



# VRPA Advocate

Issue 90

Vermont Recreation & Parks Association

Winter 2018

## VRPA President's Perspective

Scott Hausler, CPRP,  
VRPA President

Dear Members,

*After two years as your President, I will be stepping aside in the month of May*



*and handing the reigns over to Melissa Cate who will, by member approval, become your next President of the Vermont Recreation & Parks Association.*

*The job as VRPA President has been hard at times. Juggling work challenges while trying to offer the support to the Executive Director and the Board. It has been frustrating at times too as I often felt I was unable to make the commitment needed to support VRPA. Overall though, it has been most rewarding. It has required a long-standing commitment of time and has taken me places I have never been both physically and emotionally.*

*The Executive Board is working hard to reaffirm commitments to each other and our responsibilities to VRPA. We continue to discuss ways to engage membership into the day to day operations of the association and encourage others new in the profession to take on the many leadership roles outside the executive board that need your involvement. We will be seeking members to fill several*

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## Education & Networking Opportunities Abound in the Coming Months

Be on the lookout in the weekly recreation check-in for more details on all these programs. Registration will be handled online at [www.vrpa.org](http://www.vrpa.org) and you will have the option to pay with a credit card or print off the invoice and pay

### Quarterly Meeting on March 15

The March Quarterly Meeting will be held in Montpelier. The education program will begin at 8:30am. Caterina Campbell, Safespace Program Director & Direct Services Advocate at the Pride Center of Vermont, will be our speaker. Plan now to have lunch with your legislators while we are in Montpelier.



### CPO Course on March 27 & 28



VRPA is hosting the Certified Pool & Spa Operator (CPO) Course at the Windjammer Best Western in South Burlington. Participation in this training will give your staff a better understanding of the operator's role in pool care, management and risk reduction. CPO certification is valid for 5 years and is eligible for IACET CEUs. *Register by March 8th at a reduced registration rate and to ensure that you get your course materials before the start of the course.*

### Annual Meeting on May 8

This year's VRPA Annual Meeting will be held at VINS, the Vermont Institute of Natural Science, in Quechee. The VRPA Annual Awards will be presented. Get your award nominations in by March 30th; nomination forms are available under the "Recognition" tab on the VRPA website.



### Summerama on June 3

The 2018 Summerama Seasonal Staff Training Program is moving to Montpelier High School and the date is changing to Sunday, June 3rd to avoid the SAT exam day. There are several other changes too including the program will be longer and run from 9AM until 4PM, there will be a combination of 90-minute and 40-minute sessions throughout the day, and your staff will have the opportunity to get their CPR and First Aid Certification at Summerama.



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## VRPA Executive Committee Officers

President	Scott Hausler, CPRP (Hartford)	295-5036
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Geoff Beyer (Montpelier)	223-7335
Nicole Densmore, CPRP (Rutland)	773-1822
Matt Frazee (Stowe)	295-5036

## VRPA Office

Executive Director – Betsy Terry, CPRP  
721 Main Street, Colchester, VT 05446  
Phone 802-878-2077 • FAX 802-878-2921  
betsy@vrpa.org • www.vrpa.org

## VRPA Webmaster

Brian Bevacqua – webmaster@vrpa.org

## VRPA Newsletter

The VRPA Advocate is published three times a year by the Vermont Recreation and Parks Association. Contributions to the newsletter are welcome, including commentary on subjects of interest to Vermont's recreation professionals and volunteers.

Editor – Betsy Terry Circulation – 450

Deadline for submissions for the next issue is May 1, 2018  
Send information to [info@vrpa.org](mailto:info@vrpa.org) or by snail mail to:  
VRPA, 721 Main Street, Colchester, VT, 05446.

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## VRPA Calendar of Events

### 2018

Mar 15	VRPA Quarterly Meeting, Montpelier
Mar 27-28	CPO Course in South Burlington
May 8	VRPA Annual Meeting, Quechee
Jun 3	Summerama, Montpelier
Jul 21	VRPA-SJA State Track Meet, St. Johnsbury
Sep 25-27	NRPA Conference, Indianapolis
Oct 10-11	75th Diamond Jubilee VT Recreation Conference, Lake Morey
Nov 15	Performance Showcase

**VRPA Mission:**  
**Provide training and resources to help Vermonters to**  
**“Create Community through People, Parks and Programs.”**

## Message from the Executive Director

I hope that 2018 has started off being a good year for you!

Hmmm, what can I write about this issue? As often happens, I see something that inspires my message. This time, it was seeing the picture of the Burlington “boxes” featured in this issue’s Facility Feature...how cool is that! Check it out. In addition, my growing uneasiness with the politics and what I will call a declining empathy for others in our country and around the world, has had me pondering what I can do to make a difference.

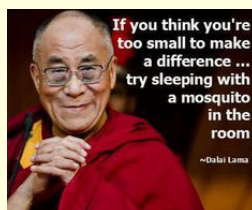
The concept that everyone can make a difference isn’t a new one but I would suggest that it rings as true now as ever. We have been reminded by many...

