

Register Online
Today
VRPA.ORG



78th Annual Conference
on Recreation

The Heart of Every Community

**Early Bird Discount
Until Sept. 10, 2021**

**Wednesday & Thursday
October 13 & 14, 2021**

Lake Morey Resort, Fairlee, VT

30 Total Session Speakers from
Around the Country.

You do not want to miss these sessions!

Conference Includes

- 2 days of in person sessions
- 2.5 hours exclusive exhibit hall time
- Awards luncheon
- Keynote & endnote
- Social hour

Thank You!

To all our sponsors & advertisers for your
continued support!



Network • Learn • Empower

WELCOME TO OUR 78th Annual Conference

Dear Vermont Recreation & Parks Community,

Phew! What a wild ride we've endured this last year and some months. As many aspects of daily life in our world, country, state and communities have and continue to change, one thing remains the same, Parks and Recreation services, facilities and amenities make life better. There is no doubt, now more than ever, that Parks & Recreation services are indispensable.

Our VRPA conference committee spent a lot of time and deliberation coming up with the theme for our 78th conference. We wanted to honor, celebrate and emphasize how important YOU are to our community. It's difficult to put into words (without sounding too cheesy) the tremendous life line parks and recreation professionals and volunteers played in providing a sense of normalcy, safety, respite, and diversion during the COVID pandemic. All while navigating remote work, muted microphones, camera malfunctions, changing guidelines, evolving restrictions, limited resources... and that is just the "work" part of the "work-life" balance. In addition, you navigated remote learning, social distancing, mask wearing, and time spent away from friends and loved ones in a constant state of change.

The pandemic forced our world to become a little smaller, thus keeping us closer to home and participating more in what our local community has to offer. And boy did you deliver. Our field symbolizes both the literal and figurative functions of a heart. We are the heartbeat and we are necessary for community, family and individual health, wellness and happiness. We are essential. Therefore, the theme for our conference this year is "Parks & Recreation: The Heart of Every Community".

As we reflect on this we've realized that we have a lot to celebrate. What better way to honor our achievements, perseverance and hard work than in person at the Lake Morey Resort. Yup, you read that right, in person! On behalf of the conference committee, I would like to invite you to join us for the 78th Annual Vermont Conference on Recreation on Wednesday, October 13th & Thursday October, 14th IN PERSON at Lake Morey Resort.

We hope you will join us for a fantastic array of can't-miss educational sessions by speakers from around the country, our dynamic exhibit hall, unmatched Silent Auction, social hour, and fireworks. And of course, nothing beats the buzz and excitement that 100+ parks & recreation professionals bring to Fairlee, Vermont.

We recognize that although life feels the most "normal" it's been in a very long time, we're not out of the woods yet. Many departments, communities and families are still reeling from the economic and budgetary impacts from this last year. Due to this, our 2021 conference will provide an opportunity to view pre-recorded select sessions for educational and CEU opportunities for those who are unable to join us in person.

Please take a look through our brochure and consider joining us! We miss you and hope to see you soon.

If you'd like to participate in the planning process or help at the conference itself, the planning committee can always use more volunteers. Contact Adriane Martin, Conference Chair at AEMartin@Essex.org if you are interested.

Thank you for all of your continued support, involvement, and the amazing things you are doing for your communities!

VRPA Conference Committee, Adriane Martin, Chair

VRPA Executive Committee, Ally Vile, President

VRPA Executive Director, Jessica Brodie

Sponsors

Thank you to our Conference Sponsors!



Platinum
Keynotes | Social | Gifts



Gold
Meals & Rooms | Advertising



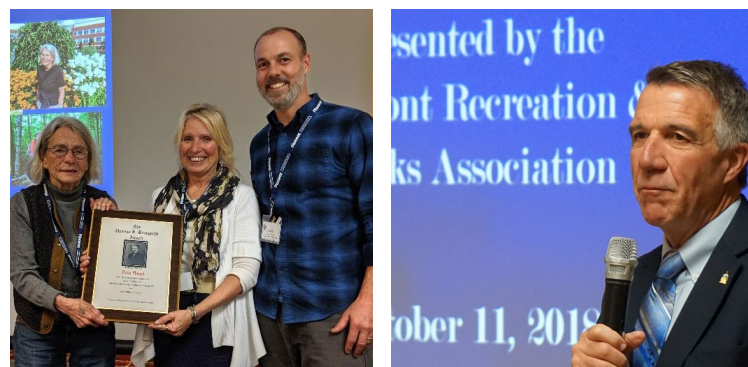
Silver
All Exhibitors Registered



*Sponsorship opportunities are still available and can be created to accommodate special interest areas or new ideas.

Hear it from them

What attendees had to say after attending past conferences



“After a busy summer, what a great way to network with colleagues from all over the state to learn about their programs.”

“Learning from each other in these unprecedented times serves as a guiding force in how we are to proceed with our new normal of providing recreational resources to Vermonters and beyond.”

“The educational value of these sessions resonates with professionals from multiple parks, recreational and leisure industries throughout the state.”

“This conference has a wide array of topics that could benefit any professional in the recreation industry.”

“This was my first year attending and I felt so welcomed to the community - I can't wait to start implementing what I've learned!”

“A great conference for all recreation professionals from entry-level interns to administrative assistants and directors.”

2021 Conference Schedule

WEDNESDAY, OCTOBER 13

8AM
WELCOME & REGISTRATION
 SILENT AUCTION Open! Check-In

9-10:10AM **BLOCK 1**
 -Growing Your Recreation Community through Bicycle Programming Partnerships (Mary Catherine Graziano)
 -Effective Employee Wellness Programs on a Shoe String Budget (Simon Bradbury)
 -The Benefits of Diversity in the Workplace (Dr. Samose Mays)
 -Trail Maintenance - Tips, Tools, & Tricks (Katherine Wrigley & Luke O'Brien)

9AM-12PM **USER GROUP**
MyRec User Group
 (Tracey Cooper & Carla Bear)

10:30-11:40AM **BLOCK 2**
 -Energizing Your Local Outdoor Recreation Economy (Drew Pollak-Bruce, Ayden Eickhoff & Liz Grades, SE Group)
 -How & Why to Become a Certified Park & Recreation Professional (CPRP) (Simon Bradbury)
 -Inclusive Playground Design (Mike Parody & Dyana Martin, Ultiplay)
 -Empowering Your Staff & Leading by Example (Dr. Samose Mays)

12-12:45PM
LUNCH

12:45-1:45PM
KEYNOTE
 "Catalyst for the Renaissance"
 (Ian Hill, "The Changing Point")

2-3:10PM **BLOCK 3**
 -How Do E-Bikes Fit Into Your Trail System? (Drew Pollak-Bruce, SE Group)
 -Adaptive Leadership During Change and Chaos (Mike Shellito) *Hybrid session
 -"Bubbles" in Action - High Energy Group Games (Jazmin Averbeck, Girl Scouts of Green & White Mtns.)
 -Building Walking & Bike Trails for Every BODY (Jeff Alexander, VT Adaptive)

3:30-4:40PM **BLOCK 4**
 -Disney Secrets to Customer Service & Quality (Mike Shellito) *Hybrid session
 -Parks Master Planning (Dan Biggs, Weston & Sampson)
 -A Guide to Selecting Volunteers for Youth Programs (Dr. Samose Mays)

5:30-7PM
EXHIBIT HALL & SOCIAL HOUR

7-8PM
DINNER

9PM
FIREWORKS & ENTERTAINMENT

THURSDAY, OCTOBER 14

7AM **CHOOSE 1**
 -YOGA or Walk around Lake Morey (bring a headlamp)
 -"Contemplating life choices" by the Lake (picking up firework debris) with Nick Marinelli

7:30-8:30AM
BREAKFAST

8:30-9:40AM **BLOCK 1**
 -Implementing Strategies to Include Participants with Disabilities (Lisa Drennan, MERGE Consulting)
 -Coaching Poor Performance (Ian Hill, The Changing Point) *Keynote Speaker
 -Leave No Trace/Recreate Responsibly Principles & Signage Strategies (John Plummer, GMC & Kathryn Wrigley)
 -Feeling Physically and Emotionally Empowered: The Benefits of Risky Play in Outdoor Playgrounds, and How to Design Them (Suzanne Quinn, KOMPAN)

