



FRPA

FLORIDA RECREATION
& PARK ASSOCIATION

ANNUAL CONFERENCE
AND EXHIBIT HALL

AUGUST 29 - SEPTEMBER 1, 2022

THIS BROCHURE IS FULLY INTERACTIVE!
CLICK ON LINKS WHERE INDICATED TO GET YOU WHERE YOU WANT TO GO.

Caribe Royale Orlando
8101 World Center Dr, Orlando, FL 32821



QUICK LINKS

Click the title to be taken to that section.

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DATES TO REMEMBER

JULY 27*

Last day for FRPA room block rates at host hotel
*or until room block is full

JULY 31

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

AUG 10

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

CONFERENCE HOUSING



CARIBE ROYALE
ORLANDO

8101 World Center Dr.

Orlando, Florida 32821

Nestled on 53 lush, tropical acres, the Caribe Royale offers its guests spacious, well-appointed one-bedroom suites, luxurious two-bedroom lakeside villas and a wealth of desirable hotel amenities all conveniently located near Orlando's most popular attractions.



In addition:

NEW Meeting Space!
Connected Suites | Onsite
Dining | Three Outdoor
Swimming Pools | Two Hot
Tubs | Private Pool for Villa
Guests | Luxurious Cabanas
Gift Shop | Tennis and
Basketball Courts
Fishing | Fitness Room



Room Rates

(+ taxes) per night.

\$149 - single/double room

The Resort fee is waived. Rates are available until **July 27, 2022**.

Self Parking is \$14 per exit (payable by card only) for those not staying onsite. Valet parking is \$20/night.

RESERVATIONS

RESERVATIONS LINK

All attendees are responsible for making their own reservations by calling Caribe Royale Reservations (1-800-823-8300 or 407-238-8000 - mention FRPA) or online at: <https://book.passkey.com/e/50301960>

Please beware of housing scams. Only book your hotel through the number or website that have been provided. Third party providers do not have access to discounted or waived fees. The rates we've negotiated include all fees.

SCHEDULE

Sunday, August 28

4:00 p.m. - 7:00 p.m.
3:00 p.m. - 6:00 p.m.

Registration Open
FRPA Board Meeting

Monday, August 29

7:00 a.m. - 10:15 a.m.
8:00 a.m. - 10:15 a.m.
10:30 a.m. - 12:00 p.m.
12:30 p.m. - 6:00 p.m.
1:00 p.m. - 5:00 p.m.
5:30 p.m. - 9:00 p.m.

Registration Open
Breakout Sessions
Opening General Session
Registration Open
Breakout Sessions
Exhibit Hall Grand Opening
& Spooky Social

Tuesday, August 30

7:00 a.m. - 12:00 p.m.
8:00 a.m. - 9:00 a.m.
9:00 a.m. - 12:00 p.m.
11:15 a.m. - 1:15 p.m.
12:30 p.m. - 4:00 p.m.
1:15 p.m. - 5:00 p.m.

Registration Open
Breakout Sessions
Exhibit Hall Open
Director's Luncheon*
Registration Open
Breakout Sessions

Wednesday, August 31

7:00 a.m. - 11:00 a.m.
8:00 a.m. - 11:30 a.m.
11:45 a.m. - 2:30 p.m.
2:45 p.m. - 5:45 p.m.
2:30 p.m. - 6:00 p.m.
5:30 p.m. - 7:30 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
CLUB 80 Social

THURSDAY, SEPTEMBER 1

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

*extra registration required

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 period of 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 “Standing Tall Through It All”. To celebrate FRPA’s 80th anniversary, the theme incorporates the majestic oak as a traditional symbol of 80 years. As we recognize this anniversary, we also recognize the park and recreation profession that has stood the test of time, much like the oak tree; always steady and unwavering and providing comfort and stability in times of unrest.

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. You can also download the FRPA Event app to always have the most updated schedule at your fingertips.

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.

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, 2022 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, 2022. No exceptions including but not limited to: no shows, traffic delays, weather, other natural disasters, last minute changes in agency travel policies, and budget restrictions resulting in limitations on travel. 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.

GOOD TO KNOW

Meals

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

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

Service Modifications

If you request modification to any policies, practices, or procedures outlined in this packet, please let us know as soon as possible to allow for planning by sending an email with requests to eleanor@frpa.org by August 1, 2022.

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!)

Children

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

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.

Below are some helpful tips:

- Watch for pre-conference emails coming to your Inbox leading up to conference
- Sign up for a Conference Buddy on the registration forms! They will help you navigate 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 13](#))
- Go to frpa.org/conference/confgeneral/first-time for more tips!



VOLUNTEERS

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 engage with 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

<https://signup.com/go/XAaOfxy>

AWARDS AND INSTALLATION BANQUET

Wednesday, August 31st @ 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 months of March and April each year.

FRPA AWARDS WEBPAGE



THERAPEUTIC RECREATION INSTITUTE

The Florida Recreation and Park Association is pleased to host the Annual Therapeutic Recreation Institute. The 2022 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 30 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 \$200 early bird registration rate.

MORE INFORMATION

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

SESSIONS INCLUDE

Be a Trail Blazer Using Evidence Based Practice

The Use of Horticulture Therapy in TR Practice

Aromatherapy 101: Get the "Essentials" on Using Essential Oils

Assess for Success: Utilizing Standardized Assessments

Come Sail Away

Therapeutic Benefits of Botanical Gardens

NCTRC Internship Standards

Yoga for Chronic Pain

FRPA EVENT APP

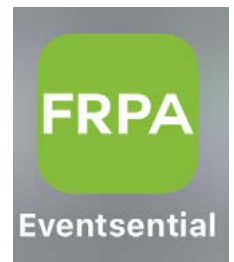


Available on iOS and Android devices for free For in-depth instruction visit <https://bit.ly/2PX0f2y>

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!

SOCIALS

MONDAY

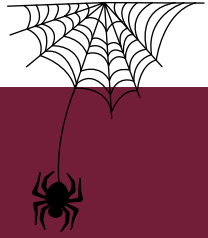


Exhibit Hall Spooky Social

The Exhibit Hall has been taken over by some spooky spirits! Join us for a round of trick or treating, costume contests, and more! Prizes for costumes will be given in the following categories:

Scariest
Most Creative
Best Couple
and
Funniest

Attendees will also get to vote on the best “BOO-th” that decorates with the theme in mind.

WEDNESDAY

Burke
PLAY THAT MOVES YOU.

**COME PLAY
IN FLORIDA**
FLORIDA'S PLAYERS

MUSCO
We Make It Happen.

CLUB 80

We want you to want this. Come celebrate FRPA's 80th birthday with a rad party. Enjoy The Bay Kings Band as we dance the night away!

Start planning now to dress as your favorite crew from the 80s. Some ideas to get you thinking:

The Golden Girls
ET and friends
Simpsons
M*A*S*H

Prizes will be given away to the winning group and any group that dresses up will get to walk the red carpet!

SERVICE PROJECT

The Young Professionals Workgroup will be putting the Service Project details together and we will send that out to you soon.

ANNUAL TRADESHOW & EXHIBIT HALL (&SPOOKY SOCIAL!)

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.

GRAND OPENING - MONDAY - 5:30 - 9:00 PM

CLOSING HOURS - TUESDAY - 9:00 AM - 12:00 PM



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!

DIRECTOR'S LUNCHEON

Tuesday, August 30 | 11:15 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](#)).



GENERAL SESSION SPEAKERS

Opening General Session



WHOLLY SHIFT: COMPLETELY CHANGING THE CONVERSATION ON BIAS, DIVERSITY, PRIVILEGE AND INCLUSION USING BRAIN SCIENCE

Eric M. Bailey

Bailey Strategic Innovation Group

This is going to feel different. After the murder of George Floyd in the summer of 2020, millions of people around the world began entering into a dialogue about race and racism in America. FRPA understands the importance of this dialogue, but also understands that many folks may not know where and how to enter into the conversation. Leveraging Harvard Business School research entitled, "Why Diversity Training Doesn't Work," we will explore the practical brain science and psychology to navigate this critical conversation. We will create a space where we can safely share our questions, opinions, and experiences authentically, listen and learn from one another, and continue the process of productive dialogue in our organizations.

LEARNING OBJECTIVES:

- Understand why diversity training does not work.
- Explore the practical brain science and psychology to navigate the critical conversation about race and racism.
- Learn from others on how to have productive dialogue within and outside of our agencies.



Closing General Session



STAY ALIVE ALL YOUR LIFE!

Michael Ivanov

Motivational Speaker, SpeakLife365.com

Through Michael's story-telling, stage props, and personal anecdotes, attendees will learn 11 core principles for extraordinary leadership and living by understanding the power of purpose. Attendees will be empowered to lead from the heart, re-ignite their passions, and will be equipped to handle circumstances along the journey to an EXTRAORDINARY LIFE!

LEARNING OBJECTIVES:

- Learn the core principles for creating a powerful VISION for life and business that will underline critical personal capabilities.
- Gain deep insights into the habits, competencies and mindsets that shape the IDENTITY of extraordinary people of impact.
- Understand how your established VISION and redefined IDENTITY will set your life and business on an inevitable path for impact based on the choices you make and the ACTIONS you take.



2021

2022 HIGHLIGHTS

looking forward to a great week!

CELEBRATING THE PROFESSIONAL

The FRPA Membership Committee is planning some great, interactive experiences for you, whether you're a member or not! The main attraction will be the *Meet me in the Park* area where you can plan to meet up with friends, new and old; make arrangements to play basketball or take a walk; connect with other professionals with similar interests; or leave a note for a new member, encouraging them in the field. Look for more information about this in upcoming newsletters and at Conference.

SPOOKY SOCIAL AT THE OPENING OF THE EXHIBIT HALL

The ghouls have taken over the Exhibit Hall this year! Exhibitors have been encouraged to decorate their booths and pass out candy to everyone who participates in the Exhibit Hall. Since the Monday evening Social will coincide with the Exhibit Hall, attendees are encouraged to dress up! There will be a costume contest for delegates and a Best "Boo"-th contest for Exhibiting companies. See page nine for more information.

CEUs FOR YOUR AFO CERTIFICATION

The aquatics courses offered throughout the week outlined below have been approved for AFO CEUs per NRPA as follows:

Group A

Aquatic Center Design Glitches & Building Blunders

Practical Landscape Planning for Aquatic Facilities

What is the MAHC and Why Should It Matter

Keeping an Old Outdated Pool Operating

Group B

Foundations of a Strong Aquatics Program

Adaptive Learn to Swim Challenges, Trends and Evidence

Adapted Aquatics Bridging the Gap

Motivating Your Team to Provide Exceptional Customer Service

Fifteen Fantastic First Aid Activities

Incidents, Accidents & Forms

Fundamentals of Managing Risks in Parks and Recreation

Building a Bridge Between Aquatics and Administration

Choosing an Aquatics Certification Organization

Young Professionals

The Young Professionals group will be hosting the Monday evening social and the "Hey Young Professional" session on Monday at 8:15am. Don't miss out on these opportunities to connect with others!



2022 CONFERENCE SPONSORS



AWARDS VIDEO



NAME BADGES



OPENING SESSION



SOCIALS



SOCIALS



NEWSLETTER



MOBILE EVENT APP



OPENING SESSION



DIRECTOR'S LUNCHEON



DELEGATE BAGS



AWARDS PROGRAM



TRICK OR TREAT BAGS



CONFERENCE SPONSOR



SOCIAL DECOR



CLOSING SESSION



SOCIALS

THANK YOU TO OUR 2022 CONFERENCE SPONSORS!

WELLNESS OPPORTUNITIES

FUN RUN/WALK

Join us for a fun run or walk on Tuesday morning at 6:30am! Other opportunities will be posted in the Meet Me in the Park area at Conference.

CONNECT WITH FRPA



[@ItStartsInParks](#)
[@FloridaRecreation](#)
[andParkAssociation](#)



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



[@ISIParks](#)
[@frpagram](#)

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, Greenfields Outdoor Fitness, Musco Lighting, and Rep Services, Inc.

PLATINUM VIP LEVEL



VIP LEVEL



EDUCATION SESSIONS

Due to frequent changes in the availability of speakers and space available in the Conference Center in relation to measures being taken to ensure the safety of attendees, education sessions may be withdrawn from the agenda.

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



8:00 AM - 9:00 AM | 0.1 CEUs

A HIGHER LEVEL OF INCLUSIVE PLAY

Jill Moore

Inclusive Play Specialist,

Landscape Structures

The playground should be a place for everyone to experience laughter, friends, and fun - however traditional design focuses on minimal physical access, not necessarily quality engagement for children with physical or cognitive disorders. Sensory rich play environments develop functional skills, imagination, and social opportunity providing a higher level of inclusive play for all.

LEARNING OBJECTIVES:

- Identify the facts about play - for people with and without disabilities - why play is important to all people.
- Discuss the differences between a play environment that simply meets minimum federal accessibility requirements and one that is fully inclusive.
- Articulate the best practice design elements for inclusive play environments.



8:00 AM - 9:00 AM | 0.1 CEUs

ALL ABILITY PROGRAMMING

Vanessa Spero

Regional Specialized 4-H

Extension Agent, UF/IFAS Extension 4-H

Persons with disabilities benefit from the experiences, opportunities, and engagement that tailored programmatic efforts offer. By learning more about the culture of the disability community, this session will assist sites in developing programming to meet the needs in their communities.

LEARNING OBJECTIVES:

- Gain a greater awareness and understanding of the culture of the disability community.
- Identify how to recognize the needs of the disability community and find available resources to assist your organization.
- Learn how to plan programs that

can assist persons with disabilities.



8:00 AM - 9:00 AM | 0.1 CEUs

CONFERENCE GPS

Danielle Pearson

Recreation Supervisor III, Delray Beach Parks and Recreation

Welcome to FRPA Conference 2022! During this session you will receive tips on planning your educational sessions, navigating around the conference area, networking at the socials & other classified information to get you through your first conference successfully.

LEARNING OBJECTIVES:

- Discuss acceptable conference etiquette and practices.
- Identify ways you can maximize the conference week with education, networking and resource sharing.
- Learn your way around the conference and answer some frequently asked questions.



8:00 AM - 9:00 AM | 0.1 CEUs

FOUNDATIONS OF A STRONG AQUATICS PROGRAM

Shawn DeRosa J.D.

Owner, DeRosa Aquatic Consulting

Many aquatic programs have been around for decades and may even be well attended. But what differentiates a strong aquatics program from one that merely has high attendance numbers? Come discuss what elements you believe contribute to a strong aquatics program and see if your program measures up to that of your peers!

LEARNING OBJECTIVES:

- Identify core elements of aquatic programming.
- Review standards of care that apply to lifeguards.
- List three critical goals of in-service training.

8:00 AM - 9:00 AM | 0.1 CEUs

PLAN, ENGAGE, UPDATE: GETTING YOUR COMMUNITY TO BUY-IN

Vianca Peron-Sellan MPA

Administrative Services Manager, Miami Beach Parks and Recreation

Erin Sullivan

Director, Doral Parks and Recreation

Each community has a different approach when it comes to involving their stakeholders in the decision-making process. Whether this is something your community has been doing for years or you want to find new ways to strengthen your department's community engagement, this session is for you. The session will review different ideas surrounding planning your approach, actively engaging your stakeholders and best ways to showing them you listened and implemented. Also learn the benefits of gathering public input and how far it can take your project or program in the long run.

LEARNING OBJECTIVES:

- Discuss the importance of engaging your community in your projects and programs.
- Identify the steps to successfully planning your community buy-in.
- List examples on how to have your stakeholders communicate their input to you.



8:00 AM - 9:00 AM | 0.1 CEUs

THE IMPACT OF RETROFITTING SPORTS LIGHTING

Greg Brown

Parks, Planning and Athletics Manager, Hillsborough County Parks and Recreation



Bob DeCouto

Central Florida Representative, Musco Lighting



Tim Imhoff

South Florida Representative, Musco Lighting



Rick Valdez

Director, Hillsborough County Parks and Recreation

Replacing outdated metal halide technology with LED provides municipalities the ability to reduce the impact of sports lighting in the community. Musco will present case studies that will look at how energy and maintenance

EDUCATION SESSIONS

savings free up dollars for other uses and how technology can reduce the impact on neighbors, spectators while improving player experience.