“We make a living by what we get, but we make a life by what we give.” – Winston Churchill

“How wonderful it is that nobody need wait a single moment before starting to improve the world.” – Anne Frank

“One person can make a difference and everyone should try.” – John F. Kennedy

The message from the Dalai Lama couldn’t illustrate this more clearly for me.



I recently had a friend join our Select-board because she wanted to make a difference. I have great respect for her making such a large commitment and am grateful for her measured and impartial voice! I don’t think I have time to make such a commitment at the moment but after thinking about it, I do have time to heed the words of British anthropologist, Jane Goodall, “Almost always, you cannot get through a single day without having an impact on the world around you. What you do makes a difference, and you have to decide what kind of difference you want to make.”

It doesn’t take extra time to smile and be nice to everyone I encounter; perhaps it is my imagination but it seems like people are craving this these days and I have learned that when I give a smile, I almost always get one.



I can listen carefully when people are telling me something. When I do this, I almost always learn something new and come away energized.

My beloved grandmother often reminded me that every day at work, I should do everything asked of me and a little bit more. I think of her often and try to

heed her words. I have learned that when I do, it makes a difference for me and others.

And then there are random acts of kindness. On any given day, I find that I don’t have to look far to see some little thing that I can do to make a meaningful difference.

And so, my message here is to do things in the year ahead that make a difference...for you and the world around you.

If you’d like to become more involved with VRPA, I can guarantee that your efforts will make a difference. We have a variety of ways that you can become more involved...some are small and some are bigger. Let me know if you’d like more details on how you might get involved.

If you love athletics and working with older people, may I suggest that you take a day to volunteer at a Vermont Senior Games event. Their 2018 games schedule is included in this newsletter. They can always use more volunteers, especially people who have experience running events and athletic competitions and I know that many of you fit that bill. I have been working with the VT Senior Games Association for several years now and I can promise you that you will walk away inspired at the end of the day! I’d be happy to tell you more about that opportunity too or you can contact the VSGA Games Coordinator, Barbara Jordan, at [barbarajordan@moomail.net](mailto:barbarajordan@moomail.net). I know you will make a big difference there too.

All the best to you in the year ahead. Thanks in advance for all the ways you will make a difference in the lives of Vermonters and the people who have the good fortune to visit our wonderful state.

Your friend in recreation,

*Betsy*

Betsy Terry, CPRP  
VRPA Executive Director



## Alicia Finley, Recreation & Parks Manager, City of Winooski

By Betsy Terry, CPRP

When Alicia Finley arrived in Vermont to begin her job with the City of Winooski, she quickly attended her first VRPA meeting. She stayed after lunch to learn more when there was a committee meeting scheduled. She brought her staff to Summerama, she offered to help next year on her Summerama evaluation, and she is helping the Summerama Committee this year. She has continued to regularly attend VRPA meetings and events and most recently, attended the Northern New England Recreation Conference. She has been an engaged member from the get-go. As is often the case, these Personal Profiles are a way for me (and others) to learn more about individual members.

Alicia attended Rowan University in Glassboro, NJ for her undergraduate work and received a bachelor's degree in Health Promotion and Fitness Management. She then received her master's degree from the University of Idaho (U of I) in Leisure & Movement Sciences, with a recreation focus and a minor in Outdoor Leadership.



Alicia told me, "I started out with a passion for fitness and health. I worked at my university rec centers and in the outdoor program at the U of I. While working at the rec centers, I started to think about all the folks who weren't

choosing to live a healthy life. I wanted to be able to reach all people, to be more inclusive and to help motivate everyone to live a healthier lifestyle. I wanted to help motivate others to do things they were afraid of or wouldn't normally do, knowing that when we do, we improve our self-confidence and improve our lives. I decided that I wanted to be a master of all things fun...anything that got someone moving and laughing! Also, while at the U of I, I worked for Moscow Parks & Rec and fell in love with it and challenged myself to become a director in that field."

After graduation from the U of I, Alicia held a position as an Assistant Fitness Director. She recounts, "I

felt I needed more and again wanted to reach more people in a different way. I became a Wilderness Therapy Guide at Summit Achievement in Stow, Maine. That position really made me into who I am today and I hope to start something like that here in Winooski for our city kids. The benefits and life lessons from nature are indescribable! I wanted to keep moving up the ladder so I became a Waldorf Summer Camp Director in East Montpelier, VT. After the summer, I sure enough found my calling as the Winooski Rec & Parks Director."

When I asked Alicia what she considers her greatest career accomplishments, she said, "That is a tough question because I am proud of so much, but I guess what stands out most recently is building up Winooski Recreation & Parks from barely existing to becoming a thriving department. I still have a long way to go, but I have been told that there have never been so many programs offered before. We have created new programs for the community and adults specifically. One of them is "Art in Nature" which you can read more about in the Program Spotlight on the next page. This program hit the news and a local TV show...that was pretty cool!"

Biggest challenges? "There have been a lot of challenges. One is working in government in general. You have to learn to be patient and need to accept that you will never please everyone, and just keep doing the best you can with the big picture in mind. Not having a bigger budget and only one ever-changing AmeriCorps member to help me can be frustrating, but I enjoy the challenge."

