



Network • Learn • Empower

79th Annual Vermont
Conference on
Recreation



R.E.C.

RESILIENCE.
EXCELLENCE.
COMMUNITY.

Wednesday & Thursday
October 12 & 13, 2022

Lake Morey Resort
82 Clubhouse Road, Fairlee, VT

Conference Includes:

- 2 days of informative sessions
- 5 hours of engaging exhibit hall time
- Awards Luncheon
- Keynote & endnote
- Fun social hour & fireworks!

30+ session speakers from around the country! You do not want to miss these sessions!



SPONSORS

Thank You to Our Conference Sponsors!

Platinum



Gold



Silver



A letter to

Our Valued Conference Attendees

Dear Vermont Parks & Recreation Community,

Thank you for joining us this year at the 79th Annual Conference on Recreation. This conference is a special opportunity to come together to celebrate the successes of another busy summer season and engage in learning opportunities that bring us new inspiration for the future. Together we renew our sense of purpose to serve our communities better.

After many creative ideas and deliberation, the conference committee agreed on this year's theme: Resilience. Excellence. Community. AKA R.E.C. The theme recognizes the key aspects of our profession that guide us on our collective mission.

The 2021-22 season was another year of uncertainty due to the ongoing effects of the Coronavirus pandemic, perhaps we had to deal with budget constraints on top of that, leaving us to wonder if the shifts we're seeing are going to last or continue to evolve. But thanks to our supportive state and communities, the parks & rec community continues to be resilient.

We deliver the highest standards of recreation programs and park experiences because of our passion and expertise. This conference is one of the many professional opportunities VRPA brings for continuous improvement and education for our field to support public health and wellness.

As parks and recreation professionals, we serve the people of our communities and state. From out-of-state visitors, to first-time youth sports participants, to under-served families in our towns. What we do every day, creates places and experiences that make Vermont one of the best places to live in this country.

The awards ceremony on Thursday is our chance to recognize our own colleagues that go above and beyond their roles. We get to honor their efforts and roles as leaders in our profession, and learn from them and our esteemed conference speakers.

Thanks to the dedicated conference committee, who in addition to their busy workloads, spent a lot of time and effort to put together another outstanding conference featuring speakers from national stage and right here in VT. They've organized two days of education and inspiration at beautiful Lake Morey. There's also lots of opportunity to socialize with fellow professionals and engage with knowledgeable vendors that support the work we do.

We absolutely couldn't do this without the sponsors too! Their commitment to the Vermont Recreation & Parks Association allows us to organize an excellent event and keep our organization strong.

Please take a look through our brochure for details about the learning sessions, awards recognition and inspiring speakers. We hope to see you soon!

We need your talents! 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 Kathryn Wrigley, Conference Chair at kathryn.wrigley@vermont.gov if you'd like to find out more. We are grateful for your continued support, involvement, and the amazing things you are doing for your communities!

VRPA Conference Committee, Kathryn Wrigley, Chair
VRPA Executive Director, Jessica Brodie



Network • Learn • Empower

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

WEDNESDAY OCTOBER 12

2022 Detailed Conference Schedule

8AM Welcome & Registration Check-In

- SILENT AUCTION Open!

9-10:10AM BLOCK 1 - Education Sessions

- Growing Vermont's Outdoor Recreation Economy (Kelly Ault, Vermont Outdoor Business Alliance)
- A Review of Liability and Risk Management in Recreation (Wade Masure & Kelly Knotek, Vermont League of Cities & Towns)
- Helping Teens Understanding the Value of Leadership (Lori Hoffner, Supporting CommUnity, Inc.)
- VT Adaptive Veterans Program (Jeff Alexander & Misha Pemble-Belkin, VT Adaptive)

9AM-12PM User Group

- MyRec User Group (Tracey Cooper & Carla Bearup)

10:30-11:30AM BLOCK 2 - Education Sessions

- I Was Today Old When I Realized I was an Idiot (Lisa Paradis, Berry Dunn)
- Best Practices for Lasting, Sustainable Public Access Trails (Nick Bennette, VT Trails & Greenways Council)
- Contracts & Project Management (Frank Spaulding, VT Forests, Parks & Recreation)
- Vacation Camps & Afterschool Programming (Jazmin Averbuck, Girl Scouts of the Green & White Mtns.)

12-12:45PM Lunch Buffet & Conference Welcome

12:45-1:45PM Keynote

2-3:10PM

- "Why Be Normal" (Phil Gaines, Professor of Practice, Clemson University)

BLOCK 3 - Education Sessions

- eBikes: Are thy Right for You, your Trail Network, or Community? (Karen Yakos, Local Motion; Nick Bennett, VMBA; Abby Long, Kingdom Trails)
- Living in (Extraordinary) Stressful Times (Lori Hoffner, Supporting CommUnity, Inc.)
- Managing Ash Trees & Emerald Ash Borer (Elise Schadler, State of VT)

2-2:30PM

BLOCK 3B - Education Sessions

Speed Sessions

- Birding: A Gateway for community engagement (Allan Strong, UVM)
- Google Forms (Jazmin Averbuck, Girl Scouts of the Green & White Mtns.)

2:40-3:10PM

BLOCK 3C - Education Sessions

Speed Sessions

- Partnering with Libraries to lend non traditional Items (Jessamyn West, VT librarian)
- Recreation Professionals Panel: Connecting to Colleges & Students (Kathryn Wrigley, VT FPR; Jazmin Averbuck, Girl Scouts of Green & White Mountains)

3:30-4:40PM

BLOCK 4 - Education Sessions

- "The Customer is Not Always Right. Now What?" (Phil Gaines, Keynote)
- Do It Tomorrow (Cindi Wight, Burlington Parks, Recreation & Waterfront)
- Myth Busting eSports & Gaming (Patrick Burke, S. Burlington High School Principal)
- Words Matter - "Inclusion" - Getting on the Same Page (Lisa Drennan, MERGE Consulting)

4:40-5:30PM

Face Time

Get your CEU Form Signed, Check into your room, bid on the Silent Auction items

5:30-7PM

Exhibit Hall & Social Hour

7-8PM

Dinner with Exhibitors

8:30PM

Fireworks

over Lake Morey
Thank you NorthStar Fireworks!

9PM

Entertainment

Relax, Have some laughs with "Boom City Improv"!

Boom City Improv players have been spreading imaginative delight with their short-form shenanigans throughout Vermont since 2015, putting on shows for everyone from small private parties to large public fundraisers. They enjoy creating camaraderie with their audiences through the love of laughter and by fostering a sense of joy and inclusiveness that dissolves the line between stage and viewer. Boom City Improv players revel in serving up the absurdities of life on a creative comedy plate with fast-paced games and scenes made up on the spot and with the help of audience volunteers. The Boom City team for the VRPA conference includes Jenna Emerson, Eric Wright, Tami Lantz, Noel Porter, and Mel Ardelle. Find and follow Boom City on Facebook and Instagram!