9:50-11AM **BLOCK 2**
 -Creating a Culture of Innovation (Ryan Hegreness, Westminster Parks & Recreation (CO) *Hybrid session
 -Inclusive Recreation: A Pathway Toward Friendship Between Children With & Without Disabilities (Lisa Drennan)
 -How to Create a 20-Mile Trail System on a Shoe String (Simon Bradbury)
 -Construction Plan Reading (Frank Spaulding - VT State Parks)

11AM-12PM
EXCLUSIVE EXHIBIT HALL TIME

12-1:30PM
AWARDS LUNCHEON

1:45-2:55PM **BLOCK 3**
 -Composting for Recreation Departments (Marina McCoy, Waste Free Earth)
 -How to Successfully Implement Change (Ian Hill)
 -Contract Management (Frank Spaulding)
 -Lessons Learned from the Pandemic (Panel discussion)

3:15-4PM
CLOSING KEYNOTE

4:30PM
SILENT AUCTION CLOSES

Session Descriptions

WEDNESDAY, OCTOBER 13

Your registration fee allows you to attend both days

9-10:10AM

BLOCK 1

1 session = .1 CEU

Growing Your Recreation Community through Bicycle Programming Partnerships

Mary Catherine Graziano

Local Motion's excellent Bike Smart program has continued to grow in popularity and demand. This program, which includes a fleet of trailers stocked with bikes and training materials, has traveled throughout the state, providing on-bike skill building to children of all ages in over 70 towns. There is always significantly more demand for this program than can be filled, and we have begun to look at ways we could expand the program sustainably. To this end, we've created a program to partner with Vermont recreation programs to help them develop their own Bike Smart program. We offer a suite of services to support recreation programs through the entire process, tailoring our support to the specific needs of each community. In this session, you will learn how you can deepen your relationships with your local schools, expand your summer programming offerings, and explore the possibility of partnering with other recreation programs in your region to pool your resources for this project. You will leave with a packet of materials on how to engage with Local Motion on creating your own program, and getting a sense of other potential regional partners.

Effective Employee Wellness Programs on a Shoe String Budget

Simon Bradbury

All organizations have different cultures, demographics, facilities, resources, and needs. In this session you will learn steps to create effective employee wellness programs specific to your organization. Wellness programs can save big \$ on insurance while creating a healthier and happier culture. Leading these programs strengthens the role of parks and recreation on many levels that will be discussed during the session.

The Benefits of Diversity in the Workplace

Dr. Samose Mays

Diversity and inclusion in the workplace cause all employees to feel accepted and valued. When employees feel accepted and valued, they are also happier in their workplace and stay longer

with an agency. As a result, agencies with greater diversity in the workplace have lower turnover rates. This session uncovers the benefits the community, programs, and participants in youth sports receive when agencies have a diverse staff. Learning Outcomes: Participants will be able to identify the benefits of diversity in the workplace. Participants will be able to apply the principles taught in this sessions to their agencies. Participants will be able to define equity, inclusion, and diversity as they relate to hiring practices.

Trail Maintenance - Tips, Tools, & Tricks

Katherine Wrigley & Luke O'Brien

As more people got outside and used all of the recreation resources across Vermont, our trails look a bit worse for wear. Come and learn the basics of trail maintenance. We'll be talking about tools that you may want to have in your cache, strategies for assessing your current trails, and how to actually maintain trails.

9AM-12PM

USER GROUP

1 session = .3 CEU

MyRec.com Recreation Software User Group

Tracey Rivera-Cooper

This session will cover areas from all modules of the software but will concentrate on our newest features and updates. We will show you tips and tricks of the software that will make your life so much easier. There will be a question and answer period for all those involved. Let's share how you simplify your recreation management! This session will be for current users and there will be time allotted at the end for those with interest.

WEDNESDAY, OCTOBER 13

9AM Education Session Block 1
 9AM MyRec.com User Group
 10:30AM Education Session Block 2
 12PM Lunch
 12:45PM Keynote
 2PM Education Session Block 3

3:30PM Education Session Block 4
 5:30PM Exhibit Hall, Social & Snacks
 7PM Dinner with Exhibitors Weston & Sampson
 9PM Entertainment & Fireworks



10:30-11:40AM

BLOCK 2

1 session = .1 CEU

Energizing Your Local Outdoor Recreation Economy

Drew Pollak-Bruce, Ayden Eickhoff & Liz Grades

In his 2021 budget address, Governor Scott announced a whopping \$5 million for the new Vermont Outdoor Recreation Economic Collaborative (VOREC) Grants. As Gov. Scott explained, "These projects improve communities, grow economic activity in the areas that need it most, and strengthen our Vermont brand." These same sentiments are being echoed by the VT legislature, local selectboards, and others from around Vermont and the whole country.

This session will unpack the local and national conversation around the outdoor recreation economy and help you apply that framework to any parks and recreation system in Vermont. We will explore this with real-world examples from Kingdom Trails, the Missisquoi Valley Rail Trail, the Mt Ascutney Outdoor Recreation Plan, and several other examples from around the United States.

How & Why to Become a Certified Park & Recreation Professional (CPRP)

Simon Bradbury

Tennessee Parks and Recreation Association created a program that focused on increasing certification across our membership. We started with the goal of 21 newly certified professionals by 2021. The program resulted in over 40 new certified professionals by our 2020 state conference and NRPA sent their Vice President of certification to our conference to help us recognize our professionals personally. We were able to make this happen at little or no charge for certification to individuals. In this session your presenter will outline the steps taken and provide you with information on how to create a similar successful program in Vermont.

Inclusive Playground Design

Mike Parody & Dyana Martin

Mike will discuss the various aspects of what equipment is accessible and how to design the playground with these features to make it not only meet safety standards but also make it accessible for all. There will also be a discussion about the surfacing of the playground and how that affects accessibility.

Empowering Your Staff & Leading by Example

Dr. Samose Mays

Leading by example means you're guiding others through your behaviors and inspiring them to do the same as you. When you lead by example, you provide a path to direct others down so that everyone is working toward a common goal with the same purpose within your organization. Learning Outcomes: Participants will be able to identify methods to properly manage staff and give them a voice. Participants will be able to recognize leadership skills that can be effectively applied to accomplish organizational goals and objectives. Participants will be able to develop and identify a leadership style that leads to staff productivity and success.



This is the best conference, it is always very positive with rich attendance and outstanding sessions.



12-12:45PM

Lunch

Lunch will be a delicious buffet; vegetarian options will be available. Want to meet some new people or brainstorm about a particular topic? Some of the tables will be identified as topic tables, we hope you will join one. If you have a topic you'd like included, please contact the VRPA office or mention it when you check-in at registration.

12:45-1:45PM

1 session = .1 CEU

Keynote

“Catalyst for the Renaissance”

Ian Hill, “The Changing Point”

Throughout history after every Pandemic there has been a renaissance! The recreation, parks, arts, culture and heritage (the Quality of Life sector) is poised to be the catalyst for this renaissance in the communities they serve. This sector is both figuratively and literally the heart of any community; it pumps life-giving blood throughout any region, touching in a meaningful way, every citizen. In these increasingly complex and challenging times, those at the top must be able to lead like never before. Designed specifically for those in this critical sector, this life changing keynote will remind all who attend why we do what we do, while discussing leading edge collaborative strategies and proven concepts for building community capacity needed to take on the challenges of today.

Outcomes: Attendees will learn the 3 keys to leading a renaissance for the stakeholders and communities they serve. Participants will have a better understanding of the dynamics of rapid change and how to navigate to their vital outcomes. Participants will have deeper knowledge of the value they bring to a community and be able to articulate the impact of their department in these changing times.

2-3:10PM

BLOCK 3

1 session = .1 CEU

How Do E-Bikes Fit Into Your Trail System?