In her spare time, Alicia enjoys camping, backpacking, crabbing, hiking, lifting weights, football, snowboarding, capturing pictures in nature, exploring new areas, eating pizza, crafts, reading, journaling, dancing, napping, playing games of all kinds, and being one with nature. She grew up on a tree farm in South Jersey. Her dad is a retired forester, mom is a retired elementary school teacher, and her younger brother is an environmental scientist in Michigan. She is very close with her family and travels to PA and NJ often!

What she values most about being a member of VRPA is the connections she has made. "Being a young professional and newer in this director position, I have really benefited from the examples and advice I have received from other VRPA members. If I was not a VRPA member I do not think I would have had the successes that I have had here in Winooski. I feel blessed to have such a great support system!"

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# "Art in Nature"

By Alicia Finley, Recreation & Parks Manager, City of Winooski

**A**rt in Nature is a new program we created for Winooski adults; non-residents are welcome too. The idea actually came to me while attending the University of Idaho. My inspiration was Andy Goldsworthy, a British land sculptor, environmentalist and artist who creates mind blowing natural land art using natural material such as snow, ice, leaves, rocks, sticks, trees, etc. Due to the loss of a loved one and some personal struggles, mental health awareness had become very important to me around that same time. I had learned that immersing yourself in nature, even for just a little bit, can reduce levels of stress, anxiousness, high blood pressure and depression. After reading countless studies that corroborated the many benefits nature has on our overall well-being and being a participant of solo journaling in Idaho's Frank Church Wilderness, I felt it was important to find a way to combine the benefits of nature with mindfulness. I created a program that did just that in a very inexpensive way!



When I arrived in Winooski, it seemed like a great fit here for this community too where a lot of our residents struggle with transportation and finding a way to get to events. I knew it was less likely that these individuals would find their way to the country where they could escape the day to day stressors from such close living. Also, I felt it was important to promote Winooski parks. There are some that locals don't even know about, such as Memorial Park which happens to be one of the most archaeologically sensitive sites in the area.

So, with a basket full of some left-over journals I found in the back office, pens, a sign-in sheet, program evaluations, tacks, and laminated trail markers and interpretive signs, I set out to Memorial Park to set up 'Art in Nature' this past fall.

First, participants do a quiet and spaced-out solo walk. They are asked to keep their distance from other participants to help everyone get a feel for being alone in nature. This also helps boost confidence levels and bring awareness to themselves. This solo walk is important because it sets the mood, clears a person's mind and helps them find inspiration for creating some art. Along the walk, laminated signs have been placed that display a picture of land art and a quote. These also act as trail markers.

Once participants get to the end of the walk, they are asked to spread out, remain quiet and find a peaceful spot until everyone gets through the solo walk. At this time, participants are offered journals and can reflect on what they felt before and after the solo walk. Some participants have been inspired to write a poem while others just prefer to take their "me time" and sit quietly.

After everyone gets through their structured "me time", everyone is encouraged to work together to create some land art. This gets people talking and even creates social bonding. Some prefer to go off on their own to a spot that caught their curiosity and do their own thing. Art pieces get created by individuals and by teams. Anywhere from 30 minutes to an hour are allowed for the art creation part of the program. When the art projects are complete, everyone is encouraged to take a look at each other's art and appreciate the beauty created. Of course, the artists can continue to create land art if they want! After all, it is a public park.

Each 'Art in Nature' program usually lasts two hours and there is no registration fee, the program has been free so far. Program participation has been limited to 20 for each session because more people than that can make the solo walk and "me time" take too long. It is important to structure in "me time" for obvious reasons. This is meant to be a seasonal program.

My favorite season for this so far has been the winter. Not only does the snow allow us to create really cool things, but it gets people out of the house when depression and seasonal depression is at its worst. I have heard back from many people that they had been having a hard time wanting to get out of bed and leave the house and their family had forced



them to come. They mentioned they were happy they did and found energy which they haven't had in a while! It makes me happy to have helped create that opportunity and offer a program that really impacted people's lives.

Another cool thing about this program is that it catches the eyes of regular park users. They often stop and watch or jump in. Some even decide to do the walk on their own after the program is over.

Because I have seen the positive impact this simple program has had on people, I leave the signage out overnight and throughout most of the next day as a fun little activity for those who randomly decide to visit the park. Another dream of mine is that this program will create a new art community who decide they want to randomly create nature art at parks. This could get people excited to just get out to a park and see what surprise or art they may find. Perhaps, one day we will be able to create more lasting nature art in our parks.

Promotion has been awesome for this program! The City has seen such an increase in likes and shares on our Facebook page and Twitter account. I even was asked to join the Morning Brew on the Channel 44 Local News. That created a lot of promotion for our program! I cannot wait to see what other projects come from this and the exposure Winooski parks get. Feel free to come to my next event ([www.winooskirec.com](http://www.winooskirec.com)) or contact me with any questions ([afinley@winooski.vt.org](mailto:afinley@winooski.vt.org)).



