persons appointed to the governing board of a unit of local government and persons appointed to a board or commission of a unit of local government who have the authority to authorize the expenditure of public funds. This subsection does not apply to members of boards or commissions who function in an advisory capacity.

(i) Persons who are employed by a unit of local government and are compensated for services as employees and not as independent contractors and who:

1. are, or function as, the head of a department, division, bureau, authority or other administrative unit within the unit of local government, or who exercise similar authority within the unit of local government;
2. have direct supervisory authority over, or direct responsibility for, the formulation, negotiation, issuance or execution of contracts entered into by the unit of local government in the amount of \$1,000 or greater;
3. have authority to approve licenses and permits by the unit of local government (this item does not include employees who function in a ministerial capacity);
4. adjudicate, arbitrate or decide any judicial or administrative proceeding, or review the adjudication, arbitration or decision of any judicial or administrative proceeding within the authority of the unit of local government;
5. have authority to issue or promulgate rules and regulations within areas under the authority of the unit of local government; or
6. have supervisory responsibility for 20 or more employees of the unit of local government.

Failure to file a statement of economic interests within the time prescribed shall not result in a fine or ineligibility for, or

forfeiture of, office or position of employment, provided that the failure to file results from not being included for notification by the appropriate agency, clerk, secretary, officer or unit of government, and that a statement is filed within 30 days of actual notice of the failure to file.

All statements of economic interests filed under this Article shall be available for examination and copying by the public at all reasonable times.

Any person required to file a statement of economic interests under this Article who willfully files a false or incomplete statement shall be guilty of a class A misdemeanor. Failure to file a statement within the time prescribed shall result in ineligibility for, or forfeiture of, office or position of employment, as the case may be; provided, however, that if the notice of failure to file a statement of economic interests provided is not given by the county clerk, no forfeiture shall result if a statement is filed within 30 days of actual notice of the failure to file.

#### **APRIL 2**

The suggested date to prepare the budget and appropriation ordinance in tentative form and place on file for public inspection at least 30 days prior to final action. (All park districts are required to adopt a combined budget and appropriation ordinance within or before the first quarter of each fiscal year.) (70 ILCS 1205/4-4)

#### **APRIL 2**

Last day for the election authority to receive application by mail from any registered voter presently within the confines of the United States who expects to be absent from the county of residence on election day, and the last day for the election authority to mail such ballot. (10 ILCS 5/19-2)

#### **TUESDAY, APRIL 7, 2009 CONSOLIDATED ELECTION**

#### **APRIL 16**

Regular April board meeting.

#### **APRIL 28**

Last day for canvassing election results by proper election authorities (10 ILCS 5/22-17).

### **MAY 2009**

#### **MAY 1**

The last date for filing Statements of Economic Interest for persons who have not previously filed during the calendar year. (Public Act 88-605)

#### **MAY 1**

The date to send notice to the Illinois Department of Labor requesting determination of current prevailing rate of wages for the district's area. (820 ILCS 130/4)

#### **MAY 1**

(Beginning of new fiscal year.) The date to post the dates, times and places of park district regular meetings for the fiscal year. Mail copies to news media. (As an alternative, this can be done at the beginning of the calendar year.) (5 ILCS 120/1.02)

#### **MAY 1**

The date to start the annual audit. Every governmental unit is required to make an annual audit to cover the immediately preceding fiscal year. The audit must "be completed and the audit report filed with the Comptroller within six months after the close of the fiscal year." All governmental units are also required to file a copy of the completed report with the county clerk. (50 ILCS 310/2 and 310/3)

NOTE: Any governmental unit appropriating less than \$850,000 is required to file a financial report with the Comptroller in lieu of an audit. Any governmental unit appropriating \$850,000 or more shall, in addition to complying with the audit requirements, file a financial report on forms required by the Comptroller. (50 ILCS 310/3) See P.A. 92-582, effective July 1, 2002.

#### **MAY 1**

The date to begin preparation of the Statement of Receipts and Disbursements (30 ILCS 15/1)

#### **MAY 5-6**

Attend the IAPD Legislative Conference in Springfield The Legislative Reception is held the evening of May 5 with the conference starting the next morning on May 6.

May 5 is Parks Day at the Capitol with park district and forest preserve displays lining the Capitol Rotunda.

#### **MAY 8**

The suggested date to publish notice of public hearing on the budget and appropriation ordinance (must be done at least one week prior to hearing). (70 ILCS 1205/4-4)

#### **MAY 21**

Regular May board meeting.

This is the suggested date to hold the public hearing on the budget and appropriation ordinance and the date for enacting the ordinance at the board meeting following the hearing. (70 ILCS 1205/4-4)

NOTE 1: The budget and appropriation ordinance must be made available in tentative form for public inspection at least 30 days prior to final action thereon.

NOTE 2: All taxing districts are also required to file a certified copy of their budget and appropriation ordinances with the county clerk within 30 days of adoption, as well as an estimate, certified by the district's chief fiscal officer, of revenues, by source, anticipated to be received by the taxing district in the following fiscal year. Failure of a district to file the required document will authorize the county clerk to refuse to extend the tax levy imposed by the governing authority until such documents are filed. (35 ILCS 200/18-50)

#### **MAY 31**

General Assembly scheduled to adjourn.

### **JUNE 2009**

#### **JUNE 18**

Regular June board meeting.

#### **JUNE 19**

The last day for filing a copy of the district's budget and appropriation ordinance with the county clerk, as well as a certified estimate of revenue by source anticipated to be received in the following fiscal year (assuming a passage adoption date of May 21).

#### **JUNE 30**

The last day to: (a) determine prevailing rate of wages, (b) post the rate schedule for inspection and (c) file certified copy of determination with Secretary of State. (820 ILCS 130/9)

NOTE: Pursuant to 820 ILCS 130/4, a park district may request the Department of Labor to ascertain the prevailing rate of wages.

### **JULY 2009**

#### **JULY 16**

Regular July board meeting.

#### **JULY 23**

Attend the Legislative Golf Outing at the Bensenville Park District

#### **JULY 30**

The last date to publish determination of prevailing rate of wages (if determination was made by the district and not the Department of Labor) and mail copies of rates to requesting parties. (Publication must be within 30 days of date of filing with Secretary of State.) (820 ILCS 130/9)

#### **JULY 31**

The last day to file for persons or entities required to report under the Lobbyist Registration Act.



## AUGUST 2009

### AUGUST 1

The date nominations for the Board of Trustees of the Illinois Municipal Retirement Fund Board are to be made. (Between August 1 and September 15.) (40 ILCS 5/7-175)

### AUGUST 20

Regular August board meeting.

## SEPTEMBER 2009

A good month to review and update park district policies and ordinances.

### SEPTEMBER 17

Regular September board meeting.

## OCTOBER 2009

### OCTOBER 3

The suggested date to review documents to determine which records can be destroyed. Permission of Local Records Commission required. See P.A. 90-701 for authorization to digitize records. (50 ILCS 205/1)

### OCTOBER 13-16

Attend the NRPA Congress in Salt Lake City, Utah.

### OCTOBER 15

Regular October board meeting. Review non-referendum bonding needs preparatory to selling bonds before close of calendar year. (70 ILCS 1205/6-4)

### OCTOBER 15

The suggested date for the board to estimate the funds to be raised by the tax levy ordinance and to determine whether the funds to be raised exceed, by more than 105 percent, the amount extended or estimated to be extended upon the levy of the preceding year. (This determination must be made at least 20 days prior to enactment of the levy ordinance.) (35 ILCS 215/4 and 6)

NOTE 1: Public Act 86-957 passed by the General Assembly in 1989 and P.A. 88-455 make a number of changes to the Truth in Taxation Act including a change in the content of the notice provisions.

NOTE 2: Legislation also requires that all local governments file either a certificate of compliance or a certificate indicating the inapplicability of the Truth in Taxation Act with the county clerk.

NOTE 3: Public Act 93-612 provides park districts in the tax cap counties the authority to levy a tax for handicapped programs outside the restrictions of the tax cap.

NOTE 4: It is recommended that the park district attorney review all determinations and proceedings relating to this reference, which is the Truth in Taxation Act. (35 ILCS 200/18-55 et seq.)

### OCTOBER 31

The last day to publish annual statement of receipts and disbursements and file a copy with the county clerk for districts on a May 1-April 30 fiscal year. (Must be accomplished within six months of close of fiscal year.) (30 ILCS 15/1)

### OCTOBER 31

The last day to file annual audit report with the Comptroller of the State of Illinois and county clerk (within six months of close of fiscal year). (50 ILCS 310/2 and 6)

## NOVEMBER 2009

### NOVEMBER 5

Attend the IAPD Legal Symposium McDonald's Corp. Ctr., Oak Brook

### NOVEMBER 10

The suggested date to publish notice of hearing (Truth in Taxation Act) if the district's proposed levy is greater than 105 percent of last year's extension or estimated extension. Must publish not more than 14 days, nor less than 7 days prior to the date of the public hearing. November 10 publication date assumes a hearing date of November 17-24, 2009. Be sure to check special publication requirements found in statute. (35 ILCS 200/18-)

NOTE: Notice of public hearing must now include the commonly known name of the taxing district. Further, any notice that includes information in excess of that specified and required by the Act shall be considered an invalid notice.

### NOVEMBER 19

Regular November board meeting and the suggested date to hold a hearing pursuant to the Truth in Taxation Act. (35 ILCS 200/18-55 et seq.)

### NOVEMBER 19

The suggested date to enact tax levy ordinance at the regular meeting following the Truth in Taxation hearing (if required).

## DECEMBER 2009

### DECEMBER 2

The suggested date to verify that, for real estate acquired in 2008, appropriate petitions have been filed to exempt from real estate taxes. (35 ILCS 200/15-10)

### DECEMBER 4

(If levy ordinance was enacted on Nov. 19, 2009) The last day to publish notice if levy amounts as enacted exceed prior published figures, or if levy exceeds 105 percent of last year's extension and there was not prior publication. (Notice must be given within 15 days of the date the levy ordinance was enacted.) (35 ILCS 200/18-85)

### DECEMBER 8

The suggested date to confirm that a certified copy of the levy ordinance was properly filed with the county clerk. (70 ILCS 1205/5-1 requires that a certified copy of the levy ordinance be filed with the county clerk not later than the last Tuesday in December.)

### DECEMBER 17

The regular December board meeting date and suggested date to enact bond ordinance for non-referendum bonds to be issued prior to the end of calendar year. (70 ILCS 1205/6-4)

## DECEMBER 29

The last day to (a) file certified copy of tax levy ordinance with county clerk (70 ILCS 1205/5-1), and (b) file board president's Certificate of Compliance with county clerk. (35 ILCS 200/18-15) (See Public Act 88-455)

NOTE: State statute requires that all local governments file either certificate of compliance or a certificate indicating the inapplicability of the Truth in Taxation Act with the county clerk.

### DECEMBER 31

The suggested date to prepare and file with the supervisor of Assessments the Annual Certification status of Exempt Property for 2010. (Last day for filing is January 31, 2010.) (35 ILCS 200/15-10)

### DECEMBER 31

The suggested day to file bond ordinance with county clerk in order to receive extensions of taxes for bond repayment in 2009. The filing must actually take place prior to March 1, 2010.

NOTE: This filing has no relationship to the General Tax Levy filed by park districts.

## JANUARY 2010

### JANUARY 6

Newly elected members of the General Assembly shall convene and organize their respective chambers. (III. Const., Art. IV Secs. 5,6(b))


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by Nancy Aldrich, CPRP, MA



“People interview for their next job every single day.” Joe DeLuce, director of recreation at the Champaign Park District, told me that several years ago, and I’m still struck by just how profound – and true – his statement is. Every day, how we approach our job tasks, interact with our coworkers and present ourselves in our agencies and to our communities makes a significant impression on others that not only reflects our talents, but also who we are as park and recreation professionals. The trouble is, as we grow more comfortable in our positions at our agencies, we tend to relax our professional standards. We still excel at performing our specific job duties, but when it comes to looking and acting the part of a professional? Well, chances are there’s room for improvement.



“Gestures communicate a lot, and **less is always more**. If you tend to talk with your hands, try to keep it to a minimum.”

# body language

Too often, people think about “professionalism” in terms of job knowledge and technical skills. They play an important part, but that’s only one aspect of professionalism. “Professionalism isn’t just a set of appearances,” says educational consultant James Stenton, “nor is it just technical skill. Professionalism is, rather, a set of internalized character strengths, values and attitudes; it’s what people call ‘class.’”

So ask yourself this: If you had to re-apply for your job right now, today, keeping in mind you can’t tweak your resume or dash home to change into your navy blue “interview suit,” would you be hired? If the only qualification being considered, besides your job skills, is the professionalism you’ve demonstrated while performing your current job, would your agency select you over all other possible candidates? If your answer is not a resounding “yes,” it’s probably time for a professionalism intervention.

### **Your Professional Image: You Don’t Need Stacy and Clinton to Tell You What Not to Wear!**

Let’s start with how you look on the job. One of the benefits of working in the field of parks and recreation is the flexibility most of us have in wearing a wide range of apparel, from business attire, to business casual, to staff shirts and shorts. During your first couple of months on the job, you probably paid close attention to your appearance. But over time (especially if your agency doesn’t have a mandatory dress code) you’ve probably gotten a bit lax, and your appearance may have become way too casual for the workplace.

Mark Twain said, “Clothes makes the man” (or woman), and that’s certainly true when making that all-important first impression. People you meet immediately create an opinion of you, simply from your outward appearance. Remember: you only get one chance to make a first impression, so make it a good one. So, whether you wear a suit and tie, khaki shorts and a collared staff shirt or a uniform when performing your job, your clothes should always be clean, wrinkle-free, stain-free and not torn. Spaghetti-strap, halter or midriff tops, washed out t-shirts or t-shirts with unsuitable images or slogans, pants or shorts that expose underwear, too-short skirts or shorts and too-tight anything are never appropriate. And showing too much cleavage is never acceptable.

In terms of makeup and general grooming, less is best. Avoid heavy or flashy makeup and extravagant hair styles and hair colors. Accessories and jewelry can be worn only if they don’t pose a safety concern. Facial hair should be neat and trimmed. And use perfumes, aftershaves and body sprays sparingly. Those who work near you may be sensitive to fragrances.

In addition to your apparel, the professional image you project is affected – either positively or negatively – by your body language. “The signals that you send nonverbally suggest attitude, understanding, empathy and ethics,” says Richard Brenner, president of The Brenner Information Group. “When you interact with someone,” says Brenner, “a large part of his or her perception of you is determined by the silent signals your body sends during that encounter.” So you can be dressed to the nines and look like the consummate professional, but if you slouch, avoid eye contact, fidget, yawn and roll your eyes when you interact with others, how great you look no longer matters. You’ve killed your professional image by your non-verbal attitude.

## **Examples of Professional Body Language**

The following are some examples of positive body language that show you’re a confident and capable professional:

**Eye contact** – Strong eye contact shows you’re engaged with those around you and interested in what they’re saying. A lack of eye contact is rude and can imply dishonesty.

**Posture** – An upright but not too rigid posture gives the impression that you’re a confident, secure person.

**Handshake** – A firm, palm-to-palm handshake shows you’re confident and assertive, whereas a limp handshake implies timidity.

**Gestures** – Gestures communicate a lot, and less is always more. If you tend to talk with your hands, try to keep it to a minimum. Be aware that fidgeting, tapping your foot, doodling or drumming a pen when you’re interacting with others implies boredom, disinterest and restlessness.

**Arms** – When your arms are at your side or behind your back, you show others you’re open and receptive to them. Crossed arms imply a barrier that prevents you from being open to others or their ideas.

**Personal Space** - The distance you keep while talking is a good indication of your openness and sociability. If you stand too close to someone, you can be seen as threatening and hostile, even if your verbal message is not.

**Facial Expressions** –You communicate volumes to others just by your facial expressions, so make sure your facial gestures match the message you wish to convey. Remember that a raised eyebrow communicates disbelief. A frown communicates displeasure, and a smirk communicates sarcasm. And avoid eye rolling at all costs.

## **Professional Communication: h2 comnC8 ina txt msgN wrld**

Research has shown that no matter what job you currently hold, solid professional communication skills give you the confidence to succeed and elevate you above those you’ll be competing with for future jobs. A 2006 study by the Society for Human Resource Management found that effective writing, speaking, presentation and listening skills were the traits most desired in managerial and executive-level staff across the professions. Because these skills have become so significant in the business world, colleges now offer both undergraduate and graduate degrees in professional communications.

Take a minute and think about how you’ve communicated at work over the past several months. When you wrote formal reports and memos, were they well written? Were the spelling, punctuation and

grammar correct? Was the information you presented factual and accurate? Most important, if you used spell check, did you do a final proofing to catch any errors spell check might have missed? Do you feel confident in your overall ability to craft well-written documents? If not, invest in a business writing workshop to help sharpen your writing skills.

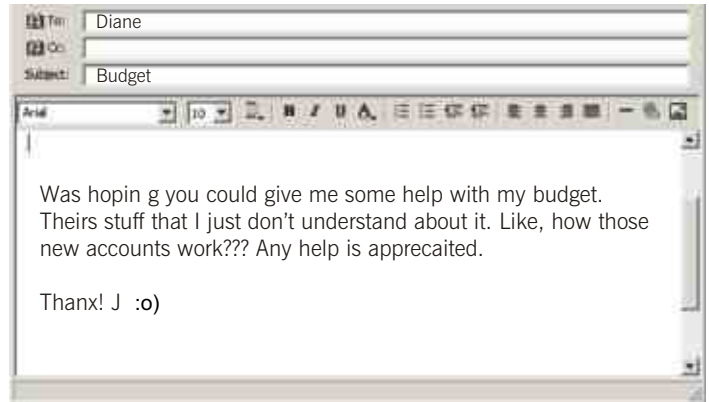
When we think about how we communicate with each other in the workplace, it's clear we're relying more on electronic communication and less on old-fashioned, face-to-face conversations. As a result, we must pay greater attention to ensuring the messages we send are clear, concise, direct and – above all – professional. E-mails need to be written and read (and re-read!) to make sure that there's no "attitude" lurking within. The most important information should be in the first couple of lines, with less important information next. If the information is complex, e-mail isn't your best means of communication. Write a formal report or memo, or, better yet, communicate the information in person. Never send an e-mail that was written in anger. Save the message for a couple of hours (or, better yet, overnight) and re-read it when you've calmed down. Don't forget to run the spell check and make sure the grammar and punctuation in your e-mail is correct. Never use text shorthand in any of your written communications).

One area of communication that every professional can improve on is what Diane DiResta, president of DiResta Communications, calls "sloppy speech." Sloppy speech is the common language mistakes most people make that cause them to look uneducated and unprofessional. Sloppy speech most often occurs when you're interviewing, networking and presenting information to groups of people, and includes:

- **Non-words.** These are filler words such as, "um," "ah," "you know," and Generation Y's most popular one, "like." Using non-words makes others think you're uninformed and unprepared. "If you lose your thoughts in a conversation," DiResta says, "take a breath, pause and gather your thoughts." While an occasional "um" is acceptable, DiResta says, four or more in a single sentence is not.
- **Up-Talk.** This is an inflection made at the end of a sentence that makes it sound like you're asking a question rather than making an authoritative statement. Remember to bring your intonation down as you get to the end of your sentences. DiResta also suggests speaking with conviction, rather than hesitancy, to get your point across.
- **Grammatical Errors.** Grammatical errors always make you appear uneducated and unprofessional. Expressions such as "ain't," "he don't" and "me and my boss" aren't correct or acceptable. Make sure the tenses you're communicating in are correct and that the tone of your communication is not overly informal, suggests DiResta.
- **Slur Words.** Slurring words together ("I'm gonna" instead of "I'm going to") and dropping endings ("I'm goin'" instead of "I'm going") reduces the clarity of your message. Speak more slowly and clearly. Practice saying the words you mispronounce the most often, and don't forget to pronounce the "g" in words ending in "ing."
- **Speed Talking.** "Too often, our words fly by like speeding bullets," says DiResta. She recommends a two-second breath between statements to prevent speed talking. By slowing down your tempo you help others understand you better and give them time to process what you're saying.
- **Weak Speak.** Wimpy words show a lack of confidence and uncertainty. Don't use words like, "hopefully," "sort of," "perhaps" or "kind of." Instead, DiResta says to use power words such as, "I believe," "I'm certain" and "I'm confident," which convey assurance and conviction.

## Sample E-mails to a Business Manager from an Employee Needing Help with his Budget

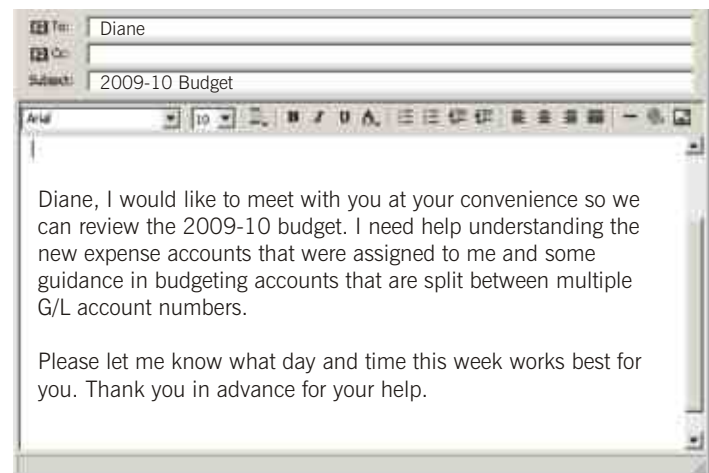
### Poorly Written E-mail



#### What's Wrong:

- The subject line is too vague: which budget is he referring to?
- The tone of the e-mail is too casual and unprofessional.
- Bad grammar, incorrect spelling and typos are throughout the body of the e-mail.
- The closing with the cutesy spelled "thanks" and smiley face are not appropriate for business correspondence.
- Overall, the receiver has no idea what help the sender needs or what action she needs to take.

### Well-written E-mail



#### What's Right:

- The subject line is specific.
- The e-mail itself is clearly written and concise, and there are no grammar, punctuation or spelling errors.
- The receiver knows exactly what's being requested by the sender and what action she needs to take.

## Your Professional Character: Putting the Best You Forward Every Day

Take a minute and think about the interactions you've had with you supervisor, coworkers and patrons over the past several months. Were most of those encounters courteous, productive and professional? Was your attitude generally positive? Were you cooperative and helpful? Did you handle any disagreements with tact and consideration for the other person's side, without finger pointing? If not, perhaps it's time for an attitude adjustment. After all, your supervisor, coworkers and patrons all play significant roles in your day-to-day job. While you won't always like everyone you have to deal with at work, your willingness to cooperate, to get along with others and to be a productive team member, coupled with the attitude you bring to these encounters, are the marks of a true professional.

Now, think back to a time when you were at social engagements with you supervisor and/or coworkers, such as workplace outings or at socials at conference. While it's true that this time was "off the clock," how you handled yourself still impacted others' perception of you and your professionalism. Did you dress appropriately? Were your topics of conversation and language appropriate and non-discriminatory? Did you have fun without "letting it all hang out?" Did you happen to drink to excess and, if so, did you do or say anything that you now regret or are ashamed of? Most agencies have an unwritten yet well-understood code of conduct for their staff at these types of events. At a minimum, you should be expected to uphold the standards of your agency through your appearance, actions and attitude and represent your agency professionally at all times. It's important to remember that even when we're off the clock at non-work social functions, your supervisor,

coworkers, colleagues and community members continue to judge you, both professionally and personally, and anything inappropriate you did will be remembered for a very long time.

And finally, think about the principles that guide you at work. Do you perform your job duties and make decisions while keeping responsibility, honesty and accountability at the forefront? Do you manage your agency's assets appropriately? Do you give the best of yourself whenever you're on the job? Are you committed to doing the right thing?

Performing your job every single day with diligence and integrity should be your ultimate goal. It not only builds your character, it also enhances your reputation as a loyal, dedicated professional.

## Being Professional to the Max

As you can see, it's very easy to become so comfortable in our jobs that we take our professionalism for granted. But because professionalism plays such a big role in how we're perceived and judged by others, we simply can't afford to neglect its importance in our ongoing career development. Maximizing your professionalism potential isn't hard if you keep one thing in mind: When you approach each day at work as an interview for your next job, dressing, communicating and acting professionally will surely follow.

**Nancy Aldrich, CPRP, MA**, is superintendent of human resources with the Arlington Heights Park District. Contact Aldrich at [naldrich@ahpd.org](mailto:naldrich@ahpd.org)



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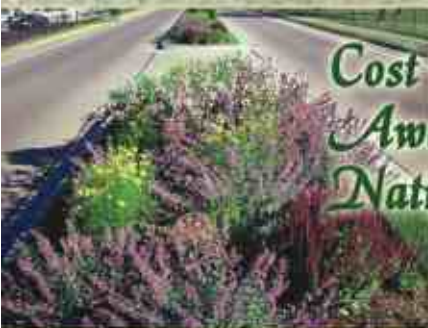
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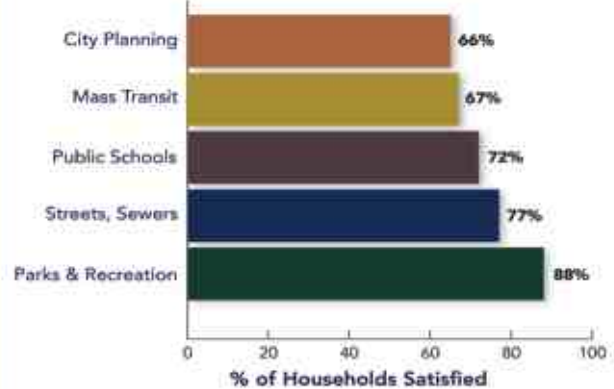
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## Future Influences and Trends Offer New Opportunities for Parks and Recreation

by Stacy Turner

*New trends in Parks and Recreation? Consider this. Eight hours a day kids are plugged in. We are set to be the first generation to outlive our kids due to obesity. Online learning instead of classroom instruction. Staycations, not vacations. Precycling, not recycling. Sustainable energy and green roofs.*

In 2009, many new opportunities will come to the progressive parks and recreation professional. If we look outside the box, we discover that what we do is influenced by continuously changing demographics, marketing, real estate markets, educational systems, economic conditions and facility designs. These factors directly impact one another and create patterns of change.

As the economic climate becomes more challenging, agencies should not be fearful of diminishing budget resources. Change represents opportunity for those who are prepared to take advantage of it. Understanding influences that lead to future trends opens the doors of opportunity. This article explores your agency's opportunities and challenges concerning:

- Online Learning
- Tourism
- Preventative Health Care
- Environmental Sustainability
- Connectivity and Community Building

### Read the Full Story on the Web

#### At the IAPD Web Site ([www.ILparks.org](http://www.ILparks.org)) ...

Roll to the "Publications" tab on the left side of the home page. Click on the "Illinois Parks and Recreation Magazine" option to take you to the magazine pages. You'll find links to all Web Xtras on the bottom of the page.

#### At the IPRA Web Site...

[www.IPRAonline.com/resouces/publications](http://www.IPRAonline.com/resouces/publications)

**Stacy Turner** is a project consultant with GreenPlay, LLC in Broomfield, Colorado. You can contact her at: [stacyt@greenplayllc.com](mailto:stacyt@greenplayllc.com).

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# Kite Months for **Kite Plates**



The Illinois Association of Park Districts has designated the months of April and May, 2009 "Flying 4 KIDS Months."

Now in its fifth year of existence, "Flying 4 Kids" months attract hundreds of families, kite enthusiasts and media at park districts, forest preserves, conservation, recreation and special recreation agencies throughout the state. The goal of an agency kite fly is to raise awareness of the Park District Youth License Plate, known to many as "the kite plate."

The "Kite Plate," more formally known as the Park District Youth License Plate, has generated \$95,000 for beyond school programming at park and recreation agencies across Illinois.

Those who purchase this specialty plate help keep Illinois children safe, healthy and productive, because \$25.00 of the purchase price and the annual renewal of each plate helps fund the PowerPlay! Grant program. This IAPD service gives grants to agencies to use as seed money to conduct model beyond-school programs that encourage youth to develop healthy habits by eating well, recognizing the benefits of physical fitness and saying no to drugs and alcohol.

## Host a Kite Fly at Your Agency

Park, recreation and conservation agencies host family-oriented kite fly events for the citizens in their communities. Events range from kite fly competitions to leisurely kite flies with kite-making stations for kids and fun competitions such as "Best Charlie Brown" (best kite crash), biggest kite, smallest kite, highest kite flown, etc.

The IAPD offers a free "Event Planner's Guide" to participating agencies, which gives the framework to build a kite fly event. Whether you are planning a kite fly alone, or tying your fly into another promotion, the ideas presented in this guide will help make your event as easy as possible on you and your staff and as enjoyable as possible for your guests.

Ideas have been gleaned from the American Kitefliers Association and veteran kite fly organizers from our member agencies. The guide contains information about professional kitefliers throughout the state who may be willing to come to your event and show off their big, colorful kites. Most kitefliers are happy to share their love of kites with others, and are just waiting for the opportunity to help with events like "Flying 4 Kids."

For your kit, contact IAPD Publications Director Rodd Whelpley at [rwhelpley@ILparks.org](mailto:rwhelpley@ILparks.org).



## Get Your Plate.

### Call the IAPD at

1-877-783-KIDS

or

Check the Web Site

[www.4KIDSplate.com](http://www.4KIDSplate.com)



# GET THE PLATE THAT KEEPS KIDS FIT

Visit IAPD's home page at [www.ilparks.org](http://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.



The background of the entire page is a warm, golden-brown photograph of a busy conference. In the foreground, a large, dark blue kite with a wooden frame is visible on the left side. The kite's tail is decorated with several small, dark bows. The background shows people in professional attire, some looking at documents, others in conversation. The overall atmosphere is professional and collaborative.

2009 IAPD/IPRA

# Soaring to New Heights

CONFERENCE

## CONFERENCE PROGRAM

**IAPD**  
Illinois Association of Park Districts

**IPRA**  
Illinois Park & Recreation Association  
Advancing Professionals

January 29-31, 2009  
Hilton Chicago - Chicago, Illinois



2009 IAPD/IPRA  
**Soaring  
to  
New  
Heights**  
CONFERENCE

JANUARY 29-31, 2009 HILTON CHICAGO



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





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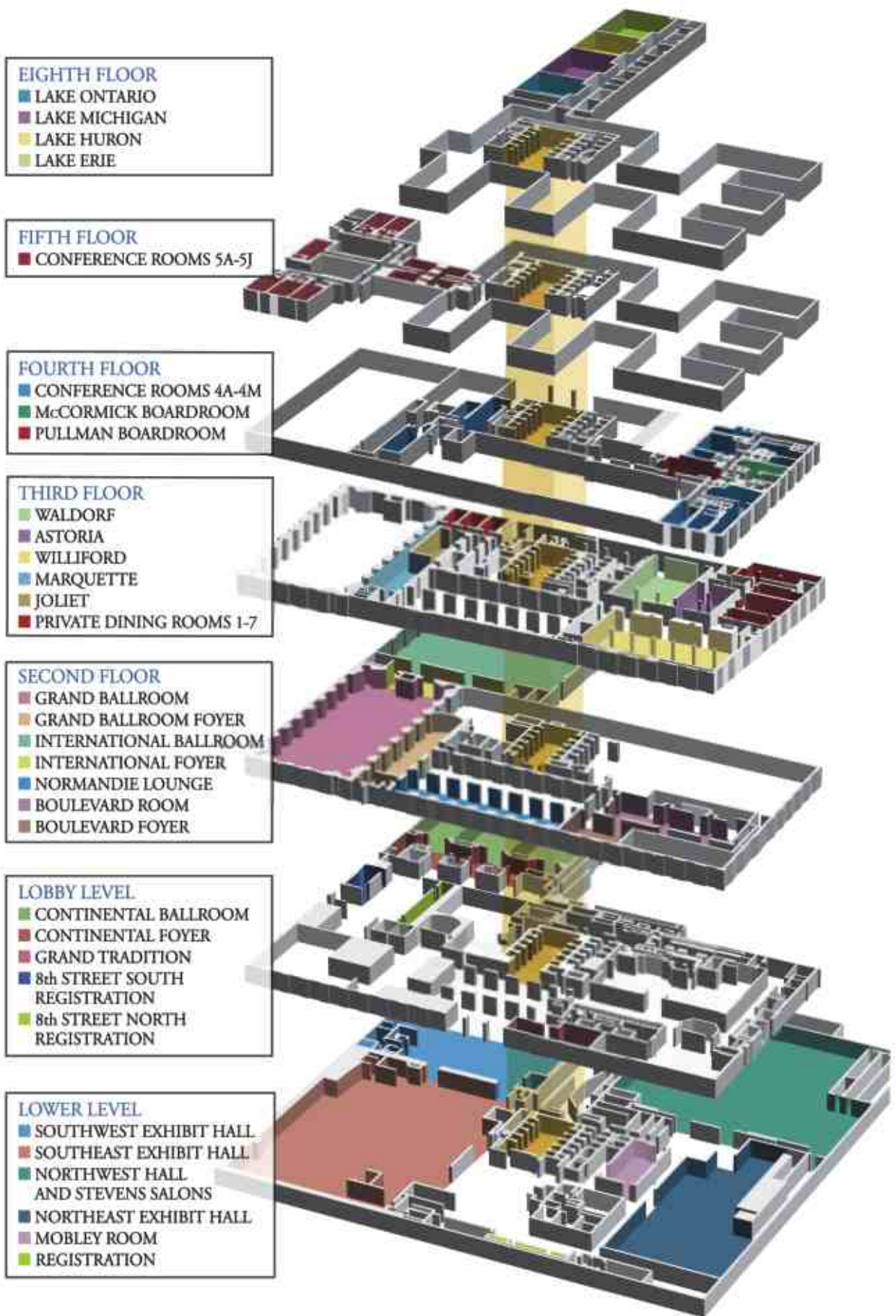
All-Conference Awards Luncheon Table Reservation System..... C 19  
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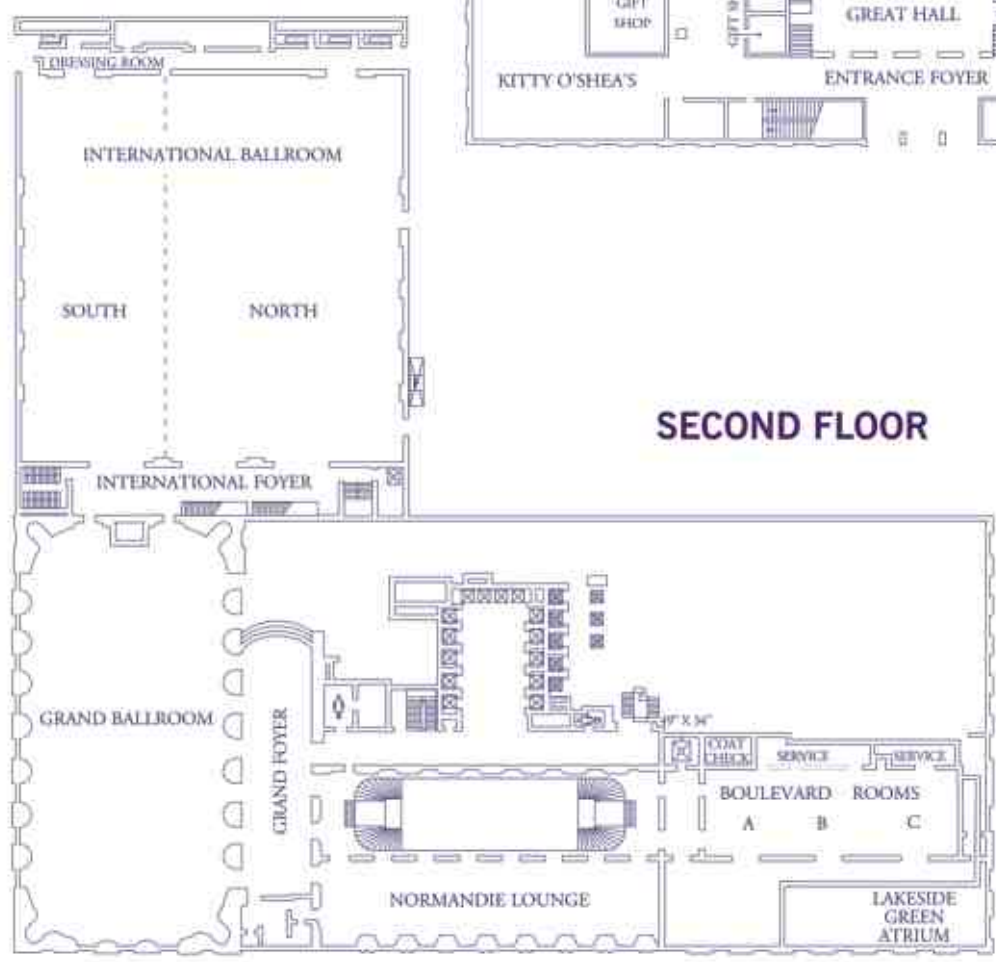
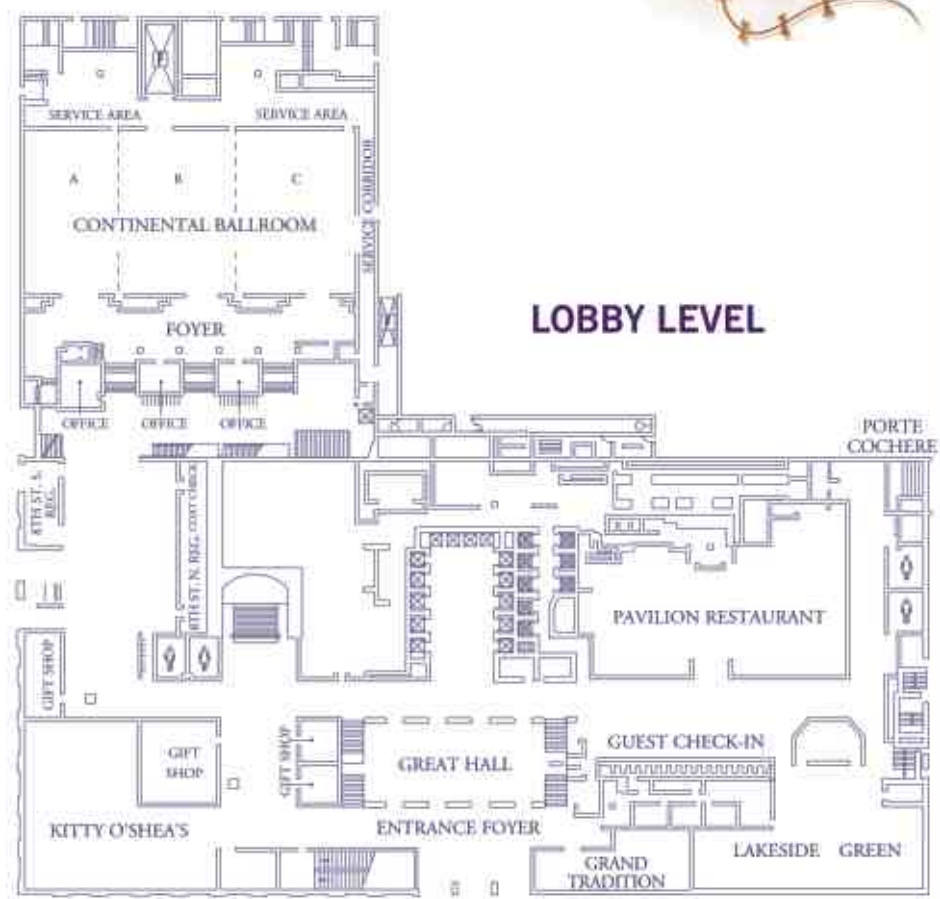
## SATURDAY, JANUARY 31