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

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6:45AM

- YOGA or walk around Lake Morey (bring a headlamp) OR

- "Contemplating life choices" by the Lake (picking up firework debris) with Rob Peterson

7-8:30AM

Breakfast Full Buffet

7:30AM

Registration & Auction Bidding

8:30-9:40AM

BLOCK 1 - Education Sessions

- Pickleball - Keeping Up with the Demand (Melissa Cate, Burlington; Glen Cuttitta, Colchester; Todd Goodwin, Williston; Chris Tudor, USA Pickleball Ambassador)
- Creating Equity in Outdoor Recreation (Caleb Weathers, S.E. Group)
- The Master Planning Mindset: From napkin sketches to developing lasting landscapes! (Doug Gerber, Weston & Sampson)
- Creating Relevant and Meaningful Programs (Chris Nunes, The Woodlands Township, TX)

9:50-11AM

BLOCK 2 - Education Sessions

- Advocacy for Parks & Recreation (Danielle Doll, NRPA)
- Family Programs & Sharing Program Ideas (Todd Goodwin, Williston)
- Preventing Targeted Violence and Terrorism - DHS: Center for Preention Programs and Partnerships (Robert Mahoney, DHS)
- Recruitment and Retention - Today and Tomorrow's Challenge (Chris Nunes, The Woodlands Township, TX)

11AM-12PM

Exclusive Exhibit Hall Time

Raffle for the Scratch Ticket Tree in the vendor hall!

12-1:30PM

Awards Luncheon

12:20-12:40PM

Awards Keynote

NRPA President & CEO, Kristine Stratton

12:45-1:30PM

Theresa S. Brungardt Awards

1:45-2:55PM

BLOCK 3 - Education Sessions

- Building Community Outdoors (Ari Cano, The Nature Conservancy; Latino Outdoors)
- "The Words in the Woods": Arts programming with VT Arts Council (Amy Cunningham, VT Arts Council)
- Anti-Racism and Being an Ally (Cindi Wight, Burlington)
- Mental Health for Staff & Community (Maria Restrepo, New England Mental Health Technology Transfer Center)

3-3:15PM

Silent Auction Final Bidding

Get your CEU signed

THURSDAY OCTOBER 13

2022 Detailed Conference Schedule

SESSION DESCRIPTIONS

Wednesday, October 12

9AM-12PM

1 Session = .2 CEU

MYREC.COM RECREATION SOFTWARE USER GROUP

Tracey Rivera-Cooper, Director of Marketing, MyRec.com

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.

9-10:10AM

BLOCK 1 | 1 Session = .1 CEU

A REVIEW OF LIABILITY AND RISK MANAGEMENT IN RECREATION

Wade Masure & Kelly Knotek, Vermont League of Cities & Towns

This session will cover a range of physical hazards and risk management issues that are unique to recreational activities. Sr. Underwriter Kelley Knotek and Sr. Loss Control Consultant will share their experiences working with municipalities to control recreation program risks. Topics will include a discussion (and pictures) of common hazards that are associated with recreation programs as well as a discussion of risk when offering programs provided by non-municipal employees (contractors), school versus municipal recreation programs, coverage issues for non-municipal "associations", and many others. There will be a Q&A period at the end of the program.

HELPING TEENS UNDERSTANDING THE VALUE OF LEADERSHIP

Lori Hoffner, Supporting CommUnity, Inc.

Leadership begins with personal insight, development and a commitment to continuous improvement of yourself and others. In this training, Lori will help any organization that has young people in a leadership role understand how to create an environment that inspires teamwork, productivity and positive communication that will result in the ability to influence. They will learn that leadership thrives when the leaders knows who they are, what they stand for and where they want to go with their team.

GROWING VERMONT'S OUTDOOR RECREATION ECONOMY

Kelly Ault, Vermont Outdoor Business Alliance

Moderator: Drew Simmons, President, Pale Morning Media

Panelists:

- Karrie Thomas, Executive Director, Northern Forest Canoe Trail
- Steve Brownlee, Owner, Umiak Outfitters
- Jonas Cole, Owner, Vermont Bike & Brew

The pandemic has provided a historic opportunity for recreation in reinforcing healthy outdoor activities as a driver of local economic development and expanding participation for hikers, bikers, boaters, campers, anglers, and more. Significant investments in outdoor recreation infrastructure have expanded access to Vermont's world-class system of trails and facilities, especially for those whom have been historically excluded. How have Vermont's outdoor specialty retailers, guides, gear and apparel manufacturers, and media firms adjusted their

operations, workforce, and marketing to meet the demand for quality outdoor goods, services, and experiences? How have businesses large and small recruited and trained for a skilled workforce in retail management, technical occupations, and recreation instruction? A panel of industry experts will provide insight and practical advice on the myriad of opportunities to be interlinked with emerging outdoor destinations in ways that benefit Vermonters and visitors.



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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.

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VT ADAPTIVE'S VETERANS PROGRAM

Jeff Alexander & Misha Pemble-Belkin, VT Adaptive

This session will feature Misha Peble-Belkin's personal experience growing up with outdoor recreation, going into the military, surviving trauma and losing the passion for recreation, to re-finding it in adaptive sports. VT Adaptive has a successful Veteran Ventures program, so join Misha to learn more about his experiences and how programs like this can help.



AGENDA

Wednesday, October 12

- 9:00AM | Block 1 - Education Session
- 10:30AM | Block 2 - Education Session
- 12:00PM | Lunch
- 12:45PM | Keynote
- 2:00PM | Block 3 - Education Session
- 3:30PM | Block 4 - Education Session
- 5:30PM | Exhibit Hall, Social & Snacks
- 7:00PM | Dinner with Exhibitors
- 8:30PM | Fireworks
- 9:00PM | Entertainment



10:30-11:40AM

BLOCK 2 | 1 Session = .1 CEU

I WAS TODAY OLD WHEN I REALIZED I WAS AN IDIOT

Lisa Paradis, Berry Dunn

I hate to be the one to break it to you, but.. yes, it's true. You need other people to have an impactful and rewarding career. You simply cannot go it alone, and, if you haven't already started, it's probably time to do something about it. Every success experienced along one's journey is likely tied to a great relationship that was formed along the way. There is no special pill and no magic wand to creating a great network - it's a combination of art and a science to make it happen. Yes, some of it has to do with the right place at the right time, but most of it has to do with the basic stuff we learned in grade school. (Like "be kind!") Jam packed with insightful and immediately useful information, this session will make you rethink the way you approach new relationships, and provide you the tools to build a network of great people to do great things both individually and collectively.

BEST PRACTICES FOR LASTING, SUSTAINABLE PUBLIC ACCESS TRAILS

Nick Bennette, VT Trails & Greenways Council

In this session, representatives from the Vermont Trails & Greenways Council (VTGC) will review best practices for the design, planning, construction, maintenance, and user management of public access trails in Vermont. VTGC presenters will share real-world examples of adherence to and deviations from these practices, and guide attendees to resources to help them with their own trail development and stewardship. The session will also include a description of the benefits of becoming part of the Vermont Trails System and how to apply, as well as plans for allowing trail systems to demonstrate best practice compliance.