# Making a Positive Difference in the World

By Cindi Wight, CPRE, Director & Cemetery Superintendent  
Burlington Parks, Recreation & Waterfront

I recently was out for a ski in our new neighborhood and I came upon a box attached to a tree. Not only did I find a box but it had a sign on it with our Burlington Parks, Recreation & Waterfront (BPRW) logo! Inside the box was a scarf, pencils, and writing paper. Who has the big heart at BPRW? You are about to find out.

Marty Hornick has been working for BPRW for over 30 years. Some folks retire in place after 30 years but Marty is definitely not one of them. Marty always has a smile on his face and is quick to say hi. I was told early on that you see the biggest smile on Marty's face when he is on a tractor but I've noticed I still get a Marty smile when he is behind the computer!

Back to boxes! Marty heard a story from a community out west that they had put boxes up in areas where there was an active homeless community. In the box, they placed whatever the homeless indicated they needed. Pencils and writing paper were left inside the box so the individuals could share what they needed.

Marty decided to try the idea in Burlington last March. He reached out to YouthBuild, a Burlington program that provides 16-24-year-old youth with an opportunity to earn their diploma, trade certifications, and an AmeriCorps Education Award, while learning construction skills. YouthBuild built a box for him. The box went up in an area where there is an active homeless encampment and the parks crew visits on a regular basis.

They got a lot of requests. Marty told me, "Some we could meet and others we couldn't. The items we put in the box ranged from shoes, socks, all types of clothing, first aid kits, bug spray, trash

bags and even a pair of eye glasses. It was a success, with 95% of the comments left being positive."

When he wanted to expand the outreach with the boxes, Marty again contacted YouthBuild and they were very willing to build two more boxes. They were installed last December. As you can imagine, the most requested items in the wintertime are hats, mittens, and coats. Marty checks the boxes as part of his visits to the parks three times each week.

When asked where he gets the items he places in the boxes, Marty replied that he first reached out to folks in his church, and WOW did he get a great response. The people of the Church of the Rock in St. Albans continue to be very generous with their donations of hats, gloves, socks, and scarves. He also contacted several churches, synagogues and a mosque to pass along the word and locations of the boxes. He now finds that random Burlington residents are regularly putting books, cereals, cans of soup, and other items in the boxes. In addition to hard goods, he also now adds directories for area services and schedules for available hot meals, showers and shelters.

A Burlington police officer, Brian DiFranco, attends the same church as Marty and he is planning to place similar boxes in the St. Albans community. Marty's good work is spreading!

I thought about Marty when I watched



the Budweiser commercial during the Super Bowl. I had no idea that Budweiser switches over to canning water in times of emergency; in 2017 they donated 2 million cans of water. A large company can have a significant impact. Similarly, and equally impactful can be the work of one man who, through his big heart and wanting to help others, puts up a box in a park. Thanks Marty!



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Go to the VRPA website for all the details and your 2017-18 VIP Tabulation Form.

Two of our VIP winners cashed in their scholarships last year.

Emma Allen, Burlington Parks Recreation & Waterfront, spent a week last January at the Oglebay Resort in Wheeling, West Virginia, as a second-year attendee of the International Festivals and Events/NRPA Event Management School. Emma reported that some highlights of

the week were connecting with friends from last year (and making some new ones), designing an event from scratch in 3 days, learning the Texas Two Step, and making fun of all of the southerners complaining about the snow. "It was a wonderful time and an invaluable learning experience, and I am grateful that I got the opportunity to learn from a host of creative and talented industry professionals in the second year of this program!" [Click on this link](#) for more details on Event Management School.

Also from Burlington Parks, Recreation & Waterfront (how lucky was that for one department!), Melissa Cate attended the 2017 NRPA Conference in New Orleans. Melissa reported these highlights... Day One of the conference kicked off with an enormous Welcome Party at Mardi Gras World where checking out the huge floats was the highlight of the evening. Some of the education sessions that I really enjoyed included Public Facility Accessibility for Transgendered Populations, Stop Thinking Like a Municipal Employee and Retirement Development. One of the most important components of any conference is the opportunity to meet and network with other professionals – the times I enjoyed



Emma Allen, far left

most were the unscheduled talks over breakfast or at the exhibit hall."

"Speaking of the exhibit hall, that may be my favorite feature of the conference – I could have spent another whole day just visiting the HUGE variety of vendors there – so fun and so many great ideas come out of the exhibit hall! I would be remiss if I didn't highlight the amazing food we tried in New Orleans – crawfish etouffee, turtle soup, shrimp & oyster po-boys, muffaletta, and, quite possibly the best sandwich I've ever had, the Buckboard Bacon Melt, which I got to share with Betsy Terry!"

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# Thank you, Terri Arnold , Middlebury Parks & Recreation Director (2013 - 2018)

**T**erri Arnold has been Parks & Recreation Director in the Town of Middlebury for the last five years. She arrived in Vermont from the state of Washington and is headed back to Washington to be the Deputy Director of Parks, Recreation, and Cultural Affairs for the City of Edmonds, a community of 42,000 people located just north of Seattle.