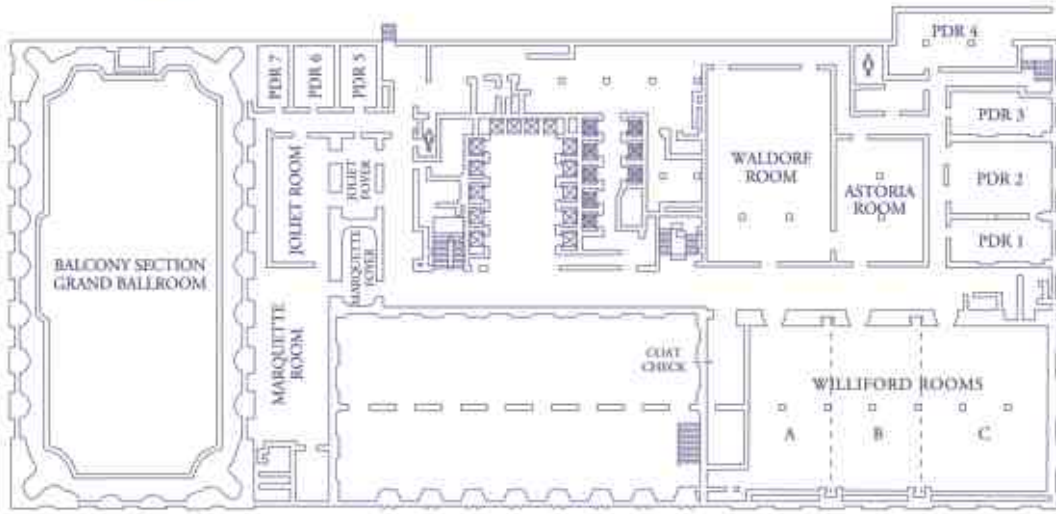
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# 2009 Conference Program

# HILTON CHICAGO

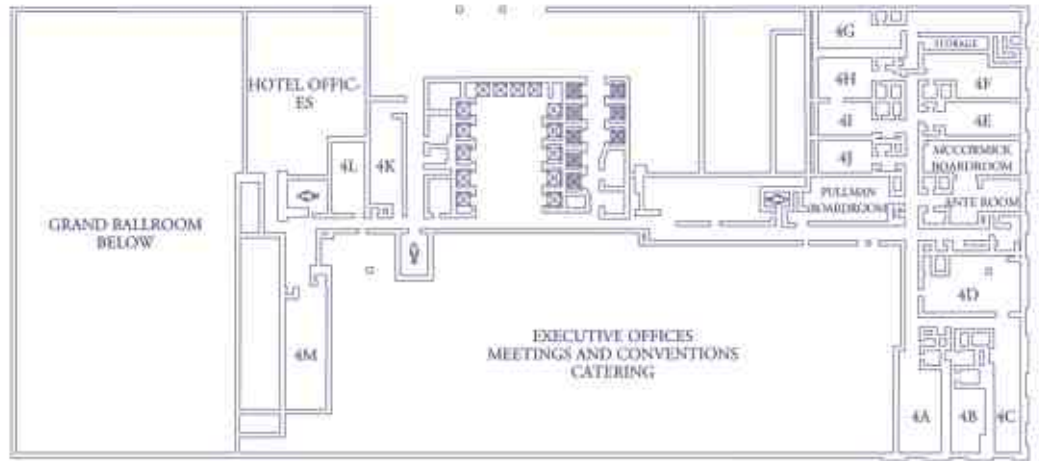




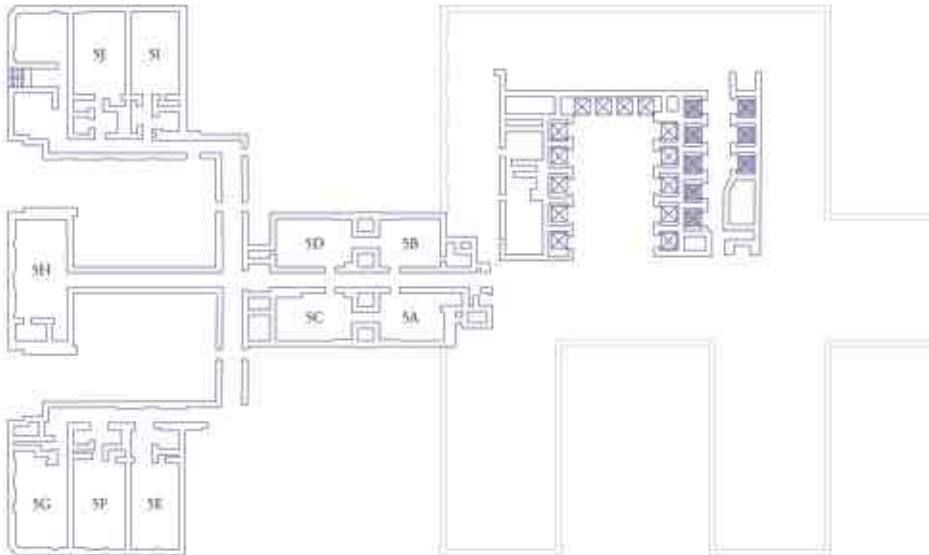


THIRD FLOOR

FOURTH FLOOR

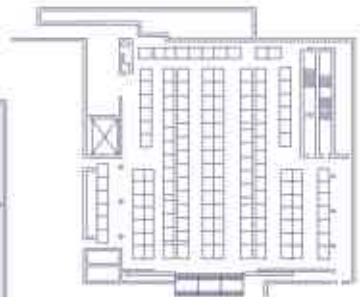
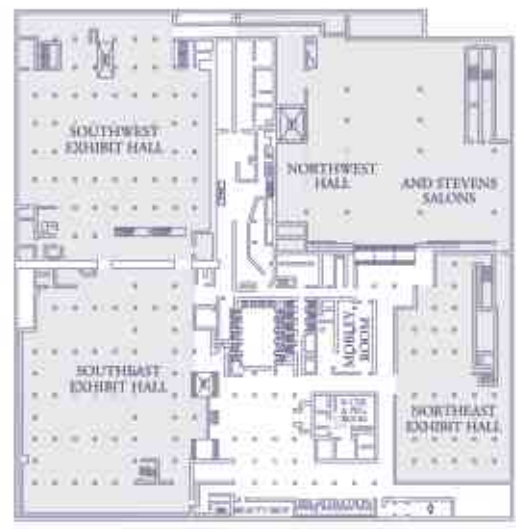


FIFTH FLOOR





SOUTHWEST EXHIBIT HALL



NORTHWEST HALL AND STEVENS SALONS



NORTHEAST EXHIBIT HALL



SOUTHEAST EXHIBIT HALL

### EXHIBIT HALLS



### EIGHTH FLOOR

# ACCESS\TERMS\ FEEDBACK

The IPRA Go! Program is a reciprocal use program which allows IPRA Professional Members to **access** participating park and recreation agency facilities for a reduced cost or for free \ Park and recreation agencies set their own **terms** \ We'll encourage Professional Members to complete **Feedback** Forms based off their experiences at the participating facilities.

Visit [ilpra.org/go](http://ilpra.org/go) for current list of participating agencies.

**INCLUDED** with your IPRA membership



## GET THE PLATE THAT KEEPS KIDS FIT

Visit IAPD's home page at [www.ilparks.org](http://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.





**OFFICE OF THE GOVERNOR  
CITY OF CHICAGO**

**RICHARD M. DALEY**  
Mayor

January 29, 2009

GREETINGS

As Mayor and on behalf of the City of Chicago, I extend warmest greetings to all those 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,

A new year and a new conference are upon us! It is time to rejuvenate the passion we have for our profession and reconnect with colleagues.

Take your pick of the more than 200 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, commercial opportunities and hands-on demonstrations.

Each and every one of you plays a vital role in the health and happiness of your communities. Conference is a time to acknowledge and celebrate you and the significance of what you do. We will celebrate the best of the best during the All-Conference Awards Luncheon – don't miss it!

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

- **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 C 16.
- **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, Colette Kubiesa of the Elmhurst Park District and Cathy Morava of SEASPAR. We applaud their leadership of 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 Colette and Cathy and their team and thank them for their significant contributions to this event and to our profession.

We look forward to sharing these wonderful three days with you!

**MIKE KROST**

President  
Chillicothe Park District  
IAPD Chairman of the Board

**TRACEY CRAWFORD**

Assistant Director  
Fox Valley Special Recreation Association  
IPRA Chairman of the Board

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**Eric Walker, Dolton Park District**



## ACCESSIBILITY

**Parking:** Parking facilities 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. 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 all conference sessions and workshops to check for badges.

## ALL-CONFERENCE AWARDS LUNCHEON

The IAPD/IPRA delegation will enjoy a luncheon of camaraderie and celebration of achievements in the field of parks and recreation. 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.

## ANNUAL MEETINGS FOR IAPD AND IPRA

The Illinois Park and Recreation Association (IPRA) Annual Meeting will be held on Friday, January 30, 2009 at 5:00 pm in the Grand Ballroom. The Illinois Association of Park Districts (IAPD) Annual Meeting will be held on Saturday, January 31, 2009 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.

## COMMISSIONER RECEPTION

Attention all IAPD members!

Please join us on Friday, January 30, 2009 at 5:00 pm. This reception will be an excellent opportunity for commissioners to exchange ideas, network and socialize. The IAPD board and staff will be present to answer questions and visit with commissioners. Invitations will be sent in the near future.

## AGENCY SHOWCASE 2009



The Agency Showcase Competition is the premier communications and marketing competition for park and recreation agencies. Submit your best print and electronic marketing and communication materials from 2008 for judging and display at the 2009 IAPD/IPRA Soaring to New Heights Conference. For more information about the Agency Showcase Competition go to [ILparksconference.com/awards](http://ILparksconference.com/awards). Be sure to visit the Conference Café (Lower Level, Northeast Exhibit Hall)!



## CONFERENCE CAFÉ – NORTHEAST EXHIBIT HALL

Don't miss the new Conference Café, located on the lower level in the Northeast Exhibit Hall. This will be the gathering spot for conference and will offer the following.

### Conference Café Hours:

Thursday, January 29 9:00 am – 6:00 pm  
 Friday, January 30 8:00 am – 5:00 pm  
 Saturday, January 31 8:30 am – 3:30 pm

### Agency Showcase

### Coffee Bar

The Conference Café will feature a cash and carry coffee bar on Friday, January 30 from 8:00 am – 12:00 pm.

### Cyber Café

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

### Cyber Café Hours:

Thursday, January 29 1:00 pm – 6:00 pm  
 Friday, January 30 9:00 am – 5:00 pm  
 Saturday, January 31 9:00 am – 12:00 pm

### SPECIAL THANKS TO SIKICH LLP

Proud sponsor of the Cyber Café



### 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 Café. 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.

### Silent Auction Hours:

Thursday, January 29 2:00 am – 6:00 pm  
 Friday, January 30 8:00 am – 5:00 pm  
 Saturday, January 31 8:00 am – 11:00 am

### Student Poster Presentations Hours:

Saturday, January 31 9:30 am – 11:30 am

## CONFERENCE ETIQUETTE

IAPD and IPRA endorse responsible drinking policies for all delegates. Persons under the age of 21 and/or those who appear intoxicated will not be served at IAPD/IPRA functions. Delegates may be asked to produce valid identification for age confirmation.

## CONFERENCE HEADQUARTERS

**Location:** Lower Level, Moblely Room

Conference Headquarters is the general information center for all conference activities. Conference Headquarters is located adjacent to the Conference Café in the Northeast Exhibit Hall. All session chairs and hosts must check in here prior to their scheduled session. 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 29 7:30 am – 6:00 pm  
 Friday, January 30 7:00 am – 6:00 pm  
 Saturday, January 31 8:30 am – 4:00 pm

## CONFERENCE SCHEDULE

### WEDNESDAY, JANUARY 28

4:00 pm – 8:00 pm Career Mapping Workshop (0.3 CEUs) \*

### THURSDAY, JANUARY 29

7:30 am – 6:00 pm Conference Registration Open  
 8:30 am – 12:00 pm Pre-Conference Workshops (0.3 CEUs)\*  
 11:30 am – 3:30 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  
 Sway Chicago



Sponsored By: Sports Endeavors

### FRIDAY, JANUARY 30

7:00 am – 4:30 pm Conference Registration Open  
 8:15 am – 9:30 am Conference Sessions (0.1 CEUs)  
 8:30 am – 10:30 am Conference Workshops (0.2 CEUs)  
 9:00 am – 11:30 am Exhibit Hall Open  
 9:45 am – 11:00 am Conference Sessions (0.1 CEUs)  
 11:15 am – 12:00 pm Opening General Session with Sam Glenn  
 12:00 pm – 1:30 pm Student Luncheon  
 12:15 pm – 2:15 pm All-Conference Awards Luncheon\*  
 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 31

7:30 am – 11:30 am Conference Registration Open  
 8:30 am – 10:00 am Breakfast in the Exhibit Hall\*  
 8:30 am – 11:00 am Exhibit Hall Open  
 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 Second  
 City Touring Company\*

\*Ticketed Event



## CONTINUING EDUCATION UNITS (CEUs)

All sessions and workshops offered at the 2009 conference will award CEUs. All 75-minute conference sessions will award 0.1 CEUs; all two-hour conference workshops 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. If you are interested in the certification program, contact IPRA at 630-376-1911.

### How do I know if a session will benefit me?

Each session is numbered. The numbering system indicates the host sponsoring the session. The following is the numbering system legend:

Session #	Section
1-99	IPRA
100-199	IAPD
200-299	Parks and Natural Resources
300-399	Administration and Finance/Technology
400-499	Recreation
500-599	Therapeutic Recreation
600-699	Facility Management
800-899	Student
900-999	Communications and Marketing
1000-1099	Ethnic Minority

## CONFERENCE RIBBON PICKUP – IMPORTANT CHANGE THIS YEAR!

Due to the new and improved changes with conference registration (all badges will be mailed prior to the conference to each registrant), if you are a member of a committee affiliated with the conference or a member/Past Chairman/Past President of the IAPD or IPRA Boards, please go to Conference Registration to retrieve your designated ribbon(s).

## EVENT LOCATIONS

**All-Conference Awards Luncheon:** Second Floor, International Ballroom

**Conference Café:** Lower Level, Northeast Exhibit Hall

**Conference Concierge:** Lower Level, Foyer

**Conference Headquarters:** Lower Level, Mobley Room

**Conference Registration:** Main Level, 8<sup>th</sup> 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 pages C4-C7 for floor plans)

**Thursday Evening Social:** Second Floor, International Ballroom

## EXHIBIT HALL INFORMATION

The 2009 IAPD/IPRA Exhibit Hall will open at 2:00 pm on Thursday, January 29, 2009.

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 ticket packets you receive in the mail with your registration materials. You must be present to win. Rules and regulations will apply.

Conference delegates will need to complete an entry blank and place it in a drum located in the Exhibit Hall. This drum will be in different locations throughout the conference.



## EXHIBIT HALL HOURS

### Thursday, January 29:

2:00 pm – 6:00 pm, Grand Opening

*Drawing will take place at 5:00 pm.*

### Friday, January 30:

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.

*Drawing will take place at 10:30 am and 3:00 pm.*

### Saturday, January 31:

8:30 am – 11:00 am

\* Breakfast available from 8:30 am – 10:00 am.

This is a ticketed event.

*Drawing will take place at 9:30 am.*

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.

## NELB (NO EMPLOYEE LEFT BEHIND)/HEALTH AND WELLNESS TASK FORCE



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

The task force 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, with the first award being presented at the 2010 IAPD/IPRA Soaring to New Heights Conference.

A variety of sessions and workshops have been identified by the task force as ones that focus on health and wellness. These will have the NELB logo next to them throughout this brochure. In your delegate giveaway you will find an i-NELB bingo card... take this card to these key sessions and workshops, get it stamped and turn it in to be entered in a drawing for an Arc Trainer, provided by Professional Fitness Concepts. Also, included in your delegate giveaway will be a pedometer, generously provided by Matrix Fitness Systems. Use this to track your steps at conference!



### Staying Healthy at Conference?

We're excited to offer group exercise classes for conference delegates! Roll out of bed, put on your most comfy clothes and gym shoes to enjoy an early morning workout with your very own certified and experienced Group Exercise Instructors Lori Neubauer and LoriKay Paden... what a great way to start your day!

### Cardio and Core Workout

This is the perfect class for all levels of exercisers! No dancing, no stepping, just an incredible workout. Guys and gals of all levels will have a great time and an incredible workout during this circuit type workout – hard core and calorie burning – what more could you ask for?

Friday, January 30 at 6:15 am in Williford A  
Saturday, January 31 at 7:00 am in Williford A

### Complete Strength!

Strengthen and tone from head to toe in this class that will challenge all levels of exercisers. Don't miss this late morning workout where you will get an invigorating full-body workout that will strengthen and tone – no equipment needed! This functional body weight training will give you a new opinion of endurance and intensity! Don't miss it!

Saturday, January 31 at 7:45 am in Williford B

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



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





## PARKING

Delegates who are registered guests at the Hilton Chicago will receive a discounted parking rate of \$20 per day for self parking; \$25 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 \$17.50 per day for self parking; \$22.50 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.metra.com](http://www.metra.com) to determine train schedules from your community to either Union Station or Ogilvie Transportation Center. The cost of a 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.rtachicago.com](http://www.rtachicago.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

To preserve the professional business environment and ensure a quality educational atmosphere at the IAPD/IPRA Soaring to New Heights Conference, conference sessions and workshops, social events and the exhibit hall, no one under the age of 18 years will be allowed to participate in these functions or areas unless 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.

## REGISTRATION INFORMATION

### Registration at Conference

Conference Registration at the Hilton Chicago will be open during the following hours:

Thursday, January 29, 2009	7:30 am – 6:00 pm
Friday, January 30, 2009	7:00 am – 4:30 pm
Saturday, January 31, 2009	7:30 am – 11:30 am

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

- Each registered delegate will receive a name badge, event tickets and CEU coupons (if applicable) via U.S. mail prior to the conference if registered by January 2, 2009. These items will be mailed to the address entered when registering. If you do not receive your registration items by January 19, 2009, please contact Alan Howard at IAPD at either 217-523-4554 or [ahoward@ilparks.org](mailto:ahoward@ilparks.org). For registrations submitted after January 2, 2009, registration materials must be picked up from Conference Registration. Please do not lose or forget your registration items. Once you are onsite at the conference there will be a \$5 charge to reprint your name badge and **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 conference workshops without the proper name badge.

### Special Thanks to Our Host Agency

Many thanks go to NWIAPR (Northwest Illinois Association of Parks and Recreation) for providing the volunteers to help make this conference such a great success. IAPD and IPRA could not do it without your assistance!



### Special Thanks to Recreation Concepts

Proud sponsor of the tote bags given to all delegates.



### Special Thanks to Illinois Park District Liquid Asset Fund+ (IPDLAF+) And The PFM Group

Proud sponsor of the badge holders given to all delegates for their nametags.



### Special Thanks to Matrix Fitness Systems

Proud sponsor of the pedometers given to all delegates.





## SPECIAL DIETS

Persons with special dietary needs may make special arrangements by calling Dina Kartch at IPRA at 630-376-1911 x200 no later than December 19, 2008.

## 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 and 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 Second City 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!



## SAVE THE DATES

**2010 IAPD/IPRA Soaring to New Heights Conference**  
Hilton Chicago, January 28-30, 2010

**2011 IAPD/IPRA Soaring to New Heights Conference**  
Hilton Chicago, January 27-29, 2011

## SATISFACTION GUARANTEED

The Illinois Association of Park Districts (IAPD) and the Illinois Park and Recreation Association (IPRA) have instituted a Satisfaction Guaranteed Policy for the Thursday pre-conference workshops. IAPD and IPRA make every effort to ensure quality programs for participants. However, if a participant is not fully satisfied with the content of the workshop, he or she may request and receive a 100% refund of the workshop fee. A participant who wishes to request a refund for a pre-conference workshop **must do so prior to the conclusion of the workshop in question.** Forms will be available at Conference Headquarters. Any accreditation or CEUs offered will be forfeited when a refund is made. Refunds will only be made payable to the originator of the check or credit card for the workshop registration. Look for the Satisfaction Guaranteed symbols next to these workshops.





## STUDENT EVENTS

### *Student Conference Orientation (Boulevard C)*

Thursday, January 29, 2009 from 3:30 pm – 4:45 pm

### *Professional Connection (Continental A)*

Thursday, January 29, 2009 from 5:30 pm – 6:30 pm

### *Student Lunch (Buckingham's)*

Friday, January 30, 2009 from 12:00 pm – 1:30 pm

### *Speed Mentoring (Lake Erie)*

Friday, January 30, 2009 from 3:00 pm – 4:15 pm

### *Student Officers Meeting and Lunch (Grand Tradition)*

Saturday, January 31, 2009 from 12:00 pm – 1:30 pm

## TABLE RESERVATION SYSTEM FOR THE ALL-CONFERENCE AWARDS LUNCHEON

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 \$55 and is nonrefundable. The person who is designated the table contact/coordinator will receive, as part of his or her registration confirmation, written instructions concerning the table registration process. Lunch tickets for delegates and elected officials who will be a part of the reserved table must be collected and sent to IPRA along with a form that will be provided to the contact/coordinator. Once the tickets and the completed form are received by IPRA, a table number will be assigned and the contact/coordinator will receive notification in order to inform coworkers and elected officials. **There will be no table reservations taken onsite at the conference.**

**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. Committee members will be sharing some valuable resources and highlighting current projects. Park and recreation professionals have the responsibility to set a green example and the committee has the tools necessary to help agencies be environmental leaders. Committee members can't wait to meet you!

- There will be recycling bins placed throughout the hotel and exhibit hall.
- Recycle your name badge holder and/or delegate giveaway at the conclusion of conference.
- The Saturday Social is taking place at the Hilton Chicago thereby eliminating the need of buses for transportation.
- The amount of paper in the packets distributed to session chairs has been reduced by more than half.
- A Green Checklist has been distributed to all exhibitors. Those who are deemed a "green exhibitor" will have a sign indicating so within their booths.
- The Hilton Chicago has implemented many "green" initiatives - some you'll see and some are behind the scenes. Please do your part and assist with their "green" and recycling efforts as much as possible.



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



## WEDNESDAY, JANUARY 28, 2009

Come down to conference a day early and take advantage of this exciting new opportunity!

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

### 36 (IPRA)

#### Career Mapping: Utilizing IPRA Core Competencies for Professional and Agency Advancement

4:00 pm - 8:00 pm

**Location:** Waldorf

**Price:** \$110

**Presenter(s):** Richard Houston, Peopleassets

**Chair:** Mike Selep, IPRA

What does it take to be a successful professional in the State of Illinois? A team of high-performing professionals have worked with Richard Houston from Peopleassets and Amy Hurd from Illinois State University to identify key skills needed for future success. IPRA and Peopleassets have developed two competency models based upon this work and plan to field test them throughout 2009. While the culture at individual agencies is different, high-performing professionals need to demonstrate proficiency in each of these areas. How can these competency areas help your staff focus their professional development energies? Identify your personal strengths and map out a course for professional growth in areas that need further development to increase your opportunities for advancement.

**Learning Outcomes:** Participants will: (1) identify the core competencies necessary for success in Illinois; (2) gain a deeper understanding of how well they are prepared for success at their agencies; (3) identify traits of "high-performing" professionals; (4) identify their personal strengths and weaknesses as related to the core competencies; (5) map out a course for success in the field of parks and recreation based on where they currently stand.



## 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.)

### 11:30 am – 4:30 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 Sway Chicago

*Let your hair down and kick off conference with a fun evening of music, dancing and visiting with friends.*

**Sponsored by: Sports Endeavors**



## PRE-CONFERENCE WORKSHOPS

8:30 am – 12:00 pm

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



THURSDAY, JANUARY 29, 2009

### 22 (IPRA) Powerful Tools that Increase Leadership Effectiveness

8:30 am - 12:00 pm

**Location:** Continental A

**Price:** \$75

**Presenter(s):** Scott Chovanec, President, Scott Chovanec and Associates

**Chair:** Laura Clark, Bartlett Park District  
Gain highly effective strategies and tactics that you can apply, immediately, to your work setting. Special tools, outcomes generation, checklists, verbal responses, procedures to create "followership", creating ownership and mentoring guidelines are just a few of the key takeaways you will learn that will improve your leadership effectiveness... while you make your people heroes! With a focus on stimulating, influencing and motivating employees, this interactive "challenge by choice" workshop will explore how successful leaders create winning environments and establish trusting relationships that make others feel truly valued. It will also give you an opportunity to test a few of the powerful leadership tools with which you will walk away.

**Learning Outcomes:** Participants will: (1) gain a solid understanding of the essentials of influential leadership that creates "followership"; (2) learn how to provide recognition that is timely, genuine and effective in motivating employees at all levels; (3) be exposed to current key strategies, techniques and actual tools that are critical in interviewing, selecting, mentoring and retaining peak performers.



### 101 (IAPD) Business Etiquette Excellence

8:30 am - 12:00 pm

**Location:** Continental B

**Price:** \$75

**Presenter(s):** Amy Glass, Professional Speaker, Brody Professional Development

**Chair:** Mickey Macholl, Hanover Park District

Everyone needs to project a professional, credible image and make the most of business encounters. A critical success factor for anyone's career is the ability to make others feel comfortable and respected. Good manners increase the quality of life within an agency. Without them, valuable business can be lost. This workshop by Amy Glass will provide conference attendees with the skills needed to project a more secure, professional image.

**Learning Outcomes:** Participants will: (1) be able to introduce people with skill and courtesy; understand and define the



importance and components of professional presence and be able to navigate the business meal – from ordering to saying goodbye; (2) be able to make good first impressions, including small talk and listening; improve professionalism, business communication skills with the telephone, voicemail, e-mail and in meetings.

### 224 (PARKS) Planning, Restoring, Creating and Managing Natural Areas in Your Parks

8:30 am - 12:00 pm

**Location:** Williford A

**Price:** \$70

**Presenter(s):** Jack Pizzo, President/Senior Ecologist, Pizzo & Associates, Ltd.

**Chair:** Rick Schram, Winnetka Park District  
Sustainability is on everyone's agenda. Ways to cut costs are there too. Open spaces are an ever-larger part of our parks. Everyone wants to use those open spaces. The convergence of the four is where landscape architecture and ecology come into play. A properly designed, executed and managed natural area preserves our natural heritage, is cost-effective, solves common problems and increase programmable space.

**Learning Outcomes:** Participants will: (1) learn to properly plan, contract, construct and maintain natural areas; (2) learn how to program natural spaces so as not to degrade their natural quality.

### 320 (A&F) Effective Security and Emergency Preparedness

8:30 am - 12:00 pm

**Location:** Continental C

**Price:** \$50

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

**Chair:** Linda Straka, Batavia Park District  
This workshop will review security and emergency issues with the purpose of increasing awareness and improving response capabilities. Participants will benefit from practical strategies and helpful resources.

**Learning Outcomes:** Participants will: (1) be able to identify potential security vulnerabilities and learn how to address them; (2) be equipped to measurably improve the staff contribution to a safer and more secure environment.

### 321 (A&F) Building a Successful Team from the Inside Out

8:30 am - 12:00 pm

**Location:** Williford C

**Price:** \$50

**Presenter(s):** Amy Cotter, Personal Training Coach

**Chair:** Monica Meyers, Kane County Forest Preserve

In this economy of do more for less, organizations are finding increased rates of employee burnout. Employees are tired. As managers, you're tired. Outcomes are still expected and often with less resources than the year before. How do we balance it all? How do we do more for less without losing one of our best resources, our Human Resources, in the process? To provide for these needs, organizations are realizing they must enhance the types of skills they are providing their employees – not only job-specific skills, but also skills of adaptability, balance and coping with change. Throughout this workshop participants will be exposed to both information and exercises that strengthen team communications, reinforce self-management and blend interpersonal insight with organizational goals.

**Learning Outcomes:** Participants will: (1) gain a strengthened ability to better understand individual communication and processing styles while integrating this learning with the styles of fellow team members; (2) manage and leverage personal thoughts and behaviors in service of linking individual skills to organizational objectives.

### 423 (REC) Diversity Awareness

8:30 am - 12:00 pm

**Location:** Waldorf

**Price:** \$75

**Presenter(s):** Gwen Onatolu, Owner, Management Resource Services

**Chair:** Cheryl Keilson, Oswegoland Park District  
Diversity in today's global context has many dimensions and can have a profound impact on building effective interpersonal relationships across different cultural groups. This workshop focuses specifically on the cultural and ethnic differences that impact the ability for employees to work together effectively.

**Learning Outcomes:** Participants will: (1) reflect on the impact of their own identities and how they help to shape their attitudes and views of cultural differences; (2) recognize common perceptions they may have about employees from other cultures followed by approaches they can use to be more inclusive.



### 501 (TR) New Camp Orientation Materials and Methods: How to Have the Most Effective Training Ever

8:30 am - 12:00 pm

**Location:** Marquette

**Price:** \$75

**Presenter(s):** Michael Brandwein, Speaker, Educator, Author

**Chair:** Jenny Johnson, Tri County SRA  
You have to plan a dynamic 2009 camp orientation... this workshop will have huge chunks of it planned for you and ready to go! After his rave review session at the 2007 IAPD/IPRA Soaring to New Heights Conference,



the national best-selling author on camp returns with a brand-new program based on his 2008 bestseller, *Training Terrific Staff, Volume Two*. This workshop will feature a ton of energizing, practical and immediately-useable orientation handouts, materials and methods you can plug into your training right away to get staff to increase their skill level when working with campers and with each other.

**Learning Outcomes:** Participants will: (1) learn to use the provided, nationally-acclaimed materials to teach essential staff skills during orientation with original, creative, attention-grabbing activities that engage and involve both new and returning staff; (2) learn to use orientation to increase the quality of camp and make selling camp easier by building what Michael calls an "Intentional Camp" – one that focuses like a laser on the critical mission of real, daily youth development and is surrounded by recreation, relationships and fun.

### 601 (FM)

#### Learning the Business of Remarkable Birthday Parties

8:30 am - 12:00 pm

**Location:** Williford B

**Price:** \$75

**Presenter(s):** Frank Price, Founder, Birthday University

**Chair:** Laura Gallagher, Park District of La Grange

Many agencies are realizing their capability to make money with parties within their facilities, but do not know how to go about doing so. In this workshop, Frank Price of Birthday University, will discuss the business of parties from marketing, staffing, pricing and evaluating.

