

GRPA 2025 Annual Conference — Program Schedule (Full Details)

Sunday, November 2

● Time: TBA • 2:45pm			
● Room: Room TBA / Jekyll Island, Driftwood Beach (meet at main trailhead)			
● CEU: 0.1		● #: —	

Off-Site- Driftwood Beach Interpretive Sunday Experience- MUST Pre-Register on Website

■ Speakers: TBA; Tim Petrea

Badges: Off-Site

TBA — 2025 Annual Conference Schedule

2:45pm — Off-Site- Driftwood Beach Interpretive Sunday Experience- MUST Pre-Register on Website

TBA — Description: Join us for an immersive interpretive hike along Jekyll Island's iconic Driftwood Beach — where wind, tide, and time have transformed fallen maritime forest into a striking landscape of natural sculptures. This one-hour guided program will model the principles of interpretation in action, demonstrating how to transform resources into stories that connect visitors with meaning, memory, and place. Participants will explore themes of resilience, change, and human connection as we walk among centuries-old oaks, shifting shorelines, and habitats alive with wildlife. Along the way, you will see interpretive techniques woven into practice — from using questions to spark curiosity, to linking tangible resources with universal concepts, to creating reflective moments of silence that let participants form their own connections.

Monday, November 3

● **Time:**
9:00am-9:30am

● **Room:** 7, 8, & 9

● **CEU:** 0.05

● **#:** 101

Getting the Most Out of Conference

■ **Speakers:** Morgan Rodgers, Jordon Gonzalez, and TJ Imberger

Description: GRPA's Annual Conference is your number one membership value added benefit. Regardless of this being your 17th year in attendance or your very first year. Here are some tips to take advantage of the many resources you will discover over the next 4 days

Learning Objectives

- Peer Networking- hear ways to best connect with other like-minded individuals at conference.
- Attend sessions- get out of your comfort zone and attend sessions that you may not be comfortable knowing a lot about. This will be a great way to grow professionally.
- How the Business meeting, Banquet, and Exhibit hall can help make your experience memorable!

● **Time:**
10:00am-12:15PM-
Double Session

● **Room:** 10

● **CEU:** 0.2

● **#:** 102

CVIOG- Financial Basics

■ **Speakers:** Dena Bosten

Badges: CVIOG

Description: This course will give you an opportunity to take a look at basic principles, practices, and sources of finance for local governments; understanding the budget process (timelines, legal requirements, policies, etc.); definitions and fundamentals of budgeting and accounting principles and the politics of the budgeting process. It also includes nuts and bolts to include: cost recovery, cost-benefit analysis, fee policies, cost tracking, donations, and cash handling.

Learning Objectives

- Explain the fundamental principles and practices of local government finance, including key sources of revenue and budgeting methods.
- Analyze the local government budgeting process, including legal requirements, timelines, accounting principles, and the political factors that influence budget decisions.
- Demonstrate understanding of critical finance-related competencies, philosophies, and rationale to improve your overall financial knowledge and comfort.

● **Time:**
10:00am-11:00am

● **Room:** 9

● **CEU:** 0.1

● **#:** 103

How to Keep the Mowers Mowing

■ **Speakers:** Shane Massey

Description: The grass always seems greener on the other side of the fence... unless you know how to properly fertilize it. Join us as we discover how to inspire your maintenance team through buy-in, vision, and purpose.

Learning Objectives

- Participants will learn tricks to engaging their maintenance team members.
- Participants will learn what NOT to do when talking to their maintenance professionals.
- Participants will discuss examples of engaged maintenance team members.

● **Time:**
10:00am-11:00am

● **Room:** 5

● **CEU:** 0.1

● **#:** 104

Building Aquatic Play Spaces

■ **Speakers:** Sean Hare

Description: This session discusses the foundations and best practices in aquatic play design. How do we manage the water? How do we provide a facility that attracts patrons and keeps them coming back? How do we define success? Join us as we unite the concepts of play, design, and inclusivity to move forward into building successful aquatic environments.

Learning Objectives

- Describe effective planning for an aquatic play project and identify key design considerations.
- Summarize play theory (age-appropriate zones, feature selection, principles of inclusive play) in an aquatic space.
- Apply the design zoning principle when developing a new aquatic place.

● **Time:**
10:00am-11:00am

● **Room:** 8

● **CEU:** 0.1

● **#:** 105

Improving Access to Evidence-Based Family Healthy Weight Programs: A Collaborative Model Between Pediatric Healthcare and Parks and Recreation


■ **Speakers:** Lauren Hamm

Description: Parks and Recreation agencies are uniquely positioned to support community health by delivering and enhancing access to family-centered, evidence-based obesity interventions. This session highlights an innovative partnership between Childrens Healthcare of Atlantas Strong4Life initiative and Gwinnett Parks and Recreation, aimed at increasing access to pediatric obesity treatment through inclusive, community-based programming. Attendees will gain insight into the role of Parks and Recreation in addressing childhood obesity as a chronic condition and learn practical strategies for developing and

sustaining cross-sector partnerships with healthcare providers. Lessons learned from this ongoing Georgia-based collaboration will be shared, along with key opportunities for replication across diverse communities.

Learning Objectives

- Identify childhood obesity as a chronic disease that requires a coordinated, multi-sector response involving healthcare and community-based supports.
- Describe CDC-recommended, evidence-based family healthy weight programs and how Parks and Recreation agencies can support their implementation and sustainability.
- Explore effective strategies for developing partnerships with pediatric healthcare systems to expand health programming and improve community outcomes.

 **Time:**
10:00am-11:00am

 **Room:** 7

 **CEU:** 0.1

 **#:** 106


Setting the Sails: A DIY Workshop to Create a Draft of Your Individual Development Plan

■ **Speakers:** Jan Hincapie

Description: Are you strategic as to how you move through your personal and professional life? What is the foundation for the decisions you make? Come to a hands-on workshop, to create a DIY draft of your own Individual Development Plan by identifying your mission and vision using your values as the seed. Do you know what you want in a job, or what you don't want? Do your professional choices mesh with your personal life, responsibilities, and goals? In this session, we will inspire thought and document where you are and where you want to go. Your Individual Development Plan will serve as the foundation for your goals and decisions moving forward and will determine how you allocate the resources of time, energy, and effort. It's never too late to develop a plan!

Learning Objectives

- Participants will focus on the importance of having an Individual Development Plan to guide their lives will use the speaker's template to create a draft plan to allow them to use their resources of time, energy, and effort strategically.
- Participants will identify their purpose at this point in life, and where they would like to be in the future, laying the groundwork for creating an action plan, and utilizing the plan as their compass.
- Participants will inventory what is important to them, personally and professionally, and establish a list of values and job preferences that will be part of the plan and referenced when making decisions.

 **Time:**
11:15am-12:15pm

 **Room:** 9

 **CEU:** 0.1

 **#:** 107

What Can Maintenance Do For Your Programs?

■ **Speakers:** Shane Massey

Description: Maintenance is more than just cutting grass or striping fields. The average maintenance professional has a set of unique technical skills they use in their day-to-day jobs. Using those skills to

broaden and enrich your programming can open your department to a whole new audience.

Learning Objectives

- Participants will learn to assess the skills of their maintenance staff.
- Participants will learn how maintenance staff can create programming opportunities.
- Participants will learn real-world examples of maintenance-enriched programming.

● **Time:**
11:15am-12:15pm

● **Room:** 8

● **CEU:** 0.1

● **#:** 108

No More Suspensions: Dealing With Challenging Behaviors Through a New Lens

■ **Speakers:** Lisa Drennan

Description: Inclusive recreation programs strive for success for all participants, but some children may present unique challenges requiring specialized approaches. This session delves into fostering success for all, offering insights on working with families, optimizing intake processes, and empowering staff with effective strategies to minimize, or ideally, eliminate suspension practices. Participants will gain tools and confidence to navigate challenging behaviors, including distinguishing between meltdowns and tantrums, and implementing tailored approaches for positive outcomes both for the participant and recreation staff.

