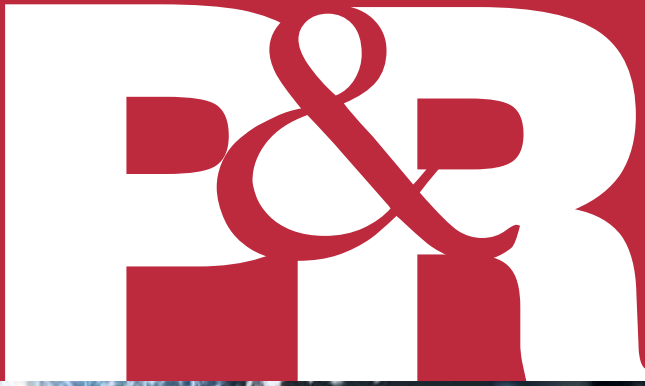


illinois

Volume 45, Number 1 | January/February 2014



PARKS AND RECREATION

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



maximizing
winter
fitness
opportunities

PLUS: The Soaring to New Heights Conference Brochure

DIAMOND NUMBER 7.

2 TEAMS FIGHTING FOR A PLACE IN THE STANDINGS.

1 ALL-STAR TEAM AT THE HEART OF A NEIGHBORHOOD.

Episode 4, "Little Chicago Cubs Take a Step Forward" Every field has a story. This one starts at Humboldt Park in Chicago, Illinois with one clear objective, "put children first." Check out how the Chicago Park District, John Deere equipment and the Park District's local John Deere Dealer create a safe, inviting environment for kids to come out and play ball. You'll see how a field can bring a whole neighborhood together.

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FROM THE EDITOR



January is the time for New Year's resolutions and cold weather. With cold weather comes snow and with snow comes magic! Snow has the ability to completely transform a landscape from a dirty desolate area into a fresh, new playground teeming with life. The hills of deserted golf courses become these triumphant mountains covered in spectacular snow just made for sledding. When I was young, as soon as a fresh snow fell, my friends and I were off to the local park district's golf course to get the most out of our thin plastic sleds purchased from the local hardware store. We would trench up those hills in our snow boots and then the moment came to get in position getting ready to go sailing down that hill just as fast as that little sled would carry us...Wooosh! We were off! It was like flying on land, a slice in time encompassed in pure joy as the sled raced to the bottom of the hill. Then we would get up and do it again and again until it was time to go home.

We didn't know it at the time but sledding was good exercise! In this issue you will find many ideas for sticking to your resolutions and staying active this winter.

Inside this edition of *IP&R* magazine, you will also find a guide to everything you need to know about the 2014 Soaring to New Heights Conference. Learn where all the events are taking place and how to get there. You will want to take this section to Conference with you - we hope to see you there!

— Rachel Laier, Editor



211 East Monroe Street, Springfield, Illinois 62701-1186 217.523.4554 FAX 217.523.4273 iapd@ilparks.org www.ilparks.org www.ILipra.org

Managing Editor
PETER M. MURPHY, President and Chief Executive Officer, IAPD

Editor
RACHEL LAIER, Publications Director, IAPD

Graphic Design
GOSS GRAPHIC DESIGN, 217.423.4739, www.gossgrfx.com

Advertising Sales
CARL MISCHKA, 888.666.1491, carl@mischka.us

JOINT EDITORIAL COMMITTEE

IAPD Representatives
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IPRA Representatives
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211 East Monroe Street, Springfield, IL 62701-1186 217.523.4554 www.ilparks.org

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IPRA HEADQUARTERS

536 East Avenue, LaGrange, IL 60525-6815 708.588.2280 Fax 708.354.0535 www.ILipra.org

DEBBIE TRUEBLOOD, Executive Director
MATT FAIRBANKS, Membership and Education Director
BARRY FRANKS, Finance Director

LEESA KUO, Conference and Meeting Director
SHELLA MULVEY-TATORIS, Education and Member Services Manager
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Peter M. Murphy
IAPD President and CEO

Keeping Your Board in Top Shape

In nearly every household across the country the New Year brings about a renewed commitment to become more physically fit. This issue of *Illinois Parks and Recreation* highlights the tremendous role our members play throughout the year in the fitness and health of communities across Illinois.

Boardmanship periodically needs to set fitness goals as well and IAPD can help your board get fit and stay fit. This year, our educational focus will be on building leadership traits in board members throughout the state with specially designed educational programs and webinars addressing this topic.

We start the year off in January at the IAPD/IPRA state conference with a plethora of programs designed especially for you as a board member. The following is only a sampling of some of these opportunities.

- **Highly Effective Boards and How to Create One:** (Friday, January 24)
To be a great board takes more than well intentions. This session will focus on specific characteristics of highly effective boards and how to cultivate them. Participants will learn the importance and value of effective strategies, board roles and responsibilities in the governance processes.
- **Practices and Procedures for Effective Board Meetings:** (Saturday, January 25)
An essential session for learning tips and tricks in making board meetings an effective time period with goal-tasking being the priority. Participants will learn about techniques, practices and procedures that will make board meetings more effective, productive and time-focused.
- **Commissioners Roundtable:** (Saturday, January 25)
Being a commissioner means more than just attending board meetings. Five experienced commissioners will share their knowledge and advice from their years on their boards. The roundtable will provide a great opportunity to ask any questions about best practices.
- **Using Citizen Surveys for Strategic Planning:** (Saturday, January 25)
This session will focus on how citizen survey results can add great value to your agency's strategic planning process. Participants will learn how to use survey research to understand their strengths, weaknesses, opportunities and threats and how to use the results to identify priority actions to accomplish in their strategic planning.
- **Director Contracts: Hiring and Exiting Contracts:** (Friday, January 24)
Hiring an Executive Director is one of the most important responsibilities of a board. This session will provide participants with the pluses and minuses in offering a contract. Participants will learn how to avoid common mistakes and learn the points in making a great contract for both parties.
- **How to Avoid Litigation Issues: Learn to Not Step in Bear Traps:** (Saturday, January 25)
Highly skilled attorneys who have represented park districts in litigation that could have been prevented will discuss ways to reduce or eliminate litigation exposure. Participants will learn about litigation trends, loss prevention tips and valuable practical suggestions in keeping the district and employees out of court.
- **Top Ten Pitfalls to Avoid in Park District Bond Financings:** (Friday, January 24)
Learn how to avoid common mistakes made with respect to bonds and bond financed property. In this session, participants will learn how issuers unwittingly jeopardize the tax-exempt status of bonds and what compliance obligations exist after bonds are issued.

- **Intergovernmental Agreements: Getting the Best Deal for Your Side:** (Saturday, January 25)
Obtain the best outcome and success in an intergovernmental agreement by learning tips and tricks in negotiating a successful intergovernmental agreement and the techniques in planning a winning agreement.
- **Legal/Legislative Part I:** (Friday, January 24)
IAPD's Legal/Legislative Counsel, Jason Anselment, and Robert Bush will discuss new laws and recent court decisions that impact your agency. Participants will obtain valuable information that will help them determine how to adapt to the requirements of these new laws.