Drew Pollack-Bruce

Federal guidance on E-Bikes in National Parks and other federal public lands has now been established and the Vermont legislature has also been exploring a bill around E-Bikes and their use in our state. End users have also purchased E-Bikes in staggering numbers, even outstripping the incredible growth in sales seen in other forms of recreation amid the pandemic.

This session will explore what E-Bikes are, how they are classified, the current state of regulations, and where things might be heading for different jurisdictions in Vermont. We will also share insights into the planning and management for

E-bikes with market information like participation rates and average trip lengths as well as design considerations like turn radii and sightlines.

Adaptive Leadership During Change and Chaos *Hybrid Session*

Mike Shellito

We live in a world of unprecedented change, chaos and challenges. We can no longer do things the way we have always done them. Local government and parks and recreation agencies are being asked to change how they operate during a pandemic, do old things in new ways, and downsize & right size. Learn how to not only survive, but thrive in changing times, both personally and professionally. Discover why some people resist and fear change and why others embrace it. Learn the principles of adaptive leadership that will help you to accept and implement the changes necessary to thrive in the future.

“Bubbles” in Action - High Energy Group Games

Jazmin Averbuck

Youth and family programming in the outdoors is about educating, advocating and building relationships within the natural communities around you. During this session, we will discuss and practice actionable team building strategies to help ensure a well-rounded outdoor opportunity for your community.

Building Walking & Bike Trails for Every BODY

Jeff Alexander

Always at the forefront of ensuring Vermont’s great outdoors is accessible for all, Vermont Adaptive Ski and Sports, the nationally recognized non-profit that provides sports and recreation year-round for people with disabilities, continues to work closely with multiple organizations and groups in the state to build inclusive and to adapt existing mountain bike trails among Vermont networks.

Vermont Adaptive’s adaptive mountain biking program began in 2017, one of the first in the East, and has grown ever since. Multiple trail locations, outings and events are planned for all levels of mountain bikers each year. Vermont Adaptive owns three different types of adaptive mountain bikes from ReActive Adaptations; The Nuke, The Bomber and The Stinger. Traditional able-bodied mountain bikes are also a part of the fleet of equipment so that anyone of any ability can ride. The traveling mountain bike program includes three mountain bike fleets, multiple vehicles, trailers, and haulers to bring adaptive mountain biking to communities across the state.

In this session, you will enjoy a hands on experience with these adaptive bikes and learn their physics of motion. This knowledge will then be applied to trail construction and adjustments to allow for a more inclusive environment. Sports are for everyBODY!



3:30-4:40PM

BLOCK 4

1 session = .1 CEU

Disney Secrets to Customer Service & Quality *Hybrid Session*

Mike Shellito

Discover Disney’s secret to building customer loyalty and satisfaction through the characteristics of exceptional service. Session identifies how to incorporate Disney’s concepts of “Brand, Relationships and Experiences” into your agency’s programs, parks and facilities to exceed the expectations of your customers and visitors. Participants will learn the importance of building loyalty with your customers and residents and how to significantly improve revenue and earned income opportunities.

Parks Master Planning

Dan Biggs

The Town of Dover Trails and Recreation Master Plan builds on the community’s unique trails and recreational assets. Thanks to regulation and an innate appreciation of natural scenery, Dover is relatively undeveloped and has ample open space for nature-based activities. Public engagement efforts revealed the need for expanded offerings for different age groups and skill levels and facilities for multi-season use. This citizen driven plan establishes a clear direction to guide town staff, elected officials, and stakeholders in their efforts to enhance the community’s recreational opportunities. The Dover Trails and Recreation Master Plan will serve as a template for the next 25 years to ensure an appropriate balance of facilities and amenities is provided throughout the community.

Bleachers to Sidelines: A Guide to Selecting Volunteers for Youth Programs

Dr. Samose Mays

Recruiting and retaining high quality volunteers can be one of the most important jobs of professionals in parks and recreation. Dynamic volunteers not only help in the overall success of existing programs, they also play an integral role in new programs. This educational session teaches professionals how to recruit, recognize, and retain volunteers that will benefit youth programs. Learning Outcomes: Participants will be able to outline a volunteer recruitment plan for their agency. Participants will be able to recognize the characteristics of essential volunteers. Participants will be able to retain successful volunteers that benefit their programs.

4:40-5:30PM

Free Time

Check into your room, get a little exercise, or catch up with friends before the Exhibit Hall opens.

5:30-7PM

Exhibit Hall & Social Hour

Exclusive Exhibit Hall Time!

Don’t miss this opportunity to chat with our conference sponsors and exhibitors. Meeting face-to-face with the exhibitors, new and familiar, is an important part of the conference experience. These commercial partners can show you new technologies and products that can dramatically improve your efficiency and enhance your work. We challenge you to meet with every exhibitor! This year’s Exhibit Hall raffle prizes will be \$100, \$50, and \$25 Silent Auction gift certificates...you must be present to win. You’ll be getting a raffle ticket from each of the exhibitors you visit and won’t know which exhibitor basket the winning tickets will be drawn from...so plan to visit them all!

7-8PM

Dinner With Exhibitors

Be sure to invite an exhibitor or two to join you for dinner. Dinner this year is going to be a buffet, with vegetarian options.

8-10PM

Relax & Have Fun

Relax and Have Some Laughs with the Exhibitors In the Steamboat Lounge & Morey Room, there will be music playing, table games, and more!. Don’t miss this opportunity to grab an exhibitor or two and play a friendly game.

9PM

Fireworks & Entertainment

Silent Auction Bidding

The annual conference “Vermont’s Finest” Silent Auction is quite the event! Year after year, it boasts 150+ great items with values up to several hundred dollars. There is always something for everyone. It is a great place to start your holiday shopping! Auction bidding will begin two weeks prior to the conference online, and continue through the end of the conference on Thursday. Have some friendly virtual bidding wars with your friends at night!

Fireworks Over Lake Morey (Weather Permitting)

Come on out to the front terrace for a perfect viewing spot. You won’t want to miss this show...Northstar always does it up special for us!



Session Descriptions

THURSDAY, OCTOBER 14

7AM

YOGA, Walk around Lake Morey, and/or Fireworks Cleanup

Optional Pre-conference activities

Walk Around Lake Morey: 6:45-7:30AM

Join Jill Niles, retired Norwich Recreation Director, and others for an early morning walk around Lake Morey. Be sure to bring your headlamps as the walk starts before dawn!

Yoga: 7-7:30AM

Join your friends and colleagues for a refreshing sunrise yoga class experience at our wonderful conference resort with 500 hr ryt yoga instructor Simon. Class will be a fusion of Hatha, Vinyasa flow, Pilates and ending with Yin. Class is for Beginners through advanced. Location will be announced at the conference (weather dependant)

Contemplating Life Choices by the Lake: 7AM

Picking up firework debris with Nick Marinelli on the beach.

8:30-9:40AM

BLOCK 1

1 session = .1 CEU

Implementing Strategies to Include Participants with Disabilities

Lisa Drennan

Welcome to this session where attendees will review the principles of inclusion, understand and practice inclusion strategies, giving you the tools and confidence to welcome, engage and support participants with disabilities (with focus on COVID considerations). Explore best practices around working with families, dealing with behaviors. Apply strategies by solving inclusion scenarios that occur in recreation settings. Leave ready to implement these easy to use (and teach) strategies into your programs, allowing ALL program participants to reconnect and make memories together in your recreation programs.

Coaching Poor Performance

Ian Hill, The Changing Point - Keynote Speaker

Today's effective leader has tools in their tool kit to assist in changing the performance of others...whether an employee or volunteer, this process is trust based, user driven and ensures performance will improve!

Outcomes: Participants will be introduced to the 3 reasons employees don't perform. Better understand the dynamics of trust building as it relates to performance management. Learn how to implement 3 user driven corrective measures to improve performance. Have a greater depth of knowledge of how to effectively communicate expectation. Better understand how to establish a performance framework with their direct reports.