LEARNING OBJECTIVES:

- Learn questions to ask when evaluating the impact of replacing lights.
- Learn how to provide justification for replacement of sports lighting.
- Recognize critical areas of concern when considering replacing sports lighting.



8:00 AM - 10:00 AM | 0.2 CEUs **BECOMING A PERSON OF INFLUENCE**

Marie Knight
Owner, Knight Leadership Solutions

Leadership is all about influence. Wherever you are in your career, you can increase your impact on others by learning the principles of influence. Creating positive influence will not only be a catalyst to your own success, it will become the legacy you will leave behind. In this course, we will go through John C. Maxwell's principles of influence.

LEARNING OBJECTIVES:

- Understand why influence is the single most important aspect of leadership, and how to use your influence to grow a great team.
- Learn about the importance of listening, understanding, connecting, and nurturing your team and how it will make you a better leader.
- Understand that serving, empowering, and navigating for your team will help you grow great future leaders.

8:00 AM - 10:00 AM | 0.2 CEUs **OPPORTUNITIES FOR ADAPTIVE SPORTS IN YOUR COMMUNITY**

Mary Cales CTRS, MA
Supervisor of Adaptive Sports, Hillsborough County Parks and Recreation

Saige Garber CTRS
Recreation Program Assistant Supervisor, Hillsborough County Parks and Recreation

Sheila Hill
Adaptive Recreation Specialist, Hillsborough County Parks and Recreation

The world of Adaptive Sports is growing, and the need is becoming more recognized, but where do athletes get started in adaptive sports? It is more relevant now than ever to provide adaptive sports programming to athletes of all ability levels. This session will identify the need of adaptive sports in your community and how to start a program. Be prepared for a hands-on experience with the Hillsborough County Adaptive Sports team, as we highlight some of our favorite sports!

LEARNING OBJECTIVES:

- Recognize the need of an adaptive sports program in your community.
- Identify grant and funding opportunities available to start an adaptive sports program. List a variety of adaptive sports opportunities that meet your community's needs and highlight some key steps in programming.



8:15 AM - 10:15 AM | 0.2 CEUs **HEY YOUNG PROFESSIONAL...THIS ONE'S FOR YOU!**

Sarah Good
Recreation Supervisor, Sarasota County Parks, Recreation and Natural Resources



Sara Pinamonti
Recreation Program Supervisor, Largo Recreation, Parks & Arts

This round table discussion is for young professionals and will provide you the opportunity to talk to leaders in the field. Hear advice that will help advance your career or overcome challenges. The floor is yours to ask whatever questions you may have while leaders share their tips and tricks. FRPA's Young Professional workgroup members will also be sharing upcoming information for the year.

LEARNING OBJECTIVES:

- Recognize career development advice to excel in the field of parks and recreation while participating in open discussion in a safe environment.
- Participate in a discussion about the challenges/opportunities facing young professionals in the field of recreation and parks.
- Learn about the upcoming activities and goals of the FRPA Young Professional workgroup and how to become involved with FRPA Young Professionals.



8:15 AM - 10:15 AM | 0.2 CEUs **WILD CHILD: THE RELATIONSHIP BETWEEN ANIMALS, CHILDREN, AND EXPERIENCE**

Aaron Carson
Program Coordinator, Sarasota County Parks, Recreation and Natural Resources



Nathalie Smith

Parks Naturalist, Sarasota County Parks, Recreation and Natural Resources
Why do animals evoke certain emotions and feelings? This session examines the relationship we have with different species and stacks it up against the actions and reactions of kids when interacting with wildlife. Learn how to connect others with nature and create a sense of belonging to something outside of ourselves.

LEARNING OBJECTIVES:

- Recognize the importance of the human-animal connection.
- Participate in exercises that will challenge preconceived beliefs about wildlife and nature.
- Develop three strategies for incorporating the role of wildlife into educational programming.



9:15 AM - 10:15 AM | 0.1 CEUs **ADAPTIVE LEARN TO SWIM: CHALLENGES, TRENDS, AND EVIDENCE**

Tana Carson
Assistant Professor of Occupational Therapy, Florida International University



Tania Santiago-Perez
Associate Teaching Professor & Program Director, Florida International University

Aquatic professionals are responsible for maximizing access to learn to swim programs among all members of their community, including children with disabilities. Teaching children with disabilities to swim is a health, safety, and social justice issue. This session will review challenges, trends, and evidence on adapted learn to swim programs.

LEARNING OBJECTIVES:

- Identify evidence on at least three best practices and outcomes of adapted learn to swim programs.
- Identify at least three current trends in adapted learn to swim programs including training and credentials of aquatic professionals.
- Discuss three challenges that aquatic professionals face in the provision of adapted learn to swim programs.



9:15 AM - 10:15 AM | 0.2 CEUs

EMOTIONAL INTELLIGENCE AS AN INDICATOR OF LEADERSHIP CAPABILITY

Jody Cox CTRS, ADAC
ADA Project Administrator, Miami Dade County



Thera Johnson
Recreation Therapist II, Miami Dade County

Higher levels of emotional intelligence are positively correlated with effective leadership. This session will help you understand how emotions drive your own as well as other's behavior. Learning how to develop others' emotional intelligence will also yield improved social cohesiveness and satisfaction among employees or clients served.

LEARNING OBJECTIVES:

- Discuss how emotional intelligence affects an individual's ability to

EDUCATION SESSIONS

- effectively lead others.
- Identify ways to improve emotional intelligence in yourself and others.

9:15 AM - 10:15 AM | 0.1 CEUs

EVALUATING AND RESTRUCTURING YOUR FEES: ACHIEVING YOUR COST RECOVERY GOALS

Vianca Peron-Sellan MPA

Administrative Services Manager, Miami Beach Parks and Recreation

Erin Sullivan

Director, Doral Parks and Recreation

One of the greatest challenges as a Parks and Recreation Professional is recovering costs for programming and events. This session will guide you through different methods in establishing fees for new programs. It will also help you implement strategies you can use to restructure and strengthen your current fees, all while keeping community appeal. Finally, you will also learn about different strategies to achieve and track cost recovery for your programs.

LEARNING OBJECTIVES:

- Identify new methods to determine fees.
- Discuss challenges/obstacles faced when tasked with achieving cost recovery.
- Describe methods to track cost recovery for your programs.

9:15 AM - 10:15 AM | 0.1 CEUs

INNOVATION IS INVITATION - DEFINING WHAT'S NEXT IN INCLUSIVE PLAY

Jill Moore

Inclusive Play Specialist, Landscape Structures

We know our fundamentals for designing an inclusive playspace - how do we design into what's next? This session looks at designing play intentionally for mobility device users, designing for motor coordination disabilities, as well as blind/low, deaf/hard of hearing, and complex disabilities. This highlights how intentional choices create a space for all.

LEARNING OBJECTIVES:

- Discuss current thought surrounding disability, how to talk about disability, and how to frame disability as something positive within our communities.
- Innovate our designs for different diagnoses- from motor coordination disorders, visual and hearing disabilities, and complex medical diagnoses.
- Talk about how to provide maximum support for 99% of the population with a disability.



9:15 AM - 10:15 AM | 0.1 CEUs
NCTRC RECERTIFICATION & SPECIALIZATION AREA DESIGNATION: CONTINUING

PROFESSIONAL COMPETENCE

Robin McNeal, CTRS, FDRT, ICE-CCP

Director of Credentialing, NCTRC

This session provides an in-depth coverage of recertification standards and requirements for the specialization area designation. Continuing education, professional experience, and re-examination will be described in detail.

LEARNING OBJECTIVES:

- Describe the NCTRC recertification standards including the two components and interpretive guidelines.
- Describe the NCTRC specialization area designation standards and application process.
- State the two methods of the NCTRC recertification review process.

9:15 AM - 10:15 AM | 0.1 CEUs

POSITIVE YOUTH DEVELOPMENT (PYD) FOR ALL ABILITIES

Vanessa Spero

Regional Specialized 4-H Extension Agent, UF/IFAS Extension 4-H

This session uses PYD as the pathway to promote inclusion. PYD programs encourage belonging, mastery, knowledge, and independence to support autonomy and life skill development for youth. PYD programs inspire the culture and climate of social interaction to teach about inclusion and the value that people of all abilities have.

LEARNING OBJECTIVES:

- Learn what Positive Youth Development is and how it applies to the disability community.
- Learn how to incorporate opportunities for PYD to assist site programming.
- Learn how to plan programs that support inclusive practices.



9:15 AM - 10:15 AM | 0.1 CEUs

STRATEGIES TO INCREASE FEMALE PARTICIPATION IN YOUTH

SPORTS

Dr. Samose Mays

Founder, Minority Recreational Leadership Academy

Part of the physical activity gender gap can be traced to lower sports participation among girls. Data from the Youth Risk Behavior Surveillance Survey revealed that 53.0% of high school girls participated in one or more sports, compared to 62.2% of high school boys. This disparity is due in part, to the high rate at which teen girls dropout of sports. By age 14, girls are 1.5x more likely to quit

playing sports than boys, by age 17, more than half of girls quit sports entirely.

LEARNING OBJECTIVES:

- Identify the reasons that females quit sports over time.
- List different sports programs that increase female participation.
- Implement strategies that can be used to increase female participation.



10:30 AM - 12:00 PM | 0.1 CEUs

WHOLLY SHIFT: COMPLETELY CHANGING THE CONVERSATION ON BIAS, DIVERSITY,

PRIVILEGE AND INCLUSION USING BRAIN SCIENCE

Eric M. Bailey

Bailey Strategic Innovation Group

This is going to feel different. After the murder of George Floyd in the summer of 2020, millions of people around the world began entering into a dialogue about race and racism in America. FRPA understands the importance of this dialogue, but also understands that many folks may not know where and how to enter into the conversation. Leveraging Harvard Business School research entitled, "Why Diversity Training Doesn't Work," we will explore the practical brain science and psychology to navigate this critical conversation. We will create a space where we can safely share our questions, opinions, and experiences authentically, listen and learn from one another, and continue the process of productive dialogue in our organizations.

LEARNING OBJECTIVES:

- Understand why diversity training does not work.
- Explore the practical brain science and psychology to navigate the critical conversation about race and racism.
- Learn from others on how to have productive dialogue within and outside of our agencies.



1:30 PM - 2:30 PM | 0.1 CEUs

COMMUNITY SERVICE AND BUSINESS MANAGEMENT

Robert Mattes, CPRE

Director, Pinecrest Parks and Recreation

Times continue to change and today's challenges require many departments to adapt to being more self-sufficient than ever before. How does a community service fund itself without alienating the people who need it? This session explores the balance between providing great community services and generating necessary revenue for the department.

LEARNING OBJECTIVES:

- Identify high yield revenue sources to enhance agency offerings.

EDUCATION SESSIONS

- Discuss finding an acceptable balance between free and paid programs within your community.
- Recognize opportunities for partnerships and sponsorships.

1:30 PM - 2:30 PM | 0.1 CEUs

DROPTOUT TO DOCTOR - STEPS TO BECOMING A LEADER IN PARKS AND RECREATION

Dr. Samose Mays

Founder, Minority Recreational Leadership Academy

This session highlights the inspirational story of Dr. Samose Mays and how he went from two-time college dropout to Recreation Director and college professor at the same University he dropped out of. He explains how he used interpersonal skills to rise from an entry level professional to a Leader in Parks and Recreation in one year.

LEARNING OBJECTIVES:

- Identify a recreational leaders' duties and responsibilities.
- Recognize interpersonal skills to becoming a leader in parks and recreation.
- Summarize 8 steps to getting promoted to upper management.



1:30 PM - 2:30 PM | 0.1 CEUs

EMERGING RACQUET GAME - PICKLEBALL

Maged Elsheikh

Senior Principal, OLC

Architecture, Interiors & Aquatics

Pickleball has gained a lot of traction lately with all ages. Racquet clubs are looking at transforming existing tennis courts or creating additional pickleball courts to supply the demands of members. Hear a case study for a recent project in Palm Coast; learn about space requirements; and find out how to attract new members with Pickleball facilities.

LEARNING OBJECTIVES:

- Recognize how pickleball attracts new members to your facility.
- Define space requirements, and discover how existing spaces can be transformed.
- Discuss the case study for transformation of existing and planning of new facilities.



1:30 PM - 2:30 PM | 0.1 CEUs

SERVICE ANIMALS: IT'S MORE THAN THE LAW

Laura Lee Putzback

ADAC, Service Dog Alliance of Florida

Suffering from service animal fatigue? Learn where a service animal can go; the difference between a service and emotional

support animal; how to interact with the team; and how to manage conflicting needs of customers and employees. Better understand federal and state laws and the rights and responsibilities of both handlers and organizations.

LEARNING OBJECTIVES:

Recognize types of places of public accommodation and the applicable section(s) of the Americans with Disabilities Act.

- Distinguish the difference between a service, therapy, and emotional support animal.
- Know when to ask about a service animal; what may be asked about a person with a disability or a service animal.



1:30 PM - 2:30 PM | 0.1 CEUs

THE IMPORTANCE OF GROWING UP IN PARKS

Alejandro Carrandi

Assistant Director, Homestead

Parks and Recreation

This session will explain the importance of parks to kids growing up. The session will touch on the benefits of attending park programs and how that benefits park patrons' long term. We will also discuss how you can build this long term culture into your parks system.

LEARNING OBJECTIVES:

- Learn about the importance of offering youth programs at your parks.
- Understand why it is beneficial to have a volunteer program.
- Understand the benefits of building up employees and watching them grow.



1:30 PM - 2:30 PM | 0.1 CEUs

THE LIFESTYLE POOL OF THE FUTURE

Craig Bouck

Principal, Partner, Barker Rinker

Seacat Architecture



Douglass Whiteaker

President, Water Technology, Inc.

Come 'meet' the lifestyle pool of the future! Using interactive 3D visualizations, we will introduce and walk-through new trends making waves in indoor aquatic design. New pool elements and equipment; new approaches to water, air and lighting systems; advanced enclosure details even fresh programming ideas all play key roles in designing the Lifestyle pool of the future. Come explore the evolution of aquatics and discover what innovations lie on the horizon.

LEARNING OBJECTIVES:

- Learn the pros and cons of next-level aquatic trends.
- Explore practical applications of new ideas with interactive 3D visualizations.

- Discover innovative aquatic center design details which increase flexibility, playability and aquatic facility performance.



1:30 PM - 2:30 PM | 0.1 CEUs

TREE PLANTING CAMPAIGNS AND PUBLIC PARKS

Mark Cassini

Co-Director, Community Greening



Matt Shipley

Co-Director, Community Greening

Kacy Young

Director, Boynton Beach Parks and Recreation

Community Greening, an urban forestry nonprofit, engage residents to create sustainable green spaces and a vibrant tree canopy to equitably strengthen our environment, economy, society and health. Hear how they partnered with the Boynton Beach Recreation and Parks Department on the City's 45,000 tree campaign to collaboratively plant trees in public parks with volunteers.

LEARNING OBJECTIVES:

- Learn about how partnerships are key to having a successful tree planting program in public parks.
- Learn how Community Greening engages volunteers to host family friendly and fun tree planting events that introduce residents to the park system of Boynton Beach.
- Learn about the inter-departmental collaboration within government to ensure successful park plantings including maintenance, utilities, sustainability, and park programming.



1:45 PM - 3:45 PM | 0.2 CEUs

ADAPTED AQUATICS BRIDGING THE GAP

Dawn Lewellyn CTRS

Recreation Therapist

Drowning is the leading cause of death among persons with autism. Learn how we can prepare ourselves, our instructors, and have a positive impact on individuals with autism in the aquatic environment. That one swim lesson could save a life or create the next Olympic swimmer.

LEARNING OBJECTIVES:

- Identify the characteristics of autism and the learning environment for success.
- Identify and reproduce teaching strategies to incorporate persons with autism into swim lessons.
- Identify teaching resources for children with autism in aquatics.

EDUCATION SESSIONS

1:45 PM - 3:45 PM | 0.2 CEUs

EVERYONE COMMUNICATES, FEW CONNECT

Marie Knight

Owner, Knight Leadership Solutions

Only One Thing Stands Between You and Success. It Isn't Experience. It Isn't Talent." World-renowned leadership expert John C. Maxwell says if you want to succeed, you must learn how to connect with people. And while it may seem like some folks are just born with it, the fact is anyone can learn how to make every communication an opportunity for a powerful connection. Speaker Marie Knight, a Certified Maxwell Team Member shares the Five Principles and Five Practices to develop the crucial skill of connecting, including: Finding Common Ground; Keeping Your Communication Simple; Capturing People's Interest; Inspiring People; and Staying Authentic in all Your Relationships.