“Real leaders are ordinary people with extraordinary determination.”

- Abraham Lincoln



- **Legal/Legislative Part II:** (Friday, January 24)
A valuable session where participants will gain insight into a wide variety of new regulations that will impact their agency's operations. Topics will include recent attorney general opinions related to the Open Meetings Act and the Freedom of Information Act, Department of Labor guidance related to the Prevailing Wage Act and other new federal regulations and state administrative rules.
- **Board Leadership: Strategies for Effective Board Meetings:** (Friday, January 24)
Board work can only be done in the precious time that is the board meeting. This session will provide participants with a framework for meeting planning and facilitation that aligns with the best of meeting management and strategic board leadership.
- **Personnel Policy Manuals: Tips and Tricks to Make Less Litigation and Better Accountability in Your Manual:** (Saturday, January 25)
In this session, participants will learn how to get their personnel policy manual up-to-speed with correct procedures and updates to reduce exposure to litigation. Participants will learn how to deal with union and labor problems with a well-written personnel policy manual.
- **Question Your Instincts: Tips for Formally Evaluating Programs and Services:** (Friday, January 24)
Formally evaluating your agency's programs can be a time consuming process. Not understanding the process can result in a reliance on instincts and a lack of evidence-based decision making. In this session, participants will learn about effective evaluation questions and making sound decisions.

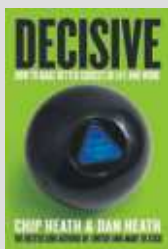
- **Somebody Needs You Today: Helping Visionary Leaders Build Success in Customer Service:** (Friday, January 24) Communication is the single most important aspect in executing customer service excellence. Participants will learn the keys to communication and the secrets to customer service excellence.
- **Creating an Organizational Culture to Support Change Management and Innovation:** (Friday, January 24) From technology and consumer preferences to economic challenges and trends, it is critical to think beyond today and position your agency for the future. Participants will discuss principles, examples and templates for change initiatives and organizational culture in support of driving organizational innovation.
- **Courage to Change Now: The Cutting Edge of Leadership:** (Saturday, January 25) Learn the secrets to being a better leader and build a team that can work together for extraordinary results. In this session participants will learn how to improve employee engagement and how to handle challenging situations more effectively.

The ability to learn from fellow commissioners across the state also exists in abundance. Social networking opportunities and friendly social settings will take place throughout the conference and culminate in a closing social at the House of Blues featuring entertainment by Super Diamond. I encourage each of you to make the time to attend the Illinois State Conference.

With the New Year upon us, I also offer the following **board meeting rules of engagement** as resolutions for keeping your board in top shape.

- Be prepared and participate.
- Get to the point - no speeches or long stories.
- Be open-minded; have a sense of appreciative inquiry.
- Lighten up.
- Focus on the problem, not the person.
- Limit side conversations, texting and emailing. Step out if you must take a call.
- Pick your fights. Focus on important points and don't nitpick.
- Support the decision and move on when the group moves on.
- Explore the minority opinion and encourage different points of view.
- Say it in the room, not in the hall.
- Don't rush decision making.

I wish you a happy and prosperous New Year filled with exciting opportunities for leadership development and teambuilding.



Recommended Reading on Leadership

The book takes readers on an unforgettable journey, from a rock star's ingenious decision-making trick to a CEO's disastrous acquisition, to a single question that can often resolve thorny personal decisions. Along the way, we learn the answers to critical questions like these: How can we stop the cycle of agonizing over our decisions?

How can we make group decisions without destructive politics? And how can we ensure that we don't overlook precious opportunities to change our course? This is a powerful and important book, offering fresh strategies and practical tools enabling us to make better choices.

2014 CALENDAR OF EVENTS

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

April-May, 2014
Flying for Kids Month, Statewide Kite Fly

Tuesday, April 29, 2014
Parks Day at the Capitol
 Illinois State Capitol

Tuesday, April 29, 2014
Legislative Reception
 Illini Country Club

Wednesday, April 30, 2014
Legislative Conference
 Crowne Plaza, Springfield

Tuesday, May 13, 2014
IAPD Summer Golf Tour #1
 Bittersweet Golf Club, Gurnee, GolfVisions Management, Inc.

Monday, June 9, 2014
IAPD Summer Golf Tour #2
 Randall Oaks Golf Club, Dundee Township Park District

Thursday, July 17, 2014
Joint Legislative Awareness Golf Outing
 White Pines Golf Club, Bensenville Park District

Saturday, August 16, 2014
Park District Conservation Day
 IL State Fairgrounds, Springfield

Wednesday, August 27, 2014
IAPD Summer Golf Tour #3
 Sanctuary Golf Course, New Lenox Community Park District

Saturday, September 6, 2014
Legislative Awareness Picnic
 Inwood Park, Joliet Park District

October 14-16, 2014
NRPA Congress
 Charlotte, NC

Friday, October 24, 2014
IAPD Best of the Best Awards Gala
 Chevy Chase Country Club, Wheeling Park District

Thursday, November 6, 2014
IAPD Legal Symposium
 McDonald's University/ Hyatt Lodge

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

For information on Legislative Breakfast dates see page 11.

For the most up-to-date Calendar of Events, please visit the IAPD website at www.ilparks.org.



By Debbie Trueblood
IPRA Executive Director

Thanks to Our Volunteers, IPRA is Thriving!

On behalf of the IPRA Board of Directors and staff team, we are eagerly looking forward to seeing so many of you at this year's IAPD/IPRA Soaring to New Heights Conference! For many of our members, the conference is the highlight of the year and the top rated member benefit. It is the culmination of so many volunteers coming together as one community, bound together in our passion for parks and recreation. I can't wait!

But first, I want to welcome and introduce to you, IPRA's new Conference and Meetings Director Leesa Kuo. Leesa joined IPRA on December 2 and you will get a chance to meet her at conference.

My thanks to the volunteers on the hard working Joint Conference Committee. This committee, which includes professionals from IPRA's membership and commissioners from IAPD's membership, are a passionate group of volunteers who work tirelessly on the conference for twelve months planning every detail to ensure the best conference experience. **My thanks to them including IPRA Co-Chair, Sherrie Izban from the Lily Cache Special Recreation Association and IAPD Co-Chair, Jerri-Lynn Kleina from the Alsip Park District** and the committee: Matt Barber, WSSRA; Tom Barz, Frankfort Park District; John Curran, Tinley Park Park District; Kevin Dolan, Mundelein Park & Recreation District; Tom Hartwig, Oak Lawn Park District; Mike Kies, Hoffman Estates Park District; Greg Kolinek; Lili McGovern, Hoffman Estates Park District; Bob Schmidt, Schaumburg Park District; Mike Vogl, Bloomingdale Park District; Marty Walsh, Vernon Hills Park District; and John Wilson, Lan-Oak Park District. I am also eternally grateful to Sue Triphahn, IAPD's Conference Director and Sue Cottingham-Haupt, IPRA's Conference Coordinator for their extra assistance this year.