Terri has definitely left her mark in Middlebury. When I asked her what she was most proud of she replied... "During my first year in Middlebury, we went from manual registration to on-line registration and began producing a quarterly Activity Guide at no cost to the department; the local paper sells ads to support its production. Soon, we brought on Dustin Hunt full-time as the Program Coordinator and recently, we hired an Assistant Program Coordinator, Brian Hald. We have grown by leaps and bounds!"

"In early 2104, the Town of Middlebury decided to establish a Community Building Committee with the intention of trying



to build two new buildings – a new Town Office building and a Recreation Center. Before we knew it, these two facilities were built and we moved into the new Rec Center two years ago this month. The degree to which we are now able to serve the community is phenomenal."

"Five years has passed quickly, I look back and see the great parks and recreation department my staff and I have developed over a short span of time. It is immensely satisfying to see people come

to the rec center for the first time and be completely in awe of the beauty and function of this new facility. To top off our recent accomplishments, we were also able to steward a community group through the development of an Off-Leash Dog Park – something the community is ecstatic about."

"I will miss many people and many aspects of Middlebury's uniqueness. However, the opportunity to return to my home state of Washington and re-connect with long-time friends from my days with the City of Seattle and other past connections is very exciting. I have enjoyed trying to be a Vermonter, but I realize I'm truly a Northwesterner. Best wishes to all the great VRPA people I've met, I truly am grateful. Thank you to those who hired me and those in the profession who have helped along the way."

Thank you, Terri, for sharing your passion and good work with the people of Vermont. All the best to you in your new position.



For more information:



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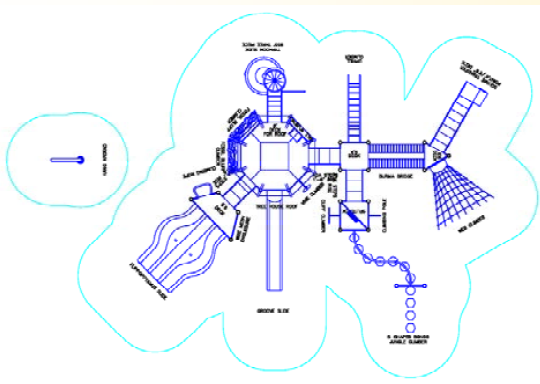
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If you are not a member of the National Recreation & Park Association, have you ever thought about it? There are lots of reasons to give it some thought. Some of the tangible benefits include access to a wide variety of educational opportunities with discounted registrations for members, lots of research and knowledge, advocacy support, member discounts on bulk purchases on a variety of things including a 20% discount on purchases from Oriental Trading/FunExpress. [CLICK HERE](#) for more details on the benefits of becoming an NRPA member.

NRPA offers individual and agency memberships. If you are 35 years old or younger, you qualify for the \$99 young professional membership.

Some of your NRPA colleagues recently weighed in on what they value about being a member of the National Recreation & Park Association...

"Resources are what I value most in my NRPA membership! From reading the daily NRPA Connect to attending Revenue Management School, NRPA has provided me with invaluable information and educational resources to help me do my job. Plus...the annual NRPA conference is the most jam-packed, fun-filled annual conference I could hope for!"

- Melissa Cate, Burlington

"I value three main areas with my NRPA membership. First is Open Forum; it is a great resource whether you ask a question and get a response or go trolling for past questions and responses for a current issue. Secondly, I value that NRPA is advocating on my community's behalf in Washington D.C. They

advocate so we can get the work done at the local level. Third, I value the opportunity to give back to the profession through volunteer opportunities with NRPA. There are many and it is easy to get involved."

- Cindi Wight, Burlington

"I value the shared ideas that I have access to with my NRPA membership - the NRPA Connect open forums, resources for Park Metrics, free webinars, keeping abreast of the national pulse, and the many opportunities for networking that NRPA provides."

- Holly Baker, South Burlington

"With my NRPA membership, I appreciate the connectivity to fellow parks and recreation professionals from around the country, access to the latest trends and best practices, and the variety of educational opportunities provided by NRPA."

- Andy Cappello, Newport

"What I value most about being an NRPA member....is everything! The NRPA website, mission, values, pillars, grants, staying connected with professionals across the country, research, twitter, Facebook, the magazine, alerts, what is being worked on in DC and how we can support the NRPA legislative advocacy, webinars, and the annual NRPA National Conference."

- Maggie Leugers, South Burlington

Being a member of NRPA is "the professional thing to do." There are a lot of other reasons for joining too. Think about it!

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(Photo above) Another bit of nature art from Winooski

(Photo to the right) Burlington is doing some pretty innovative things to create complete streets in their city. Interested in learning more, go to <https://www.burlingtonvt.gov/DPW/Complete-Streets> or contact Jason VanDriesche, Deputy Executive Director at Local Motion at [jason@localmotion.org](mailto:jason@localmotion.org).





## President's Perspective (cont'd)

volunteer positions, so please, consider ways in which you want to contribute.

I want to thank the Executive Board for their hard work and efforts over the past two years and certainly look forward to continuing on the Board as the Past President. Individual gratitude also goes to, Past President, Andy Cappello for his continued leadership with VRPA. Andy will be stepping down from the board after the annual meeting.