CONTRACTS & PROJECT MANAGEMENT FROM VISION TO REALITY

Frank Spaulding, VT FPR

This session will take typical parks and recreation projects and break them down generally by type and typical phases. Each type and phase will require expertise employed at the right time and right level. That expertise may be found in-house or may need to be contracted. Identifying and contracting that assistance and tasking inhouse team members will be defined by the specific skills required and the desired outcome of the project overall. We will discuss project phases, project program development and defining scopes of services. After the session the attendee should be able to participate in a project, in their appropriate role in steps that can be appropriately defined, resourced, overseen and accomplished.

THIRD SPACE PROGRAMMING VACATION CAMPS & AFTERSCHOOL PROGRAMMING

Jazmin Averbuck, Girl Scouts of Green & White Mtns.

In this session we will discuss the importance of third space programming such as afterschool and vacation program within your community. Further discussion will include successful programming practices to recruit, engage and retain participants throughout the year. You will leave this presentation with new ideas for your next vacation camp and even more resources to help guide your third space development.

12- 1:45PM

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.

2-3:10PM

BLOCK 3 | 1 Session = .1 CEU

EBIKES: ARE THEY RIGHT FOR YOU, YOUR TRAIL NETWORK, OR COMMUNITY?

Karen Yacos - Local Motion, Nick Bennette - VMBA, Abby Long - Kingdom Trails

The rapid increase of electric bikes (eBikes) has sparked important dialogue across the recreation community. As we have all experienced, these conversations can be confusing, controversial, and divisive. The growing pressures of the eBike industry and user group are challenging communities, trail networks, and people to establish clear policies as to if,where, and how eBikes are used on recreational trails. Join the Executives Directors of Local Motion, The Vermont Mountain Bike Association, and Kingdom Trails as they share about their experiences navigating the processes taken to reach responsible and sustainable decisions for their communities.

LIVING IN (EXTRAORDINARY) STRESSFUL TIMES

Lori Hoffner, Supporting CommUnity, Inc.

Every single organization must deal with issues and events that are beyond their control, unfortunately many of those are distressing. These events can test us all at a very personal and human level and yet, we believe that we should be able to "pull ourselves up by the bootstraps" and continue on. However, because workplace turbulence has increased, so has the focus on resilience. Increasingly, teams need to adapt quickly and operate in uncertainty, while still managing high job demands. The current pandemic and social unrest have only increased the pace at which this is happening. Teams need ways to sustain their effectiveness and relevance in this environment without comprising physical and psychological health. An organization's viability depends on the agility of both its operating systems and people to create sustainable solutions - for the business, for its people, and for the community served.

MANAGING ASH TREES & EMERALD ASH BORER

Elise Schadler, VT

Emerald ash borer (EAB) is a destructive and invasive forest pest that feeds on and eventually kills all species of ash trees. EAB is now widespread in Vermont and communities statewide are encouraged to prepare for the impacts of the pest. This training, led by staff from the Vermont Urban & Community Forestry Program, is intended to teach participants about EAB, introduce planning and management strategies, and to give an overview of the resources available to help towns - and those tasked with managing trees in towns - assess risk and establish a plan.



Phil Gaines
KEYNOTE

12:45-1:45PM

1 Session = .1 CEU

WHY BE NORMAL?

Phil Gaines, Professor of Practice, Clemson University, SC

Phil Gaines is a Professor of Practice in the Parks Recreation and Tourism Management Department at Clemson University. Phil completed a 38-year career in State Parks in 2018, where he began his career as an entry level Park Ranger at Kings Mountain State Park. He served as Park Superintendent at three different state parks, and Assistant Director of State Parks, before serving as Director of South Carolina State Parks for 13 years. Phil has also served on the Board of Directors for the National Association of State Park Directors, and the National Association of State Outdoor Recreation Liaison Officers. He has served as Past Chairman of the Board of Regents for the America's State Park Leadership School in Wheeling West Virginia where he was an instructor for 13 years. Phil is a frequent presenter at various State and National Conferences in the US and Canada where he focuses on leadership, and innovative approaches to park management. Phil is a contributing writer for Southern Edge Magazine, and a contributor and co-host of The Park Leaders Podcast. This Keynote will focus on leadership and the importance of authentic leadership, discovering your why, your purpose and adjusting and adapting in a fast-paced world.



Thanks to Landscape Structures Inc. for awarding us their Keynote Speaker Scholarship, which supports the appearance of Phil Gaines



SPEED SESSIONS

These quick and informational session pack it in. In less than 40 minutes you'll walk away with new knowledge and .05 CEUs!

1 Session = .05 CEU



2-2:30PM

BLOCK 3B | 1 Session = .05 CEU

BIRDING: A GATEWAY FOR COMMUNITY ENGAGEMENT

Allan Strong, UVM

Birds are visible, audible, and omnipresent signs of our connection to nature. Through education programs that link people to birds, municipal recreation departments have the opportunity to bring residents in contact with local parks and natural areas. By focusing on birds, a universally appealing slice of nature, recreation departments can engage community members with urban/suburban landscape design, citizen science programs, and conservation initiatives that are important to the community. The program will offer tips on how to ensure the connections between recreation departments and birders are accessible, inclusive, and equitable.

GOOGLE FORMS

Jazmin Averbeck, Girl Scouts of Green & White Mtns.

What they are and how to use them - in 30-minutes we will go over the basics of Google Drive, including forms, sheets, docs and more. Discuss general information and how they can be used in your department for ease of staff communication and organizational practices.



3:30-4:40PM

BLOCK 3B | 1 Session = .05 CEU

PARTNERING WITH LIBRARIES TO LEND NON-TRADITIONAL ITEMS

Jessamyn West

Jessamyn West is a librarian who serves on her town's conservation commission. She'll discuss the library's partnership with the conservation commission and the "nature kits" that the library lends out which include binoculars and field guides for birds, trees, plants and mushrooms. She'll also discuss other library/rec partnerships in the state.

RECREATION PROFESSIONALS PANEL: CONNECTING TO COLLEGES & STUDENTS

Kathryn Wrigley - VT FPR, & Jazmin Averbeck

If you're a student, rising professional, or just looking to hear about other folks Parks and Recreation Professional journey, join Jaz and Kathryn will moderate as panelists answer key questions about their current jobs and the decisions that led them to where they are today. Panelists will share stories from their own career journeys and offer advice to rising or aspiring parks and recreation professionals about the skills, connections, and experiences that support successful careers. This discussion may also touch on professional development opportunities, including locally hosted Vermont Recreation and Parks Association trainings and webinars that are available through national organizations such as, the National Recreation and Parks Association and the Society of Outdoor Recreation Professionals.