LEARNING OBJECTIVES:

- Understand what keeps people from communicating effectively.
- Learn the Five Principles to develop the crucial skill of connecting, including finding common ground and keeping communication simple.
- Learn the ABC's of Mutual Purpose

1:45 PM - 3:45 PM | 0.2 CEUs

WHOLLY SHIFT PART 2 - NOW WHAT?

Eric M. Bailey

Bailey Strategic Innovation Group

Eric M. Bailey's philosophy for culture change is Awareness, Alignment and Action. The keynote session, Wholly Shift, sparked profound awareness and started us down the path of how to create alignment within our sphere of influence. This session is designed to provide the tools and building blocks to create meaningful action.

LEARNING OBJECTIVES:

- Continue the discussion on brain science and how it impacts dialogue.
- Understand the plan for awareness, alignment, and action.
- Identify how to create alignment within your sphere of influence toward creating meaningful action.

2:45 PM - 3:45 PM | 0.1 CEUs

AQUATIC CENTER DESIGN GLITCHES & BUILDING BLUNDERS

Craig Bouck

Principal, Partner, Barker Rinker Seacat Architecture

Douglass Whiteaker

President, Water Technology, Inc.

Hindsight is 20/20. "What would you do differently?" is the question owners should be asking prior to planning and building a new aquatic center. Drawing from the experience of over 220 projects built over

the last 30 years, this session uncovers the top lessons learned shared by community leaders, operators, contractors and designers.

LEARNING OBJECTIVES:

- Avoid many common and not so common aquatic facility planning and design mistakes.
- Understand many critical design issues from a variety of perspectives.
- Successfully jumpstart a project with dozens of useful lessons learned.

2:45 PM - 3:45 PM | 0.1 CEUs

CHALLENGES AND OPPORTUNITIES OF MANAGING PUBLIC TENNIS FACILITIES



Laura Bowen

Executive Director, USTA Florida



Chuck Gill

Director of Tennis Management, Village of Wellington



Andi Mohl

Operations Management - Tennis, Palm Beach Gardens Recreation

Frank Swope

Director of Tennis Management, USTA Florida

Wendy Tatum

Director of Tennis and Pickleball, Palm Beach Gardens Recreation

A moderated panel of directors and facility managers will

answer questions regarding the challenges and opportunities of managing a public tennis facility. Topics will include adaptive programming and partnerships, marketing, racquet sports, the importance of customer service and facility maintenance.

LEARNING OBJECTIVES:

- Discuss the challenges and opportunities facing Public Tennis Facilities.
- Provide examples of partnership opportunities.
- Learn how to develop underutilized public facilities.



2:45 PM - 3:45 PM | 0.1 CEUs

INTEGRATING STORMWATER MANAGEMENT INTO RECREATION FACILITY DEVELOPMENT

Mike Sosadeeter PLA

Park Planner, Sarasota County Parks, Recreation and Natural Resources

Typical stormwater management systems consist of curbs, gutters, stormwater inlet structures and pipes, and a stormwater pond. Integrating stormwater management into a park development project can enhance the overall quality of the project. Benefits could include multi-use stormwater management areas, ecological

enhancements, and aesthetically pleasing components of a park site.

LEARNING OBJECTIVES:

- Describe the basic components of stormwater management plans.
- Recognize the benefits of planning for stormwater management at the beginning of a park development project.
- Identify at least 3 alternative stormwater management techniques or products that can be integrated into a park development project.

2:45 PM - 3:45 PM | 0.1 CEUs

LEADERSHIP IS AN ACTION, NOT A POSITION

Dr. Samose Mays

Founder, Minority Recreational Leadership Academy

Leadership is not about the role we hold in an organization, rather it is about the action we choose to take. This presentation suggest that leaders are not defined by their position. They may have official authority, or they may not. Their leadership is marked by purpose — to improve things, to be better. Leaders willing to act have a strong commitment to mission and a disdain for complacency. They see the value in producing outcomes.

LEARNING OBJECTIVES:

- Identify your personal leadership style.
- Recognize the differences between a boss and a leader.
- Demonstrate traits of an effective leader in your chosen position.



2:45 PM - 3:45 PM | 0.1 CEUs

RUNNING TRACK AND TENNIS COURT DESIGN & MAINTENANCE FUNDAMENTALS

Peter Spanos P.E., CFM, LEED® AP

Project Manager, Gale Associates, Inc.

When planning for running track and tennis court construction and renovations, it is important to understand various alternatives with regard to new construction, repair, renovation, and/or replacement strategies; as well as material options. Topics include the fundamentals, including tennis court and running track layout, orientation, fencing, drainage and surfacing materials options.

LEARNING OBJECTIVES:

- Understand the various running track and tennis court alternatives with regard to new construction, repair, renovation, and/or replacement strategies.
- Understand the various layout, orientation, fencing, drainage and surfacing materials options.
- Consider other influencing factors such as site constraints, environmental/geotechnical restrictions, budgetary

EDUCATION SESSIONS

issues and tennis & track surface maintenance strategies.

2:45 PM - 3:45 PM | 0.1 CEUs

STEP UP YOUR OUTDOOR RECREATION PROGRAMMING

Kelly Ussia

Parks Naturalist, St. Johns County Parks and Recreation

The beauty of living in Florida is that we get to enjoy the outdoors all season long, but are you capitalizing on that? The possibilities for outdoor recreation are endless, come find new ways to expand, grow, and diversify your outdoor recreational programming.

LEARNING OBJECTIVES:

- Identify new user groups that may be excited to know about your programming.
- Identify programs that can be easily added to your current outdoor recreation programming.
- Be challenged to think about how you can grow your outdoor recreation programming in an organic manner.



2:45 PM - 3:45 PM | 0.1 CEUs

THE CULTURE EVERYONE CRAVES

Patrick Cullina

Recreation Manager - South, Hillsborough County Parks and Recreation



Adrienne Rouse CPRP

Manager of Recreation Services, Hillsborough County Parks and Recreation



Dona Smith CPRP

Recreation Manager - North, Hillsborough County Parks and Recreation

Have you ever wondered why certain teams seem to constantly excel while others consistently struggle? Is it also puzzling that the same overachieving group seems to all enjoy being around each other despite their diverse characteristics? Join Hillsborough County leaders as they identify strengths and weaknesses in team development and share culture practices that have positively impacted their team and the people they serve.

LEARNING OBJECTIVES:

- Outline the traits of a positive vs. negative culture and discuss how it directly effects overall health and community building.
- Identify strengths and weaknesses within their own organization or team.
- Identify strategies and concepts that can help secure a plan for improvement.

2:45 PM - 4:45 PM | 0.2 CEUs

BINGO! YOUTH SPORTS IS MORE THAN A GAME

Lisa Licata

Senior Director, Youth Sports Administrators, National Alliance for Youth Sports

Kate Nematollahi

Director, Education, National Alliance for Youth Sports

Administrators are challenged by a variety of topics that affect the implementation of youth sports in their communities. This interactive session using a fun game of BINGO will explore an array of topics to arm administrators with practical information to ensure that youth sports is a positive experience for all!

LEARNING OBJECTIVES:

- Identify current issues and solutions that will help make your programs better, safer, and stronger.
- Discuss policies that can be implemented to ensure consistency and predictability for all youth sports programs.
- List the important steps that leaders in youth sports take to improve their programs.



4:00 PM - 5:00 PM | 0.1 CEUs

BATTLE FOR OUR BEACHES

Jonathan Poyner

Siesta Beach Coordinator, Sarasota County Parks, Recreation and Natural Resources

Florida is blessed with amazing ocean and coastal environments and wildlife, yet also faces huge challenges. Florida is at a crossroads and we get to decide what the future holds.

LEARNING OBJECTIVES:

- Identify at least two benefits of the Florida coastal ecosystem.
- Identify at least two challenges facing the Florida coastal ecosystem.
- Identify at least two solutions to alleviate some of the pressure put upon the Florida coastal ecosystem.

4:00 PM - 5:00 PM | 0.1 CEUs

COACHING A CHAMPIONSHIP CULTURE: STAFF = TEAM

Mike Massoglia

Recreation Supervisor, Charlotte County Community Services

Lonne Moore

Recreation Supervisor, Charlotte County Community Services

Every organization has a culture. The best coaches know that great culture beats scheme every time. These coaches work to develop a winning culture. To create a championship culture; develop a compelling vision, establish a positive environment and

invest in your team. In a championship level culture, Staff = TEAM!

LEARNING OBJECTIVES:

- Learn to recognize the importance and benefits of developing a team culture and atmosphere at work.
- Discuss the ways that coaching principles from the sports arena can be used to improve staff motivation.
- Identify ways and means to cultivate a friendly but competitive championship mindset within a team/staff that results in great attitude, effort and skill development.

4:00 PM - 5:00 PM | 0.1 CEUs

EVERY SECOND COUNTS: ANALYZING AQUATIC EAPS FOR BEST OUTCOMES

Kelly Martinez

Recreation Coordinator, City of Phoenix

This session will evaluate Aquatic Facilities' EAPs. Do they quickly interrupt the drowning process and provide the best chance for the victim? Come analyze videos of different EAPs and identify delays. With "4-6 minutes until brain damage" as the timeline, we will find that most EAPs are operating in the danger zone.

LEARNING OBJECTIVES:

- Breakdown a typical Emergency Action Plan and associate a time to complete each step.
- Analyze several EAP videos and evaluate their sense of urgency and effectiveness.
- Collaborate in small groups to discuss methods to eliminate delays that naturally occur in EAPs.



4:00 PM - 5:00 PM | 0.1 CEUs

LGBTQ CULTURAL COMPETENCY: UNDERSTANDING GENDER IDENTITY & EXPRESSION

Rudolph Galindo

Assistant Director, West Palm Beach Parks and Recreation

Michael Riordan

Director of Marketing & Cultural Competency Trainer, Compass Community Center

LGBTQ Cultural competency aims to increase knowledge and skills to improve one's ability to effectively interact with the LGBTQ+ community. We cover the role of Gender Expression in our lives and the influences it has on us daily. We'll explore Gender Identity and what this means for individuals and society.

LEARNING OBJECTIVES:

- Learn positive, affirming changes in your knowledge, attitude and behavior toward the LGBTQ community.
- Learn key concepts and terminology

EDUCATION SESSIONS

pertaining to lesbian, gay, bisexual, transgender and queer community.

- Gain an understanding and awareness of the LGBTQ community and positive communication strategies.



4:00 PM - 5:00 PM | 0.1 CEUs
WTF! WHY THE FEAR - CALLING ALL INTROVERTS
Steven Reinhard

Site Supervisor, Orange County Parks and Recreation

Why the Fear? This is something I must ask myself every day. You have the talent, the knowledge, and the skills, but why do we not have the confidence to tell everyone else? Break out of your shell with interactive exercises that will guide you through being comfortable in large and small group settings.

LEARNING OBJECTIVES:

- Define the four basic subtypes of introverts.
- Discuss the myths about introverts.
- Participate in exercises to assist you in taking the initiative to recognize your accomplishments and help you celebrate them with your peers and supervisors.

5:30 PM - 9:00 PM

EXHIBIT HALL GRAND OPENING & SPOOKY SOCIAL

Tuesday



8:00 AM - 9:00 AM | 0.1 CEUs
A CHANGE IN CULTURE: FULLY INTEGRATING CAPRA ACCREDITATION

Kelly Boatwright

Senior Project Manager, Port St. Lucie Parks and Recreation



CJ Keester CPRP, CPSI

Recreation Manager - Athletics, Port St. Lucie Parks and Recreation



Patricia Roberts

Deputy Director, Port St. Lucie Parks and Recreation

What happens when an agency achieves CAPRA Accreditation?

What now? Learn how one agency integrated CAPRA Accreditation throughout their Re-accreditation journey. Developing section-by-section Action Plans, monthly reviews by Section, Section final reports presented to the CAPRA Team annually, PSLPRD created their CAPRA Co-Lab to further integrate accreditation.

LEARNING OBJECTIVES:

- Learn how one agency developed CAPRA section-by-section action plans

to assist section owners and their teams with maintaining pace in updating EOC for their respective CAPRA Section.

- Identify fully developed plans to review all 10 sections monthly, throughout years 1-5 of re-accreditation.
- Define how one agency developed their CAPRA Co-Lab, which is a two year professional staff development plan.

8:00 AM - 9:00 AM | 0.1 CEUs

ANNUAL TRAINING PROGRAM FOR RECREATION

Mike Norton, CPRP

Recreation Supervisor, Charlotte County Community Services

Ryan Normoyle

Recreation Supervisor, Charlotte County Community Services

A key to ongoing success of staff is regular and consistent operational trainings that cover all aspects of each position. Join us as we review our award-winning training program used for all Recreation Division FT, PT, Seasonal and mid-management staff.

LEARNING OBJECTIVES:

- Identify a variety of training opportunities in recreation.
- Discuss the use of a Training Matrix to manage your training program.
- Discuss opportunities to provide facilitated trainings using both internal and external speakers.

8:00 AM - 9:00 AM | 0.1 CEUs

BRIDGING THE GAP

Sean DePalma

Director, Panama City Quality of Life

David Howard

Director of Sports & Recreation, Lynn Haven

The purpose of this session is to increase the awareness of the existing generational gap in leadership styles and maximize productivity in the workplace. Our goal is to explore and discuss ways to bridge the gap between generations to ensure a successful passing of the torch within the field of Parks and Recreation. This professional development seminar will include succession planning and developing a united leadership platform to cultivate a team approach.

LEARNING OBJECTIVES:

- Understand the generational gap from a professional lens and how it might impact workplace dynamics.
- Identify techniques that target team building, sharing of effective strategies and collaboration.
- Apply techniques to enhance productivity in the workplace.

8:00 AM - 9:00 AM | 0.1 CEUs

IMPACT CALCULATOR 101

Bob Hamilton

Director of Park Development, Palm Beach County Parks and Recreation

Lara Khoury

Recreation Business Manager, Largo Recreation, Parks & Arts

The Economic Impact Calculator provides FRPA members a valuable tool to quantify and present evidence-based information to decision makers, advocates and critics on a variety of economic and social topics. This session will provide real world examples of the calculator's use and take a step-by-step approach towards completing the inputs needed to generate the report.

LEARNING OBJECTIVES:

- Understand the purpose of the Economic Impact Calculator and how it can benefit a Parks and Recreation agency.
- Be provided examples of how the reports have been utilized by various agencies across the state.
- Be guided step-by-step through the report creation process. Discussion will focus on understanding and obtaining the data inputs needed to generate the reports.



8:00 AM - 9:00 AM | 0.1 CEUs
INVENTORIES OF TREE RESOURCES IN PARK AND URBAN SETTINGS

Mike Kroll RLA, FASLA

President/Principal, Miller Legg

William Mohler CA, TRAQ, PWS, CLL

Biologist, Miller Legg

This session will present

different methods utilized by arborists to analyze tree canopy coverage and to assess trees relating to the benefits to municipalities, government agencies, and Parks departments. Discussion will concentrate on comprehensive project planning, assessment, and analysis to both provide accurate data for tree management and determine the best options or courses of action.

LEARNING OBJECTIVES:

- Understand the importance and uses of trees and data derived from the assessment of tree resources in parks and open spaces settings to benefit local communities.
- Identify and discuss uses for tree resource assessments as they relate to the specific needs of public agencies and Parks departments.
- Recognize the importance of active tree resource management and the benefits of trees to parks and open spaces in the realm of neighborhood sustainability and safety.

EDUCATION SESSIONS

8:00 AM - 9:00 AM | 0.1 CEUs **MOTIVATING YOUR TEAM TO PROVIDE EXCEPTIONAL CUSTOMER SERVICE**

Kelly Martinez

Recreation Coordinator, City of Phoenix

Guest services have been priority at recreational facilities; however, does your team walk the talk? This presentation will focus on providing participants with an understanding and implementation of the WOW Factor. It will examine exceptional guest services, motivating teams through incentive programs and how to achieve buy-in at all levels.