Leave No Trace/Recreate Responsibly Principles & Signage Strategies

Lorne Currier

COVID-19 pushed many people to recreate outside. From daily strolls around the block to trying out hiking or biking in more remote areas 2020 was the year when everyone got outside. As recreation managers we both felt joy that new people were experiencing all of the opportunities that Vermont has to offer while at the same time grumbling at more litter in parking areas and other challenges that emerge when a lot of people make their way outside. Great news! There is a well-established international outdoor ethic framework, Leave No Trace, that provides both bite-size information for trailheads as well as extensive education components. This was leveraged by a mixture of the outdoor industry, non-profits, and agencies with the Recreate Responsibly tool kit. Come and learn strategies on how to keep your recreation sites looking great while serving the burgeoning community of outdoor enthusiasts.

Feeling Physically and Emotionally Empowered: The Benefits of Risky Play in Outdoor Playgrounds, and How to Design Them

Suzanne Quinn

Risky play in the outdoors has benefits for children and adults across age ranges and abilities (Brussoni et al., 2012, 2105; Sandseter & Kennair, 2011). Thrilling play that involves risk assessment and risk taking can help people to feel physically an emotionally empowered. In this session we will discuss the research behind risky play, and outline strategies for how to design thrilling outdoor playgrounds based on principles of play and in consultation with children.

9:50AM-11AM

BLOCK 2

1 session = .1 CEU

Creating a Culture of Innovation

HYBRID SESSION

Ryan Hegreiness

Is your organization ready to pivot when challenges arise? Can you find the opportunity amidst the crisis? Discuss principles of innovation, learn how these were implemented in Westminster, Colorado, and discover how you can foster an innovative culture in your workplace.

THURSDAY, OCTOBER 14

6:45AM Walk around Lake Morey

7AM Yoga

7:30AM Breakfast

8:30AM Education Session Block 1

9:50AM Education Session Block 2

11AM Exclusive Exhibit Hall Time

12PM Awards Luncheon

1:45PM Education Session Block 3

3:15PM Closing Keynote

4:30PM Silent Auction closes

Inclusive Recreation: A Pathway Toward Friendship Between Children With & Without Disabilities

Lisa Drennan

Even before the onset of the recent global pandemic, isolation and loneliness are experienced by children with disabilities at a considerably higher rate than their non-disabled peers. Now more than ever, it is crucial that we work to create opportunities for social connectedness and belonging. Inclusive recreation and camp programs provide an ideal setting for this to happen.

In this session you'll gain the tools and confidence to create a culture where relationships between children with and without disability can be fostered and supported to develop into a reciprocal and authentic friendship. Attendees will learn about the process of a person-centered design approach used to learn the values and gifts that a person has to share with the world. End the session with practical relationship building strategies to use between persons with and without disabilities, increasing the potential for a friendship to develop. Join us to create a pathway to friendship FOR ALL.

How to Create a 20-Mile Trail System on a Shoe String

Simon Bradbury

In this session the presenter will share how their agency took specific steps to create a 20-mile sustainable hiking trail system. Types of tools, methods of construction, and suggested trainings will be provided. As an added bonus, introduction to methods of establishment of a 501c 3 foundation to obtain additional funding will be presented.

Construction Plan Reading THE PATHWAY TO THREE DIMENSIONS

Frank Spaulding

Managing a new or modified parks and recreation facility begins with the design. Nearly every aspect of park maintenance and operation can be influenced by the design layout and dimensions of the facility. Gate and path widths, branch height, locations of utilities etc. of a proposed facility will impact use, equipment, supplies, staffing and demand.

Examples of questions you may have during a review include "does the main pathway to the restroom take the public through my children's programming space?" "What are the walls made of?" "Will our foldable stage fit between the building eaves?" etc.

The ability to read a two dimensional plan and translate that into a finished 3 dimension facility is critical to an informed review. Improving this skill can help significantly as you discuss planned facilities with staff and public.

This hands on "lab" will use real drawings in small group settings to provide you the ability to: navigate a typical set of construction and site drawings; orient the drawings to the actual site; use the two-dimensional drawings to provide three-dimensional information. (height, clearances, slopes); determine dimensions and quantities (inventory); interpret these plans to others to share information

By gaining or improving understanding of the following concepts:

Plan Standards (Construction Specifiers Institute); Title, revision dates, sheet order, match lines, legends; Scale - Architect, Engineer, English-Metric, Not to scale, the risk of electronic plans; Elevation, Plan, Detail, Cross Section, Reflected, Schematic and other drawing perspectives.

11AM-12PM

Exclusive Exhibit Hall Time

Don't miss this second opportunity to chat with our conference sponsors and exhibitors. Meeting face-to-face with the exhibitors, new and familiar, is an important part of the conference experience. These commercial partners can show you new technologies and products that can dramatically improve your efficiency and enhance your work. We challenge you to meet with every exhibitor! This year's Exhibit Hall raffle prizes will be \$100, \$50, and \$25 Silent Auction gift certificates...you must be present to win. You'll be getting a raffle ticket from each of the exhibitors you visit and won't know which exhibitor basket the winning tickets will be drawn from...so plan to visit them all!

12-1:30PM

Awards Luncheon

Jessica Brodie

Join us for a delicious buffet luncheon and presentation of the 2021 Theresa S. Brungardt Awards. Members of Mrs. Brungardt's family will be on-hand to help with the award presentations.

1:45-2:55PM

BLOCK 3

1 session = .1 CEU

Composting for Recreation Departments

Marina McCoy

Learn how to cultivate a culture of sustainability within your company to empower stakeholders to live out your brand's sustainability values through educational guides, training's, challenges, and sustainability-focused content. This workshop will explore opportunities and tactics to encourage stakeholder buy-in for company-wide sustainability. Marina McCoy of Waste Free Earth will share successful practices from their over 14 years working in sustainability and zero-waste.

How to Successfully Implement Change

Ian Hill, The Changing Point - Keynote Speaker

Progress and change are deeply intertwined, there can be no progress without change! This truism is why we and our Departments must be good at implementing change. In addition, the stress, pain and difficulty of poor change implementation, make it incumbent on leaders to have effective change tools in their tools kit. In this session, one of North America's leading Change Agents lays out a step by step approach for successfully implementing change in a group or department. This user driven process will create a sense of ownership as well as highly effective plans that stakeholders will buy into. Understand how individuals process change. Identify key drivers of an organization's culture, and recognize different types of change processes. Recognize the people and cultural side of change, and know how to help people deal more effectively with change, maintaining their commitment and bringing them successfully through the change process. Explain how individuals are impacted by change, different ways they may respond to change situations and how learning processes help them adapt. Understand how organizations work; how the process of organizational change occurs and the typical roles that collaborate to deliver successful change. Outline important aspects of how to build and equip a change team to improve effectiveness. Understand the key concepts of, and practices for successfully handling resistance to change. Discuss the key elements of and how to deploy an organizational change system within a department.

Contract Management "BUT I THOUGHT YOU MEANT..."

Frank Spaulding

Contractual agreements often live in a world involving lawyers, terms and conditions, attachments, payment provisions, indemnification etc. In reality a contract is an agreement, often written by real people trying to get work done by other real people who are just as interested in a positive outcome. Parks and Recreation employees often find themselves involved with a variety of contractual agreements, whether developing a scope of work for a new play structure, describing the goals of an afterschool program, or on a project team overseeing the work of a contract written by others. Understanding the basic principles and structure of contractual agreements will help navigate these relationships that are so often necessary to get our work done.

This session will discuss the types of contracts commonly found in Parks and Recreation, but will focus on the structure of a good agreement while answering questions such as: When is a contract appropriate? What type of contract? Lump sum or unit price? How to change a contract? Attendees are encouraged to bring examples of successful or even unsuccessful contract experiences. A common thread can help untangle even the stickiest contract issues.

Lessons Learned: Reflecting Back & Looking Forward (Panel)

Jazmin Averbuck, Joanna Bisceglia, Emily Boek, Rob Peterson, Cindi Wight

Phew...the last year has been something else. We have all had to rethink how we do things and parks and recreation professionals certainly have risen to the occasion! Life has been challenging to say the least but along the way, we have all learned some valuable lessons. As we envision our lives going forward, some of these lessons will help us to shape work opportunities we may have never imagined. The panelists have all been asked to present five lessons learned during the COVID pandemic. Bring your lessons learned too as there will be time for audience participation.