3:30-4:40PM

BLOCK 4 | 1 Session = .1 CEU

THE CUSTOMER IS NOT ALWAYS RIGHT. NOW WHAT?

Phil Gaines - Keynote

In this session we will discuss the importance of customer service in the park and recreation field, and what has changed in a post pandemic world. During the session we will:

- Identify specific challenges for customer service in a post pandemic world.
- Discuss and overview specific techniques and philosophies to improve customer service.
- To identify new opportunities for improvement for you and your organization in customer service focusing on developing a service culture that is true to your mission and core values rather than just "training" employees.

DO IT TOMORROW

Cindi Wight, Burlington

We all grew up with "don't put off until tomorrow what you can do today." This session will encourage you to choose "do it tomorrow" when scheduling your day. You will learn how to maximize your workday, end it with more energy and build resilience for changing dynamics.

MYTH BUSTING ESPORTS & GAMING

Patrick Burke, S. Burlington High School Principal

After attending a strand on video gaming and learning at the National Association of Secondary School Principals Summer Conference Patrick Burke, Principal at SBHS put up a flyer looking for students interested in joining a committee to "research what's possible." Within weeks multiple school based eSports teams had been formed and the students were competing against other scholastic teams from across the US and Canada. This session will include the Principal and some of the eSports players sharing the skills they build through playing and explaining how eSports fits into their lives and helps them deepen their bond with their school and community.

WORDS MATTER - "INCLUSION" - GETTING ON THE SAME PAGE

Lisa Drennan, MERGE Consulting

Join this session with a focus on practicing inclusive language & understanding the different types of program design that helps to foster excellence in disability inclusive culture. Let's start by analyzing the term "Inclusion", using person first language, and replacing "words to lose" with "words to live by", producing language that is more empowering and positive focused. Next, we'll break down the different models on how your programs can be offered: Specialized, Adaptive, Integrated, or Authentic Inclusion - what are the core elements, benefits & challenges to each model. Wrap it up with a discussion on the word "Special" and its impact on how people with disabilities are supported to be valued members of our community.

EVENING ACTIVITIES

FREE TIME

4:40-5:30PM

Get your CEU form signed, bid on the Silent Auction, Check into your room, get a little exercise, or catch up with friends before the Exhibit Hall opens.

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 and a great place to start your holiday shopping! Auction bidding will begin two weeks prior to the conference online and continue through Thursday. Have some friendly virtual bidding wars with your friends at night!

EXHIBIT HALL & SOCIAL HOUR

5:30 - 7PM

Exclusive Exhibit Hall Time!

Meeting 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 receive a raffle ticket from each exhibitors you visit and won't know which exhibitor basket the winning tickets will be drawn from. Complimentary cocktail reception sponsored by Northstar Fireworks.



DINNER WITH EXHIBITORS

7-8PM

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.

(include sponsor logo's here)

FIREWORKS & ENTERTAINMENT

8:30PM

Fireworks Over Lake Morey

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! Weather permitting.



RELAX, HAVE SOME LAUGHS WITH "BOOM CITY IMPROV"!

9PM

Relax and Have Some Laughs with the exhibitors in the Steamboat Lounge & Morey Room. This year, Boom City Improv will be leading us in some laughs. Table games will be available and more!. Don't miss this opportunity to grab an exhibitor or two and play a friendly game.

SESSION DESCRIPTIONS

Thursday, October 13

6:45-7:30AM

WALK ALONG LAKE MOREY

Optional Pre-Conference activities

(6:45-7:30AM) - Join others for an early morning walk around Lake Morey. Be sure to bring your headlamps as the walk starts before dawn!

8:30-9:40AM

BLOCK 1 | 1 Session = .1 CEU

PICKLEBALL - KEEPING UP WITH THE DEMAND

Melissa Cate - Burlington, Betsy Terry - VT Senior Games, Glen Cuttitta - Colchester, Todd Goodwin - Williston, Chris Tudor - USA Pickleball Ambassador

Pickleball continues to be one of the fastest growing sports in the country. It's hard to keep up with the demand for both court time and pickleball programs in our Vermont communities. The panelists will provide tangible strategies for adding or creating more pickleball courts, growing pickleball programming, identifying and correcting common problem behaviors with open pickleball play, and leveraging support from your pickleball community.

CREATING EQUITY IN OUTDOOR RECREATION

Caleb Weathers (S.E. Group)

In this talk, we will discuss the barriers of entry into outdoor recreation and what we can do to make the outdoors more accessible to all. Many people are being left out of experiencing the benefits of outdoor recreation because of racial and cultural barriers, time restraints, income gaps, ability level, and so much more. How can we reduce these barriers to create a more diverse outdoor recreation community?

THE MASTER PLANNING MINDSET: FROM NAPKIN SKETCHES TO DEVELOPING LASTING LANDSCAPES!

Doug Gerber, Weston & Sampson

Whether it is from public outreach, community initiatives, or common needs, a new idea takes hold and exploration ensues. Eventually, these flashes of brilliance need an avenue to find their way into the built environment. Where might you begin? Find out more about how a Master Plan can take new exciting ideas, develop them into a defined program, and translate them into enjoyable local parks, trails, and greenspaces.

CREATING RELEVANT AND MEANINGFUL PROGRAMS

Chris Nunes, The Woodlands Township - TX

An enterprise mindset starts with developing staff to have the ability to think and believe in the financial aspects of their agency or department. Having an enterprise approach requires that the professionals have sound business principals with the intention of creating profits, which can be revenue and/or social benefit. This session will detail the creation of staff and an agency that understands and embraces the financial aspects of their agency.

9:50-11AM

BLOCK 2 | 1 Session = .1 CEU

TELLING YOUR STORY TO LOCAL OFFICIALS: DEMYSTIFYING & REFRAMING ADVOCACY

Danielle Doll, NRPA

Advocacy can be a scary word. When your staff is already at capacity, tackling advocacy can be daunting. However, instead of being duplicative and burdensome, advocacy can be a multiplier for your work that reinterprets what you're already doing with an eye to state and local officials. Effective advocacy doesn't need to reinvent the wheel, it builds coalitions of like-minded partners to achieve shared goals. In this session, attendees will:

- Understand how advocacy can advance their agency's mission
- Build in advocacy as a part of the work they're already doing
- Learn advocacy best practices, including the most effective strategies and tactics for P&R agencies
- Craft a story for their agency, community, or project

FAMILY PROGRAMS & SHARING PROGRAM IDEAS

Todd Goodwin, Williston

Two sessions in one! Come learn about some Family Friendly Fun programs and then stay to Share Ideas for Programs and Special Events. A number of Family Programs and events will be shared and explained, which you can take back to your community and do. We will also share a list of programs and special events that departments in Vermont

do. The Sharing Ideas session was done at the 2019 conference as two speed sessions. Come this year and get more! Bring your ideas that you do or have heard of and share with the group. Leave with new and more programs and events that you can do in your community.