**Learning Outcomes:** Participants will: (1) learn various aspects of the business of a party program; (2) learn how to formulate a birthday party program that will make a profit.

### 901 (CM)

#### Generational Marketing

8:30 am - 12:00 pm

**Location:** Private Dining Room 2

**Price:** \$70

**Presenter(s):** Kassia Dellabough, Consultant, LERN

**Chair:** Courtney Suffredin, Bartlett Park District  
Learn how to communicate with and program for the four generations – Seniors, Boomers, Gen X and Gen Y. You will also learn marketing techniques for catching those "adults on the go."

**Learning Outcomes:** Participants will: (1) learn how to identify all four generations and their unique characteristics; (2) be able to create target marketing for each generation.

## PRE-CONFERENCE WORKSHOPS

1:00 pm – 4:30 pm

All pre-conference workshops award 0.3 CEUs.

Pre-registration is mandatory.

### 13 (IPRA) Trends and the Crystal Ball: Cues and Clues for Sound Decision-Making

1:00 pm - 4:30 pm

**Location:** Continental A

**Price:** \$75

**Presenter(s):** Paul Amundsen, Principal, Paul Amundsen & Associates; Jerry Handlon, Retired Executive Director, Schaumburg Park District

**Chair:** Dave Mohr, Lindenhurst Park District  
This interactive workshop will take participants through a review of parks and recreation trends from the last 40 years, drawing on their own observations for the discussion. Using this opening conversation as a platform, workshop participants will explore how they can apply this historical information, along with using data available from their own agencies, to shape their short- and long-term planning and decision-making. The workshop will include case study exercises and encourage participants to add their own experiences to the discussion. Directors and upper-level managers... this workshop is for you!

**Learning Outcomes:** Participants will: (1) understand how industry trends affect operations in their own backyard; (2) identify trend data sources within their own operation; (3) identify common trend pitfalls, such as "analysis paralysis" and how to avoid them; (4) learn how to draw conclusions, identify trend blind spots and how to make decisions without data.



attendees will create a strategy for building relationships that can advance the goals of their position, department and agency. Simply put, networking is the art of making contacts and creating mutually beneficial relationships. It is about opening doors! This workshop will show you surefire ways to identify contacts, obtain meetings, start nonthreatening conversations, work a room and build relationships for mutual benefit. Create your own networking action plan... because sometimes, it really is who you know! Learn the importance of follow-up with contacts and how to accomplish this in an effective and professional manner.

**Learning Outcomes:** Participants will: (1) be able to describe the value of creating a strong network within their agency and take a strategic and goal-based approach to creating relationships that advance the goals of their department and their agency; (2) be able to identify when and where to network and define/employ the networking process, including: self-introductions, creating conversation, working a room and asking for referrals.

### 223 (PARKS)

#### Lowest Care, Highest Appeal: Plants, Designs and Techniques to Catch the Public Eye Without Dipping Further Into the Budget

1:00 pm - 4:30 pm

**Location:** Williford A

**Price:** \$70

**Presenter(s):** Janet Macunovich, Professional Gardener, Michigan School of Gardening

**Chair:** Robert O'Brien, Hanover Park Park District

Practical solutions for busy design, maintenance and garden staff who want to provide great scenery for visitors while staying on top of landscape trends will be examined and discussed in detail.

**Learning Outcomes:** Participants will: (1) be able to list at least three ways to reduce the care needed in the average perennial landscape design; (2) be able to compare a given perennial planting to a high-appeal model, then identify areas of potential improvement.

### 102 (IAPD) Networking: Building Strategic Relationships

1:00 pm - 4:30 pm

**Location:** Continental B

**Price:** \$75

**Presenter(s):** Amy Glass, Professional Speaker, Brody Professional Development  
**Chair:** Robert Schmidt, Schaumburg Park District

Are you trying to get a project approved and running into roadblocks from your peers and co-workers? Finding it difficult to get your department's budget approved? Or maybe you are just tired of being the last to know about critical business information that affects you or your department. Successful leaders know that accomplishing their goals depends on the relationships they build within their own agency. During this workshop by Amy Glass,



## PRE-CONFERENCE WORKSHOPS

1:00 pm – 4:30 pm

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



### 319 (A&F)

#### Supervisory Boot Camp

1:00 pm - 4:30 pm

**Location:** Continental C

**Price:** \$50

**Presenter(s):** Cynthia DeCola, Attorney, Hodges, Loizzi, Eisenhammer, Rodick and Kohn

**Chair:** Susan Leninger, Bartlett Park District  
Whether you're a new supervisor or have years of experience, this Boot Camp will get or keep you in shape to supervise. Technical proficiency over your area of responsibility is not enough! You must also be competent navigating through a maze of employment and labor laws. Boot Camp covers it all. You will learn about all phases of supervising employees including: interviewing and hiring, evaluating and disciplining, handling requests for accommodations and leaves and conducting dismissal meetings. Boot Camp will also address employment discrimination and overtime/wage and hour issues. At the end of this Boot Camp, you will be able to spot a landmine and take effective action to protect yourself and your agency.

**Learning Outcomes:** Participants will: (1) become familiarized with state and federal employment laws (e.g., Title VII of the Civil Rights Act, Fair Labor Standards Act, Family and Medical Leave Act); (2) be able to spot and avoid legal issues involving the employees they supervise.

### 322 (A&F)

#### Construction Projects: From Funding through Ribbon Cutting

1:00 pm - 4:30 pm

**Location:** Williford C

**Price:** \$50

**Presenter(s):** Pat Callahan, Architect, Gilfillan Callahan Nelson Architects; Brian Sullivan, Executive Director, Lemont Park District; Charlene Holtz, Attorney, Friedman and Holtz, P.C.

**Chair:** Marla Pineiro, Vernon Hills Park District  
Beginning the journey to plan for implementation and evaluating the success of a capital project can be a daunting and overwhelming task. Let us reduce the associated stress by giving you a specific "how to" lesson plan to follow. Information presented will cover the initial planning and assessment stages through to bidding and required regulatory, legal and permit requirements as well as a review of proper construction management and sound transparent internal financial controls.

**Learning Outcomes:** Participants will: (1) be able to understand and implement a basic reference checklist for before, during and after any well-executed capital project; (2) be able to identify and avoid the most common mistakes involved in any capital project.

### 414 (REC)

#### Customer Service with Style

1:00 pm - 4:30 pm

**Location:** Waldorf

**Price:** \$75

**Presenter(s):** Jill Bartholomew, Speaker, Trainer, Consultant, RubySpeaks, Inc.  
**Chair:** Kelly LaMore, Bourbonnais Township Park District

Revive staff members with genuine customer service. Everyone on the staff should be providing outstanding customer service. This fast-paced workshop will give tips on how to deliver a positive image more effectively while providing exceptional customer service. Some of the topics discussed will be voice tone, image, body language and courtesy. Our customers expect more and we can deliver services that exceed those expectations!

**Learning Outcomes:** Participants will: (1) identify three major elements necessary to provide great service; (2) understand how courtesy will help you to exceed your customer's expectations; (3) recognize how voice tone and body language can provide a positive image.

### 502 (TR)

#### Success in Supervision of Camp Staff: Bringing Out the Professional Best in Them and in Your Camp Program

1:00 pm - 4:30 pm

**Location:** Marquette

**Price:** \$75

**Presenter(s):** Michael Brandwein, Speaker, Educator, Author

**Chair:** Jenny Johnson, Tri County SRA  
This workshop demonstrates exactly what to say and do every day to improve staff performance, presented by the author of the nationally best-selling book on camp staff supervision. Completely different from his highly-attended and acclaimed session at the 2007 IAPD/IPRA Soaring to New Heights Conference, this one is packed with practical and specific skills to coach both inexperienced and veteran staff to higher levels of performance while boosting their professionalism.

**Learning Outcomes:** Participants will: (1) learn how to establish a respectful and professional camp culture, teach (often) young staff that this is a real job and motivate them to work responsibly and professionally throughout the entire season and not just the first part of it; (2) learn outstanding "large group leadership" techniques to grab and maximize attention and respectful participation when in front of the whole camp or a large group.

### 602 (FM)

#### "Clean" Up Your Lifestyle: Make Some Easy Changes Personally and Professionally

1:00 pm - 4:30 pm

**Location:** Williford B

**Price:** \$75

**Presenter(s):** Tosca Reno, Author, Speaker  
**Chair:** Lori Neubauer, Itasca Park District  
At the age of 40, Tosca Reno finally had enough of yo-yo diets, hypoglycemic attacks, low self-esteem and a miserable marriage. She made a decision one day that transformed her life from one of silent desperation to one full of magic, happiness and inspiration. Let Tosca share the story of her own transformation with you. With her frank, engaging and down-to-earth attitude she will help you to make those changes in your own life and, as a professional, she will demonstrate how to teach others to make the changes in theirs. With fans and followers in the hundreds of thousands, a monthly column in *Oxygen* and *Clean Eating* magazines and six best-selling books, including *The Eat-Clean Diet* under her wing, Tosca knows a thing or two about helping others reach their goals. She will give you lots of ideas so you can help others reach their goals too.

**Learning Outcomes:** Participants will: (1) learn how to teach others to make changes in their lives as well as their own; (2) learn how to help people reach their goals.

### 902 (CM)

#### Technology: Out with the Old, In with the New

1:00 pm - 4:30 pm

**Location:** Private Dining Room 2

**Price:** \$70

**Presenter(s):** Kassia Dellabough, LERN

**Chair:** Dale Erdman, Bartlett Park District  
New technologies in marketing are popping up all over the Web. Learn how YouTube, Facebook, MySpace, blogs, e-mail blasts, podcasts, second life and others can help you reach specific markets. You will also learn about safety and security issues for these strategies.

**Learning Outcomes:** Participants will: (1) learn how technology currently impacts marketing and communications; (2) be able to identify emerging technology and how it is impacting learning, working and communications and make decisions about how and which to use.



## 1002 (EMS)

### Martial Arts for Stress Management

1:00 pm - 4:30 pm

**Location:** Joliet

**Price:** \$65

**Presenter(s):** Kyoshi John Venson, 8th Degree Black Belt/Chief Instructor and Renshi Reginald Venson, 5th Degree Black Belt/Senior Staff Instructor and Darren Hudson, Staff Instructor, Just for Kicks

**Chair:** Lonette Hall, Dolton Park District

Many do not know that martial arts activities can alleviate stress. Too often people, especially managers, ignore the effects of stress until they become too ill to function in life and at work.

**Learning Outcomes:** Participants will: (1) learn how to train the body and mind to relax during a busy and stressful work day; (2) learn how to improve the way the body and mind relax and recover while sleeping at night.

## 801 (STUDENT)

### Student Conference Orientation

3:30 pm - 4:45 pm

**Location:** Boulevard C

**Presenter(s):** Panel of Experts

**Chair:** Ryan Oleszkiewicz, Southern Illinois University

This will be an overall orientation to the 2009 IAPD/IPRA Soaring to New Heights Conference led by the IPRA Student Section Board for students. Participants will learn about all of the opportunities to learn from fellow students and professionals (conference workshops and sessions, Professional Connection, Student Luncheon, Speed Mentoring). In addition, participants will get to know one another as well as the professionals in attendance through ice-breaker games and activities.

**Learning Outcomes:** Participants will: (1) meet fellow students as well as professionals and begin to develop a professional network; (2) identify the opportunities for personal and professional growth at conference.

## The Professional Connection

5:30 pm - 6:30 pm

**Location:** Continental A Ballroom

**Students and professionals, please join us before the socials begin and get a jump-start on your networking weekend!**

**Students,** you won't want to miss this great opportunity to network with professionals in the field. A relaxed, social atmosphere will provide an informal setting to inquire and talk with professionals in your area of interest.

**Professionals,** you were a student at one time with lots of questions. These students are the future professionals in the field and you can help them by sharing your knowledge and experience.

All who attend will enjoy pizza and beverages. Students, get there early to fill out your raffle ticket for great prizes!

**Special thanks to Heidi Lapin of the Roselle Park District for coordinating this year's Professional Connection!**

## OFFICE SUPPORT LUNCHEON AND WORKSHOP

### TakecaraU™ (Self Care, Customers and Colleagues)

11:30 am - 3:30 pm

PRE-REGISTRATION IS MANDATORY.

**Location:** Grand Ballroom

**Price:** \$89 (This fee includes lunch.)

**Presenter(s):** Maureen O'Brien, MoMentum University

**Chairs:** George Longmeyer, Schaumburg Park District; Sandy Olson, Chicago Park District

**This session is perfect for your office support or administrative staff!**

11:30 am - 12:45 pm

Luncheon/Registration, Grand Ballroom

1:00 pm - 3:30 pm

TakecaraU™, Grand Ballroom

3:30 pm

Tour the Exhibit Hall, Lower Level



IAPD and IPRA are excited to bring you a dynamic and exciting Office Support Workshop presented by Maureen O'Brien of MoMentum University this year! The focus will be on self-care, ways to reduce stress, affirmation of the work you do, your value and importance. It will also touch on customer service and communicating effectively with your colleagues.

This program will be poignant, thoughtful, interactive and **FUN!**

What would happen if you learned and practiced a four-step process of ©C.A.R.E. that you could utilize to enhance your effectiveness both personally and professionally?

This workshop is **ALL ABOUT YOU!** You will leave feeling valued – that your work matters and that you had a little time to focus on **YOU!**

#### **Here's what you can expect:**

It's difficult to be effective with colleagues if you feel over-worked, over-stressed, and under-appreciated. While you're so busy taking care of everyone else, what are the things you can do to take care of **yourself** so you are best able handle all of the demands on your day? You'll get it in the **TakecaraU™ Self Care** session! Come and learn techniques through the Curriculum of ©C.A.R.E. that will help you relax, refocus and rejuvenate "U."

As difficult as they can be, your customers fund your paycheck! But how can you deal with customers who get angry, are impatient or expect you to do more than what you believe to be possible? Utilizing the same four-step ©C.A.R.E. process, we'll move into **TakecaraU™ Customers**. Here, we will discuss and discover ways to deal with difficult customers, prioritize a hectic daily schedule and offer strategies to make each customer feel like they are the only customer you have!

Sometimes customers can be a breeze compared to those who we report to, work beside or lead! Again, utilizing the curriculum of ©C.A.R.E., through **TakecaraU™ Colleagues**, you will learn new and creative ways of effective communication. We'll have fun reviewing case studies directly from the mouths of some of your own cohorts!

**Remember,** this day... it's all about **YOU. Come. Laugh. Enjoy. Learn a little. Let us TakecaraU™!**



Sponsored by:



# THURSDAY NIGHT SOCIAL

THURSDAY, JANUARY 29 > 9PM-MIDNIGHT > INTERNATIONAL BALLROOM  
THIS IS NOT A TICKETED EVENT, ALL ARE WELCOME!

SWAY Chicago is an ultra-hip, high-energy dance band specializing in Motown, Soul, Disco, Top-40 and Big-Band music, featuring some of the best entertainers this town has to offer. Members of SWAY Chicago have performed with national artists such as Chaka Khan, R. Kelly, The Beach Boys, Chubby Checker, Chuck Berry & Don Henley. With four vocalists at the mic, soaring horns and a powerful rhythm section SWAY Chicago's versatility is limitless. Whether it's entertaining a seated audience with A cappella standards or bringing excitement to the dance floor, this powerhouse will keep the room Swayin' & Groovin' all night long!



CHICAGO'S HIPPEST DANCE BAND



swaychicago.com



## FRIDAY AT-A-GLANCE

**7:00 am – 4:30 pm**

Conference Registration Open

**8:15 am – 9:30 am**

Conference Sessions (0.1 CEUs)

**8:30 am – 10:30 am**

Conference Workshops (0.2 CEUs)

**9:00 am – 11:30 am**

Exhibit Hall Open

**9:45 am – 11:00 am**

Conference Sessions (0.1 CEUs)

**11:15 am – 12:00 pm**

Opening General Session with Sam Glenn, The Authority on Attitude™

**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 – 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 SESSIONS

**8:15 am – 9:30 am**

All conference sessions award 0.1 CEUs.

Pre-registration is not necessary.

### 11 (IPRA)

#### Budget Presentations Made Easy for Small Agencies

8:15 am - 9:30 am

**Location:** Astoria

**Presenter(s):** Eric Anderson, Attorney, Staub, Anderson Green, LLC; Beverly Meekins, President, The Meekins Group; Denise Will, Executive Director, Olympia Fields Park District

**Chair:** Denise Will, Olympia Fields Park District

The budget process can be challenging especially when you work for a small agency with limited staff and outside contractors maintaining the financial statements. Gain perspective on budget presentation process made simple through use of technology and a well-organized team of players.

**Learning Outcomes:** Participants will: (1) learn to improve and simplify budget presentation techniques utilizing research documentation and technology; (2) learn to simplify the budget process by highlighting critical components of the budget that will bring about a better understanding of the process.

### 17 (IPRA)

#### It's Easy Being Green

8:15 am - 9:30 am

**Location:** Boulevard A

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

**Chair:** Marty Walsh, Vernon Hills Park District

Integrating green building practices into new and existing facilities doesn't have to be complicated or expensive. Learn how several agencies are integrating real-world, practical and budget-friendly "green" features into their new and existing facilities.

**Learning Outcomes:** Participants will: (1) identify effective and low- or no-cost sustainability strategies that can be incorporated into new or existing facilities; (2) gain an understanding of the importance of sustainability and life-cycle costs analysis in new and renovated facilities.

### 105 (IAPD)

#### Borrowing Options for Illinois Park Districts

8:15 am - 9:30 am

**Location:** Conference Room 4C

**Presenter(s):** Tara Griffin, Assistant Vice President of Public Finance, Harris N.A.; Lynda Given, Attorney and Partner, Chapman and Cutler LLP

**Chair:** Mike Colaizzi, Lemont Park District

You want a new playground, you want a new rec center, but you don't want to go to referendum or you want to run a referendum for a new pool. What are your legal limits? What type of financing can you do to pay for a new building, equipment, projects, etc.? How creative can you be?

**Learning Outcomes:** Participants will: (1) obtain a basic and/or better knowledge of the financing options available for agencies; (2) learn the steps and limitations associated with financing projects/buildings/renovations, etc.

## FRIDAY MORNING CONFERENCE SESSIONS

8:15 am – 9:30 am

All conference sessions award 0.1 CEUs.  
Pre-registration is not necessary.



### 108 (IAPD)

#### Why Consider a Spa?

8:15 am - 9:30 am

**Location:** Conference Room 4A

**Presenter(s):** John Attwood, Senior Vice President and Frank Guengerich, Executive Vice President, WTS International

**Chair:** Jim Petkus, Oak Lawn Park District  
Why consider a spa? Consider the benefits. Spas can be a tremendous addition to any new or existing leisure/recreation complex both as an amenity and as a profit center. This session will offer insight regarding how best to design and operate your spa and prepare it for a successful launch.

**Learning Outcomes:** Participants will: (1) understand how spas fit into a recreation program; (2) learn the key questions to ask before launching a spa program in your facility.

### 110 (IAPD)

#### Legal/Legislative Part I

8:15 am - 9:30 am

**Location:** Boulevard C

**Presenter(s):** Robert Bush, Attorney, Ancel, Glink, Diamond, Bush, DiCianni and Krafthefer, P.C.; Steve Adams, Attorney, Brook, Adams and Tarulis; Peter Murphy, General Counsel, Illinois Association of Park Districts

**Chair:** Peter Murphy, IAPD

A panel of legal experts answers your questions and discusses recent Illinois court cases and legislation that impacts park districts and forest preserve, conservation and recreation agencies. If you have a legal issue you are seeking an answer to, this session is for you.

**Learning Outcomes:** Participants will: (1) become more familiar with the most current court cases that impact how to operate park districts and forest preserve, conservation and recreation agencies; (2) be able to participate in an open forum to address specific legal questions impacting agencies and boards.

*\*This session will award 1.25 CLEs for attorneys. The CLE fee is \$15. These will be processed on site at the session.*

### 122 (IAPD)

#### Benchmarking: Parks and Recreation Market Research Information

8:15 am - 9:30 am

**Location:** Conference Room 4D

**Presenter(s):** Ronald A. Vine, Leisure Services/ETC Institute

**Chair:** Bobbie Herakovich, Champaign Park District

Illinois and national benchmarking averages developed from over 70,000 citizen surveys from communities across the country will be discussed on topics such as usage and satisfaction with parks and recreation programs, priorities and needs for parks and recreation facilities, marketing, barriers to participation and voting.

**Learning Outcomes:** Participants will: (1) learn how to use benchmarking information to think strategically regarding key issues impacting the success of your organization; (2) learn how to use benchmarking information to develop realistic performance measurements, unique levels of parks and facilities standards, etc.

### 201 (PARKS)

#### Greening Your Organization Pilot Project

8:15 am - 9:30 am

**Location:** Joliet

**Presenter(s):** Dave Brooks, Manager of Nature and Conservation Services, Schaumburg Park District; Rick Hanetho, Director, Northbrook Park District

**Chair:** Cameron Bettin, Plainfield Park District  
This session is a follow-up to the 2008 "Tools for Greening Your Agency" session and also an overview of the Greening Your Organization Pilot Project, a cooperative effort of the IPRA Benefits and Environmental Committees. The session will demonstrate how agencies utilized the Environmental Report Card to give themselves direction and how it was a benefit in addressing environmental issues internally and externally.

**Learning Outcomes:** Participants will: (1) learn how their agencies can make a difference in improving the environment by documenting the impacts and the benefits of implementing environmentally sound principles in their daily operations and organizational planning; (2) learn that when collectively looked at, we (all IPRA agencies) are not only benefitting our own communities, but a region, the state, the nation and the globe.

### 217 (PARKS)

#### Forming Energy and Environmental Partnerships

8:15 am - 9:30 am

**Location:** Conference Room 4G

**Presenter(s):** Joe Modrich, Director of Parks and Recreation, Park District of Franklin Park

**Chair:** Christi Jacobson, Park District of Franklin Park

Explore partner opportunities for recreation agencies in addressing the mitigation of current energy and environmental challenges. Learn how communities are responding nationally and how the agency's mission may change from best practices like Bloomington, Indiana and Portland, Oregon.

**Learning Outcomes:** Participants will: (1) expand their understanding of critical energy and environmental relationships; (2) learn how to evaluate agency energy preparedness and environmental relationships.

### 220 (PARKS)

#### Forming a Winning Playground Development Team

8:15 am - 9:30 am

**Location:** Conference Room 4H

**Presenter(s):** Joseph Brusseau, President, Brusseau Design Group, LLC; Paul Cathey, Superintendent of Parks, Des Plaines Park District

**Chair:** Jay Zahn, Des Plaines Park District  
With labor and material pricing on the rise, here is an opportunity to learn how to design and construct creative, cost-effective, high-quality playgrounds using a team of design professionals, agency staff and contractors.

**Learning Outcomes:** Participants will: (1) learn how to maximize the use of available resources and funding to design and construct quality playground developments of renovations; (2) learn how to maximize their agency's ability to perform and execute a playground development or renovation project from start to finish, utilizing a team of design professionals, agency staff and contractors.



## FRIDAY MORNING CONFERENCE SESSIONS

8:15 am – 9:30 am

All conference sessions award 0.1 CEUs.  
Pre-registration is not necessary.

### 301 (A&F) Driving Participation with Hosted Solutions and Marketing

8:15 am - 9:30 am

**Location:** Conference Room 4K

**Presenter(s):** Sara Wise-Martinez, Sales Manager, Active Network

**Chair:** Janis Jordan, Addison Park District  
This session is targeted toward people who want to mitigate capital costs and drive online participation. The trend of integrating technology solutions with marketing partnerships to assist with marketing efforts and demographic analysis will also be covered.  
**Learning Outcomes:** Participants will: (1) receive an overview on the future of recreation management software; (2) gain a thorough understanding of the financial, technical and intangible benefits of hosted solutions.

### 308 (A&F) Governmental Accounting Standards and Issues

8:15 am - 9:30 am

**Location:** Private Dining Room 1

**Presenter(s):** Rita Trainor, Finance Director, Wheaton Park District

**Chair:** Lisa Pesavento, Chicago State University  
The IGFOA Technical Accounting Review Committee will review recent changes to governmental accounting and financial reporting standards and the impact of those changes on park districts and agencies. Information on additional changes under consideration will also be discussed.

**Learning Outcomes:** Participants will: (1) understand recent changes to generally-accepted accounting principles; (2) identify changes in local government financial reporting due to new standards.

### 327 (A&F) Tax Objections: How to Avoid or Defeat Them

8:15 am - 9:30 am

**Location:** Private Dining Room 7

**Presenter(s):** Scott Silver, Superintendent of Finance, Lisle Park District; James Wascher, Attorney, Friedman & Holtz, P.C.

**Chair:** Scott Silver, Lisle Park District  
Every year, taxpayers file objections against the property tax levies of most park and forest preserve districts. Tax objections can be confusing, time-consuming and, in the end, expensive. Your agency needs to find ways to cut through the legalese and escape from this annual ordeal. This session will show you how to properly prepare your budget and appropriation ordinance and your tax levy

ordinance in order to prevent many tax objections from even being filed. You will also learn how best to respond to objections that are filed so that your district is required to pay little or no tax refunds.

**Learning Outcomes:** Participants will: (1) learn effective strategies for drafting budget and appropriation ordinances and tax levy ordinances in order to avoid or minimize tax objections; (2) understand the best factual and legal defenses to the most common tax objections, including those for excess accumulation of funds and misuse of the tort liability tax fund.

### 402 (REC) Athletics and Maintenance Communication: Completing the Circle

8:15 am - 9:30 am

**Location:** Conference Room 4J

**Presenter(s):** Chris Corbett, Athletic Supervisor and Christine Martner, Parks Maintenance Manager, Bolingbrook Park District

**Chair:** Mark Ftacek, Wauconda Park District  
Athletic league schedules are done... now what? Your maintenance staff is a big part of any success for athletic leagues. In this session, participants will learn how to complete the communication circle between the athletic supervisor and the maintenance department.

**Learning Outcomes:** Participants will: (1) learn the expectations from maintenance to the athletic supervisor and the expectations from the athletic supervisor to maintenance; (2) discuss the issues that occur in their agencies and how both departments can reach the common goal of having fields maintained for games and/or practices.

### 427 (REC) Day Camp Open Forum

8:15 am - 9:30 am

**Location:** Conference Room 4F

**Presenter(s):** Ruth Brackman, Recreation Supervisor, Warrenville Park District; Kelly Novotny, Recreation Supervisor, Downers Grove Park District; Erica Wise, Athletic and Youth Camp Supervisor, Lisle Park District

**Chair:** Clare Fagan, Wood Dale Park District  
Experienced recreation professionals will describe their successful camp programs. This session will assist professionals who are starting a new camp program and will also offer suggestions on how to improve existing camp programs.

**Learning Outcomes:** Participants will: (1) learn how to implement a camp program or make improvements to an existing camp program; (2) learn how to keep an existing camp program successful, fresh and exciting by networking with other professionals.

### 429 (REC) Caring About Kids: Focus on Healthy Lifestyles During After- School Programs

8:15 am - 9:30 am

**Location:** Private Dining Room 3

**Presenter(s):** Michael Isaacson, Director, Division of Community Health, Kane County Health Department; Joy Rosenberg and Jill Zubrod, Health Initiatives Representatives, American Cancer Society

**Chair:** Debbie Smith, Fox Valley Park District  
If you are a before- or after-school provider looking to incorporate health, nutrition and fitness into your curriculum, this session is for you. Three programs will be introduced to encourage children and parents to be more physically active, focus on proper nutrition and develop healthy lifestyle habits. Learn about the Healthy Kids Network and Camp Fusion from the American Cancer Society and the "Fit for Kids" program from the Kane County Health Department.

**Learning Outcomes:** Participants will: (1) will gain a new understanding about the importance of physical activity, nutrition and healthy lifestyles for school-age children; (2) come away with resources and tools that can be added to their before- or after-school curriculum to expose children to healthy lifestyles.

### 434 (REC) GPS, Letterboxing and YOU, Oh My!

8:15 am - 9:30 am

**Location:** Conference Room 5H

**Presenter(s):** David Andrusyk, Naturalist and Al Gorski, Senior Ranger, Forest Preserve District of DuPage County

**Chair:** Debbi Gayon, Forest Preserve District of DuPage County

Geocaching has become the latest outdoor activity worldwide. Boxes are popping up everywhere. Learn how the Forest Preserve District of DuPage County has embraced this activity and others similar to it, without sacrificing high quality areas.

**Learning Outcomes:** Participants will: (1) learn what geocaching and letterboxing are and how it relates to their park; (2) learn how the FPDDC has developed their rules and regulations that have both parties in mind.



## FRIDAY MORNING CONFERENCE SESSIONS

8:15 am – 9:30 am

All conference sessions award 0.1 CEUs.  
Pre-registration is not necessary.



### 438 (REC)

#### Leveraging Parks and Rec Programs to Address Childhood Obesity

8:15 am - 9:30 am

**Location:** Boulevard B

**Presenter(s):** Melissa Hanson, President, Sajai Foundation

**Chair:** ,

Childhood obesity is a national crisis impacting almost every community. Unhealthy eating and lack of physical activity, both structured and spontaneous, contribute to the problem. To combat this nutritional crisis, healthy lifestyles, including time spent outdoors, must be influenced through efforts at home and through community venues. Park and recreation agencies are in a unique position to reach children during after-school programs and summer camps. This informative session will discuss childhood obesity, nature-deficit disorder and the importance of programming to re-engage children with nature and to inspire healthy nutrition and activity choices.

**Learning Outcomes:** Participants will: (1) be able to describe current research and facts about childhood obesity and nature-deficit disorder in children and how park and recreation agencies can address both through evaluated programming; (2) be able to discuss how to deploy a successful model for teaching youth wellness and nature introduction in a park and recreation setting.

### 511 (TR)

#### Great Games Done Dirt Cheap

8:15 am - 9:30 am

**Location:** Lake Huron

**Presenter(s):** Deb Stanfield, Adventure Center Coordinator, Irons Oaks Adventure Center

**Chair:** Ryan Cortez, SWSRA

You don't need to burn a hole in your pocket to have fun. Come join our very interactive session to learn some great games for your staff and participants with little or no cost. Make sure you are ready to participate and, more importantly, have fun!

**Learning Outcomes:** Participants will: (1) learn new games to play with your staff or participants in either a meeting or large group setting; (2) learn how to make great games more affordable by making them on your own or purchasing them from local stores.

### 516 (TR)

#### Building an Adaptive Recreation Program in Your Community

8:15 am - 9:30 am

**Location:** Lake Erie

**Presenter(s):** Dan Ferreira, Adaptive Recreation Program and Event Facilitator and Larry Labiak, Disability Police Officer, Chicago Park District; Keith Wallace, Superintendent of Recreation, LWSRA

**Chair:** Brian Alexander, LWSRA

Want to start an adaptive program for individuals with physical disabilities in your area? Need a point in the right direction as to what is being offered now? Well, here is your chance to sit down with an experienced panel and get some answers. Get your notebooks and pens ready as we discuss all the ins and outs of programming for individuals with physical disabilities.

**Learning Outcomes:** Participants will: (1) learn what competitive and recreational sport activities are offered locally and nationally (2) learn how and what it takes to create an adaptive sports program; (3) discuss how to blend the two worlds of SRA athletics with sports and recreation for people with physical disabilities.

### 520 (TR)

#### Music Therapy: Notes Beyond Music and Lyrics

8:15 am - 9:30 am

**Location:** Conference Room 4M

**Presenter(s):** Jessica Griffin, Cultural Arts and Social Program Coordinator, WDSRA

**Chair:** Jessica Griffin, WDSRA

Music is found in every known culture for as long as there has been civilization. As a universal language, music can reach across all ages, cultures, genders and beliefs and can be utilized in any atmosphere. As a therapeutic tool, music is beneficial for any SRA or agency to use within programming and community building. During this session we will experience, brainstorm and create music producing a new and/or affirmed belief in the power it holds.

**Learning Outcomes:** Participants will: (1) establish a foundation and understanding of music therapy, the benefits, effectiveness and importance of music in programming; (2) learn the function, use and therapeutic goals of music and how to utilize music therapy in their agency and programs.

### 527 (TR)

#### The Changing Dynamics of Inclusion

8:15 am - 9:30 am

**Location:** Conference Room 4L

**Presenter(s):** Gretchen Dennis, Manager of Inclusion, WSSRA; Abby Oakley, Inclusion Recreation Coordinator, Rockford Park District; Angela Wetzel, Inclusion Coordinator, WDSRA

**Chair:** Tammy McMahon, SSSRA

This interactive session will discuss how to make inclusion successful at your agency. A panel of experts will also discuss an interactive CD.

**Learning Outcomes:** Participants will: (1) learn tips and tools to help with communication, behavior management and adaptations at an inclusion program; (2) be introduced to the interactive CD that will detail exactly what inclusion is, the inclusion process and other related topics.

### 607 (FM)

#### S.W.I.M. (Security When it Matters)

8:15 am - 9:30 am

**Location:** Conference Room 4B

**Presenter(s):** Tammie Byers, Master Sergeant, Illinois State Police

**Chair:** Laura Clark, Bartlett Park District  
Aquatic facility supervisors are faced with ever-increasing security risks at their pools. This is especially true in the summer. Not only are the aquatic supervisors tasked with the safety of pool patrons in the water, they must also handle increased threats of gang violence and drug use at their facilities. These threats are a safety and security risk to both pool patrons and aquatic staff. This session will offer insight on how to identify security risks and ways to effectively deal with those problems. It will also provide helpful tools for improving/establishing communication with and making the best use of police and security officers assigned or responding to aquatic facilities.

**Learning Outcomes:** Participants will: (1) identify ways to effectively deal with the individuals causing security threats at pools and better understand the gang mentality; (2) better understand what props to look for in identifying illegal drug use at or near aquatic facilities and gain knowledge as to the types of popular drugs being used most today; (3) improve/establish effective lines of communication with police and security officers assigned to pools or those responding to disturbances at their aquatic facilities if not already on duty there, making the most out of the resources available.



## FRIDAY MORNING CONFERENCE SESSIONS

8:15 am – 9:30 am

All conference sessions award 0.1 CEUs.  
Pre-registration is not necessary.

617 (FM)

### Proactive Solutions: Quit Catering to the Complainer

8:15 am - 9:30 am

**Location:** Conference Room 5G

**Presenter(s):** JT Malak, Community Center Coordinator, Park Ridge Park District

**Chair:** AJ Collier, Bartlett Park District  
Quality customer service involves prompt response to customer needs, but there is a fine line between customer service and catering to complainers. Being a public servant doesn't mean catering to the whims of every complainer.

**Learning Outcomes:** Participants will: (1) identify the differences between customer service and catering to complaints; (2) brainstorm and develop strategies to provide quality customer service without feeling forced to concede to unreasonable requests.