3:15PM

"Parks & Recreation: The Heart of Every Community"

Governor Scott (invited), Mike Snyder, & more

End your conference experience with a chance to hear from professionals around the state as we all take a chance to reflect what we have accomplished and achieved over the past year. Hear words from state officials and fellow colleagues in a special video, and share your own experiences as well.



Keynote Speaker

Ian Hill, CEO & President of the National Grassroots Broadcasting Network

Humanitarian, Business Leader, Award Winning Social Innovator and world

record holder; these are some of the words that are often used when referring to Ian Hill.

Whether running a multi-million dollar business operation with over 1000 employees, or spearheading first of their kind life-changing community projects, Ian Hill has been recognized for being a catalyst for positive change throughout the Globe.

Today, Ian is CEO and President of the National Grassroots Broadcasting Network and its family of Networks. These Connected TV networks reach into 185 million households across the US and 3.1 billion mobile devices around the world.

Ian is also known for his humanitarian effort, "Let Them Be Kids", of which he is the founder and volunteer CEO. This first-of-its-kind initiative builds playgrounds in areas of extreme need. Let Them Be Kids has impacted over 150 communities across North America and as far away as Africa.

Ian's latest social project is to bring light to alarming suicide rate and mental health issue amongst middle aged men, through his effort to break the world record for the oldest man to play college football. This will be his second world record and is already impacting men and their families across the United States and Canada.

The National Council for Community and Justice recognized Ian for his commitment to positive change, by naming him Humanitarian of the Year, The Stand for Children Organization, named him its Child Advocate of the Year. Most recently, Ian's Let Them Be Kids program was named one of the foremost innovative social leisure programs in the world by the World Leisure Congress.

Keynote Session

"CATALYST FOR THE RENAISSANCE"

Ian Hill, "The Changing Point"

Throughout history after every Pandemic there has been a renaissance! The recreation, parks, arts, culture and heritage (the Quality of Life sector) is poised to be the catalyst for this renaissance in the Communities they serve. This sector is both figuratively and literally the heart of any community; it pumps life-giving blood throughout any region, touching in a meaningful way, every citizen. In these increasingly complex and challenging times, those at the top must be able to lead like never before. Designed specifically for those in this critical sector, this life changing keynote will remind all who attend why we do what we do, while discussing leading edge collaborative strategies and proven concepts for building community capacity needed to take on the challenges of today.

Outcomes: Attendees will learn the 3 keys to leading a renaissance for the stakeholders and communities they serve. Participants will have a better understanding of the dynamics of rapid change and how to navigate to their vital outcomes. Participants will have deeper knowledge of the value they bring to a community and be able to articulate the impact of their department in these changing times.



At Landscape Structures, we believe playstructures should complement their surroundings. But more than that, they should complement childhood. Every aesthetic choice is also backed by evidence to challenge, excite and energize kids of all abilities. Because play is an important part of shaping better adults. And that's what really matters. **Learn more by contacting your local playground consultant, O'Brien & Sons, Inc. at 508.359.4200.**

©2020 Landscape Structures Inc.

O'BRIEN & SONS
ELEMENTS FOR A GREAT OUTDOORS
www.obrienandsons.com

Endnote Speakers

"PARKS & RECREATION: THE HEART OF EVERY COMMUNITY"

Governor Scott (invited), Mike Snyder, & more

End your conference experience with a chance to hear from professionals around the state as we all take a chance to reflect what we have accomplished and achieved over the past year. Hear words from state officials and fellow colleagues in a special video, and share your own experiences as well.

The theme of our upcoming Annual Conference this year is "Parks & Recreation: The Heart of Every Community", and we want to help showcase your experiences this past year in the parks and recreation field. To do this, we are hoping to interview at least one staff member from your department/organization, as well as capture 30-90 second video clips from events, programs, and other offerings that you feel would be great to highlight. We would love to also gather clips of appreciation and gratitude from the general public for their local parks as well.

VRPA Executive Director, Jessica Brodie, along with conference chair, Adriane Martin, are working on organizing the details of this video with the help of Alex De Luise who is currently interning with Red Vault Productions. We would love to have you be a part of this video!

Please share any events and or programs that we may be able to video during the months of July, August, & September in the Google Doc [here](#). If you are interested in being included in this video, contact Jessica Brodie.

Thank you for your time and consideration.

Sincerely,
VRPA staff, volunteers, & committee members



Endnote Sponsor



BlueCross BlueShield of Vermont

An Independent Licensee of the Blue Cross and Blue Shield Association.

Social & Fireworks Sponsor

Spectacular Fireworks Displays!

- | | |
|------------------|--------------------|
| New Year's Eve | Ski Races |
| Winter Carnivals | Sledding Parties |
| Tree Lightings | Torchlight Parades |
| Weddings | Fairs |
| Class Reunions | Festivals |
| Graduations | Fishing Derbies |
| Concerts | Independence Day |
| Family Reunions | Barbeques |
| Sporting Events | Drive-Ins |
| Old Home Days | Guy Fawkes Day |
| Back To School | Diwali |
| Homecomings | Corn Mazes |

And More!

Whatever season and event you are celebrating, make it spectacular with a fireworks display by Northstar Fireworks!

**CELEBRATE ALL
YEAR-LONG!**

Northstar
FIREWORKS

CELEBRATE ALL YEAR-LONG WITH FIREWORKS!
Contact us today for your free quote and consultation!

(802) 229-9690

www.northstarfireworks.com ★ PO Box 65, East Montpelier, VT 05651

Burlington Bay, Independence Day Celebration

Gift Sponsor

Pettinelli & Associates, INC.

Playground Equipment, Inclusive Playground Equipment, Playground Surfacing, Amenities, Shades, Basketball Hoops, Playground signs, and more.

We also do installation for all of the above!



Email: Playgrdbob@aol.com

Phone: 802-862-3002



Registration

Under "Education" on the [VRPA homepage](#), scroll to the drop down page for the VRPA Annual Conference for more information and registration links.

Early Bird Pricing good through September 10!

Category	Two Days	One Day
PROFESSIONAL		
VRPA Member <i>VRPA, N.E. State Rec Association members, NRPA, VTGC</i>	\$195	\$130
Non-VRPA Member	\$225	\$150
COMMUNITY VOLUNTEERS / RETIREES / FRIEND		
VRPA Member <i>VRPA, N.E. State Rec Association members, NRPA, VTGC</i>	\$130	\$80
Non-VRPA Member	\$150	\$90
STUDENTS	\$125*	\$80*
**Fees waived for student volunteers * Price includes a one-year student VRPA membership		
VIRTUAL RECORDED SESSION PACKAGE*		
*Includes 9+ recorded sessions for a total CEU earnings of .9+ CEU's. *Available for purchase through December 31		
VRPA Member <i>VRPA, N.E. State Rec Association members, NRPA, VTGC</i>	\$90	--
Non-VRPA Member	\$125	--

Recorded Sessions Include:

- The Benefits of Diversity in the Workplace | Dr. Samose Mays, Bryan County (GA) Recreation
- How & Why to Become a Certified Park & Recreation Professional (CPRP) | Simon Bradbury, Tellico Village Property Owners Assoc. (TN)
- Ian Hill | KEYNOTE: Catalyst for the Renaissance
- How Do E-Bikes Fit Into Your Trail System? | Drew Pollak-Bruce, SE Group
- Implementing Strategies to Include Participants with Disabilities | Lisa Drennan, MERGE Consulting
- Creating a Culture of Innovation | Ryan Hegreness, Westminster Parks & Recreation (CO)
- How to Create a 20-Mile Trail System on a Shoe String | Simon Bradbury, Tellico Village Property Owners Assoc. (TN)
- How to Successfully Implement Change | Ian Hill, The Changing Point
- Closing KEYNOTE | Governor Scott & Panel of Speakers



Registration Instructions

1. Visit [vrpa.org](#), click on the conference registration link under "Upcoming Events."
2. Scroll down the page and click on "Register."
3. Enter your email, click "Next."
4. Choose your registration type, click "Next."
5. Complete all required fields*
6. Agency members – if you want to register multiple people and include them all on one invoice, follow the instructions above and prior to step (7) you will see an "Add Guest" button in the upper left part of the page. Click and fill out all the required info and sessions for each person you are registering. You can add as many attendees as you need within the registration type of the main person registered. If you need a different type you will have to register those people separately.
7. At the end of the registration process you will have the choice to pay with a credit card or print off an invoice and send a check to: VRPA, PO Box 33, Brownsville, VT 05037.