My thanks to the dedicated Program Committee. This committee, which also includes professionals and commissioners, works to ensure that you have the best educational experience at conference. **My thanks to the IPRA Program Chair, Marty Walsh from Vernon Hills Park District and IAPD Program Chair, Bob Schmidt from Schaumburg Park District** and the committee: Teddy Anderson, Waukegan Park District; Anne Cosentino, SEASPAR; Oralethea Davenport, Lan-Oak Park District; Matt Emken, Vernon Hills Park District; Corrie Guynn, City of Evanston; Lonette Hall, Harvey Park District; Tim Jaskiewicz, Bolingbrook Park District; Theresa Kiel, Hoffman Estates Park District; Sue Leninger, Bartlett Park District;

Brian McKenna, Rolling Meadows Park District; Darleen Negrillo, NSSRA; Jenny Porrevecchio, Lisle Park District; Joan Scovic, Palatine Park District; Dana Seehafer, NISRA; Erika Strojinc, Buffalo Grove Park District; Stacey VanEnkevort, Arlington Heights Park District; and Greg Vitale, Addison Park District, along with staff Matt Fairbanks from IPRA and Sue Triphahn from IAPD.

This year's conference will be January 23-25 at the Hyatt Regency Chicago. The renovations that created the construction zone last year are completed and the hotel is beautiful! The most exciting part of the conference is the Closing Social Saturday, January 25, 7:30-10:30 PM, at the House of Blues featuring entertainment by Super Diamond, a Neil Diamond cover band. This is a ticketed event. This is sure to have you dancing!

"Jan Hincapie will be the new IPRA Chair of the Board of Directors."



I am also excited about the Welcome Social Thursday, January 23, 9:00 PM-midnight with entertainment by "Spoken Four." Spoken Four brings together four of the best musicians in Chicago to form a complete modern band with depth and talent to cover any style and era. No matter what the venue Spoken Four delivers a fun, high energy show.

And, be sure not to miss the Closing General Session on Saturday, January 25, 5:00-6:00 PM. This event called, "Uncrapify Your Life!" with Jeff Havens is unique; he encourages his audiences to do the *opposite* of everything he recommends. Original, informative, hilarious and powerful, Jeff's presentations have transformed the way businesspeople approach the idea of personal and professional growth. In the words of one conference attendee, "I laughed until I had tears in my eyes and walking away feeling better about work than

I have in years. The reverse psychology is a great way to get the point across and he does a wonderful job of it." Uncrapify Your Life! is a study in exactly what not to do. Audiences will be encouraged to criticize others and outsource blame before Jeff brings it all home with a more serious discussion about proper communication, customer service and accountability practices. By highlighting and then poking fun of practices we're all guilty of, Uncrapify Your Life! offers a unique and delightful twist on the traditional motivational model.

In addition to the conference, IPRA is busy with many other programs. After the conference, our new board year will begin with Jan Hincapie as the 2014 IPRA Chair of the Board of Directors. Jan is already planning a busy year for IPRA. Jan was IPRA's first intern years ago and has continued her dedication to IPRA throughout her career. We know 2014 will be a year of continued IPRA traditions and changes to move IPRA into the next chapter as we implement our new 2014-2018 strategic plan. Additionally, we will have three new board members in 2014: Central Region Representative: Dawn Schaefer from Champaign-Urbana Special Recreation Association; North West Region Rep: Molly Hamer from Geneseo Park District; and Membership Council Rep: Matt Corso, South East Association for Special Parks and Recreation (SEASPAR). I look forward to working with our new Chair and our new leaders.

My thanks also to Allison Niemela, our outgoing Chair for 2013. Allison's year continued IPRA's successful transition towards stability, growth, financial health, and a stronger and better IPRA. During her year as chair, we focused on completing our last strategic plan and drafting our new five year plan. This took many many long hours of travel all over the state, focus groups, and many strategy meetings. Allison was a strong leader for us and IPRA is better today than when she started. Thank you, Allison!

The 2013 Board had many meetings this year and showed a constant commitment to the field and the organization as they too worked on the new strategic plan. I thank them for their efforts: Allison Niemela, Batavia Park District; Jan Hincapie, Lincolnwood Parks & Recreation Dept.; John Curran, Tinley Park Park District; Nancy McCaul, Fox Valley Park District; Joe DeLuca, Champaign Park District; Rita Fletcher, Bartlett Park District; Patrick Kloss, Belvidere Park District; Mary Jeanne Hutchison, O'Fallon Parks and Recreation; and Rick Hanetho, Northbrook Park District.

We are working on two statewide projects right now which will give members the opportunities to meet the board. First, our board meetings in 2014 will be held regionally and in each region, the board of the local affiliate group will be invited to join the IPRA board for a meal, and wherever possible, the IPRA board will participate in local activities such as attending a SIPRA meeting in southern Illinois and volunteering at Park District Conservation Day at the State Fair in Springfield. Secondly, we are also planning regional meetings in February and March to present the strategic plan locally so that everyone has a chance to hear more about it.

IPRA is thriving today because of the continued dedication and commitment of our volunteers. Again, my thanks and congratulations to the Joint Conference Committee and the Program Committee on a successful conference. All your work is going to culminate in a successful and memorable conference that we will all remember. I look forward to seeing you all there.

IPRA CALENDAR OF EVENTS

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

February 12, 2014
IPRA's Skills Development Webinar Series

February 13, 2014
Park & Natural Resource Management Section Meeting & Discussion
Fox Valley Park District, Eola Community Center

February 14, 2014
Facility Management Section Meeting & Education
Park District of Oak Park

February 19, 2014
IPRA Open House Networking After Hours & Association Update
IPRA Headquarters

February 20, 2014
IPRA's Skills Development Webinar Series

February 25, 2014
CPRP Prep Course
Buffalo Grove Park District-Alcott Center

February 27, 2014
IPRA Networking Event: Young Professionals & Students
Lucky Strike Bowling

March 5, 2014
Administration & Finance Section Meeting & Workshop
Bolingbrook Park District

March 6, 2014
Therapeutic Recreation Section - Breakfast & Workshop
Ashbury's at Boughton Ridge

March 7, 2014
Facility Management Section Meeting & Education
Carol Stream Park District

March 12, 2014
Recreation, Diversity and C&M Section Meeting and Workshop
Rolling Meadows Park District - Park Central

March 12, 2014
IPRA's Skills Development Webinar Series

March 20, 2014
IPRA's Skills Development Webinar Series

April 9, 2014
IPRA's Skills Development Webinar Series

April 11, 2014
Leadership Academy Graduation
Bridges of Poplar Creek Country Club

April 17, 2014
IPRA's Skills Development Webinar Series

April 17, 2014
Communication & Marketing Section Meeting & Workshop
Lombard Park District - Lagoon

April 25, 2014
Innovation Renovation Workshop: Strategic Planning
Carol Stream Park District - Fountain View Recreation Center

April 29, 2014
Park's Day at the Capitol
Springfield, IL State Capitol

For the most up-to-date Calendar of Events, please visit the IPRA website at www.ILipra.org.



