



VRPA Advocate

Issue 84

Vermont Recreation & Parks Association

Fall 2015

VRPA Presidents' Perspective

Andy Cappello, Newport Parks & Recreation Director



It's amazing how fast the time goes. Seems like just yesterday we were scrambling through feet of snow preparing for spring and summer events. Now, here we are with the school year back upon us and the inevitable change of seasons transitioning before our eyes.

Like spokes on a wheel, months of the year spin by, carrying with them all the programs and events we spend so much time preparing for. This time of year the wheel appears to slow down from its breakneck speed of the summer months, which gives us time to reflect on what happened and catch a breath in order to maintain the momentum.

Sometimes I find myself forgetting that we continue to turn. As soon as we get to celebrate a moment, it is beyond us, and we're preparing for the next item on the agenda. Those agenda items keep coming and coming. There are times that I long for the chance to pause specific moments to wade in their beauty.

Knowing that pausing is not an option, our mission should be to help make moments that have such profound impact that they can't be forgotten. Like the time when we held "Old Home Days" in Foster Meadows and Jackson hosted the most hilarious spelling bee I've ever seen. Or, like the Woodstock rock and roll concert that has remained in our collective memory for generations.

The wheel keeps turning with or without us. While we're on it we should give it everything we have. From time to time we

(Continued on page 14)

72nd Annual Vermont Conference on Recreation "Discovering Common Ground" HAVE YOU REGISTERED YET?

By Todd Goodwin, Conference Chair

Different Name.....Same Great Conference! The 72nd Annual Vermont Conference on Recreation will be held this Fall on September 30th and October 1st at Lake Morey Resort. One and two day registration options are available again this year. Whether you register for one or both days, you will come away feeling energized and full of new knowledge that will help to enhance the work that you do in your department. The one day registration option allows all of your staff to experience part of the conference while you continue to provide coverage back at the office.

Along with a new name is a new conference logo and the tag line "Network, Learn, Empower" and that is what you will get from each day of the conference. The networking opportunities with other attendees, exhibitors and speakers is amazing. And after one or two days of being around these amazing people and in great sessions you will leave feeling recharged, ready for new challenges, and geared up to take on the old ones with fresh ideas.

The educational sessions are the best around with top notch speakers from Vermont, New Hampshire, Rhode Island, New York, Indiana, Washington state, and Washington DC, in three-hour workshops and 70 minute sessions. We even have 30-minute speed sessions this year so that you can hit two different topics in one 70 minute time block. Check out pages 13-15 of the conference brochure to learn a little bit about all the speakers.

Here are a few sneak previews. Our keynote



speaker, Jeff Price, presented to packed rooms at last year's NRPA Congress and recently presented an NRPA webinar and published two e-books. Nationally



recognized cooperative game and team building trainer, John LaRue, has presented more than 500 workshops throughout North America.

Have you ever seen a group of 200-300 people standing outside a session room at the NRPA Congress? If you have, it was very likely for a customer service session being presented by Neelay Bhatt. You can hear all three of these well-known speakers, and thirteen other great speakers, at this year's Vermont Conference on Recreation.



This year's conference theme is "Discovering Common Ground". Come discover things you have in common with others and get some great new ideas. With sessions like Team Building, Customer

(Continued on page 12)

Look inside for...

- Personal Profile: April Cioffi.....3
- Facility Profile: Davis Park.....5
- Program Spotlight: Cooking Camp.....7
- Tribute to Ray Sapp.....8
- Track Meet Results.....9
- Silent Auction Preview.....12
- Conference Registration Form.....13

and much more...



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VRPA Newsletter

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1/4 page	\$50/100	Full page or insert	\$150/300

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VRPA Calendar of Events

2015

- Sept 8-9 VRPA Executive Committee Meeting
- Sep 15-17 NRPA Congress, Las Vegas, NV
- Sep 30 - Oct 1 72nd Annual Vermont Recreation Conference
- Nov 19 Vermont Performance Showcase
- Dec TBA VRPA Quarterly Meeting

2016

- Jan 5-7 NNE Recreation Conference, Attitash, NH

Message from the Executive Director

I hope you had a good summer and managed to find some time to sneak away to recreate yourself!



It has been a nice summer here in Vermont but it has also been a tough one. Losing our friend and VRPA past president, Ray Sapp, at such a young age defies logic but then not everything about life is logical. As I prepared my thoughts for the Celebration of Life planned in Ray’s honor, I found myself wondering if I had said thank you enough to him for all he did for VRPA. I hope that I did. I was reminded that we can never say thank you too often. So my first message here is to remind you to let the people you work with and love, know how much you appreciate them.

Early one recent Saturday morning, I was driving to the Vermont Senior Games cycling event in Ferrisburgh, enjoying the morning views of Mount Mansfield, Camel’s Hump and the Adirondacks and listening to “A Way with Words” on Vermont Public Radio. It is an interesting program about the history of words and language and airs at 6 am on Saturdays and 9 pm on Thursdays. I have to admit that I don’t usually hear the 6 am show on Saturday mornings but I was listening that day.