Scholarships

Don't let the registration fees stop you from attending! Apply for a VRPA Conference Scholarship!

If you would like to attend the 2021 Vermont Conference on Recreation but just can't swing the entire cost of registration, consider applying for a scholarship for up to 50% of either the one-day or two-day registration fee.

Scholarship requests received from current VRPA members and first time conference attendees by September 1 will be given priority. Scholarship awards will be announced prior to the early registration deadline of September 10th. These scholarships are being funded with proceeds from the Silent Auction at last year's Vermont Conference on Recreation.

[Download the scholarship application](#)



Room Reservations

Lake Morey Resort Room Rate/Night \$129* (single or double)

Book by September 13th

Reservations received after this date will be accepted on a space available basis. A credit card is required to confirm all room reservations.

Call: 1-800-423-1211

Web reservations are not available for groups. You can email your reservation request to shanna@lakemoreyresort.com. Mention you are with the Vermont Conference on Recreation.



Guest Room Cancellation Policy

If you cancel your reservation at least 7 days prior to your arrival date your deposit can be applied to a future stay within one year of cancellation. If you cancel within 7 days of your arrival date you forfeit your deposit.



CURRENTLY REGISTERED EXHIBITORS

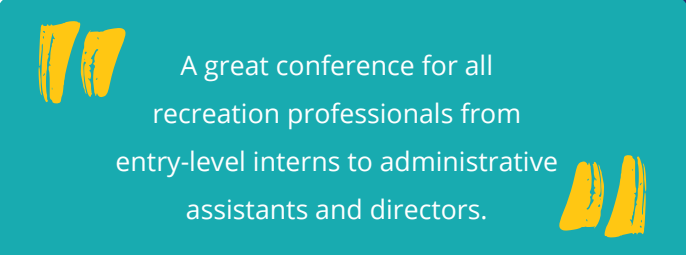
We encourage you to join us in person again at Lake Morey Resort to meet with our amazing Exhibitors planned to join us. Their businesses have been crucial in assisting to keep our facilities open, and they have also been impacted by COVID-19, so please join us for some great interactions and conversations this fall!

Atlantic Golf & Turf
Clivus New England, Inc.
Cousineau Forest Products
Durgin and Crowell Lumber Company
M.E. O'Brien & Sons, Inc.
Musco Sports Lighting
MyRec.com Recreation Software
New England Recreation Group, Inc.
North Star Fireworks
Pettinelli & Associates, Inc.
Pioneer Athletics.com
SE Group
UltiPlay Parks & Playgrounds, Inc.
Vermont Adaptive Ski & Sports
Vermont Display Inc.
Vermont Systems
VMBA
Weston & Sampson

EXHIBITOR REGISTRATION IS STILL OPEN

Exhibitors can register and attend all of the education sessions offered as part of our Conference! More details are outlined in our Exhibitor Brochure.

REGISTER TODAY HERE!



Speaker Bios

We are proud to welcome 30 total session speakers from around the country! Thank you to all of our session speakers! You do not want to miss these sessions!

Learn a little bit about our speakers before coming to the conference below:

Jeff Alexander

Jeff is the Director of Strategic Partnerships and Business Development and has been a volunteer at Vermont Adaptive since 2012 before joining the staff in the Fall of 2017. He has worked in the NFL, MLB and Major Indoor Soccer League, as well as various minor league affiliates. Jeff has an Environmental Science degree yet owned a Marketing and Events firm in Philadelphia. He moved to Vermont for a stint managing events for Okemo Mountain Resort and recently spent the past six years as the Events and Sponsorships Manager at Killington Resort and Pico Mountain. He has a Visually Impaired and Cognitive Adaptive Snowboard Instruction Certification and is an avid outdoorsman who loves to slide sideways, downhill and cross country mountain bike, hike and paddleboard with his wife and daughter.

Tom Alcorn

Tom is a Senior Program Coordinator with Vermont Adaptive and spends his Winters at Pico Mountain and Summers in Central & Southern Vermont; Springfield Area; Stoughton Pond, Chittenden Reservoir. Tom began at Vermont Adaptive as a volunteer at Pico Mountain in 2010 and became the Stoughton Pond program coordinator in 2011. He holds certifications in Wilderness First Aid Response and PSIA Level 1 Adaptive Mono ski/Bi ski. Before coming to Vermont Adaptive, Tom worked in the human services industry for more than five years. He enjoys his free time with his family, and is a well-traveled music enthusiast and gourmet foodie. He has canoed since he was six, been an avid skier for more than 30 years and has hiked Glacier, Yellowstone and Redwood National Parks.

Jazmin Averbuck

Jazmin is a fitness and adventure enthusiast who enjoys sharing her outdoor skills and interest with girls of all ages. With a M.S. in Health and Physical Activity, Jazmin uses her passion for community engagement to empower young minds to achieve their greatest dreams. Her experience has led her to the magic of the camp world where she currently resides as the Outdoor Programs Coordinator and Resident Camp Director with the Girl Scouts of the Green and White Mountains. Jazmin carries certification as a lifeguard and USA level 2 archery instructor and has a robust inventory of outdoor skills including orienteering, kayaking and various outdoor living techniques. Currently, Jazmin chairs the VRPA Summerama Conference committee and oversees the GSGWM Older Girl Conference.

Dan Biggs

Daniel Biggs, RLA, ISA, CERP, is a Vermont Registered Landscape Architect, Certified Arborist, Certified Irrigation Designer, and a Certified Ecological Restoration Practitioner with more than 17 years of experience in landscape architecture, specializing in the design and planning of bicycle and pedestrian facilities. His recent projects have included facility master plans, trail assessments, complete streets, and rehabilitations throughout the Northeast and Mid-Atlantic regions, as well as proposed trails in Rutland City, West Rutland, and Rutland Town, Vermont; Niskayuna, New York; Philadelphia, Pennsylvania; and Springfield, Massachusetts. Dan achieved a Bachelor of Science in Construction Management from Roger Williams University and a Master of Landscape Architecture from State University of New York: College of Environmental Science & Forestry.

Joanna Bisceglia

Joanna co-founded Vermont's Weston & Sampson office in 2003. She conducts public relations, social media outreach, and conference and industry participation for Weston & Sampson, an employee-owned and century-strong civil engineering firm, with 700 employees along the East Coast. For 18 years she has supported efforts of Vermont Drinking Water Week and is a newly elected board member of Green Mountain Water Environment Association. For Vermont Parks & Recreation, Joanna is a committee member actively planning the Annual Conference. She helps contribute to committee decisions, working to keep events relevant and engaging for all those serving Parks and Recreation in Vermont. Personally, Joanna is training to lead a core workout called SoulCore, is a hiker, skier, parks enthusiast and photographer. She often adventures with her four kids, husband, and mini poodles.

Emily Boek

Emily has 15 years of experience in the field of Recreation. She has served in the following positions during her career as a Recreation Professional; Camp Counselor, Lifeguard, Adaptive Recreation Instructor, Summer Camp Director, Inclusion Specialist, Recreation Program Director, and Aquatic Manager. She is a graduate of SUNY Cortland and holds a Bachelors of Science in Therapeutic Recreation. She is a mother of 3 children and enjoys spending her time paddling, hiking, camping, and snowboarding.