LEARNING OBJECTIVES:

- Evaluate your team's priority of providing exceptional guest services to every person who comes through your door.
- Discuss methods of motivation using incentives and positive recognition whenever an employee goes over and beyond.
- Explore concepts of balancing authority and rule enforcement without negatively impacting the guest experience.



8:00 AM - 9:00 AM | 0.1 CEUs **PARKS SAVE THE WORLD**

Joseph Webb

*Director of Park Planning,
AECOM Technical Services*



Alejandro Zizold

*Chief, Planning and Research,
Miami Dade Co Parks,
Recreation and Open Spaces*

This session will describe how Parks and Recreation Departments can take the lead in addressing the critical issues of climate change and sea level rise. Specific examples from multiple Florida communities will be provided, including the recently completed Miami-Dade County Parks Resilience Design Guidelines.

LEARNING OBJECTIVES:

- Describe and define the various sustainability and resiliency principles.
- Identify how parks can specifically be planned and designed to address the issues of sustainability and resiliency while promoting community health and economic development.
- Define the environmental, social and economic benefits of incorporating sustainability and resiliency practices in parks, open space and conservation areas.



8:00 AM - 9:00 AM | 0.1 CEUs **SAFETY AND SECURITY FOR PARKS AND RECREATION**

David Stofflet

Security Operations Manager,

Hillsborough County Parks and Recreation
Safety and security are critical to the success of any Parks and Recreation department. The purpose of this class is to provide park administration with the tools and solutions to ultimately protect citizens and staff.

LEARNING OBJECTIVES:

- Learn how to develop a security program, identify new challenges and problems which are trending in parks.
- Review the latest security technology available and learn to use it in multiple situations that can be done in a safe manner.
- Discover low cost options to protect parks and property.



8:00 AM - 9:00 AM | 0.1 CEUs **SIMPLE SOLUTIONS FOR PROCESS IMPROVEMENTS AND TRANSPARENCY**

Scott Jalwan

*Contract Management
Coordinator, Sarasota County
Parks, Recreation and Natural
Resources*



Shelia Roberson

*Business Operations Manager,
Sarasota County Parks,
Recreation and Natural
Resources*



Teri Stabler

*Procurement and Contracts Liaison, Sarasota
County Parks, Recreation and Natural
Resources*

Looking for ways to simplify and improve your work throughout your organization? Learn how Sarasota County utilized one tool to improve processes, increase transparency and maximize efficiency.

LEARNING OBJECTIVES:

- Understand what Smartsheet is and how it functions.
- Identify new ways to increase efficiency.
- Provide future examples that can benefit your organization.



8:00 AM - 9:00 AM | 0.1 CEUs **SPEED ROUND - TEENS**

Scott Aldrich

*Director, Tavares Community
Services*



Erin Paige

*Campus Manager, Youth
Empowerment Center, West
Palm Beach Department of Parks
and Recreation*



Chip Potts

*Director, Oldsmar Leisure
Services*

This session will focus on all things Teen! We will provide participants an opportunity to share ideas and strategies with others who provide

teen programming. Your questions and challenges will drive this discussion! So come prepared to share and learn.

LEARNING OBJECTIVES:

- Discuss different ways to engage the teen population.
- Discuss successful trends in teen programming.
- Discuss the framework of a potential state-wide teen summit.

8:00 AM - 9:00 AM | 0.1 CEUs **THE STATE OF EDUCATION FOR PARKS AND RECREATION**

Teresa L. Penbrooke, PhD, CPRE

*Researcher, Educator, & Consultant
GP RED, CU Denver, & BerryDunn*

Agencies are having a hard time hiring qualified staff and universities are having a hard time getting students in P&R. This session will cover recent national research from both practice and education to help us understand and address the challenges and opportunities of having a trained workforce in our field.

LEARNING OBJECTIVES:

- Summarize the findings from the 2021 National GP RED State of Education Committee Research.
- Describe the competencies needed now for mid and upper-level P&R professionals.
- Identify new learning/training opportunities for working professionals who need the basis in our field to move forward.

9:00 AM - 12:00 PM **EXHIBIT HALL CLOSING**

11:15 AM - 1:15 PM **DIRECTOR'S LUNCHEON**



1:15 PM - 2:15 PM | 0.1 CEUs **ADAPTING IN THE NEW WORLD**

Joe Abel

President & CEO, Joe Abel &

Associates

The pandemic created a whole new work environment both in the office and remotely. How we adapt will mean the difference between moving ahead and ceasing to exist. This session explores what can separate the best from the rest.

LEARNING OBJECTIVES:

- Discuss topics such as adaptability, collaboration and being agile in the workplace.
- Discover the new importance of teamwork and shared responsibilities to create successes.
- Discuss the role of new technology, work models, and getting work done in new ways.

EDUCATION SESSIONS



1:15 PM - 2:15 PM | 0.1 CEUs **EMPLOYEE BURNOUT - THE CAUSE AND THE CURE**

Gabriel Castillo

President/CEO/Speaker, RecStar Consulting

In the past year 70% of full-time employees reported feelings of burnout with varying frequency. It's a serious mental health problem that can affect many employees' lives. The good news is that this, and every one of the causes of job burnout, is within your leaders' power to change.

LEARNING OBJECTIVES:

- Identify the real challenge of employee burnout prevention.
- Identify 5 ways to cure your employee burnout.
- Discuss what is employee burnout and what causes it.



1:15 PM - 2:15 PM | 0.1 CEUs **MOVING INTO THE FUTURE: POWER OF TRANSFORMATIONAL LEADERSHIP**

Lori Hoffner

Professional Speaker, Trainer & Consultant, Supporting CommUnity, Inc.

"The only constant is change," and if your organization wants to move forward with positive growth and a thriving staff, you'll want to understand how to support this change. This includes appreciating leaders who can inspire followers to change expectations, perceptions, and motivations to work towards common goals.

LEARNING OBJECTIVES:

- Define the traits of leadership that inspired staff at all levels to reach for success.
- Compare the difference in transitional leadership and transformative leadership and when it's best to use the tenants of each.
- Outline a plan of leadership that supports an entrepreneurial mindset for growth, retention and sustainability of quality staff.



1:15 PM - 2:15 PM | 0.1 CEUs **SO YOU WANT TO BE A DIRECTOR?**

Julie Adams

Director, Winter Haven Parks, Recreation and Culture



Fred Couceyro

Community Recreation Director, City of Coral Gables



Charlotte Presensky CPRE

Leisure Services Administrator, City of Palm Beach Gardens

Is the Director position your career aspiration? Or maybe, you just want to understand your

Directors job more. Either way, this panel session will provide insight into the "office" and the issues that Directors face everyday that have nothing to do with things you think they do.

LEARNING OBJECTIVES:

- Gain insight into the daily work of Directors and the external pressures that complicate their responsibilities.
- Learn about the expectations of City/County Managers and how that impacts the Director's position.
- Gain an understanding of the knowledge, skills and abilities you should develop to prepare for the office.



1:15 PM - 2:15 PM | 0.1 CEUs **THE NEW GOLD STANDARD FOR PARKS SYSTEM PLANNING**

Sherisha Hills

Director, Tampa Parks and Recreation

Joseph Webb

Director of Park Planning, AECOM Technical Services

This session will describe how the City of Tampa has taken a new, community driven approach to parks system planning that promotes health and wellness, sustainability, economic development while garnering strong political support and recognition as a Gold Medal Award winner.

LEARNING OBJECTIVES:

- Describe how the City of Tampa used the dual processes of park system planning and Gold Medal application to define a new direction for the department.
- Identify how new, innovative public engagement can be used to promote broad based support and community building.
- Describe the social, environmental and economic benefits of a truly community-based approach to park system planning that leads to Gold Medal recognition.



1:15 PM - 3:15 PM | 0.2 CEUs **BUILDING YOUR TEAM TO PASS PARKS BALLOT MEASURES**

Jay Byars

County Councilman, Chair, Parks Commission, Dorchester County, South Carolina County Council



Pegen Hanrahan P.E.

Southeast Conservation Finance Director, The Trust for Public Land



Clay Henderson

Attorney
Passing ballot measures to fund your vision for parks, trails, recreation and conservation takes a skilled and diverse team. This session will include

elected and staff panelists, all experienced in getting voters to say "YES!" to new recreation funding. The session will be a fun, interactive look at each step.

LEARNING OBJECTIVES:

- List common dedicated mechanisms for funding parks, conservation and recreation projects.
- Identify actions that staff CAN and CANNOT undertake related to ballot measure campaigns.
- Name key steps in passing a ballot measure and whether you they are best accomplished inside or outside local government.

1:15 PM - 3:15 PM | 0.2 CEUs

EMPLOYEES ARE SOCIAL MEDIA MARKETERS TOO, EVEN IF THEY DON'T KNOW IT

Erin Murphy

Recreation Superintendent, Charlotte County Community Services

Ashley Turner

Social Media Manager, Charlotte County Public Information Office

In the age of influencers, it's clear that anyone can be a brand. Everything posted online is representative of what we do and why we do it. Many agencies are leveraging one of their most valuable assets – their own employees – to help market their brands. After all, who knows the company better than them?

LEARNING OBJECTIVES:

- Define and discuss building a social media presence and maintaining it.
- Learn how to create your social media vision and goals.
- Identify best practices for empowering staff and keeping a consistent message.



1:15 PM - 3:15 PM | 0.2 CEUs **ENVIRONMENTAL SUSTAINABILITY AND EDUCATION IN PARKS**

Honey Phillips

Senior Recreation Specialist, Cape Coral Parks and Recreation

Incorporate environmental education, wildlife habitats, and sustainable features into any park. This program will give examples that Cape Coral Parks and Recreation has featured in a variety of parks, discuss working as a team to diversify parks, will include a break-out session so you can brainstorm and design your park.

LEARNING OBJECTIVES:

- Identify sustainability needs within your parks and recreation division.
- Discuss how to incorporate environmental education, natural habitats, or sustainable practices into your park or facility.
- Describe projects you would like to incorporate in your park.

EDUCATION SESSIONS

1:15 PM - 3:15 PM | 0.2 CEUs

FIFTEEN FANTASTIC FIRST AID ACTIVITIES

Kelly Martinez

Recreation Coordinator, City of Phoenix

No more boring first aid lectures or tired game show activities. This session is jam-packed with 15 ideas for experiential activities to take back to implement into first aid courses, lifeguarding classes and in-services.

LEARNING OBJECTIVES:

- Play several board games that have been turned into fun first aid games.
- Participant in 3 land-based relays geared around first aid scenarios.
- Learn how to implement engaging first aid activities into your lifeguard training classes and in-services.

1:15 PM - 3:15 PM | 0.2 CEUs

PROACTIVE PLANNING FOR SUCCESS

Teresa L. Penbrooke, PhD, CPRE

Researcher, Educator, & Consultant

GP RED, CU Denver, & BerryDunn

You need to have valid plans in place and know how to get them done well. Taught for all levels of staff and decision makers, you'll learn how master planning affects revenue streams, strategic plans, other studies, needs assessments, relationship to CAPRA standards, and get sample reference materials.

LEARNING OBJECTIVES:

- Learn about the different types of plans that can be done and what they typically contain.
- Identify how to determine which portion of plans can be done in-house, by an outside consultant, or in combination.
- Discern how the various innovative tools work, which plans to use when, and create a strategic action list to take back.

1:15 PM - 3:15 PM | 0.2 CEUs

THE 15 INVALUABLE LAWS OF GROWTH

Marie Knight

Owner, Knight Leadership Solutions

Potential - one of the most powerful words in any language. A person's potential implies possibilities, it heralds hope, and it unveils greatness. In The 15 Invaluable Laws of Growth, the speaker will share John Maxwell laws of what is needed to develop and grow so that have the best chance of becoming the person you were created to be.

LEARNING OBJECTIVES:

- Understand why growth needs to be intentional and consistent in order to be meaningful.

- Learn the ways in which reflection, pain, and self-awareness all play a role in personal and professional growth.
- Recognize how growing yourself enables you to grow others.

2:30 PM - 3:30 PM | 0.1 CEUs

ACCOUNTABILITY: IT'S EVERYBODY'S RESPONSIBILITY

Lori Hoffner

Professional Speaker, Trainer & Consultant, Supporting CommUnity, Inc.

We will discuss how we move beyond understanding the need for accountability, to engaging your team in ways that wins their hearts, minds and commitment. You'll learn how to create a philosophy of accountability that everyone can embrace and practice. A philosophy that removes fear; increases skills, confidence, and reliability.

LEARNING OBJECTIVES:

- Define a philosophy of accountability as a leader, as a team member, and an organization.
- Recognize the impact of lag-time when accountability is needed and how to remove fear from speaking up.
- Outline how positive intent conversations can reduce blame and reinforce mutual purpose between individuals.



BLOUNT

2:30 PM - 3:30 PM | 0.1 CEUs

CONSTRUCTION DELIVERY METHODS FOR PARKS AND RECREATION

Jeff Blount

COO, Meyer Najem Southeast

Dan Lawson

EVP Business Development, Meyer Najem



LAWSON

Session will teach Parks and

Recreation leaders the various ways they can deliver their capital projects and which ones are typically the best with the least amount of risk.

LEARNING OBJECTIVES:

- Learn how to determine which delivery method is best for your project.
- Learn how private public partnerships work for parks and recreation projects.
- Learn cost control for your projects and how to work with design teams and contractors.



LORETTA

2:30 PM - 3:30 PM | 0.1 CEUs

FUNDING OPPORTUNITIES FOR INTEGRATING RESILIENCE INTO FLORIDA PARKS

Joseph Loretta

Operations Manager /

Landscape Architect, Halff Associates, Inc.



HAY

Sean Lahav

Resiliency Planner, Halff Associates, Inc.

The objective of this session is to provide an overview of funding opportunities — available at the state and federal levels — that can assist Florida planners in efforts to increase the resilience of park systems. This session will address funding sources made available by FEMA, NOAA, EDA, FDEP, and other agencies.

LEARNING OBJECTIVES:

- Identify grant funding opportunities that can assist Florida planners in efforts to increase the resilience of local park systems.
- Describe specific examples of how these grant funding opportunities have been utilized to advance resilience priorities in parks across Florida.
- Discuss opportunities to leverage these grant funding opportunities in support of existing and proposed programs, processes, and projects.

2:30 PM - 3:30 PM | 0.1 CEUs

PEOPLE PRAISE, POSITIVITY

Gabriel Castillo

President/CEO/Speaker, RecStar Consulting

The power of positive thinking can't be understated. The best news about positivity is that it is a learnable quality. Are you ready to be more positive and make sure you have time to invest in your team? When you're prepared to be more positive and give more praise to your team, there are quite a few ways you can do so. These tactics give you a variety of right places to start, whether you're just beginning to learn how to be more positive at work or want to tune up your approaches. To carry a positive action, we must develop a positive vision. "Dalai Lama".

LEARNING OBJECTIVES:

- Define the science behind positive psychology.
- Discuss what you and your team can do to stay out of the negative zone.
- Identify the 3 powers of positivity and the tools to harness it.



CIRILLO

2:30 PM - 3:30 PM | 0.1 CEUs

THE FACES OF LEADERSHIP

Jennifer Cirillo CPRE

Assistant Director, Palm Beach

County Parks and Recreation

Terrell Griffin CPRP

Director, Haines City Parks and Recreation

Charlotte Presensky CPRE

Leisure Services Administrator, City of Palm Beach Gardens

You have ambition and great credentials, now the question is how to gain access to leadership roles in FRPA and in the Profession. This session aims to lift the



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mysterious, and sometimes intimidating, curtain that might stop you from being "in the room". Hear career path stories from leading Parks & Recreation Professionals and how they gained that next job or took the step into a leadership role for FRPA.

LEARNING OBJECTIVES:

- Learn how leaders in our profession built their resume and courage to seek the next step job in your career and in service to FRPA.
- Identify techniques to develop your individual preparation to become an active committee or board member of FRPA.
- Engage in conversation as to why stereotypes or perceptions stop qualified professionals from volunteering or seeking your next career job.



3:45 PM - 4:45 PM | 0.1 CEUs **COMMUNITY BUILDING THROUGH PARK PLANNING & DESIGN**

Mike Brown

Landscape Architect, AECOM Technical Services



Steve Lackey

Director, Kissimmee Parks and Recreation

A reimagined Lakefront Park and local heritage celebrated in the planning of Lancaster Ranch Park. These parks create added value to the City of Kissimmee and surrounding communities by offering outdoor passive recreation spaces while creating opportunity for local economic growth.