PREVENTING TARGETED VIOLENCE AND TERRORISM - DHS: CENTER FOR PREVENTION PROGRAMS AND PARTNERSHIPS

Robert Mahoney, DHS

Learning about the behavioral path to radicalization and violence and what you can do about it.

RECRUITMENT AND RETENTION - TODAY AND TOMORROW'S CHALLENGE

Chris Nunes, The Woodlands Township - TX

In the post pandemic world recruitment and retention for all employees (seasonal, part time and full time) has become a huge challenge for parks and recreation professionals. This session will explore a number of methods in which to find applicants, develop a streamline approach to interviewing and establishing a culture to retain high quality employees.

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! The Scratch Ticket Tree Raffle will also be awarded during this exhibit hall time - must be present to win!

12-1:30PM

AWARDS LUNCHEON

Master of Ceremonies, Kathryn Wrigley, Conference Committee Chair
Jessica Brodie, VRPA Executive Director

Join us for a delicious buffet luncheon and presentation of the 2022 Theresa S. Brungardt Awards. Members of Mrs. Brungardt's family will be on-hand to help with the award presentations.



AGENDA

Thursday, October 13

- 6:45AM | Sunrise Walk along Lake Morey
- 7-8:30AM | Full Breakfast Buffet
- 8:30AM | Block 1 - Education Session
- 9:50AM | Block 2 - Education Session
- 11AM | Exclusive Exhibit Hall Time
- 12PM | Awards Luncheon & Brungardt Awards
- 12:20PM | Awards Keynote
- 1:45PM | Block 3 - Education Session
- 3:15PM | Silent Auction Closes



Kristine Stratton AWARDS KEYNOTE

12:20-12:40PM

NRPA PRESIDENT & CEO

Hear from NRPA President & CEO, Kristine Stratton prior to the Theresa. S. Brungardt Awards. Kristine will speak to the connection small states like Vermont have to the NRPA and how our roles are important as well. Kristine will also provide highlights and updates from the NRPA before helping to kick-off the awards ceremony.

1:45-2:55PM

BLOCK 3 | 1 Session = .1 CEU

BUILDING COMMUNITY OUTDOORS AS A TOOL FOR ENVIRONMENTAL ADVOCACY

Ari Cano, The Nature Conservancy; Latino Outdoors

Conservation can only be successful if we put communities at the heart of it. For that to be true, relationship building, understanding human dynamics, and advocating for people's right to safe, accessible, and inclusive outdoors must become a priority for organizations. During this presentation, I will talk about the importance of building authentic communities, and what that looks like from the perspective of Latino Outdoors—an organization that inspires, connects, and engages Latino communities in the outdoors and embraces cultura y familia as part of the outdoor narrative. I will also discuss the imperative need to build thoughtful relations to create an inclusive outdoor community as a necessary step when addressing our climate crisis and biodiversity loss.

THE WORDS IN THE WOODS: THE POWER OF ARTS AND HUMANITIES PROGRAMMING IN PARKS

Ryan Newswanger, director of programs at Vermont Humanities & Amy Cunningham, VT Arts Council

Join team members from Vermont Humanities and the Vermont Arts Council to explore the ways that cultural programming in parks can enhance community engagement and provide opportunities for diverse and inclusive events. Using the Words in the Woods program as a starting point, we'll explore innovative examples of programming in parks, and provide resources for planning such events, including logistics and tips for finding and working with artists.

HEALING OUR COMMUNITIES - THE IMPACT OF MENTAL HEALTH FOR STAFF & COMMUNITY

Martha Staeheli, PhD, School Mental Health Director, New England MHTTC (Mental Health Technology Transfer Center) Ingrid Padgett, Communications and Program Strategist New England MHTTC

This interactive session will explore the impact of mental health on ourselves, our families and communities. It will examine current research, experiment with strategies to nurture us within and build our resilience while also connecting with each other. Please be prepared to engage in a variety of relaxation practices throughout this workshop. No prior yoga or meditation experience is required.



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.**

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REGISTRATION INFORMATION

Register online - vrpa.org

CONFERENCE REGISTRATION

	2 Days	1 Day
VRPA Member	\$205	\$140
Non-VRPA Member	\$305	\$240
Students†*	\$135	\$90

† Fees waived for student volunteers
* Price includes a one-year student VRPA membership

Awards Luncheon Guests Only **\$35**

A Select number of sessions will be recorded and available for viewing after the conference. VRPA members will be able to view these at no charge.

ROOM RESERVATIONS

Room Rate **Night \$140****
(single or double)

****Book by September 13**

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.

EXHIBITORS

We encourage you to join us at Lake Morey Resort to meet with our amazing Exhibitors planned to join us. Their businesses have been crucial in assisting our communities, 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
- Franklin Paint
- Kompan
- 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
- Read Custom Soils
- SE Group
- Solitude Lake Management
- UltiPlay Parks & Playgrounds, Inc.
- Vermont Adaptive Ski & Sports
- Vermont Display Inc.
- VT Small Business Administration
- Weston & Sampson
- Wickham Park

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, linked below.

EXHIBITORS REGISTER HERE

Early Bird Pricing:
Now through September 9!



SCHOLARSHIPS

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

If you would like to attend the 2022 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 9th. These scholarships are being funded with proceeds from the Silent Auction at last year's Vermont Conference on Recreation.

> Download the scholarship today - [Click Here](#)



REGISTRATION TIPS

Visit vrpa.org, click on the conference registration link under "Upcoming Events."

Scroll down the page and click on "Register."

- Enter your email, click "Next."
- Choose your registration type, click "Next."
- Complete all required fields* and choose your education sessions. This helps us with room assignments.
- Choose meal options if extra meals are needed. Meals are included in your registration fee for the days you register; use this for extra meals only, if needed. Click "Next."
- If you want to register multiple people and include them all on one invoice, follow the instructions above and prior to clicking "Done", click on the "Add Guest" button in the upper left part of the page and enter the info for the next person(s). You can add as many registrations as you need.
- Review your registration and click "Confirm."
- At the end of the registration process you will have the choice to pay with a credit card or pay with a check. If you prefer to pay with a check, please print off the invoice and mail the invoice and payment to: VRPA, PO Box 33, Brownsville, VT 05037.

Need help? Contact:

Jessica Brodie
jessica@vrpa.org | 774-254-0071

SPEAKER BIOS

Thank you to all of our session speakers!

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.

KELLY AULT

Kelly Ault has been VOBA's Executive Director since 2019 and supports Vermont's highly diversified outdoor sector in educating Vermonters about outdoor recreation and supporting businesses in workforce development, financing, infrastructure and branding to strengthen Vermont's outdoor recreation economy. Kelly has been a Vermont nonprofit organization executive for over 25 years in areas that include land conservation and early childhood and lives in Middlesex, Vermont.

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.