Learning Objectives

- Identify Preventative Steps to Support Behavioral Success.
- Revise Intake Processes for Better Inclusion.
- Demonstrate Positive Behavior Support Techniques.

● **Time:**
11:15am-12:15pm

● **Room:** 7

● **CEU:** 0.1

● **#:** 109

Health, Happiness, and the Great Outdoors: A Turnkey Program

■ **Speakers:** Jan Hincapie

Description: Programmers are busy! This is a program that can be used with minimal effort and research. Spending time outside can boost physical and mental health in many ways. It can improve sleep, reduce depression, provide more motivation for exercise, and boost immune function. You don't have to be a tree hugger to plan a good nature program. Health, Happiness, and the Great Outdoors is an eight-week program that can be used for camp, afterschool care, or as a stand-alone program. Find out ways to get your community outside! The program has topics relating to animals, nature, sustainability, and outdoor activities. The speaker will present activities and resources.

Learning Objectives

- Participants will recognize the benefits of time spent outside for all individuals, and gain ideas for ways to enhance the outdoor experience for their residents.
- Participants will identify an existing program or the need for a new program to utilize these themes, activities, and resources.

- Participants will recall the benefits of establishing a theme for camp, afterschool care, or a stand-alone program to keep program ideas and activities in a cohesive, relative manner while engaging staff at all levels.

Time:
11:15am-12:15pm

Room: 5

CEU: 0.1

#: 110

Do You Wanna Build a Snowman? A Winter They Won't Forget

■ **Speakers:** Michelle Dunn and Thomas White

Description: The winter months are often downtime for the parks and recreation field. Turf is in hibernation; outdoor athletics are paused; the big holiday events are over. It's the perfect opportunity for teambuilding, professional development, and over-the-top motivating!

Learning Objectives

- Discuss how to maximize your teambuilding efforts during the winter months.
- Discuss how your energy can affect the morale of your team.
- Discuss how to encourage professional development and ways to provide opportunities for growth to every staff member.

Time:
1:30pm-3:45pm-
Double Session

Room: 10

CEU: 0.2

#: 111

CVIOG- Risk Management, General Liability, and Workplace Safety

■ **Speakers:** TBA

Badges: CVIOG

Description: Is your facility and staff prepared for the unexpected? This course equips you with essential risk management and safety strategies to protect participants, staff, and volunteers. Topics include facility safety for all spaces, emergency preparedness, active shooter response, as well as compliance with fire codes and safety regulations. Participants will also explore best practices for staffing, volunteer and participant management, participation waivers, and avoiding criminal negligence, with focus on high-risk programs such as aquatics and special events. Through practical examples and expert guidance, you will gain actionable tools to reduce liability, mitigate risk, and foster a culture of preparedness.

Learning Objectives

- Analyze potential risks in facilities, programs, and special events to identify areas of liability and exposure.
- Demonstrate proper emergency preparedness, safety procedures, and active shooter response.
- Evaluate staffing, volunteer, and participant management practices, including interview strategies and waiver usage, to reduce risk and avoid negligence.
- Develop actionable strategies to foster a culture of safety and compliance across all parks and recreation programs and facilities.

● Time:
1:30pm-2:30pm

● Room: 8

● CEU: 0.1

● #: 112

Creating a Culture of Disability Inclusion: 8 Essential Habits for Recreation Staff

■ Speakers: Lisa Drennan

Description: Transform your recreation programs into spaces where every participant, regardless of ability, feels welcomed and valued. In this interactive session, you'll learn practical, actionable strategies to foster authentic disability inclusion. From effective communication and intake processes to engaging with families and creating a culture of belonging, you'll explore the eight key habits that can help your staff confidently support participants with diverse abilities. Walk away equipped with tools to create inclusive environments where everyone thrives and experiences success.

Learning Objectives

- Identify and implement at least three key inclusive strategies that enhance accessibility and foster a culture of belonging within recreation programs, improving outcomes for participants with diverse abilities. And apply at least two new habits learned from the session to improve staff readiness and create an environment where every person experiences success and inclusion.
- Demonstrate effective communication techniques by practicing person-first language and inclusive approaches to participant intake and family engagement, ensuring all feel welcome and supported.
- Evaluate your current recreation program structure and apply two new habits learned from the session to improve staff readiness and create an environment where every person experiences success and inclusion.

● Time:
1:30pm-2:30pm

● Room: 5

● CEU: 0.1

● #: 113

Atlanta Teen Leaders Academy: Inspiring The Next Generation Of Leaders

■ Speakers: Nick Clark

Description: The teen population continues to be an audience that has been a challenge to engage. Often, they are the forgotten demographic with the most critical needs. According to After School Alliance, 74% of parents who have children enrolled in after school programs, saw an increase in their child's interest in school.

Learning Objectives

- Attendees will learn the importance of collaboration and partnerships.
- Attendees will learn how to recruit and retain the teen population.
- Attendees will learn to develop and implement strategies to support teens.

● **Time:**
1:30pm-2:30pm

● **Room:** 9

● **CEU:** 0.1

● **#:** 114

Creative Budgeting: It's Just a Suggestion

■ **Speakers:** Michelle Dunn

Description: OK. OK. "Suggestion" may be taking it too far. The budget does serve a purpose. It keeps us operating and ensures fiscal discipline. Unfortunately, Mother Nature does not always agree with our budget plans. Big expenditures happen, and we have no choice but to cover them. That's when you have to get creative.

Learning Objectives

- Discuss the purpose of a budget.
- Discuss common problems that can drain the resources from the budget.
- Discuss creative ways to find other resources and get the job done.

● **Time:**
1:30pm-2:30pm

● **Room:** 7

● **CEU:** 0.1

● **#:** 115

Hygge: Denmark's Answer to Self-Care and Greater Joy

■ **Speakers:** Jan Hincapie

Description: Hygge (pronounced "hoo-ga") is a Scandinavian word that translates to feeling content, calm, comfortable, and cozy. It evokes "warmth, conviviality, and kinship", as stated in Signe Johansen's book, *How to Hygge*. (The Nordic Secrets to a Happy Life). Come learn about Hygge and walk away with ways you can incorporate it into your life every day and especially during tempestuous times. Always ranked at the top of the world for happiness and quality of life, Scandinavians consider this a necessity rather than a luxury. Hygge encapsulates everything wonderful about Nordic living. Engage in self-care and experience greater joy by creating some Hygge in your life!

Learning Objectives

- Participants will assess areas of their lives where Hygge can help with stress and chaos, while creating greater joy.
- Participants will leave with ideas to assist them in creating physical areas in their homes and workplaces that reflect Hygge.
- Participants will recall ways to make Hygge a ritual and create Hygge during each season of the year.

● **Time:**
2:45pm-3:45pm

● **Room:** 5

● **CEU:** 0.1

● **#:** 116

Building an Inclusive and Sustainable Swim Lesson Program


■ **Speakers:** Tyler Daly

Description: This presentation explores strategies for creating a swim lesson program that is both inclusive and sustainable. It will cover key elements such as community engagement, cost recovery, staff training,

and resource planning. Attendees will leave with actionable tools to enhance access and equity in their program offerings.

Learning Objectives

- Attendees will be able to develop a cost recovery plan for aquatics programming to help measure sustainability.
- Attendees will be able to discuss the importance of developing inclusive aquatics programming for all ages and abilities.
- Attendees will be able to explain the value of having a nationally recognized agency for swim lesson content.

 **Time:**
2:45pm-3:45pm

 **Room:** 9

 **CEU:** 0.1

 **#:** 117


Hey, Did You Read the Rules? The Life of Athletics

■ **Speakers:** Kevin Patterson

Description: Does anyone read the rulebook anymore? We all know the answer. Sure, they skimmed it. They may have even discussed it. That doesn't stop them from ignoring it. Be it coaches, parents, athletes, or associations, you can count on someone to not know the rules. Fortunately, you're there to help them!