628 (FM)

### The Construction/Capital Project Process: Being Legally Correct and Saving Money

8:15 am - 9:30 am

**Location:** Private Dining Room 4

**Presenter(s):** Derke Price, Attorney, Ancel, Glink, Diamond, Bush, DiCianni and Krafthefer, P.C.

**Chair:** Lori Neubauer, Itasca Park District  
The end product is being legally correct and saving money. This session is for those who are considering a capital project, development or a major purchase to learn the tips and tricks in preventing your project from running away from you.

**Learning Outcomes:** Participants will: (1) learn to control contracts, bidding, and union issues; (2) learn the proper steps in planning a capital project.

631 (FM)

### Let's Offer "Clean" and Healthy Programs

8:15 am - 9:30 am

**Location:** Conference Room 5I

**Presenter(s):** Tosca Reno, Author, Speaker  
**Chair:** Lori Neubauer, Itasca Park District  
Sometimes we are all so busy looking after everyone else that we forget to look after ourselves. Before her incredible transformation at age 40, bestselling-author and TV personality Tosca Reno was the same way. At the end of the day, she barely had enough energy to get up a flight of stairs and now she's outrunning women half her age! The truth is, if you *eat cleanly* and look after yourself, you will not only look and feel better, you will also have more energy for work, for play and for life. Learn how *eating cleanly* will mean the difference between falling asleep on the couch and jumping up to go dancing. Of course, not only will you feel great and have tons of energy, your health will improve, you will look fantastic and lose any extra weight. Let Tosca Reno show you how to use food to get the most out of life.

**Learning Outcomes:** Participants will: (1) learn how to eat cleanly; (2) identify ways in which eating cleanly which positively impact all areas of their lives.

633 (FM)

### Safety in Pools for Diverse Community Members

8:15 am - 9:30 am

**Location:** Private Dining Room 6

**Presenter(s):** Gail Ito, Assistant Professor, Chicago State University

**Chair:** Karen Spandikow, Bartlett Park District  
As the demographics of our communities change, are all community members welcome and safe at our pools? Could a person from another part of the world walk into your facility and be safe? Or could a person from another culture be unaware of the procedures and customs and as a result unknowingly be in danger? Learn the questions to ask and the answers to make your facilities both safe and welcoming to a variety of culturally diverse people.

**Learning Outcomes:** Participants will: (1) identify barriers to attending their facilities for people who are ethnically diverse (this can include African-Americans, Muslims, Latinos, Asians, etc.); (2) identify how their facility may be unsafe to people unfamiliar with swimming pools and their procedures and customs; (3) identify simple and quick solutions to create a safer and more welcoming environment for all community members.



904 (CM)

### Crash Course on Printing

8:15 am - 9:30 am

**Location:** Lake Ontario

**Presenter(s):** Mike Gardner and Patrick Gardner, Account Executives and Bob Uher, Technical Designer, Superior Print Services

**Chair:** Kim Dasbach, Bartlett Park District  
We all need marketing pieces, but do you really understand what goes on behind the scenes? In this session, a print specialist will explain general terminology so you are talking on the same level with your printer as well as give you tips about altering your current designs to be more cost-effective. Subjects that will be discussed include: Web versus sheet-fed printing, paper brightness, paper weight, cmyk versus rgb, photo file type and photo resolution. You will also hear about ways to write specifics into your bids to get what you ask for without limiting yourself.

**Learning Outcomes:** Participants will: (1) walk away with a better understanding of the entire printing process. Specifically in the areas of initial concept/design, bid request, file preparation and printing formats; (2) gain a more knowledgeable grasp of the terminology used in the printing industry and how it is applied at the various stages of the printing process.

1003 (EMS)

### Understanding Energy Deregulation

8:15 am - 9:30 am

**Location:** Conference Room 5F

**Presenter(s):** Vincent Moore, CEO, Vincent Imaging.com; Brenton C. Payne, Ph.D., CEO, Genesis Energy International

**Chair:** Lonette Hall, Dolton Park District  
Energy deregulation has been mandated by federal and state legislatures as a way of lowering energy cost to consumers. The utilities are encouraging it as well, as they look to streamline operations.

**Learning Outcomes:** Participants will: (1) learn how to properly read energy bills; (2) understand contractual double-talk.

## FRIDAY MORNING CONFERENCE WORKSHOPS

8:30 am – 10:30 am

All conference workshops award 0.2 CEUs.  
Pre-registration is not necessary.



### 12 (IPRA)

#### Business Writing with Impact

8:30 am - 10:30 am

**Location:** Williford A

**Presenter(s):** Bonnie Covelli, Director, Solutions, Business and Resource Center and Lyle Hicks, Chairman, Department of Recreation, Sport and Tourism, University of St. Francis

**Chair:** Lyle Hicks, University of St. Francis  
Learning to write effectively and with influence are critical skills required for successful communication. This workshop provides tips on how to improve your skills when writing memos, e-mails, proposals, white papers, reports and letters. The focus of this workshop is on the writing process, setting objectives, developing core statements, persuasive writing and providing direction as well as guidelines to follow in creating your own writing style and overcoming writer's block.

**Learning Outcomes:** Participants will: (1) be able to sequence thoughts, ideas and structure in a point-form; (2) learn how to write using key words and descriptions to convey the main idea of sentences and paragraphs and be able to emphasize key points and present easy-to-follow arguments; (3) be able to write using active and passive voice effectively as well as how to use transitional words to connect ideas and improve the flow of concepts and points of emphasis.

### 27 (IPRA)

#### The Secrets of Marketing and Selling Yourself

8:30 am - 10:30 am

**Location:** Grand Ballroom

**Presenter(s):** Scott Chovanec, President, Scott Chovanec and Associates

**Chair:** Mark Badasch, Collinsville Area Recreation District

Preparing yourself in a professional manner is a skill that takes time and experience to hone to perfection. However, few are ever taught the techniques that separate the good from the excellent in terms of advancing professionally and winning an offer. Learn beyond the basics and gain the secrets to successful personality marketing that has proven results. **Guaranteed** – this highly interactive workshop contains information you have never heard before! If you're interested in advancement at any level then do not miss this one!

**Learning Outcomes:** Participants will: (1) understand and be able to articulate their features, benefits and cash value to a company; (2) learn how to use appropriate action, leadership and/or results oriented vocabulary to get what they really want; (3) develop an individual interviewing process based on their accomplishments and the situations, actions and results that structured these accomplishments.

### 28 (IPRA)

#### Improving Operational Effectiveness

8:30 am - 10:30 am

**Location:** Williford B

**Presenter(s):** Barbara Heller, PROS Consulting, LLC

**Chair:** Sheila Mulvey-Tatoris, IPRA

This workshop explores seven key areas of building operational effectiveness and outlines tactics for building success. How are you performing as an agency and how can you do better? Find out how by implementing a working model of operational effectiveness.

**Learning Outcomes:** Participants will: (1) discuss and develop strategies to support operational effectiveness and drive innovation; (2) develop a list of measures to analyze organizational performance.

### 104 (IAPD)

#### Master Planning 101 and Beyond

8:30 am - 10:30 am

**Location:** Private Dining Room 2

**Presenter(s):** Dennis Ulrey, Comprehensive Planner, Brusseau Design Group

**Chair:** Ray Morrill, Wheaton Park District

Comprehensive park and recreation master plans are documents that guide an agency's long-term strategies for park and facility development. Viewed as necessary planning tools they can also become cumbersome. Filled with facts, interesting but irrelevant history, and data unrelated to final recommendations, they can be voluminous reports stuffed with details when the focus should be on the end goal. This workshop explains the planning process and how master plans can have a targeted purpose focused on the end... which is where everyone wants to go.

**Learning Outcomes:** Participants will: (1) learn the steps in the planning process, which narrows the focus and creates a usable document; (2) learn how to customize plans and make them relevant to their community.

### 124 (IAPD)

#### Board Development: Building a Stronger Leadership Team

8:30 am - 10:30 am

**Location:** Williford C

**Presenter(s):** Jacqueline Gilbert, Board Development Practice Leader, Executive Service Corps of Chicago

**Chair:** George Longmeyer, Schaumburg Park District

A team of Executive Service Corps consultants will demonstrate how board development can positively increase the involvement and leadership/governance skills of park district commissioners and board members in fulfilling their roles and working with park district staff. Topics to be covered include: assessing roles and responsibilities; defining issues; addressing conflicts; formulating solution-driven action plans. Breakout sessions will provide an opportunity for participants to discuss their unique situations and gain insight from experienced consultants.

**Learning Outcomes:** Participants will: (1) learn about the qualities and characteristics of good board management and how to utilize tools and methods that can define and empower opportunities for increased participation and coordination; (2) develop a greater understanding of strengthening board operations, maintaining and/or improving board/staff relations and clarifying roles and responsibilities. Participants will leave with new information, ideas and materials to take back to their agencies to enhance their work with commissioners and board members.

### 127 (IAPD)

#### Green Infrastructure to Fight Climate Change in Illinois

8:30 am - 10:30 am

**Location:** Waldorf

**Presenter(s):** Danielle Green, Native Plants Lead and Bob Newport, Green Infrastructure Lead, U.S. Environmental Protection Agency; Nick Schmal, Ecology Program Lead, U.S. Forest Service

**Chair:** Judy Beck, Glenview Park District  
Planting the correct species can help sequester greenhouse gas releases while green infrastructure can help manage heat island effects and more intense storms. This informative workshop will examine this and more.

**Learning Outcomes:** Participants will: (1) learn about green infrastructure components and how each helps fight greenhouse gas releases and manage intense storms; (2) learn about awards for native plantings through USEPA plus the U.S. Forest Service's "urban connections" to sequester carbon, control invasive species and get more kids into the woods.



## FRIDAY MORNING CONFERENCE WORKSHOPS

8:30 am – 10:30 am

All conference workshops award 0.2 CEUs.  
Pre-registration is not necessary.

### 226 (PARKS)

#### Perennial Garden

#### Maintenance: Basics and Beyond

8:30 am - 10:30 am

**Location:** Private Dining Room 5

**Presenter(s):** Janet Macunovich, Professional Gardener, Michigan School of Gardening

**Chair:** Madeline Kelly, Oak Lawn Park District  
This workshop will be an intensive look at the basic skills needed to care for perennial plants in gardens and landscapes. It will also include a planning calendar plus guidelines for masters to care for specific plants, managing when recommended maintenance schedules can't be followed and renovating older beds.

**Learning Outcomes:** Participants will: (1) be able to list basic skills needed to manage a landscape garden's care; (2) recognize signs of a landscape area in need of renovation and describe an effective procedure for implementing the renovation.

### 406 (REC)

#### Gymnastics Programs for Tots and Adults

8:30 am - 10:30 am

**Location:** Marquette

**Presenter(s):** Dawn Gaines, Gymnastics Instructor and Coach and Jo Witucki, Recreation Supervisor, Bloomingdale Park District

**Chair:** Gina Byrnes, Oak Forest Park District  
Gymnastics can be a vital force and easily implemented in any recreation facility. Learn to begin or improve a gymnastics program for adults and tots using simple equipment in creative layouts. Learn and do fun, developmental activities that can easily be passed on to instructors. Equipment use, class plans and progressions and theme ideas will be presented. Budgets will be outlined. Hiring and training instructors will be discussed. Enthusiasm will be contagious!

**Learning Outcomes:** Participants will: (1) be able to begin or improve a gymnastics program for adults and tots; (2) be able to effectively hire and train gymnastics instructors.

### 413 (REC)

#### What is CCAP? The IDHS Child Care Assistance Program

8:30 am - 10:30 am

**Location:** Continental A

**Presenter(s):** Michael Garner-Jones, Training Supervisor, Illinois Child Care Assistance Program (CCAP)

**Chair:** Tonia Zens, Bourbonnais Township Park District

This workshop will provide an overview of the state program that offers low-income families, working towards self-sufficiency, assistance with paying for their child care expenses. Emphasis will be placed on how parents and child care providers can access the program, how to bill for services and other issues that may occur when serving the families participating in this program.

**Learning Outcomes:** Participants will: (1) receive an overview of this state program; (2) learn how to access the program and how to bill for services.

### 420 (REC)

#### Managing Teen Behavior

8:30 am - 10:30 am

**Location:** Continental B

**Presenter(s):** Bobbi Nance, Teen and Adventure Supervisor, Park District of Oak Park; Mark Williams, Teen Center Director, Village of Niles

**Chair:** Shelli Mata, Wilmette Park District  
Teens have always been a fun, but challenging, group to work with. Learn some ways to design your programs, events and trips to help stop behavior problems before they start and the best ways to address behavior issues in your programs, parks and facilities before they happen.

**Learning Outcomes:** Participants will: (1) learn what practices other agencies are putting into place to help curb teen behavior problems before they start; (2) learn the best ways to address teen behavior issues that occur in your programs, events, parks and facilities.

### 608 (FM)

#### Concession In-House: You Make the Money

8:30 am - 10:30 am

**Location:** Continental C

**Presenter(s):** Mike Holtzman, Owner, Profitable Foods

**Chair:** Laura Gallagher, Park District of La Grange

Having in-house concessions can be successful and profitable. Mike Holtzman will discuss strategies for doing so by examining product, pricing, equipment, vendors and aesthetics.

**Learning Outcomes:** Participants will: (1) learn aspects of running in-house concessions operations; (2) learn how to make in-house concessions successful and profitable.

### 1005 (EMS)

#### Next Step Promotions for Park District Special Events

8:30 am - 10:30 am

**Location:** Lake Michigan

**Presenter(s):** Timothy Morgan, Allstyle Merchandising

**Chair:** Rose Coleman, Richton Park Parks and Recreation

This interactive workshop will take a close look at strategically planning and executing successful events.

**Learning Outcomes:** Participants will: (1) develop a list of free marketing agencies; (2) correctly mapping out large events, from start to finish.

### 1012 (EMS)

#### Developing Your Own Vision and Personal Strategy Plan

8:30 am - 10:30 am

**Location:** Grand Tradition

**Presenter(s):** Dean Eitel, Assistant Director, School of Public Service, DePaul University

**Chair:** Anita Escalante, Bloomingdale Park District

We are constantly helping others – adult and children patrons, volunteers, peers, vendors, organizations and others – as we perform our daily roles. This workshop will help participants develop their own personal strategic plan to balance work and life. Participants will be able to determine and analyze the important stakeholders in their lives, evaluate their personal strengths, limitations and motivations. Based on this, each participant identifies his/her personal challenges that must be met in life and career, develop their own future vision to maintain this balance between work and life and overcome the barriers or obstacles to attaining it. Realistic techniques, including determining the participant's own career direction will be covered. Every participant will have a way to keep connected to their plan.

**Learning Outcomes:** Participants will: (1) understand their life and career goals more clearly while uncovering their strengths; (2) identify the career stage they're in, what it means and what their next steps should be; (3) select the best person to best assist with focusing on a work-life balance and develop a personal action plan.





## FRIDAY MORNING CONFERENCE SESSIONS

9:45 am – 11:00 am

All conference sessions award 0.1 CEUs.  
Pre-registration is not necessary.



### 10 (IPRA) Utilizing Technology to Maximize Public Feedback

9:45 am - 11:00 am

**Location:** Astoria

**Presenter(s):** David Emanuelson, President, Strategic Management Alliance, LLC; Tod Stanton, President, Design Perspectives

**Chair:** Sandra Hupp, Illinois State University  
The tools available to gather community feedback today are ever-changing. This session will focus on how to use technology, from old-fashioned methods to modern technology applications in developing survey instruments. We will then explore how to blend the different data sets to maximize input into a comprehensive picture of your community's needs.

**Learning Outcomes:** Participants will: (1) learn the different methods of collecting public feedback; (2) gain detailed information about how to use different technologies to blend data sets to maximize public input for improved confidence in decision making.

### 25 (IPRA) Community Wellness Initiatives: Healthy Future for All Youth

9:45 am - 11:00 am

**Location:** Boulevard A

**Presenter(s):** Claire Naughton, Health and Wellness Coordinator, Elk Grove Park District

**Chair:** Kyle Saros, Elk Grove Park District  
Engaging youth in healthy behaviors is a challenge facing families, communities and schools in the United States. This session will identify wellness dimensions, discuss connectivity with parents and highlight successful approaches that organizations and individuals can do to encourage healthy lifestyles. Examples of wellness initiatives for youth and teens will be presented, including resources and design tips. Learn how to become the catalyst for change to improve youth and teen wellness in your community.

**Learning Outcomes:** Participants will: (1) learn to develop healthy lifestyle programs for youth and teens; (2) learn ways to build connectivity with youth, parents, staff and community.



### 35 (IPRA) Triumphs and Pitfalls of Property Management Agreements

9:45 am - 11:00 am

**Location:** Conference Room 4H

**Presenter(s):** Jeannette Huber, Director of Parks and Recreation and Jerri-Lynn Kleina, Commissioner, Alsip Park District

**Chair:** Jeannette Huber, Alsip Park District  
Thinking of contracting out your food and beverage operations? Come learn the pros and cons from an agency associated with this type of agreement. This session will also cover key points such as if you are looking to develop your own agreement.

**Learning Outcomes:** Participants will: (1) gain a better understanding of the pros and cons of entering into an agreement with an outside vendor for food and beverage options; (2) be given examples of information to consider when developing an agreement at their own agency.

### 113 (IAPD) The ABCs of Sports Lighting

9:45 am - 11:00 am

**Location:** Boulevard B

**Presenter(s):** Scott Triphahn, PE, PLS, President, W-T Engineering, Inc.

**Chair:** Lynne Cotshott, Hoffman Estates Park District

Lighting has become an important part of today's recreational requirements. This session will educate the participant on types of lighting, the levels of lighting, the costs of lighting and the benefits of lighting.

**Learning Outcomes:** Participants will: (1) understand what different lighting options are available, how to minimize costs with new lighting options and how lighting can increase your bottom line; (2) understand implications associated with outdoor lighting, items such as spill light, glare and acceptable lighting levels.

### 115 (IAPD) Investing Park District Money in this Economy and Interest Rate Environment

9:45 am - 11:00 am

**Location:** Conference Room 4A

**Presenter(s):** Jeff Schroeder, Senior Managing Consultant, IPDLAF/PFM Asset Management

**Chair:** Fred Hohnke, Woodridge Park District  
Investing money for park districts and other public (governmental) entities can pose many risks especially in the current economic and interest rate environment. Substantial risks can be found within almost every investment option available to park districts. Recent problems have included banks failing, the implosion of

supposedly safe money market funds and prices of investments failing due to multiple factors. Come hear how your park district should be investing its money.

**Learning Outcomes:** Participants will: (1) learn how to maximize interest income earnings for park district funds; (2) learn how to safely invest park district funds.

### 118 (IAPD) Tips and Tricks in Using Electronic Communication

9:45 am - 11:00 am

**Location:** Conference Room 4C

**Presenter(s):** Stephanie Posey, Esq. and Jeffrey Jurgens, Esq., Attorneys, Ancel, Glink, Diamond, Bush, DiCianni and Krafthefer, PC.

**Chair:** Jack Schmerer, Buffalo Grove Park District

Participants will learn tips and tricks in using electronic communications for board meetings, e-mail legal issues, proper documentation and more.

**Learning Outcomes:** Participants will: (1) be knowledgeable on the proper application of electronic communications for park board meetings, email, bidding and more; (2) understand the legal use of electronic communications for park district business.

### 134 (IAPD) Mandated Access Audits: Options for Policy Makers

9:45 am - 11:00 am

**Location:** Conference Room 4B

**Presenter(s):** John McGovern, President and Shelley Zuniga, Project Manager, Recreation Accessibility Consultants LLC

**Chair:** Robert Schmidt, Schaumburg Park District

Title II of the ADA requires every local government to audit the accessibility of every park, playground, ice rink, pool golf course, recreation center, fitness center, senior center and other recreation environments. This session will review the pros and cons of doing it yourself, hiring a consultant or ignoring the mandate.

**Learning Outcomes:** Participants will: (1) understand the 35.105 self-evaluation requirement as it applies to their local government; (2) discuss the pros and cons of using their own staff or consultants to meet 35.105 and what tools are needed to meet this requirement.



## FRIDAY MORNING CONFERENCE SESSIONS

9:45 am – 11:00 am

All conference sessions award 0.1 CEUs.

Pre-registration is not necessary.

### 203 (PARKS) Eco-Friendly Parks: An Untapped Programming Resource

9:45 am - 11:00 am

**Location:** Conference Room 4G

**Presenter(s):** Geoff Deigan, President, WRD Environmental

**Chair:** Jesse Felix, West Chicago Park District  
Eco-friendly parks not only provide long-term cost savings and improved environmental quality, they are also unique opportunities to engage park visitors in environmental programming. Classes in organic gardening, native landscaping and rainwater recycling are some of the types of programs that districts can couple with sustainable landscapes. This session will use a variety of case studies to give practical ideas for how districts can turn eco-friendly landscapes into hands-on learning labs.

**Learning Outcomes:** Participants will: (1) learn how to maximize eco-friendly improvements by using them as springboards for environmental programming; (2) gain ideas from real world examples of landscape-based environmental programs that target a variety of audiences.

### 218 (PARKS) Permeable Paving

9:45 am - 11:00 am

**Location:** Conference Room 5A

**Presenter(s):** Keven Graham, Landscape Architect/Director of Planning, Planning Resources, Inc.; Jay Rientz, Commercial Sales Manager, Unilock

**Chair:** Keven Graham, Planning Resources, Inc.  
Permeable paving systems have been around for many years. With changes in the development of facilities to green design and pressure to manage storm water onsite, permeable paving is an option of smart design.

**Learning Outcomes:** Participants will: (1) learn the benefits of permeable pavement and their applications in Midwest park development; (2) learn the requirements of permeable paving systems – are they right for you?

### 225 (PARKS) Return of Mega Fauna: Cougars, Wolves, Eagles and Other Critters in Northern Illinois

9:45 am - 11:00 am

**Location:** Joliet

**Presenter(s):** Joel Greeneberg, Author, Environmental Consultant, Earthlink; Dan Ludwig, Regional Wildlife Biologist, Illinois Department of Natural Resources

**Chair:** Sandra Smith, Westmont Park District  
The discovery that some large predators have made their way back to Illinois has made front page news.

**Learning Outcomes:** Participants will: (1) be provided a history of wolves, bears and cougars as well as prospects for the appearance in the future; (2) examine the occasional presence of these large animals in unexpected places.

### 310 (A&F) Internal Controls: The Good, the Bad and the Ugly

9:45 am - 11:00 am

**Location:** Conference Room 4I

**Presenter(s):** Kelly Zabinski, Owner, Zabinski Consulting Services

**Chair:** Linda Straka, Batavia Park District  
This session will offer further understanding of the documentation required for your agency's internal control policies pertaining to the annual audit.

**Learning Outcomes:** Participants will: (1) learn how to effectively document the agency's internal controls; (2) prepare an internal control policy that will satisfy the auditor's requirements.

### 316 (A&F) Interviewing: Top Ten List of What You CANNOT Ask

9:45 am - 11:00 am

**Location:** Boulevard C

**Presenter(s):** Margaret Kostopoulos, Esq. and Tiffany Nelson, Esq., Attorneys, Ancel, Glink Diamond, Bush, DiCianni and Krafthefer, PC.

**Chair:** Michael Hixenbaugh, Butterfield Park District

This session is a must to learn techniques to reduce litigation exposure to asking the wrong questions during the interview process. The employment world is changing and agencies must keep their skills sharp during the hiring process. A frank and open dialogue will be the core of this session.

**Learning Outcomes:** Participants will: (1) learn proper techniques in asking questions during the interview process; (2) discover how to learn more about the job applicant without crossing the litigation line.

### 317 (A&F) Learn all the Employment Laws in 60 Minutes (And Still Have 15 Minutes for Questions!)

9:45 am - 11:00 am

**Location:** Conference Room 4D

**Presenter(s):** Keri Ann Legg, Attorney, Laner Muchin, Dombrow, Becker, Levin and Tomlinberg, Ltd.

**Chair:** Trudy Wakeman, Village of Lake in the Hills

This session will provide an overview of the various state and federal labor laws.

**Learning Outcomes:** Participants will: (1) gain an understanding of the various federal and state employment laws which affect employment decisions; (2) gain an understanding of how to meet the employers' obligations set forth in the various employment laws.

### 325 (A&F) The Outlook is Good: Using Outlook to Stay Organized

9:45 am - 11:00 am

**Location:** Conference Room 4J

**Presenter(s):** Steve Eckelberry, Technology Manager and Sharon Gedvilas, Superintendent of Finance and Personnel, WDSRA

**Chair:** Lori Palmer, Bartlett Park District  
Staying organized isn't easy. There are a number of ways to make it easier using Microsoft Outlook 2003. Organizing e-mail, calendars, tasks and contacts using Outlook's feature can make you more productive.

**Learning Outcomes:** Participants will: (1) learn about Outlook 2003's various features for e-mail, tasks, calendars and contacts; (2) learn to maximize Outlook 2003 as an organizational tool.

### 403 (REC) How to Reduce Conflict and Improve Sportsmanship in Your Sports Programs

9:45 am - 11:00 am

**Location:** Conference Room 4F

**Presenter(s):** Lori Brown, Youth Sports Consultant, ASEP

**Chair:** Mark Ftacek, Wauconda Park District  
When did it all go so horribly wrong? We started out innocently enough... we formed a league to give kids a healthy outlet, get some exercise and maybe learn something about a sport. It certainly was not anything competitive or serious. Then, subconsciously, things began to change... tournaments, travel, tryouts, cuts. Instead of sports being serious fun, it morphed into being too serious. At the same time, sportsmanship issues started flaring up. Coaching yelling at players, coaches and players jawing refs, parents getting on coaches, refs, even their own kids. From this session, sport administrators will learn how to implement a coaching education program that will improve the culture of sportsmanship and reduce conflicts between coaches, parents, officials and others in youth sport programs. The result will be increased coach retention and improvement in the overall sport experience for everyone involved.

**Learning Outcomes:** Participants will: (1) learn to decrease conflict between coaches, parents, officials and others in youth sport programs; (2) increase coach retention by equipping them for the task; (3) learn how to improve the culture of sportsmanship and overall sport experience for all involved; (4) be provided with hands-on materials for evaluating current programs.

## FRIDAY MORNING CONFERENCE SESSIONS

9:45 am – 11:00 am

All conference sessions award 0.1 CEUs.  
Pre-registration is not necessary.



### 426 (REC)

#### Show Me the Money! Tips on How to Supplement Your Programs with Grants and Fundraisers

9:45 am - 11:00 am

**Location:** Conference Room 4M

**Presenter(s):** Alisa Kapusinski, Recreation Supervisor, Hoffman Estates Park District; Michelle Silver, Superintendent of Recreation, Wood Dale Park District

**Chair:** Krista Mulready, St. Charles Park District  
Are your programs in need of new equipment and supplies and your program fees aren't enough to cover it? Come get great ideas on how to improve your programs with grants and fundraisers.

**Learning Outcomes:** Participants will: (1) obtain ideas for new fundraisers for their agencies; (2) learn how to research and obtain grants for their agencies.

### 430 (REC)

#### Green Games

9:45 am - 11:00 am

**Location:** Conference Room 5H

**Presenter(s):** Laura Berry, Environmental Education Coordinator, Homewood-Flossmoor Park District; Kelli Parke, Environmental and Heritage Education Supervisor, Bensenville Park District

**Chair:** Kelli Parke, Bensenville Park District  
Keeping a program active is often key to keeping the attention of a young audience. Learn some "green" games to use in your environmental programs to continue the learning and the fun.

**Learning Outcomes:** Participants will: (1) learn simple games to teach environmental themes; (2) participate in environmental games.

### 510 (TR)

#### At-Risk Youth in Adventure-Based Settings: Programming with a Purpose

9:45 am - 11:00 am

**Location:** Conference Room 4L

**Presenter(s):** John Pommier, Associate Professor, Eastern Illinois University

**Chair:** Brian Alexander, LWSRA

Expand your programming horizons and reach individuals deemed at-risk with adventure-based programming. This session will help you better understand adventure-based programming and how professionals can enhance an experience for individuals who are at-risk.

**Learning Outcomes:** Participants will: (1) identify at least ten factors that practitioners can influence to enhance an experience for individuals deemed to be at-risk in adventure-based settings; (2) identify at least four areas practitioners could focus on if serving individuals deemed at-risk in adventure-based settings.

### 513 (TR)

#### Setting the Stage: Creating and Revitalizing Cultural Arts Programming for Your Agency

9:45 am - 11:00 am

**Location:** Lake Huron

**Presenter(s):** Jessica Griffin, Program Coordinator, WDSRA; Maggie Krohn, Program Coordinator, NEDSRA

**Chair:** Maggie Krohn, NEDSRA

The arts are an arena open to anyone and everyone. The creative outlet provided by the visual, performing and musical arts allow each individual an opportunity to channel their energies into a fun, creative and exciting direction where only the sky is the limit.

**Learning Outcomes:** Participants will: (1) learn the fundamentals of creating a strong foundation in the development and implementation of cultural arts programming, specifically in the areas of visual, performing and musical arts; (2) acquire basic knowledge and skills for successful projects and programs within the cultural arts spectrum. Information will include creative advertising and promotional techniques, sample lesson plans and adaptable methods for optimal success and participant satisfaction.

### 514 (TR)

#### Exercise Techniques for Individuals with Disabilities

9:45 am - 11:00 am

**Location:** Conference Room 5B

**Presenter(s):** Erin Pool, Recreation Specialist and Jennifer Reyes, Support Staff Manager, MNASR

**Chair:** Kenyon Duner, New Hope SRS

Are you interested in expanding your ideas and finding new ways to keep seniors/individuals with physical disabilities up and moving? If yes, we have the perfect session for you!

**Learning Outcomes:** Participants will: (1) review common physical impairments; (2) discuss practical ways to keep participants in shape and allow innovative ideas to come to life.



### 517 (TR)

#### Visual Systems for Now and the Future

9:45 am - 11:00 am

**Location:** Private Dining Room 7

**Presenter(s):** Carol Raske, Parent Coach and Autism Consultant, Little Friends Center for Autism

**Chair:** Breane Cory, Rockford Park District  
We will discuss how and why visual systems are used with individuals with autism spectrum disorders. The importance of documentation, development and teaching how to use visuals will be highlighted.

**Learning Outcomes:** Participants will: (1) learn strategies to improve communication, behavior, regulation and the many different facets of life; (2) experience examples of how to design, teach and build life-long visual programming for children with autism spectrum disorders.

### 605 (FM)

#### Putting the Personal into Your Group Fitness Program

9:45 am - 11:00 am

**Location:** Conference Room 4E

**Presenter(s):** Lori Neubauer, Fitness Manager, Itasca Park District; LoriKay Paden, Community and Education Services Coordinator, University of Illinois

**Chair:** Courtney Suffredin, 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 session outlines 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.

**Learning Outcomes:** Participants will: (1) learn ways to build personal relationships within their group fitness programs; (2) better understand the importance of the customer service they provide internally and externally and how it can affect the outcome of participant results, instructor retention and program growth.





## FRIDAY MORNING CONFERENCE SESSIONS

9:45 am – 11:00 am

All conference sessions award 0.1 CEUs.  
Pre-registration is not necessary.

**616 (FM)**

### Creating Your Future Aquatic Management Staff

9:45 am - 11:00 am

**Location:** Private Dining Room 4

**Presenter(s):** Steve Neill, Aquatic Program Supervisor, Arlington Heights Park District  
**Chair:** Tim Jaskiewicz, Arlington Heights Park District

Participants will learn how to identify, screen, mentor and guide their aquatic management staff for both programs and operations.

Participants will also learn how to establish an apprentice type program so that when an opening for a pool manager or program coordinator becomes available there will be a qualified candidate at the ready.

**Learning Outcomes:** Participants will: (1) learn how to identify, screen, mentor and guide their aquatic management staff for both programs and operations; (2) learn how to establish an apprentice type program so that when an opening for a pool manager or program coordinator becomes available there will be a qualified candidate at the ready.

**620 (FM)**

### Fitness Center Replacement Plan: When Does it Make Sense?

9:45 am - 11:00 am

**Location:** Conference Room 5G

**Presenter(s):** Brian Fonseca, Territory Manager and Michael Lyons, President, Professional Fitness Concepts

**Chair:** Dave Thommes, Homewood-Flossmoor Park District

This session will be an analysis of when the cost of repairing fitness equipment supersedes the cost of replacing with new. It will also cover topics such as preventative maintenance, service, product lines and consulting tips.

**Learning Outcomes:** Participants will: (1) realize when it makes sense to consider replacing old equipment with new; (2) understand the importance of preventative maintenance and servicing of their equipment as well as what equipment options there are.

**626 (FM)**

### Dive In: Building Neighborhood Pride and the Economy

9:45 am - 11:00 am

**Location:** Private Dining Room 6

**Presenter(s):** Melinda Kempfer, Business Development Coordinator and Claude Rogers, Aquatic Planner and Designer, Water Technology, Inc.

**Chair:** Mike Toohey, Lisle Park District  
Today's aquatic center has the potential to weave the threads of a community, improve quality of life and provide recreation for children of all ages and abilities. Especially in today's economy, in which the family budget is already strained, the successful aquatic center should be an affordable means of recreation and viewed as a pillar of the community bringing focus to family values, neighborhood pride and wellness. Discover ways to keep aquatic facility attendance flowing in a weak economy and bring families together.

**Learning Outcomes:** Participants will: (1) recognize how the aquatic center has the potential to bring community members together; (2) list innovative ways to increase aquatic center attendance and membership.

**802 (STUDENT)**

### Generation Facebook

9:45 am - 11:00 am

**Location:** Conference Room 4K

**Presenter(s):** Gail Ito, Assistant Professor, Chicago State University; Dee Kaiser, Student, University of Illinois; Christina Madonia, Student, University of St. Francis

**Chair:** Dee Kaiser, University of Illinois  
Looking to attract guests and potential employees to your agency from the 18 to 24 year old age range? Come learn from an educator and students about new developments in technology and trends of their generation. Bring any questions or ideas on how to influence this elusive demographic.

**Learning Outcomes:** Participants will: (1) identify at least two new ideas to recruit and retain this age group to both recreation programs and employment; (2) gain a better understanding of how to use technology to better communicate with this age group.

**907 (CM)**

### Graphic Design 101: Clipping Out the Clip Art

9:45 am - 11:00 am

**Location:** Lake Erie

**Presenter(s):** Jessica Alexenko, PR and Advertising Specialist, Lisle Park District  
**Chair:** Mindy Miller, Lisle Park District

So you've been put in charge of designing your own promotional materials? What do you know? You're no artist; you're a recreation professional, right? WRONG! This interactive session will inspire your inner artist and introduce you to the basic graphic design principles needed to create effective promotional materials. From color theory to photography, you'll learn how to see through the eyes of an experienced designer in less than an hour! If you have design experience, you'll want to check out session #908 Re-Creation and Design.

**Learning Outcomes:** Participants will: (1) develop an informed eye that can see unique design and photo opportunities that will enhance your agency's image; (2) learn how to effectively visually translate ideas to paper through basic design principles such as balance, repetition/consistency and alignment.