MICHELE BAILEY

Michele Bailey is the senior programs manager at Vermont Arts Council. Michele works with the programs team to provide resources and technical assistance that foster collaborative partnerships between communities, artists, and arts organizations. She administers the Council's Cultural Facilities Grants and public art programs, and serves as the Council's 504/ADA Coordinator. Michele has worked at the Council since 1988. She continues to be excited not only by the work she does, but also by the many wonderful and hardworking people she has met over the years. Michele lives in Hyde Park with her husband and has two grown sons. When time allows, she participates in local community theater.

NICK BENNETTE

Nick is the Executive Director of the Vermont Mountain Bike Association (VMBA) and currently serves as the Co-Chair of the Vermont Trails & Greenways Council. VMBA currently stewards nearly 1,000 miles of singletrack trail in Vermont, spanning more than 50 trail networks. Over the past decade and through more than 15,000 volunteer hours annually, VMBA has deployed best practices identified and published by the International Mountain Bike Association (IMBA) to create and maintain world-class sustainable trails throughout the Green Mountain State.

STEVE BROWNLEE

Steve founded Umiak Outdoor Outfitters in 1985 and today the Stowe-based outdoor adventure center and full-service outfitter offers retail sales, demos, safety instruction, tours, rentals, and programs. As an "almost-native" Vermonter whose family moved to Essex when he was 10, Steve knew in high school that he would pursue a career in outdoor recreation. This led to a double degree

in business management and marketing at Castleton College and experiences leading the college's outing club and countless trips to hike, cave, canoe, and cross-country ski. He has paddled on every river in Vermont over the decade he ran Mad River Canoe's Canoe Vermont program, which gave him a deep perspective on the evolution of Vermont's rivers. The desire to get people into the outdoors and provide education in all seasons has been the bedrock of his company and behind its success.

PATRICK BURKE

Partick has been a Principal for over twenty years, eSports Varsity Head Coach for one.

ARI CANO

Ariana Cano Gomez (she/her) is a Venezuelan-American, environmental educator, advocate for inclusive and equitable outdoor spaces, and conservationist. In her role at The Nature Conservancy in Vermont, she connects The Nature Conservancy mission to different groups that have often been marginalized by the environmental movement and transforms outdated conservation models into more inclusive ones. Ariana serves on the board of Latino Outdoors. This organization inspires, connects, and engages Latino communities in the outdoors and embraces cultura y familia as part of the outdoor narrative. She received her Ph.D. at the University of Vermont in Natural Resources, where she dedicated her research to understanding people's attitudes and behavior toward environmental threats. Ariana attributes her passion for nature and conservation to her parents' upbringing in the bustling city of Caracas, Venezuela where they always made it a point to take a break from the city to enjoy the beauty El Avila had to offer. Outside of work you can find her riding bikes with friends, swimming in some body of water, or simply enjoying life with her dog.

MELISSA CATE

Melissa has worked for the Burlington Parks, Recreation & Waterfront Department for 27 years working in finance, programming and finally facility management. As Superintendent of Recreation Facilities, Melissa manages Leddy Arena, the Miller Community Recreation Center and the Center of Recreation & Education (CORE) at the Old North End Community Center. Melissa also supervises the Department's customer service staff and has a strange affinity for budgets and anything number related! Believing "if you can't beat 'em, join 'em", Melissa has also recently started playing pickleball.

JONAS COLE

Jonas founded Vermont Bike & Brew in 2020. A Vermont native, Jonas left New England after high-school and spent 12 years leading outdoor education trips around the world. Rock climbing in the Sierra Nevada, trekking in the Colorado Rockies, Alaska, and the Pyrenees, and cultural immersion programs in Southeast Asia have all fueled Jonas' love for travel and natural landscapes. As exciting as it was to globe trot for work, Jonas moved back to Vermont in 2018 and in 2020 launched Vermont Bike & Brew, which offers electric bike rentals, sales, and self-guided tours that lead guests to local breweries, farm stands, and general stores. By placing these businesses on the tour routes, Jonas hopes to support and contribute to the local economy in a unique way. When he isn't peddling bikes (pun intended), you can find Jonas and his fiancé Madi playing Ultimate Frisbee and planning their September wedding.

GLEN CUTTITA

Glen has been the Director of Parks and Recreation for the Town of Colchester for the last 22 years. As Director, he oversees the programming, special events, park operations and park capital plans. In 2020, four dedicated pickleball courts were constructed at Airport Park.

DANIELLE DOLL

Advocacy Manager, NRPA
Pronouns: He/Him
Dan McCarthy leads NRPA's grassroots advocacy campaigns and supports members in their advocacy. Dan cut his teeth in the anti-hunger community in Boston, where he organized coalitions to alleviate childhood hunger. He is a firm believer that our communities are stronger — and our government more effective — when people are interested, informed, and involved in the democratic process. Ask him about NRPA's Park Champions Initiative!

LISA DRENNAN

Lisa has a 38-year career supporting individuals with intellectual and developmental disabilities to be active and engaged within their community. At New England Village in Pembroke, MA, she gained experience in working as a Direct Support Worker and eventually as the Director of The Sollar Wellness Center specifically designed for this population. In 2014, she joined the South Shore YMCA as the first-ever Association Director of Inclusion, creating innovative programs and comprehensive staff trainings to build a culture of inclusion. In 2018 Lisa started her company, MERGE Inclusion Consulting where she provides consultation, staff training and systems implementation to community entities committed to recreation, sport and social program inclusion.

PHIL GAINES - KEYNOTE

Phil Gaines is a Professor of Practice in the Parks Recreation and Tourism Management Department at Clemson University. Phil completed a 38-year career in State Parks in 2018, where he began his career as an entry level Park Ranger at Kings Mountain State Park. He served as Park Superintendent at three different state parks, and Assistant Director of State Parks, before serving as Director of South Carolina State Parks for 13 years. Phil has also served on the Board of



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You do not want to miss these sessions!

Directors for the National Association of State Park Directors, and the National Association of State Outdoor Recreation Liaison Officers. He has served as Past Chairman of the Board of Regents for the America's State Park Leadership School in Wheeling West Virginia where he was an instructor for 13 years. Phil is a frequent presenter at various State and National Conferences in the US and Canada where he focuses on leadership, and innovative approaches to park management. Phil is a contributing writer for Southern Edge Magazine, and a contributor and co-host of The Park Leaders Podcast.

Awards and Recognitions:

- The Fred Brinkman Award, presented by the South Carolina Travel and Tourism Coalition is presented periodically to an individual who has consistently, over a long period of time, made an outstanding contribution to the tourism industry on a statewide level in South Carolina.
- The American Academy for Park & Recreation Administration Legend Award for outstanding and noteworthy contributions to parks, recreation, and conservation in the United States.
- The historic CCC Lodge at Table Rock State Park was designated and named The Gaines Lodge at Table Rock in 2019.
- Distinguished Service Award for national leadership for America's State Parks from the National Association of State Park Directors.
- The George B. Hartzog Environmental Awards and the Walter Cox Award for Public Service and Leadership in Natural Resources, from Clemson University.
- South Carolina's Forever Green Public Servant of the Year (2019).