LEARNING OBJECTIVES:

- Recognize the importance of connected green spaces.
- Identify the economic benefit of public spaces.
- Understand how programming events and park design are associated.

3:45 PM - 4:45 PM | 0.1 CEUs

CREATING, LEADING & SUSTAINING A WELL CULTURE

Regina Novak

Health Educator & Financial Coach, RCM Financial Coaching

Our work culture can attract and retain top talent, creating sustainable and enjoyable work environments that allow growth, thriving and overall well being of all employees. In this session, we will explore how leaders can cultivate and embrace a well environment, achieve a positive employee experience and improve business performance.

LEARNING OBJECTIVES:

- Explore the critical elements of a well culture at work, and how a culture that does not embrace these elements hurts the organization and the community you serve.

- Discuss how to prevent, recognize, mitigate and remedy workplace concerns of excessive stress, burnout, fatigue, along with resources to consider.
- Define and describe ways you can effectively support and advocate for a well culture within your own teams and departments, as well as your larger organization.



3:45 PM - 4:45 PM | 0.1 CEUs **EMERGING LEADERS REBOOT**

Becky Gunter

Director, Seminole Recreation



Kevin Pickard

Director, Sunrise Leisure Services

This course is geared for alumni of the Emerging Leaders Program as we will be reviewing content from past Emerging Leaders presentations. Enjoy reconnecting with classmates and meeting new ones as we reboot and refocus on leadership!

LEARNING OBJECTIVES:

- Review what characteristics make a good leader.
- Revisit the concepts of embracing risk and believing in people, while hearing real world success stories.
- Participate in an open discussion to share stories about how Emerging Leaders Institute alumni have become better leaders.



3:45 PM - 4:45 PM | 0.1 CEUs **GRANTS: LEARN HOW TO SCORE**

Andy Palmer CPRE

Parks Planning & Strategic Initiatives Manager, Winter Haven Parks, Recreation & Culture

Grant opportunities are available at many levels, we often just need help getting started. In this session, participants will identify various grant funding sources and strategically align projects, partners & initiatives for successful applications. Participants will review basics of completing grant applications and management strategies through differing case studies.

LEARNING OBJECTIVES:

- Learn techniques to identify opportunities for local, state and federal funding.
- Learn tools to complete and manage successful grant applications.
- Identify the importance of strategically aligning projects and initiatives with specific grant and funding sources to be successful.

3:45 PM - 4:45 PM | 0.1 CEUs

MARKETING IN THE NEW

NORMAL: 5 WAYS TO RE-ADJUST YOUR MARKETING PLANS FOR 2023

Gabriel Castillo

President/CEO/Speaker, RecStar Consulting

If you're a marketer dealing with shifting strategies, and uncertainty then you're not alone. The pandemic has changed consumer behavior, access, desires, the economy, and as a result marketing. There are new challenges marketers have never dealt with before. So, what are we to do?

LEARNING OBJECTIVES:

- Discuss how your adjusted marketing budget should look in 2023.
- Discuss how uncertainty affects your customer's buying behavior.
- Identify how to reframe your thinking to engage better with consumers.



3:45 PM - 4:45 PM | 0.1 CEUs **MUNICIPAL POOLS & LARGE SWIM MEETS - A HOW TO**

Ryan Fleming

Aquatics Coordinator, Charlotte County Community Services

Are you an aquatics supervisor who must balance the public's pool needs while providing a site for competitions? This session will provide some tips, tricks, and partnerships that allow for single to multi-day meets to successfully take place.

LEARNING OBJECTIVES:

- Recognize the logistics that go into a properly managed swim meet.
- Learn how to successfully partner with in-house/local club/high school teams to maximize outcomes.
- Participate in discussions of and come away with best practices involved in facilitating a large swim meet.



3:45 PM - 4:45 PM | 0.1 CEUs **PARK REVITALIZATION... BREATHING NEW LIFE INTO EXISTING PARKS**

Laura Duplain

Landscape Architect, Halff Associates, Inc



Sherri French

Regional Practice Leader, Halff Associates, Inc.



Martin Steffen

Landscape Architect, Halff Associates, Inc.

Parks need to be evaluated and re-imagined over time. In this session we will discuss how to evaluate existing parks to ensure we preserve critical history, continue to offer desired services, reflect the values of our community, and create and dynamic spaces for our communities into the future.

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LEARNING OBJECTIVES:

- Discuss ways to evaluate your existing parks.
- Review case studies of park evaluations.
- Discuss how to use these evaluations to revitalize parks to respond to community needs.

3:45 PM - 4:45 PM | 0.1 CEUs

STAFF IS STAFF...UNTIL IT ISN'T!

Joe Abel

President & CEO, Joe Abel & Associates
In our newest "new normal" it's harder than ever to hire and retain staff. When hiring isn't the answer, contracting may be. This session explores when to hire and when to contract. Let's explore the options.

LEARNING OBJECTIVES:

- Explore the differences between contracting services and hiring staff.
- Discuss the strengths and weaknesses of contracting and hiring.
- Discuss the 3 most important "MUST" knows for contracting services successfully.



3:45 PM - 4:45 PM | 0.1 CEUs

VOTERS SAID YES FOR PARKS! NOW WHAT?

Eric Davis

Director, Charleston County Greenbelt Programs



Pegeen Hanrahan P.E.

Southeast Conservation Finance Director, The Trust for Public Land

Nancy Maddox

Recreation and Economic Development Director Daytona Beach Shores

Many Florida cities and counties have funded their parks, trails, conservation programs through voter approved funding methods. Whether bonds, sales taxes or property taxes, careful administration to deliver on the promises made is important. Learn what to do after election day from seasoned parks professionals who've been there.

LEARNING OBJECTIVES:

- List limitations of different funding mechanisms for funding parks, conservation and recreation projects.
- Understand the value of citizen advisory boards, annual independent audits and planning for operational costs.
- Recognize professional and personal challenges of working with elected and community champions to deliver on promises made.



3:45 PM - 4:45 PM | 0.1 CEUs

AFTERSCHOOL ANALYTICS: WHY THE DATA MATTERS?

Vince Bowers

Recreation Program Supervisor, Hillsborough County Parks and Recreation



Ty Mansueto

Assistant Recreation Program Supervisor, Hillsborough County Parks and Recreation



Joe Monroe

Recreation Program Supervisor, Hillsborough County Parks and Recreation

Learn how data can be used to inspire, change, create a story of impactful moments, motivate staff, and help grow your parks and recreation department. In this session we discuss the impact keeping track of data can have, and how to use this information to best serve your community.

LEARNING OBJECTIVES:

- Identify how proper data collection can help tell your parks and recreation story.
- Identify how to properly sell your services and improve programming through data collection.
- Be able to tangibly show the impact staff has, helping motivate and create healthy competition amongst your team.

Wednesday



8:00 AM - 9:00 AM | 0.1 CEUs

ACHIEVING 30%: HOGAN'S CREEK RESTORATION AND TRAIL PLAN

Dustin Felix

Landscape Architect, Halff Associates, Inc.

Joseph Loretta

Operations Manager / Landscape Architect, Halff Associates, Inc.

Introduction to the 30% design of the Hogans Creek restoration and trail segment associated with Jacksonville's Emerald trail. Discussion will include the collaboration of various design professionals to include water resources, creek design, contamination, environmental, planning and landscaping architecture.

LEARNING OBJECTIVES:

- Recognize friction points between tasks assigned to various design professionals.
- Discuss approaches to resolving competing federal, state, city/county, neighborhood, and Non-Governmental Organization (NGO) stakeholder requirements for an urban waterway restoration project.
- Understand how design professionals can support NGO clients for success in

pursuing funding.

8:00 AM - 9:00 AM | 0.1 CEUs

IT'S ABOUT TIME

Joe Abel

President & CEO, Joe Abel & Associates

Where does the time go? Time is our most precious commodity, and we know we can't waste it. But how we spend it determines our outcomes. This session is all about tips and skills to improve your time management.

LEARNING OBJECTIVES:

- Discuss what makes time slip through our hands and limit our productivity.
- Explore skills and techniques to best manage your time and commitments through stories and anecdotes.
- Discuss a list of tips for mastering time management.



8:00 AM - 9:00 AM | 0.1 CEUs

PLAY OF YESTERDAY, TODAY AND OUR FUTURE

Autumn Reich

Recreation Supervisor / Florida

Master Naturalist, Safety Harbor Leisure Services

Embark on a journey through the past and look at how as a society we PLAYED; understand the value and need of PLAY. Stopping along our journey to assess how and why PLAY has changed; peer in to the future of PLAY and view how we can and will effect it.

LEARNING OBJECTIVES:

- Identify how we played in the past; recall the benefits of play and why it is important to our social, mental and physical health.
- Recognize how play has changed and why; describe the impact on health due to these changes.
- Predict and discuss where PLAY is going and how we will impact and affect that change.



8:00 AM - 9:00 AM | 0.1 CEUs

PRACTICAL LANDSCAPE PLANNING FOR AQUATIC FACILITIES

Joe Parr

Parks Superintendent, Largo

Recreation, Parks & Arts

This session will include essential information for Aquatic Facility landscape planning to facilitate practical, attractive, and easy to maintain designs.

LEARNING OBJECTIVES:

- Identify plant materials that enhance the aesthetics and visual appeal of an aquatic facility landscaping as well as plant types to avoid around aquatic facilities.
- List the best landscape mulches for aesthetics, to insulate plant roots, to

EDUCATION SESSIONS

prevent erosion and weeds and to minimize landscape issues associated with aquatic facilities.

- Explore landscape theming to enhance aquatic facilities.



8:00 AM - 9:00 AM | 0.1 CEUs
RECREATION IN MOTION
Garrett Pearson
Program Supervisor, Village of Palm Springs Parks and

Recreation

Recreation can be everywhere. Though financial constraints could present an obstacle, participation should not be limited by location. We can utilize the layout of our parks, develop partnership with local businesses and engage in other relationships within our communities, to establish a path towards healthy activities for all.

LEARNING OBJECTIVES:

- Identify alternatives for recreation outside of their primary facilities.
- Recognize the economical impact that come from giving all communities the opportunity to partake in recreational activities.
- Outline a plan with how and with whom, to bring back to your municipality in order to develop a taking it to them mentality.



8:00 AM - 9:00 AM | 0.1 CEUs
SOCIAL MEDIA: MORE THAN JUST FACEBOOK & TWITTER
Ashley Turner



Social Media Manager, Charlotte County Public Information Office
Amy Zengotita
Parks and Recreation Director, South Daytona Parks and

Recreation

Social media in government is a game changer. It's important for governments not only to adapt to a rapidly advancing world but also take advantage of new forms of communication. Explore and discover innovative ways to reach your audience through content creation, algorithms, and firsthand experiences with Instagram & TikTok.

LEARNING OBJECTIVES:

- Learn the algorithms for Instagram and TikTok.
- Identify tools that will assist you in the creations of social media content.
- Learn how Charlotte County uses TikTok and Instagram.

8:00 AM - 9:00 AM | 0.1 CEUs
THINK LIKE A DISRUPTER

Gabriel Castillo
President/CEO/Speaker, RecStar Consulting

In a post COVID world, parks and recreation departments now more than ever must think and act like a disruptor. The recent loss of so many iconic companies offers a timely reminder that if you don't change and adapt the status quo you might just become it.

LEARNING OBJECTIVES:

- Define what a disruptor is and what are the key traits to becoming one.
- Discuss what you and your organization can do to think like a disruptor.
- Identify three ways to reshape your thinking.



8:00 AM - 10:00 AM | 0.2 CEUs
REPURPOSING DEFUNCT GOLF COURSES INTO COMMUNITY PARKS
Richard Durr, Jr. CPRP, PLA,

AICP

Director, Seminole County Leisure Services
Seminole County has purchased two separate defunct golf courses to repurpose into new community parks. The process for these purchases included exhaustive due diligence, detailed planning and creative park design. This session illustrates the lessons learned in the repurposing of open space through the redevelopment of shuttered golf courses.

LEARNING OBJECTIVES:

- Learn the process and steps needed to sufficiently evaluate all of the critical factors necessary in the due diligence process for this kind of park development opportunity, including environmental issues, infrastructure assessment and land planning criteria.
- Understand the financial realities of converting a former golf course into use by the public as a community park, including the role of FRPA's Impact Calculator in the planning process.
- Discuss the redevelopment scenarios possible through thoughtful, context sensitive park design, environmental restoration and the positive impacts promoted through these opportunities.



8:00 AM - 11:15 AM | 0.3 CEUs
DELEGATION WITH IMPACT
Ronnie Glotzbach
President, Bach Training and

Development Corp.

Let go... and yes, the job can be done right the FIRST time! This program will provide a clear process to delegate successfully to increase productivity and decrease rework. Learn how to assess employee skill level with the appropriate job, while monitoring without micro managing.

LEARNING OBJECTIVES:

- Identify effective and ineffective ways to delegate.

- Learn how to avoid common delegation pitfalls.
- Conduct an effective delegation discussion.

8:00 AM - 11:15 AM | 0.3 CEUs
HOW TO DEAL WITH DIFFICULT PEOPLE - SECRETS REVEALED!

Jennifer Pustizzi

Master Trainer, Bach Training and Development Corp.

Difficult people are everywhere BUT at work our response to them makes a difference. They know how to bring "IT" and learning how to interact with them effectively is critical to overall job success, image, and personal wellbeing. This session provides strategies for working productively with challenging people.

LEARNING OBJECTIVES:

- Identify characteristics of difficult people in the workplace.
- Focus on practice techniques for addressing negative behaviors.
- Discover how to prevent the negativity from influencing personal mindset.

9:15 AM - 10:15 AM | 0.1 CEUs
COURAGEOUS CONVERSATIONS

Gabriel Castillo

President/CEO/Speaker, RecStar Consulting
During times of uncertainty and anxiety, such as right now, fear has an undue influence on people's behavior and organizational performance. When fear directs workers' behaviors, they become distracted, afraid, and unproductive ... just when their companies need them to be the opposite. Fear is bad for business. Courage has always been the antidote for fear, and during fearful times leaders need to communicate with courage and clarity. This session will help you communicate more flexibly, transparently, and courageously during these challenging times.

LEARNING OBJECTIVES:

- Define what is High Conflict vs Conflict and how to recognize the difference.
- Identify how to communicate honestly, transparently, and courageously without amping up peoples' fears.
- Identify how to practice "tactical empathy".

9:15 AM - 10:15 AM | 0.1 CEUs
INCIDENTS, ACCIDENTS AND FORMS, OH MY!

Shawn DeRosa J.D.

Owner, DeRosa Aquatic Consulting

Completing accident and incident reports has become standard operating procedures at park and recreation facilities. Yet many times they are completed in haste and without much thought as to how these reports will be used in the future. Learn how

EDUCATION SESSIONS

reports can be used to justify necessary budget expenditures, substantiate the need for increased staffing and minimize legal exposure while gaining tips on training staff to use the forms to your advantage.

LEARNING OBJECTIVES:

- Explain the use of records and reports as budgetary tools for managers.
- Identify common mistakes in completing reports which could expose your department to increased liability.
- Identify methods to improve report-writing accuracy among staff.



KIDDY



LYMPANY

9:15 AM - 10:15 AM | 0.1 CEUs **NATURAL CONNECTIONS - OUTDOOR RECREATIONAL PROGRAMMING AS A TOOL FOR COMMUNITY AND PROGRAM DEVELOPMENT**

Chris Kiddy

Business Analyst, Hillsborough

County Parks and Recreation

Brad Lympany

Park Naturalist, Hillsborough County Parks and Recreation

Learn how to plan, manage, promote, and evaluate a core series of outdoor nature programs strategically coordinated to maximize participation and bring awareness to your traditional recreational programming and services.

LEARNING OBJECTIVES:

- Learn to plan and manage synergistic nature programs that work together to strengthen all your programs and services.
- Learn how to maximize reach and community engagement with effective marketing strategies for outdoor nature programming.
- Learn to evaluate the effectiveness of your programs, both individually and as a whole.

9:15 AM - 10:15 AM | 0.1 CEUs

PROFESSIONALISM AND WHY IT MATTERS

Lori Hoffner

Professional Speaker, Trainer & Consultant, Supporting CommUnity, Inc.