**909 (CM)**

### Design on a Dime: Tricks to Stretch Your Marketing Dollar

9:45 am - 11:00 am

**Location:** Lake Ontario

**Presenter(s):** Daniel Atilano, Principal, Burnidge, Cassell and Associates, Inc.

**Chair:** Joan Scovic, South Barrington Park District

Is your facility in need of a makeover or in need of more space? Are you considering a facility addition, remodeling, replacement or adaptive reuse? This session will show you that creative design doesn't have to cost a lot.

**Learning Outcomes:** Participants will: (1) view case studies of capital improvements under \$800,000 that have resulted in increased facility usage; (2) identify ways to maximize their resources when planning and implementing a facility improvement.



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



## 914 (CM)

### Seven Keys to Email Marketing

9:45 am - 11:00 am

**Location:** Private Dining Room 3

**Presenter(s):** Steve Robinson, Regional Development Director, Constant Contact

**Chair:** Lynsey Heathcote, Bartlett Park District

Are you interested in learning how email marketing can help your agency grow? You will learn how you can create professional-looking emails with permission-based email marketing programs.

**Learning Outcomes:** Participants will: (1) discover an effective, affordable and easy-to-use email marketing strategy that will enhance your image and communicate effectively with your customers and prospects; (2) learn tips on getting your emails opened.

## 1010 (EMS)

### Day Camp Olympics

9:45 am - 11:00 am

**Location:** Private Dining Room 1

**Presenter(s):** Keely Childress, Program Supervisor, University Park District; Lonette Hall, Executive Director, Dolton Park District; Mike McNicholas, Director, SRS

**Chair:** Keith Wallace, Lincolnway Special Recreation Association

Want to try something new at day camp? Who has what it takes to compete? This session will be a round table discussion focused the topics of development and recruiting agency involvement. This will be a working session... so come and plan to share your ideas and walk away with some new ones!

**Learning Outcomes:** Participants will: (1) develop a sports program that is conducive for day camp; (2) gather ideas and techniques of implementing a new day camp program.

## Opening General Session with Sam Glenn

Friday, January 30, 2009

11:15 AM - 12:00 PM

Location: Grand Ballroom



### Meet Sam Glenn, The Authority on Attitude!™

It was a little more than a decade ago, when Sam Glenn found himself riddled with a series of failures, broke, depressed and getting by working nights as a janitor. For almost two years, he didn't have a home, so he slept on the borrowed floor space of friends and family.

In 1995, Sam took ownership of a successful company that his grandfather had run for more than 30 years. It seemed like a lucky break, until the warehouse that stored and assembled his products burned to the ground. Just about everything Sam owned went up in flames. No longer able to pay his bills, he took a night job delivering newspapers and eventually as a janitor. Depression seemed to grab the best of Sam, until he made an amazing discovery... a discovery of purpose and passion that has established him as the leading **Authority on Attitude**™.

"One lesson I learned early on is that when you doubt yourself, you defeat yourself. I had failed big and lost everything. When you fail big, you experience fear, indecision and doubt. I was down and out in my attitude. But, one day a friend invited me to a cup of coffee and said to me these unforgettable words, "Sam, you don't have a hard knock life problem, you have an attitude problem."

"He was right. I needed to change my outlook. His words put a huge **Kick in my Attitude!** It got me back on track with my life. We should never underestimate the power and role our attitude plays in our personal and professional lives."

Things are much different for Sam today, as you will learn. He is the author of 16 books, has the largest Attitude Networking Group in the world on **FaceBook**, is the founder of **Everything Attitude.com**, and a National Magazine, **Attitude Digest**, which helps keep our attitude strong and effective in work, relationships and life.

You can expect to gain some valuable insights into your attitude and a rekindled enthusiasm for life. Sam will take the subject of "Attitude" and make it slightly more interesting and A.D.D. friendly.

Sam's message, **A Kick in the Attitude**, is based on his best-selling book. It will recharge your batteries, outlook and enthusiasm. This session will offer valuable insights that will get you the results you want personally and professionally. Plus, it also just happens to be down right hilarious!



## FRIDAY AFTERNOON CONFERENCE WORKSHOPS

2:45 pm – 4:45 pm

All conference workshops award 0.2 CEUs.  
Pre-registration is not necessary.

### 30 (IPRA) What are Your Core Services? Using the Pyramid Methodology

2:45 pm - 4:45 pm

**Location:** Lake Michigan

**Presenter(s):** Teresa Penbrooke, President and Founder, GreenPlay, LLC

**Chair:** Laura Clark, Bartlett Park District

Are you using the Pyramid Methodology to make tough decisions? Other agencies around the country are – because it works. It's not a product or something you buy – it's a tool and a process you use to define your core services, consensus on agency values and to move forward more easily. The Pyramid Methodology is used to help describe the level of community benefits that your programs, facilities and lands provide and to articulate your mission. Learn how to use the method to determine what your resource allocation, prices, cost recovery and focus areas should be. Knowing which program and facilities should receive more funding and how to prioritize helps you get things done.

**Learning Outcomes:** Participants will: (1) discover ways to shift resources and subsidy to where they're most appropriately needed and understand how this affects cost recovery and the expectations of your community; (2) identify the structure and uses of the Pyramid Methodology; (3) learn how to create a comprehensive cost recovery, resource allocation and pricing philosophies based on mission.

### 43 (IPRA) Emergency Operations: Planning for Community Events

2:45 pm - 4:45 pm

**Location:** Continental A

**Presenter(s):** Joe Cluchey, Fire Chief, South Elgin Fire District; Jim Reuter, Director, South Elgin Parks and Recreation

**Chair:** Kim Wascher, South Elgin Parks and Recreation

The Village of South Elgin and the South Elgin Fire Protection District have been incorporating the major concepts and principals of the National Incident Management System as a key component to emergency planning. They have quickly found this planning model provides an excellent tool to adequately prepare for routine events along with the added benefit of being better prepared for emergencies. This workshop is intended to share the lessons learned and to identify the steps that participants can initiate for their local events.

**Learning Outcomes:** Participants will: (1) state the advantages for developing an emergency operations plan for community events; (2) identify components of an emergency operations plan.

### 117 (IAPD) 20 Provisions of the Park Code You Maybe Don't Know, But Should!

2:45 pm - 4:45 pm

**Location:** Private Dining Room 2

**Presenter(s):** Robert Bush, Attorney, Ancel, Glink, Diamond, Bush, DiCianni and Kraffthefer, P.C.

**Chair:** Jerri-Lynn Kleina, Alsip Park District  
Participants will be educated on sections of the park district code that they need to know to prevent issues from becoming a negative impact on their agency. Proper use of the code leads to greater success.

**Learning Outcomes:** Participants will: (1) be better educated on the Illinois park district code and its impact on park district operations and management.

### 120 (IAPD) Make Your Levy, Budget and Appropriation Ordinances Maximize Your Financial Goals

2:45 pm - 4:45 pm

**Location:** Continental B

**Presenter(s):** Robert Porter, Director of Special Projects and Adam B. Simon, Esq., Attorney, Ancel, Glink, Diamond, Bush, DiCianni and Kraffthefer, P.C.

**Chair:** George Longmeyer, Schaumburg Park District

Participants will learn the procedures for their levy and budget/appropriation ordinances.

**Learning Outcomes:** Participants will: (1) grasp a better understanding on how the levy interacts with the appropriation ordinance; (2) learn the tricks and tips in producing a levy ordinance with less tax objections to it thus saving defense dollars; (3) learn how to zipper their funds with the levy ordinance for maximum collections for agency agenda; (4) gain skills on how to reduce estimating errors in their appropriation ordinance; (5) learn how to insure the maximum collection on their levy by a simple technique; (6) will learn to use team work in making their fiscal system work.

### 219 (PARKS) Nature in Play: Integrating Natural Resources into Parks

2:45 pm - 4:45 pm

**Location:** Private Dining Room 5

**Presenter(s):** Juli Crane, Director of Environmental Studies and Kevin Jury, Assistant Director of Environmental Studies, Planning Resources, Inc.; Robert Sperl, Director of Planning, Wheaton Park District

**Chair:** Robert Sperl, Wheaton Park District  
This workshop will inform participants about how to turn negatives or areas not suitable for active play into amenities and attractions of park facilities.

**Learning Outcomes:** Participants will: (1) gain valuable insight into recognizing what options they have if they have sites with natural areas on them; (2) learn the basic rules attached to environmentally sensitive areas on park sites.

### 313 (A&F) Breaking Through the Glass Ceiling Without Using a Sledgehammer

2:45 pm - 4:45 pm

**Location:** Williford A

**Presenter(s):** Panel of Experts

**Chair:** Cheryl Crisman, Plainfield Park District  
Do you believe that glass ceilings still exist for female park and recreation professionals? While some say no, many others believe the ceiling is actually made of concrete! Building on the Glass Ceiling workshop that was offered at the 2008 IAPD/IPRA Soaring to New Heights Conference, our distinguished panel of female park and recreation professionals will lead us on a deeper exploration of the many, yet varied, career paths to success that exist in our field. In addition, we'll discuss the challenges and obstacles that face every successful female executive, examine how to recognize and create your own opportunities for advancement and explore the important role that mentoring can play in advancing one's career.

**Learning Outcomes:** Participants will: (1) explore potential career paths for advancement in the field of parks and recreation; (2) understand the important role mentors can play in guiding and shaping one's professional growth and development.

### 315 (A&F) Death by Documentation: A Series of Unfortunate Events

2:45 pm - 4:45 pm

**Location:** Continental C

**Presenter(s):** Steve Kleinman, General Counsel, PDRMA

**Chair:** Ginny Bateman, Oswegoland Park District

Documentation can be the most important evidence in the defense or prosecution of a lawsuit. Information contained in the documentation is the lifeblood of most lawsuits. Documentation reflects on your professionalism and impacts your reputation. From blogging to formal reports, this workshop will reveal "how" and "why" your choice of words is often the difference between winning or losing in both the court of law and the court of public opinion. Participants will gain invaluable insights, perspective and tips on constructive and destructive documentation.

## FRIDAY AFTERNOON CONFERENCE WORKSHOPS

2:45 pm – 4:45 pm

All conference workshops award 0.2 CEUs.  
Pre-registration is not necessary.



**Learning Outcomes:** Participants will: (1) learn the significance and impact of documentation on potential general liability and employment practices; (2) learn why critical decisions, discussion, representations and agreements should be reduced to writing and the potential conflict and consequences when the choice of words are less than professional or accurate.

### 404 (REC) Programming for Youth and Teen Development: A Strength-Based Approach

2:45 pm - 4:45 pm

**Location:** Conference Room 4D

**Presenter(s):** Cari Autry, Assistant Professor, Arizona State University; Sydney Sklar, Assistant Professor, University of St. Francis  
**Chair:** Kelly LaMore, Bourbonnais Township Park District

Presenters will review the state of the art in strength-based programming including the *40 Developmental Assets* model and ten guiding principles for positive youth and teen development. Program case examples will be presented. Participants will examine their current states of programming in relation to strength-based principles and they will identify opportunities and action plans to adopt the *40 Developmental Assets* model.

**Learning Outcomes:** Participants will: (1) be able to explain the positive youth development framework as an alternative to deficit-based models of practice; (2) utilize the *40 Developmental Assets* model as a guiding framework for designing youth programs and services; (3) explain the concepts of initiative building, community engagement, civic participation, mentorship and parental involvement, and how they relate to recreation programs and services; (4) develop an action plan for enhancing youth development opportunities at the agency level.

### 421 (REC) Battle of the Bands

2:45 pm - 4:45 pm

**Location:** Lake Huron

**Presenter(s):** Lee Ann Fisk, Recreation Supervisor, Homewood-Flossmoor Park District; Bobbi Nance, Teen and Adventure Supervisor, Park District of Oak Park; Arlene Rovner, Recreation Supervisor, Brookfield Recreation Department

**Chair:** Sarah Stefan, Village of Algonquin  
Experienced teen supervisors will share their valuable tips and tricks on preparing for and running an effective Battle of the Bands. Learn how to attract bands, sponsors, judges and an audience as well as how to address financial and operational concerns.

**Learning Outcomes:** Participants will: (1) learn new tips for better organizing, marketing and running a Battle of the Bands; (2) leave with a CD full of forms, flyers and information to use in future Battle of the Bands events.

### 436 (REC)

#### How to Build a Special Event: A Step-by-Step System

2:45 pm - 4:45 pm

**Location:** Marquette

**Presenter(s):** John Barry, Event Consultant, StarEvents, LLC

**Chair:** Richard Zarr

Discover the blue print for developing a successful special event. Learn what components are needed to minimize risk and maximize the benefits. Find out how you can develop an event that will ultimately create a huge impact for your community.

**Learning Outcomes:** Participants will: (1) learn a step-by-step system for planning an event beginning to end; (2) learn in-depth tips for special event development.

### 505 (TR)

#### How the Characteristics of Autism Shape Challenging Behavior

2:45 pm - 4:45 pm

**Location:** Waldorf

**Presenter(s):** Todd Streff, Board Certified Behavior Analyst, Great Strides Behavioral Consulting, Inc.

**Chair:** Jenny Johnson, Tri County SRA  
There are many misconceptions about participants with autism and this workshop will present some basic clarifying information regarding the diagnosis and treatment alternatives. Information will be provided on how autism is different from other disabilities. Answers for why participants act out and how to prevent problem behavior through proactive and reactive behavioral strategies will be provided. New strategies that focus on positive based behavioral approaches will be discussed.

**Learning Outcomes:** Participants will: (1) understand the individual characteristics, needs and supports related to individuals with autism; (2) learn practical solutions for providers and family members who work with people on the autism spectrum and how to choose effective proactive and reactive behavioral strategies to address challenging behaviors.

### 619 (FM)

#### Nature Centers: Promoting Environmental Education and Stewardship

2:45 pm - 4:45 pm

**Location:** Private Dining Room 4

**Presenter(s):** Tom LaLonde, Principal, Williams Architects, Ltd.; Pam Otto, Manager of Nature Programs and Interpretive Services, St. Charles Park District

**Chair:** Tom Bower, Winfield Park District

A natural area in your community has been designed and preserved. To underscore its importance and impart information about its origins, habitat and care, your agency might consider building a nature center for visitors. What characteristics should an effective nature center have and how do you plan one? Hear about implementations and guidelines for assembling a team that can address building configuration, exhibits and operations.

**Learning Outcomes:** Participants will: (1) gain a greater understanding of the conditions under which building a nature center makes sense and what types of facilities lend themselves to this application; (2) learn what characteristics contribute to creating an effective learning environment through a nature center.

### 908 (CM)

#### Re-Creation and Design

2:45 pm - 4:45 pm

**Location:** Williford B

**Presenter(s):** Marlon Rodas, Marketing Manager, Round Lake Area Park District

**Chair:** Jill Hastings, Wauconda Park District

Are you an experienced graphic artist or marketing professional looking to put a little POP back into your design? Maybe you've heard rumors of mysterious "shortcuts" that can cut your design time in half. The rumors are TRUE! In this workshop, you'll learn the ins and outs of Adobe Photoshop, Illustrator and InDesign so you can create fresh, sophisticated designs in half the time! Not an experienced designer? Check out Session #907 Graphic Design 101: Clipping Out the Clip Art.

**Learning Outcomes:** Participants will: (1) become more comfortable using the Adobe Creative Suite programs by learning shortcuts and tricks that will increase creativity and cut design time; (2) learn to let go of the design "intimidation factor" by learning techniques that will produce eye-popping, cutting-edge visuals.



## FRIDAY AFTERNOON CONFERENCE SESSIONS

3:00 pm – 4:15 pm

All conference sessions award 0.1 CEUs.

Pre-registration is not necessary.

### 1008 (EMS)

#### The Importance of Instructor Certification

2:45 pm - 4:45 pm

**Location:** Lake Ontario

**Presenter(s):** Darren Hudson, Staff Instructor, Kyoshi John Venson, 8th Degree Black Belt/Chief Instructor and Renshi Reginald Venson, 5th Degree Black Belt/Senior Staff Instructor, Just for Kicks

**Chair:** Keeley Childress, University Park Park District

To have a successful, safe and productive program activity, it is always best to have instructors who are certified, well-trained and systematic. This workshop will examine, in detail, the significance of instructor certification.

**Learning Outcomes:** Participants will: (1) learn the importance of having certified instructors for successful program activities; (2) learn how to seek certified instructors and/or get proper training and certification for current instructors.

### 1009 (EMS)

#### Need More Revenue? Expand Your Customer Base

2:45 pm - 4:45 pm

**Location:** Williford C

**Presenter(s):** Elizabeth Stearns, Assistant Director, Waukegan Public Library

**Chair:** Gail Ito, Chicago State University  
Expand your customer base by embracing non-traditional markets. To increase their revenues, the Waukegan Public Library developed a successful outreach plan to the Latino community. This allowed them to serve more of their diverse residents. This workshop will provide successful real world examples of community outreach, programs and structured brainstorming on how to apply these principles to your agency.

**Learning Outcomes:** Participants will: (1) learn how to increase revenues by increasing participation of diverse community members while continuing to serve traditional participants; (2) understand the "culture codes" and how they apply to park and recreation agencies.

### 23 (IPRA)

#### Reorganization is Not a Four-Letter Word

3:00 pm - 4:15 pm

**Location:** Astoria

**Presenter(s):** Jamie Sabbach, Senior Project Consultant, GreenPlay, LLC

**Chair:** Jim Romanek, Kankakee Valley Park District

Is your organization as fresh as month-old bread? Do you ever feel like you are living in the wonderful world of terminal viscosity? Are energy and enthusiasm as absent as you were from your college classes when spring fever hit? Are you afraid to mention reorganization for fear your tires will be slashed or your staff will break into a cold sweat and need bed-rest for days? If you are smiling and shaking your head to any of these questions, you are encouraged to take the time and make the commitment to attend an open dialogue and information-sharing session intended to address a variety of ideas and strategies used in many departments nationwide to assist you in moving your organization out of yesterday.

**Learning Outcomes:** Participants will: (1) receive techniques to get the difficult process of reorganization started; (2) hear communication strategies to create a sense of engagement and involvement amongst stakeholders; (3) share organizational successes and failures as they relate to organizational culture shifts and changes.

### 38 (IPRA)

#### Speed Mentoring

3:00 pm - 4:15 pm

**Location:** Lake Erie

**Presenter(s):** Panel of Experts

**Chair:** Dee Kaiser, University of Illinois

Students and young professionals meet with seasoned professionals in a fast-paced, face-to-face four-minute interview/conversation similar to the notion of speed dating. Everyone will meet eight to ten new contacts. Mentoring pairings will follow.

**Learning Outcome:** Participants will: (1) Expand professional networking opportunities; (2) Experience a fast-paced, fun event that encourages quick thinking and an outlook to the future.

### 44 (IPRA)

#### Golf and Restaurant Operations Open "Fore" Em

3:00 pm - 4:15 pm

**Location:** Conference Room 4C

**Presenter(s):** Jessica Alexenko, PR and Advertising Specialist, Debbie Culbertson, Sr. Accountant (Riverbend Golf Course/View Restaurant) and Dave Zajicek, General Manager (View Restaurant), Lisle Park District

**Chair:** Debbie Culbertson, Lisle Park District  
Join us for an open forum to discuss golf-restaurant financial reporting, advertising and market trends. Participants are encouraged to bring reports, ideas and concerns to share and discuss.

**Learning Outcomes:** Participants will: (1) see a variety of revenue, expense, payroll, margin and inventory reports to use as analytical business tools; (2) explore various marketing strategies and trends.

### 109 (IAPD)

#### Accreditation in Illinois: The New Standard

3:00 pm - 4:15 pm

**Location:** Conference Room 4B

**Presenter(s):** Steve Eckelberry, IAPD Chair, Joint Distinguished Agency, Bartlett Park District; John Hecker, Executive Director, Des Plaines Park District

**Chair:** Robert Schmidt, Schaumburg Park District

Learn about the Illinois Distinguished Agency committee's switch to accreditation in 2009. See how your agency can become recognized as elite in Illinois.

**Learning Outcomes:** Participants will: (1) understand the evaluation process and the commitment required to receive accreditation; (2) understand the benefits and values of earning this accreditation and what it truly means to your agency and your community.



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



## FRIDAY AFTERNOON CONFERENCE SESSIONS

3:00 pm – 4:15 pm

All conference sessions award 0.1 CEUs.  
Pre-registration is not necessary.



### 111 (IAPD)

#### Legal/Legislative Part II

3:00 pm - 4:15 pm

**Location:** Boulevard C

**Presenter(s):** Peter Murphy, General Counsel, Illinois Association of Park Districts; James D. Wascher, Attorney, Friedman & Holtz, P.C.

**Chair:** Peter Murphy, IAPD

This session will feature background on recent hot topics including employment issues, the Open Meetings Act, the Freedom of Information Act 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 district's operation; (2) become familiar with the latest changes in statutory authority that affect the operations and governance of an agency.

*\*This session will award 1.25 CLEs for attorneys. The CLE fee is \$15. These will be processed onsite at the session.*

### 112 (IAPD)

#### Energy Efficiency Incentives for a Green Economy

3:00 pm - 4:15 pm

**Location:** Conference Room 4A

**Presenter(s):** Carol Kulek, Marketing and Outreach Coordinator, Department of Commerce and Economic Opportunity

**Chair:** Tim Stratton, Glencoe Park District

The Department of Commerce and Economic Opportunity, Bureau of Energy and Recycling administers the Public Sector Energy Efficiency Portfolio. This session will provide attendees with information on available financial incentives and tools they can utilize as they invest in green technologies. Recent legislation required that DCEO, Ameren Illinois and Commonwealth Edison develop rebate and grant programs for customers implementing electric energy efficiencies. This session will highlight the Energy Efficiency Portfolio (EEP), review the guidelines, the application process, electric efficiency measures, rebates and grant processes. Renewable Energy and Recycling initiatives will also be presented.

**Learning Outcomes:** Participants will: (1) learn about the requirements legislation requires for the energy efficiency portfolio programs; (2) receive energy efficiency measures and incentive amounts; be shown examples of what they can invest in that would provide eligible rebates back to them.

### 121 (IAPD)

#### Conducting Needs Assessment Surveys That Build Buy-In

3:00 pm - 4:15 pm

**Location:** Boulevard B

**Presenter(s):** Ronald A.Vine, Leisure Services/ETC Institute

**Chair:** Bobbie Herakovich, Champaign Park District

This session will focus on conducting needs assessments that build support, consensus and buy-in from key community decision makers, park board members, staff and your citizens.

**Learning Outcomes:** Participants will: (1) learn how to understand strategically important issues and build initial buy-in and trust in the process through qualitative feedback (i.e., stakeholder interviews, focus groups and public forums); (2) learn how to use the information from your qualitative feedback to test this information through statistically valid surveys that build buy-in and develop broad-based consensus for strategically important actions.

### 204 (PARKS)

#### The Money Tree: How to Plan and Fund Your Parks

3:00 pm - 4:15 pm

**Location:** Boulevard A

**Presenter(s):** Erin Hornig, Principal and Bob Ijams, Senior Associate, Hitchcock Design Group

**Chair:** Jim Reuter, Village of South Elgin Parks and Recreation

This session will explain steps to properly plan, fund and develop park land. Emphasis will be on obtaining grant funding, budgeting for master plans through construction documents, construction costs, inflation and value engineering. This session will help park directors and planners maximize funding and minimize surprises during the bidding and construction of park development projects.

**Learning Outcomes:** Participants will: (1) gain knowledge on funding opportunities available to recreation providers; (2) gain knowledge on the process of open space development from planning through construction.

### 205 (PARKS)

#### Just One Green Thing (X 100)

3:00 pm - 4:15 pm

**Location:** Joliet

**Presenter(s):** Dolly Foster, Landscape Horticulturist, Oak Lawn Park District; Janet Herbert, Special Projects Coordinator, Rockford Park District

**Chair:** Cameron Bettin, Plainfield Park District  
Whatever your position is, be it recreation supervisor, office or facilities manager, parks maintenance supervisor, naturalist or administrator, members of IPRA's

Environmental Committee will show you 100 ways to do "Just One Green Thing." The session will show you how "Just One Green Thing" can be fun to do, yet still reinforce that it is easy to be green.

**Learning Outcomes:** Participants will: (1) learn that working to green their agencies and lives can be fun and easy to do without costing a lot of money; (2) learn to set obtainable/reachable goals that will green their agencies and lives.

### 207 (PARKS)

#### Converting Degraded Streams into Community Assets

3:00 pm - 4:15 pm

**Location:** Conference Room 4E

**Presenter(s):** Ted Gray, Eco-Hydrologist, Living Waters Consultants, Inc.

**Chair:** Jon Carlson, Bartlett Park District  
Streams within our parks often experience degradation including bank erosion, undesirable vegetation, lack of recreational opportunity, water quality impairment, poor safety or other effects. Environmentally sound solutions for stream management will be presented to enhance and restore degraded streams. Relevant grant opportunities will be described.

**Learning Outcomes:** Participants will: (1) discover the benefits and opportunities to convert degraded streams into community assets; (2) learn about grant opportunities for stream restoration and how your agency can participate.

### 302 (A&F)

#### Survivor! Capital Improvement Projects

3:00 pm - 4:15 pm

**Location:** Conference Room 4K

**Presenter(s):** Mike Clark, Executive Director, Batavia Park District

**Chair:** Ken Eppelheimer, Northbrook Park District

Capital expenditures require careful planning and prioritization. Learn how to implement a fair but challenging survivor system to assist in this effort.

**Learning Outcomes:** Participants will: (1) be provided with approaches and methodology for an effective capital improvement plan; (2) examine the selection, schedule and prioritization efforts for strategic planning.



## FRIDAY AFTERNOON CONFERENCE SESSIONS

3:00 pm – 4:15 pm

All conference sessions award 0.1 CEUs.  
Pre-registration is not necessary.

### 312 (A&F) Personnel Law: Hiring, Firing, Flirting, Suspending, Unionizing and Other Things You Thought You Knew

3:00 pm - 4:15 pm

**Location:** Conference Room 4M

**Presenter(s):** Margaret Kostopulos, Esq. and Tiffany Nelson, Esq., Attorneys, Ancel, Glink, Diamond, Bush, DiCianni and Krafthefer, P.C.

**Chair:** Susan Balling, NEDSRA

Participants will come away from this session with an eye-opening experience of learning to dodge the legal minefield in dealing with personnel law. Learn the tips and tricks to reduce your exposure to litigation from saying, doing and writing the wrong thing when it comes to personnel law. This is a must-attend session for administrators.

**Learning Outcomes:** Participants will: (1) learn what they can and cannot do in the hiring and firing process; (2) learn how to deal with union issues, formation and other challenges with union relationships.

### 324 (A&F) PCI Compliance: What Your Agency Needs to Know

3:00 pm - 4:15 pm

**Location:** Conference Room 4H

**Presenter(s):** Dean Comber, Operations and Project Management Director, IPRA; Kevin Ordonez, Senior VP, PayPal

**Chair:** Steve Eckelberry, WDSRA

We all know the PCI (Payment Card Industry) standard is an industry guideline, but make no mistake about it – every organization that takes payment cards is subject to its requirements. The only question is, to what degree? There are significant penalties for violating the terms of PCI and while some just result in modest fines, major violations can result in your business losing the ability to process credit card transactions – which could severely impact your business. One of the biggest misconceptions is that PCI compliance involves only the IT aspect of an organization and company; in reality everyone who has a hand in processing this information is involved. If you accept and store credit cards and are responsible for your organization's PCI or privacy initiatives you don't want to miss this session.

**Learning Outcomes:** Participants will: (1) learn the basics regarding PCI compliance including: important dates, best practices and applicable requirements; (2) learn how to evaluate their organization to determine a suitable scope and project plan to become compliant.

### 428 (REC) Before- and After-School Program Open Forum

3:00 pm - 4:15 pm

**Location:** Private Dining Room 1

**Presenter(s):** Melissa Lewis, Recreation Supervisor and Director/Clubhouse, Buffalo Grove Park District; Pam Lingert, C.A.P. Supervisor, Arlington Heights Park District; Beverly Woodworth, Child Care Supervisor, Worth Park District

**Chair:** Susanne Chase, Crystal Lake Park District

Thinking about starting a Before/After School Program at your agency? Are you an old hand at it? Come and find out the nuances! Share your successes and challenges after listening to the wonderful panel. Questions? We will open the floor for an awesome question and answer period.

**Learning Outcomes:** Participants will: (1) learn from seasoned and knowledgeable staff in the field about what it takes to implement and run a safe, fun and welcoming environment; (2) receive valuable information and available resources and field trip opportunities and fees; (3) gain information about the School Age Committee and have an opportunity to purchase CDs containing forms and themes and lesson plans compiled by the School Age Committee.

### 431 (REC) What Summer Camp Memories Are Made Of

3:00 pm - 4:15 pm

**Location:** Private Dining Room 6

**Presenter(s):**

**Chair:** Tracey Anderson, Irons Oaks

“Down by the bay... down by the bay...”

Come enjoy your favorite summer camp songs, games and learn new ones too! This highly interactive session will not only be educational, but a great way to meet new people. Learn ways to develop and implement a great summer camp program!

**Learning Outcomes:** Participants will: (1) identify new ideas to implement in their new summer camp program; (2) network and brainstorm with colleagues.

### 432 (REC) Games: Not Just for Programs

3:00 pm - 4:15 pm

**Location:** Conference Room 5J

**Presenter(s):** Deb Stanfield, Adventure Center Coordinator, Homewood-Flossmoor Park District

**Chair:** Deb Stanfield, Homewood-Flossmoor Park District

Play interactive games that could be used to spice up your meetings.

**Learning Outcomes:** Participants will: (1) learn activities that are fun and energizing; (2) learn how to use these games to encourage teamwork in the office.

### 433 (REC) The Buses Are Going to Be How Late?

3:00 pm - 4:15 pm

**Location:** Private Dining Room 7

**Presenter(s):** Caryn Elm, Adventure Center Staff and Program Supervisor, Homewood-Flossmoor Park District/Iron Oaks

**Chair:** Caryn Elm, Irons Oaks

Don't panic... come learn some excellent low-to no-prep energizers and initiatives that are great for filling unexpected time gaps in your day. This 100% interactive session will not only give you great knowledge, but a chance to meet new people too.

**Learning Outcomes:** Participants will: (1) learn new games and initiatives; (2) get a chance to meet new people and network.

### 508 (TR) Moving Beyond Physical and Social Inclusion: Creating Friendships

3:00 pm - 4:15 pm

**Location:** Conference Room 4L

**Presenter(s):** Sandra Wolf Klitzing, Associate Professor, Illinois State University

**Chair:** Trish Niemiec, Tri County SRA

Friendships between people with and without disabilities can be a very satisfying and rewarding experience. Join us as we discuss ways we can aid and enhance this experience.



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## FRIDAY AFTERNOON CONFERENCE SESSIONS

3:00 pm – 4:15 pm

All conference sessions award 0.1 CEUs.  
Pre-registration is not necessary.



**Learning Outcomes:** Participants will: (1) identify barriers to friendships between people with and without disabilities; (2) identify ways to facilitate friendships between people with and without disabilities.

### 612 (FM)

#### Pricing Strategies That Work

3:00 pm - 4:15 pm

**Location:** Private Dining Room 3

**Presenter(s):** Rick Hanetho, Director, Northbrook Park District; Carrie Haupt, Executive Director, Bloomingdale Park District

**Chair:** Dave Haring, Carol Stream Park District  
Pricing your services correctly really does increase revenue! Join us as we discuss methods to strategically determine prices to maximize your net income for your agency.

**Learning Outcomes:** Participants will: (1) be able to recognize how to effectively price programs and services to improve financial performance; (2) discuss the necessary steps to create a pricing strategy; (3) recognize the importance of the psychology of pricing.

### 623 (FM)

#### Trends in the Fitness Industry

3:00 pm - 4:15 pm

**Location:** Conference Room 4I

**Presenter(s):** Mark Theisen, Central Region Director and Mark Zabel, VP - Global Marketing, Matrix Fitness Systems

**Chair:** Christine Carrion, Bartlett Park District  
This session will focus on current and future trends in the fitness industry as they relate to demographics, technology, equipment and health issues.

**Learning Outcomes:** Participants will: (1) be able to identify populations that are currently underserved in order to accommodate them; (2) gain an understanding of participation trends for fitness activities to allow for programming that targets them.

### 627 (FM)

#### How People Play: Nobody Left Dry

3:00 pm - 4:15 pm

**Location:** Conference Room 4J

**Presenter(s):** Melinda Kempfer, Business Development Coordinator and Claude Rogers, Aquatic Planner and Designer, Water Technology, Inc.

**Chair:** John Marquardt, Skokie Park District  
Today's successful aquatic center depends on design and programming for multi-generations. Solid aquatic design and programming decisions are directly influenced by our patrons' requirements. Get educated on the way different age groups play in water. It's *not* impossible to please everyone!

**Learning Outcomes:** Participants will: (1) identify how each age-specific group within their community recreates; (2) define ways to be responsive to the national crisis we are seeing amongst our children ("No Child Left Inside" efforts) with obesity and depression and programming to combat this dilemma.

### 630 (FM)

#### No Employee Left Behind

3:00 pm - 4:15 pm

**Location:** Conference Room 5G

**Presenter(s):** Maddie Kelly, Executive Director, Oak Lawn Park District; Lori Neubauer, Fitness Manager, Itasca Park District; LoriKay Paden, Community and Education Services Coordinator, University of Illinois

**Chair:** LoriKay Paden, University of Illinois  
The health of your employees is paramount to the health of overall health of your agency. IPRA is now offering a statewide award that will be presented at the annual IAPD/IPRA conference during the All-Conference Awards Luncheon in 2010. This session will educate you on how to apply and win this very important award. Learn how to infuse the six dimensions of wellness into the lives of your very valuable employees. The Health and Wellness Task Force will provide you with information, award criteria and fantastic resources too. Show your board members, colleagues and staff that you value the health of your agency as you could be recognized as an NELB Winner in 2010!

**Learning Outcomes:** Participants will: (1) will develop an understanding of the importance and value of encouraging employees to be healthy in regards to the six dimensions of wellness: social, physical, emotional, intellectual, spiritual and environmental; (2) receive an overview and detailed information about the NELB Award Program and develop an understanding of the importance of all the dimensions of wellness and be equipped with the necessary resources to begin planning and implementing the process to apply to win the NELB Award and to be recognized at All-Conference Awards Luncheon in 2010.



### 803 (STUDENT)

#### The Recreation Graduate: Does Insufficient Field Experience Impact Entry-Level Placement into the Profession?

3:00 pm - 4:15 pm

**Location:** Conference Room 5E

**Presenter(s):** Dr. June Price, Professor, Chicago State University

**Chair:** Lisa Pesavento, Chicago State University  
This session is designed to apprise recreation majors of the importance of obtaining experience in the field above and beyond academically required fieldwork and internships, prior to graduation. We will examine the increasing need for experienced recreation graduates applying for entry-level positions in the field.

**Learning Outcomes:** Participants will; (1) learn how to enter the workforce prepared and marketable; (2) learn how to create new learning opportunities outside the classroom; (3) learn how exposure to social services impacts their marketability; (4) look at the changing face of services recreation centers provide and the importance of the diversification of staff and program participants.