Learning Objectives

- Discuss experiences participants have had with stakeholders breaking the rules.
- Discuss strategies to keep stakeholders informed of the rules.
- Discuss the implementation of a system of penalties for those who break the rules.

 **Time:**
2:45pm-3:45pm

 **Room:** 7

 **CEU:** 0.1

 **#:** 118

Movin' Through Team Development

■ **Speakers:** Christi David

Description: Whether you're leading a team or part of one, were all in this together! But ever wonder why some teams click and others... well, don't? Join us as we dive into the journey of how teams grow, shift, and sometimes stumble and pick up practical strategies to help navigate every stage of team development. Get ready for an interactive session filled with real talk, fun insights, and actionable tools to build stronger, more connected teams. Because when teams work, everything works better!

Learning Objectives

- Identify and describe the stages of team development (e.g., forming, storming, norming, performing, adjourning) and understand common team behaviors at each stage.
- Recognize challenges and opportunities that naturally arise as teams progress through different stages of development.
- Develop actionable takeaways to foster stronger communication, trust, and problem-solving within any team setting.

● Time:
2:45pm-3:45pm

● Room: 8

● CEU: 0.1

● #: 119

Words Matter Inclusion-Lets Get On The Same Page

■ Speakers: Lisa Drennan

Description: Dive into an exploration of disability inclusion through language and terminology. Explore person-first language, disability etiquette, and effective interactions when engaging with participants with disabilities. Discover the diverse models of program offerings - Specialized, Adaptive, Integrated, and Authentic Inclusion - unpacking their core elements, benefits, and challenges. Conclude with a reflective discussion on the term "special" and its implications for supporting individuals with disabilities as valued members of our community. Join us for an insightful session on reframing inclusion in your programs.

Learning Objectives

- Implement Person-First Language and Inclusive Strategies.
- Evaluate Program Types to Advocate for Authentic Inclusion.
- Identify and Replace Outdated Disability Terms in Media, Collateral, and Conversations

● Time:
4:00pm-5:00pm

● Room: 5

● CEU: 0.1

● #: 120

Establishing a Winning Mindset in Aquatics

■ Speakers: Tyler Daly

Description: In aquatics we can all struggle at times with the workload, emotional drain, and constraints our jobs have. In this session, participants will learn what it means to have a winning mindset and the steps to create that mindset. We will go over how to evaluate our success and create wins which can help shift away from a negative mindset.

Learning Objectives

- Participants will be able to develop a vision and process.
- Participants will be able to define and discuss the importance of discipline.
- Participants will learn how to set criteria to evaluate success.

● Time:
4:00pm-5:00pm

● Room: 8

● CEU: 0.1

● #: 121

Joyful Waters: Reimagining Swim Lessons with Connection, Trust, and Play


■ Speakers: Nicole Fairfield

Description: Joyful Waters is more than a swim program its a movement toward trauma-free, relationship-based aquatic education. This booth experience will introduce recreation professionals to the Joyful Waters philosophy, which centers on emotional safety, child-led exploration, and joyful, connected learning in the water. Visitors will explore tools, visual aids, and program models that support

sensory-sensitive swimmers and empower families. The session will also highlight how facilities can bring Joyful Waters to their community through partnerships, staff training, and inclusive programming.

Learning Objectives

- Describe the foundational values of the Joyful Waters approach and how it differs from traditional, performance-based swim instruction.
- Recognize signs of stress, fear, or sensory overload in young swimmers and identify strategies to reduce those barriers to learning.
- Explore ways to implement or collaborate with Joyful Waters to enrich their current aquatics offerings and better serve diverse community needs.

 **Time:**
4:00pm-5:00pm

 **Room:** 9

 **CEU:** 0.1

 **#:** 122


Beyond the Basics: Developing Social Programs for the Most Isolated

■ **Speakers:** Terry Nash

Description: Therapeutic recreation (TR) is a systematic approach to improving an individual's physical, cognitive, emotional, and social well-being. In our fast-paced world, it's easy to dismiss the social aspects of TR in favor of aspects with more immediate results. In doing so, TR specialists ignore the most crucial part of building long-term, positive benefits for TR participants.

Learning Objectives

- Participants will discuss why the social component of therapeutic recreation is necessary for a systemic, holistic strategy.
- Participants will discuss examples of effective, long-term social programming that build relationships between TR participants.
- Participants will discuss barriers to implementation and how to overcome those barriers.

 **Time:**
4:00pm-5:00pm

 **Room:** 10

 **CEU:** 0.1

 **#:** 123

Internal and External Collaboration


■ **Speakers:** Madison Krilla

Description: Discover the benefits of internal team collaboration within Parks and Recreation departments, and how fostering external community collaboration can enhance productivity, creativity, and teamwork. By working together, both within your team and with the broader community, you can create more engaging programs, improve public spaces, and ensure a lasting positive impact on the areas you serve.

Learning Objectives

- Understand the Importance of Internal Collaboration and Staff Development: Participants will learn how effective internal communication is, knowing each staff member's strengths and weaknesses, and fostering team synergy can improve operational efficiency, program development, and staff morale.

- Explore the Benefits of External Community Engagement and Relationship Building: Attendees will discover how building strong relationships with local communities, organizations, and stakeholders fosters trust, enhances program effectiveness, and strengthens long-term partnerships that support the departments goals.
- Develop Strategies for Enhancing Productivity, Creativity, and Teamwork: Participants will gain practical strategies for leveraging both internal and external collaboration to boost productivity, spark creative solutions for challenges, and enhance the overall quality of parks and recreation services through solid teamwork and strong community ties.

 **Time:**
4:00pm-5:00pm

 **Room:** 7

 **CEU:** 0.1

 **#:** 124

Mindcation: Self-Care 101


■ **Speakers:** Christi David


Description: Feeling stressed, tired, or totally burned out? It's time for a Mindcation! Join us for a refreshing and interactive session where you'll discover what self-care really means and how to bring it into both your work and personal life. We'll explore simple, science-backed techniques to help you stress less, recharge more, and kick burnout to the curb. Come ready to relax, laugh, and leave with practical tools to take better care of you!

Learning Objectives

- Understand the true meaning of self-care and its importance in maintaining overall well-being.
- Recognize personal stressors that contribute to feelings of overwhelm and burnout.
- Identify at least two personalized self-care activities to effectively manage stress and prevent burnout in daily life.

Tuesday, November 4

 **Time:**
8:00am-9:00am

 **Room:** Room 11

 **CEU:** 0.1

 **#:** 201

Recreation Programmer's Network 101 Meeting

■ Speakers: TBA

 **Time:**
9:00am-10:00am

 **Room:** 5

 **CEU:** 0.1

 **#:** 202

Beyond Accessibility: Spaces for Every Body to Play and Recreate

■ Speakers: Natalie Mackay

Description: This session invites participants to reimagine the design of playgrounds and parks, shifting the focus from compliance with accessibility standards to the creation of environments that foster genuine inclusivity. Attendees will gain insights on the experiences of individuals with disabilities in these environments and explore the principles that make parks and play spaces welcoming for all. Participants will leave with practical strategies to create parks and playgrounds that reflect and celebrate the full diversity of the communities they serve.

Learning Objectives

- Participants will understand the fundamental principles of inclusive play and how they contribute to effective play space design.
- Participants will learn strategies for engaging community members and stakeholders in the planning and design process.
- Participants will develop practical skills for assessing and improving existing play spaces to enhance inclusivity.

 **Time:**
9:00am-10:00am

 **Room:** 8

 **CEU:** 0.1

 **#:** 203


Esports and Recreation: The Future is NOW

■ Speakers: Casinious Moore

Description: There's no denying the esports boom. Every year, young gamers receive tens of millions in college scholarships for esports. Some competitive gaming streams have audiences larger than major professional sporting events. The trend isn't reversing. It's time to admit that video games aren't just a phase. They are the door to recreation's new frontier.

Learning Objectives

- Discuss the esports boom and what it means for programming participation.
- Discuss the implications of virtual programming and anticipated future opportunities.
- Discuss how to adapt the traditional programming infrastructure to incorporate virtual programming.