Service:

- Palmetto Conservation Foundation and the Palmetto Trail, Board of Directors.
- Upper Palmetto YMCA Camp Cherokee, Board of Directors.

DOUG GERBER

Doug is a Senior Project Manager for Weston & Sampson in our Albany, New York office. A Registered Landscape Architect, he has more than 20 years of experience in site design, conceptual master planning, presentation graphics, and construction documentation and observation. Doug's project experience includes municipal,

educational, commercial, and residential design and development.

TODD GOODWIN

Todd is currently the Recreation & Parks Director for the Town of Williston. He has 42 years of recreation and camp experience from counselor to director. He has experience directing day camps and working at residential camps. He has been involved in running highly successful day camps for campers spanning ages 3 to 15 since 1991. He also taught Physical Education to Pre-school through 8th grade for 15 years and has coached on the High School level.

LORI A. HOFFNER

Lori has been offering training for positive youth development, community networking and organizational relationship building since 1997. For 11 years, Lori was the ED of PACCT, a small non-profit dedicated to the success of youth and community. Lori specializes in positive community, program and relationship development.

KELLY KNOTEK

Kelly works for Vermont League of Cities and Towns (VLCT) and has over 12 years of experience in the insurance industry in excess/surplus lines, personal lines and standard commercial lines coverage. She applies this experience and knowledge to the benefit of Vermont municipalities as she answers coverage questions, reviews member contracts, develops new coverages and educates members and governing bodies about programs and coverage. In her down time, Kelly enjoys spending time with her husband Jeff, working with her 3 horses Gemini, Nifty and Jasmine, goofing around with her Saint Bernard Jethro and perfecting outdoor photography.

ABBY LONG

Abby considers herself fortunate that she has had the opportunity to live and work in a number of different environments. She has served all over the world; teaching in rural China, Southeast Asia, the Blackfeet Indian Reservation, and Belize, as well as Gulf Coast restoration efforts through AmeriCorps post-Katrina. She holds a B.A. in Public & Community service from Providence College in Rhode Island, as well as a Master's Degree in Intercultural Service, Leadership & Management from the School for International Training Graduate

Institute in Brattleboro. Abby is the past Athlete Service Manager for the Leadville Race Series in Colorado and Executive Director for the Leadville Trail 100 Legacy Foundation. Now she serves as the Executive Director for the Kingdom Trail Association, where she is motivated by her passion for outdoor recreation and abiding interest in the health and wellbeing of her community. She envisions a commitment to providing a safe, inspiring trail network to elevate the economic, social, cultural, and environmental vitality for the beautiful Northeast Kingdom of Vermont.

ROBERT MAHONEY

Robert Mahoney is the Department of Homeland Security (DHS) Center for Prevention Programs and Partnerships otherwise referred to as CP3, Regional Prevention Coordinator for the New England Region. Rob has a Master's Degree in Emergency and Disaster Management along with over 15 years experience within the Prevention/Preparedness arena at all levels of Government. His presentation today focuses in on the mission of CP3 and the services that his office offers to state and local agencies to help in the fight against violent extremism.

WADE MASURE

Mr. Masure lives in Bellows Falls, VT and has been with Vermont League of Cities and Towns (VLCT) for 19 years as a Loss Control Consultant for the PACIF insurance trust. Wade works with the trust's municipal members throughout the southern portions of the state focusing on loss prevention best practices for all departments including recreation. Wade currently holds a CPSI certification and has for many of his years at VLCT \, Wade enjoys working with his members in in helping to bring safety and compliance to their recreation and play areas Wade is also a member of the Rockingham Vol Fire Dept and currently serves as a trustee in the village of bellows falls.

RYAN NEWSWANGER

Ryan joined Vermont Humanities in September 2015 as Director of Communications, and he became the Director of Programs in 2022. In addition to managing the Programs Team, Ryan also produces the Before Your Time podcast series in collaboration with the Vermont Historical Society, and The

Portable Humanist podcast series. Ryan came to Vermont Humanities after ten years at Dartmouth-Hitchcock in Lebanon, New Hampshire, where he was the Director of Web Services. Ryan was the Communications and Marketing Director at the Hanover Co-op for four years in the late 1990s and has also owned a graphic design and website production business. Ryan graduated from Goshen College with a B.A. in Communications, with a journalism emphasis.

CHRIS NUNES, CPRE

Chris is the Director of Parks and Recreation for The Woodlands Township, in The Woodlands, Texas. In that position, he oversees a \$38.2 million operational budget and is accountable for the management of 151 parks, 14 swimming pools and aquatic facilities, and 220 miles of pathways. He speaks around the country (over 450+ times) on topics including business plans, contracting, creative programming, marketing, external funding, communication, leadership and succession planning. Chris also serves on the GreenPlay Red National Operating Board.

INGRID PADGETT

Ingrid is the Communications and Program Strategist New England at the New England Mental Health Technology Transfer Center.

LISA PARADIS

Lisa Paradis, MBA, CPRP is Business Development Strategy Lead for the Parks, Recreation & Libraries practice for the consulting firm BerryDunn, and is based out of Boston. Until 2018, she was a Park and Recreation Director for 26 years in Massachusetts and is the founder of the nation-wide thought leader organization, Agents of Change. As a leader, mentor, and often provocateur, she helps organizations and communities to be bold, courageous and action-oriented through master and strategic planning, financial and organizational management. Lisa is nationally known as a consultant, speaker, trainer and facilitator, working with dozens of organizations annually. She was inducted into the American Academy of Park and Recreation Administration (AAPRA) in 2018, sits on the NRPA Magazine Board, and was recently inducted as a Regent for NC State/ NRPA's Supervisor Management School.

MISHA PEMBLE-BELKIN

Misha Pemble-Belkin served nine years as an Army Paratrooper from 2006 through 2015. He successfully completed two combat tours to the Kunar Province of Afghanistan with a total of 27 months spent in country. On his second tour he was injured and required a medical retirement from the service in 2015. Misha Pemble-Belkin became a participant of Vermont Adaptive Veteran Venture Program during the Winter of 2015-2016. He then interned with Vermont Adaptive during the winter and summer of 2017, and then began a VA Work Study that fall. Misha graduated with a degree in S.T.E.M. Studies from the Community College of Vermont in 2017 and is working on a Recreational Therapy degree from Florida International University.

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.