### 905 (CM)

#### Sports Marketing: The Pains We Share

3:00 pm - 4:15 pm

**Location:** Conference Room 4F

**Presenter(s):** Thad Gentry, Senior Director of Marketing, Bulls/Sox Training Academy  
**Chair:** Scott Falli, Bartlett Park District

This session will be a roundtable discussion of today's marketing problems we share: shrinking budgets, rising costs, saturated consumers, one-person departments and more!  
**Learning Outcomes:** Participants will: (1) learn the benefits and challenges of direct mail and direct distribution methods; (2) discuss internet marketing strategies.

### 1004 (EMS)

#### Combating Childhood Obesity

3:00 pm - 4:15 pm

**Location:** Conference Room 5H

**Presenter(s):** Vernard Alsberry, President, Kids Health Club

**Chair:** Jill Dobbs, Dolton Park District  
This session will discuss strategies as it pertains to childhood obesity, providing information on proper nutrition and exercise to incorporate healthy lifestyles.

**Learning Outcomes:** Participants will: (1) learn effective ways to program for addressing childhood obesity and to provide support information for parents; (2) discover ways to address a national dilemma and take a proactive stance to save our children.





## SATURDAY AT-A-GLANCE

**7:30 am – 11:30 am**

Conference Registration Open

**8:30 am – 10:00 am**

Breakfast in the Exhibit Hall \*

*Sponsored by: W-T Engineering, Inc.*



**W-T ENGINEERING, INC.**  
CONSULTING ENGINEERS

**8:30 am – 11:00 am**

Exhibit Hall Open

**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 Second City  
Touring Company \*

\* Ticketed Event

## SATURDAY MORNING CONFERENCE WORKSHOPS

**10:15 am – 12:15 pm**

All conference workshops award 0.2 CEUs.

Pre-registration is not necessary.

### 24 (IPRA)

#### Selecting the Right Planning Approach to Get the Job Done

10:15 am - 12:15 pm

**Location:** Continental A

**Presenter(s):** David Emanuelson, President, Strategic Management Alliance, LLC; Tod Stanton, President, Design Perspectives

**Chair:** Tod Stanton, Design Perspectives

The types of planning documents available to parks and recreation professionals today can be extremely helpful in the decision-making process for the agency. This workshop will focus on choosing the right level of planning effort to accomplish the goals and objectives surrounding the initiative. Samples of each planning approach (strategic plans, needs assessments, feasibility studies, comprehensive park and recreation master plans, etc.) will be reviewed and discussed by the audience.

**Learning Outcomes:** Participants will: (1) learn the different types of planning approaches; (2) gain detailed information about how to best use the different planning strategies for improved confidence in decision making.

### 33 (IPRA)

#### Building Healthy Communities with Level of Service Analysis



10:15 am - 12:15 pm

**Location:** Continental B

**Presenter(s):** Teresa Penbrooke, President and Founder, GreenPlay, LLC

**Chair:** Mark McKinnon, Addison Park District

Are your neighborhoods receiving equitable services? Can they walk to your parks, centers and trails? How many facilities do you need? These questions are often difficult to answer with traditional capacities analysis methods for measuring level of service (LOS). Composite-values analysis advances now being used nationally to measure not only quantities of our offerings, but also quality, location, relationship to population density and barriers to access. This workshop will give an overview of updated inventory and facilities service analysis. **NOTE:** This is NOT a workshop on "customer service", but on using technology to measure the LOS provided by your parks, trails and centers to better plan your capital, operational and maintenance improvements.

**Learning Outcomes:** Participants will: (1) learn about the most current research and trends related to public parks, recreation and their role in health; (2) gain further understanding and tools related to the role agencies play in developing and partnering to increase community fitness and wellness; (3) identify a methodology that measures level of service for distribution, walkability, access and availability of facilities, lands and trails that can promote public health.

# SATURDAY MORNING CONFERENCE WORKSHOPS

10:15 am – 12:15 pm

All conference workshops award 0.2 CEUs.  
Pre-registration is not necessary.



SATURDAY, JANUARY 31, 2009

## 42 (IPRA) Empty Suit or Contributing Professional: Demystifying the Plethora of Corporatespeak Infecting Parks and Recreation

10:15 am - 12:15 pm

**Location:** Astoria

**Presenter(s):** Paul Amundsen, Principal, Paul W. Amundsen, Inc.; Mike Selep, Professional Services Director, IPRA

**Chair:** Matt Barber, IPRA

This human capital development session will focus on maximizing communication techniques that will facilitate turbo-charging career advancement opportunities for today's paradigm shift toward a synergistic workforce that must produce in a cross-functional, information-based environment that proactively utilizes emerging technologies to deliver broad-based, results-driven, value-added customer service that is imperative to meet the ever-expanding, needs-oriented, culturally-diverse population.

**Learning Outcomes:** Participants will: (1) discover the prevalence of blamestorming and bobbleheading in today's workforce and its detriment to the holistic development of a functional and integrated work environment; (2) experience face-to-face as well as cutting edge communication techniques imperative to achieve high-level success within dynamic, high-powered, future-forward organizations; (3) be provided a key that will allow them to sift through all of this invasive and troublesome malarkey and discover what people are really looking for in today's workplace.

## 125 (IAPD) Managing the Health of Your Community: Not My Job, Is It?

10:15 am - 12:15 pm

**Location:** Boulevard A

**Presenter(s):** LoriKay Paden, Community and Education Services Coordinator and Dr. Laura Payne, Associate Professor, University of Illinois

**Chair:** Chris Gentes, Round Lake Area Park District

Yes, healthy living, wellness and play are part of your job! As we hear on a regular basis, obesity and chronic disease are major public health issues for children and adults alike. What can we do to change the future? It is time to understand how valuable parks and recreation is to many aspects of health. Gain information on how to implement programs, develop partnerships, find funding and share resources to change the lives of the members of your community and your employees.



**Learning Outcomes:** Participants will: (1) understand the value of parks and recreation in health and wellness management and identify interdisciplinary partners to improve community health and related programming; (2) obtain informational and funding resources.

## 129 (IAPD) Turf Grass, Climate Change and the Environment

10:15 am - 12:15 pm

**Location:** Private Dining Room 2

**Presenter(s):** Melissa Simon, Research Fellow, Oak Ridge Institute; Derek Settle, PhD, Director, Turf Grass Program, Chicago District Golf Association; Paul Thomas, Watershed Coordinator, U.S. Environmental Protection Agency

**Chair:** Mike Colaizzi, Lemont Park District  
Climate change will stress all plant species in a unique way. Turf grass needs to be managed to cope with the stress while not harming the environment.

**Learning Outcomes:** Participants will: (1) learn about predicted climate change impacts like heat, water shortage and intense storms; (2) learn about ways to adapt to these stressors.

## 131 (IAPD) Open Meetings and Freedom of Information Acts

10:15 am - 12:15 pm

**Location:** Williford A

**Presenter(s):** Robert Bush, Attorney, Ancel, Glink, Diamond, Bush, DiCianni and Krafthefer, P.C.

**Chair:** Jack Schmerer, Buffalo Grove Park District

Participants will learn to comply with the Open Meetings Act including electronic applications. Participants will also learn to comply with the Freedom of Information Act including tips and tricks.

**Learning Outcomes:** Participants will: (1) learn compliance with the Open Meetings Act and the Freedom of Information Act; (2) master staying out of trouble and complying with the Open Meetings Act. Participants will be presented with various scenarios and understand what you can and cannot do.

## 132 (IAPD) Boardmanship: Want to be a Better Board Member?

10:15 am - 12:15 pm

**Location:** Continental C

**Presenter(s):** Nancy Sylvester, Professional Registered

Parliamentarian, Author and Speaker  
**Chair:** Barbara Daudelin, Round Lake Area Park District

In this country we treat boardmanship very similar to the way we treat parenting: we assume if you know how to become one, you know how to be a good one. Not so! Actually, the very skills that probably helped you become selected to be on the board are the very skills that will prevent you from becoming a great board member. Nancy Sylvester, a Training Specialist focusing on Board Training, can help your agency by training you on conducting better board meetings, understanding the responsibility of the board membership, including the fiduciary responsibility, understanding the appropriate relationship between the board and the staff and working as an effective board team.

**Learning Outcomes:** Participants will: (1) understand the basics of boardmanship – the board exists to represent the ownership and vision of an agency, what authority the board has as a group and rules the board must follow – just to name a few; (2) have a clear understanding of the relationship between board governance and parliamentary procedure.

## 211 (PARKS) Your New Athletic Field: The Path from Concept to Reality

10:15 am - 12:15 pm

**Location:** Boulevard B

**Presenter(s):** Theresa Brayer, Turf Grass Agronomist, H&K Sportsfields; Raechal Volkening, Volkening Consulting, Inc.; Paul Zwaska, Beacon Athletics

**Chair:** Bill Donnell, Fox Valley Park District  
This workshop will walk participants through the process of planning and executing an athletic field renovation or design project. Topics will include planning and budgeting, selecting your design team, designing for safety and working with specs and drawings. Athletic field soil and material options will also be explained. Finally, the construction and grow-in phase will be addressed.

**Learning Outcomes:** Participants will: (1) leave the workshop better able to make informed decisions regarding planning, design and construction of their next athletic field project; (2) learn how to select a qualified design team and budgeting the basics in athletic field renovation.





## SATURDAY MORNING CONFERENCE WORKSHOPS

10:15 am – 12:15 pm

All conference workshops award 0.2 CEUs.

Pre-registration is not necessary.

### 307 (A&F)

#### Budgeting Challenges in a Revenue-Capped Environment

10:15 am - 12:15 pm

**Location:** Boulevard C

**Presenter(s):** Elliott Becker, Finance Director, Wheeling Park District; Kathryn Booth, Retired Finance Director, Village of Bartlett; Rita Trainor, Finance Director, Wheaton Park District  
**Chair:** Steve Karoliussen, Bartlett Park District  
This workshop will include a discussion of financial policies, expenditure projection techniques and inspiring budget presentations.

**Learning Outcomes:** Participants will: (1) learn to integrate financial policies; (2) learn to prepare interesting and informative budget presentations.

### 409 (REC)

#### Event Architect: Generating Ideas Like Never Before

10:15 am - 12:15 pm

**Location:** Lake Erie

**Presenter(s):** Denise Mytko, Program Supervisor of Education, City of Lake Forest  
**Chair:** Rebecca Korzyniewski, Gurnee Park District

This workshop is designed for those special event planners looking for a jump start in idea generation. Participants will gain tools and knowledge to transform their "special events" into "incredible experiences."

**Learning Outcomes:** Participants will: (1) gain a higher level of understanding of their events and their agency's potential through a comparison of several different industries; (2) design an original framework for generating ideas specific to their agency and target market.

### 416 (REC)

#### Older Americans and the Americans with Disabilities Act: Inclusion Tips and Techniques

10:15 am - 12:15 pm

**Location:** Conference Room 4D

**Presenter(s):** John McGovern, President, Recreation Accessibility Consultants LLC  
**Chair:** Jodi Gosse, Homewood-Flossmoor Park District

The complex Americans with Disabilities Act (ADA) has been implemented by park districts and SRAs across Illinois... for children. However, few agencies have applied the principles of inclusion, reasonable modification and undue burden to public recreation program for older adults. This workshop will review inclusion dos and don'ts and will discuss strategies for the application of the ADA to

senior programs. We will discuss tours, drop-ins, scheduled classes, facility design issues, transportation and more. We will also discuss the type of employee needed to coordinate compliance with the ADA and where to find those employees.

**Learning Outcomes:** Participants will: (1) review inclusion dos and don'ts; (2) discuss strategies for the application of the ADA to senior programs.

### 504 (TR)

#### Common Errors When Teaching Individuals with Disabilities

10:15 am - 12:15 pm

**Location:** Williford B

**Presenter(s):** Todd Streff, Board Certified Behavior Analyst, Great Strides Behavioral Consulting, Inc.

**Chair:** Jenny Johnson, Tri County SRA  
This workshop is for individuals who want to develop new skills for identifying and correcting common teaching errors that are made when educating individuals with disabilities. It will focus on common errors associated with treating behavior problems, developing and delivering individualized curriculum and prompting individuals to be successful. When attempting to decrease behavior problems we need to consider our use of reinforcers, replacement skills we are trying to teach and the purpose of the individual's behavior. As we establish or refine the skills/curriculum we are teaching these individuals we need to be certain that the necessary foundation skills are present and that there are enough teaching opportunities for the individual to learn the new skill. Are we utilizing prompts correctly when teaching these new skills in order to keep the individual successful during teaching opportunities?

**Learning Outcomes:** Participants will: (1) learn strategies for assessing behavior problems and factors that impact other behaviors; (2) learn factors that impact the ability to more efficiently and effectively teach individuals new skills; participants will also gain knowledge on how to prompt individuals to be successful during teaching opportunities or daily life activities.

### 506 (TR)

#### Training Your New or Current Staff Effective Behavior Management Techniques and Strategies

10:15 am - 12:15 pm

**Location:** Williford C

**Presenter(s):** Teresa Montemayor, E/BD Special Education Teacher, Midlothian School District #143

**Chair:** Ryan Cortez, SWSRA

Do you have the resources to train your new or current staff effective behavior management techniques yourself? How long and how often should special recreation and leisure professionals (full- or part-time) be trained? These questions and more will be answered through an interactive presentation on current practices and new trends. Participants will learn techniques and strategies in which all staff should be proficient as well as how to evaluate when staff need more training... or even a refresher. Participants will also leave with information and resources to utilize in developing trainings for their specific staff needs.

**Learning Outcomes:** Participants will: (1) develop a training model specifically for behavior management for new and current staff members; (2) learn techniques and how to evaluate the efficiency of skills taught when used in programs.

### 618 (FM)

#### Input to Incarnation: Incorporating Community Preferences into Recreational Complex Design

10:15 am - 12:15 pm

**Location:** Conference Room 4A

**Presenter(s):** Gregg Calpino, Principal, JJR, Inc.; Tom Poulos, Principal, Williams Architects, Ltd.

**Chair:** Mike Toohey, Lisle Park District  
Getting community buy-in to a concept and determining and prioritizing facility components is key in getting a community recreational complex off the ground. Applying a methodology for gleaning public input, drawing conclusions and ranking preferences accordingly can assist in the exercise to determine a realistic project scope.

**Learning Outcomes:** Participants will: (1) gain new insights into approaches to determine community "wants" and "needs" as they apply to delineating facility spaces in a planned recreation complex design; (2) be presented with an overview of a range of recreation complex features and amenities that might be considered for and by their agency constituencies.

## SATURDAY MORNING CONFERENCE WORKSHOPS

10:15 am – 12:15 pm

All conference workshops award 0.2 CEUs.  
Pre-registration is not necessary.



### 634 (FM)

#### Instant Aquatic Planning: Just Add Water

10:15 am - 12:15 pm

**Location:** Private Dining Room 1

**Presenter(s):** Doug Holzrichter, President, PHN Architects; Rich Klarck, Aquatic Engineer, Aquatic Excellence

**Chair:** Heidi Lapin, Roselle Park District

The days of the rectangular swimming pool are long gone. Today's aquatic facilities are less "swimming hole" and more "amusement park" complete with tropical or historical themes and multiple attractions to keep patrons not only staying longer, but also coming back for more. Whether you're looking to upgrade an existing facility with more of the thrills and chills today's patrons want or are looking to build new, this workshop can offer insights into all the particulars, from the basic questions of budget, size and site to all the amenities you might want to include. Also to be covered are the latest in the all-important "wow" factors including spray grounds, tot pools, lazy rivers, diving boards, deep-water fun and other attractions.

**Learning Outcomes:** Participants will: (1) be introduced to most of the major topics that need to be discussed in planning for an aquatic facility; (2) have a greater level of comfort while working with an architect and more confidence that the planning is on target.

### 1001 (EMS)

#### Gain the Edge with Business Etiquette

10:15 am - 12:15 pm

**Location:** Private Dining Room 4

**Presenter(s):** Toynisha Myers Ighodaro, CEO, INFOworks, LLC

**Chair:** Carolyn Fulgham, Dolton Park District

This workshop will examine and discuss how you can attain effectiveness in everyday office activities. Getting ahead requires treating others with respect, communicating effectively and resolving conflict. This workshop will offer suggestions in all of these important areas as well as a chain of command dos and don'ts.

**Learning Outcomes:** Participants will: (1) learn about various temperament styles; (2) identify the importance and the power of positive business etiquette.

### 1006 (EMS)

#### Leading With a Purpose

10:15 am - 12:15 pm

**Location:** Lake Huron

**Presenter(s):** Lucius Black, Jr., CEO, Resources & Linkages, Ltd.

**Chair:** ,

The purpose of this workshop is to examine some of the essential qualities for 21<sup>st</sup> century leadership and its shifting paradigms. Participants will gain new knowledge and skills and will also develop a personal leadership development plan.

**Learning Outcomes:** Participants will: (1) create a shared understanding about agency leadership; (2) develop new knowledge and skills that will enhance the ability to lead effectively.

## SATURDAY MORNING CONFERENCE SESSIONS

10:30 am – 11:45 am

All conference sessions award 0.1 CEUs.  
Pre-registration is not necessary.

### 18 (IPRA)

#### It's Your Turn to be a Star

10:30 am - 11:45 am

**Location:** Conference Room 4H

**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 through the state at the IAPD/IPRA Soaring to New Heights Conference. Find out how easy it is to nominate these outstanding individuals and programs. The IPRA Awards Committee will provide important information for individuals, programs and facility awards

and a representative from IAPD will advise on nominating procedures for commissioners. Learn how easy it is to prepare nominations and to become 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.

### 46 (IPRA)

#### 2009 New American Red Cross Programs for Park and Recreation Agencies

10:30 am - 11:45 am

**Location:** Conference Room 4B

**Presenter(s):** Joseph Gray, Director of Educational Support, Joel Schilling, Aquatic Product Manager and Gloria Trevino, Health Product Manager, American Red Cross of Greater Chicago

**Chair:** Matt Corso, SEASPAR

This informative session will include: tips on how to comply with Illinois Automated External Defibrillator Legislation; a description of the new, revised Swimming and Water Safety Program; a review of the application of the revised Aquatic Examiner Service for Aquatic Facilities and an explanation of Community Disaster Education available for Illinois park and recreation agencies.

**Learning Outcomes:** Participants will: (1) be given information specific to Illinois legislation regarding compliance for providing Automated External Defibrillators and training in the use of these devices; (2) receive information on the updates and changes to the American Red Cross Swimming and Water Safety program and the revised Aquatic Examiner Service for aquatic facility risk management; (3) obtain materials and information for implementing Community Disaster Education presentations for agencies to better serve and educate the members of their communities.



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



## SATURDAY MORNING CONFERENCE SESSIONS

10:30 am – 11:45 am

All conference sessions award 0.1 CEUs.  
Pre-registration is not necessary.

### 103 (IAPD)

#### Eleven Simple and Logical Steps to Referendum Success

10:30 am - 11:45 am

**Location:** Conference Room 4M

**Presenter(s):** Brook McDonald, President/CEO, The Conservation Foundation; Steven K. Messerli, Executive Director, Fox Valley Park District

**Chair:** Lili McGovern, Hoffman Estates Park District

Garnering voter support for a tax referendum in tough economic times seems like an impossible task. But the team at the Fox Valley Park District, with support from The Conservation Foundation, made it happen in 2008. Learn from the experts who managed the largest referendum campaign by a park district in Illinois' history - \$44 million. The referenda funds are already at work preserving land and improving the quality of life for residents of the district, which serves Aurora, Montgomery and North Aurora.

**Learning Outcomes:** Participants will: (1) learn how to plan and implement a voter referendum campaign to generate funds to preserve land; (2) learn what to do after the passage of a park district referendum.

### 114 (IAPD)

#### Ask the Commissioner: Whose Job is This Anyway?

10:30 am - 11:45 am

**Location:** Joliet

**Presenter(s):** Ann Austin, Commissioner, Rock Island Park and Recreation Department; Jeri-Lynn Kleina, Commissioner, Alsip Park District; Arnie Biondo, Executive Director, Carol Stream Park District; Elizabeth Kessler, Executive Director, McHenry County Conservation District; Lori Chesna, Executive Director, SWSRA

**Chair:** Mary Ann Chambers, Northbrook Park District

A panel of commissioners and directors from park districts, park and recreation departments, forest preserve and conservation districts will discuss issues and questions regarding board member/staff responsibilities and relationships.

**Learning Outcomes:** Participants will: (1) gain a better understanding of their responsibilities and roles; (2) gain a better understand of what it takes on both sides to develop a good working relationship between board and staff, to achieve the end-result and meeting the needs of the communities we serve.

### 116 (IAPD)

#### Energy Optimization Systems: Saving Money on Your Electric Bill

10:30 am - 11:45 am

**Location:** Conference Room 4K

**Presenter(s):** Howard Deutsch and Max Klemm, Energy Specialists, Total Energy Concepts

**Chair:** Craig Talsma, Hoffman Estates Park District

Did you know that a majority of electrical equipment operates at a very low efficiency which causes extra electricity to be consumed and paid for by your agency? This extra electricity is generated from light bulb usage to air conditioners or large equipment and can be channeled to generate the maximum efficiency that will minimize your electric bill. This will also help your agency's effort in going green! This can all be accomplished without changing how you, your equipment or facility is operating at all!

**Learning Outcomes:** Participants will: (1) find ways to minimize electrical usage that will yield a significant savings event with the increasing costs of electricity; (2) benefit from a more efficient electrical usage which will drastically lower the amount of pollutants emitted into the environment, join the strong movement towards going green... all of this without changing how your agency operates its equipment.

### 119 (IAPD)

#### Alternate Revenue Streams: Fishing for Money for Small Park Districts

10:30 am - 11:45 am

**Location:** Private Dining Room 3

**Presenter(s):** Robert Porter, Director of Special Projects, Ancel, Glink, Diamond, Bush, DiCianni and Krafthefer, PC.

**Chair:** Jeff Curran, Village of Hinsdale Parks and Recreation Department

This is a must-attend session for park districts looking for alternative revenue to increase services and facilities. Thinking outside the box will be explored for new money ideas.

**Learning Outcomes:** Participants will: (1) learn about utility revenues, facility new revenue and contracting services; (2) learn new ideas and approaches on creating alternative sources of revenue.

### 206 (PARKS)

#### Water Conservation Through Proper Planning and Design

10:30 am – 11:45 am

**Location:** Conference Room 4I

**Presenter(s):** Dan Feick, FRS Design Group

**Chair:** Ed Reidy, Bloomingdale Park District

This session will allow the end user to become aware of current products and design techniques that should be incorporated into an irrigation system to save water, energy and time.

**Learning Outcomes:** Participants will: (1) learn what products are available to be incorporated into an irrigation system to save water, energy and time; (2) discuss irrigation master planning and what the end user should be aware of in planning an irrigation system.

### 209 (PARKS)

#### From Idea to Reality: The Civil Engineering Process

10:30 am - 11:45 am

**Location:** Conference Room 4J

**Presenter(s):** Engineering Resource Associates, Inc.

**Chair:** Dan Garvy, Lisle Park District  
Engineering Research Associates, Inc. will walk participants through the development process. The presenters will describe requirements and the process of survey, design, permitting, bidding and construction to bring an idea to reality. Emphasis will be placed on floodplain requirements. Agency staff has wonderful ideas for parks and amenities, but may find making it a reality a challenge.

**Learning Outcomes:** Participants will: (1) learn about typical timeframe expectations; (2) learn questions civil engineers need answered.

### 304 (A&F)

#### RecTrac User Group Meeting

10:30 am - 11:45 am

**Location:** Conference Room 4F

**Presenter(s):** Giles Willey, President, Vermont Systems, Inc.

**Chair:** Renae Ross, Homewood-Flossmoor Park District

Questions, answers and open discussion on "did-you-knows" associated with RecTrac versions 10.1 and 10.2. Also to be covered are topics that might affect processing such as the new PCI credit card rules and changes to Global Sales.

**Learning Outcomes:** Participants will: (1) become more proficient with RecTrac; (2) better understand credit card processing requirements.



## SATURDAY MORNING CONFERENCE SESSIONS

10:30 am – 11:45 am

All conference sessions award 0.1 CEUs.

Pre-registration is not necessary.



SATURDAY, JANUARY 31, 2009

### 306 (A&F)

#### How to Protect Your Agency from Financial Fraud

10:30 am - 11:45 am

**Location:** Lake Ontario

**Presenter(s):** Aimee Briles, Treasury Manager, Wintrust Financial

**Chair:** John Short, Buffalo Grove Park District  
Statistics indicate financial fraud increases each year. It is essential for government agencies to understand how fraud can occur, as well as how it can be prevented. This session will provide an overview of the current trends in check, ACH and online fraud and detail how your agency may be at risk of becoming a victim of financial fraud. We will provide you with suggestions for best practices, internal controls and bank services that will help you protect your agency.

**Learning Outcomes:** Participants will: (1) gain an understanding of the products and services provided by your financial institution that can help prevent fraud; (2) learn the importance of internal financial controls including timely reconciliation, multiple levels of password protection and internal approval procedures for disbursements and collections to help prevent fraud.

### 326 (A&F)

#### Introduction to Web Accessibility: Making Your Site Available to Everyone

10:30 am - 11:45 am

**Location:** Conference Room 4L

**Presenter(s):** John Staples, Vice President, Marketing, Visionary Webworks

**Chair:** Steve Eckelberry, WDSRA

This session will introduce web accessibility by explaining what it is and why it is important. All current web accessibility standards will be reviewed. Participants will learn to evaluate their sites and will discuss the process for implementing and maintaining accessibility.

**Learning Outcomes:** Participants will: (1) learn what web accessibility is and why it is important; (2) gain an understanding of where to begin the process of evaluation and implementation.

### 405 (REC)

#### The Arts are Fun: Parks as Important Cultural Programming Places

10:30 am - 11:45 am

**Location:** Conference Room 5J

**Presenter(s):** Tatiana Gant, Director Arts-in-Education Program, Illinois Arts Council; Julia Mayer, Researcher/Curriculum Developer and Caroline O'Boyle, Director, Environment Culture and Special Events, Chicago Park District

**Chair:** Jacqui Ulrich, Chicago Park District  
Well-balanced park programming includes the arts as an important recreational opportunity for park patrons. Parks have the unique ability to play a dual role and to provide opportunities as both a "presenter" of quality performances for audiences and also as a "provider" of hands-on educational opportunities for participants. These opportunities play a critical role in the development of strong communities and neighborhoods. The session will include examples of innovative programs with cultural institutions of all sizes, as well as an overview of current research on the importance of vibrant arts programming to healthy communities, including research that points to parks playing an integral role. In addition the Illinois Arts Council will present possible funding opportunities for the arts in parks.

**Learning Outcomes:** Participants will: (1) learn about the important role the arts plays in a recreational setting through recent research, programming initiatives and funding opportunities related to arts in parks; (2) actively engage in discussion and hands on activities related to creativity, art and play.

### 407 (REC)

#### Triangular Assessment - The KISS Connection: A Road Map for Recreation Program Design

10:30 am - 11:45 am

**Location:** Private Dining Room 5

**Presenter(s):** Janine Hicks, Director, Institutional Research and Lyle Hicks, Chairman, Department of Recreation, Sports and Tourism, University of St. Francis

**Chair:** Lyle Hicks, University of St. Francis  
Unlike a linear approach to program evaluation, the triangular approach to assessment of recreation programs include: agency mission, needed resources, outcome achievement, program goals and content, communication, learning sequence, analysis and reporting of results. In addition, evaluation feedback mechanisms must be tied to program design and budget planning.

**Learning Outcomes:** Participants will: (1) be able to discuss and define the importance of connection program outcomes to mission; (2) be able to follow important evaluation principles and guidelines in designing measurable program outcomes, participant satisfaction and program design effectiveness; (3) be able to use different assessment techniques to conduct both formative and summative evaluations.

### 418 (REC)

#### Stepping up to Superintendent Roundtable

10:30 am - 11:45 am

**Location:** International South

**Presenter(s):** Steven Muenz, Assistant Superintendent of Recreation, St. Charles Park District; Steven Nagle, Regional Director of Recreation, Jewish Community Centers of Chicago

**Chair:** Steve Muenz, St. Charles Park District  
Enjoy this unique multi-roundtable session that will provide you with career advancement skills and information. Eight current park district professionals will share vital career information and necessary administrative skills that will help advance your career!

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

### 424 (REC)

#### Early Childhood Forum

10:30 am - 11:45 am

**Location:** Conference Room 4C

**Presenter(s):** Pam Carter, Early Childhood Program Manager, Lemont Park District; Cheryl Keilson, Superintendent of Early Childhood, Oswegoland Park District

**Chair:** Sandie Renwick, Naperville Park District  
Early childhood program managers, this session is for you! Come and hear about topics such as Process Art, Classroom Design and Portfolios versus Assessments.

**Learning Outcomes:** Participants will: (1) network with other early childhood program managers; (2) discuss problems, successes and concerns pertinent to early childhood managers.

### 509 (TR)

#### What Do You Know About Our "Net Generation Employee?"

10:30 am - 11:45 am

**Location:** Conference Room 4G

**Presenter(s):** Donna McCauley, Professor, Recreation Therapy and Recreation Management, Moraine Valley College

**Chair:** Trish Niemiec, Tri County SRA

What do we know about our net generation employees? Whether we call them the "net generation", "millennials" or simply "our staff", today's 18 to 22 year olds have one thing in common: they bring with them a new set of beliefs, expectations and abilities that are both



## SATURDAY MORNING CONFERENCE SESSIONS

10:30 am – 11:45 am

All conference sessions award 0.1 CEUs.

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exciting and challenging. Join a panel of professionals from three different generations as they share their experience of working in the workforce for the first time.

**Learning Outcomes:** Participants will: (1) identify the characteristics of the three different generations and how this affects their ability to work together in today's society; (2) identify specific professional leadership techniques that will be helpful to implement when having three generations working together.

### 519 (TR)

#### Managing Food Allergies: Balancing the Rights of the Participant with the Rights of the Provider

10:30 am - 11:45 am

**Location:** Lake Michigan

**Presenter(s):** Steve Kleinman, General Counsel, PDRMA

**Chair:** Jessica Griffin, WDSRA

Food allergies are on the rise in the general population and an ever-growing issue in public recreation programs. Whether allergic reactions are mild or life-threatening, these situations are often emotionally-charged particularly when there is an unrealistic demand for an allergy-free environment. This session will address the legal and practical issues surrounding food allergies and will highlight issues such as the rights and obligations of the participant and the park and recreation provider as well as avoidance strategies and responding to medical emergencies.

**Learning Outcomes:** Participants will: (1) identify and explore state and federal laws applicable to food allergies and the respective legal rights and obligations of the participant and the provider; (2) adopt and implement avoidance strategies, emergency response protocol and patron communication guidelines.

### 603 (FM)

#### Breaking Out of the Ice Age: A New Multi-Use Facility

10:30 am - 11:45 am

**Location:** Private Dining Room 6

**Presenter(s):** Jim Maland, Principal and Head of Recreation Group, Bonestroo

**Chair:** Tom Bower, Winfield Park District  
Modeling the successful revitalization of the family aquatic park, an outdoor, refrigerated ice facility/skating path with unique amenities to revolutionize the leisure ice market was created. Using a prototype and case study, the presenters will discuss the methodology and approach used to create a multi-use summer/winter recreation area. This session will cover a detailed market analysis, revenue and expense projections as well as a cost

estimate for this ultimate year-round leisure facility. Participants will learn about the development, operation and financial impact of the premiere U.S. skating path in its first year of use. This session will also review the ultimate prototype of a year-round revenue generating model with "something for everyone" using 3D imaging and detailing the programming potential, development cost and potential operating performance.

**Learning Outcomes:** Participants will: (1) develop an understanding of the unique year-round opportunities created with an outdoor refrigerated leisure ice facility; (2) learn the key findings of market analysis and brainstorming approach to maximizing use and revenues for a year-round summer/winter recreation facility; (3) gain real-life knowledge of typical construction, operating costs and lessons learned from a case study of a year-round outdoor multi-use refrigerated ice skating path and the ultimate prototype.

### 604 (FM)

#### Recreational Surfaces: Making the Right Choice

10:30 am - 11:45 am

**Location:** Conference Room 4E

**Presenter(s):** Ben Kutscheid, Vice President, Thompson Dyke & Associates; Todd Reese, Director of Parks, Downers Grove Park District

**Chair:** Cody Kamp, Plainfield Park District  
This session will explore different surface types evaluated under several criteria including cost, maintenance, safety, etc. A range of surfaces will be explored for recreational facilities including sports fields, playgrounds, walkways, open space, etc. Special emphasis will be placed on synthetic surfaces and environmentally-friendly products.

**Learning Outcomes:** Participants will: (1) be educated on a broad range of surface options for all facility types; (2) identify cost versus benefit of recreational surfaces.

### 606 (FM)

#### Battling Climate Change with Sustainable Landscapes

10:30 am - 11:45 am

**Location:** Marquette

**Presenter(s):** Bram Barth, Landscape Architect/Planner and Meredith Sessions, Landscape Designer, WRD Environmental

**Chair:** Courtney Suffredin, Bartlett Park District  
Districts can take action against climate change and be leaders in their communities by reducing their environmental impact through sustainable landscapes. Green roofs, for example, reduce electricity demand, conserve water and increase air quality all while cutting utility bills and extending roof life. Other

sustainable landscape strategies reduce the urban heat island effect and the warming of air temperatures caused by dark pavement absorbing heat. Green your facilities and help the planet.

**Learning Outcomes:** Participants will: (1) learn about a variety of sustainable landscape tools that they can incorporate into their facilities; (2) learn about the cost savings and environmental benefits of developing sustainable landscapes.

### 609 (FM)

#### Part-Time Staff: The Benefits

10:30 am - 11:45 am

**Location:** Waldorf

**Presenter(s):** Laura Gallagher, Superintendent of Recreation, Park District of LaGrange; Carrie Sperling, Facility Manager, Schaumburg Park District; Jaime Vine, General Manager, Schaumburg Tennis Plus

**Chair:** Carrie Sperling, Schaumburg Park District

Learn how valuable your part-time staff really is to your agency. Discuss simple ways to recognize your staff for a job well done. Front line staff is the face of your agency. Value and learn how to keep them.

**Learning Outcomes:** Participants will: (1) be educated on simple training methods to hire and then retain good staff; (2) learn how valuable training and acknowledging part-time staff really is.

### 1007 (EMS)

#### Field Trip Experience: The Who and How

10:30 am - 11:45 am

**Location:** Conference Room 5H

**Presenter(s):** Panel of Experts  
**Chair:** Fred Walker, Dolton Park District  
Learn how to lighten the load of planning field trips for your campers and seniors. Hear tips and inside information from a panel of experts who can assist you in coordinating and executing your field trips so that participants keep coming back.

**Learning Outcomes:** Participants will: (1) obtain information on different options that are available to them for their planned excursions; (2) receive inside information from the panel of experts about their own places and learn what and what not to expect.

## SATURDAY AFTERNOON CONFERENCE SESSIONS

12:30 pm – 1:45 pm

All conference sessions award 0.1 CEUs.  
Pre-registration is not necessary.