Jason Anselment
Legal/Legislative Counsel

Achieve an Important Goal in 2014 by Inviting Legislators to Tour Your Facilities

Last year, IAPD and our member agencies enjoyed another very successful year at the Capitol as we passed six IAPD platform bills and avoided numerous costly mandates. And, with your assistance, our legislative awareness programs flourished as we hosted fifteen different events, all of which were well attended by members of the General Assembly.

As we turn our attention to the upcoming year, it is important to recognize that there is a solid connection between legislative awareness activities that promote the benefits of parks and recreation and our success at the Capitol. These grassroots advocacy efforts are critical, especially at a time when more than a quarter of all General Assembly members are still in their first full term of office. With so many fresh faces in the legislature (and more likely to join the ranks after this November's General Election), it is essential to educate lawmakers about everything that park and recreation agencies offer to their communities.

Perhaps the best place to start is right at home where you can invite your legislators for a personal tour that showcases your agency's facilities and programs.

Seeing Is Believing (and Remembering!)

During the past 3 ½ years, I have had the opportunity to tour numerous park, recreation and conservation agency facilities. I have seen people of all ages enjoying the wide array of activities and services that IAPD member agencies offer. Without exception, I return to Springfield with positive memories.

As I recount my observations from these many visits, five immediate thoughts come to mind.

- Park districts deliver first class services to their communities.
- Park districts are a focal point for bringing communities together.
- Park districts employ a lot of youth.
- Park districts generate revenue for their local economy.
- Park districts provide much needed services and facilities.

Conversely, when I think about these key benefits provided by park and recreation agencies, I immediately recall the positive memories from my visits.

Leave a Lasting Impression

As we embark upon 2014, my point is not to commend you on all that you do, though praise is also deserving. Rather, I am sharing these experiences with you now to demonstrate the long-term impact that visits to your facilities make. Each day I am at the Capitol advocating on behalf of park and recreation agencies, I use my memories to help tell our story. While these experiences help me more effectively communicate our message, there is an even better way to illustrate to legislators what park districts are doing to improve the quality of life within their communities.

By inviting your legislators to tour your facilities, you can provide them with their own personal experiences. Then, when they consider legislation which impacts your agency's ability to offer services, they will recall positive images of your programs and facilities. Likewise, when you contact your legislator about an issue, they will associate you and your agency with those positive images. Tours of your facilities create those connections. With IAPD member agencies in every legislative district, think of the impact this simple task can have on our advocacy efforts.

Do Your Part to Achieve Our Goal

As part of our legislative advocacy program, IAPD tracks legislator support and participation in our events. This system not only helps us identify our champions in the General Assembly, but it also identifies areas where attention is needed to develop relationships. This year, we are tracking a new category for legislators who have recently toured a local park and recreation facility. Our goal is to have at least 118 legislator visits to park and recreation facilities in 2014, i.e., an average of 1 per representative district.

You play the most critical role in achieving this goal. We need each of you to schedule a tour of your facilities with your legislator, and report the date of the visit and name of the legislator to me by email at janselment@ilparks.org. Throughout the year, IAPD will report on our progress in achieving our goal.

Don't Know Where to Start – Ask for Help

Oftentimes, inexperienced grassroots advocates want to help but do not know where to start. Although inviting a legislator to tour your facilities seems like an easy thing to do, those who have never thought to do so fear the unknown. This particular task really is as easy as it sounds, but here are a few tips.

1. *Know the Legislative Calendar.* As a general rule, legislators will be in regular session most weeks during the months of February through May. During regular session weeks, legislators are often back in their districts on Friday through the weekend and sometimes on Mondays. The summer season is a great time to schedule facility visits. You may access the spring legislative calendars on the Public Policy section of IAPD's website at www.ILparks.org, and simply call your legislator's local office for his or her availability.
2. *Make the Tour the Focus.* You should always invite legislators to noteworthy events such as groundbreaking, ribbon cuttings or other significant activities, but do not limit their visits to those occasions. Schedule a time when you can conduct a walkthrough of your facilities so that they can see everything that takes place on a daily basis. If time permits, incorporate a hands-on activity such as golf or tennis at one of your facilities after the tour.
3. *Share your Resources and Promotional Materials.* The one thing each agency has in common with its legislator is that you both represent your community. Legislators thrive on information that can assist them in helping their constituents. Make sure they know you are a valuable resource for them. A site visit is an excellent time to share facts and other information about your agency's offerings. It is also a good time to confirm the preferred address for mailing your seasonal brochures and other useful information.
4. *Take photos.* Never underestimate the power of a "Thank You." A legislator's time is very valuable. Show your gratitude and help them remember the visit with a photo for their office.
5. *Help is Available.* If you have specific questions or need help, experienced advocates on the Joint Legislative Committee (JLC) are readily available to assist you. If you need guidance, email Sandy Gbur, JLC communications subcommittee co-chair, at sandyg@wdsra.com, and she will connect you with a mentor.

Fortunately, we have a great story to tell, and giving legislators positive images to remember is the best way to complement statistics, programs and descriptions of your services.

Make this Goal Your New Year's Resolution

You do so many important things that simple and easy tasks like inviting your legislators to your facilities are easy to overlook. Don't put this task on the back burner. Add it to your priority list today, and make a difference in our statewide advocacy efforts. Afterwards, report back to IAPD and help us achieve this important goal in 2014!

2014 IAPD LEGISLATIVE AWARENESS SCHEDULE OF ACTIVITIES

January 24	Soaring to New Heights Awards Luncheon
February 3	Legislative Breakfast Fox Valley Special Recreation Association
February 7	Legislative Breakfast Flagg-Rochelle Community Park District
February 10	Legislative Breakfast Glenview Park District
February 11	Legislative Breakfast Joliet Park District
February 21	Legislative Breakfast Lake County Forest Preserve District
February 22	Legislative Breakfast Schaumburg Park District
February 24	Legislative Breakfast West Suburban Special Recreation Association
February 28	Legislative Breakfast Champaign Park District
March 3	Legislative Breakfast Tinley Park Park District
March 10	Legislative Breakfast Rockford Park District
March 14	Legislative Breakfast Wheaton Park District
March 25-26	National Legislative Forum on Parks and Recreation Washington D.C.
March 31	Legislative Breakfast Macon County Conservation District
April 29	Parks Day at the Capitol State Capitol, Springfield
April 29	Legislative Reception Illini Country Club, Springfield
April 30	Legislative Conference Crowne Plaza, Springfield
July 17	Legislative Golf Outing Bensenville Park District
September 6	Legislative Awareness Picnic Joliet Park District



KEEP THE MOMENTUM GOING AT YOUR AGENCY'S

★ FITNESS CENTER ★

BY JOHN CHASE

Fitness Manager at Bolingbrook Park District

January is prime time for fitness and centers are abuzz with activity. New members are coming in and resolutions push motivation to new levels. Your challenge is to capture and capitalize on that energy for the whole year by demonstrating the value of a membership. How does your team put members at the center of the operation? Demonstrate and tell that story. When you do, both your members and your business will thrive.