Achieving and maintaining professionalism takes intentional effort and dedication. We'll discuss steps you can take using successful staff communication, strong organizational skills, and mindful leadership. You will also learn the power professionals have in creating an environment of inclusion, cooperation, and a sense of purpose.

LEARNING OBJECTIVES:

- Define professionalism and the importance it has in the workplace.
- Outline steps necessary for successful

communication with staff and clients that sets you apart as a true leader.

- Explore how to encourage others to find their purpose and meaning in this important work.



9:15 AM - 10:15 AM | 0.1 CEUs

SPEED ROUND - ALL ABOUT ATHLETICS

Jeff Pon

Recreation & Leisure Services

Supervisor, Kissimmee Parks and Recreation

This speed round will provide participants the opportunity to share ideas with others involved with sports leagues, sports field rentals and athletics. Your topics, questions and challenges will drive this discussion! So come prepared to share and learn some of the best practices in youth, senior and adult athletics.

LEARNING OBJECTIVES:

- Recognize trends in youth, senior and adult athletics and how these trends impact your programming.
- Identify different tactics that can enhance your athletic programming.
- Discuss best practices in youth, adult and senior athletics.

9:15 AM - 10:15 AM | 0.1 CEUs

SPEED ROUND - SOCIAL MEDIA

Amy Zengotita

Parks and Recreation Director, South

Daytona Parks and Recreation

This session will focus on Social Media.

Understanding the need for engaging, shareable content that is mobile first, is key. Hear about three different agencies and how they personalize experience and reach target audiences. Find out what they are doing that is new and different to reach more people.

LEARNING OBJECTIVES:

- Discuss best practices and challenges of social media.
- Learn different social media platforms and how different agencies use them.
- Learn what tools different agencies use to create posts and videos

9:15 AM - 10:15 AM | 0.1 CEUs

THE CHILD NATURE CONNECTION

Autumn Reich

Recreation Supervisor / Florida Master

Naturalist, Safety Harbor Leisure Services

Ever wonder why children do not seem to want to play outside? Cannot find a way to get them to disconnect from Technology? In this session we will identify the negative effects that are associated with a disconnect to nature, learn the benefits of outdoor play, and experience the wonder of the great outdoors.

LEARNING OBJECTIVES:

- Define what "nature deficit disorder" is.

- Identify barriers children face in connecting with nature.
- Outline and discuss ways to overcome the barriers and begin to reverse the effects of nature deficit disorder.



9:15 AM - 11:15 AM | 0.2 CEUs

PROTECTING FLORIDA'S UNIQUE AND ECOLOGICALLY DIVERSE RESOURCES

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 restoration will be discussed. The session will highlight management philosophies and practices with the Florida Park Service.

LEARNING OBJECTIVES:

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



CRUZ

10:30 AM - 11:30 AM | 0.1 CEUs

A DIVE INTO ESPORTS AND RECREATION

Robert Cruz

Esports Coordinator, Hillsborough

County Parks and Recreation

Chris Harrison

Recreation Program Supervisor,

Hillsborough County Parks and

Recreation



HARRISON

Organized competitive video gaming, also known as Esports, has grown to be one of the most popular avenues of leisure activity amongst today's youth. So where does this unique activity fit in recreation? The speakers dive into the world of esports and how your park could benefit from this growing industry.

LEARNING OBJECTIVES:

- Define what Esports is.
- Understand the major Esports genres and event types.
- Outline opportunities of Esports integration in their local community.

10:30 AM - 11:30 AM | 0.1 CEUs

APP-A-LICIOUS - SHOULD WE DEVELOP A PHONE APP?

Gabriel Castillo

President/CEO/Speaker, RecStar Consulting

Is your organization looking to develop a smartphone App for your community? Join us for some juicy details on how you can

EDUCATION SESSIONS

produce an App that will score gold with your core audience!

LEARNING OBJECTIVES:

- Define the need for developing a smartphone application for your community.
- Discuss what the pros and cons of investing in a smartphone app.
- Identify the costs, time commitment and the “why” behind your decision making.

10:30 AM - 11:30 AM | 0.1 CEUs

FUNDAMENTALS OF MANAGING RISKS IN PARKS AND RECREATION

Shawn DeRosa J.D.

Owner, DeRosa Aquatic Consulting

It is often said that anything fun involves an element of risk. That is certainly true with recreational sports and activities. We will use a baseball analogy to explore ways to minimize risks within your program. Participating in this session will allow you not only to get on base, but hopefully to get a grand slam in the game of risk management!

LEARNING OBJECTIVES:

- Define the basic elements of risk management.
- Identify how “walkabouts” play a critical role in managing risks.
- List the four P’s of upper level risk management.



10:30 AM - 11:30 AM | 0.1 CEUs

LEVERAGING YOUR REAL ESTATE COMMUNITY

Mark Abdo

Community Outreach Liaison, Largo Recreation, Parks & Arts

Pang Thao

REALTOR® Broker Owner, PATH Real Estate Group, LLC

Are you collaborating with

the industry that is already “selling” your community and its amenities? How about working with thousands of professionals who have the platform to share your message and who are always building relationships that are potential connections for your projects, events, etc.

LEARNING OBJECTIVES:

- Identify national, state and local sources for collaborations
- Describe the duties and responsibilities of real estate agents to best create programs and opportunities for engagement.
- Brainstorm potential collaborative ideas, projects, programs, etc. that are actionable within 12 months of leaving this conference.



10:30 AM - 11:30 AM | 0.1 CEUs
PARKS PROVIDING SOLUTIONS FOR CLIMATE CHANGE

Heather Tedlow

Interpretive Nature Coordinator, Miami Dade Co Parks, Recreation and Open Spaces

According to NOAA scientists, the Earth’s temperatures the last 5 years have been the hottest on record. In this session, we will discuss and define climate change, the direct effects climate change has on daily life, and how parks play a primary role in providing solutions to the climate crisis.

LEARNING OBJECTIVES:

- Define climate change and describe the causes of climate change.
- Summarize the effects of climate change on the environment, food and water supply, human health, infrastructure, and the economy.
- Describe how parks play a role in combatting the negative effects of climate change and how conserving green and blue spaces help to keep communities safe and resilient.

10:30 AM - 11:30 AM | 0.1 CEUs

PSYCHOLOGY OF HEALTH BEHAVIOR CHANGE

Regina Novak

Health Educator & Financial Coach, RCM Financial Coaching

Changing behavior is complicated and impacted by many layers of influence. Aside from interpersonal factors, we have organizational, community and environmental factors at play. In this session, we will explore the barriers we face when embarking on health behavior change and discover ways we can shift those barriers into opportunities for growth and change.

LEARNING OBJECTIVES:

- Discover and discuss the internal factors/barriers that impact our ability to change, including mindset, emotions, relationships and behaviors.
- Identify the difference between educating and empowering, and how knowledge alone is not enough to motivate most people to change.
- Understand the different theories of behavior change and recognize how these can assist with community program planning and staff development training.

10:30 AM - 11:30 AM | 0.1 CEUs

TEACHING ENVIRONMENTAL EDUCATION - A GOOD PLANET IS HARD TO FIND

Autumn Reich

Recreation Supervisor / Florida Master Naturalist, Safety Harbor Leisure Services

Environmental Education programs do not need a degree in biology—just a desire to share! We fear what we do not know or understand. To overcome this, you must gain knowledge and experience by getting OUTSIDE. This session will equip you with the tools you need to hit the trail running towards a great EE program.

LEARNING OBJECTIVES:

- Define Environmental Education (EE).
- Identify the most effective ways to teach EE; blending formal education with unstructured family exploration.
- Discuss how we can create our own outdoor or EE program at our nature park, centers or through other partnerships.



10:30 AM - 11:30 AM | 0.1 CEUs

WHOLLY HOLISTIC HEALTH: PHYSICAL, MENTAL & SOCIAL WELL-BEING

Patricia Roberts

Deputy Director, Port St. Lucie Parks and Recreation

Anne Stadius

Recreation Manager - Fitness, Port St. Lucie Parks and Recreation

The traditional definition of fitness has evolved through the pandemic. While fitness centers previously focused on providing physical health, we must now pivot to provide mental and social well-being components. By exploring neuroscience and other social/mental health programming into our fitness programs, we can provide truly holistic health.

LEARNING OBJECTIVES:

- Learn the newly defined role of well-being in fitness centers today.
- Identify physical, social and mental health programming that is needed to provide holistic fitness to community members.
- Name techniques which you can use to develop a healing atmosphere from which we can all benefit.

11:45 AM - 2:30 PM

AWARDS AND INSTALLATION CEREMONY



2:45 PM - 3:45 PM | 0.1 CEUs

BUILDING A BRIDGE BETWEEN AQUATICS AND ADMINISTRATION

Leslie Adams

Supervisor - Aquatics, Tallahassee Parks, Recreation & Neighborhood Affairs

Cindy Mead

Manager of Operations, Tallahassee Parks, Recreation & Neighborhood Affairs

Aquatics pros are so uniquely good at “getting it done” and “making it work” on our

EDUCATION SESSIONS

own, that administration often doesn't know and/or fully understand our needs. This session will focus on the keys to building that relationship for the best possible support from administration.

LEARNING OBJECTIVES:

- Learn to identify barriers preventing full support from administration.
- Recognize opportunities to overcoming support barriers.
- Learning various techniques for building your value.



2:45 PM - 3:45 PM | 0.1 CEUs

CRISIS RESPONSE PLANNING

Marc Solomon

*Recreation Superintendent,
Charlotte County Community Services*

Does your department have an established plan to respond to crisis situations such as bomb threats, riots, or active shooters where split second decisions are critical? Prepare your staff to minimize the risk of personal injury to patrons and staff while mitigating damage to agency assets.

LEARNING OBJECTIVES:

- Define a crisis situation and what a proper response looks like.
- Explore crisis situations and the difference between general guidelines and site-specific procedures.
- Discuss ways to train staff to ensure "response readiness".

2:45 PM - 3:45 PM | 0.1 CEUs

SPORTS COMPLEX DEVELOPMENT: LESSONS LEARNED

Richard Durr, Jr. CPRP, PLA, AICP

Director, Seminole County Leisure Services

Michael Wirsing
*Parks & Recreation Division Manager,
Seminole County Leisure Services*
Seminole County opened a new 15 field, \$30 Million Sports Complex in 2016 with the intent to drive positive economic impact through promoting youth sports tourism. Six years later, discover the lessons learned through the design, construction, operation, programming and overall economic impact of the facility.

LEARNING OBJECTIVES:

- Identify the lessons learned from the planning, design and construction of the facility six years after the fact.
- Discover the operations and maintenance realities of a 15 field mix of synthetic and natural surfaces tournament complex, including impacts on staffing needs.
- Investigate the economic impact performance of the complex, including the important role the complex had during the economic challenges of the

pandemic.

2:45 PM - 3:45 PM | 0.1 CEUs

STEP INTO YOUR THRIVING LIFE

Regina Novak

*Health Educator & Financial Coach, RCM
Financial Coaching*

A thriving life might sound great, but too often we get busy, sidetracked or assume that "one day" or "when things are different" we will think about it then. Why not right now? Why spend one more day going through the motions and accepting life as it is when the opportunity to step into the best life we want to live is within reach. Conference attendees will be equipped to cast a vision for their life, looking at where they want to be and the path to arrive there.

LEARNING OBJECTIVES:

- Define what a thriving life looks like for you specifically based on all areas of well-being.
- Recognize and challenge limiting beliefs about yourself, your fears and describe what you really need to make these changes.
- Understand the importance of setting boundaries, finding balance, planning for obstacles and other daily habits that will help you step into AND sustain a better, more fulfilling work and home life.



2:45 PM - 3:45 PM | 0.1 CEUs

THE POWER TO CHANGE THE WORLD

Daniel Schewlakow

*Beach and Water Access
Manager II, Sarasota County Parks,
Recreation and Natural Resources*

This session will show how a simple tool like awareness, and understanding can empower individuals to take the necessary steps to change the world. We will take a deep dive into some of the daily actions we take for granted and show how those actions affect the overall environment and other parts of the world.

LEARNING OBJECTIVES:

- Recognize everyday habits you participate in and beliefs that you hold, and the effects of these on the greater world.
- Understand the four phases of awareness and how to cultivate an appreciation for living in the moment.
- Identify an action that you can start and one you can stop to make a larger impact in the world.



2:45 PM - 3:45 PM | 0.1 CEUs

THINK DIFFERENT, BE INNOVATIVE

Kyle Pryce

*Park Program Supervisor, Collier
County Parks and Recreation*

From Covid-19 to budget cuts we are asked to do more with less resources. The greatest resource we have is our innovative minds. In this session we will explore how to exercise innovation and process creative thoughts through discussion and learning activities. You will learn to see opportunities in ordinary programming.

LEARNING OBJECTIVES:

- Discuss the importance of innovation in the life cycle of recurring programs and events.
- Identify techniques that will create an environment for innovative thinking to occur during program and event development.
- Explore current recreation programs across different industries that exemplify innovation.

2:45 PM - 4:45 PM | 0.2 CEUs

25 HOURS IN A DAY

Ronnie Glotzbach

President, Bach Training and Development Corp.

What would you do with one extra hour in YOUR day? Time management skills are critical to the success of any position in this industry. In this session you will, identify your time traps so you can improve work performance. Discover the three principles of effective time management systems. And lastly, describe creative organizational tips and clutter-busters that contribute to efficient work flows.

LEARNING OBJECTIVES:

- Identify 'time wasters' and determine key contributors.
- Apply three time management techniques to daily activities.
- Explain organizational tips and ways to minimize clutter.

2:45 PM - 4:45 PM | 0.2 CEUs

BOUNCING BACK - MOTIVATION BOOTCAMP FOR ACHIEVING SUCCESS!

Jennifer Pustizzi

Master Trainer, Bach Training and Development Corp.

The reality is this – ALL OF US got hit hard in 2020 and are still healing and recovering. Some have found it hard to get and stay motivated. This session will provide motivational strategies that will inspire you to achieve your best, both professionally and personally!

LEARNING OBJECTIVES:

- Define key work motivators.
- Explain strategies to stay motivated during de-motivating work situations.
- Assess personal values to focus on a successful work/life balance.

EDUCATION SESSIONS

2:45 PM - 4:45 PM | 0.2 CEUs

BUILD YOUR POSITIVE BEHAVIOR TOOLBOX!

Katelin Colón

Assistant Program Coordinator, Miami Parks and Recreation

Jocelyn Lata CTRS

Therapeutic Recreation Specialist, Miami Parks and Recreation

What does inclusion mean to you? Join us for an informative yet practical session on the importance of inclusion in a Park setting and gain better insight on how to service individuals with disabilities. Followed by a discussion of a 3-tiered behavior approach to identify tools/techniques that benefit all participants.

LEARNING OBJECTIVES:

- Discuss various disabilities and define inclusion in the parks and recreation setting.
- Outline an inclusionary process followed by a local municipality.
- Identify tools to remove barriers to inclusion by reviewing the components of a 3-tiered behavior approach.



2:45 PM - 4:45 PM | 0.2 CEUs

EQUITABLE COMMUNITY ENGAGEMENT AND NEEDS ASSESSMENT

Teresa L. Penbrooke, PhD, CPRE

*Researcher, Educator, & Consultant
GP RED, CU Denver, & BerryDunn*

There is a big difference between equitably assessing community needs vs. engaging and creating advocates. There are also a wide variety online and in-person tools to do both. This session will identify the different types of public and board engagement, outreach options, and benefits of diverse community engagement.

LEARNING OBJECTIVES:

- Discuss current online and in-person methods for information gathering and needs assessment.
- Identify community engagement strategies that best work to develop advocates and citizen involvement.
- Create action strategies that will better help integrate parks and recreation as a known essential service.

4:00 PM - 5:00 PM | 0.1 CEUs

CREATING SUCCESS THROUGH BUILDING BRIDGES

Joe Abel

President & CEO, Joe Abel & Associates

This session illustrates opportunities for creating success through building BRIDGES. Join Joe as he discusses the aspects of building BRIDGES and what BRIDGES really means.

LEARNING OBJECTIVES:

- Learn and identify the components of

the term BRIDGES.