SATURDAY, JANUARY 31, 2009

### 31 (IPRA)

#### You Can't Put That Here! Preparing for the Opposition

12:30 pm - 1:45 pm

**Location:** Conference Room 4C

**Presenter(s):** Rod Aiken, Executive Director, Glencoe Park District; Peter Dyke, President, Thompson Dyke & Associates, Ltd.

**Chair:** Peter Dyke, Thompson Dyke & Associates, Ltd.

Most park systems share the philosophy that the needs of the many outweigh the needs of the few. When it comes to fulfilling recreational needs, park systems must consider the facility type desired, the user group, costs and the location of the proposed facility. In many cases the nearby residents of a recreational development are in support of the project and eagerly provide positive input. However, when it comes to special user group facilities, such as dog parks and skate parks, the dynamics change. It is in these cases when the "few" speak loudest and go to great means to complicate and/or halt a project. This session will explore strategies and rationale for engaging dissenters and identifying the opposition's tactics before you start. The session will specifically focus on "hot topic" park developments such as skate parks, dog-friendly areas, parking lots, aquatic centers, senior centers, etc.

**Learning Outcomes:** Participants will: (1) be educated on how to avoid and/or plan for "hot topic" issues early in the development process; (2) identify tactics/strategies used by the opposition; (3) identify successful strategies to engage dissenters, build consensus and/or mitigate the problem.

### 107 (IAPD)

#### Bridging the Disconnect in Planning: Getting Park Districts and Municipalities Working Together

12:30 pm - 1:45 pm

**Location:** Conference Room 4K

**Presenter(s):** Michael Brown, Planner, Village of Montgomery; Grant Caselton, Director of Planning and Development, Oswegoland Park District; Keven Graham, ASLA Planning Resources

**Chair:** Mickey Macholl, Hanover Park Park District

Many times park districts receive land through the developers land donation process. Will this land meet your programming needs or are the lands additional inventory that now needs maintenance?

**Learning Outcomes:** Participants will: (1) review the planning process from the village/community perspective and discuss how land or cash is negotiated; (2) learn to communicate the needs of the park district to the planners and when to make their needs known.

### 136 (IAPD)

#### State Funding for Arts Programs

12:30 pm - 1:45 pm

**Location:** Conference Room 4B

**Presenter(s):** Encarnacion Teruel, Director, Visual Arts, Media Arts, Multi-Disciplinary Programs, Illinois Arts Council

**Chair:** Jeff Curran, Village of Hinsdale Parks and Recreation Department

Learn about funding opportunities available from the Illinois Arts Council. This session will provide information on grant programs and tips for developing a successful application.

**Learning Outcomes:** Participants will: (1) gain resources necessary to apply for Illinois Arts Council funding for residencies, performances and professional development.

### 137 (IAPD)

#### Six Steps to a Secure Retirement

12:30 pm - 1:45 pm

**Location:** Conference Room 4M

**Presenter(s):** Jamie Sutherland, Vice President, Investment Officer, Wachovia Securities

**Chair:** Frank Lenertz, West Chicago Park District

This session will outline a six-step proven process addressing retirement planning and is designed for everyone from those just entering the workforce to those with a number of years behind them.

**Learning Outcomes:** Participants will: (1) identify and prioritize their financial goals; (2) determine if their current savings plans will meet their goals and, if not, what they should do instead.

### 214 (PARKS)

#### Hazard Tree Assessment

12:30 pm - 1:45 pm

**Location:** Conference Room 4E

**Presenter(s):** Todd Kramer, Director of Field Operations and Education, Kramer Tree Specialists

**Chair:** Jon Carlson, Bartlett Park District

All trees pose a potential for failure that may result in personal injury or property damage.

This session will provide the strategies for developing a hazard tree assessment program.

**Learning Outcomes:** Participants will: (1) learn a systematic approach to evaluation and risk assessment as well as mitigation; (2) learn how to limit an agency's liability, risk and maintenance costs.



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## SATURDAY AFTERNOON CONFERENCE SESSIONS

12:30 pm – 1:45 pm

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### 305 (A&F)

#### MSI User Group Meeting

12:30 pm - 1:45 pm

**Location:** Lake Ontario

**Presenter(s):** Rich Plese, Sales Manager, Harris Computer

**Chair:** Donald Hilgenbrinck, Quincy Park District

This session will be an open discussion of MSI software applications and the integration of MSI with registration software.

**Learning Outcomes:** Participants will: (1) learn how staff at other agencies use the functions of MSI; (2) learn about the different reporting capabilities of MSI.

### 311 (A&F)

#### For Board Members Only: A Primer on Board Powers and Duties

12:30 pm - 1:45 pm

**Location:** Conference Room 4F

**Presenter(s):** Cynthia DeCola, Attorney, Hodges, Loizzi, Eisenhammer, Rodick and Kohn

**Chair:** Diane Dillow, Warrenville Park District  
In exchange for the opportunity to serve as a park commissioner, you agree to comply with a web of state and federal laws outlining the authority of park boards and individual commissioners. As recent court cases involving bidding, access to public documents and final board action have shown, at stake in the use of your powers is not only the smooth operation of your agency, but personal and criminal liability for malfeasance. This session will provide a primer for essential board governance from the parameters of the oath of office, to bidding requirements/exceptions and election campaigning activities – all from the commissioner's perspective. Can the board limit public comment on a controversial issue? Must the board bid out the installment purchase of equipment? Is a board member limited in voting on a contract involving a relative? Should an employee recommended for dismissal be given a board hearing? Why is the board's role in policymaking important in protecting the district from liability? These questions and more will be addressed in this information-packed session.

**Learning Outcomes:** Participants will: (1) become more familiar with the scope of their collective and individual legal powers as park commissioners; (2) gain a better understanding of the rationale behind a number of state and federal laws that impact the manner in which their agency must manage its operations.

### 408 (REC)

#### Do Your Departments Speak? Outstanding Service Provision From the Inside Out

12:30 pm - 1:45 pm

**Location:** Conference Room 4G

**Presenter(s):** LoriKay Paden, Community and Education Services Coordinator, University of Illinois

**Chair:** Kelly LaMore, Bourbonnais Township Park District

Do you provide exceptional services and operations? In order to provide outstanding 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. If we don't treat others within the agency as a customer, it is impossible to maintain a high level of external 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 excellent overall service and how to create a positive working environment through the diverse departments, divisions and job duties within the agency; (2) obtain ideas and resources to improve employee efficiency, morale and, as a result, improve service delivery.

### 411 (REC)

#### Getting Involved: How You Can Get Involved in the Rec Section

12:30 pm - 1:45 pm

**Location:** Conference Room 4H

**Presenter(s):** Panel of Experts

**Chair:** Nicole Chesak, Glendale Heights Parks and Recreation Department

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 Recreation Supervisor or are involved with recreation programming, come to this session and see how you can get involved. Recreation Section Board Members will be present 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.

### 610 (FM)

#### Your Agency and the Convention and Visitors Bureau: A Perfect Match

12:30 pm - 1:45 pm

**Location:** Conference Room 4J

**Presenter(s):** Phil Elsbree, Director of Sales/Vice Chair, Pete Garlock, Director of Sales/Chair and Lisa Landers, Director of Sales/Secretary, Sports Illinois

**Chair:** Carrie Hauptert, Bloomingdale Park District

This session will familiarize your organization with the vast array of available resources available when you work with your local convention and visitor's bureau on your major events and tournaments.

**Learning Outcomes:** Participants will: (1) discover how to effectively utilize their local convention and visitor's bureau to help with visitor needs during their events such as hotel rooms, event locations, meals... and all as a free service; (2) become familiar with or discover how organizations such as Sports Illinois and the Illinois Council of Convention and Visitor's Bureaus can help make their jobs easier.

### 621 (FM)

#### Catch and No Release: How to Retain Your Members

12:30 pm - 1:45 pm

**Location:** Conference Room 4L

**Presenter(s):** Scott Chovanec, President, Scott Chovanec and Associates

**Chair:** Jay Kelly, Homewood-Flossmoor Park District

Participants will hear ideas on the attraction of new members, current trends and methods to higher retention rates and examples from best practices of successful operations for new growth.

**Learning Outcomes:** Participants will: (1) hear ideas on attracting new and retaining current members; (2) learn from best practices of successful operations to capture new growth.



## SATURDAY AFTERNOON CONFERENCE WORKSHOPS

1:00 pm – 3:00 pm

All conference workshops award 0.2 CEUs.  
Pre-registration is not necessary.

### 629 (FM)

#### Planning Cycle and Process for New Capital Projects

12:30 pm - 1:45 pm

**Location:** Conference Room 5G

**Presenter(s):** Pat Callahan, President, Batavia Park District; Derke Price, Attorney, Ancel, Glink, Diamond, Bush, DiCianni and Krafthefer, PC.

**Chair:** Ryan Jastrzab, Itasca Park District

This session is a must for those districts considering doing a major capital project such as a recreation center. The tips and tricks learned at this session will be invaluable in saving time and money in completing your project on time.

**Learning Outcomes:** Participants will: (1) learn time and cost-saving techniques in doing a capital project; (2) learn the legal requirements and process in doing a capital project.

### 632 (FM)

#### Beach and Waterfront Management Roundtable

12:30 pm - 1:45 pm

**Location:** Conference Room 5H

**Presenter(s):** Scott Crowe, Division Manager, Gurnee Park District

**Chair:** Jackie Gonzalez, Skokie Park District

In this session, a guided discussion will focus on various issues including staffing strategies, water quality, wildlife management, interaction with neighbors and businesses, interaction and inclusion of other water sports and emergency procedures.

**Learning Outcomes:** Participants will: (1) engage other professionals to share ideas, strategies, successes and challenges of operating waterfront facilities; (2) review current regulations and recommendations as they apply to waterfront management operations.

### 1011 (EMS)

#### Making Public Spaces Community Space (or The Third Space)

12:30 pm - 1:45 pm

**Location:** Conference Room 5F

**Presenter(s):** Elizabeth Stearns, Assistant Director, Waukegan Public Library

**Chair:** Gail Ito, Chicago State University

Third Spaces are where people go when they are not at home or at work. In the past decade bookstores and coffee shops became this place in many communities, but the recent economy has changed all that and opened up opportunities for public agencies to reclaim themselves as the community's Third Space.

**Learning Outcomes:** Participants will: (1) identify various "third spaces" in today's economy; (2) learn strategies for capitalizing on this new opportunity.

### 14 (IPRA)

#### The Art of Creating Unforgettable Leisure Experiences and Places

1:00 pm - 3:00 pm

**Location:** Astoria

**Presenter(s):** Jamie Sabbach, Senior Project Consultant, GreenPlay, LLC

**Chair:** Sarah Holcombe, NISRA

"Experience and Place"... a simple, time-honored way of making choices and conducting business in the world of parks and recreation... or is it? This basic principle drives how many cities and businesses across the globe make decisions, yet as much as it can impact our field we ignore its power. You will be introduced to a unique, seldom-used approach that can affect activity and event planning and facility and parkland development, all the while keeping in mind the publics we serve. The goal is to ensure that you walk away with the desire and insights to create "destinations of choice."

**Learning Outcomes:** Participants will: (1) hear, discuss and process today's trends and issues and their impacts on the provision of parks and recreation services – specifically, "how do these trends shift our thinking relative to what we do and how we do it today?"; (2) hear, discuss and process the foundations of the "leisure experience" (the anticipation, participation and reflection phases) and its impacts on users; (3) apply a "Creating an Unforgettable Leisure Experience" exercise. This exercise will initiate creative energies and processes that will encourage staff to think first about the user's experience, subsequently establishing exceptional service standards.

### 37 (IPRA)

#### Fund Raising or Interest Raising? Developing a Major Gift Culture in Your Agency

1:00 pm - 3:00 pm

**Location:** Continental A

**Presenter(s):** Bruce Berglund, President, Triangle2 Resource Development Group; Susan Taylor, President, MaGIC, Inc.

**Chair:** Mike Selep, IPRA

This workshop will explore how you can find and cultivate hidden major gift prospects that are already involved in your programs. The workshop will focus first on the value of prospect screening – finding those hidden diamonds (prospects) in your park district *haystack*. Next we will discuss how to narrow your focus to a Top 20 prospect list and how to further engage and grow their interest. Lastly, a discussion and Question and Answer session will be facilitated among the park district and special recreation agencies that have participated in a pilot project. We will discuss their results and insights regarding building a major gift culture through individual cultivation and engagement.

**Learning Outcomes:** Participants will: (1) understand the value and limitations of prospect screening; (2) understand how to focus their cultivation and interest raising efforts to a Top 20 list of major gift prospects; (3) 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.

### 40 (IPRA)

#### Professional Certification and Preparing for the CPRP Exam

1:00 pm - 3:00 pm

**Location:** Boulevard B

**Presenter(s):** Panel of Experts

**Chair:** Mike Clark, Batavia Park District

This workshop will briefly review benefits of being certified and what certification is all about. 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: leisure administration, therapeutic recreation, parks and natural resources, and recreation programming.

**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.



## SATURDAY AFTERNOON CONFERENCE WORKSHOPS

1:00 pm – 3:00 pm

All conference workshops award 0.2 CEUs.  
Pre-registration is not necessary.

### 106 (IAPD) Projecting What Future Residents Will Want in Parks and Recreation

1:00 pm - 3:00 pm

**Location:** Boulevard A

**Presenter(s):** Chris Brewer, Principal and Dan Martin, Vice President, Economics Research Associates

**Chair:** George Longmeyer, Schaumburg Park District

This workshop will include a discussion of how changes in technology, household structure, consumer interest and taste and other factors will impact future demand for parks and recreation.

**Learning Outcomes:** Participants will: (1) gain a richer understanding of key characteristics of their own service areas; (2) learn what their local area profile will demand in parks and recreation services and facilities.

### 128 (IAPD) Sustainable Parks Through Green Purchases and Pollution Prevention

1:00 pm - 3:00 pm

**Location:** Private Dining Room 2

**Presenter(s):** Judy Beck, Lake Michigan Manager, U.S. Environmental Protection Agency; Abby Corso, Green Purchasing Program Director, Delta Institute; Kevin Greene, Pollution Prevention Director, Illinois Environmental Protection Agency

**Chair:** Dave Brooks, Schaumburg Park District  
The Go Green Planning Pro-A Project of the Illinois Green Government Coordinating Council and Lt. Governor Pat Quinn will be presented as well as models of green purchasing currently in use.

**Learning Outcomes:** Participants will: (1) be provided an overview of the green and sustainable development programs for public agencies sponsored by the State of Illinois; (2) be provided with examples of green purchasing models from the DuPage County Forest Preserve and Grand Rapids, Michigan.

### 135 (IAPD) Parliamentary Procedure and Robert's Rules

1:00 pm - 3:00 pm

**Location:** Continental C

**Presenter(s):** Nancy Sylvester, Professional Registered

Parliamentarian, Author and Speaker

**Chair:** Barbara Daudelin, Round Lake Area Park District

Parliamentary Procedure and Robert's Rules made easy and fun! If you are a board member who has ever had something important to say at their monthly board meeting, only to be drowned out by others who know how to take control of the meeting or were just louder – you need to attend this workshop. The presenter Nancy Sylvester has been a practicing professional parliamentarian since 1980. This workshop will cover the aspects of Parliamentary Procedure and Robert's Rules that will help you keep your meetings effective and efficient.

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

### 303 (A&F) Park District Borrowing for Small Districts

1:00 pm - 3:00 pm

**Location:** Conference Room 4A

**Presenter(s):** Linda Matkowski, Managing Director, Senior VP, PMA Securities; Carol Mensinger, Director of Finance and HR, Glencoe Park District; Tim Stratton, Bond Counsel, Ice Miller, LLP

**Chair:** Denise Will, Olympia Fields Park District  
This workshop is designed for small park districts or park districts that are not in the bond market on a frequent basis. Topics to be covered include: how to select a team of advisors and your underwriter or financial advisor; basic borrowing options available to park districts; how to make sure you are getting a good deal; the continuing responsibilities of your district once the bonds are issued.



**Learning Outcomes:** Participants will: (1) understand the relationships of the various parties in a bond transaction and become familiar with the bond issuance process; (2) become familiar with the primary continuing responsibilities with respect to their bond issue including post-issuance tax compliance and securities disclosure and to whom you must make these continuing disclosures.

### 309 (A&F) Comprehensive Planning Process: Completing a Community Profile

1:00 pm - 3:00 pm

**Location:** Boulevard C

**Presenter(s):** William McKinney, Associate Professor, Department of Recreation, Sport and Tourism, University of Illinois; Michael Mulvaney, Department of Recreation Administration, Eastern Illinois University

**Chair:** Kathy Bingham, Wilmette Park District  
This workshop will describe the seven categories of the Community Profile (geographic, political, demographic, social, economic, government and stakeholders) and identify key questions to consider within each category. Resources, including Web sites and databases, that can assist the agency in collecting the necessary information to complete the Community Profile will be provided.

**Learning Outcomes:** Participants will: (1) identify the components of a Community Profile and their importance in the planning process; (2) be able to identify how and where to collect the data necessary to complete a Community Profile for your community.

### 410 (REC) My Park District is Being Run by a 17-Year Old! (Formerly Arts and Events Session)

1:00 pm - 3:00 pm

**Location:** Williford A

**Presenter(s):** Denise Mytko, Program Supervisor of Education, City of Lake Forest; Beth Waller, Cultural Arts Supervisor, Schaumburg Park District

**Chair:** Kim Wallace, Fox Valley Park District



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Part-time employees play one of the most important roles in our park districts and recreation departments. They are often times the first line of contact for our residents, the leaders of specific program planning and implementation, as well as a key component of effective employee buy in and productivity. In this workshop, we will explore the often underemphasized role that a supervisor has to best serve their part-time employee as a learning and development resource, as well as how to ensure a reciprocal effort towards program improvement by using appropriate strategies to better understand individual employee interests and abilities. This workshop will introduce training and intrapersonal skills for the supervisor, as well as tools and ideas to create relationships and standards designed to best fit the needs of a unified, progressive organization.

**Learning Outcomes:** Participants will: (1) better understand and objectively view the effectiveness of bi-level professional relationships; (2) acquire specific training tools to give newly hired employees the resources needed for success on the job; (3) develop their observation and intrapersonal skills to set and maintain a high standard of organizational productivity.

## 412 (REC) Community Development, Parks and Recreation: Current Practices and Recommendations

1:00 pm - 3:00 pm

**Location:** Williford B

**Presenter(s):** Stephen Anderson, Professor and Associate Dean, Barry University; Cari Autry, Assistant Professor, Arizona State University; Sydney Sklar, Assistant Professor, University of St. Francis

**Chair:** Nicole Jenkins, Bourbonnais Township Park District

Professionals agree recreation and parks can be a major player in community development. Agency heads from Illinois, Arizona and Florida were surveyed about their agency's role in community development. Find out what they said and plan a strategy as to how we use parks and recreation to build communities in Illinois.

**Learning Outcomes:** Participants will: (1) be able to apply the definition of community development to parks and recreation; (2) be able to apply the findings and recommendations to parks and recreation in Illinois; (3) describe how Illinois park and recreation agencies can engage in community development.

## 507 (TR) Best Behavior Management Techniques and Strategies to Ensure a Fun and Safe Day Camp

1:00 pm - 3:00 pm

**Location:** Continental B

**Presenter(s):** Teresa Montemayor, E/BD Special Education Teacher, Midlothian School District #143

**Chair:** Ryan Cortez, SWSRA

Learn behavior management techniques and strategies to utilize in developing a fun and safe day camp. Techniques to employ in sports camps, special recreation camps and others will be discussed as well as why there is no one "miracle cure." Participants will learn how to best choose and apply techniques and strategies through hands-on and interactive activities.

**Learning Outcomes:** Participants will: (1) be able to choose and develop a behavior management system that best suits the type and goals of their camp and which also enriches the enjoyment of its participants; (2) learn how creating and maintaining an effective system that fits their camp will ensure the safety of participants and staff.

## 622 (FM) Legally Fit

1:00 pm - 3:00 pm

**Location:** Conference Room 4D

**Presenter(s):** Robert Bush, Attorney, Ancel, Glink, Diamond, Bush, DiCianni and Krafthefer, P.C.

**Chair:** Tressa Luttrell, Roselle Park District  
Take a look at legal issues involving fitness centers including health history questionnaires, guest waivers, health issues, HIPPA and emergency preparedness.

**Learning Outcomes:** Participants will: (1) gain a better understanding of their legal responsibilities when supervising a fitness center; (2) understand how health questionnaires and PAR-Q forms should be utilized by fitness center staff.

## 1013 (EMS) Cutting Through the Edges of Diversity

1:00 pm - 3:00 pm

**Location:** Private Dining Room 1

**Presenter(s):** Vincent Moore, CEO, Vincent Consulting

**Chair:** Lonette Hall, Dolton Park District  
This workshop will provide an understanding of the advantages of diversity in and around the workplace as well as how to utilize the advantages.

**Learning Outcomes:** Participants will: (1) understand the value of the unique differences between one another; (2) participate in a role play for a deeper understanding of the cultural and racial uniqueness of each other.



## SATURDAY AFTERNOON CONFERENCE SESSIONS 2:00 pm – 3:15 pm

All conference sessions award 0.1 CEUs.  
Pre-registration is not necessary.

## 45 (IPRA) Frankfort Bark Park: One of America's Top Ten Dog Parks

2:00 pm - 3:15 pm

**Location:** Joliet

**Presenter(s):** Phil Simmons and Kathy Tinker, Citizens, Frankfort Park District

**Chair:** Jeff Boubelik, Frankfort Park District  
Leave no resident behind – canine citizens will "pawsitively" thank you for building a park devoted exclusively to them. The Frankfort Bark Park is a 2.5 acre fenced park where dogs small and large can chase balls, catch Frisbees and socialize with other dogs. A partnership between the Frankfort Park District and dog-loving community volunteers resulted in this popular award-winning park. Are your residents asking for a dog park? Learn how the Frankfort Bark Park was built by a community.

**Learning Outcomes:** Participants will: (1) hear first-hand how the Frankfort Park District and residents worked together to build the park with private and local business donations and without any tax dollars; (2) learn how the Bark Park handles ongoing issues such as landscape maintenance, memberships, communication, Web site, dog events, corporate sponsorships and more.



## SATURDAY AFTERNOON CONFERENCE SESSIONS

2:00 pm – 3:15 pm

All conference sessions award 0.1 CEUs.

Pre-registration is not necessary.

### 123 (IAPD) Aligning Organizational Strategy with Community Needs

2:00 pm - 3:15 pm

**Location:** Lake Huron

**Presenter(s):** Barbara Heller, Principal Consultant, PROS Consulting; Ronald A. Vine, Vice President/President, Leisure Services/ETC Institute

**Chair:** Lili McGovern, Hoffman Estates Park District

The future direction of an agency should be framed around community needs. This session explores the process involved in using qualitative and quantitative customer data to build organizational strategy. In the market for a referendum, the developing of a new facility or embarking on a new strategy? This session will provide you with tools for success.

**Learning Outcomes:** Participants will: (1) discuss connecting resident input with organizational strategy; (2) explore various methods of community input in order to determine a priority of needs.

### 126 (IAPD) Childhood Obesity: The Alliance for a Healthier Generation in 2009



2:00 pm - 3:15 pm

**Location:** Private Dining Room 4

**Presenter(s):** Katie Green, Marketing Director and Kristen Knobloch, Regional Vice President, Marketing and Communications, American Heart Association

**Chair:** Mike Colaizzi, Lemont Park District

The changes and growth of the alliance for a future generation in 2009 will be presented. New and exciting national branding and programs ready to implement locally will be shared. The Healthy Living Program's six key elements will be explored: Self Assessment and Goal Setting; Nutrition 101; Physical Activity Basics; Fitting in Family and Friends; Keeping it Interesting – Staying on Track and Maintaining Momentum; Celebrate and Keep Moving!

**Learning Outcomes:** Participants will: (1) learn about the new healthy living program; (2) learn the overall branding for the alliance of a healthier generation.

### 133 (IAPD) Park Safety: An Eagle Eye's View

2:00 pm - 3:15 pm

**Location:** Private Dining Room 5

**Presenter(s):** Don Anderson, Commissioner, Oak Lawn Park District; Joe Stanfa, Board President, Chicago Heights Park District; Brian Sullivan, Executive Director, Lemont Park District

**Chair:** Julie Ryan, Oak Lawn Park District  
Crime and vandalism are issues in every community. This session will explain the benefits of the Eagle Eye Neighborhood Park Watch Program.

**Learning Outcomes:** Participants will: (1) learn how implementing the Eagle Eye Neighborhood Park Watch Program can prevent and/or reduce crime and vandalism in their parks and facilities; (2) learn how implementing the Eagle Eye Neighborhood Park Watch Program can save an agency money. Beyond the dollars and cents, the Eagle Eye Neighborhood Park Watch Program also connects the community to parks, adding a value for agencies that is impossible to measure.

### 202 (PARKS) Building a Multi-Jurisdictional Project Funded with Multiple Grants

2:00 pm - 3:15 pm

**Location:** Conference Room 4C

**Presenter(s):** Rob Sperl, Director of Planning, Wheaton Park District

**Chair:** Steve Hinchee, Wheaton Park District  
Following a tragic accident at a popular short cut in the community, the Wheaton Park District became the lead agency to construct a 3.8 million dollar pedestrian overpass. This project was only possible through the cooperation of six different local agencies and five different grant sources.

**Learning Outcomes:** Participants will: (1) learn how different local government agencies can work together on projects that are difficult to complete alone; (2) learn about different grant programs that are available for pedestrian and bikeway projects.

### 210 (PARKS) Utilizing Donated Floodplain Land for Recreational Use

2:00 pm - 3:15 pm

**Location:** Private Dining Room 6

**Presenter(s):** Engineering Resource Associates, Inc.

**Chair:** Jim Patula, Bolingbrook Park District

This session will include a case study of converting donated low lands to a recreation facility while providing habitat enhancements and streambank conditions. Issues of permitting and FEMA mapping will also be discussed. In addition, the typical challenges with getting the most use out of donated lands will be highlighted.

**Learning Outcomes:** Participants will: (1) learn the value of floodplain land and open space; (2) understand best management practices (BMPs).

### 314 (A&F) Expectations with ERI: Early Retirement Income

2:00 pm - 3:15 pm

**Location:** Waldorf

**Presenter(s):** Bill Pettry, Member and Field Services Manager and Irma Rodriguez, Field Representative, IMRF

**Chair:** Larry Piekarz, Park District of Forest Park

This session will offer an understanding and projecting the costs of ERI using the analysis provided by IMRF field representatives. In addition, it will explore how to fund early retirement benefits and how it varies from funding one's normal pension as well as amortization choices affecting future rates and methods of financing ERI.

**Learning Outcomes:** Participants will: (1) learn the pension funding basics; (2) discover that ERI has current costs and with the interest charged, longer-term costs.



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## SATURDAY AFTERNOON CONFERENCE SESSIONS

2:00 pm – 3:15 pm

All conference sessions award 0.1 CEUs.  
Pre-registration is not necessary.



SATURDAY, JANUARY 31, 2009

### 318 (A&F)

#### Immigration: The Changing Face of our Nation and the Workplace

2:00 pm - 3:15 pm

**Location:** Marquette

**Presenter(s):** Eileen Momblando, Attorney, Laner, Muchin, Dombrow, Becker, Levin and Tomlinberg, Ltd.

**Chair:** Susan Leninger, Bartlett Park District  
The United States has always been a melting pot for people of different ethnic and religious backgrounds. Foreign nationals come to the U.S. to receive a good education, work and build a better life for themselves and for their families. We as employers must comply with many governmental regulations relating to immigration. Some critical questions for employers are the following: How do I determine if an employee is eligible to work? What is the proper documentation employees must present when completing the I-9 Form? What if an employee's Social Security Number does not match his/her name? Can an employee work while I am verifying their information? These and many other immigration issues will be discussed.  
**Learning Outcomes:** Participants will: (1) learn about current issues in employment-based immigration law; (2) learn what to do if they receive a "Social Security No-Match Letter" from the SSA.

### 401 (REC)

#### Double Goal Coach: Coaching for Winning and Life Lessons

2:00 pm - 3:15 pm

**Location:** Conference Room 51

**Presenter(s):** Charlie Williamson, Lead Trainer, Positive Coaching Alliance

**Chair:** Mark Ftacek, Wauconda Park District  
This session will introduce PCA's Double-Goal Coach model and will provide an in-depth review of the three principles around which it is built: honor the game; redefine "winner"; and filling emotional tanks.

**Learning Outcomes:** Participants will: (1) learn the principles of sports psychology and educational psychology in a manner that enhances the ability to promote positive and character-building experiences for participants of sport programs.

### 417 (REC)

#### Policies and Procedures in Senior Programming

2:00 pm - 3:15 pm

**Location:** Conference Room 4K

**Presenter(s):** Sue Gager, Active Adult Supervisor, Bensenville Park District

**Chair:** Sue Gager, Bensenville Park District

This session will include a review of written and unwritten policies and procedures in senior programming such as refunds, emergencies, late participants, pricing percentage standards, overnight wages, etc.

**Learning Outcomes:** Participants will: (1) begin defining policies for senior programs; (2) draw comparisons between existing policies and procedures and their own.

### 613 (FM)

#### Professional Etiquette Tips That Say "Wow"

2:00 pm - 3:15 pm

**Location:** Williford C

**Presenter(s):** Carrie Hauptert, Executive Director, Bloomingdale Park District; Maryfran Leno, Executive Director, Itasca Park District

**Chair:** Paul Friedrichs, Lombard Park District  
Students and young professionals, get ready! Presenting yourself to your future employer in a polished manner gets you the job. Tips and techniques that will help you shine will be presented. From your appearance to your resume... everything counts!

**Learning Outcomes:** Participants will: (1) learn interview dos and don'ts; (2) learn valuable information how to shine in your resume, cover letter, dress, appearance and more.

### 624 (FM)

#### Happy-Go-Healthy Employees

2:00 pm - 3:15 pm

**Location:** Private Dining Room 3

**Presenter(s):** Lori Neubauer, Fitness Manager, Itasca Park District; LoriKay Paden, Community and Education Services Coordinator, University of Illinois

**Chair:** Lori Neubauer, Itasca Park District

This session will examine how to entice, implement and reward agency staff through the development of wellness programs.

**Learning Outcomes:** Participants will: (1) learn about the benefits and the necessity of implementing a wellness program and how to get it started; (2) learn about resources and different programs that can be offered to staff as well as ways to incorporate "wellness" in all areas.



### 625 (FM)

#### Making a Difference in Global Warming

2:00 pm - 3:15 pm

**Location:** Conference Room 4M

**Presenter(s):** Daniel Atilano, Principal, Burnidge, Cassell and Associates, Inc.

**Chair:** Karyn Roth, Des Plaines Park District  
Learn the benefits of green design; understand what you can do to make a difference in reducing global warming.

**Learning Outcomes:** Participants will: (1) find out where to start on their next capital improvement; (2) learn ten things they can do to make a difference in global warming.





## SATURDAY EVENING SOCIAL

# The Second City<sup>®</sup>

## ON TOUR

Delegates who register for the Full Conference Package will receive one ticket for admission.

Extra adult tickets may be purchased at Conference Registration for \$95.

Ticket includes food and beverages and a hilarious performance by The Second City.

Saturday, January 3 |  
6:30 pm - 10:00 pm

*Due to the nature of the performance, this is an **adult-only** event.*

HILTON CHICAGO, INTERNATIONAL BALLROOM



## 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!

**GRAND PRIZE: \$1,000!**



### 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 somewhere in the Exhibit Hall and drop it in! You will then be eligible to win one of numerous cash prizes ranging from \$50 to \$1,000.