A new member's motivation is extremely high the day they make the decision to enroll at your facility. Your staff and programs should be aligned to connect prospective members to your club, training team, support staff and your center's benefits right away. This cohesive, immersive approach will differentiate you as being a true community, rather than just a building where people work out.

Understanding the customer experience is vital to your club's success. Managers and staff must continuously look at their operation through new eyes. We live this business and know what everything on our floor is and how to use it. It's easy to forget that many members are

intimidated or confused by some of the machines. If they haven't been in the fitness loop for a while, it's likely that many of the machines weren't around last time they were in a club. Don't mistake a lack of visits by a member for laziness. It's likely that they're not finding a certain comfort level. How can you help them? Equipment demo days, easy to see YouTube videos and follow-up within a set amount of time are easy ways to overcome this obstacle.

Once someone has made the decision to join your club, you have a responsibility to make them part of your club's family. Here are a few ideas to help you make the most of this opportunity.

Make them feel welcome. Begin the experience on a positive note by introducing yourself. If possible, make a personal introduction. If not, send a welcome letter or e-mail to thank them for making you their choice for fitness. Create a new member guide to share a consistent message. Your new member guide should include your member policies, equipment summary, fitness program design suggestions, a roadmap of things to try at your club and key staff contact information. Of course, you will want to include instructions on how to make a referral.

Create connections. Find ways to create connections in your club. The most important connection to make is with your front desk staff. Your desk staff are the first and last faces people will see in the club. Hire people with outstanding people skills and an adaptive mindset to handle things that go beyond basic training. You can teach someone how to use your systems but you cannot train for enthusiasm, empathy and creative problem-solving.

People always visit more when they have a friend to share the experience. The easiest and most profitable program you can implement is a referral program. If you do right by your members, they want to refer their friends. It doesn't happen by accident though. You need to ask for referrals and provide an incentive for doing so. Make it juicy. I recommend making this incentive the most valuable of any that you offer. When a friend joins, both people are significantly less likely to leave. When someone refers your club, they are putting their own reputation on the line. Make the referrer proud they chose to recommend you and make it worth their time and you too will be rewarded.

Engage them early and often. When people know someone at your club, their likelihood of visiting more frequently increases significantly. Frequent visitors are long-term members. A good benchmark to follow is to find a way to get new members to visit twice in the first seven days and seven times in the first month. Anything less reduces their chances of increasing that frequency in the future. The first days are the most critical to their, and your, long term success.

One way to encourage early visits is to reduce their fear. Schedule their orientation with your personal training staff right at the point of sale. Your newest member should not walk away from your front desk after signing up for their membership without a scheduled appointment. Online scheduling tools like dailyscheduling.com allow the flexibility for your trainers to remain in control of their calendar while giving your Customer Care staff the ability to set the appointment at the point of sale. Since transitioning from a paper scheduling system to an online system, we have seen our new member orientations and personal training sales grow.

Reward the behaviors you desire. If it's more daily visits you want, find a way to reward members for visiting frequently. The same goes for referrals, personal training purchases, massage sales, group class enrollment, or any other service. Services like Perkville and fitRewards read your club's member data to identify actions taken by members and reward them with points that can be redeemed for valuable prizes. You can provide prizes with your logo, gift cards for your products or services, or other hard goods like sporting gear, jewelry and more. Fulfillment is handled by the vendor, leaving you to run your business without having to chase down a supplier for embroidered hats. Most importantly for your business, these services create a trackable method to drive and measure desired actions.

Show your members that you love and appreciate them and you will be rewarded many times over.

Stay top of mind. Regular contact with your members is critical. Sending a welcome letter at the start of their membership followed only by a renewal letter says you are more interested in their money than their success. Marketing e-mail blasts are valuable to deliver the message about your programs, but they aren't enough either. Automating these tasks gives you the freedom to run your business while still maintaining contact. Services like Retentionmanagement.com and TheRetentionpeople.com mine your club management system software to understand visit frequency and send targeted messages based on their frequency. High frequency visitors receive a message congratulating them on developing and maintaining a successful habit. Low visit users are encouraged to visit more often and can be given an incentive to increase frequency. You can receive reports of non-visiting members to aid in recovery efforts.

Challenge your members. Run regular four to six week long contests that challenge people to break out of their comfort zone while rewarding them for the behaviors you desire. Bolingbrook Park District's LifeStyles Fitness Center ran a contest called Grand Slam Fitness awarding one ticket for attendance at a group exercise class or visit to the fitness center. Participants received a bonus ticket for attending specific classes that were struggling, which helped grow attendance. Five tickets were awarded for purchasing personal training and ten tickets for making a referral that turned into a new member. These rewards were commensurate with the value each action provided to the club's goals. The member was rewarded with more chances to win the grand prize, tickets to a Major League baseball game of their choice. We held a similar contest with the prize being qualification to attend a special invitation only Zumba Glow Party. Tell everyone you're going to shut off the lights, give them a glow stick, dance for a couple of hours and they'll line up outside your classroom.

See and be seen. Remember, your new members are nervous in this foreign environment. You and your management team need to set the example for your staff by making connections. Spend as much or more time with members as you do in your office. You should be able to walk through your club at any time of the day and recognize members by name and know something about them. Attend group classes to bond with your members and your instructors. Your team and members love when you attend classes.

Retaining an existing member is always easier and more profitable than recruiting new ones. Show your members that you love and appreciate them and you will be rewarded many times over.



ACTIVITIES FOR *Winter Exercise*

By Jeremiah Johnson, Certified Personal Trainer at Waukegan Park District

For many people in the Midwest the winter season means it's time to bundle up under an extra layer of clothing and possibly add an extra layer of body fat to help with insulation. Of course all the excuses are built right in for us; the holidays, it's too hard to exercise outside in the cold, and there's no time to go to the gym. It is true, the holidays are a time to gather with friends and family (usually over food and drink) and it's hard to pass up the dessert tray. Winter weather does also add to commute times, and after a hard days work many find it much more relaxing to go home to their families than to the gym. But there are things we can do during the winter season to help at least maintain our weight and not have to work extra hard in the spring and summer to lose the 10-15 lbs we might have added due to "holiday cheer."

PHOTO BY MIKE TERSON, BUFFALO GROVE PARK DISTRICT



It will take a little time and some effort but anything worthwhile does, plus you might just have some fun with friends and family while you're being active and healthy.

Downhill Skiing or Cross Country Skiing

Skiing can provide a very good calorie burn depending on how fast you go and your body weight. A 180 pound person can burn 400-650 calories in an hour of downhill skiing. Skiing at a slow pace, about 400 calories would be burned and 650 calories would be burned going downhill at a fast rate. Cross country skiing is another great calorie burning option if the slopes aren't for you, going at just a moderate pace can burn close to 800 calories in an hour for a 200 pound individual.