- Discuss each component through experiential stories.
- Be challenged to identify how you can build BRIDGES to create your own success



4:00 PM - 5:00 PM | 0.1 CEUs

IMPACTING YOUR COMMUNITY THROUGH YOUTH SPORTS

Matt Osborn

League Success Team, RCX Sports

Beyond community engagement and building a healthy lifestyle, youth sports are so much more. A place where kids feel included. A place they feel safe. A place they can dream. RCX Sports hosts a discussion with tips, tricks, and best practices to grow your youth sports. We owe it to them.

LEARNING OBJECTIVES:

- Discuss, identify and outline some best practices while creating, managing and facilitating youth sports programming of all sizes.
- Recognize and discuss the challenges surrounding volunteers, officials, and parents; ending with applicable solutions to put in place immediately.
- Learn how to use technology to grow, stay organized, and provide additional youth sports programming, even while short staffed.



4:00 PM - 5:00 PM | 0.1 CEUs

INTEGRATED VEGETATION MANAGEMENT - GLYPHOSATE AND THE PUBLIC

JP Gellermann

UF/IFAS Extension Director Pinellas County, UF/IFAS Pinellas County

Stephen Robinson

Commercial Horticulture Agent, UF/IFAS Pinellas County

Management of vegetation is a complex and dynamic activity that spans both private and public lands. The use of the Integrated Vegetation Management program will help to reduce herbicide use on public lands, support a consistent approach to vegetation management through the amalgamation of a single decision-making matrix.

LEARNING OBJECTIVES:

- Gain knowledge of the issues surrounding glyphosate/Round Up.
- Outline and recall components of a comprehensive approach to vegetation management.
- Be able to summarize vegetation management approaches that utilize alternatives to glyphosate and other herbicides.



4:00 PM - 5:00 PM | 0.1 CEUs

LAND ACQUISITION SERVICES, PROCESSES AND SUCCESSES

Kim Heuberger

Senior Manager, Sarasota County Parks, Recreation and Natural Resources

Brie Ondercin

Land Acquisition Coordinator, Sarasota County Parks, Recreation and Natural Resources

Sarasota County has managed two successful voter-approved land acquisition programs since 1999 and 2005. The programs have acquired and/or protected more than 40,000 acres of native habitat, water and beach access, open space, trails and more. Learn about Sarasota County's programs and how you can consider implementing a land acquisition program in your community.

LEARNING OBJECTIVES:

- Identify expected outcomes within a scope of services for land acquisition services.
- Learn about the various funding options, resources, partners and tools to use to best acquire land for both future parks, and preservation.
- Review and learn about successful land acquisition case studies in Sarasota County.

4:00 PM - 5:00 PM | 0.1 CEUs

SOCIAL MEDIA 101

Amy Zengotita

Parks and Recreation Director, South Daytona Parks and Recreation

New to managing social media platforms? Do you think your agency is following best practices? This class will cover the basics of social media and share tools that will help with the creation of posts.

LEARNING OBJECTIVES:

- Learn what should be included in your social media policy.
- Learn social media best practices to avoid lawsuits.
- Learn tools to use to help in the creation of posts.



4:00 PM - 5:00 PM | 0.1 CEUs

SPORTS TOURISM - CAPITALIZING ON THE IMPACT OF NICHE SPORTS

Shelby Connnett

Director of Sports, Visit Sarasota County

Nicole Rissler

Director, Sarasota County Parks, Recreation and Natural Resources

Shelia Roberson

Business Operations Manager, Sarasota County Parks, Recreation and Natural Resources

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An in-depth look into how niche sports can be a vital pillar in driving tourism and economic impact within your community.

LEARNING OBJECTIVES:

- Understand how Sarasota County has developed a successful sports tourism market.
- Learn how to calculate and showcase the relationship between sports tourism activities and economic impact.
- Identify how Sarasota has successfully promoted the community's profile and reputation as a sports destination market.

4:00 PM - 5:00 PM | 0.1 CEUs

WHAT IS THE MAHC AND WHY SHOULD IT MATTER TO YOU?

Shawn DeRosa J.D.

Owner, DeRosa Aquatic Consulting

The Model Aquatic Health Code has been in existence for years, yet many operators are unfamiliar with its requirements. This session explores the Model Aquatic Health Code and its utility as evidence of the standard of care for operating aquatic facilities. Come learn about the MAHC, why it exists and how both the MAHC and the Annex can supplement the state health code.

LEARNING OBJECTIVES:

- Explain what the Model Aquatic Health Code is and how it can be used at their facilities.
- Discuss "starting points" for compliance.
- Summarize supervision requirements for aquatic venues.

8:00 PM - 11:00 PM

WEDNESDAY EVENING SOCIAL

Thursday

8:00 AM - 9:00 AM | 0.1 CEUs

10 ESSENTIALS FOR PERSONAL & PROFESSIONAL SUCCESS

Regina Novak

Health Educator & Financial Coach, RCM Financial Coaching

Degrees, certifications, technical trainings and hard skills are necessary, but if we forget the critical importance of "soft skills", we will fail to thrive, personally and professionally, and our organizations and teams will never reach excellence. Designed for new professionals or anyone looking to grow, this session will explore how to make you a better teammate and leader.

LEARNING OBJECTIVES:

- Explore ten essential ingredients to being a great teammate and leader in your personal and professional lives.
- Challenge limiting beliefs about yourself and identify areas where you can grow.
- Discuss ways to enhance and train yourself (and your team) to grow in

these ten areas.

8:00 AM - 9:00 AM | 0.1 CEUs

CHOOSING AN AQUATICS CERTIFICATION ORGANIZATION

Marc Solomon

Recreation Superintendent, Charlotte County Community Services

Have you wondered whether the certification agency your organization uses offers the best training, or is the most affordable option? Do other organizations offer more responsive customer service? This session will explore the features, benefits and costs of programs approved by The Florida Department of Health.

LEARNING OBJECTIVES:

- Explore the features of the Florida Department of Health approved lifeguard and swimming instructor programs.
- Compare costs of the Florida Department of Health approved lifeguard and swimming instructor programs.
- Share personal experiences through group discussion regarding successes and challenges when utilizing various Florida Department of Health approved lifeguard and swimming instructor programs.



8:00 AM - 9:00 AM | 0.1 CEUs

CREATIVE APPROACHES TO OUTDOOR ACCESSIBILITY FOR THE BLIND

Eve Payor

Director of Community Programs, Atlantic Center for the Arts

Young Sound Seekers is an environmental arts program for blind and partially sighted youth produced jointly by Atlantic Center for the Arts, Stetson University, the Conklin Davis Center for Visually Impaired and the National Park Service. Learn how to engage youth in the outdoors through listening activities and tactile education.

LEARNING OBJECTIVES:

- List benefits of accessible programming in outdoor settings.
- Identify the needs of populations who require divergent learning techniques.
- List partnering organizations that can help support accessible outdoor programs.

8:15 AM - 10:15 AM | 0.2 CEUs

SPEED ROUND - SUMMER CAMP

Jeff Pon

Recreation & 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:

- Identify different tactics that can enhance your summer camp programming.
- Discuss best practices and challenges of summer camp.
- Participate in the production of creative ideas and strategies.



8:15 AM - 10:15 AM | 0.2 CEUs

YODA AND HARRY POTTER'S LESSONS IN STEM PROGRAMMING

Noreen Legault Mendoza

Founder, Geeki Girl

Save the planet. Attract people to learn science, technology, or engineering by using the creativity of Star Wars and Harry Potter. It's in the same manner Jules Verne inspired people to submarines in his book *Twenty Thousand Leagues Under the Sea*. "Magic is science without a definition". Unknown

LEARNING OBJECTIVES:

- Leave with 4 science experiments to use for After-school, Therapeutic Recreation, or Active Adult Programming.
- Do hands-on experiments, to save our planet, solar energy, clean water, and hurricane emergency survival.
- Be given questions to ask participants in order to build their self-esteem, confidence, team-building skills, and peer relations while students are doing experiments.



8:15 AM - 10:15 AM | 0.2 CEUs

YOUR JOURNEY CONTINUES: TRANSITIONING INTO A NEW LEADERSHIP ROLE

Kevin Pickard

Director, Sunrise Leisure Services

Gayle Vasile

Communications Manager, City of Parkland

It is often difficult to transition into management, whether it is within the same organization or as an external hire. This session will focus on the key components of transitioning into management, including the changing of roles, responsibilities, and interpersonal dynamics.

LEARNING OBJECTIVES:

- Identify some of the challenges you may face when transitioning into a leadership role through either an internal promotion or as an external recruit.
- Focus on the key factors in managing friends, and other interpersonal dynamics.
- Develop tools to help you succeed in

EDUCATION SESSIONS

your new role.



9:15 AM - 10:15 AM | 0.1 CEUs

AMATEUR SPORTS EVENTS AS AN ECONOMIC DRIVER

Jacqueline Hightower

Vice President, Operations, Florida Sports Foundation

Driving Awareness and Participation in Florida Senior Games and Sunshine State Games. These annual Olympic-Style Sports Festivals provide for healthy and active lifestyles, but also bring economic benefits to host communities. While competing at local venues statewide, athletes boost host community economies with hotel nights and visits to local amenities.

LEARNING OBJECTIVES:

- Identify sports facilities in your community to host Florida Senior Games (athletes age 50 and above) and Sunshine State Games (all ages) Events.
- Recognize the economic impact of multiple-day competitions, with numerous athletes, by hosting events of the Florida Senior Games and the Sunshine State Games.
- Discuss ways to include members of your community in the activities of the Florida Senior Games and Sunshine State Games and define budgets and grants available to assist in hosting events.

9:15 AM - 10:15 AM | 0.1 CEUs

APPRECIATION: CULTIVATING RESPECT & VALUE FOR EACH PERSON

Regina Novak

Health Educator & Financial Coach, RCM Financial Coaching

An organization can achieve the best results in the workplace by placing value on their human capital. In this seminar, we will explore how the 5 Languages of Appreciation at Work can help achieve an environment where all employees come to work and feel valued and respected.

LEARNING OBJECTIVES:

- Define and describe the importance of appreciation at work and how this is a good sustainability plan for an organization and how it will benefit the community you serve.
- Explore the 5 languages and discuss different scenarios at how to apply it in your own work environment.
- Discuss how to incorporate this information to an overall plan to build better and more sustainable teams by investing in each employee as a valued member of your parks and recreation department.



9:15 AM - 10:15 AM | 0.1 CEUs
CREATIVE ACTIVATION OF PUBLIC SPACES

Laura Walker

*Cultural Arts and Sciences
Division Head, City of Ocala*

This session will dive into creative activation of public spaces through integration of public art, both as an economic driver and from an infrastructure perspective; building community through accessibility and community input for public art; coordinated, sustainable arts programming and galleries for all community members.

LEARNING OBJECTIVES:

- Learn about types of infrastructure projects where public art could be incorporated and why it is beneficial to incorporate the public art.
- Learn what makes public art accessible and how to coordinate the inclusion of a public art project community-wide.
- Learn about types of spaces that can be utilized for gallery space and some basics about scheduling, contracting, and ongoing cost recovery for the program.



9:15 AM - 10:15 AM | 0.1 CEUs
KEEPING AN OLD, OUTDATED POOL OPERATING

Alicia Castricone

Program Coordinator, Dunedin Parks and Recreation

Understanding the high maintenance needs of operating and old outdated pool. Don't Freak out, it's going to break.

LEARNING OBJECTIVES:

- Identify monthly and yearly maintenance must-dos to keep your facility running all season, hopefully.
- Learn how to stay calm in the moment when something breaks or becomes inoperable.
- Plan ahead with your budget for repairs and replacements before they break, because they will.



9:15 AM - 10:15 AM | 0.1 CEUs
RECREATION LEAGUES VS TRAVEL BALL - THE BATTLE CONTINUES

Aileen Henderson

*Business Operations,
Hillsborough County Parks and Recreation*



Dave Ramirez CPRP

Athletics Manager, Hillsborough

County Parks and Recreation
Hillsborough County Athletics (the A-TEAM) developed new and innovative programs providing viable options and opportunities between the constant struggle between competitive and recreation sports.

Hillsborough County Competitive League (HCCL) and Travel Elite & Advanced Members (TEAM HC) are creatively leading the way in this battle for field time and space.

LEARNING OBJECTIVES:

- Evaluate your challenges using various tools.
- Discover new ways to approach the challenges.
- Develop and execute programming specific to your needs.



10:30 AM - 12:30 PM | 0.1 CEUs
STAY ALIVE ALL YOUR LIFE!

Michael Ivanov

Motivational Speaker,

SpeakLife365.com

Through Michael's story-telling, stage props, and personal anecdotes, attendees will learn 11 core principles for extraordinary leadership and living by understanding the power of purpose. Attendees will be empowered to lead from the heart, re-ignite their passions, and will be equipped to handle circumstances along the journey to an EXTRAORDINARY LIFE!

LEARNING OBJECTIVES:

- Learn the core principles for creating a powerful VISION for life and business that will underline critical personal capabilities.
- Gain deep insights into the habits, competencies and mindsets that shape the IDENTITY of extraordinary people of impact.
- Understand how your established VISION and redefined IDENTITY will set your life and business on an inevitable path for impact based on the choices you make and the ACTIONS you take.

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, 2022 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, 2022. No exceptions including but not limited to: no shows, traffic delays, weather, other natural disasters, last minute changes in agency travel policies, and budget restrictions resulting in limitations on travel. 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.

If you have recently traveled (within two weeks) outside the United States in an area that is a "hot spot" for any communicable disease, please do not register for the FRPA Conference.

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

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printing purposes.

REGISTRATION FORMS

PAGE 1 OF 8

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. One Exhibit Hall ticket is included in the Limited Registration.

Section 5

Acknowledgement of Policies

Take the time to familiarize yourself with the cancellation policies, code of conduct, conference attendee, CEU procedures, etc. and sign that you acknowledge receipt of these.

Section 6

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, 2022, in order to qualify for the early bird registration rate. Do not mail registration forms after August 10, 2022.

MAKE CHECKS PAYABLE TO FRPA.

PLEASE BE SURE TO INCLUDE ALL EIGHT PAGES OF THE REGISTRATION FORM WHETHER USED OR NOT. REGISTRATIONS WILL NOT BE PROCESSED WITHOUT ALL PAGES BEING RETURNED.

SECTION ONE

Your Information (print legibly)

LAST NAME

FIRST NAME

FIRST NAME FOR CONFERENCE BADGE

AGENCY/EMPLOYER

JOB TITLE

PREFERRED PRONOUNS (CIRCLE ONE)

SHE/HER/HERS

HE/HIM/HIS

THEY/THEM/THEIR

MAILING ADDRESS

CITY

STATE

ZIP

COUNTY

OFFICE PHONE

CELL PHONE

PARTICIPANT'S EMAIL

EMERGENCY CONTACT NAME AND PHONE NUMBER

ALLERGIES OR OTHER DIETARY RESTRICTIONS (WILL BE USED FOR BANQUET ONLY)

Method of Payment

CIRCLE ONE

MASTERCARD

VISA

AMEX

DISCOVER

PERSONAL CHECK

AGENCY CHECK

CREDIT CARD NUMBER

SECURITY NUMBER (3 OR 4 DIGITS)

EXPIRATION DATE

PRINTED NAME ON CARD

SIGNATURE OF CARDHOLDER

FULL BILLING ADDRESS

REGISTRATION FORMS

PAGE 2 OF 8

SECTION TWO

NAME: _____

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.