We are a leader in state park and recreation organizations throughout New England. This is something I am proud to be a part of and very thankful for the opportunity to have served as its President.

Sincerely,



Scott Hausler, CPRP

VRPA President (2016 – 2018)



How cool is this Ice lean-to on Saranac Lake?  
Here's a link to a short video of them building it if you want to see a little more -

<https://www.facebook.com/saranaclakewintercarnival/videos/1526445347383421/>.



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# National Outdoor Recreation Conference Coming to VT

The Society of Outdoor Recreation Professionals (SORP) will present the 2018 [National Outdoor Recreation Conference](#) on April 23-26, 2018, in Burlington, Vermont. The National Outdoor Recreation Conference showcases innovative approaches to outdoor recreation research, planning, and management, and organizers believe that Vermont provides an ideal location to see how investments in local conservation and outdoor recreation have contributed to a thriving economy and vibrant community. The theme of this year's conference is "Building Resilient Communities, Environments and Economies."

"We are very pleased to host this exciting event in Vermont later this year," said Vermont Governor Phil Scott. "As we work to grow our economy, our outdoor recreational opportunities and natural resources are some of our top assets, which is why I've committed to growing our outdoor recreation economy. Hosting this conference will be a great opportunity

to learn from leaders in this sector, and showcase all this state has to offer."

"As chair of the recently created Vermont Outdoor Recreation Economic Collaborative (VOREC), I'm thrilled to welcome the Society of Outdoor Recreation Professionals to Vermont for this exciting event, especially given this year's conference theme," said Vermont Department of Forests, Parks and Recreation Commissioner Michael Snyder. "Here in Vermont, we believe that there are no healthy communities or healthy economies without a healthy environment, and we look forward to offering visitors a chance to experience our resilient natural settings, local outdoor culture, and world-class recreational opportunities."

Outdoor recreation accounts for approximately \$2 billion in annual spending in Vermont, with most of those dollars being spent by out-of-state visitors. While the ski industry is the largest driver of outdoor recreation activity in the state,

Vermont remains a year-round draw to outdoor recreation enthusiasts, appealing to people who also enjoy bicycling, hiking, camping, snowmobiling, hunting, fishing, boating and a host of other outdoor recreational activities.

[Registration](#) for the 2018 National Outdoor recreation conference is now open, and early bird rates are available until March 31. A full program itinerary for this year's conference can be found on the [National Outdoor Recreation Conference website](#).

"SORP selected Burlington specifically to experience outstanding outdoor recreation opportunities as well as Vermont's commitment to outdoor recreation and the robust partnerships that benefit communities and businesses, and the stewardship of recreation settings," said Rachel Franchina, President of the Society of Outdoor Recreation Professionals.



**NATIONAL OUTDOOR RECREATION CONFERENCE**  
2018 | VERMONT

**Building Resilient Communities, Economies, and Environments**  
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# Grace: A Powerful Leadership Trait

Fireside chats can generally yield surprising depth and insights. When the chat leader is a CEO and the audience include high-potential leaders at an executive training retreat, it can be doubly poignant and powerful. Fireside chats afford a crucible for candor and a forum for authenticity.

Ten years ago, I was a trainer at the retreat and a guest at the after-dinner fireside chat.

"What are the most crucial qualities of a great leader?" was the question from an armchair participant, shot point-blank at her charismatic CEO. The CEO catalogued the typical top-10 leader features you might expect would accompany such an answer. Then, after a long pause, he added, "and, grace."

It provoked silence. Everyone in the room waited on the edge of their armchairs to learn more about this unexpected addition.

"Grace is about acceptance, the opposite of judgment. It is the building block of a culture that nurtures innovation and invention. It is ironically the same word we use for elegance with a sense of purity," he explained.

No one in the conference center living room expected this tough, results-oriented leader to suddenly turn philosophical. But he did. And they were clearly moved.

He briefly highlighted a tragic story many in the room had heard on the news. I later Googled the story for the facts, and this is what I learned.

The milk delivery man in Georgetown, Pa., had lost his infant daughter. He never got over it. Nine years later, that delivery man — Charles Roberts, who was married and the father of three children — burst into a one-room Amish schoolhouse in Nickel Mines, Pa., with a handgun, 12-gauge shotgun, rifle, cans of black powder, stun gun, two knives, a toolbox and restraint devices. He told the boys and teacher to leave the room. He lined up the girls and shot them. Five died and several more were severely wounded. He later shot himself.

But what followed the tragedy was the centerpiece of the CEO's point about the power of grace. The Amish community visited the widow of the murderer to offer their heartfelt condolences. The day of the funeral, the same week after burying five of their children, the Amish community attended the funeral of the murderer. There were nearly as many Amish at the funeral as non-Amish. On the one-year anniversary of the massacre, the Amish community quietly made a cash donation to the widow of the man who had slain five of their children.

I never forgot the example and the way he tied it to leadership.

We live in an era when disruptors thrive, and marketplace followers struggle just to keep up. Incremental improvement, once the standard for progressive leadership, has been replaced with, "If

it ain't broke, break it." Warp speed to market has become a table stake. And those in constant pursuit of innovation are the only ones likely to end the race in the winner's circle. It means leaders must foster inventiveness as well as its "fail fast, learn fast" corollary as their keystones of success.