 **Time:**
9:00am-10:00am

 **Room:** 10

 **CEU:** 0.1

 **#:** 204

Will it be a Fit, Fad, or Flop?

■ **Speakers:** Bobbi Nance

Description: When it's time to add new programs to your offerings each season, how confident are you that they'll be successful? Instead of waiting to see what sticks, pick up a set of exercises and techniques you can use to brainstorm, test, and evaluate new program ideas before you even start writing that brochure description. Take a more thoughtful approach to expanding your offerings - all with the goal of increasing your new programs' potential for success.

Learning Objectives

- List new angles to shape your brainstorming for new program ideas that have a higher chance of success.
- Examine past successes and envision new program and recreation service ideas that build off of them.
- Test new ideas before offering them as a full recreation program.

 **Time:**
9:00am-10:00am

 **Room:** 4

 **CEU:** 0.1

 **#:** 205

How to Generate a Simple and Effective Request for Proposals (RFP) for Design & Engineering Services

■ **Speakers:** Michael Kidd

Description: This presentation will explore the fundamental parts of an RFP to demystify the process and eliminate the guesswork. It will give Administrators the tools you need to prepare effective RFPs with minimal fuss.


Learning Objectives

- Identify the basic parts of an RFP.
- Be able to draft concise language that avoids confusion and minimizes questions.
- Avoid pitfalls that will lead to a re-bid.

 **Time:**
9:00am-10:00am

 **Room:** 9

 **CEU:** 0.1

 **#:** 206

Proactive Project Management - Facilities Planning

■ **Speakers:** Wes Berry

Description: At last year's conference, I presented on Proactive Project Management related to Capital Project Management. This year, I will apply the same logic to Facilities Planning, looking at how to assess facilities, identify and prioritize projects, and package the information to present for funding and other considerations.

Learning Objectives

- Look at the Process of Facilities Planning. Identifying, Prioritizing, and Planning for future MRR or Large Cap projects.
- Look at ways to gather and present Facilities Planning information to shareholders and others to achieve funding and buy-in.
- Discuss other best practices and ways to proactively manage facilities and portfolios to understand current conditions, prioritize needs, and plan for future upkeep and improvements.

● **Time:**
9:00am-10:00am

● **Room:** 7

● **CEU:** 0.1

● **#:** 207

GRPA 101

■ **Speakers:** Kim Watt

Description: This session is for all new GRPA members and first-time conference attendees. An orientation of the origin, purpose, composition and mission of the Georgia Recreation and Park Association will be covered. Created in 1945, GRPA has a rich tradition and remains one of the top professional associations for parks and recreation employees in the nation. First-time conference attendees will also get the scoop on how to maximize their conference experience.

Learning Objectives

- Attendees will learn about GRPA and what it has to offer to its members.
- Attendees will learn of the different ways to get involved with GRPA.
- Attendees will learn how to maximize their conference experience.

● **Time:**
10:15am-12:00pm

● **Room:** Ballroom A

● **CEU:** —

● **#:** —

Business Meeting

■ **Speakers:** TBA

● **Time:**
12:00pm-4:00pm

● **Room:** Exhibit Hall

● **CEU:** —

● **#:** —

Exhibit Hall

■ **Speakers:** TBA

● **Time:**
4:15pm-5:15pm

● **Room:** 7

● **CEU:** 0.1

● **#:** 208


The Price Is Right: Parks & Rec Edition

■ **Speakers:** Eddie Wade

Description: Come on down! You're the next contestant in our interactive, game-show inspired session on pricing parks and recreation projects. Test your skills in estimating project costs and see who can get the closest without going over. We'll also break down the key components you should budget for and explore funding opportunities. If you're ready to find out whether the price is right for your next project, don't miss out. Not only will you walk away with sharper budgeting skills, but you may even win a prize!

Learning Objectives

- Gain an understanding of how professional services, including engineering and construction, estimate project costs and how to incorporate them into planning.
- Identify key risks from a contractor's perspective and how to mitigate them in order to improve the price.
- Examine various procurement methods and how they can help save money.

 **Time:**
4:15pm-5:15pm

 **Room:** 4

 **CEU:** 0.1

 **#:** 209


The Golden Itinerary: Turning Senior Travel into Can't-Miss Adventures

■ **Speakers:** Lauren McMurry

Description: How to get a Senior Travel Group up and running. We will cover topics including the logistics of traveling with seniors, financial hurdles, appealing to Active Adults, etc.

Learning Objectives

- Participants will identify key strategies for curating engaging and accessible day and overnight trips that cater to the interests, abilities, and travel trends of today's older adults.
- Participants will learn how to streamline trip planning logistics including transportation, reservations, budgeting, and communication to create a stress-free experience for both staff and participants.
- Participants will leave with at least three innovative trip ideas and promotional tactics they can immediately implement to increase program participation and excitement.

 **Time:**
4:15pm-5:15pm

 **Room:** 8

 **CEU:** 0.1

 **#:** 210

Glow Big or Glow Home


■ **Speakers:** Tara Vroamn

Description: Glow Big or Glow Home: How to Make Your Events Glow is a vibrant presentation showcasing successful glow-themed programs like Glow in the Dark Pickleball and Mission Impossible Week. It includes a practical Glow Toolkit with lighting setup tips and vendor resources to help recreate high-impact, glow-in-the-dark events.

Learning Objectives

- Explain the appeal and benefits of glow-in-the-dark programming for various age groups and community engagement.
- Recognize the components that contribute to successful glow-themed events through real-life examples.

- Observe and evaluate a live or visual demonstration of glow materials and setup techniques to enhance event planning confidence.

 **Time:**
4:15pm-5:15pm

 **Room:** 10

 **CEU:** 0.1

 **#:** 211


Great Customer Service is not Enough

■ **Speakers:** Bobbi Nance

Description: With customized, on-demand, Instagrammable services are quickly becoming the norm, how are park and recreation organizations supposed to compete? Learn why great customer service is important, but the real key is caring for the entire customer experience. Step into your customers' shoes and see how small tweaks to reshape your programs, facilities, and services throughout the entire customer journey will have a big pay-off in terms of customer satisfaction and loyalty.


Learning Objectives

- Describe the subtle differences between customer service and customer experience, and the additional benefits of aiming for a great experience.
- Identify common pain points that exist for customers, even when providing great customer service.
- Integrate opportunities to take your services to the next level without breaking the bank.

 **Time:**
4:15pm-5:15pm

 **Room:** 9

 **CEU:** 0.1

 **#:** 212


How to Get the Most Out Of Your Booster Organizations

■ **Speakers:** Aly Wade

Description: Clarify mission and goals, Set consistent by-laws, Communicate like a Pro, Strategic fundraising is a must, Maximize volunteer involvement, Share program impacts, Build partnerships

Learning Objectives

- Learn to operate together to get the most benefit to your programs and participants.
- Learn how to be consistent with bylaws and protocols to match goals for fundraising and programs.
- Learn how to build partnerships and share program impacts.

 **Time:**
4:15pm-5:15pm

 **Room:** 5

 **CEU:** 0.1

 **#:** 213

You Are Enough: Change Your Mindset, Change Your Career

■ **Speakers:** Thomas White

Description: You are enough to get that promotion. You are enough to close that deal. You are enough to break their expectations. You are enough to succeed. Everything we need to get to the next level is already at our disposal. Unfortunately, we consistently stand in our own way. If we can change our mindset and embrace the idea that we are enough, nothing can stop us.

Learning Objectives

- Discuss the problems that come from a negative mindset.
- Discuss how to shift to the "Never Stop" mindset.
- Discuss how your "Never Stop" mindset can change your work life, your workplace, and your career.

