

# 2019 Annual Conference

Florida Recreation and Park Association Annual Conference and Exhibit Hall



**August 26-29, 2019**

Omni Championsgate

1500 Masters Boulevard | Championsgate, FL 33896

[frpa.org/conference](http://frpa.org/conference)

This brochure is fully interactive! Click on links where indicated to get you where you want to go!

# Quick Links

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## Dates to Remember

### JULY 31

Early Registration  
Deadline  
Last day to request  
refund (minus \$50  
admin fee)

### AUG 2

Last day for FRPA  
room block rates at  
host hotel

### AUG 10

Last day to mail  
in registration  
paperwork  
Final day to request  
refund (minus \$75  
admin fee)

### AUG 12-28

Online Facebook  
Auction to benefit  
the FRPA  
Foundation

# Conference Housing

OMNI  HOTELS & RESORTS<sup>®</sup>  
championsgate | orlando

**1500 Masters Boulevard  
Championsgate, FL  
33896**

Surrounded by 36 holes of championship Orlando golf, the Omni Orlando Resort includes 720 guest rooms and suites as well as two- and three-bedroom villas, equipped with every modern convenience and a host of luxury amenities. In addition to walk-out golf, guests may choose to relax in our signature Mokara spa, dine in one of our seven restaurants or enjoy 15 acres of pools and recreation activities including the 850-foot lazy river.



In addition:  
Formal pool/private cabanas | Zero-entry family pool with a 125-foot corkscrew water slide | Complimentary scheduled shuttle | Transportation provided to the Walt Disney World<sup>®</sup> Theme Parks | Basic WiFi included in resort service charge



## Room Rates

(+ taxes) per night.

**\$139** - single/double room

**\$309** - 2 bedroom villa

**\$409** - 3 bedroom villa

The Resort fee is waived. Rates are available until **August 2, 2019**. Self Parking is complimentary for those staying onsite, \$18 for the day and Valet parking is \$32 per night.

Discounted Disney Tickets are available through Disney.

<https://www.mydisneygroup.com/frpa19>

## Reservations

**Make Reservations Now!**

All attendees will be responsible for making their own reservations by calling the Omni Resorts Reservations Team at **1-800-THE-OMNI** (1-800-843-6664) or online at: <https://www.omnihotels.com/hotels/orlando-championsgate/meetings/florida-recreation-and-park-association>

Please beware of housing scams. Only book your hotel through the number or website that have been provided. These rates include all fees.

BACK TO QUICK LINKS

# Good to Know

The Annual FRPA Conference is a gathering of recreation and park professionals for a time of learning, connecting and creating memories. Conference serves as a concentrated time to get away from the office or field and immerse yourself in all things relating to parks and recreation. This year the theme is “Parks and Reconomics”. Telling people how important parks and recreation is to their community is easy. When we try to quantify it is when things get difficult. Sessions during this year’s conference will help equip you with the tools you need to calculate and communicate the impact your agency has on your community.

The Conference Committee reserves the right to re-schedule, cancel and add courses to the Conference Program. Every effort is made to minimize changes. In the event of a change, those who have pre-registered for sessions affected will be notified. You are strongly encouraged to pre-register in order to assure you are contacted with program changes. Once on-site you will receive an up-to-date conference program, which you should utilize to confirm your selected activities.

## Who Should Attend

Delegate registration is for personnel employed by public or private agencies providing recreation, park, or leisure services; persons employed as educators at universities and colleges; fully retired park and recreation professionals; citizens serving on Recreation, Parks or Leisure Services Advisory Boards; or citizens interested in or involved in the promotion of the parks, recreation and leisure services profession. Individuals employed by a company offering support services, equipment, consulting, etc. to park and recreation departments are considered commercial vendors. Commercial vendors must have an exhibit booth or be a major conference sponsor to attend any conference event, education session or social activity. For more information about sponsorships, contact us at 850-878-3221.

## Meals

All events that include food require a ticket. Tickets to all events are included in full registration. Lost tickets will not be replaced.

Full Registration package includes:

- Monday Grand Opening of the Exhibit Hall: light evening hors d’oeuvres
- Tuesday Exhibit Hall: light breakfast items
- Wednesday Awards and Installation Ceremony: full lunch

If you desire to purchase a ticket to the Exhibit Hall or Awards Banquet, you may do so in Section 4 of the Registration Form. Return it by the stated deadline. Please be aware that Awards and Installation Ceremony tickets will only be available for purchase through August 10. For more information see page 6.

# Good to Know

## Refunds/Cancellations

All requests for refunds must be submitted in writing to the FRPA Executive Office at 411 Office Plaza Drive, Tallahassee, FL 32301, and must be received no later than July 31, 2019 in order to receive a refund less a \$50 administrative fee. All refund requests received between August 1 and August 10 will be assessed a \$75 administrative fee. No refunds will be made after August 11, 2019. There will be no refunds of single event tickets/fees. Refunds will not be granted due to traffic delays. No refunds will be available for any portion of the conference fees when an event is canceled due to weather or an occurrence of natural disasters. Please be aware that where there is buffet food service, such as the refreshments in the exhibit hall, you are encouraged to attend early.

## Badges

You must wear your badge for entry into all FRPA events including socials, education sessions, and ticketed events. Plan to pick up your badge before registration closes if you wish to attend an evening event. A replacement badge is \$10. Guest badges can be purchased for entrance into socials only and are intended for spouses of registered delegates and fully retired park and recreation professionals. See Section 3 of the Registration Form.

## Children

Conference events are not intended for children. No one under 18 will be permitted entry to socials or exhibit hall functions.

## Attire

Conference activities take place indoors. As some rooms tend to be chilly, you may want to be prepared with a sweater or jacket. Attendees are expected to dress in business casual clothing with the exception of the Awards Banquet on Wednesday. This particular event is business attire. (No jeans, please!)

**Nursing Mothers** The FRPA Conference is breastfeeding friendly! Please let us know if you are a nursing mother in need of a private room.

## First Timers

If this is your first conference, we are so glad to have you join us! Be sure to check out the class [Conference GPS](#) on Monday morning to help you get oriented to all that conference has to offer, as well as meet some key leadership with FRPA. We would also love to have you join us for the FRPA-presented [Exploring eConnect](#) session on Monday, August 26.

Below are some helpful tips:

- watch for pre-conference emails coming to your Inbox leading up to conference
- download the FRPA Events App
- make use of the [Conference Planner](#) to plan out what you will be attending
- respond to the email we send you confirming your Banquet attendance
- connect with us on social media (see page 49)
- go to [frpa.org/conference/confgeneral/first-time](http://frpa.org/conference/confgeneral/first-time) for more tips!

# Good to Know

## Volunteering

Volunteers make conference happen. Without you we wouldn't have Verification Officers, Socials, Registration, Check-In and more. Volunteering is also a great way to connect to your professional association. You meet new people, network and learn first-hand what goes on behind the scenes. You will be in charge of your volunteer schedule through the FRPA SignUp.com website. You can preview and sign up for volunteer spots by clicking the "volunteer" button below. The Conference could not come to fruition without hundreds of hours of volunteer time. We truly appreciate your giving back to FRPA.

**Volunteer Here**

<http://signup.com/go/xOUKDNG>

## Awards and Installation Banquet

Wednesday, August 28 @ 11:45 a.m.



The Annual Awards and Installation Banquet is a time to come together as a professional group and recognize those who are excelling in the field. It is also an opportunity to acknowledge and meet the incoming Board of Directors. This luncheon is included in full registration and Wednesday daily registration. Additional tickets are available for purchase through August 10. See Section 4 on the Registration Form. You will receive an email confirming your attendance before conference. You MUST respond to the email to obtain a banquet ticket upon check in at the conference. Dress for the luncheon is business dress-no jeans or shorts.

The FRPA Award Nomination cycle takes place during the month of April each year. Nominate your program, department, co-worker or volunteer for one of these prestigious awards.

**FRPA Awards Webpage**

<http://www.frpa.org/mbr/awards>

# Schedule

## Saturday, August 24

12:00 p.m. - 6:15 p.m.

Therapeutic Recreation Institute

## Sunday, August 25

8:30 a.m. - 6:00 p.m.

10:00 a.m. - 7:00 p.m.

2:00 p.m. - 7:00 p.m.

3:00 p.m. - 6:00 p.m.

6:15 p.m. - 8:00 p.m.

Therapeutic Recreation Institute

Abrahams Academy Session II

Registration Open

FRPA Board Meeting

FRPA Foundation Meeting

## Monday, August 26

7:00 a.m. - 8:30 a.m.

8:30 a.m. - 10:30 a.m.

10:30 a.m. - 12:00 p.m.

10:30 a.m. - 3:00 p.m.

11:00 a.m. - 3:30 p.m.

11:00 a.m. - 12:00 p.m.

11:00 a.m. - 1:15 p.m.

1:00 p.m. - 7:00 p.m.

1:00 p.m. - 4:00 p.m.

4:00 p.m. - 7:00 p.m.

7:00 p.m. - 10:00 p.m.

Registration Open

Opening General Session

Registration Open

Abrahams Academy Session II

Therapeutic Recreation Institute

Breakout Sessions

Director's Luncheon

Registration Open

Breakout Sessions

Exhibit Hall Grand Opening

Game Night Social

## Tuesday, August 27

7:00 a.m. - 12:00 p.m.

8:00 a.m. - 5:00 p.m.

8:00 a.m. - 9:00 a.m.

9:00 a.m. - 12:00 p.m.

1:00 p.m. - 5:30 p.m.

1:15 p.m. - 5:30 p.m.

Registration Open

Abrahams Academy Session II

Breakout Sessions

Exhibit Hall Open

Registration Open

Breakout Sessions

## Wednesday, August 28

7:00 a.m. - 12:00 p.m.

8:00 a.m. - 11:30 a.m.

11:45 a.m. - 2:30 p.m.

2:45 p.m. - 5:00 p.m.

2:45 p.m. - 5:30 p.m.

5:00 p.m. - 7:00 p.m.

8:00 p.m. - 11:00 p.m.

Registration Open

Breakout Sessions

Awards and Installation Banquet

Breakout Sessions

Registration Open

FRPA Board Meeting

Casino Night Social

## Thursday, August 29

7:00 a.m. - 9:00 a.m.

8:00 a.m. - 10:15 a.m.

10:30 a.m. - 12:30 p.m.

Registration Open

Breakout Sessions

Closing General Session

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# Therapeutic Recreation Institute

The Florida Recreation and Park Association is pleased to host the Annual Therapeutic Recreation Institute. The 2019 Institute will bring together professionals from across TR/RT service delivery areas for two and a half days of education and networking. Share best practices, generate new programming and treatment ideas, and explore ways we can work together to strengthen our profession. Presenters with a wide variety of expertise in mental health, physical rehab and community-based programming will provide a solid offering of CEUs that will inspire all attendees to return to their jobs with new ideas and tools for success. Sessions on Monday, August 26 will overlap with the annual FRPA State Conference and therefore TR Institute attendees are invited to take advantage of additional CEU opportunities being offered Monday afternoon. You are also invited to attend the Opening General Session. Registration fees include all educational sessions and CEU transcripts. Register before August 1st for the \$150 early bird registration rate.

## Sessions Include

- **Veteran's Art Coalition: Forming a community partnership to connect people and arts**
- Overview of School-Based Recreation Services
- **Playful Play: Win/win games for all populations**
- What's Your Master Plan? Get One Now!
- **How to Start a Successful Hand Cycling Program**
- Compassion Fatigue
- **Research 101: How to Consume and Produce Research**
- HEALTHCAREUCANDO! Practical Mind/Body Practices
- **The Fabulous Five! Behavior Strategies to Increase Engagement**
- Improv Comedy for ASD, SPD, and ADD
- **Improv for Parkinson's, ALS, MS and Care Partners**

## TR Registration Brochure

<http://www.frpa.org/conference/tr>

## Director's Luncheon

**Monday, August 26 @ 11:00 AM - 1:15 PM**

The Director's Luncheon is a time set aside just for Directors of Park and Recreation Departments to come together and discuss trends, share new ideas, and network. An extra fee is required to participate in this luncheon (see section 4 on the registration forms). Also, this year, on Monday afternoon there will be a session just for Directors to attend.

**1:15 PM - 3:15 PM**

**Harassment and Discrimination in the "Me Too" World**

**[for Directors only - .2 CEUs]**

**Steven Kleinman**

Retired General Counsel, Park District Risk Management Agency (PDRMA)

With ever-expanding laws, societal and generational changes, and increasingly mixed messaging, this interactive workshop shall assist attendees in navigating the complex world of workplace harassment and discrimination.

From policy to practice, this workshop will provide supervisors and managers the perspective, tools, and guidelines necessary to minimizing employment practices liability while maximizing a respectful workplace, employee morale, and a productive and efficient workplace where all employees feel welcome and valued.

 ephesus

# FRPA Events App

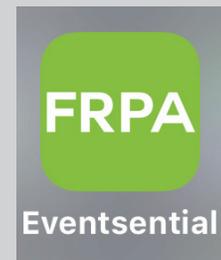


**Available on iOS and Android devices for free** [For in-depth instruction visit http://bit.ly/2IVSLr5](http://bit.ly/2IVSLr5)

- 1. Search 'EVENTSENTIAL' in your app or play store**
- 2. Download to your phone or tablet**
- 3. Search for "FRPA" and add the event to your phone**
- 4. Enter the email address you used to register for conference**
- 5. Begin enjoying all the features!**

## App Features

- Build your own schedule from the classes that have been pre-loaded for you to choose from
- Receive up-to-date news and information right on your device
- Access maps to help you get around
- Explore the exhibit hall map and make a plan of who to visit
- Access information about speakers and presenters
- Never miss an event with notifications on your device
- Connect with other delegates
- Become familiar with the sponsors that help make conference a success



We are thankful to Greenfields for their support of the FRPA App!

BACK TO QUICK LINKS

# General Session Speakers



## Opening General Session

**Performance Beyond Gold - How to Better Your Best and Top Yourself Consistently**

**Delatorro McNeal, MS CSP**

**Monday, August 26, 8:30 AM - 10:30 AM**

0.1 CEUs

Life gives us one invitation every day. “Will you be better today than you were yesterday?” In this powerful interactive Performance Beyond Gold experience, Delatorro teaches the psychology and the methodology that top producers use to “Better their Best” on a consistent basis. Top professionals in any industry possess and operate from unique and distinctive mindsets that drive their actions, behaviors and habits, which ultimately lead to stellar results. In this hard-hitting presentation, Delatorro calls forth the best of your professionals in this candid, no-nonsense “coaching session for superior performers” and exposes and imparts 7 Paradigms that once implemented will ignite explosive sales, stellar customer service, and rock solid leadership within your organization.

### Learning Objectives:

- Identify two best “peak states” to put yourselves in to WIN consistently.
- Think creatively about how you can improve your performance now.
- Change your attitudes towards your work and infuse more passion.
- Lead within your organization with a greater sense of purpose and certainty.



**REP SERVICES, INC.**  
*Experts at Play & Outdoor Spaces*



## Closing General Session

**Reaching Your Next Summit: 7 Vertical Lessons & 1 Essential Question to Elevate Your Impact, Regardless of Your Title**

**Manley Feinberg II**

**Thursday, August 29, 10:30 AM - 12:30 PM**

0.1 CEUs

Vertical Lessons Inc.

Professionals often struggle to deliver more value under tightening constraints and rising expectations. Add the complications of regulations, engaging a multi-generational work force, constantly evolving technology, economic pressure, plus the chaos of day to day life; and you have a serious challenge. After facing some frustrations from the front lines to the executive level for more than 20 years; Manley Feinberg believes the answer is in equipping individuals at all levels to think, act and influence as leaders in your environment. This keynote will be the catalyst for this change in your life.

### Learning Objectives:

- Gain seven leadership strategies that will empower you to stretch your comfort zones and Lead Beyond Your Position.
- Identify three critical characteristics you need to look for, develop and demand from yourself and every team member to achieve breakthrough results.
- Identify multiple ideas you can use immediately to develop stronger relationships and increase your influence across vertical and horizontal boundaries.

  
**landscape  
structures®**

# Annual Tradeshow & Exhibit Hall

FRPA is able to offer this high quality conference at such an affordable price because of the support of the commercial companies who exhibit in the Trade Show. For more information about Exhibiting at the FRPA Annual Conference please visit [frpa.org/conference/confexhibitor](http://frpa.org/conference/confexhibitor).



## Connect with vendors representing products and services in these areas:

Landscape Architects   Recreation Equipment   Recreation Software  
Weather Monitors   Ticketing   Shade and Awnings  
Event Supplies   Hardscapes   Prefabricated Structures  
Conservation   Playgrounds   Consultants  
Non-Profits   Aquatics Supplies   Construction  
Sports Equipment   Entertainment   Fireworks  
Sports Lighting and more!

# FRPA Foundation Silent Auction

Each year the FRPA Foundation hosts a silent auction on the FRPA Foundation Facebook Page. This year, the Online Auction will be August 12-27, 2019. "Like" @FRPAFoundation on Facebook to see what items are available.

The Foundation also hosts an on-site Silent Auction that will benefit the FRPA Foundation. Exhibitors will have auction items available for viewing at their booths. A booklet of auction items will be available on-site.

If you have an item you wish to donate for the online auction, please contact the FRPA Executive Office at (850) 878-3221.



Click here to go  
to the Foundation  
Facebook Page!

<https://www.facebook.com/FRPAFoundation/>



BACK TO QUICK LINKS

# 2019 Conference Sponsors

## Opening Session



## Social



## Closing Session



## Social



## Award Video



## Director's Luncheon



## Social Decor



## Delegate Bags



## Name Badge Holders



## Photo Booth



## Event Tickets



## App Sponsor



BACK TO QUICK LINKS

# New This Year

## FLAIR

Collect buttons throughout Conference by participating in different events, visiting vendors and being involved. You can enter to win prizes if you collect enough FLAIR! See [page 40](#) for more information.



## HAVANA nights

Wednesday, 8.28.19 @ 8:00 pm

This social is sure to be hot! Take your chance at some casino games or just chill with your compadres.