Hockey and Ice Skating

With winter comes ice and with ice comes hockey. If you can get enough people to put together a hockey game, you'll have a great time and burn a lot of calories. Just the act of ice skating can provide great winter fun when many small outside ponds freeze over or when local rinks are open. A 150 pound person can burn 500 calories ice skating for an hour at a moderate pace. It's tough to find a better all around workout for your legs and thighs than speed skating. Wear an extra layer for protection just in case you take a spill!

Sledding

After a snowfall, my favorite childhood activity was heading to the local park with friends and sledding. It was fun cruising downhill at high speeds but the real workout came when we were running back up the hill! Walking uphill through the snow really works the legs and can be challenging enough depending on how deep the snow is and how steep the hill is, but if you're actually running uphill count on getting a great cardiovascular workout that will leave you breathless! Sledding provides great winter exercise while having fun with friends or family. Sledding or tobogganing can easily burn 400-500 calories an hour.

Shoveling

Shoveling snow is a winter necessity that provides a great core and arm workout. Shoveling for 30 minutes can burn 200 calories or more depending on how high your heart rate goes. After you do your sidewalk make sure to help the elderly people on your street too, they will thank you and so will your waistline!

Winter Football

Football season is in full swing so for many guys that means Saturdays for college and/or Sundays for NFL are strictly meant for sitting on the couch and consuming large amounts of burgers, brats, hot dogs, pizza, chips and beer or soda while rooting on their favorite teams. All of this is fun but usually leads to a nap afterwards that in turn leads to winter weight gain. Try actually getting off the couch either before, after or at halftime of the game to go outside to your local park and throw the football around a little bit with your kids or buddies. This will at least keep you away from the food for a little while, and will spike your metabolism for a bit, putting some of the calories you just ate to work! A 20 minute session of throwing the football around with some light jogging can burn around 150 calories.

Winter Basketball

Winter is primetime for basketball season, and while it is usually not ideal to be playing outside in cold or snowy conditions, most cities have leagues going on that can get you out and about once or twice a week. Basketball is a fantastic cardiovascular workout; running up and down the court a few times can make people who are in shape get out of breath pretty quick. Throw in the jumping aspect and all the lateral movement, and you're getting an awesome lower body, gut busting workout. Check with your local park district about winter leagues or just go shoot around with a friend at the local rec center and you might be surprised how easy it is to get a good sweat going and lose a couple pounds in the process.

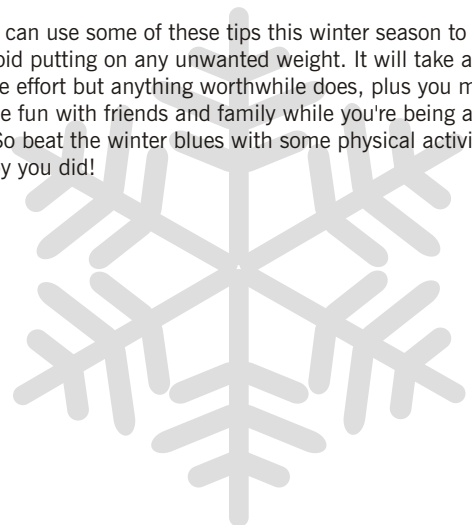
Shopping

While not usually thought of as being a top exercise option, you are walking so yes, it does count! Walking for an hour will pretty much guarantee you burn around 200 calories, and if you're there longer than that or lugging a bunch of bags it will only go up from there! The main thing is to avoid the food court and all the tempting sweet shops between your favorite stores. You'll be sure to waste all that hard shopping the minute you start consuming mall food!

Go to the Gym and Use a Personal Trainer

Gym memberships usually increase in the winter because people spend less time outside, and of course there are the "resolutioners" that flood gyms after January 1 with visions of six packs in their heads. Many people go to the gym and wander machine to machine with no purpose and do 3 sets of 10-15 because "that's what you're supposed to do." Those typically end up being the people that workout for a couple of weeks, pay months of gym dues without ever going then quit within the first year of signing up. Don't be that person! Invest a little money upfront with a good trainer to set a plan up for you and show you how to do exercises correctly so you can get the benefit out of them, you will see more results in less time and end up being more motivated!

Hopefully you can use some of these tips this winter season to stay active and avoid putting on any unwanted weight. It will take a little time and some effort but anything worthwhile does, plus you might just have some fun with friends and family while you're being active and healthy. So beat the winter blues with some physical activity, and you'll be happy you did!



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HEALTH & Anti-Bullying Efforts Contribute to the Success of Ice Programs

With obesity rates higher than ever, park and recreation agencies across the nation have turned resources to addressing the issue in their communities. To that end, at the Hoffman Estates Park District (HEPD) we've established an initiative called HEALTH, an acronym that stands for "Helping Everyone Achieve a Lifestyle That's Healthy." The objective is to reduce childhood obesity and decrease occurrences of bullying in Hoffman Estates.

In 2012, we formed a team of staff to study the issue and involved key community partners to develop a plan that extends to as many areas of our district as possible. "During our research on the topic we learned that there are so many factors that contribute to an individual's propensity for obesity," said Dean Bostrom, HEPD executive director, "we quickly realized the problem is much deeper than food choices. We needed to address factors related to income, family dynamics, mental health and bullying." This thought process led us to develop a plan with

many strategies. We partnered with health and medical organizations in our community, such as the Hoffman Estates Village Health, Athletico, the Human Services Department and Alexian Brothers Health System.

The strategies in our plan included educating kids and parents about nutrition and fitness and finding ways to make team sports fun by minimizing the stress to ensure that kids participate for the long term. The educational part of the plan includes website articles and health tips in the quarterly program guide and an anti-bullying policy. We also added educational sessions to programs for both parents and children. Our HEALTHeKids monthly newsletter educates parents about proper nutrition and fitness for children, with editorial team consisting of our staff dietitian, fitness supervisor, communications and marketing staff.

Educating parents and children about nutrition, establishing an anti-bullying policy and finding ways to engage kids to stay active is just the tip of the iceberg when it comes to addressing the issue of childhood obesity.

Beyond education, we wanted to ensure that all participants experience a safe and nurturing place in our programs. Our Board of Commissioners approved an anti-bullying policy in 2012 to address bullying, harassment and all forms of aggressive and violent behaviors. "Many kids who battle obesity are bullied and kids who are bullied often drop out of sports activities," said Nicole Chesak, superintendent of recreation.