Wednesday, November 5

● Time: 7:00am

● Room: Outside-TBD

● CEU: —

● #: 301

5k Run Brief Session/Run- MUST Pre-Register on Website

■ Speakers: TBA

● Time:
8:00am-9:00am

● Room: 11

● CEU: —

● #: 302

Athletic/Aquatic Network 101 Meeting

■ Speakers: TBA

● Time:
8:00am-9:00am

● Room: 5

● CEU: —

● #: 303

Park Maintenance/Operations Network 101 Meeting

■ Speakers: TBA

● Time:
8:00am-10:00am-
Double Session

● Room: 10

● CEU: 0.1

● #: 304

CVIOG- Ethics


■ Speakers: Dr. Teaa Allston-Bing

Badges: CVIOG

Description: This course focuses on modeling ethical behavior and making ethical decisions in the workplace. It also addresses the way we use our power and influence and includes guidelines and principles for using power and influence in an ethical and effective manner.


Learning Objectives

- Demonstrate the ability to model ethical behavior and apply ethical decision-making frameworks in workplace scenarios.
- Analyze the use of power and influence in professional settings and apply principles for using them ethically and effectively.

 **Time:**
9:00am-10:00am

 **Room:** 8

 **CEU:** 0.1

 **#:** 305

Administrative and Athletic Efficiency: Understanding Current Trends In the Sporting Goods Industry as They Relate to Procurement, Uniforms, Equipment and Supplies

■ **Speakers:** Colton Green

Description: Join us as we share the traditional use and intention of state contract purchasing and share revealing information from a manufacturer's and vendor's side of the process of caring for parks and recreation customers. Learn how to identify inefficiencies in your own purchasing and bid processes and where you can both save money and provide better products and/or improve your community's experience through uniform and equipment acquisition. Topics such as cost, margin, sell and common vendor tactics will be discussed. Walk away feeling better informed about your purchasing and more confident in knowing that you paid a fair price for what you received.


Learning Objectives

- How to take part in and maximize efficiency from state contract purchasing.
- Gain the necessary mental framework to know when you're not being offered apples and apples with uniforms or equipment. Understanding basic topics of cost, margin, sell price and how time impacts all aspects of the buying process.
- Learn how to identify the difference between a relationship and a transaction with vendors you work with and when BOTH are right for your agency and the situation.

 **Time:**
9:00am-10:00am

 **Room:** 5

 **CEU:** 0.1

 **#:** 306


New Trends in Athletic Facility Technology and Lighting

■ **Speakers:** Rob Staples

Description: High-quality LED sports lighting can revolutionize the player and fan experience for venues of all sports and sizes. But not all LED is created equal. Join experts from Musco, the world leader in sports lighting, as they discuss top trends in lighting and advancements in technology. Viewers will walk away with the latest tips for optimizing safety, visibility and fan experience with LED sports lighting; guidance on common misconceptions and project pitfalls; and forecasts for what's next in the industry.

Learning Objectives

- Attendees will come away with a better understanding of LED and Sports Lighting, what to look for as they explore possible facility upgrades, best practices for creating safe play.
- This section will help the members take their facilities to the next level with newest solutions for creating their game day experience.
- Laying out new principles and practices to meet your environmental, safety and overall sustainability goals.

 **Time:**
9:00am-10:00am

 **Room:** 9

 **CEU:** 0.1

 **#:** 307

Being a Good Quarterback: Relational Leadership

■ **Speakers:** Michele Coursey

Description: Successful events aren't just about logistics they're about people. In this session, you will discover how cultivating strong, authentic relationships with your team and stakeholders and the community is the secret to pulling off events that leave a lasting impact. From team-building to crafting engaging marketing strategies, you will discover essentials for creating events that truly connect.

Learning Objectives

- How to build your team through relational leadership.
- How to create mutually beneficial opportunities for involvement.
- Strategies for effective marketing and communication.

 **Time:**
9:00am-10:00am

 **Room:** 4

 **CEU:** 0.1

 **#:** 308

From Wild Quail to Driftwood Ghosts: Legends, Laughter & Lore in Georgia Parks and Communities

■ **Speakers:** Tim Petrea

Description: This session highlights the art and impact of storytelling in parks and recreation. Using personal anecdotes, regional folklore, and interactive exercises, participants will learn how to incorporate storytelling into their programming to connect with communities, enrich programs, and preserve local history.

Learning Objectives

- Identify the role of storytelling in fostering emotional and cultural connections within community recreation programs.
- Develop original and place-based storytelling components for use in camp settings, nature walks, and interpretive experiences.
- Apply storytelling techniques to enhance program engagement and increase retention of environmental, historical, and cultural information.

 **Time:**
9:00am-10:00am

 **Room:** 7

 **CEU:** 0.1

 **#:** 309

Challenging Conversations Don't Have to Weigh you Down: Elevating Team Success through Effective Communication


■ **Speakers:** Lori Hoffner


Description: In every workplace, challenging conversations are inevitable. However, the way you approach and navigate these discussions can significantly impact not only your personal success but also the overall effectiveness of your team. Positive communication is a cornerstone of staff motivation and retention, both

of which are essential to delivering exceptional service and programs. In this session, we'll explore five powerful communication strategies that are essential for resolving workplace conflicts with confidence and skill. By mastering these techniques, you'll be better equipped to foster a collaborative environment where challenges are addressed constructively, and your team is empowered to thrive. Join us to transform difficult conversations into opportunities for growth and success.

Learning Objectives

- Define the impact that both written and verbal communication can have in a challenging conversation.
- Outline the effects that high emotional intelligence can have when facilitating positive communication and how our awareness and our reactions can move everyone toward success.
- Recognize the importance of effective communication can have on the overall safety of an organization which can facilitate higher motivation and retention.

 **Time:**
10:00am-12:00pm

 **Room:** Jekyll Golf
Club on Wylly Road

 **CEU:** 0.2

 **#:** 310

Off-Site- Shop Talk with the Golf Course Superintendent- Must Pre-Register on Website

■ **Speakers:** Andy Brown

Badges: Off-Site

Description: Meet at Golf Club on Captain Wylly Rd with Golf Course Superintendent. Will discuss Golf Course Renovations, different types of Grass, Agronomic practices for grass and maintenance. will also have time for Q. and A. session at the end.

Learning Objectives

- Discussion on why golf course renovations are needed.
- Discuss agronomic practices for different grasses used on the courses.
- Discussion on equipment use and maintenance of golf courses.

Time:
 10:15am-11:15am/1:00pm-2:00pm-
Double Session

 **Room:** 10

 **CEU:** 0.2

 **#:** 311

CVIOG- Customer Service


■ **Speakers:** Dr. Teaa Allston-Bing

Badges: CVIOG


Description: In this course, participants will learn that providing high-quality service to external customers begins with effective internal processes. They will learn how to examine the needs of internal customers within their places of work in order to achieve better working relationships and more efficient processes, all of which will enhance the services provided to their external customers. In addition, techniques for handling difficult customers will be addressed.


Learning Objectives

- Analyze internal customer needs and workplace processes to improve internal collaboration and enhance external customer service.
- Apply effective techniques for managing challenging customer interactions while maintaining professionalism and service quality.
- Demonstrate knowledge of the fundamentals of best practices techniques and philosophies from the public and private sector leaders.

 **Time:**
10:15am-11:15am

 **Room:** 4

 **CEU:** 0.1

 **#:** 312


Construction Contract Administration 101

■ **Speakers:** Erica Madsen

Description: Attendees will get an introductory lesson on project delivery methods (traditional and non-traditional), the three major elements of project management (Scope, Schedule, Budget) and a lesson on legal vocabulary of construction contracts.

Learning Objectives

- Learn the differences between Design-Bid-Build, Design-Build and Construction Management at Risk.
- Learn the contractual legal terms that are used to manage project scope, schedule and budgets.
- Learn the differences between procurement methods such as Invitation to Bid, Request for Proposals and Request for Qualifications.