## OUT OF SCHOOL TIME

If you are a childcare worker or run an afterschool, summer camp or out of school time program, be sure to attend the Best Practices for Out of School Time sessions. Click the titles below for more information.

[Operational Requirements](#)

[Documentation Requirements](#)

[Policies and Forms](#)

[Staffing and Training](#)

[Facility Requirements](#)

## ECONOMIC IMPACT

The economic impact that parks, recreation facilities and programs and green/open spaces have on a community is important information for park and recreation professionals to be armed with. This year's Conference has a heavy focus on sessions dedicated to helping you determine and communicate this information. Look for the icon to find these sessions.



# Education Sessions

Each educational session has an icon or more placed next to it to indicate what category or track it falls under.



**CEU POLICY:** To earn Continuing Education Units (CEUs), delegates must attend the entire session. There is no exception for late arrivals. Plan your travel to arrive at the session at least 10 minutes prior to its beginning. FRPA maintains records for members who participate in FRPA CEU courses. **YOU MUST SIGN IN AND COMPLETE THE EVALUATION TO RECEIVE CREDIT.** Non-Members desiring proof of attendance will need to pay the transcript fee noted on the Registration Form in Section 3.

## Monday 8.26.19

8:30 AM - 10:30 AM

### Opening General Session

0.1 CEUs

*Delatorro McNeal, MS CSP*



11:00 AM - 12:00 PM

### Creative Movement (Play) Can Change Your Brain Health!

0.1 CEUs

*Karen Haseley CTRS*

*Certified Educator and Trainer, Ageless Grace® LLC*

*Marghi McClearn B.A.*

*Certified Educator and*

*Trainer, Ageless Grace® LLC*

Experience playful, creative, physical movements to change your brain! Based on the concept of neuroplasticity, Ageless Grace®, exercises all five functions of your brain and all 21 physical skills needed for optimal fitness. It is developmental, preventative and restorative for all ages and abilities. And it's FUN!

#### Learning Objectives:

- Define neuroplasticity.
- List and describe the five functions of the brain.
- List at least 5 of the 21 Ageless Grace® tools and describe their primary purpose.

11:00 AM - 12:00 PM

### Being Apart Isn't Smart, Include Me!

0.1 CEUs

*Nadia Arguelles-Goicoechea CPRP, Ed.S.*

*Program Coordinator, Miami Parks and Recreation, Disabilities Division*

*Virginia Bentley*

*Services Coordinator, Miami Parks and Recreation*

What is inclusion? Inclusion is the act of including individuals with special needs and various abilities to be a valued part of the community. How does this work in a general parks and recreation setting? Join us in this session to explore inclusionary methods and components that aid in ensuring individuals with and without disabilities are successful.

#### Learning Objectives:

- Define inclusion in a park and recreation setting.
- Outline an inclusionary process followed by a local municipality.
- Discuss ideal components to create an inclusive environment.



11:00 AM - 12:00 PM

### Open Air Steel Structures for Fun and Revenue

0.1 CEUs

*J.T. Almon II*

*Founder, Rep Services Inc.*

*Brad Fritz*

*Business Development*

*Manager, PorterCorp*

This one-hour program will discuss the benefits of working with a specialty manufacturer to design and fabricate open air steel structures. Park planners will become knowledgeable about various types of applications, design considerations, and engineering requirements across the state to comply with the Florida Building Code.

#### Learning Objectives:

- Recognize opportunities and

obstacles related to design, permitting, use and maintenance of pavilions and other open-air structures.

- Identify various opportunities for cost recovery or revenue generation related to structures.
- Be able to compare the benefits of conventional construction vs specialty manufacturer.



11:00 AM - 12:00 PM

### The Best Planning Tools for Parks and Recreation Professionals

0.1 CEUs

*David Barth*

*Principal, Barth Associates*

*Kate Parmelee*

*Strategic Initiatives Director, City Manager's Office, City of Port St. Lucie*

Parks and recreation planning can be confusing. For example, what's the difference between comprehensive plans, needs assessments, master plans, strategic plans, and management plans? This session reviews the purpose of the most common parks and recreation plans, when they should be applied, and how to get the most benefits from each.

#### Learning Objectives:

- Differentiate between the various types of planning tools.
- Apply the appropriate planning tool(s) to the appropriate situation(s).
- Outline a planning process that will generate the most benefits for the organization and/or community.



**11:00 AM - 12:00 PM**  
**Park Design Guidelines and Standards as Key to Livable Cities**

0.1 CEUs

**Frank Bellomo PLA, AVP**

*Senior Directors of Landscape Architects, GAI Consultants*

**Sarit Sela AIA, LEED AP**

*City Architect, City of Gainesville*

This session will explore how the City of Gainesville is planning to implement the core purposes of Safety, Comfort, Joy, and "Ours" in their overall park system Redesign via the Wild Spaces Public Places Program. An overview of Gainesville's Park and Wayfinding Design Guidelines and Standards will be presented.

**Learning Objectives:**

- Discuss park and public space design best practice and guiding principles, including context, edges, gateways, entrances, visual cues, memorable elements, orientation, and wayfinding.
- Identify park types: diagrammatic relationships of elements in various park types.
- See examples of park standards.

**11:00 AM - 12:00 PM**

**Finding the Perfect Recipe for a High Morale Workplace**

0.1 CEUs

**Gabriel Castillo CPRP, MS**

*Recreation Manager, Belvidere Park District*

There are many different factors that can affect team morale. When morale suffers, it's important that you take steps to rebuild it quickly. But what can you do, as a leader, to rebuild the morale of your team? And what, exactly, is morale?

**Learning Objectives:**

- Identify the steps to foster positive morale within your team.
- Recognize the signs of low morale.
- Identify why morale suffers.



**11:00 AM - 12:00 PM**  
**The Value of Economic Impact Information**

0.1 CEUs

**Felicia Donnelly AICP**

*Assistant City Manager, City of Oldsmar*

We have all heard the philosophy that if we can paint a picture of positive economic impact in our scope of work, then we can justify continued and enhanced investments into our parks and recreation systems. But, what information to gather? Where to gather that information? How to apply the information to your operation? And, how to use that information as the brush to paint a valuable piece of art for your agency.

**Learning Objectives:**

- Understand the meaning of economic impact.
- Identify information sources to assist in demonstrating economic impact.
- Discuss uses of economic impact information to demonstrate the value of your agency.

**11:00 AM - 12:00 PM**

**Cost Recovery in Recreation Programming**

0.1 CEUs

**Lara Khoury, CPRP**

*Business Manager, Largo Recreation, Parks and Arts*

**Krista Pincince, CPRP**

*Assistant Director, Largo Recreation, Parks and Arts*

This session is designed to teach you how to evaluate programs and services in relationship to revenue. Learn the connection between cost recovery and program pricing. Discuss some micro and macro strategies to use when determining the price of a program.

**Learning Objectives:**

- Learn the importance of cost recovery when planning and pricing programs.
- Learn how to determine pricing.
- Learn how to evaluate cost recovery on the micro and macro level.



**11:00 AM - 12:00 PM**  
**Creating Community with Inspirational Art**

0.1 CEUs

**David O'Donovan**

*Project Manager, Cherry Orchard Community Centre, Dublin City Council*

**Jason Sugiuchi**

*Cultural Arts Coordinator, Pottery Studio, Orlando Families Parks and Recreation*

The simplest of ideas can harness creative energy and build community. Discover the story behind two artist-inspired pottery quilts found only in Orlando and Cherry Orchard, an urban community just outside Dublin Ireland. During the session, attendees will craft a quilt piece and build their own community quilt.

**Learning Objectives:**

- Discuss how creative partnerships foster community transformation.
- Create a community quilt based on session concepts and themes.
- Discuss how art programs support parks and recreation.



**11:00 AM - 12:00 PM**

**Conference GPS**

0.1 CEUs

**David Ramirez, CPRP**

*Coordinator, Volunteer Services and Youth Athletics North, Hillsborough County Parks and Recreation*

Welcome to FRPA Conference 2019! New to conference? Then this class is one you don't want to miss! The ins, outs and secret handshakes will be disclosed along with other classified information to get you through your first conference successfully.

**Learning Objectives:**

- Discuss acceptable conference etiquette and practices.
- Meet the very first members of your new networking group.
- Identify ways you can maximize the conference week with education, networking, and resource sharing.

## Education Sessions



11:00 AM - 12:00 PM

### Best Practices for your Tennis/Racquet Sports Facility

0.1 CEUs  

**Frank Swope**

*Director of Tennis Management, USTA Florida*

USTA Florida is raising the bar for Tennis and Pickleball facilities and programming. This session will discuss making impact improvements, hiring and directing your team, delivering quality programs and facilities, better understanding your facility through assessing growth/usage and scoring customer satisfaction, and improving your marketing and outreach.

#### Learning Objectives:

- Learn best practices to build and track success for your constituents and facilities.
- Learn how to markedly increase your tennis and racquet sports community presence through programming and special events.
- Learn how to “Use the Tools” to grow new players, add special programs for wheelchair and diverse groups and after-school youth and incorporate family play initiatives.

11:00 AM - 1:15 PM

### Director’s Luncheon [\(Page 8\)](#)

1:00 PM - 4:00 PM

### The New Art and Science of Parks and Recreation Master Planning

0.3 CEUs   

**David Barth**

*Principal, Barth Associates*

**Taco Pope**

*Director, Planning and Economic Opportunity, Nassau County*

The art and science of Parks and Recreation System Master Planning has changed dramatically over the past two decades. For example, Parks and Recreation System Plans used to focus solely on recreation facilities and programs such as playgrounds, ball fields, trails and athletic leagues;

now they also tackle socio-economic and environmental challenges such as climate change, economic development, social equity, and aging-in-place. Parks and Recreation System Plans also used to rely heavily on national standards and level-of-service metrics; now each community must develop its own vision and metrics based on community issues, needs, priorities, values, and resources. This session explores the new era of Parks and Recreation System Planning from three perspectives. First, we’ll discuss the broad scope of potential issues and topics that can be addressed in a Parks and Recreation System Plan. Then we’ll review the basic master planning process including terminology, steps in the process, who should be involved, and how the plan will be implemented. Finally, we’ll conduct an in-depth analysis of each step in the master planning process – including pre-implementation, existing conditions, needs assessment, visioning, and implementation - using case studies from around Florida and the United States.

If you have never been involved in a Parks and Recreation System Planning process, this session will provide you the knowledge you need to enter that process or be an active participant in a master planning exercise. If you are embarking on the process for the first time, you will walk away with valuable resources and information to help you through your next few months. And for those who have been through a Master Planning initiative, but want a refresher, this session will also allow you to learn new techniques to keep your next process fresh and relevant. This will be a hands-on course so come prepared to participate and learn.

#### Learning Objectives:

- Describe the parks and recreation system master planning (PRSM) process.
- Outline the topics and issues that can potentially be addressed through the PRSM process.
- Define the specific staples, processes, participants, products,

and outcomes from each step in the PRSM process.

1:15 PM - 2:15 PM

### Strong Foundations: Play and Recreational Surfaces Uncovered

0.1 CEUs 

**Richard Hawley**

*Vice President of Sales, Robertson Recreational Surfaces*

The newly updated Strong Foundations explores surfacing options in outdoor play and recreation areas, addresses current standards and criteria, provides information on how to protect and maintain an array of surfacing materials, and highlights examples that will inspire ways to add play value to your parks, playgrounds, and recreational areas.

#### Learning Objectives:

- Define best practices and considerations when planning, purchasing, and protecting play and recreational surfacing.
- Summarize the safety criteria under ASTM and the ADA guidelines for multiple play and recreational surfacing areas.
- Identify opportunities to increase play value and learning through creative surfacing options as well as give examples of applications in different settings.

1:15 PM - 2:15 PM

### Shaped by Play: The Formative Role of Playgrounds

0.1 CEUs  

**John McConkey**

*Market Research and Insights Manager, Landscape Structures*

The future of the word is in the hands of creative kids. Children’s play behavior on community playgrounds is essential for a successful, healthy adult life. We’ll share research from the U of MN Institute for Child Development showing how play develops 21st century skills: persistence, self-esteem, creativity and competence.

#### Learning Objectives:

- Understand from empirical

## Education Sessions

research how children's play develops leadership skills in the areas of creativity, collaborations, problem-solving and persistence.

- Identify design elements of the play space and how the affordances affect the patterns of play and play behaviors.
- Learn the importance of providing a variety of playground components to encourage a variety of play behaviors including an age-appropriate level of challenge.

**1:15 PM - 2:15 PM**

### So You Think You Can('t) Write a Grant

0.1 CEUs   

**Beth Powell**

*Conservation Lands Manager, Indian River County*

**Wendy Swindell**

*Conservation Lands Project Specialist, Indian River County*

Grant writing for many organizations can be intimidating. Your office doesn't have a professional grant writer and the work is left to your programmers and administrative staff. Browsing through pages of empty forms makes the challenge even more intimidating...and you haven't even gotten to the budget section!

#### Learning Objectives:

- Overcome your fear and anxiety over the grant writing process.
- Increase your knowledge of the grant writing and management process.
- Identify grant opportunities and how to match them to leverage existing funding.

**1:15 PM - 2:15 PM**

### Community Building with Libraries in Parks and Recreation

0.1 CEUs 

**Ellen Randolph**

*Library Manager, City of Boca Raton*

**Michelle Zimmer**

*Recreation Services Director, Boca Raton Parks and Recreation*

In the City of Boca Raton, the Library

is a valued member of the Recreation Services team, helping to build awareness among residents and other community members of the many benefits of parks and recreation.

Libraries and parks often share the same opportunities and challenges, including changing populations, partnership opportunities, open social spaces, programming and resource planning, and emergency response. Programs, services and spaces which support self-discovery and well-being through civic engagement, cultural appreciation, personal development, healthy lifestyles, and lifelong education, build collaborative, creative and resilient communities. When libraries and parks work together to maximize opportunity and manage challenges, communities thrive.

#### Learning Objectives:

- Discuss community building with libraries – Learning to be responsive.
- Identify partnership opportunities with libraries – Appreciating shared and complementary goals.
- Advocate for public spaces that promote community building – Creating safe and welcoming places.

**1:15 PM - 2:15 PM**

### Breaking the Barriers in Social Media

0.1 CEUs  

**Patricia Sturgess**

*Recreation Superintendent, Charlotte County Community Services*

**Ashley Turner**

*Graphics Specialist, Charlotte County Community Services*

Discover ways to help multigenerational work groups feel comfortable with the use of social media. This session will help you work with patrons who are not comfortable with a media source that is not controlled 100% by them directly.

#### Learning Objectives:

- Understand what barriers exist with the use of Social Media.
- Learn strategies to combat the

barriers.

- Learn internal ways to use Social Media to help bridge the gap between no use and free use.



**1:15 PM - 2:15 PM**

### Leadership on the Big Screen

0.1 CEUs 

**Delatorro McNeal MS, CSP**

You've never experienced leadership, taught like this before. You will be riveted from the moment Delatorro takes the stage in this Rockstar Leadership Development Experience. Leadership on the Big Screen is Delatorro's most requested Leadership Development Program. Packed with over 35 profound, actionable leadership lessons gleaned from American's favorite blockbuster movies, this cutting-edge program features Delatorro teaching profound leadership lessons in day-to-day business interactions and comparing/contrasting them to scenes from worldwide movie hits. Interact, debate, laugh, learn and grow as Delatorro masterfully dissects these movies and teaches leadership like you've never experienced it before... On the Big Screen!

#### Learning Objectives:

- Dissect movie clips to extract powerful leadership principles and identify with key characters and their plights to better relate.
- Better understand yourself and your peers and create more team synergy.
- Translate everyday work scenarios into leadership opportunities.

**1:15 PM - 3:15 PM**

### Intensive Drowning Prevention Program for Children Ages 3-14

0.2 CEUs   

**Anna Forde CTRS, MGH**

*Institute of Health Professions*

**Lynn Clarke CTRS**

*Recreation Supervisor, Naples Community Services*

The research presented will examine the effectiveness of SWIM Central, an intensive drown prevention program,

MONDAY

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# Education Sessions

in increasing swim and safety skills for children with disabilities versus children without disabilities, ages 3-14, and the parent's perception of the retention of skills for children who previously participated in the program.

### Learning Objectives:

- Understand the effectiveness of an intensive drowning prevention program children with and without disabilities, ages 3-14.
- Learn if an intensive drowning prevention program format shows promise for the retention of swim skills for children.
- List causes of drowning and the layers of protection that can protect a child from drowning.



1:15 PM - 3:15 PM

### De-Puzzling TR and Web Access

0.2 CEUs

Marsha Schwanke CTRS

Web Specialist, Southeast ADA Center  
Access to the Web is vital but barriers limit equal access for people with disabilities. Discover cornerstone basics, user experience "edges" and tools to integrate when building content. Come engage in a practical puzzle framework to provide more accessible materials to a diverse audience, the community, and the TR profession.

### Learning Objectives:

- Identify at least two rationale for web access in TR practice and service delivery.
- Describe three common barriers to web access for people with disabilities.
- Summarize three methods to evaluate web access in TR practice and service delivery.

1:15 PM - 3:15 PM

### Developing an Age Friendly Plan - Grass Roots Style

0.2 CEUs

Jennifer Burke AFO

Recreation Supervisor, Winter Haven Parks, Recreation and Culture

Laura Cantwell

Associate State Director of Advocacy and Outreach, AARP Florida

Cari Herrington MBA

Business Manager, All About Aging

Andy Palmer CPRE

Recreation Superintendent, Winter Haven Parks, Recreation and Culture

The AARP Age Friendly Program is a planning process that helps makes communities livable for all ages. This session will focus on how the grass roots group "Age Friendly Winter Haven" conducted a data driven process to produce a Community Wide Age Friendly Action Plan utilizing volunteers and community partners.

### Learning Objectives:

- Learn about the Winter Haven Community's approach to the Age Friendly Planning Process.
- Identify how the eight domains of livability are being implemented in Winter Haven's Action Plan. This will be followed by small group discussion on action plan domains.
- Describe how the Age Friendly Process can be completed at the Grass Roots Level with many community partners.