### 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.

### EXHIBIT HALL HOURS

#### Thursday, January 29:

2:00 pm – 6:00 pm, Grand Opening  
*Drawing will take place at 5:00 pm.*

#### Friday, January 30:

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.  
*Drawing will take place at 10:30 am and 3:00 pm.*

#### Saturday, January 31:

8:30 am – 11:00 am  
\* Breakfast available from 8:30 am – 10:00 am.  
This is a ticketed event.  
*Drawing will take place at 9:30 am.*

### SPECIAL THANKS TO W-T ENGINEERING, INC.

Proud sponsor of breakfast in the Exhibit Hall

*A name badge is required to enter the Exhibit Hall.*

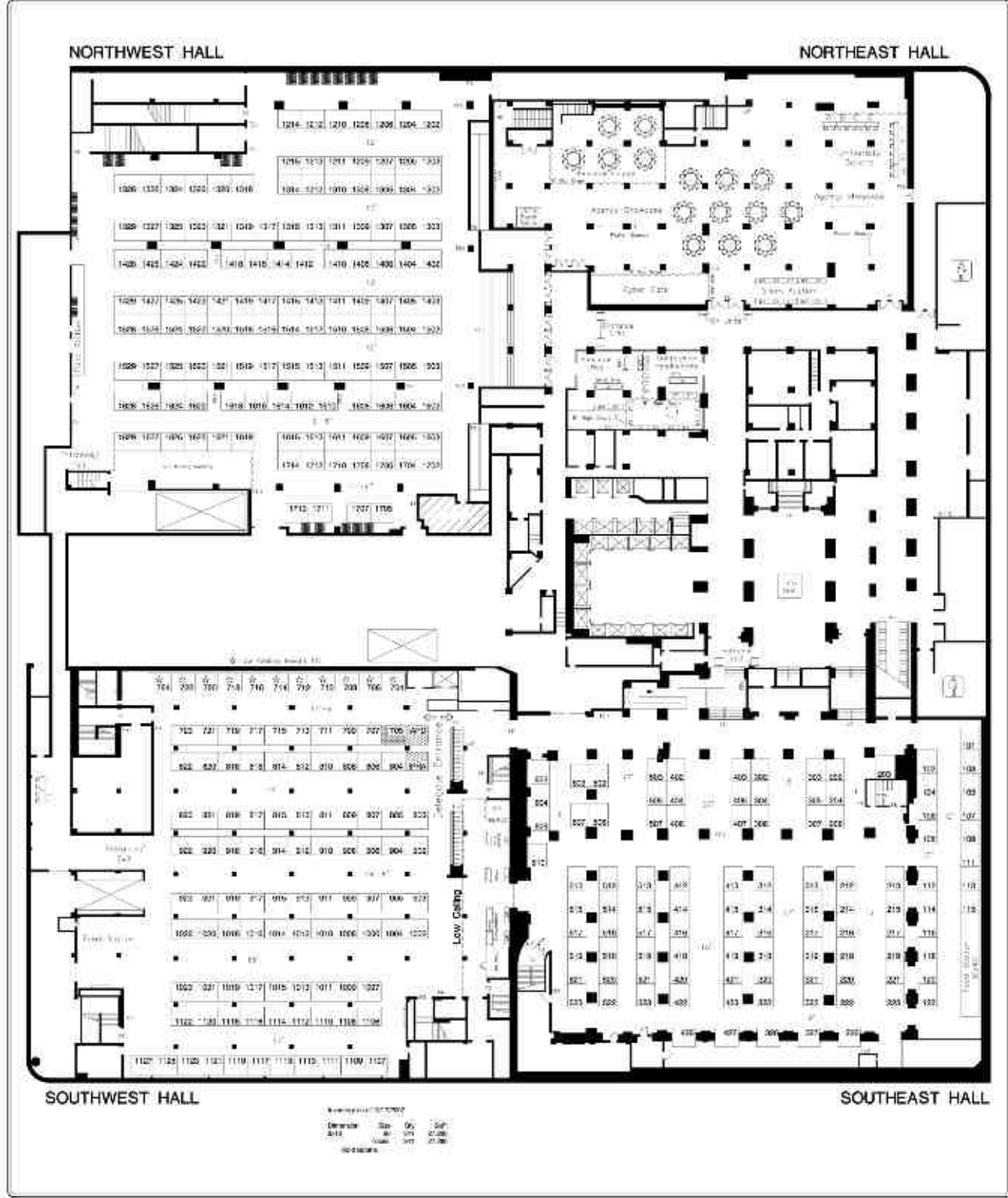


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# IAPD/IPRA Annual Conference

January 29-31, 2009  
Hilton Chicago



## IAPD/IPRA Annual Conference

January 29 - 31, 2009

Chicago Hilton & Towers - NE, NW, SE, & SW Exhibit Halls

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# 2009 IAPD/IPRA Soaring to New Heights Conference Exhibitors



3D Design Studio	1409	Crowley Engineering Group, LLC	317	Illinois At Play	711, 713
A-Awesome Amusements Co.	412	Crown Trophy	1311	Illinois Bus Sales	1110, 1112, 1114
ActiveCommunities, part of Active Network	710	Custom Manufacturing, Inc.	810	Illinois Chapter of the American Society of Landscape Architects	706
Adolph Kiefer & Associates	1621, 1623	CXT Inc.	1324	Illinois Correctional Industries	1211
Advanced Ground Care Products	516	Cypress Golf Solutions	715	Illinois Department of Central Management Services	202
Aer-Flo, Inc.	315	Davey Tree Experts	104	Illinois Metropolitan Investment Fund	1120
All American Trophy	1215	Department of Commerce & Economic Opportunity	722	Illinois Municipal Retirement Fund	1304
All Inclusive Rec (A.I.R.)	1108	Design Perspectives, Inc.	921	Illinois Park and Recreation Association	802
American Locker Security Systems	903	DesignSpring Inc.	421	Illinois Park District Liquid Asset Fund Plus (IPDLAF +)/ PFM Group	705
American Ramp Company	1117	Direct Fitness Solutions	1306, 1308	Illinois Pump	507
American Red Cross of Greater Chicago	1115	Discount School Supply	724	Illinois Youth Soccer Association	1317
Ameristar Fence Products	922	Doty & Sons Concrete Products	1422	Indesco	517
Aqua Pure Enterprises, Inc.	1616, 1618	Drop Zone Portable Services, Inc.	1202, 1204	INNOVA Disc Golf	923
Architectural Resource Corporation	1011	Elgin Sweeping Services, Inc.	515	Innovative Aquatic Design, LLC	1612
Baggo, Inc	1704, 1706, 1708	Engineering Resource Associates, Inc.	615	Interact Business Products	519
Basic Chemical Solutions, LLC	105	Entertainment Concepts	414	IPARKS	1517, 1519
Baum Sign, Inc.	1214	ESportsInsurance	523	Jacobs	1513
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Bella Bagno, Inc.	1019	Farnsworth Group, Inc.	1714	Jeff Ellis & Associates, Inc.	316
Billy Casper Golf	520	FGM Architects	919	JJR, LLC	707
BLDD Architects, Inc.	512	FieldTurf Tarkett	813	John Deere Company	1425, 1427, 1429, 1524, 1526, 1528
Bonestroo	906	Fitness Connection, The	220, 222	Keeper Goals	811
Branch-Nicoloff Co.	1010	Fitzgerald Lighting & Maintenance Co., Inc.	812	KI Furniture	817
Bronze Memorial Company	818	FlexMedia Partnership	111	Kiefer Specialty Flooring	1606, 1608
Brusseau Design Group, LLC	1610	Floors Incorporated	426	Knutte and Associates, P.C.	1705
BSN Sports/Collegiate Pacific	1625	Forever Lawn	113	Kudrna & Associates, Ltd.	422
Burbach Aquatics, Inc.	1515	Fun Ones, The	206	Lake Country Corporation	1710
Burnidge Cassell Associates, Inc.	1413, 1415	Gen Power Inc.	1209	Leisure Vision/ETC Institute	407
Call One	108	General ASP Inc.	617	Let's Go Play/Playworld Systems, Inc.	302, 304
Carbit Paint Company	806	General Sports Venue/Astroturf	1015	Lifeguard Store, The	1325
Card Imaging	1711	George Williams College of Aurora University	1506	Lincoln Equipment, Inc.	1514
Cardiac Science Corporation	116	Gold Medal Products	803, 805, 902, 904	Lohmann Companies	102
CENTAMAN Systems	204	Granite Transformations	427	Lord & Murphy, Inc.	1418
Central Sod Farms	1006, 1008	Graphtech Systems	305	Lowery McDonnell Company	720
Challenger Sports - British Soccer Camps	1109	Grins-Sportspage Inc.	915	Mad Bomber Fireworks Productions	1319
Chicago Bulls/White Sox Training Academy	1309	Haldeman-Homme, Inc.	1106	Magnum Fitness Systems	623
Chicago Fire Soccer	1119	Halogen Supply Company, Inc.	1404, 1406	Mary Cook & Associates	910
Chicago Trolley & Double Decker Co.	1607	Harris Computer/MSI/AEK	1505	Maximum Solutions, Inc.	1707
Cinema Academy/Trails Entertainment	712	Hazard, Young, Attea & Associates	816	McGinty Bros., Inc. Lawn & Tree Care	314
Clowning Around Entertainment	1207	Henry Bros. Co.	823	Medieval Times Dinner & Tournament	602
Code Blue Corporation	1123	Hey and Associates, Inc.	406	Melrose Pyrotechnics, Inc.	1516, 1518
Cody/Braun & Associates, Inc.	1414	Hitchcock Design Group	1315	Mesirow Financial, Inc.	403
Commeg Systems, Inc. (TimePro)	313	Homer Industries, LLC	1206, 1208	Metropolitan Water Reclamation District of Greater Chicago	1118
Commercial Recreation Specialists, Inc.	911	Houseal Lavigne Associates, LLC	506	Midwest Outdoor Adventures	1508
Cordogan Clark & Associates, Inc.	1609	Howard L. White & Associates, Inc.	1507, 1509, 1511	Midwest Sales Company	1323
Corporate Construction Services	1416	I.D. EDGE Inc.	1205		
Councilman-Hunsaker & Associates	1712	Illinois Amateur Softball Association	714		
		Illinois Association of Park Districts	703		



Midwest Transit Equipment	1107	Recreation Concepts, Inc.	1603, 1605, 1702	Sports Endeavors, Inc.	1426
Mity-Lite, Inc.	809	Recreonics, Inc.	1424	Sports R Us	905
Monroe Truck Equipment	709	Reese Recreation Products, Inc.	1402, 1403, 1405, 1502, 1503, 1504	Sportsfields, Inc.	1428
Moose Sports Surfaces, Ltd.	1320	Reinders	1525, 1527, 1529, 1624, 1626, 1628	SRBL Architects	1615
Mortenson Construction	1318	Renaissance Communication Systems	1321	Starfish Aquatics - Human Kinetics	918, 920
Musco Lighting, Inc.	1407	RenoSys Corporation	318	Starved Rock Lodge	1213
Myrtha Pools	916	Rent Com Inc.	423	Stromberg	1113
National Recreation Park Foundation	522	Riddile & Associates	1622	Suncoast Furniture	716, 718
Nemato Corp.	322	Robert Juris & Associates Architects, Ltd.	307	Sundek of Illinois, Inc.	1408, 1410
Neptune Benson, Inc.	1611	RTH Processing, Inc.	912	Tallgrass Restoration LLC	719
Nice Rink	808	S & S Worldwide	908	Team REIL, Inc.	402, 804, 1602, 1604
NuToys Leisure Products	1303, 1305	Safe Sitters, Inc.	621	Techline Sports Lighting, LLC	610
Outdoor Movie Mania	1127	Säjai Foundation	505	Thompson Dyke & Associates, Ltd.	1326, 1328
Palatine Oil Company, Inc.	1007, 1009	SandLock Sandboxes	112	Tintype Studio, Inc.	413
Palos Sports, Inc.	1307	SCORE, American Soccer Company	1004	Tom Scholl Paving, Inc.	303
Pannier Graphics	518	ScoreComm	415, 417, 419	TSS Photography	821
Parity, Inc.	306	SEC Group, Inc.	1013	Tyler Technologies	603
Park & Recreation Products, Inc.	1021, 1023	Shade Creations by Waterloo	1121	U.S. Arbor Products, Inc.	212
Park District Risk Management Agency	1417, 1419	Sidwell Company, The	1111	U.S. Tennis Court Construction Company	1002
Park Supply Direct, Inc.	814	Siemens	820	United States Tennis Association/Midwest Section	416
ParkPro from Bockyn, LLC	717	Sievert Electric Service & Sales Company	1310	University of Illinois Global Campus	708
Parkreation, Inc.	1520, 1522	Sikich LLP	822	Upland Design, Ltd.	502
Parkway Imaging & Graphics, Inc.	723	Single Path	1116	URS Corporation	1212
Peak Software Systems, Inc.	607	Sink Combs Dethlefs	213	US Cellular	1122
Perennial Park Products	503	Skender Construction	917	Vermont Systems, Inc.	1521, 1523
Personalized Awards, Inc.	1510	Skye Jumps	819	Visual Image Photography, Inc.	721
PHN Architects	1314	Skyhawks Sports Academy	420	W.B. Olson, Inc.	914
Pizzo & Associates, Ltd.	1312	SKYLOGIX	1210	Water Technology, Inc.	1411
Planning Resources, Inc.	1322	Soccer Made in America	815	Weblinx Inc.	418
Platinum Poolcare Aquatech, Ltd.	1203, 1302	Sopko Insurance Health Benefits Specialists	122	Wenger Corporation	1125
PMA Financial Network, Inc.	606	Spargo Group, The	1017	Western Remac Inc.	223
PMI Sports Youth Photography	323	Spear Corporation	1613	Wight & Company	404
Premier Rinks, Inc. dba Athletic Prime Turf, Inc.	318, 1012	Speer Financial, Inc.	1619	Wild Goose Chase, Inc.	613
Professional Building Services	109	Sport Court Midwest	619	Williams Architects, Ltd.	1329
Professional Fitness Concepts, Inc.	1022	Sports Display, Inc.	1713	Winfield Solutions	604
Profitable Food Facilities	405			WRD Environmental, Inc.	513
Prottime Sports	514			W-T Engineering, Inc.	1614
R.C. Systems, Inc.	907, 909			Zenon Company	1627, 1629
Randolph Rose Collection	1014, 1016, 1018, 1020			ZOPPÈ: An Italian Family Circus	704
Ratio Architects, Inc.	913				
Record-A-Hit Entertainment	1421, 1423				



Illinois Association of Park Districts

Illinois Association of Park Districts  
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## 2010 IAPD/IPRA Soaring to New Heights Conference, January 28-30, 2010 at the Hilton Chicago SESSION SUGGESTION FORM - DUE FEBRUARY 27, 2009

You are invited to submit session suggestions for the 2010 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 FEBRUARY 27, 2009** to:

**Dina Kartch, IPRA Education and Conference Director**  
**SUBMIT VIA EMAIL, FAX OR ONLINE!**

**E:** dina@lilpra.org, **F:** 630-376-1919, **W:** www.ilparksconference.com

**TOPIC (LIMIT 10 WORDS):**

\_\_\_\_\_

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

<input type="checkbox"/> IPRA (Of interest to all Park and Recreation Professionals)	<input type="checkbox"/> IAPD (Of interest to Board Members/Elected Officials)	<input type="checkbox"/> PARKS (Park/Grounds)	<input type="checkbox"/> AF/TECH (Administration/ Finance; Technology)
<input type="checkbox"/> REC (Recreation/Programming)	<input type="checkbox"/> TR (Therapeutic Recreation)	<input type="checkbox"/> FM (Facility Management)	<input type="checkbox"/> STUDENT (Students)
<input type="checkbox"/> CM (Communications/ Marketing)	<input type="checkbox"/> EMS (Ethnic Minority Section)		

**DESCRIPTION:**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

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

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

\_\_\_\_\_  
\_\_\_\_\_

**SUBMITTED BY:**

Name \_\_\_\_\_ Agency \_\_\_\_\_

E-mail Address \_\_\_\_\_ Phone/Fax \_\_\_\_\_

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

<p><b>SUGGESTED SPEAKER #1</b></p> <p>Name: _____</p> <p>Phone: _____</p> <p>E-mail: _____</p> <p>Qualifications/Experience: _____</p> <p>_____</p> <p>_____</p> <p>_____</p>	<p><b>SUGGESTED SPEAKER #2</b></p> <p>Name: _____</p> <p>Phone: _____</p> <p>E-mail: _____</p> <p>Qualifications/Experience: _____</p> <p>_____</p> <p>_____</p> <p>_____</p>
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**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: FEBRUARY 27, 2009**

The background of the entire page is a warm, golden-brown photograph of a busy conference. In the foreground, a large, dark blue kite is visible on the left side, with a white string and several bows. The kite's tail is decorated with small, dark bows. The conference attendees are seen in various poses, some looking at documents, others talking. The overall atmosphere is professional and collaborative.

2009 IAPD/IPRA

# Soaring to New Heights

CONFERENCE



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

**IAPD**  
Illinois Association of Park Districts

**IPRA**  
Illinois Park & Recreation Association  
Advancing Professionals

January 29-31, 2009  
Hilton Chicago - Chicago, Illinois



# PEOPLE & PLACES

## IN MEMORIAM Former Lombard Executive Director and Commissioner John "Bill" Moran

John "Bill" Moran, age 84, retired executive director of the Lombard Park District, passed away in late October.

He was the district's first employee, hired as recreation director on October 1, 1952.

Throughout his career at the park district, Moran inspired the community to become involved in parks and recreation, which included a successful referendum campaign to build Lombard's first community pool. In addition to the pool, Moran organized the first swim team, started a youth ballet program and began curling classes, to name a few of his endeavors. Moran worked for the Lombard Park District for more than 30 years. After his retirement in 1990, he continued to contribute to the community by serving on the board of park commissioners for 12 more years.

According to Lombard Park District Executive Director **Paul Friedrichs**, "Bill Moran's passion for parks and recreation was inspirational and groundbreaking. One of his most noteworthy accomplishments occurred over 30 years ago, when he established a day camp for children with disabilities. He was ahead of his time when it came to involving children in recreation, and he will be missed."

Bill Moran is survived by his wife of 60 years, Hilde, four children, nine grandchildren and six great-grandchildren.



## Arlington Heights Park District Names New Executive Director

The Arlington Heights Park District named **Steve Scholten** as its new executive director. He succeeds **Roger Key**, who served as executive director for the last six years of his more than 30 years with the district.

Scholten has been in the park and recreation field for more than 32 years, is a Certified Park and Recreation Professional and was recently the executive director of the Bloomingdale Park District for 16 years. Under his leadership, Bloomingdale earned the 2006 Gold Medal Award. He has been a director for 25 years and also worked for the Medinah and Glen Ellyn Park Districts.

Scholten received a B.S. from Illinois State University and an MBA from the Keller Graduate School of Management in Chicago. He is a two-time IPRA board member and board secretary and he co-chaired the IAPD/IPRA Joint Distinguished Agency and IAPD/IPRA Joint Public Awareness Committees. During his professional career he has served on numerous other committees, affiliate groups, task forces and section committees.



## NSSRA Names Executive Director

The Northern Suburban Special Recreation Association (NSSRA) in Northbrook named **Craig Culp** as Executive Director in November. "After an extensive search, we believe that Craig is perfect fit and more than capable of handling every aspect of what we do at NSSRA," said **George Alexoff**, chairman of the NSSRA Board of Directors and executive director of the Northfield Park District.

Culp has been working in the field of therapeutic recreation since he graduated from Illinois State University with a bachelor's degree in recreation administration in 1993. During that time, he has been directly involved in adapted sports, holding a position on the steering committee for the last 16 Illinois Games for the Physically Challenged track, field, bocce and slalom meets. He started his career as a recreation specialist and inclusion manager at the Northeast DuPage Special Recreation Association. He moved on to serve as the superintendent of recreation at the Maine Niles Association of Special Recreation in 1998, where he served until being hired at NSSRA. He received IPRA's Young Professional of the Year award in 2002 and has also been on the IPRA Board of Directors as the ITRS Section Representative since 2006.



*The Grassy Lake Forest Preserve in Barrington will grow by 94 acres.*

## Land Buys Expand Three Forest Preserves in Lake County

In November, the **Lake County Forest Preserves' Board of Commissioners** approved three land contracts that will add a total of 103 acres to the district's holdings.

The Grassy Lake Forest Preserve in Barrington will grow by 94 acres at a cost of \$6,510,000. Acquisition of this property will improve land management efforts at Grassy Lake and make possible the restoration of multiple fen communities, streamside marsh areas, savanna tracts and potential mussel habitat in the Fox River. Wagner Fen, which contains 10 threatened or endangered species, is located approximately a half mile upstream of the purchase.

The board also approved a contract to purchase an eight-acre addition to Hastings Lake Forest Preserve in Lake Villa at a cost of \$378,000. The partially wooded property contains both uplands and wetlands that connect to Hastings Lake and provides an added buffer for the site's existing wetland complex. It also provides good habitat for a variety of bird species.

The acquisition of a little more than a half acre at Fourth Lake in Lake Villa will provide for a trail tunnel under Grand Avenue allowing for the extension of the Millennium Trail route from Rollins Savanna to the south through Fourth Lake, Bonner Farm and McDonald Woods to the north. The cost of the purchase was \$350,000.

## McHenry County Conservation District Executive Director Elected as NRPA President-Elect

McHenry County Conservation District Executive Director **Elizabeth S. Kessler**, MBA, CPRP will become the president of the National Recreation and Park Association in 2010. Her election to the post of president elect was announced in September.

"I am committed to advancing our mission by branding NRPA as the market leader in public parks, recreation and conservation. We have a responsibility to advocate for open space and the environment and to ensure our communities are sustainable," said Kessler.

Kessler will assist NRPA leadership and staff to develop strategic partnerships, build organizational capacity and work on national policy and advocacy efforts.

Kessler has more than 20 years in the field of parks and recreation and has served as the executive director of McHenry County Conservation District for the past two years. She was previously the superintendent of recreation of the Skokie Park District. She was Chairman of the Board for the Illinois Park and Recreation Association (IPRA) in 2003 and was accepted into the American Academy of Parks and Recreation Administration (AAPRA) in 2006.

She holds a B.S. in recreation and park administration from Illinois State University and an MBA from the Keller Graduate School of Management.



## Rockford Commissioner, Former IAPD Board Member Retires

Longtime Rockford Park District Commissioner **Harris Agnew** has announced he will not seek re-election in April for another term on the board.

Harris Agnew has served two consecutive terms after being first elected in 1997, and has served as board president.

According to Rockford Park District Executive Director **Tim Dimke**, Harris plans to continue his service to the community by serving on the park district foundation board.

Agnew, a retired 17<sup>th</sup> Circuit judge, served on the Illinois Association of Park Districts Board of Trustees from 2004 to 2008. In 2003, he received the Michael Cassidy Award for Community Service.





Lisa Boldt



Kathy Day



Inalvis Lopez



Jessica Mena



Jill Raabe



Caryn Watson

## New staff Hired at Skokie

**Lisa Boldt** was recently hired as the Skokie Park District's senior adult and teen supervisor. She is in charge of planning all senior adult activities, including classes, parties and senior trips, and running all teen programs, including dances, drop-in activities and teen trips. She also supervises the district's Halloween haunted house, Scream Scene. Boldt was formerly a program supervisor at the York Center Park District in Lombard. She received her bachelor's degree in recreation and park administration with concentrations in program management and commercial recreation at Illinois State University.

**Kathy Day** is the Devonshire Cultural Center's customer service supervisor. In her new position, Day supervises, trains and schedules front desk staff, coordinates the center's visual arts programming and supervises the cultural arts summer camp staff. She also is in charge of room rentals and birthday parties. Day was previously the district's customer accounts specialist. She received her bachelor's degree in English and secondary education at Northeastern Illinois University.

**Inalvis Lopez** was recently hired as the head teacher in the three- and four-year-old room at the Skokie Park District's Tot Learning Center (TLC). Lopez is in charge of planning and teaching the classroom's daily curriculum and activities. She was previously an executive assistant at Nikitova Games in Chicago. Lopez received her bachelor's degree in early childhood education at Northeastern Illinois University.

**Jessica Mena** is the head teacher in the toddler room at the district's Tot Learning Center. Mena supervises four assistant teachers, provides for the basic needs of TLC's toddlers, documents their overall development and maintains national accreditation standards in the classroom. She previously worked as a childcare provider at a daycare center in Palo Alto, California. Mena received her bachelor's degree in elementary education with a concentration in psychology from North Park University.

**Jill Raabe** was recently hired as the school-age program coordinator at the district's Emily Oaks Nature Center. She coordinates school, scout and birthday party programs, and she leads and develops children's classes and special events at the nature center. Raabe also supervises the district's three Earth Adventures summer camps. Raabe was previously the environmental education instructor at YMCA Camp Thunderbird in Lake Wylie, South Carolina. She received a bachelor's degree in biology at Illinois Wesleyan University. She also completed the Illinois teacher certification program, earning an Initial Secondary Education Certificate in core sciences with a designation in biology.

**Caryn Watson** is the new cultural arts supervisor at the district's Devonshire Cultural Center, where she is responsible for all dance, music, culinary and tot programming. She was previously the customer service supervisor at the center. Watson is currently completing her business degree at Northeastern Illinois University.

### New Business Manager Joins Mundelein Park and Recreation District

The Mundelein Park and Recreation District hired **LaVonne Wandschneider** as business manager in November. The newly-created position brings the accounting functions in-house and allows the district increased efficiencies and access to current financial information.



Wandschneider brings to the district more than 16 years experience as a municipal finance director and treasurer. Prior to her position with the park district, she worked for the Village of Wauconda. The majority of her career was with Wisconsin municipalities.

Wandschneider has served on the board of directors for the League of Wisconsin Municipalities Clerk's, Treasurer's and Finance Officer's Institute for eight years and served on various community boards.

### Wheeling Hires New Rec Services Coordinator

**Kari Redmond** recently accepted a full time position at the Wheeling Park District as recreation services coordinator. She oversees the daily operation of the Arctic Splash indoor pool and supervises the lifeguards, swim instructors and pool managers. She also is in charge of organizing the swim lesson programs.



Redmond has eight years of experience in the aquatic field as a lifeguard, swim instructor and manager. She holds a B.S. in park, recreation, tourism and administration from Western Illinois University. She interned at Chevy Chase Country Club in Wheeling.



Candace Bregola



Lynell Ingram



Shannon Smith

### Elk Grove Hires Three

This past August, **Candace Bregola** became the new Web developer and designer at the Elk Grove Park District. She creates and maintains the district's Web sites and involves herself in many of the district's technology-driven projects. Her educational background includes a degree from the Illinois Institute of Art in Schaumburg. She had been the district's graphic artist since 2002.

**Lynell Ingram** joined the Elk Grove Park District in September as the full time graphic artist. Ingram's previous employment includes freelance illustration and design, as well as marketing and design work for local real estate offices. She is a 2003 graduate of the

Milwaukee Institute of Art and Design. As the graphic artist, she oversees the art direction of the district, including the seasonal brochures, logo development and all collateral marketing materials.

**Shannon Smith** recently joined the Elk Grove Park District as the new art/special events coordinator. She is responsible for all music, theatre and art programming for the district, as well as management of a number of special events. Prior to her work at Elk Grove, Shannon worked part time for the Urbana Park District and interned with SunFest music festival in West Palm Beach, Florida. Shannon graduated from the University of Illinois with a degree in recreation, sport and tourism this past May.



Jason Stubbeman



Kurt Hinterkopf



Mary Beck



Alicia Meredith

## New Staff at Western DuPage Special Recreation Agency

**Jason Stubbeman** has joined Western DuPage Special Recreation Association (WDSRA) as athletics coordinator. Stubbeman is responsible for planning and implementing a variety of athletic programs, including Special Olympics and Paralympic programs, as well as an assortment of coaching responsibilities.

A graduate of Lock Haven University, Stubbeman has his B.A. in outdoor recreation management and has experience with residential facilities, clinical programs, advanced children's treatment and behavioral health.

**Kurt Hinterkopf** has accepted the position of cultural arts and social programs coordinator. Hinterkopf is responsible for planning and implementing a variety of music, dance and theater programs, as well as coordinating social clubs for both teens and adults. Hinterkopf has been a part time staff and volunteer for more three years, involved in dozens of programs.

A graduate of Wheaton College, Hinterkopf has his B.A. in psychology and has worked as a special education aide at Hubble Middle School in Wheaton and as a church music leader.

**Mary Beck** has been promoted to front office manager. She is responsible for overseeing program registrations, supervising day-to-day operations and acts as a primary liaison between WDSRA families and staff. Beck also serves on several internal committees. She brings many years of experience and leadership to her position.

**Alicia Meredith** recently joined WDSRA as the special events and day camps coordinator. Meredith is responsible for planning and implementing a variety of special events, as well as coordinating seasonal day camps for both teens and adults.

A recent graduate of Central Michigan University, Meredith has her B.S. in recreation, parks and leisure services with a concentration in therapeutic recreation and is CTRS certified.

Prior to coming to WDSRA, Meredith completed her internship at VA Pudget Sound Health Care in Seattle, Washington in the spinal cord injury unit.



Ed Dalton



Elmer Fallos

## Northbrook Takes on New Parks and Properties Director and Maintenance Supervisor

**Ed Dalton**, the Northbrook Park District's new parks and properties director, brings to the job more than 20 years of experience in facility and grounds maintenance. Dalton received a bachelor's degree in forest management from the University of Wisconsin at Stevens Point. He has worked for four park districts in Illinois, beginning with Elk Grove, where he was hired to beautify the parks. From 2000 to 2003, he worked for the Northbrook Park District as manager of building and grounds. Most recently, he worked in Naperville, where he served as director of parks.

**Elmer Fallos** is the district's new mechanical maintenance supervisor. On a typical day, he might be involved with vehicles, metal working, electrical problems, plumbing or irrigation. His background is in the automotive industry, and he has built motorcycles "from scratch."



Janet Cherbak



Michael Erickson



Tricia Hummel



Roy Johnson



Jeff Long



Jennifer Vittori



Eric Lee Wilson

## New Hires at Fox Valley

**Janet Cherbak** was recently hired as the landscape architect at the Fox Valley Park District. Cherbak worked previously with the Bolingbrook Park District, the Forest Preserve District of Will County, Lake County Parks and Heartland Landscape Architects. She was recognized nationally for her design of Bolingbrook's Central Park Skate Plaza. She received a 2002 IPRA Honor Award for gardens at Plum Creek Nature Center in Beecher. She has a bachelor's degree in landscape architecture from the University of Illinois.

**Michael Erickson** is the district's new capital improvement manager. Erickson comes from the Lakota Group Inc. in Chicago, where he was a landscape architect/project manager. He has worked on a variety of projects, ranging from small commercial centers to large streetscape projects, and he also has experience working on OSLAD grant projects. Erickson received his bachelor's degree in landscape architecture from Iowa State University.

**Tricia Hummel** was recently hired as the marketing and events coordinator. She also oversees the district's sponsorship program. Hummel spent 11 years as the director of marketing communications for Central DuPage Health Systems and Central DuPage Hospital in Winfield. She has a bachelor's degree in communications from Illinois State University.

**Roy Johnson** is the district's risk manager. He brings 34 years of law enforcement and public safety experience. He served as superintendent of public safety at the Lake County Forest Preserve District for the last

11 years and worked closely with PDRMA. Johnson earned his bachelor's degree in law enforcement management from Western Illinois University and is a graduate of the FBI National Academy.

**Jeff Long** has joined the district as public relations manager. Long brings 22 years of media and journalism experience with *The Beacon News* and *The Daily Herald*, covering sports, recreation and environmental issues as a reporter and columnist. Long also worked on frequent freelance projects as a marketing consultant and copywriter. He has a bachelor's degree in journalism from Eastern Illinois University and is a graduate of the American Writers and Artists Institute Master's Program.

**Jennifer Vittori** is the new supervisor of arboriculture, trails and natural areas. Vittori previously worked at the Bolingbrook Park District, Midewin National Tallgrass Prairie and the Forest Preserve District of Will County. She helps oversee Fox Valley's 650 acres of natural areas and is responsible for such trail and tree projects as the district's "Plant 1,500 Trees" initiative in 2009. She has a bachelor's degree in recreation from Western Illinois University.

**Eric Lee Wilson** is a new superintendent of recreation. Wilson, a Certified Park and Recreation Professional, oversees the district's three community centers. He worked previously with the Carol Stream Park District, the Westchester Park District and the Bensenville Park District. He earned a bachelor's degree in leisure studies from the University of Illinois.



Megan McNamara



Lisa Mills



Kenneth Heflin



Sostones Rosalez Jr.



Amy Srail



Jacqueline Streu



Colleen Toomey



Angela Perry

## New Employees Join the Elmhurst District

**Megan McNamara** is the new marketing specialist for the Elmhurst Park District. She is a recent graduate from the University of Illinois. She worked as the Web intern for CBS 2 Chicago, writing and reporting stories for the station's Web site, and she was the editorial intern for Joint Commission Resources during summer 2007, writing and editing articles for the nonprofit's periodicals. She has also held a summer internship in public relations.

**Lisa Mills** has joined the district as the parks and facilities operations assistant. Mills worked for the park district part time in the administration office and now has a full time position at the maintenance facility. Mills has worked in the Montgomery County Sheriff's office, the County District Attorney's office and at Poyner and Spruill.

**Kenneth Heflin** was recently hired as the new park specialist. His previous experiences include working for the U.S. Fish and Wildlife Service, serving as an instructor and the woodshop manager of the Southern Illinois University at Carbondale student center craft shop and doing an apprenticeship in carpentry at Steelcase Architectural Walls, Inc. Heflin has a bachelor's degree in biological sciences from Southern Illinois University at Carbondale and has trained in advanced carpentry at the Chicago District Council of Carpenters Training School.

**Sostones Rosalez Jr.** is the new facilities specialist at Courts Plus, where he is responsible for performing day-to-day custodial and maintenance duties. He is a graduate of Lincoln Tech and the Chicago Council of Carpenters.

**Amy Srail** has rejoined the Elmhurst Park District staff as a membership services specialist at Courts Plus, having previously been a district program manager from 2000 to 2005. As membership services specialist, her duties include implementing and supervising membership sales, retention, communications and promotions. Srail is an alumna of Illinois State University, where she graduated with a degree in parks and recreation.

**Jacqueline Streu** is the district's new human resources specialist, responsible for assisting with the management and maintenance of the human resources and risk management functions relating to employee recruitment, training and development. She previously worked in the human resources department of Target Corporation and later at the FBOP Corporation. Streu received her bachelor's degree in organizational communication from the University of Illinois.

**Colleen Toomey** was recently hired as the new assistant park planner. Toomey was an intern in the district's park planning department during the summer of 2006. In her new position, she assists with the planning, designing, developing, maintaining and renovating of the grounds, buildings and facilities. Toomey is a graduate of the University of Illinois with a bachelor's degree in landscape architecture.

**Angela Perry** is the new program manager in the district's recreation department. She develops and manages the recreation station and day camp programs. Perry is a graduate of Cornell College with a bachelor's degree in elementary education and physical education. Perry previously taught elementary physical education in Versailles, Missouri and has also served as the director of a childcare center.



Angie Argueta



Meagan Benes



Brian Allen



Elizabeth White



Ziggy Szulc



Joey Cullen

**New Employees Join the Elmhurst District (continued)**

**Angie Argueta** is the new accounting clerk. She is responsible for performing daily input and clerical activities in the district's finance department. She is working on her degree at the University of Illinois in Chicago.

**Meagan Benes** is the new facility rental supervisor, in charge of supervising the daily scheduling and coordinating for rentals and parties at Courts Plus, The Hub, Wilder Formal Gardens and the new Wilder Mansion. Benes has held several past positions at district, including manager-on-duty at Courts Plus, marketing intern and party and rental coordinator. Benes graduated from Benedictine University with a bachelor's degree in marketing and management/organizational behavior.

**Brian Allen** is the new service desk supervisor at Courts Plus. Allen has been a part of the membership services staff at Courts Plus part time for 12 years. He received his bachelor's degree in communication from the University of Illinois at Chicago, and he has a master's degree in divinity from Trinity Evangelical Divinity School.

**Elizabeth White** has recently returned to the district as the new Web specialist. She had worked for the district as a registration clerk until 2006. The responsibilities of her new position include managing the ongoing development and maintenance of district's Web sites and assisting with the support of more than 80 users and PCs on a ten-site wide area network. White attended the College of DuPage.

**Ziggy Szulc**, previously a seasonal employee, has now become a full time park specialist. His duties include performing general custodial and maintenance work. Szulc graduated from Telecommunications College in Szczecin, Poland.

**Joey Cullen** is the new hospitality and concessions supervisor at The Hub, in charge of supervising the operation of enterprise projects, including special events and concessions. He graduated from Elmhurst College with a bachelor's degree in history.



**York Center Hires New Program Supervisor**

**Molly Turner** joined the York Center Park District in September. Her responsibilities include youth programs, the after school program, all day camps, birthday parties and the coordination of special events.

Prior to working at the York Center Park District, she interned at the Wheaton Park District where she also was a head swim coach and a swim lesson coordinator. Turner graduated from Illinois State University.

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Stories should be no longer than 300 words. Also send color Jpegs that are 300 dpi when reduced to about 1 1/2 inches tall.



### Deerfield Hires Early Childhood Rec Supervisor

**Ginny Wiemerslage** joined the Deerfield Park District as the new recreation supervisor for early childhood/preschool this past August.

Wiemerslage has worked at the Hoffman Estates Park District as both an early childhood supervisor and as a facilities manager. She has also been the superintendent of recreation at the Streamwood Park District. Most recently, to allow more time for her family, she worked as a reading assistant, with kindergarten and first grade students.



### Naperville Hires New Early Childhood Program Manager

**Sandie Renwick** was recently hired as the manager of early childhood programming for the Naperville Park District. She has served in the field of parks and recreation for nearly six years. After graduating from Eastern Illinois University in 2001, she became the member activities manager for LifeTime Fitness, and she has been an assistant tennis club manager at the Schaumburg Park District. She also spent four years as the early childhood recreation supervisor for the Bolingbrook Park District. She has been an IPRA Recreation Section member since 2004; an IPRA Recreation Section Board member since 2008, serving as the secretary in 2008; and the Early Childhood Committee Chair in 2008.



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