	Session Title	CEUs	Start Time	End Time
MONDAY				
	All Ability Programming	0.1	8:00 AM	9:00 AM
	Conference GPS	0.1	8:00 AM	9:00 AM
	Foundations of a Strong Aquatics Program	0.1	8:00 AM	9:00 AM
	Plan, Engage, Update: Getting Your Community to Buy-In	0.1	8:00 AM	9:00 AM
	The Impact of Retrofitting Sports Lighting	0.1	8:00 AM	9:00 AM
	Becoming Person of Influence	0.2	8:00 AM	10:00 AM
	Opportunities for Adaptive Sports in Your Community	0.2	8:00 AM	10:00 AM
	Hey Young Professional... This One's For You!	0.2	8:15 AM	10:15 AM
	Wild Child: The relationship between animals, children, and experience	0.2	8:15 AM	10:15 AM
	Adaptive Learn to Swim: Challenges, Trends, and Evidence	0.1	9:15 AM	10:15 AM
	Emotional Intelligence as an Indicator of Leadership Capability	0.1	9:15 AM	10:15 AM
	Evaluating and Restructuring Your Fees: Achieving Your Cost Recovery Goals	0.1	9:15 AM	10:15 AM
	NCTRC Recertification & Specialization Area Designation: Continuing Professional Competence	0.1	9:15 AM	10:15 AM
	Positive Youth Development (PYD) for All Abilities	0.1	9:15 AM	10:15 AM
	Strategies to Increase Female Participation in Youth Sports	0.1	9:15 AM	10:15 AM
	Wholly Shift: Completely Changing the Conversation on Bias, Diversity, Privilege and Inclusion Using Brain Science	0.1	10:30 AM	12:00 PM
	Community Service and Business Management	0.1	1:30 PM	2:30 PM
	Dropout to Doctor - Steps to Becoming a Leader in Parks and Recreation	0.1	1:30 PM	2:30 PM
	Emerging Racquet Game - Pickleball	0.1	1:30 PM	2:30 PM
	Service Animals: It's More Than the Law	0.1	1:30 PM	2:30 PM
	The Importance of Growing Up In Parks	0.1	1:30 PM	2:30 PM
	The Lifestyle Pool of the Future	0.1	1:30 PM	2:30 PM
	Tree Planting Campaigns and Public Parks	0.1	1:30 PM	2:30 PM
	Adapted Aquatics Bridging the Gap	0.2	1:45 PM	3:45 PM
	Everyone Communicates, Few Connect	0.2	1:45 PM	3:45 PM
	Wholly Shift Part 2 - Now What?	0.2	1:45 PM	3:45 PM
	Aquatic Center Design Glitches & Building Blunders	0.1	2:45 PM	3:45 PM
	Challenges and Opportunities of Managing Public Tennis Facilities	0.1	2:45 PM	3:45 PM

REGISTRATION FORMS

PAGE 3 OF 8

NAME: _____

	Session Title	CEUs	Start Time	End Time
	Integrating Stormwater Management into Recreation Facility Development	0.1	2:45 PM	3:45 PM
	Leadership is an Action, Not a Position	0.1	2:45 PM	3:45 PM
	Running Track and Tennis Court Design & Maintenance Fundamentals	0.1	2:45 PM	3:45 PM
	Step Up Your Outdoor Recreation Programming	0.1	2:45 PM	3:45 PM
	The Culture Everyone Craves	0.1	2:45 PM	3:45 PM
	BINGO! Youth Sports is More Than a Game	0.2	2:45 PM	4:45 PM
	Battle for Our Beaches	0.1	4:00 PM	5:00 PM
	Coaching a Championship Culture: Staff = TEAM	0.1	4:00 PM	5:00 PM
	Every Second Counts: Analyzing Aquatics EAPs for Best Outcomes	0.1	4:00 PM	5:00 PM
	LGBTQ Cultural Competency: Understanding Gender Identity & Expression	0.1	4:00 PM	5:00 PM
	WTF! Why the Fear - Calling All Introverts	0.1	4:00 PM	5:00 PM
TUESDAY				
	A Change in Culture: Fully Integrating CAPRA Accreditation.	0.1	8:00 AM	9:00 AM
	Annual Training Program for Recreation	0.1	8:00 AM	9:00 AM
	Bridging the Gap	0.1	8:00 AM	9:00 AM
	Economic Impact Calculator 101	0.1	8:00 AM	9:00 AM
	Inventories of Tree Resources in Park and Urban Settings	0.1	8:00 AM	9:00 AM
	Motivating Your Team to Provide Exceptional Customer Service	0.1	8:00 AM	9:00 AM
	Parks Save the World	0.1	8:00 AM	9:00 AM
	Safety and Security for Parks and Recreation	0.1	8:00 AM	9:00 AM
	Simple Solutions for Process Improvements and Transparency	0.1	8:00 AM	9:00 AM
	Speed Round - Teens	0.1	8:00 AM	9:00 AM
	The State of Education for Parks and Recreation	0.1	8:00 AM	9:00 AM
\$\$	Director's Luncheon		11:15 AM	1:15 PM
	Adapting in the New World	0.1	1:15 PM	2:15 PM
	Employee Burnout - The Cause and the Cure	0.1	1:15 PM	2:15 PM
	Moving Into the Future: Power of Transformational Leadership	0.1	1:15 PM	2:15 PM
	So You Want to be a Director?	0.1	1:15 PM	2:15 PM
	The New Gold Standard for Parks System Planning	0.1	1:15 PM	2:15 PM
	Building Your Team to Pass Parks Ballot Measures	0.2	1:15 PM	3:15 PM
	Employees are Social Media Marketers Too, Even if They Don't Know It	0.2	1:15 PM	3:15 PM
	Environmental Sustainability and Education in Parks	0.2	1:15 PM	3:15 PM
	Fifteen Fantastic First Aid Activities	0.2	1:15 PM	3:15 PM

REGISTRATION FORMS

PAGE 4 OF 8

NAME: _____

	Session Title	CEUs	Start Time	End Time
	Proactive Planning for Success	0.2	1:15 PM	3:15 PM
	The 15 Invaluable Laws of Growth	0.2	1:15 PM	3:15 PM
	Accountability: It's Everybody's Responsibility	0.1	2:30 PM	3:30 PM
	Construction Delivery Methods for Parks and Recreation	0.1	2:30 PM	3:30 PM
	Funding Opportunities for Integrating Resilience Into Florida Parks	0.1	2:30 PM	3:30 PM
	People Praise, Positivity	0.1	2:30 PM	3:30 PM
	The Faces of Leadership	0.1	2:30 PM	3:30 PM
	Community Building Through Park Planning & Design	0.1	3:45 PM	4:45 PM
	Creating, Leading & Sustaining a Well Culture	0.1	3:45 PM	4:45 PM
	Emerging Leaders Reboot	0.1	3:45 PM	4:45 PM
	Grants: Learn How to Score	0.1	3:45 PM	4:45 PM
	Marketing in the New Normal: 5 Ways to Re-adjust Your Marketing Plans for 2023	0.1	3:45 PM	4:45 PM
	Afterschool Analytics: Why the data matters?	0.1	3:45 PM	4:45 PM
	Municipal Pools & Large Swim Meets - A How To	0.1	3:45 PM	4:45 PM
	Park Revitalization...Breathing New Life Into Existing Parks	0.1	3:45 PM	4:45 PM
	Staff is Staff...Until it Isn't!	0.1	3:45 PM	4:45 PM
	Voters Said YES for Parks! Now What?	0.1	3:45 PM	4:45 PM

WEDNESDAY

	Achieving 30%: Hogan's Creek Restoration and Trail Plan	0.1	8:00 AM	9:00 AM
	It's About Time	0.1	8:00 AM	9:00 AM
	PLAY of Yesterday, Today and our Future	0.1	8:00 AM	9:00 AM
	Practical Landscape Planning for Aquatic Facilities	0.1	8:00 AM	9:00 AM
	Recreation in Motion	0.1	8:00 AM	9:00 AM
	Social Media: More than Just Facebook & Twitter	0.1	8:00 AM	9:00 AM
	Think Like a Disrupter	0.1	8:00 AM	9:00 AM
	Repurposing Defunct Golf Courses Into Community Parks	0.2	8:00 AM	10:00 AM
	Delegation with Impact	0.3	8:00 AM	11:15 AM
	How to Deal with Difficult People - Secrets Revealed!	0.3	8:00 AM	11:15 AM
	Courageous Conversations	0.1	9:15 AM	10:15 AM
	Incidents, Accidents and Forms, Oh My!	0.1	9:15 AM	10:15 AM
	Natural Connections - Outdoor Recreational Programming as a Tool for Community and Program Development	0.1	9:15 AM	10:15 AM
	Professionalism and Why It Matters	0.1	9:15 AM	10:15 AM
	Speed Round - All About Athletics	0.1	9:15 AM	10:15 AM
	Speed Round - Social Media	0.1	9:15 AM	10:15 AM

REGISTRATION FORMS

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NAME: _____

	Session Title	CEUs	Start Time	End Time
	The Child Nature Connection (See Order)	0.1	9:15 AM	10:15 AM
	Protecting Florida's Unique and Ecologically Diverse Resources	0.2	9:15 AM	11:15 AM
	A Dive Into Esports and Recreation	0.1	10:30 AM	11:30 AM
	App-a-licious - Should We Develop a Phone App?	0.1	10:30 AM	11:30 AM
	Fundamentals of Managing Risks in Parks and Recreation	0.1	10:30 AM	11:30 AM
	Leveraging Your Real Estate Community	0.1	10:30 AM	11:30 AM
	Parks Providing Solutions for Climate Change	0.1	10:30 AM	11:30 AM
	Psychology of Health Behavior Change	0.1	10:30 AM	11:30 AM
	Teaching Environmental Education - A Good Planet is Hard to Find (See Order)	0.1	10:30 AM	11:30 AM
	Wholly Holistic Health: Physical, Mental & Social Well-Being	0.1	10:30 AM	11:30 AM
	Awards and Installation Ceremony		11:45 AM	2:30 PM
	Building a Bridge Between Aquatics and Administration	0.1	2:45 PM	3:45 PM
	Crisis Response Planning	0.1	2:45 PM	3:45 PM
	Sports Complex Development: Lessons Learned	0.1	2:45 PM	3:45 PM
	Step Into Your Thriving Life	0.1	2:45 PM	3:45 PM
	The Power to Change the World	0.1	2:45 PM	3:45 PM
	Think Different, Be Innovative	0.1	2:45 PM	3:45 PM
	25 Hours in a Day	0.2	2:45 PM	4:45 PM
	Bouncing Back - Motivation Bootcamp for Achieving Success!	0.2	2:45 PM	4:45 PM
	Build Your Positive Behavior Toolbox!	0.2	2:45 PM	4:45 PM
	Equitable Community Engagement and Needs Assessment	0.2	2:45 PM	4:45 PM
	Creating Success Through Building Bridges	0.1	4:00 PM	5:00 PM
	Integrated Vegetation Management -Glyphosate and the Public	0.1	4:00 PM	5:00 PM
	Land Acquisition Services, Processes and Successes	0.1	4:00 PM	5:00 PM
	Impacting Your Community Through Youth Sports	0.1	4:00 PM	5:00 PM
	Social Media 101	0.1	4:00 PM	5:00 PM
	Sports Tourism - Capitalizing on the Impact of Niche Sports	0.1	4:00 PM	5:00 PM
	What is the MAHC and Why Should It Matter to You?	0.1	4:00 PM	5:00 PM
THURSDAY				
	10 Essentials for Personal & Professional Success	0.1	8:00 AM	9:00 AM
	Choosing an Aquatics Certification Organization	0.1	8:00 AM	9:00 AM
	Creative Approaches to Outdoor Accessibility for the Blind	0.1	8:00 AM	9:00 AM
	Speed Round - Summer Camp	0.2	8:15 AM	10:15 AM
	Yoda and Harry Potter's Lessons in STEM Programming	0.2	8:15 AM	10:15 AM

REGISTRATION FORMS

PAGE 6 OF 8

NAME: _____

	Session Title	CEUs	Start Time	End Time
	Your Journey Continues: Transitioning into a new leadership role	0.2	8:15 AM	10:15 AM
	Amateur Sports Events as an Economic Driver	0.1	9:15 AM	10:15 AM
	Creative Activation of Public Spaces	0.1	9:15 AM	10:15 AM
	Appreciation: Cultivating Respect & Value for Each Person	0.1	9:15 AM	10:15 AM
	Keeping an Old, Outdated Pool Operating	0.1	9:15 AM	10:15 AM
	Recreation Leagues vs Travel Ball - The Battle Continues	0.1	9:15 AM	10:15 AM
	Stay Alive All Your Life!	0.1	10:30 AM	12:30 PM

IS THIS YOUR FIRST FRPA CONFERENCE?

YES

NO

WOULD YOU LIKE TO PARTICIPATE IN THE CONFERENCE BUDDY PROGRAM? YES

NO

PARTICIPANTS WILL BE TEAMED UP WITH OTHER CONFERENCE ATTENDEES TO CONNECT BEFORE AND DURING CONFERENCE. GOAL IS TO GIVE NEW CONFERENCE ATTENDEES OR THOSE WHO MAY NOT KNOW A LOT OF PEOPLE A CHANCE TO CONNECT WITH THOSE WHO HAVE BEEN TO CONFERENCE BEFORE.

REGISTRATION FORMS

PAGE 7 OF 8

SECTION THREE

NAME: _____

COMPLETE ALL INFORMATION

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

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.

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, 2022.

	EARLY BIRD RATE PAYMENT RECEIVED ON OR BEFORE JULY 31, 2022	REGULAR RATE PAYMENT RECEIVED ON OR AFTER AUGUST 1, 2022	AMOUNT DUE
FRPA Member	\$325	\$375	_____
Non-FRPA Member	\$425	\$475	_____

Limited Registration

Includes EITHER Opening or Closing of Exhibit Hall and does NOT include the Awards Banquet.

FRPA Member	\$300	\$350	_____
Non-FRPA Member	\$400	\$450	_____
CHECK ONE: _____ EXHIBIT HALL GRAND OPENING _____ EXHIBIT HALL CLOSING			

Daily Registration

Daily registrations include meals where indicated but you MUST respond to the survey that will be sent a few weeks before Conference.

MONDAY
INCLUDES
EXHIBIT HALL
OPENING

FRPA Member	\$115	\$135	_____
Non-FRPA Member	\$135	\$155	_____

TUESDAY
INCLUDES
EXHIBIT HALL
CLOSING

FRPA Member	\$110	\$130	_____
Non-FRPA Member	\$130	\$150	_____

WEDNESDAY
INCLUDES
AWARDS &
INSTALLATION
CEREMONY

FRPA Member	\$130	\$150	_____
Non-FRPA Member	\$150	\$170	_____

THURSDAY

FRPA Member	\$65	\$85	_____
Non-FRPA Member	\$85	\$105	_____

Non-Member Transcript Fee

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

\$20 _____

Guest Pass

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 43) require the purchase of an extra ticket. Education sessions require full or daily registration.

GUEST NAME: _____

\$35 _____

SECTION 3 SUBTOTAL

REGISTRATION FORMS

PAGE 8 OF 8

SECTION FOUR

NAME: _____

Select extra activities and optional meal tickets and subtotal below

	EARLY BIRD RATE PAYMENT RECEIVED ON OR BEFORE JULY 31, 2022	REGULAR RATE PAYMENT RECEIVED ON OR AFTER AUGUST 1, 2022	AMOUNT DUE
Monday			
Grand Opening of the Exhibit Hall \$30 5:30 PM - 9:00 PM Included in Full Registration Package and Monday Daily Registration		\$40	_____
Tuesday			
Exhibit Hall Closing \$30 9:00 AM - 12:00 PM Included in Full Registration Package and Tuesday Daily Registration		\$40	_____
Director's Luncheon \$35 11:15 AM - 1:15 PM		\$45	_____
Wednesday			
Awards & Installation Ceremony \$70 11:30 AM - 2:30 PM Included in Full Registration Package and Wednesday Daily Registration Tickets available through August 10.		\$80	_____
			SECTION 4 SUBTOTAL _____

SECTION FIVE

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. Attendees, presenters, vendors, and staff at FRPA events are expected to conduct themselves at all times in a courteous, professional, and respectful manner. Attendees are required to abstain from behavior that reflects poorly on their agency, the Florida Recreation and Park Association, and the membership. Such conduct includes, but is not limited to, actions disrupting the businesslike atmosphere, harassment, discrimination, inappropriate language, failing to comply with all local, state, and federal laws, and activities that endanger self and others. While we do not anticipate these challenges, we do want to be transparent regarding our commitment to assuring a safe and enjoyable environment for all event participants and let you know that misconduct will be addressed with you individually and/or with your employer. Attendees, presenters, vendors, and staff who do not comply with this code of conduct at any event may be removed from said event and barred from attending all future FRPA sponsored or co-sponsored events. FRPA reserves the right to inquire about and impose restrictions based on travel and COVID-related symptoms leading up to Conference.

I have read and agree to the policies regarding the 2022 FRPA Annual Conference and Institutes.

SIGNATURE

DATE

SECTION SIX

Total Sections 3 & 4

SECTION 3 SUBTOTAL	+	SECTION 4 SUBTOTAL
_____		_____
TOTAL DUE		