1:15 PM - 3:15 PM

### Managing Presentation Nerves: Coping with the Fear Inside

0.2 CEUs

Gabriel Castillo CPRP, MS

Recreation Manager, Belvidere Park District

Your stomach is queasy, your palms are sweaty, and your mind has gone blank, trying to grasp at your opening lines. Are you doomed to presentation panic and paralysis, or can you overcome that debilitating nervousness and deliver a speech that wows the audience?

### Learning Objectives:

- Identify why fears exist.
- Explore how to overcome that debilitating fear.
- Learn how to deliver a speech that wows the audience.

1:15 PM - 3:15 PM

### Bold Leadership and Strategic Thinking

0.2 CEUs

Lisa Paradis

VP and Principal, 110% Inc.

Adaptive leadership is the practice of mobilizing people to tackle tough challenges and to thrive by finding solutions in ways that are outside of natural comfort zones. It has roots in altruism, courage, risk, discomfort, business acumen and true engagement within the organization and in the community, as well as on a very personal, individual level for staff. For an organization, it can be a valuable leadership framework that helps teams adapt and find success in environments that are challenging. Understanding and utilizing that framework allows both individuals and organizations to take on the gradual but meaningful process of change and find success in ways they may never have thought were possible.

### Learning Objectives:

- Identify the difference between technical and adaptive challenges.
- Define the importance of using mission and vision as the beacon for change management.
- Identify and outline implementable steps to engage those affected most by change to create solutions.



2:30 PM - 3:30 PM

### 21st Century Parks - Leveraging Public Infrastructure Investment to Create a Sense of Place

0.1 CEUs

Shawn Kalbli RLA, MLA, ASLA



Vice President, Wood+Partners Inc.

Meghan Mick

Project Manager, Wood+Partners Inc.

This session will focus on creating 21st century parks that leverage agency partnerships and investment opportunities in public infrastructure

## Education Sessions

projects through the inclusion of Complete Streets and Place Making principles. As a conduit by way of these collaborative engagements, communities can realize innovative design solutions, benefits of reinvigorated neighborhoods, and catalyze private sector investment.

### Learning Objectives:

- Present an overview of the principles of Complete Streets and Place Making.
- Identify case study overview that demonstrates how creative design solutions embodying Complete Street and Place Making principles can be integrated with infrastructure projects to create 21st century parks.
- Summarize an examination of the benefits to neighborhoods and private sector investment through 21st century parks.

2:30 PM - 3:30 PM

### Exploring eConnect

0.1 CEUs 🗳️

#### Charla Lucas CPRP

*Director of Marketing, Communications and Strategic Vision, Florida Recreation and Park Association*

Take a journey through eConnect, the members-only online community that exists to serve you! Learn the basics, from logging in to posting your first discussion. Explore the treasure trove of resources that are available to you, right at your fingertips. Bring your laptop if you'd like to follow along.

### Learning Objectives:

- Become oriented on the basics of eConnect such as logging in, updating profiles, posting and replying to discussions and using messaging.
- Explore the resource library, learn how to search for items and learn how to share documents.
- Learn about the different discussion groups and how to control email frequency.

2:30 PM - 3:30 PM

### Spray Play for All: Designing Inclusive Splash Parks

0.1 CEUs 🗳️💰👤

#### John McConkey

*Market Research and Insights Manager, Landscape Structures*  
Spray parks are one of the most highly requested and utilized recreation amenities today. Universally designed spray parks make them inclusive for people of all ages and abilities. This session examines best practices for creating fun, engaging spray parks for people with and without disabilities, children, parents and grandparents alike.

### Learning Objectives:

- Understand the growing trend in spray grounds and splash parks and explain the benefits of water play for people of all ages and abilities.
- Identify the best practice recommendations for designing inclusive spray parks including all the site features that support an inclusive splash park.
- Identify the different areas and features of an inclusive splash pad and how these support age appropriate play and the needs of those with an assortment of medical needs.

2:30 PM - 3:30 PM

### Best Practices for Out of School Time Programming - Staffing and Training Requirements

0.1 CEUs 🗳️👤

#### Krista Pincince CPRP

*Assistant Director, Largo Recreation, Parks and Arts*

#### Jennifer McMahon CPRP

*Director, St. Pete Beach Recreation*  
This series of educational sessions focus on best practices within the five areas of child care. Whether your agency maintains licensed after school programs or not, in these sessions you will find best practices that can be implemented in after school and summer camp programs. This session will cover staffing and training requirements including hiring,

personnel documentation, training of staff, and credentialing. The training qualifies for renewal of one's child care certification.

### Learning Objectives:

- Identify what documentation should be maintained on program staff.
- Identify training that is best for personnel working in after school or summer camp programs.
- Discuss available credentials for personnel working in after school programs.

4:00 PM - 7:00 PM

### Exhibit Hall Grand Opening

7:00 PM - 10:00 PM

### Monday Evening Social

**Tuesday 8.27.19**



8:00 AM - 9:00 AM

### Hands on!

0.1 CEUs 🗳️

#### Rafael T. Abreu, Jr.

*Assistant Program*

*Coordinator, Miami Parks and Recreation, Disabilities Division*  
**Yeu Ming Guan**

*Program Assistant, Miami Parks and Recreation, Disabilities Division*  
The City of Miami's Parks and Recreation Disabilities Division offers a unique adaptive hand cycling program that allows individuals with disabilities and their supports to join the bike program. In many instances this is a reintroduction into recreational opportunities for someone with a spinal cord injury or other physical limitation, who previously thought sports activities were out of their ability. Through our program techniques, we are able to encourage all participants to get their "hands on" the wheel and have fun! Join the City of Miami's Team for a fun session demonstrating the how, what, and why fundamentals for this type of programming!

### Learning Objectives:

- Recognize steps on how to approach a person with a

MON/TUE

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# Education Sessions

disabilities before assisting during an adaptive sport.

- Demonstrate safe transfers and physically handling persons with disabilities in an adaptive sport.
- State concepts for best practices used for adaptive sports programming and facilitation.



### 8:00 AM - 9:00 AM Leading "The Way": Creating Positive Culture

0.1 CEUs

**Kirsten Barnes**

*Trainer and Consultant, Five Star Recreation*

Leading organizations across the country can be great examples of how to establish a way of thinking and execution that make your department shine. Using some of the best known organizations in the country, discuss how to build a culture that focuses on things you think are most important and grow your agency revenues.

#### Learning Objectives:

- Identify commonalities between your business some of the most successful businesses in the country.
- Discuss how to pinpoint your priorities through Mission and Vision to lay the baseline for your "way".
- Create a basic outline of your priorities and the first steps to implementation.

8:00 AM - 9:00 AM

### Brand New You! 10 Bold Steps to Market Yourself and Build Your Career!

0.1 CEUs

**Kathy Cahill CPRP**

*Volunteer Services Coordinator, Lee County Parks and Recreation*

**Michael Kalvort, CPRE**

*Director, Boca Raton Recreation Services*

Everyone is looking for ways to market their programs, but no one thinks about marketing themselves. This fun and interactive class will focus

on giving you the tools to build your personal brand. Learn the 10 ways to stand out from the crowd, get known, get noticed, and maybe get that promotion you want!

#### Learning Objectives:

- Understand the meaning of personal branding.
- Recognize opportunities to build your brand and career build.
- Learn the opportunities and power of networking.

8:00 AM - 9:00 AM

### Encouraging Team Creativity Helping Your People Think Creatively

0.1 CEUs

**Gabriel Castillo CPRP, MS**

*Recreation Manager, Belvidere Park District*

The importance of creativity and innovation can't be overestimated.

After all, you can have the best products and processes now, but if your organization lacks creative thinkers, it's going nowhere fast. Without new ideas, new products, and new processes, you'll be left behind by your competition.

#### Learning Objectives:

- Identify steps to foster creativity within your team.
- Learn how to become more engaged in your mission and vision.
- Appreciate the importance of creative thinking.

8:00 AM - 9:00 AM

### Understanding the International Dark Sky Society's Community Friendly Sports Lighting Program

0.1 CEUs

**Bob DeCouto**

*Central Florida Representative, Musco Lighting*

**Tim Imhoff**

*Sr. Sales Representative, Musco*

*Lighting*

Municipalities have long tried to protect their neighborhoods from the unwanted spill and glare associated

with sports lighting. In 2018, the International Dark Sky Society introduced a Community Friendly Sports Lighting Program designed to evaluate lighting signs to minimize community impact. Utilizing this third party program allows municipalities to evaluate designs prior to installation.

#### Learning Objectives:

- Understand the International Dark Skies Community Friendly Sports Lighting Program.
- Evaluate the manufacturer's ability to comply with this program.
- Understand the end result of a project prior to installation.

8:00 AM - 9:00 AM

### Lessons from NRPA's Wildlife Explorers Program

0.1 CEUs

**Jill Dixon**

*Financial Manager, Recreation Services, Boca Raton Recreation Services*

Presenters from the Children's Science Explorium and Boca Raton Public Library will share their tips and tricks for taking the (free) Wildlife Explorer program and turning into a cooperative venture for families. They will share some successes and opportunities for improvement they have gained over the past three years of the program.

#### Learning Objectives:

- Understand how staff use the NRPA Wildlife Explorer program and adapt it to their unique facilities and constituents.
- Gain ideas to take back to your own institutions and how to look for partners in the system/area you are already in.
- Understand how staff marketed the program using NRPA marketing materials along with their own materials.

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TUESDAY

# Education Sessions



8:00 AM - 9:00 AM

## Understanding Our Role in Quality Youth Sports

0.1 CEUs

**Rance Gaede**

*Recreation Superintendent, Tamarac Parks and Recreation*

**Lisa Licata**

*Senior Director, National Alliance for Youth Sports*

The youth sports administrator plays an integral role in the execution of high-quality youth sports. This session will explore what makes quality programs. We will examine the important role of the public entity's youth sports administrator when working with local leagues and other recreational partners - serving as a conduit for information, resources and guidance.

### Learning Objectives:

- Outline the roles and responsibilities of youth sports administrators as well as the importance of this professional position.
- Summarize the current youth sports landscape - both locally and nationally by analyzing the relationships between all the local youth sports providers.
- Outline the requirements of a quality youth sports program provider.

8:00 AM - 9:00 AM

## Recreation, Youth Programs, Parks, and Avoiding Lawsuits: How confident are you in your city's volunteer background screening program?

0.1 CEUs

**Chris Goodman**

*Director, NCSI / SSCI - National Investigations*

Over the last 10 years, there have been an abundant number of deficiencies identified in the traditional methods utilized to screen volunteers. These deficiencies are falling significantly short of the due diligence employment screening

practices, which have placed all volunteer dependent organizations and their members at serious risk! Addressing the need to upgrade background screening for volunteers can no longer be pushed to the side.

### Learning Objectives:

- Identify the steps to comply with the criminal background check standards.
- Formulate policy and procedures to bring a consistent background check approach to all user groups.
- Define deficiencies in less expensive national organization background check procedures to help avoid accepting substandard procedures.



8:00 AM - 9:00 AM

## Helping Teens Understand the Value of Leadership

0.1 CEUs

**Lori Hoffner**

*Trainer and Consultant, Supporting CommUnity, Inc.*

If your organization has teens in leadership roles, this session inspires leadership training for teens that hold various positions for your organization from employment to advisory boards. Organizations that have young people in a leadership role will understand how to create an environment that inspires teamwork, productivity and positive communication.

### Learning Objectives:

- Outline what teen leadership means.
- Explore current trends and ideas for teen leadership development and the strategy needed for success.
- Discuss goals and roles and the importance of having them clearly defined.

8:00 AM - 9:00 AM

## Parks and Recreation "Are We a Service or are We a Business"

0.1 CEUs

**Michael A. Jones**

*Director, Margate Parks and Recreation*

With the increased stress on city budgets, parks and recreation services are viewed by many decision makers as an affordable cut in the budget. It is thought that you can always make up for it with user fees and sponsorships. Can your community really afford to make these cuts and continue to pay more in user fees and/or sponsorships?

### Learning Objectives:

- Outline community driven services provided by their respective agencies.
- Discuss and Identify the different methods to value parks and recreation services.
- Recognize that not all services need a cost recovery formula.

8:00 AM - 9:00 AM

## Celebrating Milestones in Your Community

0.1 CEUs

**Jennifer McMahon CPRP**

*Director, St. Pete Beach Recreation*

Is your city turning 50? Or 100? Do you have a park that is reaching 20 years since opening or a facility that is having a grand opening? These milestones are a great way to increase the visibility of your mission, while allowing you to highlight your history, tradition or innovation. This session will discuss ideas from a panel of professionals that will help you plan, highlight and execute a milestone in your community that will create a memorable celebration.

### Learning Objectives:

- Discuss ideas that surround a milestone celebration as a community.
- Learn how to plan a milestone celebration that highlights the community's history and tradition.
- Discuss best practices in planning a milestone celebration that make the celebration memorable.

8:00 AM - 9:00 AM

## Moving from a Municipal to an Enterprise Mindset

0.1 CEUs

**Chris Nunes**

*Director of Parks and Recreation, The*

TUESDAY

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# Education Sessions

Woodlands Township, Texas

Revenue management starts with your staff possessing the ability to think and believe in the financial aspects of their agency or department. Having an enterprise approach requires that the professional have sound business principals with the intention of creating profit, which can be revenue and/or social benefit. This session will focus on how to create an enterprise mindset without forgetting about the social benefit of parks and recreation.

### Learning Objectives:

- Enable participants to gain and apply an understanding of the enterprise approach towards parks and recreation.
- Develop a plan on how to make an agency enable an enterprise approach.
- Encourage participants to be bold and innovative decision makers.

9:00 AM - 12:00 PM

## Exhibit Hall Closing

1:15 PM - 2:15 PM

## The Change Curve

0.1 CEUs ★ 🌐

**Gabriel Castillo CPRP, MS**

*Recreation Manager, Belvidere Park District*

As someone needing to make changes within your organization, the challenge is for you to help and support people through these individual transitions. This can sometimes be intensely traumatic and involve loss of power and prestige and even employment. The easier you can make this journey for people, the sooner your organization will benefit and the more likely you are to be successful.

### Learning Objectives:

- Learn about mistakes commonly seen while rolling out change.
- Identify phases of change each person or group could go through.
- Discuss the biggest barriers to creating lasting change.



1:15 PM - 3:15 PM

## Purpose and Passion – It's All About the Journey

0.2 CEUs ★

**James Andersen**

*Recreation Superintendent, Green Bay Parks, Recreation and Forestry*

Being a leader and an inspiration to others while making work part of your mission can be a task...or it can be part of the greatest adventure of your life. James will provide a relatable, humorous, thought-provoking, high energy session for all in attendance. James's mission over the last 15 years is to inspire others to live life and work with the "Power of Purpose and Passion" in their everyday journey. His insightful and impactful themes about looking within instead of around us for the answers can impact those in attendance long after they leave the conference. His positive attitude is contagious and his presentation will be an adventure that will change your perspective and outlook in everyday life.

### Learning Objectives:

- Recognize the power of passion and recall relatable messages through speaker's experiences.
- Describe the energy in simple yet entertaining messages that will spark passion or re-ignite new thoughts and behavioral change as you start or continue your journey in life.
- Recognize the unlimited potential of incorporating mission into your work.

1:15 PM - 3:15 PM

## An Introduction to Active Shooter Planning for Event Organizers and Venue Operators

0.2 CEUs ★

**Brian Avery**

*Managing Member, Safety & Security Services, LLC*

Event organizers and venue operators have a responsibility to staff, vendors and patrons to mitigate and/or

eliminate known and foreseeable hazards including active shooter situations. This interactive program will address everything from threat preparation, including security screening, to response tactics including providing on-site medical staff.

### Learning Objectives:

- Identify and discuss implementation measures to mitigate the potential threat of an active shooter.
- Describe actions that can be taken to reduce the effectiveness of an active shooter.
- Evaluate response protocols in the event of an active shooter situation.

1:15 PM - 3:15 PM

## The Economy of Experience

0.2 CEUs \$ 🌐 ★

**Kirsten Barnes**

*Trainer and Consultant, Five Star Recreation*

Let's face it: the days of being the sole recreation provider, only aquatic facility, or even the low-cost rental space in our communities have gone away. As we navigate the reality of competition in the marketplace, creating "WOW" experiences for active and passive users at both paid and free events can be the most impactful, and often cost-effective, way to further secure the position of your department as a leader in the community. Learn no-cost and low-cost ways to drive great experiences for every user to build your bottom line!

### Learning Objectives:

- Define the "Economy Experience" broadly and how it applies to your department.
- Identify opportunities to leverage daily guest interactions to provide memorable experiences.
- Outline a plan to create "wow" experiences in programs and at events.



**1:15 PM - 3:15 PM**  
**Finding Your Why:  
 Connecting Your Work  
 and Purpose**  
 0.2 CEUs ★

**Michelle Bono**

*CEO, Bono Communications & Marketing*

You like your job. But are you really fulfilled? It's not about being happy, which can be a temporary condition. It's about understanding your why – what's meaningful to you and how you're a part of something bigger; something that really matters. It's about creating a workplace where trust and cooperation are the norm, not the exception. Building on the philosophy of author Simon Senek, this highly-rated and interactive session from 2018 is back. The goal is to help you identify your "why" and put it into action. Whether you lead a work crew, volunteers or the department, knowing your why can help you and your team understand why you exist, how to motivate and inspire each other and how to better connect with your customers. It also is designed to leave you inspired at the beginning and end of each day, saying "I love what I do!"

**Learning Objectives:**

- Learn how finding your team's purpose inspires and motivates.
- Identify and practice the process of finding your "why".
- Learn how to use your "why" to become the leader you wish you worked for.

**1:15 PM - 3:15 PM**  
**Gaining STEAM: Programming  
 Cooperation in your  
 Department**  
 0.2 CEUs 🌱 🧠

**Jill Dixon**

*Financial Manager, Boca Raton Recreation Services*

This session will focus on how the City of Boca Raton has incorporated "STEAM" activities through three sections of the department in order to cross-pollinate, create new

audiences, and work together to enhance programming opportunities in their city. Presenters will provide ideas to adapt as your own, creating cooperative opportunities within your local area.