 **Time:**
10:15am-11:15am

 **Room:** 8

 **CEU:** 0.1

 **#:** 313


Small Cities, Big Wins: Launching a Sport Tourism Movement

■ **Speakers:** Alex Sullins

Description: This presentation, Small Cities, Big Wins: Launching a Sport Tourism Movement, will focus on how communities with populations under 40,000 can successfully develop and sustain a sport tourism program. Participants will learn why sport tourism is one of the fastest-growing sectors in the tourism industry and how even smaller cities can leverage local resources, unique culture, and community pride to attract athletic events and visitors. The session will outline the foundational steps needed to launch a program, including asset mapping, building partnerships with local sports organizations, and creating a strong marketing plan that highlights the city's charm and facilities. Special attention will be given to understanding the economic and social benefits that sport tourism can bring, such as increased revenue for local businesses, heightened community engagement, and improved city branding.

Learning Objectives

- Identify the key components necessary to establish a successful sport tourism program tailored to small-city environments.
- Evaluate the economic and social benefits of sport tourism for communities with populations under 40,000.
- Develop a basic action plan for launching and marketing a sport tourism program in a small city setting.

 **Time:**
10:15am-11:15am

 **Room:** 9

 **CEU:** 0.1

 **#:** 314


Partnerships: The Good, the Bad, and the Ugly

■ **Speakers:** Michael Kirschman

Description: It is impossible for P&R; to be everything, for everybody, all the time, everywhere - yet that is frequently the expectation. It is only natural then that we form partnerships. But from the first thought of "hey, let's partner" to the eventual signed agreement, success is far from guaranteed. We will explore WHEN and WHY to partner, common pitfalls and challenges, and dive into dozens of examples ranging from "one and done" programs to multi-million dollar capital facilities. Come prepared to share your (successful or tragic) partnership story!

Learning Objectives

- Participants will recognize the benefits of "when" to pursue partnerships.
- Participants will identify the pitfalls and challenges of partnerships.
- Participants will assess the success or failure of dozens of real-world P&R; partnerships.

 **Time:**
10:15am-11:15am

 **Room:** 5

 **CEU:** 0.1

 **#:** 315


Creating Content for Parks & Recreation and Building Your Local Online Community

■ **Speakers:** Craig LeBlanc

Description: Creating your video content, Library Distributing on Social Media Platforms, Building your Local online community

Learning Objectives

- Learn the tools and subscriptions needed to create your local online community.
- Learn to distribute and manage your local online community.
- Learn to work with members in your community to build online engagement and raise awareness of your in person events.

 **Time:**
10:15am-11:15am

 **Room:** 7

 **CEU:** 0.1

 **#:** 316

The WHY of Work; Aligning Passion and Strengths to Get the Job Done


■ **Speakers:** Lori Hoffner

Description: Staff usually understand what they do for work, but can everyone articulate WHY their work matters? Amid ongoing social and workplace challenges, it's important to reconnect with the purpose behind the work and rediscover the enthusiasm that comes with a job well done. This session will help individuals identify their personal strengths both external and internal and apply them in ways that make

their work more meaningful. We will outline key steps for retention and sustainability using four essential leadership practices that empower staff to define their WHY, fostering greater buy-in, motivation, and loyalty at all levels of the organization.

Learning Objectives

- Identify personal and professional strengths that are applied to the everyday work and help define the WHY of the work.
- Apply the four basic leadership practices to engage and motivate staff by engaging their passion and purpose for the work.
- Outline intentional steps to create an organizational climate that embraces the need for meaningful work and staff retention.

 **Time:**
1:00pm-2:00pm

 **Room:** 8

 **CEU:** 0.1

 **#:** 317


Capturing the New Generation: Recruiting and Growing a New Generation of Maintenance Professionals

■ **Speakers:** Bryan Dixon

Description: The world is evolving rapidly, bringing both opportunities and challenges for engaging younger generations in activities that promote physical health, social interaction, and community involvement. Parks and recreation departments hold a unique position to influence and inspire, serving as the connective tissue that binds communities together. Yet, capturing the attention of today's tech-savvy, socially conscious youth require reimagining not just the services we provide but also how we present, recruit, and inspire. Thoughtful maintenance, intentional recruitment, and personal development can transform not only the spaces we manage but also the people who make it all happen.

Learning Objectives

- Learn how to overcome the maintenance stereotype.
- Learn how to appeal to a generation that increasingly relies on devices for stimulus and guidance.
- Learn how to engage new professionals in ways that create a lasting passion for service and parks.

 **Time:**
1:00pm-2:00pm

 **Room:** 4

 **CEU:** 0.1

 **#:** 318

So, You Want to Build a Shooting Range?


■ **Speakers:** Chelsea Bennett

Description: The who, what, where, when and how you can build an archery range or shooting range on your properties.

Learning Objectives

- Explain what the Georgia Department of Natural Resources Hunter Development Program does and how we can cooperatively work with municipalities.

- Teach municipalities how they can work with the Department of Natural Resources to get an archery/shooting range on their property.
- Teach how our grant funding works and how it can benefit them through the process of getting an archery/shooting range.

 **Time:**
1:00pm-2:00pm

 **Room:** 7

 **CEU:** 0.1

 **#:** 319


Purpose Based Recognition; Recognizing, Rewarding and Retaining Staff

■ **Speakers:** Lori Hoffner

Description: Did you know that turnover costs the U.S. economy a staggering \$5 trillion? How does this impact your organizations bottom line? In this session, you'll learn how a Purpose-Based Recognition program can significantly reduce turnover, foster employee buy-in, and create an inclusive environment that celebrates the diversity of personalities and perspectives. Lori will guide you in identifying leadership goals and responsibilities within a recognition program designed to retain your most valuable asset: your employees. Embrace the unique strengths of your team to cultivate support, enthusiasm, and a lasting commitment to your organization.

Learning Objectives

- Identify the needs of employees that help motivate them to be a strong asset for your organization.
- Differentiate between what motivates the extravert employee, the introvert employee and everyone in between.
- List unique recognition styles that can be utilized by every department.

 **Time:**
1:00pm-2:00pm

 **Room:** 5

 **CEU:** 0.1

 **#:** 320


Need a Parks & Recreation Master Plan? - That May Not Mean What You Think It Means

■ **Speakers:** Cyndee Bonacci

Description: Agencies are told they need a Parks & Recreation Master Plan for a variety of reasons. This session will help define what a comprehensive master plan is and what it isn't so agencies can be successful in completing this initiative.

Learning Objectives

- Why does your agency need a comprehensive parks and recreation master plan.
- What should be included in a comprehensive parks and recreation master plan.
- How to prepare for a comprehensive parks and recreation master plan.

 **Time:**
1:00pm-2:00pm

 **Room:** 9

 **CEU:** 0.1

 **#:** 321


The Power of Stories

■ **Speakers:** Michael Kirschman

Description: "If you want someone to remember your message - in a presentation, an article, or report - tell them a story." Rachel Gillett, Fast Company. Stories open windows to new ways of thinking, help your content connect to an audience, and most importantly - reveal meaning. It is through these meanings and connections that a presentation truly becomes memorable. If you present to elected officials, staff, the public, or even to friends, and want to become more effective, this session will illustrate and provide you with a powerful technique for ensuring your presentations are unforgettable.

Learning Objectives

- Participants will recognize the impact of Universal Concepts.
- Participants will identify key factors that help a story become memorable.
- Participants will recognize, via real life examples, research, and video, how remarkable stories connect emotionally.

 **Time:**
2:00pm-4:00pm

 **Room:** 100 Great
Dunes Lane

 **CEU:** 0.2

 **#:** 322

Off-Site- Bike Tour of Jekyll- Must Pre-Register AND Pay on Website


■ **Speakers:** Jennifer Hobbick

Badges: Off-Site

Description: Take bike tour of Jekyll Island to include Historic District and other areas of interest.


Learning Objectives

- Quick guide to bike safety, including a helmet check.
- Focus on how connectivity to local businesses and points of interest effect bike trails and their development.
- Understand that bikes are good ways to exercise but can also be utilized for transportation on trails and roadways as well.