Applying the education and anti-bullying HEALTH strategies throughout Park District programming is an on-going process, but it has been particularly successful in our ice programs. Our main facility, the Triphahn Community Center & Ice Arena is home to twin Olympic sized ice rinks, where we operate robust hockey and figure skating programs, the Wolf Pack Hockey Club (WPHC) and the Figure Skating Academy. Started in 2004, the WPHC is one of the largest participating youth hockey programs in the state, and in the Northwest Hockey League. With approximately 500 players from age 3 and up, players progress from starter development lessons, to the 3x3 house league to the advanced level traveling teams of the Wolf Pack Hockey Club. Our HEPD Figure Skating Academy, equally as successful, enjoys from 300-400 skaters in group lessons, private lessons and in training for competitions and in an annual figure skating exhibition.

With all programs, it's necessary to consistently recruit new participants. Yet, unlike other sports and activities such as baseball, soccer, basketball, dance, etc, ice programs have additional challenges to new participants: learning to skate. "Ice hockey is one of the most difficult sports to get started in," said Randy Jordan, assistant general manager of ice operations. "The ability to handle a puck in traffic and make plays spontaneously at high speed takes great skill. No matter how athletic you are, no one is born knowing how to skate. It is intimidating to everyone as they start," said Jordan. So how do you get new kids to try skating when the ice can be a little intimidating? Make it fun.

Four times each year, the public is invited to our ice rink for free holiday-themed public skates such as Santa Skate, Great Pumpkin Skate, the Egg Slide and Mother's Day Skate. The Santa Skate is the most popular and attracts more than 400 people. During the Santa Skate, holiday characters skate on the ice with participants. After these events, figure skating registrations usually see a lift. "The kids come out for fun and they realize how much they like to skate so they want to take lessons," said Jennifer Dooley, figure skating supervisor.

In addition to free public skates, twice each year we offer a free event where kids ages 4-8 can try hockey for free. We provide the equipment and we have a high coach-to-student ratio at the event. The students are focused on working with their coaches learning and

as a result, interest is shifted toward the sport and away from bullying. The coaches spend a lot of time working with the kids to give them a taste of what hockey is all about. These events are promoted as fun, free events, but the idea to get kids on the ice. Once they've tried it, many will want to take lessons. However, parents of beginners often hesitate to register for a high-cost program when they don't know if their child will be interested enough to stay in the game. To offset some of the costs associated with hockey, the HEPD offers a free hockey equipment lending program to young players in the starter development program. With the costs offset, the role of the coaches is key to getting kids to stay with the game.

Jordan says the secret is selecting and training coaches who will be involved in helping children with those first steps on the ice. "It is challenging not only for the player, but also for the coach," he said. HEPD works closely with its hockey and figure skating coaches to ensure they are dedicated to make the challenging beginning stages of skating as enjoyable and progressive as possible. A smaller coach-to-student ratio than recommended is a park district investment we believe gives every child a better chance learning the key starting elements that will have them embracing the sport faster and for life. We believe this investment in staff has helped HEPD experience great growth and retention over the past five years. "It takes people with patience and the joy of watching children progress (if done properly most improve amazingly quickly) to give a child the best chance to 'get over the hump' to where they can start moving around freely and really enjoying their progress," said Jordan.



It is important that the kids work hard and see results of their efforts. Within both the Wolf Pack and the Figure Skating Academy, specific levels are established and branded so that progression is very clear and kids are rewarded regularly for their hard work by advancing to the next level. As they progress, it becomes a balancing act to keep the program challenging but still fun, and not put too much of an emphasis on winning.

Here, at the Triphahn Center, as at sporting venues across the country, it has become important to constantly remind the kids and the parents about proper sportsman-like conduct. Poor sportsmanship, bullying and aggressive behavior by players, coaches and parents can affect a player's experience and can even cause a player to drop out. "In the end, we want participants to have the most positive, enriching experience as possible," said Mike Kies, director of facilities and recreation. "Any effort we make toward improving the overall well-being of our community is a win-win for all of us." Educating parents and children about nutrition, establishing an anti-bullying policy and finding ways to engage kids to stay active is just the tip of the iceberg when it comes to addressing the issue of childhood obesity. "It's an ongoing initiative," said Kies.



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Trails – The Multiuse Fitness Facility

by Stephanie Romero, Clark County Park District

Many parks and outdoor recreation areas design facilities specifically for multiuse purposes. It's the ultimate example of getting the most bang for the buck. Recreation centers, aquatic centers and ball fields are all designed to not only provide athletic recreation, they can also be used for parties, conferences, camps and fundraisers. These facilities usually take years of planning and millions in funding, not to mention costs of maintenance and staffing. Yet, these are investments worth making based on the number of visitors coupled by the economic impact they bring to the community. It is commonplace, nationwide, to see a park with any of these three facilities buzzing with excitement on any given summer day. But as the outside temperatures begin to drop throughout fall and winter, so do the number of visitors utilizing these facilities. Not surprising, as it would be highly unlikely to have an outdoor winter swim team or a youth baseball league playing with snow on the ground.

Parks, whose primary use is based on outdoor opportunity, are faced with the challenge of attracting users during those off-peak months. The majority of outdoor recreation areas and parks share one simple thing in common – Trails!



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PEOPLE & PLACES



Forest Preserve District of DuPage County Names Arnold Biondo as New Executive Director

Arnold Biondo is an experienced parks and recreation management executive, having served 18 years in his most recent role as executive director of the Carol Stream Park District. During his tenure, the Park District has won

several accreditation and recognition awards, including one for excellence in financial reporting; and Arnold led the development of seven additional park sites totaling a 30 percent increase in territory. He has formed and nurtured relationships with other park districts, forest preserves, IDOT, schools, and other key stakeholders throughout his career - work that will transfer seamlessly to this role with the Forest Preserve District of DuPage County. Throughout his career in parks and recreation management, Arnold has held other similar positions in the Wheeling, Wheaton and Oakbrook Terrace Park Districts. He earned a bachelor of science in recreation and park management at the University of Oregon; and a master of arts in service marketing and management at DePaul University. He also serves as co-chair of the Joint Editorial Committee for IAPD and IPRA.



River Trails Park District Announces the Retirement of Debbie Carlson Kudla

During the past 30 years, **Debbie Carlson Kudla** has been the executive director of the River Trails Park District. Debbie has been a visionary in parks and recreation since 1975. She led the agency to a successful referendum in

2000 to prevent the loss of tax revenues which resulted in several needed updates on current facilities and continued strong support and praise from the community. During her reign, property ownership has increased and all parks and playgrounds have been redeveloped to current standards and in 1997 earned an Award of Excellence from the State of Illinois for one of the parks.

Since Debbie joined the district, the agency experienced the building of a golf driving range, a 24,000 sq. foot community center, complete renovation of the pool facility, purchase of new administration offices, renovation of an existing building into a 2nd community center, purchase of a golf course and then building a new clubhouse/banquet facility and the development of a skate park. She has also served on the Great Lakes Regional Council for NRPA, was IPRA president, board member and co-chair of the Joint Publications Committee. Additionally, Debbie was chosen to receive the 2007 Robert Artz Award.



Champaign Park District Names Joe DeLuce as New Executive Director

The Champaign Park District Board of Commissioners has appointed **Joe DeLuce** executive director of the Champaign Park District effective January 1, 2014. Joe will succeed Bobbie Herakovich who is retiring after serving the Park District for 12 years.