**Learning Objectives:**

- Understand how three distinct facilities created a teamwork environment to creatively program and market, and how this can be re-created in your own agency.
- Gain ideas to take back to your own institutions, to look for partners in the system/area.
- Understand STEAM and its components.

**1:15 PM - 3:15 PM**  
**Navigating the Minefield of  
 Employment Practices Liability**  
 0.2 CEUs ★ 🧠

**Steven Kleinman**

*Retired general counsel for the Park District Risk Management Agency (PDRMA)*

With ever-expanding state and federal laws, park and recreation professionals must tiptoe around the minefield of potential employment practices liability when assessing and addressing employee conduct and performance. This interactive session shall assist managers and supervisors in addressing their most difficult employees in today's world of social media, societal and generational challenges, and instant communication. From the "kind and inept" employee to the "employee from hell", attendees will gain valuable insights and perspective, and be provided tools and guidelines to assist managers and supervisors in addressing current and future workplace challenges from discipline to termination.

**Learning Objectives:**

- Better understand the ever-expanding laws impacting the workplace.
- Learn to address practices aimed at minimizing employment practices liability and maximizing communication, efficiency,

productivity, and morale in the workplace.

- Understand 'best practices' guidelines and tools, including checklists, investigative guidelines, and sample communications that attendees can incorporate into their practice.

**1:15 PM - 3:15 PM**  
**1000s of Details, One Project:  
 Project Management**  
 0.2 CEUs ★

**Chris Nunes**

*Director of Parks and Recreation, The Woodlands Township, Texas*

This session will focus on project management approaches once the project is approved by a Council or Commission. We will review and discuss several specific communication, documentation, and monitoring techniques that are the fundamental tools to keep a project on track from project initiation to project completion. Examples of both successful and unsuccessful project execution will be shared and discussed, and participants will have the opportunity to discuss one of their current challenging projects with the group.

**Learning Objectives:**

- Review the project management process from bid to close out.
- Identify methods in which to reduce cost, project a time line and overall adhere to specifications.
- Identify terms and language related to project management.

**1:15 PM - 3:15 PM**  
**Putting Your Money Where  
 Your Mission Is**  
 0.2 CEUs 💰 🧠

**Lisa Paradis**

*VP and Principal, 110% Inc.*

Finding the sweet spots in an organization's distribution of resources can be viewed as challenging, especially when politics are involved. More often than not, organizations function without knowledge of the cost to provide services. They

TUESDAY

BACK TO QUICK LINKS

# Education Sessions

end up compromising their long-term viability and quality of service delivery by setting fees or making management decisions based on history or “squeaky wheel” special interest groups. This session focuses on applying diverse, responsible and articulate financial management practices for organizational growth and sustainability

### Learning Objectives:

- Discuss ways to refine allocation of resources that are both defensible and balance mission and enterprise.
- Define the differences between community and individual service benefits and why that is important to budgeting.
- Develop strategies to illustrate financial conditions and make informed decisions to serve the needs of the community.



### 1:15 PM - 3:15 PM Internal Controls in a Parks and Recreation Environment

0.2 CEUs

#### Rebecca Schnirman CPRP

*Director, Financial and Support Services, Palm Beach County Parks and Recreation*

This session will cover the concepts you need to consider when designing and implementing effective internal controls in a parks and recreation environment. Session will explore how and why fraud occurs, cover internal control standards (COSO Model), and explore different techniques to help mitigate risks within your organization.

### Learning Objectives:

- Recognize the importance of implementing effective internal controls.
- Identify risk and where it originates.
- Understand best practices on different internal control related concepts.

1:15 PM - 3:15 PM

### The FRPA Economic Calculator

### – Development, Categories, Inputs and Sources

0.2 CEUs

#### Felicia Donnelly AICP

*Assistant City Manager, City of Oldsmar*

Demonstrating the economic value of parks and recreation in order to have the ability to justify continued investment in parks and recreation has long been a desire of professionals throughout the State. Assigning actual and defensible numbers to recreation activities and public spaces allow the use of that information to demonstrate the true value of the public’s investment. Whether looking at a program, natural area, event, or tournament, knowing the positive impact of that can allow you to make strategic decisions about allocation of your agency resources. This session will provide information on the development of the FRPA Economic Calculator tool, what areas are addressed, how to gather your specific inputs and sources to use to bolster the power of this tool for your agency.

### Learning Objectives:

- Discuss the development of the FRPA Economic Calculator Tool.
- Understand considerations given to information sources in selecting those applied to the FRPA Economic Calculator Tool.
- Identify local sources of information to be utilized in painting your economic picture.
- Develop a plan to gather your agency information in order to begin calculating your economic impact.

1:15 PM - 4:45 PM

### Suicide Talk: A Conversation to Create Awareness

0.3 CEUs

#### Lori Hoffner

*Trainer and Consultant, Supporting CommUnity, Inc.*

Suicide can be a very scary and difficult topic for many people to discuss. Only an open and honest conversation about the issue of suicide helps remove the stigma and taboo.

Research tells us that depression, one of the leading contributors to suicidal ideation, can be reduced with physical activity.

### Learning Objectives:

- Outline state and national suicide statistics and the impact on awareness
- Define risk factors and corresponding coping skills that can be used to help someone struggling with suicidal ideation.
- Identify individuals and community resources that can provide ongoing support and help.

2:30 PM - 3:30 PM

### Transforming Your Community Pool with the Waterpark Model

0.1 CEUs

#### Eduardo Cruz

*Sales Executive, Vortex Aquatic Structures*

Why not consider refreshing your pool by adding new and attractive water play features and elements in or around it? Add loads of play value with these simple additions that can fit into your budget and your pool’s normal maintenance schedule. Hooking up to existing infrastructure can be simpler than you think.

### Learning Objectives:

- Upon completion of this session, the participants will understand pool basics and the ABCs of refurbishing.
- Learn the benefits of installing individual or multiple play features.
- Gain an overview of different play elements that can leave the biggest impact on communities.



2:30 PM - 3:30 PM

### Urban Trails

0.1 CEUs

#### Meg Daly

*Founder and President, Friends of the Underline*



#### Alissa Turtletaub

*Senior Planner, Miami Dade Parks, Recreation and Open Spaces*

#### Joe Webb

## Education Sessions

*Director of Park Planning, AECOM Technical Services*

This session will describe the overall, 50 year vision for greenways and trails throughout Miami Dade County and how the County is working together with multiple cities and private, not for profit organizations to realize this vision. Detailed descriptions will be provided for two significant current projects; the acquisition of the Ludlam Trail corridor and the design and development of The Underline.

### Learning Objectives:

- Summarize the critical components of Miami Dade County's vision for an interconnected system of trails.
- Identify the long-term planning and efforts to acquire the former FECI rail corridor and develop the area in Ludlam Trail – a six mile trail through the center of Miami Dade County.
- Identify the vision transforming the underutilized land below Miami's Metrorail in to The Underline, a 10-mile linear park and urban trail in Miami Dade County's urban core.

**3:30 PM - 4:30 PM**

### Success Regardless of Your Position

0.1 CEUs 🌟

**James Andersen**

*Recreation Superintendent, Green Bay Parks, Recreation and Forestry Department*

Do you ever feel like you want to be more successful? Do you want to be successful but think that it won't happen for you until you accomplish "this" or have "that" position? Have you ever been told "no" to an idea, project or initiative that you felt really stoked your passion and could really benefit your organization or community? In this fun and enlightening session you will hear ideas, learn techniques and develop principles that will help you take action, achieve more and realize you can be successful each and every day, despite perceived roadblocks, failures

and circumstances.

### Learning Objectives:

- Recall how to look at perceived obstacles in a more positive manner.
- Identify techniques that will increase the likelihood of getting ideas from "idea to reality".
- Discuss overcoming obstacles as part of the journey and as a learning/growing experience.

**3:30 PM - 4:30 PM**

### The Ultimate Leader

0.1 CEUs 🌟🌍

**Jill Boyd**

*Recreation Supervisor, Charlotte County Community Services*

**Patricia Sturgess**

*Recreation Superintendent, Charlotte County Community Services*

What makes an ultimate leader? Commitment to be the best leader through the busiest of times. Explore Gallop's survey of employees and what employees feel make a great leader. What is the difference between a leader and a supervisor? Some easy take away tips to stay focused on leadership.

### Learning Objectives:

- Learn what Gallop has identified as the Ultimate Leader.
- Understanding of what sets the ultimate leader apart from a supervisor.
- Take away some simple tips to keep focused on leadership.

**3:30 PM - 4:30 PM**

### Proven Green Technologies for Commercial Pools and Spas

0.2 CEUs 💰🌱🌍

**Alvaro Mendoza**

*President, Commercial Energy Specialist*

**Marc Solomon**

*Recreation Superintendent, Charlotte County Community Services*

Higher energy costs provide an opportunity for the application of energy saving technologies in pools and spas. This course will review and increase awareness of proven technologies for commercial pools

and spas. Attendees will learn about methods of heating, disinfection, and circulation that are eco-friendly, consume less energy and save money.

### Learning Objectives:

- Gain increased awareness of proven energy saving technologies for commercial pools.
- Recognize methods of heating, disinfection and circulation that are eco-friendly and consume less energy.
- Identify alternative forms of disinfection that will substantially reduce chemical costs.

**3:30 PM - 4:30 PM**

### Best Practices for Out of School Time Programming - Operational Requirements

0.1 CEUs 🌟

**Krista Pincince, CPRP**

*Assistant Director, Largo Recreation, Parks and Arts*

**Jennifer McMahon, CPRP**

*Director, St. Pete Beach Recreation*

This series of educational sessions focus on best practices within the five areas of child care. Whether your agency maintains licensed after school programs or not, in these sessions you will find best practices that can be implemented in after school and summer camp programs. This session will cover operational requirements including group size and ratios, forms and documents, field trips, transportation, driver requirements and logs, volunteers, lesson plans, and food handling. The training qualifies for renewal of one's child care certification.

### Learning Objectives:

- Identify appropriate child/staff ratios for general program and field trips.
- Discuss transportation and needs for driver, vehicle, and documentation.
- Discuss food handling best practices.

# Education Sessions

3:30 PM - 5:30 PM

## Telling the Story Using Your Economic Data

0.2 CEUs  

**Felicia Donnelly AICP**

*Assistant City Manager, City of Oldsmar*

Having economic impact information is not in itself enough. Now that you have the important economic data, how do you utilize that to tell the story of your agency? This session will demonstrate how to take pieces of information and change the story line to fit your audience while maintaining the credibility of the information. Telling a story that compels decision makers to commit funding and support to your effort, is your goal. Showing that you are a community gain, not a budget drain is imperative to increasing your value to your community.

### Learning Objectives:

- Identify the compelling pieces of economic data for your community.
- List audiences you desire to have the economic impact data for your agency.
- Identify techniques in presenting the information in a manner that resonates with each individual audience.
- Develop a plan to present your agency information to a minimum of two audiences in the coming year.

3:30 PM - 5:30 PM

## What If You Changed One Thing?

0.2 CEUs  

**Brian Avery**

*Managing Member, Safety & Security Services, LLC*

Are you the missing link to a successful event risk management plan? This interactive program explores the common traits of event catastrophes and provides planners and venue operators with analytical methods to identify and procedures to mitigate known and foreseeable hazards before it's too late.

### Learning Objectives:

- Gain a general understanding of how accidents are caused.
- Recognize and identify known and foreseeable hazards.
- Develop and implement mitigation tactics to address known and foreseeable hazards.

3:30 PM - 5:30 PM

## Harassment and Discrimination in the "Me Too" World

0.2 CEUs  

**Steven Kleinman**

*Retired General Counsel for the Park District Risk Management Agency (PDRMA)*

With ever-expanding laws, societal and generational changes, and increasingly mixed messaging, this interactive workshop shall assist attendees in navigating the complex world of workplace harassment and discrimination. From policy to practice, this workshop will provide supervisors and managers the perspective, tools, and guidelines necessary to minimizing employment practices liability while maximizing a respectful workplace, employee morale, and a productive and efficient workplace where all employees feel welcome and valued.

### Learning Objectives:

- Learn recent development under state and federal law and discuss the impact in today's park and rec environment.
- List tools, and best practices guidelines to investigate and address allegations and charges of workplace harassment and discrimination.
- Prepare to review and/or revise existing workplace harassment and discrimination policies and practices to maximize effective and meaningful staff communication while minimizing employment practices liability.

3:30 PM - 5:30 PM

## Mind Your Ps, Qs, and KPIs-Key Performance Indicators

0.2 CEUs 

**Chris Nunes**

*Director of Parks and Recreation, The Woodlands Township, Texas*

The overall challenge with Key Performance Indicators used in parks and recreation systems is that they were created by the accounting and finance departments. Many of the KPIs used do not measure outcomes but primarily tabulate use levels. This session will review the concept of KPIs, how to create meaningful KPIs for parks, recreation, aquatics, special events and how to use data that is already collected for KPIs data can be easily obtained.

### Learning Objectives:

- Define key performance indicators as related to parks and recreation.
- Identify and understand the creation and development process of using Key Performance Indicators.
- Develop a program for the implementation of KPIs within your agency, division and/or unit.

3:30 PM - 5:30 PM

## Red Tide, Blue/Green Algae, King Tides, High Bacteria Oh My...What to Do?

0.2 CEUs   

**Experienced Panelists**

2018 brought on widespread Red Tide, Blue/Green algae, King Tides, High Bacteria levels, and other environmental occurrences impacting parks and recreation agencies across the State. Hear first-hand from panelists who were responsible for clean-up and recovery. Discussion will include how to protect staff who are on the front lines of clean up, how to assess damage, and what agencies provide regulation, resources, and oversight.

### Learning Objectives:

- Discuss environmental occurrences that can impact parks and recreation activities.
- Learn what parks and recreation

# Education Sessions

agencies did in 2018 in response to red tide, blue/green algae, king tides, and high bacteria.

- Identify techniques to protect staff who are on front lines of recovery and restoration efforts.

3:45 PM - 4:45 PM

## Designing Sustainable Splashpads

0.1 CEUs   

**Eduardo Cruz**

*Sales Executive, Vortex Aquatic Structures*

This session will explore how to design environmentally responsible spray parks. Important factors such as site topography and product selection are part of the design process. Perhaps the most important consideration is the water management system. New technology has been developed to maximize the use of water while minimizing environmental impact: the capture and repurpose system.

### Learning Objectives:

- Identify the factors influencing the overall sustainability of a spray park installation.
- Learn how to assess sustainability goals and select the appropriate water management system.
- Learn how to integrate the capture and repurpose system in your design.

3:45 PM - 4:45 PM

## A Parks Role in Sustainability and Resiliency

0.1 CEUs 

**Kevin Kirwin CPRE**

*Director, Parks and Conservation Resources, Indian River County*



**Joe Webb**

*Director of Park Planning, AECOM Technical Services*

**Enrique Sanchez**

*Deputy Director, Fort Lauderdale Parks and*

*Recreation*

**Alejandro Zizold**

*Master Plan Manager, Miami Dade Parks, Recreation and Open Spaces*

This session will describe the principles of sustainable and resilient

park design and provide examples from the City of Miami and the City of Fort Lauderdale on how parks, recreation and open spaces are being integrated into city-wide efforts for sustainability and resiliency.

### Learning Objectives:

- Describe the comprehensive approach Miami Dade County takes to integrate sustainability and resiliency in parks and open space planning and design.
- Identify the efforts being employed by the City of Miami to incorporate parks in the city's overall strategy for sea level rise and coastal resiliency.
- Identify the how the City of Fort Lauderdale has incorporated innovative park planning and design solutions to promote storm water management and neighborhood resiliency.

## Wednesday, 8.28.19

6:30 AM - 7:30 AM

## Morning Walk/Run

8:00 AM - 9:00 AM

## Creating Impactful Partnerships Within Your Community

0.1 CEUs   

**James Andersen**

*Recreation Superintendent, Green Bay Parks, Recreation and Forestry Department*

Building impactful relationships and maintaining a positive partnership can be somewhat of an art. Do you want to expand your outreach and impact without necessarily creating more work or expanding your budget? Is working together with other community members and organizations with the same missions a tangible goal of yours? Do you want a seat at the table when area businesses request to sponsor a great initiative? Of course! We all value positive relationships and this session will give you tips, examples and real life scenarios on how to create long-lasting and valuable partnerships

within your community...no matter what level you are at.

### Learning Objectives:

- Be able to recognize why partnerships are essential to any organization's mission and future vision.
- Discuss impactful, positive (and not so positive) partnerships/ sponsorships and the results they can have on an organization and a community.
- Describe how building relationships is synonymous with building partnerships and how identified positive organizations with the same missions can significantly impact your departments role in the community.

8:00 AM - 9:00 AM

## Entertaining Teens

0.1 CEUs 

**David Andrews**

*Program Specialist, Hillsborough County Parks and Recreation*

In this workshop we will talk about what you can do to attract teenagers to your program, and what you can do to keep them coming. We will brainstorm events and fun activities for your center.

### Learning Objectives:

- Discuss ways to assess what teens in your area want and how to attract them to your center.
- Identify new trends in teen programming.
- List ways to engage teens to continue to be engaged in your programs and beyond.

8:00 AM - 9:00 AM

## How YES Can Change Your Business

0.1 CEUs 

**Kirsten Barnes**

*Trainer and Consultant, Five Star Recreation*

Do you ever feel like you spend the entire day saying "no"? "No, you can't bring your friend for free." "No, you can't take off three weeks of summer camp." "No, you can't run

TUE/WED

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# Education Sessions

on the pool deck.” Have you ever wondered what would happen to your business and the people you serve if you found ways to say “yes” to every inquiry? While there are times when we have to say no, learn how to break your habit of saying “no” to better serve your community, open new opportunities to the people who work for you, and change your outlook!

### Learning Objectives:

- Understand the psychology of why saying “no” becomes a habit.
- Identify opportunities in our daily business interactions to say yes – including when you need to consider a policy change.
- Outline a plan to start saying “YES” that will still allow you to uphold facility guidelines, safety, and your personal sanity.