 **Time:**
2:15pm-4:30pm-
Double Session

 **Room:** 10

 **CEU:** 0.1

 **#:** 323

CVIOG- Conflict Management

■ **Speakers:** Dr. Teaa Allston-Bing

Badges: CVIOG

Description: This course will explore conflict in the workplace from beginning to end. Participants will learn to identify sources of conflict as well as the personal styles of conflicting parties. This class also includes

strategies and techniques for successfully resolving conflict.

Learning Objectives

- Identify common sources of workplace conflict and recognize the conflict styles of individuals involved.
- Apply effective strategies and techniques to manage and resolve workplace conflicts constructively.

● **Time:**
2:15pm-3:15pm

● **Room:** 8

● **CEU:** 0.1

● **#:** 324

Achieving with Less: Increasing Maintenance Retention Through Innovative Practices

■ **Speakers:** Bryan Dixon

Description: For those of us managing parks and recreational spaces, being short-staffed is more than just a logistical hurdle; it's a constant challenge that affects the quality of our facilities and the morale of our teams. In my years of experience, our team has faced tight budgets, limited staffing, and the overwhelming task of keeping up with high-maintenance landscapes. However, rather than resign ourselves to the difficulties, we embraced innovative solutions that have fundamentally changed how we approach maintenance operations.

Learning Objectives

- Participants will discuss barriers to hiring staff.
- Participants will review the impact being short-staffed has on day-to-day operations.
- Participants will learn how innovation and flexibility can overcome staffing challenges.

● **Time:**
2:15pm-3:15pm

● **Room:** 5

● **CEU:** 0.1

● **#:** 325

Stay in a Child's Place

■ **Speakers:** Remy Epps

Description: They told them to stay in a child's place so they did. And then they changed the city. Discover how Decatur's teens led a bold, youth-driven movement that made their city the third in the nation to earn UNICEF's prestigious Child Friendly City designation.

Learning Objectives

- Describe the core components of the UNICEF Child Friendly Cities Initiative and how it was applied in Decatur, Georgia.
- Identify effective methods for centering youth voice and leadership in local government decision-making and civic planning.
- Give examples of youth-led policy changes and community outcomes that resulted from Decatur's Teen Leadership Team and local action plan.

● Time:
2:15pm-3:15pm

● Room: 4

● CEU: 0.1

● #: 326

Wilderness Within Reach: Outdoor Leadership Through Legacy and Land, Empowering the Next Generation of Recreation Professionals Through Natures Wisdom and Historic Voices

■ Speakers: Tim Petrea

Description: This session explores the personal and professional power of outdoor recreation through the philosophical and practical lenses of historical naturalists and landscape architects. Participants will gain inspiration and tools to develop meaningful nature-based programs for their communities.

Learning Objectives

- Describe how historical naturalists and designers like Muir, Bartram, and Olmsted influence modern outdoor recreation.
- Apply philosophical and inclusive frameworks to develop impactful nature-based programs for diverse communities.
- Identify practical resources and design strategies to deepen engagement with the outdoors and inspire environmental leadership.

● Time:
2:15pm-3:15pm

● Room: 7

● CEU: 0.1

● #: 327

Placer.ai - Understanding Park Usage

■ Speakers: William Houck

Description: Placer.ai is a location analytics platform that allows Parks & Rec professionals to understand how many people are utilizing their parks, where they come from, demographics of visitors, and more.

Learning Objectives

- Learn how to make data-driven decisions.
- Understand how to track parks or special event participation using location technology.
- Understand how to make changes within their park system using location technology.

● Time:
2:15pm-3:15pm

● Room: 9

● CEU: 0.1

● #: 328

Lessons Learned While Wearing My Capital Projects Hard Hat


■ Speakers: Kim Whatley and Michael Bennamon

Description: Join us for an insightful session where we delve into the real-world experiences of navigating projects through the lens of a hard hat. This metaphorical journey takes you beyond the construction site and into the realm of project management, where challenges are the tools that shape success. In this session we share our professional journey, drawing parallels between the essential protective gear of a hard hat and the critical strategies required to safeguard and propel a project forward. The hard hat

becomes a symbol of resilience, adaptability, and the commitment required to weather unexpected storms in the project landscape.

Learning Objectives

- Discover the importance of creating safety nets in project planning and how the principles of risk mitigation can be symbolized by the protective features of a hard hat, ensuring the safety and success of your projects.
- Explore how wearing a hard hat translates to building a resilient mindset when confronted with unexpected obstacles, setbacks, and unforeseen circumstances in project management.
- Learn how the lessons from wearing a hard hat extend to developing adaptive strategies, fostering a culture of flexibility, and embracing change as an integral part of project evolution.

 **Time:**
3:30pm-4:30pm

 **Room:** 4

 **CEU:** 0.1

 **#:** 329


Expecting the Unexpected

■ **Speakers:** Hunter Pooser

Description: This presentation addresses the unexpected challenges in recreation programming by focusing on hidden risks such as sudden disruptors, technological failures, and environmental changes. Sudden disruptors may include human-driven issues like surges in participation that strain resources, conflicts among participants or staff, or vandalism that damages facilities. Technological failures, such as registration system crashes or equipment malfunctions, can disrupt operations. Environmental changes, including extreme weather events like flash floods or severe storms, as well as hazards such as poor air quality or dangerous wildlife, pose significant threats to programming.

Learning Objectives

- Attendees will learn how to identify hidden risks in recreation programming, including human-driven, technological, and environmental factors that may disrupt programming operations.
- Participants will learn strategies to implement proactive risk management that helps identify and address potential challenges before they impact programming.
- Participants will gain an understanding of the importance of creating adaptable programming that can respond effectively to unexpected challenges and maintain community engagement.

 **Time:**
3:30pm-4:30pm

 **Room:** 7

 **CEU:** 0.1

 **#:** 330

The Joys of Parent and Coach Complaints


■ **Speakers:** Kevin Patterson

Description: They never start complaining. Ever. It's a part of the job we all accept. Whether it's the coach complaining about the parent or the parent complaining about the coach, they have to be addressed with a delicate touch.

Learning Objectives

- Discuss common complaints that we receive from coaches and parents about each other.

- Discuss how to proactively solve complaints before they arise.
- Discuss how to redirect tension and solve the inevitable issues that even your best efforts can't prevent.

 **Time:**
3:30pm-4:30pm

 **Room:** 5

 **CEU:** 0.1

 **#:** 331


Accessibility Action Plan: Fostering Inclusivity for Autistic and Sensory-Sensitive Individuals in Parks and Recreation

■ **Speakers:** Meredith Tekin

Description: What can you do to cultivate an atmosphere of inclusivity? Discover how to better understand autistic and sensory-sensitive individuals to ensure your programs and spaces are welcoming and accessible. This session will explore data, needs, and strategies to understand how to make a lasting impact. One in six individuals has a sensory need or disorder, and one in 31 children are diagnosed with autism, with millions of adults undiagnosed. Cultivating an accessible and inclusive environment is essential to ensuring your parks and recreation spaces are places where every visitor feels welcome.

Learning Objectives

- Participants will be able to identify what autism and sensory needs are and their prevalence.
- Participants will recognize the importance of enhancing inclusivity and accessibility, as well as the impact these practices will have on every person who visits their parks and recreation spaces.
- Participants will be able to understand how they can implement these inclusive practices and apply the framework to their own organizations.

 **Time:** 3:30-4:30pm

 **Room:** 9

 **CEU:** 0.1

 **#:** 332


The Boon and the Curse of Executive Leadership


■ **Speakers:** Thomas White and Tim Petrea


Description: Many want to lead, but few understand what it takes to be a leader. Leadership is both the greatest joy and the greatest pain a professional can experience in their career. How you prepare, react, and pivot determines the path both your career and your agency follows.


Learning Objectives

- Discuss the definition of an executive leader compared to a manager or supervisor.
- Discuss the negative and positive aspects of executive leadership.
- Discuss how to minimize the negative and maximize the positive.