Joe brings over 33 years of experience in parks and recreation to his new position. He has worked for the Champaign Park District for the past 16 years as the director of recreation and as deputy director since September. He was previously the executive director of the Macon County Georgia Sports Commission and director of parks and recreation in Hallandale, Florida. Prior to Hallandale, Joe was the parks and recreation superintendent in Broward County, where he managed three regional parks and nine community parks. He began his career in his hometown of Toronto, Ohio after graduating from Kent State University with a bachelor's degree in parks and recreation. Joe also received a master's degree from the University of Illinois in parks and recreation administration.

Lincolnway Special Recreation Association (LWSRA) Announces the Retirement of Lana Graser



Lincolnway Special Recreation Association (LWSRA) announces the retirement of **Lana Graser** as its executive director. She held that position for over 15 years. Prior that she served on the LWSRA board for 10 years. She was a member of several committees and was a driving force in the growth and development of LWSRA. During her tenure she, with the LWSRA Board, developed a building fund and pursued, and won, a \$2.5 million PARC grant to build an LWSRA facility. The LWSRA dream of a totally accessible recreation center will become a reality in the spring of 2014.



Lincolnway Special Recreation Association (LWSRA) Names Keith Wallace as New Executive Director

Keith Wallace has served as the agency's superintendent of recreation for the past seven years. As superintendent, he has been on the forefront of change for the agency. Keith states that working for agencies such as Northern Suburban Special Recreation Association

(NSSRA) and Rehabilitation Institute of Chicago (RIC) have given him his knowledge, vision and passion.

Keith earned a bachelor of science in leisure studies with an emphasis in therapeutic recreation from Grambling State University in Louisiana.

Keith is an active member of IPRA, is currently the out-going director and the incoming membership council representative for the diversity section. He is also a member of the therapeutic recreation section. Nationally, he is a member of NRPA, National Wheelchair Basketball Association and National Wheelchair Softball Association.



Mt. Prospect Park District Announces Barry Kurcz as Director of Business Services and Human Resources

Charged with recommending and administering policies and procedures for the sound operation of the district's business, **Barry Kurcz** oversees human resources; financial procedures, processes and purchasing; inventory controls; budget; registration and the management of information systems and technology.

Kurcz previously served as director of human resources for the City of Waukegan and the Village of Glenview. He holds an MBA in human resource management from Dominican University and bachelor's degree in human resource administration and union management relations from the University of Illinois, Chicago.



St. Charles Park District Promotes Jeff Greenwald to Superintendent of Recreation

The St. Charles Park Board of Commissioners welcomes **Jeff Greenwald** as the new superintendent of recreation. In his new role, Jeff will oversee all

aspects of the District's recreation department, aquatic facilities and miniature golf.

Jeff has worked with the St. Charles Park District in a full-time capacity since 1993, starting as a facility manager of a sports center. In 1995, he expanded his duties to include the management of River View Miniature Golf Course. In 2000, he became an assistant superintendent of recreation overseeing the management of the Pottawatomie Community Center including open gym, fitness and birthday parties, STC Underground Teen Center, the Adult Activity Center, Baker Station After School Program, family activities, summer concert series and many special events and trips.

Most recently, he directed two significant renovations, the courtyard near the miniature golf course in Pottawatomie Park and Pottawatomie Community Center's main customer service desk. He is a certified parks and recreation professional and holds a bachelor's degree from Illinois State University.



Morton Grove Park District Welcomes New Staff

LeeAnn Fisk has been named superintendent of recreation for the Morton Grove Park District. She has served Illinois park and recreation agencies for over 25 years in several capacities. She previously worked at the Village of Palos Park as director of parks and recreation and the Homewood – Flossmoor Park District as facility manager. In addition, she has held supervisory roles for the Village of Orland Park Recreation Department, Lemont Park District and the Joliet Park District. LeeAnn helped redefine the Palos Park and

Recreation Department, implemented community wide programs and events and co-authored the IPRA Guide to Internships, giving agencies a tool to implement a program for student and agency success. LeeAnn carries a bachelor's of recreation administration from the University of St. Francis.

The Morton Grove Park District is pleased to announce the appointment of **Martin O'Brien** to the position of finance manager. Prior to his appointment, Martin has worked in the finance department of the Metropolitan Water Reclamation District of Greater Chicago. During his 20 year tenure, he has worked in many different areas including budgeting, payroll, accounts payable and auditing. He has a bachelor of science in accounting from Roosevelt University and is a certified public accountant.



Itasca Park District Welcomes Christine Kelly as New Superintendent of Finance, Personnel and IT

Christine Kelly has a bachelor's degree in business administration from Fontbonne University, St. Louis, MO. She worked at Prospect Heights Park District as a business analyst/IT manager. She also has corporate experience in business development.

Bourbonnais Township Park District Names Paula Rogers as New Superintendent of Finance and Personnel

The Bourbonnais Township Park District announced today that **Paula Rogers** has been named the new superintendent of finance and personnel. Paula has over 20 years of experience in accounting and administration. She will be responsible for a variety of functions which include financial reporting, accounting, payroll, employee benefits, human resources, information technology, office services and risk management functions. She brings an impressive work history to the table with most recently being employed by ABM Engineering Services as finance manager. Paula has a MBA and bachelor's degree in business administration from Governors State University.



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Darien, IL 60561
630-960-3317 PH
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kathyh@knutte.com
www.knutte.com

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630-393-1483 PH
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ramen@lauterbachamen.com
www.lauterbachamen.com

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flantz@sikich.com
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www.wtengineering.com

ATTORNEYS

ANCEL, GLINK, DIAMOND, BUSH, DICIANNI & KRAFTHOFER, P.C.

Robert Bush
140 South Dearborn Street
Chicago, IL 60603
312-782-7606 PH
312-782-0943 FX
rbush@ancelglink.com
www.ancelglink.com



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Rick Tarulis
101 N. Washington Street
Naperville, IL 60540
630-355-2101 PH
630-355-7843 FX
rtarulis@napervillelaw.com
www.napervillelaw.com

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Springfield, IL 62701
217-544-8491 PH
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dwright@bhslaw.com
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312-845-3814 PH
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312-986-9192 FX
caj@franczek.com
www.franczek.com

HERVAS, CONDON & BERSANI, P.C.

Michael Bersani
333 Pierce Road, Suite 195
Itasca, IL 60143
630-773-4774 PH
630-773-4851 FX
mbersani@hcbattorneys.com
www.hcbattorneys.com

HINSHAW & CULBERTSON LLP

Gina Madden
14 West Cass St., Third Floor
Joliet, IL 60432
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815-726-0353 FX
gmadden@hinshawlaw.com
www.hinshawlaw.com

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www.robbins-schwartz.com

SHANAHAN & SHANAHAN LLP

Jimmy Shanahan
230 West Monroe,
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www.lawbyshanahan.com

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www.encappro.com

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