8:00 AM - 9:00 AM

## The Benefits of a Volunteer Staff Program

0.1 CEUs

**Kathy Cahill CPRP**

*Coordinator, Lee County Parks and Recreation*

This interactive session will cover the why, how, and what of a volunteer staff program. Participants will gain a clear understanding of why volunteer staff add value, why they volunteer, how we keep them, and what they love and hate. Come prepared to learn and share.

### Learning Objectives:

- Understand why parks and recreation agencies need volunteer staff, and why volunteers need you.
- Identify ways of keeping volunteers.
- Understand what volunteers love and what they hate, and how to keep them motivated.



8:00 AM - 9:00 AM

## Customer-Focused Park Design

0.1 CEUs

**Stephanie Cornejo**

*Park Planner 2, Miami Dade Parks, Recreation and Open Spaces*

**Nick Kuhn RLA, CPRP**

*Associate Vice President, AECOM Technical Services*

Park design is an area that is often difficult. Most poor park designs fail programmatically rather than because of failed design or engineering. This session will identify the principles of customer-focused park design and how Miami Dade County uses this planning process to effectively engage citizens and advance their design excellence program.

### Learning Objectives:

- Summarize the critical components of a comprehensive park planning and design process.
- Identify the how to effectively engage residents in the design and development process.
- Identify the how Miami Dade County uses this process to advance its design excellence program.

8:00 AM - 9:00 AM

## Creating a Culture of Innovation

0.1 CEUs

**Felicia Donnelly, AICP**

*Assistant City Manager, City of Oldsmar*

**Brynn Frazier, CPRP**

*Recreation Supervisor, Oldsmar Leisure Services*

Innovation is a rising trend in public organizations. What is innovation? How does it fit in your agency? How can you get upper management to buy in to more innovation? Explore these topics and relevant examples to help you bring about more innovation in your agency.

### Learning Objectives:

- Identify why an Innovation Team can benefit your organization.
- Understand how the City of Oldsmar implemented an Innovation Team.
- Identify tools to bring an Innovation Team to your agency.



8:00 AM - 9:00 AM

## Staff Recruitment and Retention Round Table

0.1 CEUs

**Mike Massoglia**

*Recreation Supervisor, Charlotte Co Community Services*

**Marc Solomon**



*Recreation Superintendent, Charlotte County Community Services*

This session is focused on staff recruitment and retention challenges that parks and recreation agencies face and will explore strategies to meet those challenges. Time will be dedicated for participants to engage in open discussion and share the challenges their agencies face and/or solutions their agencies have implemented.

### Learning Objectives:

- Identify at least three innovative staff recruitment techniques.
- List three proven staff retention strategies that can be easily implemented.
- Discuss staff recruitment and retention challenges your agency has faced and the steps taken to address those challenges.

8:00 AM - 10:00 AM

## The Influencers Panel

0.2 CEUs

**Moderated by David Barth**

*Principal, Barth Associates*

What would you give to be in a room with the top influencers in the parks and recreation industry? What is it worth to you to hear words of inspiration that will catapult your passion for your career choice? Everyone needs a little encouragement, motivation and reassurance. This session will be like drinking a potent energy drink and will stimulate your inner professional. These hand selected panelists will discuss how they approach the daily grind that is parks and recreation, how they balance their professional and personal lives, and how they keep it fresh while wading through the muck that is the daily routine. Hear from

## Education Sessions

some of the best in our profession and soak up their passion and their words of wisdom.

### Learning Objectives:

- Discuss how industry leaders approach the daily grind that is parks and recreation.
- Learn how you can balance your professional and personal lives to be the best person you can be.
- Discuss methods and techniques that allow you to keep fresh while wading through the muck that is your daily routine.

**8:15 AM - 10:15 AM**

### The New ADA: Florida Implications

0.2 CEUs 

**John McGovern JD**

*Partner, Principal in Charge, Accessibility Practice, WT Group LLC*

**Jeff Pohlman**

*Director, Davie Parks, Recreation and Cultural Arts*

The current administration has emphasized deregulation, reduced staff in civil rights offices, and flavored administrative decisions and Federal District Court decisions to reflect a more conservative mandate. But has that shift yet reached ADA enforcement? This session will review trends and compliance strategies in this new era.

### Learning Objectives:

- Understand recent ADA enforcement trends.
- Apply ADA requirements to home agency operations.
- Discuss smart practices in parks and recreation throughout the United States.

**8:00 AM - 11:30 AM**

### Grants Exchange - Meet the Experts

Not available for CEUs 

**Drop By Meet and Greet**

Join the experts - those administering grant programs that provide valuable assistance to local government parks and recreation agencies. These individuals will have information on the grant programs they have

available, and provide technical assistance responding to your questions and inquiries.

**8:15 AM - 10:15 AM**

### Trends in Technology for Recreation Programming

0.2 CEUs  

**Jennifer McMahon, CPRP**

*Director, St. Pete Beach Recreation*

**Jessica Newsome**

*Recreation Manager, Largo Recreation, Parks and Arts*

As technology changes at the speed of light, so do the opportunities to utilize it in your recreation programming. This session will explore the latest technology being used to enhance programs, events, classes and general operations. Bring your experience and ideas that you have incorporated in your community for a group discussion.

### Learning Objectives:

- Learn what technology is being used to enhance programs, events, classes and general operations.
- Identify ways to incorporate technology into your programs and how to overcome obstacles when implementing them.
- Discuss ideas of what your communities are doing today.

**8:00 AM - 11:15 AM**

### When Traumatic Events Impact Your Organization

0.3 CEUs   

**Lori Hoffner**

*Trainer and Consultant, Supporting CommUnity, Inc.*

Traumatic events can test us all at a very personal and human level. In this session we will discuss the impact that such events can have on staff, facilities and the greater community. We will discuss the importance of collaborative relationships and the success of recovery by being proactive.

### Learning Objectives:

- Explore the value in responsible reporting of potential threats within an organization and if necessary to the greater public.

- Create a plan to implement an internal crisis response team that can help support staff and seek outside resources for increased care.
- Discuss the research supporting the need for physical activity to combat stress and depression following a traumatic event.

**9:15 AM - 10:15 AM**

### Mission Impossible – Understanding Your Finance Department

0.1 CEUs 

**Kirsten Barnes**

*Trainer and Consultant, Five Star Recreation*

We all have those stories: purchase order generation lagging, guidelines for getting quotes that just don't make sense, last minute calls for new financial reports, or simply never feeling like you're giving the Finance Department exactly what they need. Using practical experience from professionals around the country, discussions with finance professionals, and proven corporate communication tactics, learn how to foster positive relationships with your Finance Department.

### Learning Objectives:

- Identify gaps in expectations from the finance department and your departmental needs.
- Discuss proven practical ways to navigate government finance.
- Build basic communication skills to engage positively with even the most challenging departments.

**9:15 AM - 10:15 AM**

### Volunteers-Utilizing the Greatest Resource of our Community

0.1 CEUs  

**Kathy Cahill, CPRP**

*Coordinator, Lee County Parks and Recreation*

Volunteers help with special events and programs, but their role is so much bigger than an extra set of eyes. They are the gateway to building a

WEDNESDAY

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## Education Sessions

stronger community. Change the way you see volunteers and start utilizing them as your greatest resource.

### Learning Objectives:

- Recognize the role volunteers play in community building.
- Identify ways to utilize volunteers right now.
- Discuss examples of how others utilize volunteers to build community.

9:15 AM - 10:15 AM

### Turning Private Land into Public Parks! Working with Private Developers to Create Public Parks and Open Space

0.1 CEUs 🌱🌳🌲🌴

#### Jeremy Calleros Gauger

Deputy Director, City of Miami Planning Department

#### Kevin Kirwin, CPRE

Parks and Conservation Resources, Indian River County

With property at a premium – when it comes to availability and cost – there are ways for park professionals to work with private developers, planners and zoning officials to obtain public open space and parks within developments. This session will present the successful strategies, tactics and opportunities that the City of Miami has implemented with the private sector to obtain valuable public park space from what was formerly privately-owned land. During this session you will hear from a planner with private sector experience and a parks professional with a quest to find public space in a dense urban environment.

### Learning Objectives:

- Give examples of how another municipality has added public space and parks to their inventory by working with the private sector.
- Learn how to work in concert with the private sector, planners and zoning officials to create a win-win for everyone.
- See and learn how to work with private developers to dedicate public space and park land, build the park and then maintain the

space in perpetuity!



9:15 AM - 10:15 AM

### Parks Staff Supporting Childcare During Emergency Activations

0.1 CEUs 🌱🌳

#### Ryan Murphy

Operations Coordinator, Sarasota County Parks, Recreation and Natural Resources

During emergency activations, public employees are often faced with the challenges of reporting for work. They are also left without normal childcare due to closures. Partnering with Emergency Services, Libraries, and Sarasota County Parks, Recreation and Natural Resources developed an innovative childcare program that allows county staff to report for work.

### Learning Objectives:

- Review an innovative example of providing childcare for public sector workers during emergency activation.
- Discuss alternative means of ensuring workforce engagement during emergency activation.
- Summarize Sarasota County's Emergency Activation Childcare Program.

9:15 AM - 10:15 AM

### Tips and Tricks to Planning Successful Programs and Events

0.1 CEUs 🌱

#### Erin Weislow MPH

Recreation Administrator, Doral Parks and Recreation

#### Vianca Peron-Sellan MPA

Administrative Services Manager, Miami Beach Parks and Recreation

As a new parks and recreation professional you may only have had the opportunity to work during an event and/or program. Ready to take the plunge and take on the new role? During this one hour speed session, geared towards new Parks and Recreation Professionals, we will show you tips and tricks for proposing and executing successful programs and events for your municipality or county. Topics will range from your

initial proposal, budgeting, staffing, marketing, day-of-tips, challenges or obstacles and post event/program action. This session is great for conference first-timers or conference alumni looking for fresh ideas.

### Learning Objectives:

- Identify new strategies to plan successful programs and events.
- List day-of-tips for event and program execution.
- Discuss challenges and obstacles that may occur before, during and after your program/event.

9:15 AM - 11:15 AM

### Creating a Healthy Organization - It Means Everything to Your Success

0.3 CEUs 🌱🌳

#### Michelle Bono

CEO, Bono Communications & Marketing

We all want to work in a healthy organization. In this case, we're not talking about having a gym next to your office! Rather, organization health refers to a workplace where management, operations and strategy work together and make sense. A healthy organization, or a healthy work unit, is one with minimal politics and confusion, a high degree of morale and productivity and a place with low turnover among good employees. It's the kind of workplace we all want! This session help you create that workplace. You'll learn about research and ideas from Patrick Lencioni, author of *The Advantage: Why Organizational Health Trumps Everything Else in Business*. We'll explore building team trust, mastering conflict, achieving commitment, embracing accountability and focusing on results. We'll also look at how to create clarity and what is needed to really bring about meaningful change. Best of all, you'll be able to test out the ideas you're learning by taking part in interactive exercises guaranteed to bring fun and laughter into the session. You'll learn so much you'll want to take part in the second, related afternoon session:

# Education Sessions

Becoming, Hiring and Developing the Ideal Team Player.

**Learning Objectives:**

- Identify the keys to building high organization health in your workplace.
- Explore how to build trust, master conflict, achieve commitment, embrace accountability and focus on results.
- Understand your why and how to create clarity throughout your team.
- Learn how to create a playbook to guide your team's success in becoming a healthy organization.



9:15 AM - 11:15 AM

**Bond, Parks Bond**

0.2 CEUs

**Ryan Cambridge**

*Planning Practice Leader, Browning Day Mullins Dierdorf Architects*

**Pegeen Hanrahan P.E.**

*Southeast Conservation Finance Director, The Trust for Public Land*

**Barbie Hernandez**

*Director, Doral Parks and Recreation*

In November of 2018, Doral voters approved a \$150M, parks-specific bond measure; one of the largest in the state's history. This session will explore, through multiple lenses, what factors and strategies helped make this historic bond referendum successful and how communities of all sizes and contexts can apply them.

**Learning Objectives:**

- Recall and distinguish the differences between different alternative funding mechanisms available to municipal parks departments, including bonding.
- Describe which principles and strategies increase the potential of success for park specific bond referendum and how they could be applied within your community context.
- List multiple technical and thought-based resources available to municipal agencies considering pursuing your own bond measure.



9:15 AM - 11:15 AM

**Florida Panthers, Black Bears and Coyotes**

0.2 CEUs

**Angeline Scotten**

*Senior Wildlife Assistance Biologist, Florida Fish and Wildlife Conservation Commission*



**Janelle Musser**

*Area Bear Biologist*

In this presentation, we will discuss three carnivores- the Florida panther, black bear and coyote. We'll cover biology of each species, regulations and how to coexist, including in urban areas. This is an interactive session, so please come with your questions.

**Learning Objectives:**

- Learn about Florida panthers, black bears and coyotes in Florida, including biology.
- Understand state regulations around Florida panthers, black bears and coyotes.
- Learn the appropriate messaging to facilitate communication with the public in reference to Florida panthers, black bears and coyotes in Florida, including urban areas.



10:30 AM - 11:30 AM

**Building an All-Star Bench**

0.1 CEUs

**Joe Abel CPRP**

*Interim Deputy County Manager, Seminole County*

This session will explore what it takes to build an All-Star team from the complete interviewing process and potential team member expectations, to developing staff to move up the management line-up, and what happens when you're on the team but aren't getting off the bench!

**Learning Objectives:**

- Learn what managers are looking for from how you dress to how you present yourself and discuss pre- and post- preparation and follow up to interviews.
- Participants will discuss how to actively develop knowledge and experience as well as staff

development through mentoring and leadership assistance.

- Participants will discuss and learn how to move up from inside the organization if your first attempts have failed.



10:30 AM - 11:30 AM

**Florida's Vision for Promoting Outdoor Recreation**

0.1 CEUs

**Mark Kiser**

*Planning Consultant, Florida Department of Environmental Protection*



**Britney Moore**

*Regional Coordinator, Florida Department of Environmental Protection*

The Statewide Comprehensive Outdoor Recreation Plan (SCORP) is Florida's official document regarding outdoor recreation planning. Priorities include improving health, access, ecotourism and conservation. The Florida Greenways and Trails System (FGTS) Plan complements SCORP by establishing regional trails, implementing and promoting outdoor recreation programs and building strategic partnerships.

**Learning Objectives:**

- Identify priority areas, goals and strategies in the SCORP and FGTS for improving Florida's outdoor recreation system.
- Discuss participation trends in Florida's outdoor recreation activities.
- Increase education relating to the benefits of outdoor recreation and trails with regard to health, economic growth, and stewardship.

10:30 AM - 11:30 AM

**Orientation to Onboarding: Making the First 90 Days Matter**

0.1 CEUs

**Kirsten Barnes**

*Trainer and Consultant, Five Star Recreation*

WEDNESDAY

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## Education Sessions

Getting new talent started quickly is important for the health of your business, but a new job can be overwhelming! Learn how creating a welcoming environment, building cultural buy-in, and by sharing tribal knowledge, you not only improve the chances of new hire success but create loyalty and have a little fun!

### Learning Objectives:

- Define the difference between training and onboarding.
- Identify the importance of using the first 30 days to set the employee and the team up for success.
- Outline a basic plan for bringing new hires onto the team.

10:30 AM - 11:30 AM

### When Volunteers Go Rogue

0.1 CEUs 🌟🌟

**Kathy Cahill CPRP**

*Coordinator, Lee County Parks and Recreation*

Volunteer staff add great value to our agencies, however, often can be challenging to work with. This interactive session will discuss many of the challenges one may incur while working with a volunteer staff. Learn from each other how to effectively handle volunteer staff when they go rogue, and how to assess what one could do better to avoid that pitfall in the future.

### Learning Objectives:

- Identify best practices to implement when volunteer staff go rogue.
- Identify techniques to clearly communicate your expectations.
- Develop a plan to provide feedback, and a plan to recognize volunteers in a meaningful way.

10:30 AM - 11:30 AM

### Tourism and Recreation - A Perfect Match

0.1 CEUs 🌟

**Terri Messler, CPRP**

*Visitor Services Director, Leon County Division of Tourism/Visit Tallahassee*  
Tourism and recreation are an integral part of people's lifestyles. Billions

of dollars are spent annually in their pursuit. What is the difference between the two? In this session we explore the similarities and differences, with a focus on the economic development and impact of these two industries.

### Learning Objectives:

- Describe similarities and differences between recreation and tourism.
- Discuss the importance of recreation and tourism in building community and impacting the local economy.
- Recognize types of recreational activities impacting tourism at the local and state levels.

10:30 AM - 11:30 AM

### Productivity and ADD/ADHD in the Workplace

0.1 CEUs 🌟🌟

**Sean Fitzgerald**

*Events Manager, Oviedo Recreation and Parks*

**Jack Whittaker**

*Senior Recreation Manager, Oviedo Recreation and Parks*

This presentation will be helpful for those with ADD/ADHD, those who have colleagues with ADD/ADHD, or have a supervisor and/or subordinates with ADD/ADHD. Learn more about ADD/ADHD, the common characteristics (and myths) associated with individuals diagnosed with these disorders and bust some of the myths too. Learn how proper nutrition and exercise can help symptoms. Discover some tips, tricks, drills, training, and more ways to beat the temptation to procrastinate to become more productive. Turn weaknesses in to strengths (i.e. channel your "hyperfocus" mode).

### Learning Objectives:

- Learn more about ADD/ADHD, the characteristics, strengths and weaknesses. Also bust some myths.
- Learn how nutrition, exercise, and other factors helps (or hurts) these characteristics.
- Learn some tips, tricks,

drills, training, etc., to limit procrastination and become more productive.

10:30 AM - 11:30 AM

### Best Practices for Out of School Time Programming - Documentation Requirements

0.1 CEUs 🌟

**Jennifer McMahon CPRP**

*Director, St. Pete Beach Recreation*

**Krista Pincince CPRP**

*Assistant Director, Largo Recreation, Parks and Arts*

This series of educational sessions focus on best practices within the five areas of child care. Whether your agency maintains licensed after school programs or not, in these sessions you will find best practices that can be implemented in after school and summer camp programs. This session will cover documentation requirements including children's records, accident reports, checklists, drills, and facility records. The training qualifies for renewal of one's child care certification.