ELISE SCHADLER

Elise is the State of Vermont's, Urban and Community Forestry (UCF) Program Manager and has been with VT UCF since 2012. Raised in a small Ohio neighborhood of tree forts, after college she joined the AmeriCorps National Civilian Community Corps for a pivotal year of introduction to the country's varying natural landscapes as well as social, economic, and environmental issues. Next, she directed a community-based tree planting program in Camden with the NJ Tree Foundation and eventually ventured north to pursue her M.S. from the Rubenstein School of Environment & Natural Resources at the University of Vermont. She quickly fell for the land, people, and flavor of Vermont and is happy to be able to continue her development as a professional urban forester here. She is an ISA Certified Arborist, Tree Risk Assessment Qualified, a graduate of the Municipal Forestry Institute, and a Burlington Master Naturalist. Elise fills her time with seasonal outdoorsyness, coordination of large backyard dinners and community storytelling events, and spending as much quality time as possible with her

husband, two young children, and the good people that fill her life.

DREW SIMMONS

Drew Simmons is the president and founder of Pale Morning Media (2001), a public relations and strategic communications agency specializing in the outdoor world. He is also an advocate for the outdoor recreation economy, serving as the chair of the Vermont Outdoor Business Alliance; a founding steering committee of the Vermont Outdoor Recreation Economic Collaborative (VOREC); and an occasional writer at wickedoutdoorsy.com. Born in California, raised in Colorado, and lucky enough to meet his future wife in Wyoming, Drew moved to Vermont in 2004 and lives in a renovated 1830s farmhouse in Waitsfield. He is an avid skier, mountain biker, and angler; a longtime youth lacrosse coach; and a casually competitive ultimate disc player and golfer.

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.

MARTHA STAHELI

Martha Staeheli, Ph.D., is a faculty member at the Program for Recovery and Community Health in the Yale School of Medicine Department of Psychiatry and the Director of the School Mental Health Initiative for the New England Mental Health Technology Transfer Center Trained as a secondary English teacher, and with a PhD in Public Health, she has extensive experience in population health and epidemiology; qualitative and mixed methods research design, analysis, and evaluation; and community and clinical intervention implementation. Her research interests are focused on recovery within substance use and mental health disorders, issues of health disparity and equity, and the health and wellness of under-resourced community, clinical and educational environments.

KRISTINE STRATTON - AWARDS KEYNOTE

Kristine Stratton (she/her) is the president and chief executive officer of the National Recreation and Park Association (NRPA), which works to ensure that all people have access to the health, social and environmental benefits of parks and recreation. NRPA advances this vision by investing in and championing the work of park and recreation professionals as a catalyst for positive change in service of equity, climate-readiness, and overall health and well-being. Her passion is working at the intersection of people and the environment, and she holds a Master of Arts degree in environmental policy and urban planning from Tufts University and a Bachelor of Science degree in business administration from Boston University.

ALLAN STRONG

Allan is an avian ecologist. He teaches in the Wildlife and Fisheries Biology program in the Rubenstein School of Environment and Natural Resources at UVM.

KARRIE THOMAS

Karrie has served as the Executive Director of the Northern Forest Canoe Trail since 2014. She is inspired by connecting people to the Northern Forest through outdoor recreation and appreciates the privilege of providing stewardship and access for paddlers today and into the future. She participates in local, state and regional partnerships from New York to Maine including the VOREC steering committee, Maine's High Peaks Initiative and the Coos Outdoor Recreation Value Chain Project. Her passion for the outdoors and its capacity for recreation of the mind, body, and spirit – came from growing up exploring the forests and mountains of the Northeast. In college, she fell in love with kayaking and multi-day trips on remote waterways and has remained dedicated to rivers and river travel ever since. She enjoys combining work and pleasure exploring the northeast by paddle craft with her husband and two sons.

CHRIS TUDOR

Chris comes from a 35+ year tennis and coaching background. He has been playing pickleball for 9 years and instructing for 5 years. Chris has worked with 5 different parks and rec departments and private organizations to grow the sport in Vermont. He is an active player and instructor in the

pickleball community with experience in tournament organization. He is currently working with the Essex Rec and Parks Department as a pickleball clinic instructor and will be the Cascade Classic tournament director in October.

JESSAMYN WEST

Jessamyn is a library technologist from Randolph Vermont. She is a nationally known speaker, writer, and educator on the issues facing today's libraries. As a librarian without a library, for the past fifteen years she has spent most of her time working with her local community as a hands-on technology educator.

CALEB WEATHERS

Caleb is a Recreation Planner and Analyst who centers environmental stewardship, social justice, and community in his work with SE Group. After receiving his B.S. in Parks, Recreation, and Tourism from the University of Vermont, Caleb worked as an environmental and outdoor educator before joining the team at SE Group. Caleb is committed to creating parks and public spaces that improve communities' livelihoods. His approach is directed at reducing barriers to entry and creating accessible recreation for all. Throughout planning, design, and public engagement, Caleb combines data analysis and his unique aesthetic style to create content that is sensitive to the needs of the client & community. With a robust interdisciplinary background, Caleb uses his creativity to solve problems holistically through a lens of diversity, equity, & inclusion to make the outdoors a space for everyone.

CINDI WIGHT

Cindi Wight, CPRE is the Director for Burlington (VT) Parks, Recreation & Waterfront. She started her career in the San Juan Islands off the coast of Washington State, had a short stint with Middlebury Parks & Recreation, and then 16 years with Rutland Recreation & Parks before taking her current position in Burlington in fall of 2017. Cindi loves to play and her happy place is in her garden or on one of her bicycles!

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.

KAREN YACOS

Karen Yacos is the Executive Director of Local Motion, Vermont's statewide advocacy organization for active transportation. Karen has a passion for creating sustainable communities, and brings a background in urban planning and sustainability to her role at Local Motion. Working with staff, board members, partners and volunteers, she helps advance Local Motion's efforts to make it safe, accessible, and fun for everyone to bike, walk, and roll in Vermont—improving the sustainability of communities and creating a better quality of life for everyone along the way.

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GENERAL CONFERENCE INFORMATION



2022 Conference COMMITTEE

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 Ayden Eickhoff
 Todd Goodwin
 Agnes Barsalow
 Lee Barrett
 Nicole Draper

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 23, 2022. All cancellations are subject to a \$25 cancellation fee. No refunds will be given after September 23rd 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 2022 Vermont Conference on Recreation.

SCHOLARSHIP Apply today!

If you would like to attend the 2022 Vermont Conference on Recreation but just can't swing the entire cost of registration, consider applying for a scholarship for up to 50% off of either the one-day or two-day registration fee. A scholarship application form is available on the VRPA website at vrpa.org under the "Education" and "Conference" tabs.

Scholarship requests received from current VRPA members by Wednesday, September 2nd will be given priority. Scholarship awards will be announced prior to the virtual conference. These scholarships are being funded with proceeds from the Silent Auction at last year's Vermont Conference on Recreation.

[CLICK HERE TO APPLY](#)

2022-23 VRPA Executive COMMITTEE

Rob Peterson, President
 April Cioffi, President-Elect
 Ally Vile, Past-President
 Melissa Cate, Treasurer
 Brett Leonard, Secretary
 Drew Pollak-Bruce
 Reuben Allen
 Ray Coffrey
 Jenna Tucker-Eugair

Questions?

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

“ 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! ”



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