Amazon founder Jeff Bezos said in a Business Insider interview: "I've made billions of dollars of failures at Amazon. None of those things are fun. But they also don't matter. What really matters is, companies that don't continue to experiment, companies that don't embrace failure, they eventually get in a desperate position where the only thing they can do is a 'Hail Mary' bet at the very end of their corporate existence."

Leaders with grace lead with deep confidence. They exhibit no need to resort to creating fear or relying on authority as the mantle for their influence. They imbed the spirit of encouragement in their



pronouncements meant to challenge. They know that humility is more powerful than vanity, concern is more influential than command.

And the leader with grace can release the finest from employees ensuring the perseverance of their brand.

*Editor's note: This is copied from the 1-23-18 NRPA SmartBrief. This post is by Chip Bell, a renowned keynote speaker, trainer, and the author of several award-winning, best-selling books. His newest book is "Kaleidoscope: Delivering Innovative Service That Sparkles." Visit his website. Lead Change, a division of Weaving Influence, publishes twice monthly with SmartBrief. Lead Change is a leadership media destination with a unique editorial focus on driving change within organizations, teams, and individuals.*



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- Maintenance Scheduling
- PDA Handheld Interface

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# VT Senior Games Association Announces 2018 Schedule of Championship Events

By Andrea Stander, Games Coordinator, Vermont Senior Games Association

**2018 is the qualifying year for the National Senior Games to be held in Albuquerque, New Mexico in June 2019**

The Vermont Senior Games Association (VSGA) is excited to announce its 2018 schedule of competitive athletic events. The Games are open to anyone who will be 50 years old by December 31, 2018 – all levels of experience are welcome. VSGA's motto is "Fun, Fitness & Fellowship." The Association is particularly excited because all the 2018 events offer the opportunity for senior athletes to qualify for the National Senior Games which will be held in Albuquerque, New Mexico, June 14-25, 2019. Vermont is also an "open state" so competitors from other states are welcome to participate.



**Opportunities for Everyone**

VSGA's 2018 season includes 14 different competitive sport events, 1-3 events per month ranging from individual events such as swimming, road races, track & field, and the triathlon to partner and team events such as racquetball, pickleball, basketball, horseshoes, and table tennis. The "court" sports also feature singles and doubles play. All events are available for both women and men. VSGA's only requirement is that you need to be 50 years old by 12/31/18 and have the desire to participate.

In the 2017 season almost 500 competitors participated ranging in age from the required minimum of 50 all the way to the 90-year-old track & field competitor who signed up at the last minute on an impulse to celebrate his birthday! VSGA participants represent

a broad spectrum of active adults from lifelong competitors who have records and medals to their name, folks who are returning to a sport they enjoyed earlier in their life, to people who are trying out a new way to stay fit, have fun, and share friendly competition with others who share their interest in the sport.

VSGA, which is led by a volunteer Board of Directors who are all current or former participants, strives to provide the highest quality events, held at great facilities, with the leadership of experienced sports coordinators. At all VSGA events, participants can compete to win medals (gold, silver, bronze), receive their official results, and have access to event photos through the VSGA website and Facebook page. In 2018, because it is a qualifying

year for the National Senior Games in 2019, up to the 8th place finishers have the chance to qualify to go to Albuquerque to represent Vermont in most sports.

Anyone (of any age) interested in the fun and excitement of competitive athletics is invited to consider becoming a VSGA volunteer. There are many different volunteer roles available at each event, knowledge of a specific sport is especially welcome, but no previous experience is required. If you are interested or would just like to learn more about these opportunities to support the VT Senior Games, please contact the VSGA Games Coordinator, Andrea Stander at 802-522-3284 or [andrea.stander@gmail.com](mailto:andrea.stander@gmail.com). We hope you can join us!

Around the State...



## VSGA 2018 Schedule of Events

Visit the VSGA website for the most up-to-date information:  
[www.vermontseniorgames.org](http://www.vermontseniorgames.org)

DATE	EVENT	LOCATION
Apr 7	Swimming	The Edge, Williston, VT (Partner w/ US Masters)
Apr 12	Bowling	Spare Time Lanes, Colchester, VT
May 18	Racquetball	The Edge Sports & Fitness, Essex, VT
Jun 2	Horseshoes	The Sodbusters Club, Bristol, VT
Jun 22-24	Pickleball	Shelburne Town Tennis Courts, Shelburne, VT
Jun 30	Track & Field	South Burlington High School, South Burlington, VT
Jul 29	Triathlon	Bayside Beach, Colchester, VT
Aug 24-25	Tennis	The Quechee Club, White River Junction, VT
Sep 1	5K Road Race	Northfield, VT (Partner w/ NSB/CVR)
Sep 16	Cycling	Kennebunkport, ME (Partner w/ Maine Sr. Games)
Sep 28	Basketball	Castleton University, Castleton, VT
Oct 6	10K Road Race	Shelburne, VT (Partner w/ GMAA)
TBA	Golf	TBA
TBA	Table Tennis	Shelburne Town Gym, Shelburne, VT





# Tennis for everyone...a new way to teach and learn and play this great game.



By Karen Didricksen, USTA New England, Tennis Service Rep -Vermont

The United States Tennis Association (USTA) vision statement is 'To Promote and Develop the Growth of Tennis'. They are taking this seriously to provide not only the curriculum and videos and resources but also providing equipment of racquets and balls to as many places as possible to help grow the game of tennis.