### Learning Objectives:

- List records that should be maintained on participants.
- Discuss accident reporting and drills for fire and evacuation.
- Identify facility records to be maintained and length of time to maintain.

11:45 AM - 2:30 PM

### Awards and Installation Ceremony

2:45 PM - 3:45 PM

### Building the Next Generation of Park and Recreation Professionals

0.1 CEUs 🌟🌟

**Joe Abel CPRP**

*Interim Deputy County Manager, Seminole County*

We're hiring young graduates and others in entry level positions but are we preparing them adequately to be true professionals? This session will discuss how seasoned professionals

should be building the next generation into true professionals ready for the future. It's more than mentoring, it's building a foundation for growth.

### Learning Objectives:

- Discuss the difference between having a job and being a professional.
- Discuss building the foundation to become a true parks professional.
- Discuss understanding strengths and weaknesses and how to build on them for future growth.

2:45 PM - 3:45 PM

## Supercharge Your Staff: 50 Ways to Show Them Love

0.1 CEUs 

**Kirsten Barnes**

*Trainer and Consultant, Five Star Recreation*

Studies show staff WANTS to be appreciated, and we all know happy team members make happy customers! In this fast-paced session, discuss how to engage your team in your culture, identify low-cost and no-cost "perks", and walk away with a laundry list of fun and memorable ways to say "thanks"!

### Learning Objectives:

- Understand why employee recognition is imperative to creating a successful business.
- Discuss ways to keep your employees engaged in your business and low- or no-cost perks.
- Define at least 25 easy and memorable ways to say "thank you" to your team.



2:45 PM - 3:45 PM

## How to Get What You Ask for In Your Budget

0.1 CEUs  

**Tim Baylie**

*Director, Volusia County Parks, Recreation and Culture*

This session will provide an overview and examples of the importance of appropriately evaluating, monitoring, and reporting on annual budget activities in a responsible and responsive manner. The session

will also provide information on how to track your costs by park and by maintenance activities to your leadership and policy makers. The session will also provide information on how to track your costs by park and/or recreation program to identify opportunities to improve efficiencies in your organization.

### Learning Objectives:

- Learn to evaluate, monitor and develop reports related to your annual budget.
- Identify various approaches to track expenses to defend your budget to upper leadership and policy makers.
- How to use your cost data to improve operational efficiencies.

2:45 PM - 3:45 PM

## Sustainable Specifications for Parks

0.2 CEUs  

**Kyla Booher**

*Parks Planning and Development Manager, Hillsborough County Parks and Recreation*

**Greg Brown**

*Park Services Manager, Hillsborough County Parks and Recreation*

**Chris Sanz**

*General Manager, Hillsborough County Parks and Recreation*

Amenities for parks in today's market can be very costly. Replacing those amenities due to failure in short order can tax even the most robust budgets. Mistakes in the selection of amenities, construction techniques, and park design can lead to public spaces that just do not work and very short life cycles of park amenities that your citizenry use daily. Learn how just a little more knowledge about what goes into making park amenities and great public space designs can extend the life of parks spaces, save funds, and elevate replacement hassles long into the future.

### Learning Objectives:

- Learn what types of materials last the longest and perform the best under Florida's demanding climate.

- Learn how design approaches, color selection, and par construction techniques can lead to longer lasting better functioning public spaces.
- See and touch examples of park amenities and materials that stand the test of time and look great.



2:45 PM - 3:45 PM

## Redeveloping Shuttered Golf Courses into Public Parks

0.1 CEUs  

**Richard Durr CPRP, PLA, AICP**

*Division Manager, Seminole County Leisure Services*

The transformation of the Rolling Hills Golf Course located in Seminole County, FL into a public park included years of due diligence, community planning and forging partnerships. This session illustrates the roles local agencies can play in the preservation of open space through the redevelopment of shuttered golf courses.

### Learning Objectives:

- Recognize the pros and cons to be weighed by a local government when investigating this kind of park development opportunity.
- Understand the financial realities of converting a once private golf course into use by the public as a community park.
- Identify and understand the roles and impacts of environmental contamination, remediation and infrastructure assessment and redevelopment for a project of this type.

2:45 PM - 3:45 PM

## How to Create Impactful Volunteer Service Events

0.1 CEUs 

**Diana Young**

*Community Outreach and Resource Manager, Miami Dade Parks, Recreation and Open Spaces*

Being able to craft impactful volunteer service events that bring the community together can provide multiple benefits to your organization.

# Education Sessions

During this session you will learn how to create signature service events that can accommodate hundreds of volunteers, strengthen community partnerships and raise funds to address much needed park beautification and enhancement projects.

### Learning Objectives:

- Identify opportunities to host signature service events at your facilities.
- Discuss key components of a volunteer service event logistics plan.
- Leave with tangible examples of successful signature service events hosted at Miami Dade Parks.

2:45 PM - 3:45 PM

## Speed Round - Sponsorships

0.1 CEUs ★

### Michelle Zimmer CPRP

*Deputy Director, Boca Raton Parks and Recreation*

Sponsorships don't need to be daunting! The right approach to a potential sponsor makes all the difference. This session focuses on what works (and what doesn't), how to achieve objectives of your department and the sponsor and keep them coming back for more. Join us for this interactive speed round session as our panel spills their secrets and asks for yours.

### Learning Objectives:

- Identify the role of sponsorships in achieving organizational objectives.
- Identify steps involved in the sponsorship planning process.
- Identify sponsors for your events.

2:45 PM - 3:45 PM

## Best Practices for Out of School Time Programming - Facility Requirements

0.1 CEUs ★

### Krista Pincince CPRP

*Assistant Director, Largo Recreation, Parks and Arts*

### Jennifer McMahon

*Director, St. Pete Beach Recreation*

This series of educational sessions focus on best practices within the

five areas of child care. Whether your agency maintains licensed after school programs or not, in these sessions you will find best practices that can be implemented in after school and summer camp programs. This session will cover facility requirements including facility inspections, bathroom requirements, lighting and temperature, outdoor space, and first aid kits. The training qualifies for renewal of one's child care certification.

### Learning Objectives:

- Identify the types of inspections that you should have.
- Identify facility safety concerns including fencing and evacuation plans.
- Discuss the best practices for first aid kits.

2:45 PM - 4:45 PM

## Becoming, Hiring and Developing the Ideal Team Player

0.2 CEUs ★

### Michelle Bono

*CEO, Bono Communications & Marketing*

You've seen many examples of poor team players: from the braggart, to the self-appointed expert, to the "my way or the highway" authoritarian, to the "all talk, no work" type. Whether you are in a position to hire good team players, or an employee wanting to make yourself an invaluable team member, this session will provide a framework you can immediately put into play to turn a team around. We will delve into the work of Patrick Lencioni, author of *The Ideal Team Player: How to Recognize and Cultivate the Three Essential Virtues*. You'll learn what it means to hire, develop and become a team player who is humble, hungry and smart, as well as some new definitions of those words in your local government setting. If you're able to attend the morning session on *Creating a Healthy Organization*, you'll find it easier to incorporate the team player lessons, although it is not required. See why

Lencioni's three essential virtues are being incorporated in organizations across the country and learn how to utilize them to enhance your own team.

### Learning Objectives:

- Learn why your team should only consist of people who are humble, hungry and smart.
- Identify, through a self-assessment tool, where you may need to focus attention to become the "Ideal Team Player".
- Apply the Ideal Team Player concepts in hiring, assessing current employees, helping employees develop team virtues and embedding the model in your culture.

2:45 PM - 4:45 PM

## Working with Citizens in Distress

0.2 CEUs

### Alexandra Martinez

*Director, Alachua County Crisis Center*

Anyone working in park or public spaces will inevitably come across individuals in crisis. Whether it is due to a traumatic event or a mental health concern, it is important to know how to recognize such distress and respond safely and compassionately. A working knowledge of how to interact with such individuals strengthens community relationships and empowers staff to connect people with resources and assistance when appropriate. This discussion-based training will assist participants in learning the basics of crisis intervention and suicide prevention. Training will include role play based learning and an exploration of how participants can best to use their local resources to assist in crisis situations.

### Learning Objectives

- Recognize states of emotional/psychological distress.
- List the steps of crisis intervention.
- Identify risk factors for suicide and crisis and suicide intervention resources in your community.

## Education Sessions

2:45 PM - 4:45 PM

### It Starts In Parks!

0.2 CEUs 🍷💰🌱🏠

**Charla Lucas CPRP**

*Director of Marketing Communication and Strategic Vision, Florida Recreation and Park Association*

What do we mean when we talk about “it” starting in Parks? As park and recreation professionals we make an impact on many areas of our community. The health of our citizens, the community that is built around our places and programs, the economic influence we have on a neighborhood and the positive environmental impact we have on the area we live in are a few of the ways “it” starts in parks. Join us to talk about ways to communicate this with your citizens and decision makers.

#### Learning Objectives:

- Learn about the history and revamp of the “It Starts In Parks” initiative.
- Examine the impact that parks and recreation has on the areas of health, community building, the environment and economic impact.
- Discuss ways to communicate this important information to your citizens, boards and commissions.

2:45 PM - 4:45 PM

### Increasing Organizational Performance Through Psychological Capital

0.2 CEUs 🌟🧠

**Ryan Murphy**

*Operations Coordinator, Sarasota County Parks, Recreation and Natural Resources*

Psychological Capital (PsyCap) is comprised of four dimensions; hope, optimism, resiliency and self-confidence. These dimensions have been shown to be state-like versus trait-like meaning that they can be developed among staff. This session will focus on methods rooted in positive psychology that have been shown to build PsyCap within employees.

#### Learning Objectives:

- Describe each of the four dimensions of Psychological Capital.
- Reproduce methods for building Psychological Capital among your employees and teams.
- Summarize the benefits of Psychological Capital.

2:45 PM - 4:45 PM

### The Opioid Crisis - An Evolving Epidemic

0.2 CEUs 🍷🏠

**Panel of Experts**

*Orlando Mayor's Office*

According to the CDC, in 2017 opioids accounted for 68% of the 70,200 drug overdose deaths in the US. Attend this session to learn from a panel of local experts about the Attorney General's Opioid Abuse working group, the warning signs of drug addiction, efforts in the medical community, and what you can do to help in your community.

#### Learning Objectives:

- Recognize the warning signs of addiction.
- Learn about substance abuse programs that reach vulnerable citizens.
- Learn how local parks and recreation agencies can get involved.

4:00 PM - 5:00 PM

### SuperBrewconomics: Communities and Craft Beer Festivals

0.1 CEUs 🍷🏠

**Jim Barnes. CPRP**

*Assistant Village Manager, Village of Wellington*

So you like craft beer and you want to sample dozens of brews with some friends for a couple of hours... welcome to craft beer festivals! The rising popularity of local craft brews and breweries has fueled the interest in sampling events across the country. If you think your community would be a great place to host the next beerfest, this session will review a few facts you should know. What could be easier than getting a bunch of people

together to try some good beer? Surprisingly, planning a good beer festival requires a massive amount of preparation. Whether you choose to go at it independently or with a professional beer festival planner, this session will answer all your questions.

#### Learning Objectives:

- Learn the crucial steps in the beer festival planning process.
- Review the state permitting and licensing process for alcohol events.
- Learn tips, tricks and traps from the perspective of event planners/organizers as well as brewers and participants.

4:00 PM - 5:00 PM

### What to Measure: How to Decide and Why?

0.1 CEUs 🍷🌟

**Joe Abel CPRP**

*Interim Deputy County Manager, Seminole County*

Performance measures, Key Performance Indicators, outcomes, outputs: What do they all mean and why should I even care? This session explores what you should measure, why you should measure and how to decide. We will also discuss the differences between outputs and outcomes and why knowing the difference is so important.

#### Learning Objectives:

- Discuss the definitions of KPIs, performance measures, outputs, and outcomes.
- Discuss the importance of measuring performance from the perspective of what gets measured, gets done.
- Delve into the differences between outputs and outcomes and why knowing the difference is so important.

4:00 PM - 5:00 PM

### Developing Levels of Service Standards That Work for You

0.1 CEUs 🌟

**Richard Durr CPRP, PLA, AICP**

*Division Manager, Seminole County Leisure Services*

WEDNESDAY

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# Education Sessions

Levels of Service (LOS) Standards come in many shapes and sizes. This session explores them as a performance standard and specifically covers types of LOS for facilities, programming, and maintenance activities.

### Learning Objectives:

- Recognize the different types of LOS standards and measurements.
- Understand how to develop standards specific to your agency.
- Identify and understand the importance of LOS measurements to help establish facility and service priorities.

4:00 PM - 5:00 PM

## Engaging Communities Through Volunteer Service: PLACE Program

0.1 CEUs 

**Diana Young**

*Community Outreach and Resource Manager, Miami Dade Parks, Recreation and Open Spaces*  
Miami Dade Parks is home to the Parks Leadership and Community Engagement Program, a robust platform designed to facilitate community engagement through volunteer service. The PLACE Program provides a variety of service opportunities for individuals, community/civic groups, schools and corporate entities that are interested in volunteering their time and donating resources to benefit Miami Dade Parks. During this session, participants will learn more about the program and how they can create service programming that effectively engages various stakeholders in their local community.

### Learning Objectives:

- Discuss Miami Dade Park's PLACE Program as a best practice model in facilitating engagement through volunteer service.
- Identify elements of successful volunteer offerings that cater to various stakeholders.
- Summarize the benefits of using volunteer service as a catalyst to build park advocates and

community support.

4:00 PM - 5:00 PM

## Best Practices for Out of School Time Programming - Policies and Forms

0.1 CEUs 

**Jennifer McMahon**

*Director, St. Pete Beach Recreation*

**Krista Pincince CPRP**

*Assistant Director, Largo Recreation, Parks and Arts*

This series of educational sessions focus on best practices within the five areas of child care. Whether your agency maintains licensed after school programs or not, in these sessions you will find best practices that can be implemented in after school and summer camp programs. This session will cover policies and forms including handbooks, medication, sunscreen, discipline, permission, attendance, drop-off/pick-up, and illness policies and forms. The training qualifies for renewal of one's child care certification.

### Learning Objectives:

- Identify what should be included in a parent handbook.
- Learn about forms that should be utilized and maintained.
- Discuss securing forms with personal information included.

4:00 PM - 5:00 PM

## The Community Building Challenge – Step Up in 2019-2020

0.1 CEUs 

**Jennifer Cirillo**

*Assistant Director, Palm Beach County Parks and Recreation*

**Bob Hamilton AICP**

*Director, Park Planning, Research and Development, Palm Beach County Parks and Recreation*

**Robert Mattes**

*Director, Pinecrest Parks and Recreation*

**Fanny Navarro**

*Community Engagement Manager, Miami Dade Parks, Recreation and Open Spaces*

**Michelle Zimmer CPRP**

*Deputy Director, Boca Raton Parks and Recreation*

Take the Community Building Challenge. In five easy steps, lead your agency, park or facility through increased community connection, active design assessment, and cohesion building. Step up to learn more about the FRPA pillar of community building and become part of an elite group of agencies building community.

### Learning Objectives:

- Recognize the 2019-2020 FRPA Community Building Challenge elements and how to apply them to their agency for greater community building, social equity, accessibility, and connectivity.
- Identify success story examples of community building to utilize as inspiration for the 2019-2020 Challenge.
- Gather tool kit resources and action plan to complete the 2019-2020 FRPA Community Building Challenge.

8:00 PM - 11:00 PM

## Wednesday Evening Social

**Thursday, 8.29.19**

8:00 AM - 9:00 AM

## What's In Your Brain? Understanding Unconscious Bias

0.1 CEUs  

**Jim Barnes, CPRP**

*Assistant Village Manager, Village of Wellington*

We live and work in a world that is full of unique and diverse individuals. From the obvious differences, like gender and language, to more subtle differences, like upbringing and culture, we are surrounded by inputs that create unconscious responses deep in our psyche. How we react to those responses determines how well we leverage the diversity around us. In this session we will uncover what unconscious bias really is, the science

## Education Sessions

behind it and how to respond to those biases in a way that benefits our organizations and our communities.

### Learning Objectives:

- Learn the definition of unconscious bias and the factors that create those biases.
- Discover the science behind unconscious bias and how it influences decisions in their daily lives.
- Learn how to identify their own unconscious biases and what they can do to respond to those biases in a way that promotes collaboration, support and positive culture in their organizations.

8:00 AM - 9:00 AM

### 100+ Program Ideas

0.1 CEUs ★

#### Jennifer McMahon CPRP

*Director, St. Pete Beach Recreation*

This session is packed with over 100 program ideas and trends for all areas of recreation. Bring your favorite program idea to share and you will leave the session ready to add to what you are currently offering.

### Learning Objectives:

Learn over 100 program ideas for your recreation facility. Identify the latest trends in recreational programming. Discuss successful programs in your community.



8:00 AM - 9:00 AM

### Using Tree Inventory Data to Improve Your Urban Forest

0.1 CEUs 🌳

#### Mindy Mohrman

*Tallahassee-Leon County Urban Forester, Tallahassee-Leon County Planning Department*

The City of Tallahassee recently completed an Urban Forest Master Plan utilizing tree canopy and tree inventory data. This information was used to create a 20-year master plan that will guide the City towards improving the quality, sustainability, and resilience of its urban forest.

### Learning Objectives:

- Collect data relevant to define or identify urban forest condition.
- Analyze data to determine urban forest needs and opportunities.
- Utilize data to create or improve management actions, programs and policies that inform the management of the urban forest.

8:00 AM - 9:00 AM

### Speed Round - Summer Camp

0.1 CEUs ★

#### Jeff Pon

*Recreation and Leisure Services Supervisor, Kissimmee Parks and Recreation*

This session will focus on everything SUMMER CAMP! We will provide participants an opportunity to share ideas and strategies with others involved with summer camps. Your questions and challenges will drive this discussion. So, come prepared to share and learn.

### Learning Objectives:

- Discuss best practices and challenges of summer camp.
- Participate in the production of creative ideas and strategies.
- Identify two individuals with similar camps, backgrounds and situations to follow-up with during or post conference.