Simon Bradbury, CPRE

Simon Bradbury is the Director of Recreation for Tellico Village in Tennessee. He has a Masters in recreation from the University of Tennessee, and is the Past President of TRPA from 2019. Simon has a 500 hr ryt yoga cert, is an ACE certified personal trainer, SUP yoga instructor, and Master trail builder certified. Simon is also President of Timeless Tellico 501c recreation foundation, Founder of two recreation foundations, Graduate of NRPA Directors school, maintenance management school, park foundation school, and revenue management school. Simon has presented at MRPA, GRPA, TRPA and NRPA. Simon is husband to Kim, wife of 31 years, and has two kids, Brandon and Anna-leise, both UT college students. His dog Leia is a 2 year old English cream lab that still eats everything. Simon's hobbies include trail running, hiking, yoga, canoeing, kayaking, paddleboarding, & working out.

Tracey Rivera Cooper

Tracey is a Marketing Strategist at MyRec.com. Coming from the parks and recreation field, Tracey has over 8 years of experience as a program coordinator. She knows first-hand how to help, facilitate, and work the software from the user's side. Tracey's position also involves the marketing, social side of the company - allowing potential users to keep up with what lies ahead and providing a place for users to connect.

Lorne Currier

Lorne Currier is the Volunteer and Education Coordinator with the Green Mountain Club. Lorne has spent time working trail crew in Wyoming, as an Appalachian Mountain Club Naturalist and VHCB AmeriCorps serving with the Green Mountain Club. Now with GMC as the Volunteer & Education Coordinator, Lorne is tasked with supporting the GMC's current base of 1,000+ volunteers and with developing opportunities to engage new volunteers. He also coordinates GMC's educational programming, including but not limited to Leave No Trace, natural history and backcountry skill development. Lorne is a Leave No Trace Master Educator and has led Leave No Trace Trainer courses for GMC Seasonal Staff and external organized groups.

Lisa Drennan

Lisa has a long career dedicated to supporting individuals with diverse abilities to be active and engaged within their community. As the Director of Inclusion for her local YMCA, she created an array of programming and a fully inclusive model at 3 day camp sites. At her company, MERGE, she provides comprehensive consultation and staff training to community, recreation, camp, & sport program providers to help them meet their inclusion goals. Lisa graduated from Saint Michael's College and she lives with her family in Pembroke, MA.

Ayden Eickhoff

As a Community and Recreation Planner with SE Group, Ayden provides support to a wide variety of planning projects. Leaning on her background in Environmental Studies and Policy, Ayden aims to understand and effectively communicate the complex interplay between a community's goals, needs, and political realities. She enjoys navigating the range and diversity of stakeholders' interests and distilling information into concise and helpful formats. In her free time, she can be found hiking and biking in the Green Mountains!

Liz Grades

Liz has a Master of Landscape Architecture from State University of New York Environmental Science and Forestry, along with a Bachelor of Fine Arts from State University of New York at Plattsburgh. Liz is a skilled landscape architect and has extensive experience working within the realm of trail planning and design, which she gained working as a professional trail builder/designer for over 14 years before joining SE Group. Building upon her Fine Arts background, she has also developed considerable graphic skills using a variety of digital and hand techniques which help illustrate the complexities of design in ways that both engage and inform. Liz is continually exploring new and innovative ways of connecting people with the outdoors. Her passion for sustainable design is balanced by a practical knowledge of trail design and construction.

Mary Catherine Graziano

Mary Catherine has a degree in Environment from McGill University and over a decade and a half of experience developing and teaching effective hands-on curriculum and programming for children and adults. She developed, launched and maintained the first summer camp program at an outdoor center in New York, which is now in its 10th year, and still growing. She is currently in her 7th year as Educational Programs Manager at Local Motion, providing bike skills education opportunities for children and adults throughout Vermont.

Ryan Hegreness

Ryan has a unique blend of experience in recreation, business, marketing, and website design. Ryan served as an assistant director in Essex Junction, Vermont from 2007-2012. During this time Ryan founded a website development company and created websites for several recreation departments. Ryan moved to Texas to become the marketing and enterprise development manager for the Arlington Parks and Recreation Department where he built one of the most progressive municipal marketing teams in the country. Ryan is now the operations manager for the parks, recreation, and libraries department in Westminster, Colorado.

Ian Hill

Humanitarian, Business Leader, Award Winning Social Innovator and world record holder; these are some of the words that are often used when referring to Ian Hill. Whether running a multi-million dollar business operation with over 1000 employees, or spearheading first of their kind life-changing community projects, Ian Hill has been recognized for being a catalyst for positive change throughout the Globe. Today, Ian is CEO and President of the National Grassroots Broadcasting Network and it's family of Networks. These Connected TV networks reach into 185 million households across the US and 3.1 billion mobile devices around the world.

Ian is also known for his humanitarian effort, "Let Them Be Kids", of which he is the founder and volunteer CEO. This first-of-its-kind initiative builds playgrounds in areas of extreme need. Let Them Be Kids has impacted over 150 communities across North America and as far away as Africa. Ian's latest social project is to bring light to alarming suicide rate and mental health issue amongst middle aged men, through his effort to break the world record for the oldest man to play college football. This will be his second world record and is already impacting men and their families across the United States and Canada. The National Council for Community and Justice recognized Ian for his commitment to positive change, by naming him Humanitarian of the Year, The Stand for Children Organization, named him its Child Advocate of the Year. Most recently, Ian's Let Them Be Kids program was named one of the foremost innovative social leisure programs in the world by the World Leisure Congress.

Dyana Martin

Dyana Martin, Northern New England Sales Rep for UltiPlay Parks & Playgrounds, Inc., has been involved in the design and sales of park and playground equipment for approximately 3.5 years. Dyana spent her undergraduate years at the University of New Hampshire and obtained her Master's degree from New Hampshire College, now known as Southern New Hampshire University. After graduating from UNH she spent the next 25 years in the parks and recreation field as a Program Coordinator and then as the Director of Recreation and Parks for the Town of Hampton, NH. She continues her career in that field with a twist- as sales and install of playground equipment for parks and recreation departments, schools, daycares and housing authorities. On a more personal side, Dyana is very passionate about sports and fitness and continues to play co-rec softball in the summertime and runs year-round. She enjoys the running culture and has over (75) 5K races under her belt. She was a flag football coach for many years and loves cheering on all New England Sports Teams especially the Boston Red Sox and Boston Bruins. Dyana is also very interested in travel and tourism and is looking forward to traveling again. She also loves Aerosmith and Jackie Chan! UltiPlay Parks & Playgrounds, Inc. has been a great transition for Dyana as she still can "work" in the parks and recreation field with friends and colleagues. She is passionate about the parks and recreation profession as the job is extremely fulfilling in that she is able to change many lives for the better every day with what she does, whether it be in sales by being inclusive design certified, or in the municipal office providing programs for all ages.

Dr. Samose Mays

Dr. Samose L. Mays is the Parks and Recreation Director of Bryan County, Georgia. He manages both North Bryan County Recreation and South Bryan County Recreation. Dr. Mays is also the founder of the Minority Recreational Leadership Academy (MRLA). Dr. Mays is also a member of NRPA (National Recreation and Park Association), NACPRO (National Association of County Parks and Recreation Officials), GRPA (Georgia Recreation and Park Association) and the Black Doctoral Network (BDN). He is a Certified Parks and Recreation Professional (CPRP), Certified Youth Sports Administrator (CYSA), and Aquatics Facilities Operator (AFO). Dr. Mays was recently inducted into the National Society of Leadership and Success.

Marina McCoy

Founder, CEO & Zero Waste Director, Waste Free Earth

In 2020, Marina McCoy was named a pioneer and expert in her field by the Burlington Free Press. In March 2020, she was awarded Vermont's Young Entrepreneur of the Year, along with being nominated for 1% For The Planet's Pinnacle Award: Unleash Passion Every Day. Her company, Waste Free Earth is reinventing how society produces and consumes waste through education that engages and empowers. By hosting informative workshops, interactive training's, and creating zero waste-focused content, they are building a culture that prioritizes zero waste systems over the current status quo of burying single-use items as trash in landfills. Personally, Marina has been living zero waste for the past six years and loves sharing her enthusiasm for waste reduction with anyone willing to learn.