USTA has been working with SHAPE educators developing standard-based curriculum for schools, community lesson curriculum for the next level of providers, and coaches curriculum for certified instructors. Three levels of providers and each with lesson plans, videos and activities to teach.

The new platform and brand that USTA has developed for youth tennis is called NET GENERATION. It is designed for children from ages 5-18. It is the goal to introduce tennis in fun, easy to use smaller equipment and easy to teach lesson plans. Registering your school or community program provides you with curriculum and equipment to get your tennis program off the ground! Schools and community programs don't even need to use a tennis court! A flat area is all that is needed. A gym, a parking lot, or another creative area.

Visit the website [www.netgeneration.com](http://www.netgeneration.com) and get the information you need to get your school or community involved. USTA requires a registering process with several key components. First is to watch a 'SAFE PLAY' video course. It emphasizes the importance of non-bullying and non-sexual behaviors in working with children. The second part is a criminal background check to ensure that all involved with Net Generation tennis programs have had that screening. USTA is dedicated to safe conduct and safe environments for our children.

Once completed and approved, the USTA will send your community a RED BALL curriculum, a large equipment bag with twenty 21" youth racquets, 36 red felt balls and tape to create 'nets'.

The cost to you is FREE!

Each area has its own USTA TSR (Tennis

Service Representative) to not only help answer questions, they can also give trainings to show providers how to teach the lessons and make tennis a fun and easy sport for all ages.

Please feel free to contact your TSR

in Vermont! And let's get back to playing tennis!

Play on!

Contact, Karen Didricksen, USTA-Tennis Service Rep -Vermont at [didricksen@newengland.usta.com](mailto:didricksen@newengland.usta.com).

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due May 1<sup>st</sup>. RENEW ONLINE  
at [www.vrpa.org](http://www.vrpa.org).

- ❖ As a VRPA member, you will receive:  
*Recreation Check-In* – Weekly information and happenings, via email.  
*The Advocate* - VRPA newsletter – three issues a year, via email.  
*VRPA Membership Directory* – Annual directory of member contact information, electronic format.  
*Discounted Fees* – Conferences, workshops and event registration fees, and advertising rates.  
*Professional Assistance* – In person and online.  
*VRPA website* – Access the VRPA website at [www.vrpa.org](http://www.vrpa.org).

## May 1, 2018 to April 30, 2019 APPLICATION AND ANNUAL RENEWAL

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Organization: \_\_\_\_\_ Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Office Phone: \_\_\_\_\_ Cell Phone: \_\_\_\_\_

Email: \_\_\_\_\_

Classification (See next page for classification descriptions)	Number of Persons	Membership Fee
<input type="checkbox"/> Agency (check one)		
<input type="checkbox"/> 1-4 staff	_____	\$270
<input type="checkbox"/> 5-10 staff	_____	\$375
<input type="checkbox"/> 11 or more staff	_____	\$485
<input type="checkbox"/> Individual Professional	-- One --	\$75
<input type="checkbox"/> Board/Commission	_____	\$110
(Includes ALL board/commission members)		
<input type="checkbox"/> Commercial (inc. link from VRPA website)	-- One --	\$180
<input type="checkbox"/> Student <input type="checkbox"/> Friend <input type="checkbox"/> Retiree (check one)	-- One --	\$25
<input type="checkbox"/> Honorary Life	-- One --	Complimentary
 <input type="checkbox"/> Check Enclosed <input type="checkbox"/> Payment Being Mailed	 Total Amount Due	 \$ _____

**New memberships received in the months of Nov, Dec and Jan are half price.** *New memberships received in the last three months of our fiscal year (Feb, March and April) are full price and include the following year membership also.*

Would you like to become more involved with VRPA? Listed below are the various VRPA committees. Please check if you are interested and someone will contact you. Thank you for your interest!

- ☐ Membership    ☐ Newsletter    ☐ Performance Showcase    ☐ Summerama    ☐ Executive Committee  
☐ Track & Field    ☐ Awards    ☐ Maintenance Workshop    ☐ State Conference    ☐ Northern NE Conference  
☐ Other ways you'd like to help: \_\_\_\_\_

Is there a VRPA member who influenced your decision to join?    Are you a member of NRPA?    ☐ Yes    ☐ No  
 If yes, who? \_\_\_\_\_

**RENEW YOUR VRPA MEMBERSHIP ONLINE by May 1<sup>st</sup> at [www.vrpa.org](http://www.vrpa.org).**

**Or print this application and send to VRPA, 721 Main Street, Colchester, VT, 05446.**

Questions? Call the VRPA office at 802-878-2077.