8:00 AM - 9:00 AM

### Speed Round - Social Media

0.1 CEUs ★

#### Michelle Zimmer CPRP

*Deputy Director, Boca Raton Parks and Recreation*

We've pulled together a select group who rock the digital trenches! Understanding the need for engaging, shareable content that is mobile first, is key. Embracing the fact that social media is evolving from a communications-centric platform to an experience portal is essential. How do you personalize the experience and reach your target audiences? What do you do better than anyone else and who cares? Find out "what's next" in social media and how it can work for you.

### Learning Objectives:

- List examples of how to effectively manage new social practices on-line.
- Understand the benefits associated with live streaming and its reach.
- Understand the need for engaging, shareable content that is mobile.

8:15 AM - 10:15 AM

### Sponsorship 101 - Now What?

0.2 CEUs 💰★

#### Mark Abdo CPRP

*Community Outreach Liaison, Largo Recreation, Parks and Arts*

Have you ever had to create a program or event but had no funding? Has your boss liked an idea during the budget process but said there were other priorities? Do you want to enhance a program, but your budget does not allow for it? Sponsorship can be cash or in-kind services/products but either way it is a scary experience if you do not know where to begin. This session will enhance your knowledge and comfort level while providing some tools and ideas to get started on your journey.

### Learning Objectives:

- Recognize when you have a need for a sponsor.
- Identify three places to find sponsor candidates.
- Identify at least three reasons why businesses sponsor.



8:15 AM - 10:15 AM

### An Introduction to the Philosophy of Natural Resource Management

0.2 CEUs 🌳★

#### Alice Bard

*Environmental Specialist II, Florida Department of Environmental Protection*

This session will cover the environmental factors that make Florida unique and ecologically diverse as well as the challenges faced by natural resource managers. Specific management techniques such as prescribed fire, exotic species removal, mechanical treatment, and

## Education Sessions

restoration will be discussed.

### Learning Objectives:

- Define the environmental factors that make Florida unique.
- Define and discuss the threats to Florida's biological diversity.
- Discuss options for managing Florida's natural communities.

8:15 AM - 10:15 AM

### Creating Mission-Based Programs

0.2 CEUs ★

#### Rob Barrett

*Programs Manager, Florida Park Service, Interpretive Services*

Learn how Florida State Parks uses mission-based, audience specific messaging to tailor interpretive programs, recreational skills development and environmental education. Examples will include Junior Ranger, GeoTours, Recreation Skills Development, Springs Programming and Nationwide Program Days.

### Learning Objectives:

- Recognize three indicators of mission-based programming.
- Outline the creation of a mission-based program.
- Know three measures of program success.

8:15 AM - 10:15 AM

### Mastering Presentations: Moving from Nervousness to Anticipation

0.2 CEUs ★

#### Michelle Bono

*CEO, Bono Communications & Marketing*

Moving up in your career invariably means you are asked to make more presentations and speeches. Perhaps you've experienced the sweating palms, racing heartbeat or nervous habits that can hit right before your name is called to step up to the podium. Whether you're asked to present a report at a commission meeting, represent the department at a community meeting, or even explain a program at a staff meeting, speaking in front of others effectively is a skill

that takes practice. Plus, it's not just a matter of overcoming your nerves, it's also finding a way to connect with your audience and ensure your message is understood. This interactive session will focus on how people learn, how the brain thinks, and share tips and experiences to help you master both your nerves and your effectiveness.

### Learning Objectives:

- Identify ways to connect with your audience and ensure your message is understood.
- Identify how people learn and how the brain reacts in stressful situations.
- Learn how to master your nerves and enhance your effectiveness when making presentations.

8:15 AM - 10:15 AM

### Resiliency and Thriving: Live Your Best Life

0.2 CEUs ★

#### Natasha Daniels

*Onsite Well Being Coordinator, South Florida Water Management District*

#### Regina Novak

Instead of letting stress tear you down, learn how you and those around you can turn stress into growth. Transform from a life of "getting by" to one of thriving, both personally and professionally. Learn how the city of Clearwater has used a curriculum and training course to provide resiliency training to employees and through community avenues, and how it can be tailored to impact an audience.

### Learning Objectives:

- Identify the difference between coping, resiliency and thriving, and how to achieve a level of thriving, personally and professionally.
- Discuss the stages of stress and how individuals and groups can use stress as a source of growth.
- Recognize the value of this information to leaders, employees and the broader community.



8:15 AM - 10:15 AM

### STEM + Recreation + Art = STREAMing Fun

0.2 CEUs ★

#### Noreen Legault Mendoza

*STEAM Education Coordinator, Miami Parks and Recreation*

STEM + Recreation + Art = STREAMing Fun: Get ready to have some hands-on fun learning about a successful, innovative program model blending recreation, art and STEM education - STREAM. Science, technology and even math are anything but boring when using pop culture as examples of real-life STEAM.

### Learning Objectives:

- Learn how parks can improve the future of our children's life in 45 minutes.
- Experience some hands-on best ways to make science education fun and exciting.
- Leave with innovative idea to create your own program on any budget.

9:15 AM - 10:15 AM

### Benefits of Engaging in Your Professional Association

0.1 CEUs ★

#### Joe Abel CPRP

*Interim Deputy County Manager, Seminole County*

We all talk about the importance of our professional associations - but why? This session discusses the importance of not only being a member of FRPA/NRPA but getting fully engaged in networking, educational opportunities, and future leadership and job opportunities. Learn from someone who has built his career around engaging!

### Learning Objectives:

- Discuss and understand the importance and benefits of networking "properly".
- Discuss and understand the importance and benefits of taking advantage of educational opportunities.
- Understand how networking and

educational advancement play a role in your career advancement.

**9:15 AM - 10:15 AM**

## Boost Your Professional Resume Through National Certification

0.1 CEUs ★

**Kathy Cahill CPRP**

*Coordinator, Lee County Parks and Recreation*

CPRP/E, AFO, CPSI – what do all these mean and how can you boost your professionalism by attaining and maintaining them? National Certification is a commitment to knowing and excelling in a core body of knowledge and on-going curriculum that keeps parks and recreation professionals at the top-of-their-game. Join the discussion with certified professionals and hear firsthand their testimonies about getting certified.

### Learning Objectives:

- Identify the national certifications for parks and recreation professionals.
- Hear testimonies from your peers about his/her fears of testing, study habits and the value of now being a certified professional.
- Discuss with other professionals about the certification process and how to get started.

**9:15 AM - 10:15 AM**

## 6 E's of Safe Routes to School/ Parks

0.1 CEUs 🌐

**Bob Hamilton AICP**

*Director, Park Planning, Research and Development, Palm Beach County Parks and Recreation*

**Sarita Taylor**

*Safe Routes to School Coordinator, Florida Department of Transportation*  
Community Building relies on focused and purposeful connectivity, accessibility, equity, and safety. Safe Routes near schools and neighborhoods allow children to travel and play in safe environments. Let's discuss how Safe Routes

to School can help in creating Safe Routes to Parks through the 6 E's: engineering, education, encouragement, enforcement, equity and evaluation. Come learn how to apply these principals to your park system and take away tools to conduct your own Safe Routes to Parks community audit.

### Learning Objectives:

- Define and be able to incorporate the 6 E's of Safe Routes to School (SRTS) in building support for Safe Routes to Parks (SRTP).
- Recognize SRTS projects that could benefit SRTP projects in your community and leverage both programs for community building funding.
- Understand how to apply SRTP principles to conduct community audits, develop action plans, and measure increased connectivity, accessibility, equity and safety.



**9:15 AM - 10:15 AM**

## Speed Round – Lifeguards and Aquatics Operations

0.1 CEUs ★

**Jeni Ritter**

*Recreation Supervisor, Palm Bay Aquatic Center*

This fast-paced session will provide participants an opportunity to discuss all things aquatics. We will begin our networking with sharing strategies for addressing the shortage of lifeguards. Once done with that we will move into other topics. Bring your questions and your resources to share with fellow aquatics professionals.

### Learning Objectives:

- Address issues surrounding lifeguards and share resources and ideas to support others.
- Identify key issues in the aquatics field.
- Identify resources and connect professionals who can assist others in addressing the challenges facing aquatics professionals.

**9:15 AM - 10:15 AM**

## Speed Round - Teen Programming

0.1 CEUs ★

**Michelle Zimmer CPRP**

*Deputy Director, Boca Raton Parks and Recreation*

We, as parks and recreation professionals, are in a unique position to serve as community connectors, bringing teens together with resources and programs that inform and expand their interests, both inside our buildings and in the community beyond. Hear from highly effective teen programs that foster peer-to-peer learning and positive developmental relationships, leverage community resources, and enable teens to acquire necessary and relevant workforce skills all while recreating!

### Learning Objectives:

- Identify components that make up effective teen programs.
- Attain information to enhance or start your teen program.
- Identify partners in the community for your teen program.

**10:30 AM - 12:30 PM**

## Closing General Session

0.1 CEUs

**Manley Feinberg II, Vertical Lessons, Inc.**



# 630 Fitness Club Activities

## MONDAY @ 6:30 AM

### **Yoga for All**

Bring your mat and join us for a Monday morning Yoga session that will awaken your body, mind, and spirit, so you can face the day with an open and positive outlook. Yoga instructor Rob Wilson will lead this down-to-earth experience. Everyone and all fitness levels are encouraged to attend.

## WEDNESDAY @ 6:30 AM

### **Morning Walk/Run**

Another fitness hit from last year and ... there's a t-shirt involved thanks to Dominica Recreation Products. Let's get outside, inhale some fresh morning air. It's a great way to start the day. Walk, run, whatever.

### **Fitness on Your Own**

The Omni Championsgate has a complimentary, full-service fitness center, a spa, pool, and jogging trail. Everything you need to keep up with your health goals.

## MONDAY, TUESDAY AND WEDNESDAY @ 6:30 PM

### **Bootcamp**

Join us for a low to medium impact boot camp style workout that is suitable for all ages. We will have a brief warm-up, a boot camp session to get your daily sweat in and cool down. You can plan to do a variety of exercises in a circuit that will be scalable for all fitness levels, so that means the fitness warrior and the workout newbie will both get in a great workout!

## Show Off Your FLAIR!



New this year, get your FLAIR on! Buttons will be available for collection throughout Conference. The idea is to adorn your name badge with your success. You can find them at morning fitness activities, registration activities, general sessions and with exhibitors throughout the Exhibit Hall! Everyone who collects 25 or more will be entered into a drawing to be held on Thursday at the Closing General Session.

# Socials



## Game Night

A favorite for all, game night is back with some new games to try, some good ole fun and a DJ to spin some tunes. Make plans to connect with your friends, old and new!

Monday, 8.26.19 @ 7:00 pm

## HAVANA *nights*

This social is sure to be hot! Take your chance at some casino games or just chill with your compadres.

Wednesday, 8.28.19 @ 8:00 pm

# Service Project



Three drops of blood have over a billion blood cells



Blood cannot be manufactured



=



A single car accident victim can require 100 pints of blood



This year's Service Project Committee has chosen to have a Blood Drive during Conference. Signups to donate will be coming soon in a pre-conference newsletter but in the meantime, check out the links below:

[What is Blood?](#)

[Testimonials](#)

[Can I Donate?](#)

BACK TO QUICK LINKS

# Very Important Partners

FRPA extends our sincere appreciation to our Very Important Partners. Because of the continued generosity of these companies, we are able to bring you enhanced member services throughout the year. Thank you to Dominica Recreation Products, Eaton Ephesus Lighting, Greenfields Outdoor Fitness, Musco Lighting, and REP Services.



## Just a Note...

The Florida Recreation and Park Association recognizes the diversity that exists within our profession, our membership, and those attending FRPA events. As a participant, we want you to enjoy your time at this event. We ask that you join us in encouraging and maintaining the highest professional standards possible at all functions within this event. Offensive language or behavior that may be seen as harassing is not condoned at this event. Unwelcomed physical contact or aggressive behavior is not acceptable and will require us to address that with you individually and/or with your employer. While we do not anticipate these challenges, we do want to be transparent regarding our commitment to ensuring a safe and enjoyable environment for all event participants.

# Registration Forms

Please be sure to read through the entire registration packet to be sure you have completed everything. Limited on-site registration is available. We encourage you to take advantage of the opportunity to register early. Three ways to register:

Register at the FRPA website with your credit card. Be sure to select which sessions to attend!

**REGISTER NOW**

Online

Mail complete payment and forms:

**411 Office Plaza Drive  
Tallahassee, FL 32301**

Registrations will not be processed without full payment. Purchase orders are not accepted. DO NOT SEND CASH!

Mail

Fax complete forms:

**(850)942-0712**

Credit Card information must accompany the faxed form.

Fax

## REFUNDS / CANCELLATIONS

All requests for refunds must be submitted in writing to the FRPA Executive Office and must be received no later than July 31, 2019 in order to receive a refund less a \$50 administrative fee. All refund requests received between August 1-10 will be assessed a \$75 administrative fee. No refunds will be made after August 11, 2019. There will be no refunds of event tickets/fees. Refunds will not be granted due to traffic delays. No refunds will be available for any portion of the conference fees when an event is canceled due to weather or an occurrence of natural disasters. Please be aware that where there is buffet food service, such as the opening of the exhibit hall, you are encouraged to attend early. While we attempt to project the amount of food needed, we cannot project the amount of food consumed by delegates.

## REGISTRATION FEES

You are strongly encouraged to pre-register for all events. Payment must be made with your pre-registration form. Please review the refund policy above. Do not pay for a meal ticket for yourself or check them off in Section 4 if you have selected a registration package that includes those tickets. Refer to the Registration Package Section 3 for more information on what is included in each registration package.

## BALANCES

Balances are due at the time registration packets are picked up on-site. Balances not paid at this time will be assessed a 10% processing fee. Receipts are emailed when registrations are processed. If you have not received a receipt, we suggest you phone the FRPA Executive Office to verify that your payment has been received.

## COMMERCIAL PROFESSIONALS

Delegate registration is for personnel employed by public or private agencies providing Recreation, Park, or Leisure Services and persons employed as educators at universities and colleges, retired park and recreation professionals, citizens serving on Recreation, Parks or Leisure Services Advisory Boards or citizens interested in or involved in the promotion of the parks, recreation and leisure services profession. Individuals employed as commercial vendors, consultants, or suppliers must have an exhibit booth to attend any conference event, education session or social activity.

**Register Online**

BACK TO QUICK LINKS

## Instructions

### Section 1

#### Personal Registration and Payment Information

Remember to complete a separate registration form for each individual attending.

### Section 2

#### Choose Your Classes

Check off the activities and courses you wish to attend. This helps us prepare for how many people would like to attend each session.

### Section 3

#### Select Registration Package

Remember that in order to participate in conference events/activities, you must be registered as a daily or full package delegate, or pay a fee equivalent to or higher than a daily registration fee.

### Section 4

#### Select Extra Activities/Additional Meal Tickets

Remember that one banquet ticket is included in full registration and Wednesday daily registration.

### Section 5

#### Total all Conference Fees by adding Sections 3 and 4

Mail or fax the entire registration form to the FRPA Executive Office (information below) so it is received by July 31, 2019, in order to qualify for the early bird registration rate. Do not mail registration forms after August 10, 2019.

FRPA: Conference  
411 Office Plaza Drive  
Tallahassee, FL 32301  
(850)942-0712 fax

## SECTION ONE

### Your Information (print legibly)

LAST NAME FIRST NAME

FIRST NAME FOR CONFERENCE BADGE

AGENCY/EMPLOYER

JOB TITLE

MAILING ADDRESS

CITY STATE ZIP

COUNTY

OFFICE PHONE CELL PHONE

EMAIL

### Method of Payment

MASTERCARD VISA DISCOVER PERSONAL CHECK AGENCY CHECK  
(circle one)

CREDIT CARD NUMBER

SECURITY NUMBER (3 OR 4 DIGITS) EXPIRATION DATE

PRINTED NAME ON CARD

SIGNATURE OF CARDHOLDER

FULL BILLING ADDRESS

**MAKE CHECKS PAYABLE TO FRPA.**  
PLEASE BE SURE TO INCLUDE ALL PAGES OF THE  
REGISTRATION FORM WHETHER USED OR NOT.  
REGISTRATIONS WILL NOT BE PROCESSED WITHOUT ALL  
PAGES BEING RETURNED.

## SECTION TWO

**Choose activities and classes you are planning to attend.**

In an effort to maximize our scheduling ability, please indicate which sessions you plan to attend. This will allow us to schedule heavily requested courses in large rooms, thus improving the comfort level for you and the presenters. Please be aware that this only guarantees a seat for courses in which attendance is limited. You should always plan on arriving at the assigned meeting room prior to the time the course is scheduled to begin. CEU approval subject to change. Courses are listed in order by time they begin. Times are subject to change. The most up-to-date schedule will be provided onsite.