Luke O'Brien

Luke is a Field Recreation Specialist for the Vermont Department of Forests, Parks and Recreation in the St. Johnsbury District office. He manages recreational access on public lands in the Northeast Kingdom, working with multiple recreation groups, organizations and communities. He is a professional trail builder with over twenty years developing, maintaining, and managing trail systems. He is the former Trails Director at NorthWoods Stewardship Center where he led the NorthWoods Conservation Corps for many years. Most recently, he provided support and direction of the 20-mile Kingdom Heritage Trail in northeastern Vermont.

Michael Parody

Michael Parody, President of UltiPlay Parks & Playgrounds, Inc., has been involved in the design and construction of park and playgrounds for 30 years. Mike spent his undergraduate years at the University of Lowell and obtained his Master's degree from Tufts University, after which he spent 5 years in the Engineering field. From that point on, he has been involved in recreation. He is married to his wife Cheryl, a teacher with the Milford Public Schools and has two children, Lauren and Ben, who both share in the company and industry fun, being part of the recreation field. Michael's leisure time over the years has been spent with involvement in youth sports, however, with his children now older, the Bruins, Patriots and Red Sox must now fill the void. Senior league hockey also helps once a week. As far as UltiPlay Parks & Playgrounds, Inc. and the ability to work in the park and recreation field with so many great people in the municipal, school and childcare settings, Mike feels it is a dream job that has impacts on so many children. Being "Inclusive-Certified", having the ability to design and build parks and playgrounds that meet so many different needs is extremely fulfilling and it's also a great way to feel young at heart.

Rob Peterson

Rob Peterson is the Chief of Park Operations for Vermont State Parks. Prior to his current role, he served as Northwest Parks Regional Manager for ten years in the Lake Champlain Islands and beyond. He started his parks career in Burlington, VT working in a variety of positions spanning nine seasons, eventually managing private campgrounds in New Hampshire and Virginia. He is a CPRP, past conference chair and president-elect of VRPA. He lives with his wife and two teenage kids in Richmond.

Drew Pollak-Bruce

Drew is a Senior Analyst + Planner with SE Group who manages trails and recreation projects throughout the US. He has worked as a professional planner, advocate and journalist, often focusing on the confluence of recreation, communities, and economics. In addition to publishing frequent nationally distributed articles on parks and recreation, Drew has led trails workshops throughout the US and spoken at numerous state and national conferences, including the National Outdoor Recreation Conference, the Creating Healthy Places Conference, and the National Ski Areas Association's Mountain Bike Summit. Drew is a Certified Parks and Recreation Professional (CPRP) and holds a Master of Regional Planning from Cornell University and a Bachelor of Arts in Political Science from the University of Colorado at Boulder. He is an at-large member of the VRPA Executive Committee.

Suzanne Quinn

Suzanne Quinn has a PhD in child and family studies from Syracuse University. She is the manager of the KOMPAN Play Institute, Americas. In this role she is part of the international research team for the company, and the lead for North America. The institute investigates trends and issues in the fields of play, health, and the built environment and consults with children on what is best in play. Suzanne is an editor of the Routledge Handbook of International Perspectives on Early Childhood Education and a diverse catalog of peer reviewed publications.

Mike Shellito

Mike Shellito has been a leader in local government and organizational development for over 40 years. Mike served the City of Roseville, CA for 32 years as City Manager, Assistant City Manager and Parks and Recreation Director. While serving as City Manager, Mike was responsible for the operation of a full-service City with 2,000 employees and an operational budget of \$450 million. Mike is a graduate of Harvard University's Executive Program and the Disney Institute. Upon his retirement, the City Council recognized Mike's extraordinary contributions to the Roseville community by naming the City's new \$12 million indoor pool in his honor. Since retiring in 2010, Mike has served as a trainer and consultant for more than 200 public agencies and private companies throughout the United States.

Frank Spaulding

Frank is the Parks Projects Coordinator for Vermont State Parks, where he manages the multi-million-dollar annual capital construction program. A green-belt facilitator, Frank has led process improvement events using the principles and tools of A3 Thinking and the Improvement Kata. Frank is also an instructor at NRPA's Parks and Recreation Maintenance Management School at the National Training Center, Oglebay Resort in Wheeling, West Virginia.

Cindi Wight

Cindi is the Director for Burlington Parks, Recreation & Waterfront. She has been in the profession for over 25 years and is thankful to have found a career she loves. Cindi is a Certified Park and Recreation Executive and a member of the American Academy for Park and Recreation Administration. She started her career in the San Juan Islands off the coast of Washington State and then headed back east for a short stint with Middlebury Parks & Recreation and then 16 years with Rutland Recreation & Parks. Cindi loves to play and her happy place is outdoors!

Kathryn Wrigley

Kathryn Wrigley is a Forest Recreation Specialist with the Essex Junction District of the VT Dept. of Forests, Parks and Recreation. She grew up hiking with her family and continued her outdoor explorations in college and afterward. She committed to a seasonal life of trail work in the summer and odd jobs in the winter for many years before returning to graduate school in 2013 where she earned her MS in Natural Resources - Ecological Planning. She loves getting out into the field to do on-the-ground work as well as thinking about frameworks that help move through decision making on public land in an objective way.



General Conference Info

Discounted Registration Rates

Discounted registration rates are offered to members of VRPA and any of the six New England recreation associations, the Vermont Trails & Greenways Council, and NRPA.

Meals are included with your conference registration. Wednesday registration includes lunch and dinner. Thursday registration includes breakfast and the awards luncheon. Two-day registrations include all four meals. A LA CARTE MEALS MAY BE PURCHASED IF YOU ARE GOING TO BE PRESENT FOR A MEAL BUT NOT REGISTERED FOR THAT DAY. For example, if you are registered for Thursday only and want to arrive on Wednesday evening, you will need to buy a ticket for Wednesday dinner. You can also purchase extra meals if you have a guest who would like to join you for meals.

Online Registration

All conference registration is done online. We have provided tips to help you with the online registration and contact information if you need help. We are happy to help anyone having a problem.

Session Selection

When you are registering, please take the time to indicate which sessions you plan to attend. This does not commit you to attending that session but it helps us to plan in which rooms to hold the sessions. Thank you.

Special Accommodations

If you need any special accommodations, including dietary, there is a place to indicate this when you are registering.

Refund Policy


Cancellations must be received in writing by 5:00 pm on Friday, September 24, 2021. All cancellations are subject to a \$25 cancellation fee. No refunds will be given after September 24th but name substitutions will be allowed; please submit substitutions in writing.

Liability

The Vermont Recreation and Parks Association and the conference committee are not responsible for any injury, loss or damage that may occur to any attendee, nor to any attendee's property or personal belongings from any cause whatsoever, prior, during or subsequent to the period of the conference. The attendee expressly releases VRPA, its officers, and the conference committee from any and all claims for such loss, damage, or injury when submitting a registration for the 2021 Vermont Conference on Recreation.

Are the registration fees stopping you from attending this conference?

APPLY FOR A SCHOLARSHIP

 See page 19 for details



This conference has everything—from creative cuisine to precise planning to superb sessions—and time to take advantage of this wonderful venue.

So worth it!



2021 CONFERENCE COMMITTEE

Adriane Martin, Chair
Rob Peterson
Joanna Bisceglia
Nick Marinelli
Jazmin Averbuck
Muriel More
Joanne Putzier
Evan Steele
Betsy Terry
Kathryn Wrigley
Dianna Wood
Ayden Eickhoff

2021-22 VRPA EXECUTIVE COMMITTEE

Ally Vile, President
Rob Peterson, President-Elect
Scott Hausler, Past-President
Melissa Cate, Treasurer
April Cioffi, Secretary
Brett Leonard
Drew Pollak-Bruce
Reuben Allen
Joanne Putzier

QUESTIONS? CONTACT:

Adriane Martin
Conference Chair
AEMartin@essex.org
802.878.1376

Jessica Brodie, CPRP
VRPA Executive Director
jessica@vrpa.org
774-254-0071



VERMONT
Recreation & Parks Association

Lake Morey Resort



82 Clubhouse Road, Fairlee, VT 05045



www.lakemoreyresort.com



(802) 333-4311