 **Time:**
3:30pm-4:30pm

 **Room:** 8

 **CEU:** 0.1

 **#:** 333


Color Me Understood: Unlocking Temperaments to Transform Team Communication


■ Speakers: Kirk Franz

Description: Have you ever said one thing, only to have someone hear something completely different? Based on the book *I Said This, You Heard That*, this interactive session will guide participants through a simple temperament assessment to uncover their dominant communication style. Attendees will explore the strengths and struggles of each of the four temperaments, then break into groups to reflect on what they wish others knew about how they think, work, and communicate. Whether you lead a team or work within one, you'll leave with powerful tools to improve collaboration, reduce misunderstandings, and strengthen your relationships at work and beyond.


Learning Objectives

- Take and interpret a simple temperament assessment to understand their primary communication style and how it influences workplace interactions.
- Learn the core traits, communication habits, and potential pitfalls of each temperament to build empathy and awareness in team dynamics.
- Engage in group discussion and reflection to discover practical ways to communicate more effectively with different temperaments including what each type wishes others knew about working with them.

 **Time:**
6:30pm-9:00pm

 **Room:** Ballroom
A/C


 **CEU:** —

 **#:** —

Awards Installation Banquet

■ Speakers: TBA

Thursday, November 6

 **Time:**
8:00am-9:00am


 **Room:** 11

 **CEU:** —

 **#:** 401

Administration/Leadership Network Meeting

■ Speakers: TBA

 **Time:**
9:00am-10:00am

 **Room:** 8

 **CEU:** 0.1

 **#:** 402

Using a Consultant- Why, When, and How to Choose an Effective Consultant for Your Project

■ Speakers: Mark Patterson

Description: Consultants are a necessary component in parks and recreation departments. Utilizing skills most agencies do not possess in-house the consulting team can refine your idea and make it a reality. However, for every successful project there is a project that went off the rails because of a consultant. How do you arrive at success without meeting failure can be daunting. Understanding how to effectively recruit the talent you need and determine who best fits your vision is paramount to the success of the overall project. This session will provide the tools to seek the best team for your individual project. Beginning with the RFP, to wrapping up selection interviews, attendees will improve how they work with consultants moving forward.

Learning Objectives

- How to define your needs and encapsulate your departmental vision to determine which consultants meet or do not meet them.
- Identify when you need a consultant versus keeping the project in-house.
- Evaluating proposal submissions, what is not being said by the consultant.

 **Time:**
9:00am-10:00am

 **Room:** 10

 **CEU:** 0.1

 **#:** 403

Inclusion of All Sizes: Inclusive Design Strategies for Every Budget

■ Speakers: Jill Moore

Description: As inclusive playgrounds continue to grow more popular, communities face the challenge of wanting to create meaningful inclusive design in smaller spaces with often limited budgets. Inclusion of All Sizes explores strategies to create a more inclusive park system as a whole, starting with defining inclusion in our community and the best way to dedicate our efforts to figure out whos coming to play. Once we establish the needs and abilities of our local community, we can then leverage that knowledge and select play components that are going to provide maximum impact, as well as sensory, social, cognitive and physical play. Lastly well explore case studies and resources to ensure that everyone has a place to play within our park systems!

Learning Objectives

- Articulate a system for obtaining the ability demographic of your own local community utilizing local resources, geographical information, and key individuals to connect with.
- Articulate how to utilize demographic information to select play equipment with the most impact to support physical, sensory, cognitive, and social.
- Review case studies and resources to apply best practices in selecting equipment to fit both space and budget, as well as best practices to create an inclusive park system.

 **Time:**
9:00am-10:00am

 **Room:** 7

 **CEU:** 0.1

 **#:** 404

Alone in the Dark: Working with Mental Health Struggles

■ **Speakers:** Thomas White

Description: In Fall 2023, at the height of my career, I suffered intense mental and emotional distress. I stopped eating. Stopped sleeping. Stopped talking. I lost 30 pounds in less than 30 days. I thought I was alone... until a coworker intervened. My work family surrounded and supported me. They helped me climb out of the darkness. The lessons I learned along the way changed how I view life, work, mental health, and my role in it all. I discovered how I can create an environment that supports and uplifts those who may be struggling in silence.


Learning Objectives

- Discuss common mental health struggles faced by many in the modern workforce.
- Discuss negative stimuli that may contribute to poor mental health in the workplace.
- Discuss ways to create a workplace culture that is open, honest, and considerate of mental health struggles.

 **Time:**
9:00am-10:00am

 **Room:** 9

 **CEU:** 0.1

 **#:** 405

Breakfast Club: Building Camaraderie Through Coffee

■ **Speakers:** Michelle Dunn

Badges: Double Session

Description: Coffee is a double-edged sword. It can bind people together or make them hate their caffeine-stimulated coworker (Thomas, we're looking at you). But the right leader in the right environment can harness that sword into a weapon that forges bonds instead of breaking them. It turns out that Breakfast Club isn't just a movie. It's the best way to start your day.

Learning Objectives

- Learn about the benefits of morning meetings that are about more than just your work day.
- Learn how to subtly control the direction of conversation during your Breakfast Clubs.
- Learn how to conclude meetings with directives for the day that build on the positivity generated during Breakfast Club.

● Time:
10:15am-11:15am

● Room: 9

● CEU: 0.1

● #: 406

Envisioning the Grand Vision: How to Take Your Department to the Next Level with Grand Events and Programming

■ Speakers: Michelle Dunn

Description: To achieve grandeur, you have to dream grandly. Our residents deserve nothing less than the best. Take your team to the next level with a vision of grand events and even grander programming.

Learning Objectives

- Participants will redefine their understanding of the word "grand."
- Participants will discuss ways to provide quality events and programming with limited resources.
- Participants will discuss how to capitalize on existing opportunities for development and generate new ones.

● Time:
10:15am-11:15am

● Room: 10

● CEU: 0.1

● #: 407

Everybody Plays: A Best Practice Guide to Multigenerational Design

■ Speakers: Jill Moore

Description: As our population continues to age, communities must continue to stay livable and usable to all because the reality is we're designing these communities for our future selves. According to the World Health Organization, by 2050 2 billion people will be over the age of 60. This takes a look at the evolution of our aging population and age-integration trends, and will address creating play spaces that support all ages, from kids to caregivers, and how intentionally designed parks contribute to healthy lifestyles, keep older adults engaged and combat common ageist beliefs.

Learning Objectives

- Identify the necessity of intergenerational spaces and their importance in all communities as our population ages.
- Identify the benefits of escaping ageist beliefs and promoting an active societal contribution using shared sites.
- Best practice design elements to support multi-generational park design with a focus on fitness experience, engaging with nature, playable art, functional facilities, and the play space itself.

● Time:
10:15am-11:15am

● Room: 8

● CEU: —

● #: 308

What's Mine is Ours: Atlanta Community School Parks

■ Speakers: Ruth Pimentel

Description: Can you unlock more shared public space in your town? School properties may be future parks hiding in plain sight! In Atlanta, school kids serve as park designers, then attend the ribbon cuttings of their

own creations, opening needed greenspace for everyone in walking distance. Atlanta parks leadership, together with partners Atlanta Public Schools, Trust for Public Land, and KABOOM!, will tell the story of their joint-use agreement for playgrounds and athletic facilities across the city, and the participatory design process that brings it all to life. Find out how to create new public spaces from student designs and get your whole community involved and outdoors.

Learning Objectives

- Lead student-centered design processes to enhance neighborhood park spaces.
- Develop effective joint-use agreements by identifying partners, addressing legal considerations, and outlining operational roles.
- Navigate the challenges and successes of shared-use parks through real-world case studies from Atlanta.

● **Time:**
10:15am-11:15am

● **Room:** 7

● **CEU:** 0.1

● **#:** 409

Helping Your Hurting Staff

■ **Speakers:** Ingrid McKinley

Description: HHS is an introductory class that provides basic skills to become a competent and compassionate leader. Participants will learn practical leadership competencies that will aid them in communication, team cohesion, performance, and soft skills for work, play, and home.

Learning Objectives

- Learn to help others by understanding their dominant helping style.
- Learn to help others by incorporating four leadership competencies.
- Learn to help others through learning and practicing six counseling skills.