<input checked="" type="checkbox"/>	<b>Monday, August 26, 2019</b>		
	<b>OPENING GENERAL SESSION</b> Performance Beyond Gold - How to Better Your Best and Top Yourself Consistently	8:30 AM - 10:30 AM	0.1 CEUs
	Creative Movement (Play) Can Change Your Brain Health!	11:00 AM - 12:00 PM	0.1 CEUs
	Being Apart isn't Smart, Include Me!	11:00 AM - 12:00 PM	0.1 CEUs
	Open Air Steel Structures for Fun and Revenue	11:00 AM - 12:00 PM	0.1 CEUs
	The Best Planning Tools for Parks and Recreation Professionals	11:00 AM - 12:00 PM	0.1 CEUs
	Park Design Standards as Key to Livable Cities	11:00 AM - 12:00 PM	0.1 CEUs
	Finding the Perfect Recipe for a High Morale Workplace	11:00 AM - 12:00 PM	0.1 CEUs
	The Value of Economic Impact Information	11:00 AM - 12:00 PM	0.1 CEUs
	Cost Recovery in Recreation Programming	11:00 AM - 12:00 PM	0.1 CEUs
	Creating Community with Inspirational Art	11:00 AM - 12:00 PM	0.1 CEUs
	Conference GPS	11:00 AM - 12:00 PM	0.1 CEUs
	Best Practices for your Tennis/Racquet Sports Facility	11:00 AM - 12:00 PM	0.1 CEUs
	The New Art and Science of Parks and Recreation Master Planning	1:00 PM - 4:00 PM	0.3 CEUs
	Strong Foundations: Play and Recreational Surfaces Uncovered	1:15 PM - 2:15 PM	0.1 CEUs
	Shaped by Play: The Formative Role of Playgrounds	1:15 PM - 2:15 PM	0.1 CEUs
	So You Think You Can('t) Write a Grant	1:15 PM - 2:15 PM	0.1 CEUs
	Community Building with Libraries in Parks and Recreation	1:15 PM - 2:15 PM	0.1 CEUs
	Breaking the Barriers in Social Media	1:15 PM - 2:15 PM	0.1 CEUs
	Leadership on the Big Screen	1:15 PM - 2:15 PM	0.1 CEUs
	Intensive Drowning Prevention Program for Children Ages 3-14	1:15 PM - 3:15 PM	0.2 CEUs
	De-Puzzling TR and Web Access	1:15 PM - 3:15 PM	0.2 CEUs
	Developing an Age Friendly Plan - Grass Roots Style	1:15 PM - 3:15 PM	0.2 CEUs
	Managing Presentation Nerves: Coping with the Fear Inside	1:15 PM - 3:15 PM	0.2 CEUs
	Bold Leadership and Strategic Thinking	1:15 PM - 3:15 PM	0.2 CEUs

BACK TO QUICK LINKS



## Monday, August 26, 2019 (continued)

21st Century Parks - Leveraging Public Infrastructure Investment to Create a Sense of Place	2:30 PM - 3:30 PM	0.1 CEUs
Exploring eConnect	2:30 PM - 3:30 PM	0.1 CEUs
Spray Play for All: Designing Inclusive Splash Parks	2:30 PM - 3:30 PM	0.1 CEUs
Best Practices for Out of School Time Programming - Staffing and Training Requirements	2:30 PM - 3:30 PM	0.1 CEUs



## Tuesday, August 27, 2019

Hands on!	8:00 AM - 9:00 AM	0.1 CEUs
Leading "The Way": Creating Positive Culture	8:00 AM - 9:00 AM	0.1 CEUs
Brand New You! 10 Bold Steps to Market Yourself and Build Your Career!	8:00 AM - 9:00 AM	0.1 CEUs
Encouraging Team Creativity Helping Your People Think Creatively	8:00 AM - 9:00 AM	0.1 CEUs
Lessons from NRPA's Wildlife Explorers Program	8:00 AM - 9:00 AM	0.1 CEUs
Recreation, Youth Programs, Parks, and Avoiding Lawsuits	8:00 AM - 9:00 AM	0.1 CEUs
Helping Teens Understand the Value of Leadership	8:00 AM - 9:00 AM	0.1 CEUs
Understanding the International Dark Sky Society's Community Friendly Sports Lighting Program	8:00 AM - 9:00 AM	0.1 CEUs
Parks and Recreation "Are We a Service, or are We a Business"	8:00 AM - 9:00 AM	0.1 CEUs
Understanding Our Role in Quality Youth Sports	8:00 AM - 9:00 AM	0.1 CEUs
Celebrating Milestones in Your Community	8:00 AM - 9:00 AM	0.1 CEUs
Moving from a Municipal to an Enterprise Mindset	8:00 AM - 9:00 AM	0.1 CEUs
The Change Curve	1:15 PM - 2:15 PM	0.1 CEUs
Purpose and Passion – It's All About the Journey	1:15 PM - 3:15 PM	0.2 CEUs
An Introduction to Active Shooter Planning for Event Organizers and Venue Operators	1:15 PM - 3:15 PM	0.2 CEUs
The Economy of Experience	1:15 PM - 3:15 PM	0.2 CEUs
Finding Your Why: Connecting Your Work and Purpose	1:15 PM - 3:15 PM	0.2 CEUs
Gaining STEAM: Programming Cooperation in your Department	1:15 PM - 3:15 PM	0.2 CEUs
Navigating the Minefield of Employment Practices Liability	1:15 PM - 3:15 PM	0.2 CEUs
1000s of Details, One Project: Project Management	1:15 PM - 3:15 PM	0.2 CEUs
Putting Your Money Where Your Mission Is	1:15 PM - 3:15 PM	0.2 CEUs
Internal Controls in a Parks and Recreation Environment	1:15 PM - 3:15 PM	0.2 CEUs
The FRPA Economic Calculator – Development, Categories, Inputs and Sources	1:15 PM - 3:15 PM	0.2 CEUs



## Tuesday, August 27, 2019 (continued)

Suicide Talk: A Conversation to Create Awareness	1:15 PM - 4:45 PM	0.3 CEUs
Urban Trails	2:30 PM - 3:30 PM	0.1 CEUs
Transforming Your Community Pool with the Waterpark Model	2:30 PM - 3:30 PM	0.1 CEUs
Success Regardless of Your Position	3:30 PM - 4:30 PM	0.1 CEUs
The Ultimate Leader	3:30 PM - 4:30 PM	0.1 CEUs
Proven Green Technologies for Commercial Pools and Spas	3:30 PM - 4:30 PM	0.1 CEUs
Best Practices for Out of School Time Programming - Operational Requirements	3:30 PM - 4:30 PM	0.1 CEUs
Designing Sustainable Splashpads	3:45 PM - 4:45 PM	0.1 CEUs
A Park's Role in Sustainability and Resiliency	3:45 PM - 4:45 PM	0.1 CEUs
Telling the Story Using Your Economic Data	3:30 PM - 5:30 PM	0.2 CEUs
What If You Changed One Thing?	3:30 PM - 5:30 PM	0.2 CEUs
Harassment and Discrimination in the "Me Too" World	3:30 PM - 5:30 PM	0.2 CEUs
Mind Your Ps, Qs, and KPIs-Key Performance Indicators	3:30 PM - 5:30 PM	0.2 CEUs
Red Tide, Blue/Green algae, King Tides, High Bacteria Oh My... What to Do?	3:30 PM - 5:30 PM	0.2 CEUs



## Wednesday, August 28, 2019

Creating Impactful Partnerships Within Your Community	8:00 AM - 9:00 AM	0.1 CEUs
Entertaining Teens	8:00 AM - 9:00:AM	0.1 CEUs
How YES Can Change Your Business	8:00 AM - 9:00 AM	0.1 CEUs
The Benefits of a Volunteer Staff Program	8:00 AM - 9:00 AM	0.1 CEUs
Customer-Focused Park Design	8:00 AM - 9:00 AM	0.1 CEUs
Creating a Culture of Innovation	8:00 AM - 9:00 AM	0.1 CEUs
Staff Recruitment and Retention Round Table	8:00 AM - 9:00 AM	0.1 CEUs
The Influencers Panel	8:00 AM - 10:00 AM	0.2 CEUs
The New ADA: Florida Implications	8:15 AM - 10:15 AM	0.2 CEUs
Trends in Technology for Recreation Programming	8:15 AM - 10:15 AM	0.2 CEUs
When Traumatic Events Impact Your Organization	8:00 AM - 11:15 AM	0.3 CEUs
Mission Impossible – Understanding Your Finance Department	9:15 AM - 10:15 AM	0.1 CEUs
Volunteers-Utilizing the Greatest Resource of our Community	9:15 AM - 10:15 AM	0.1 CEUs
Turning Private Land into Public Parks	9:15 AM - 10:15 AM	0.1 CEUs
Parks Staff Supporting Childcare During Emergency Activations	9:15 AM - 10:15 AM	0.1 CEUs



## Wednesday, August 28, 2019 (continued)

Tips and Tricks to Planning Successful Programs and Events	9:15 AM - 10:15 AM	0.1 CEUs
Creating a Healthy Organization - It Means Everything to Your Success	9:15 AM - 11:15 AM	0.2 CEUs
Bond, Parks Bond	9:15 AM - 11:15 AM	0.2 CEUs
Florida Panthers, Black Bears and Coyotes	9:15 AM - 11:15 AM	0.2 CEUs
Building an All-Star Bench	10:30 AM - 11:30 AM	0.1 CEUs
Florida's Vision for Promoting Outdoor Recreation	10:30 AM - 11:30 AM	0.1 CEUs
Orientation to Onboarding: Making the First 90 Days Matter	10:30 AM - 11:30 AM	0.1 CEUs
When Volunteers Go Rogue	10:30 AM - 11:30 AM	0.1 CEUs
Productivity and ADD/ADHD in the Workplace	10:30 AM - 11:30 AM	0.1 CEUs
Best Practices for Out of School Time Programming - Documentation Requirements	10:30 AM - 11:30 AM	0.1 CEUs
Tourism and Recreation - A Perfect Match	10:30 AM - 11:30 AM	0.1 CEUs
Annual Awards and Installation Ceremony (included in full and Wednesday daily registration - additional tickets available)	11:30 AM - 2:30 PM	--
Building the Next Generation of Park and Recreation Professionals	2:45 PM - 3:45 PM	0.1 CEUs
Supercharge Your Staff: 50 Ways to Show Them Love	2:45 PM - 3:45 PM	0.1 CEUs
How to Get What You Ask For In Your Budget	2:45 PM - 3:45 PM	0.1 CEUs
Sustainable Specifications for Parks	2:45 PM - 3:45 PM	0.1 CEUs
Redeveloping Shuttered Golf Courses into Public Parks	2:45 PM - 3:45 PM	0.1 CEUs
How to Create Impactful Volunteer Service Events	2:45 PM - 3:45 PM	0.1 CEUs
Speed Round - Sponsorships	2:45 PM - 3:45 PM	0.1 CEUs
Best Practices for Out of School Time Programming - Facility Requirements	2:45 PM - 3:45 PM	0.1 CEUs
Becoming, Hiring and Developing the Ideal Team Player	2:45 PM - 4:45 PM	0.2 CEUs
It Starts In Parks!	2:45 PM - 4:45 PM	0.2 CEUs
Increasing Organizational Performance Through Psychological Capital	2:45 PM - 4:45 PM	0.2 CEUs
The Opioid Crisis - An Evolving Epidemic	2:45 PM - 4:45 PM	0.2 CEUs
Working with Citizens in Distress	2:45 PM - 4:45 PM	0.2 CEUs
What to Measure: How to Decide and Why?	4:00 PM - 5:00 PM	0.1 CEUs
Developing Levels of Service Standards That Work for You	4:00 PM - 5:00 PM	0.1 CEUs
Engaging Communities Through Volunteer Service: PLACE Program	4:00 PM - 5:00 PM	0.1 CEUs

<input checked="" type="checkbox"/>	<b>Wednesday, August 28, 2019 (continued)</b>		
	Best Practices for Out of School Time Programming - Policies and Forms	4:00 PM - 5:00 PM	0.1 CEUs
	The Community Building Challenge: Step Up in 2019/2020	4:00 PM - 5:00 PM	0.1 CEUs
	SuperBrewnomics: Communitites and Craft Beer Festivals	4:00 PM - 5:00 PM	0.1 CEUs

<input checked="" type="checkbox"/>	<b>Thursday, August 29, 2019</b>		
	100+ Program Ideas	8:00 AM - 9:00 AM	0.1 CEUs
	What's In Your Brain? Understanding Unconscious Bias	8:00 AM - 9:00 AM	0.1 CEUs
	Using Tree Inventory Data to Improve Your Urban Forest	8:00 AM - 9:00 AM	0.1 CEUs
	Speed Round - Summer Camp	8:00 AM - 9:00 AM	0.1 CEUs
	Speed Round - Social Media	8:00 AM - 9:00 AM	0.1 CEUs
	Sponsorship 101 - Now What?	8:15 AM - 10:15 AM	0.2 CEUs
	An Introduction to the Philosophy of Natural Resource Management	8:15 AM - 10:15 AM	0.2 CEUs
	Creating Mission-Based Programs	8:15 AM - 10:15 AM	0.2 CEUs
	Mastering Presentations: Moving from Nervousness to Anticipation	8:15 AM - 10:15 AM	0.2 CEUs
	Resiliency and Thriving: Live Your Best Life	8:15 AM - 10:15 AM	0.2 CEUs
	STEM + Recreation + Art = STREAMing Fun	8:15 AM - 10:15 AM	0.2 CEUs
	Benefits of Engaging in Your Professional Association	9:15 AM - 10:15 AM	0.1 CEUs
	Boost Your Professional Resume Through National Certification	9:15 AM - 10:15 AM	0.1 CEUs
	6 E's of Safe Routes to School/Parks	9:15 AM - 10:15 AM	0.1 CEUs
	Speed Round – Lifeguards and Aquatics Operations	9:15 AM - 10:15 AM	0.1 CEUs
	Speed Round - Teen Programming	9:15 AM - 10:15 AM	0.1 CEUs
	<b>CLOSING GENERAL SESSION</b> Reaching Your Next Summit: 7 Vertical Lessons & 1 Essential Question to Elevate Your Impact, Regardless of Your Title	10:30 AM - 12:30 PM	0.1 CEUs

## Connect with FRPA



[@ItStartsInParks](#)  
[@FloridaRecreationandParkAssociation](#)



[@ISIParks](#)  
[@FRPA](#)



[@ISIParks](#)



[@itstartsinparks](#)

BACK TO QUICK LINKS

Registration for the Florida Recreation and Park Association Annual Conference is ONLY available to individuals employed full-time by public or private agencies providing Recreation, Park, or Leisure Services in Florida, persons employed as an educator of Recreation, Park, and/or Leisure Services by universities and colleges, full-time students, citizens interested in advancing the mission of parks and recreation, and individuals who are working in a clinical or community based therapeutic recreation facility. Registration is not available to individuals employed by commercial companies. Commercial professionals must purchase an exhibit booth in order to attend the Conference, or must pay a registration fee equal to the cost of an exhibit booth. Call the FRPA Executive Office to facilitate this registration.

## SECTION THREE

### COMPLETE ALL INFORMATION

Select registration package preference and any extra tickets. Subtotal at the bottom of the page.

#### Full Registration

Full registration package includes Monday Evening Exhibit Hall Opening (light refreshments), Tuesday Exhibit Hall (light breakfast), and Wednesday Awards and Installation Ceremony (full lunch), badge, packet and entrance to all educational sessions for which a separate registration fee is not required. Awards and Installation tickets are only available with registration packages received by August 10, 2019.

	EARLY BIRD RATE PAYMENT RECEIVED ON OR BEFORE JULY 31, 2019.	REGULAR RATE PAYMENT RECEIVED ON OR AFETR AUGUST 1, 2019.	AMOUNT DUE
FRPA Member	\$300	\$350	_____
Non-FRPA Member	\$400	\$450	_____
<b>Full Registration with TR Institute</b>	\$400	\$450	_____

#### Daily Registration

DAY	FRPA Member	Non-FRPA Member	AMOUNT DUE
<b>MONDAY</b> <small>INCLUDES EXHIBIT HALL OPENING</small>	\$110	\$130	_____
	\$130	\$150	_____
<b>TUESDAY</b> <small>INCLUDES EXHIBIT HALL</small>	\$110	\$130	_____
	\$130	\$150	_____
<b>WEDNESDAY</b> <small>INCLUDES AWARDS &amp; INSTALLATION CEREMONY</small>	\$125	\$145	_____
	\$145	\$165	_____
<b>THURSDAY</b>	\$65	\$85	_____
	\$85	\$105	_____

#### Non-Member Transcript Fee

\$20

Only add this if you are a non member and will need a copy of your CEU transcript

#### Guest Pass

\$35

Guest Pass is for entrance into socials only and is ONLY for spouses of registered delegates and retired park and recreation professionals. Ticketed functions (pg 46) require the purchase of an extra ticket. Education sessions require full or daily registration.

GUEST NAME: \_\_\_\_\_

<b>SECTION 3 SUBTOTAL</b>
_____

## SECTION FOUR

Select extra activities and meal tickets and subtotal below

	<b>EARLY BIRD RATE</b> <small>PAYMENT RECEIVED ON OR BEFORE JULY 31, 2019.</small>	<b>REGULAR RATE</b> <small>PAYMENT RECEIVED ON OR AFETR AUGUST 1, 2019.</small>	<b>AMOUNT DUE</b>
<b>Monday</b>			
Director's Luncheon <small>11:00 AM - 1:15 PM</small>	<b>\$35</b>	<b>\$45</b>	_____
Grand Opening of the Exhibit Hall <small>4:00 PM - 7:00 PM</small> <small>Included in Full Registration Package and Monday Daily Registration</small>	<b>\$30</b>	<b>\$40</b>	_____
<b>Tuesday</b>			
Exhibit Hall Closing <small>9:00 AM - 12:00 PM</small> <small>Included in Full Registration Package and Tuesday Daily Registration</small>	<b>\$30</b>	<b>\$40</b>	_____
<b>Wednesday</b>			
Awards & Installation Ceremony <small>11:45 AM - 2:30 PM</small> <small>Included in Full Registration Package and Wednesday Daily Registration</small> <small>Tickets available through August 10.</small>	<b>\$60</b>	<b>\$70</b>	_____

**SECTION 4 SUBTOTAL**  
\_\_\_\_\_

## SECTION FIVE

### Total Sections 3 & 4

*By registering for this event/activity/workshop, I give permission and consent to allow photographs and video to be taken during activities sponsored by the Florida Recreation and Park Association (FRPA). I further give permission and consent that any such media may be published and used by FRPA and its agents, to illustrate and promote the association and its programs. I understand that it is my responsibility to communicate with FRPA if I do not wish to be photographed or videoed.*

*The Florida Recreation and Park Association recognizes the diversity that exists within our profession, our membership, and those attending FRPA events. As a participant, we want you to enjoy your time at this event. We ask that you join us in encouraging and maintaining the highest professional standards possible at all functions within this event. Offensive language or behavior that may be seen as harassing is not condoned at this event. Unwelcomed physical contact or aggressive behavior is not acceptable and will require us to address that with you individually and/or with your employer. While we do not anticipate these challenges, we do want to be transparent regarding our commitment to ensuring a safe and enjoyable environment for all event participants.*

TOTAL CONFERENCE FEES	
SECTION 3 SUBTOTAL _____	
+	
SECTION 4 SUBTOTAL _____	
<b>TOTAL DUE</b> _____	

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