The commentators are a lot of

fun and as I listened, one of them used the phrase “bounteous optimism” and I got out my notepad to write it down...what a great phrase. It reminded me of a conversation I had just had with a friend about aging and saying

that I am convinced that being optimistic must have an impact on how long we live. I hope I am right about this.

Of course it also got me thinking about our keynote session at this year’s Vermont Recreation Conference on “Leading Optimistically.” Jeff Price will be sharing research showing that one’s level of optimism impacts the teams we are part of and the teams that we lead. Optimism is not something we are born with, but rather something that we must cultivate ourselves. You won’t want to miss getting some tips on how to live and lead more optimistically. I look forward to listening with many of you at our annual conference at the end of September.

Happy autumn to you... may it be a season filled with bounteous optimism.

Your friend in recreation,

Betsy Terry, CPRP
VRPA Executive Director

VRPA Mission:

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

April Cioffi, Program Director, Rutland Recreation & Parks

By Betsy Terry, CPRP

When this newsletter is published, April Cioffi, will have just celebrated her ninth anniversary working with the Rutland Recreation & Parks Department.

When asked what most influenced her decision to choose a career in recreation April shared, "In high school and college I played sports and was given opportunities to coach at camps and instructional programs. What began as a fun seasonal job with the Recreation Department here in Rutland turned into a career that I love. I have had supportive supervisors who allowed me to learn "hands-on" and encouraged me to take advantage of educational opportunities within the profession."

She went on to say, "I suppose that everyone questions their path in life at some point and for me it happened four years ago. In the end I realized that this is one of the most fulfilling professions I could be in. It is a profession that I believe supports the health of communities, mentally and physically, and in this job

I have had the opportunity to hold multiple responsibilities under one title. I love the variety and the challenges that come with this career."

April's current supervisor, Cindi Wight, told me that she couldn't be more proud of how April has embraced the profession through obtaining her CPRP and seeking out additional growth opportunities. "Our department flourishes with her passion and commitment."

April became involved with VRPA to get involved in recreation and parks at the state level. She especially values the educational and networking opportunities available through VRPA and she hasn't



hesitated to jump in and get involved. When asked if she would Co-Chair the new VIP Program Committee last year she said "Sure!" When we didn't find another Co-Chair, she took it on herself and handled all the points tallying when it came time for the VIP raffle at last year's VRPA Annual Meeting.

When asked about her family, April said, "My other passion in life is my family as they light up my life every day. My family includes my husband Jay, step daughter Jessie, step son River, daughter Autumn, daughter Piper, and my two dogs Bucca and Ciela."

Her personal interests include playing and coaching field hockey, gardening, pottery, baking, and snowboarding. In addition to her position as program Director with the Rutland Recreation & Parks Department, April is the head coach of the Rutland High School Girls Field Hockey Team. From 2008-2013, she was also the head coach of the Snowboarding Team for both boys and girls.

When asked to share some words of wisdom, she shared, "Focus on the positives and remember why you chose this path. Ask for help when you need it and remember to return the favor."



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Davis Park Natural Playground

By Betsy Cieplicki, Director, Shelburne Parks & Recreation

The Town of Shelburne recently completed a Natural Playground at the Davis Park facility. This unique playground project took four years to go from concept to finished product, as staff faced many challenges with the design and funding; but it was well worth the wait and by the time this goes to press we will have had our grand opening. The playground is designed for ages 2-5 years old, but its proximity to the existing tennis courts, pavilion, nearby townhouses, and the elementary school will add to the attraction for people of all ages to come and enjoy this space.

HISTORY

A community survey in the fall of 2012 showed significant interest in the concept of a natural playground to replace the old, rotting wooden structure that was later removed in 2013. A committee of interested community members was formed in January of 2013 to work with the Recreation Committee on the goals and direction of the project. Fundraising kicked off that spring and the Natural Playgrounds Company (NPC) was hired to design the new playground. In the summer of 2013 the design was finalized and the estimated cost (if built by NPC) was over \$170,000. This cost estimate was well above our expectations and Town staff thought we could do the project for less money. The project was broken into phases based on the NPC cost projection and we applied for a state grant. In Dec. 2013, we were awarded a \$12,000 Building Communities Grant from the State. Around the same time, we began working with Trudell Consulting Engineers, who

generously donated their time and expertise to the project. Design changes were made to reduce costs and meet ADA standards, and they provided us with complete specs and construction drawings needed to prepare bid documents. The project was put out for bid twice over the summer of 2014, but no bids were received. We decided to wait for better timing and put the project out to bid a third time in February of 2015. The Grass Gauchos submitted the only official bid, though we received interest from others. We contracted with the Grass Gauchos and construction began this past June once school was out.

A LEARNING EXPERIENCE

This playground project has been an interesting project since the beginning. Though the trend of natural playgrounds is catching on all over the country, there are relatively few in existence nearby to compare to and each one is quite unique. We had decided to go this direction because our park location is directly across the street from Shelburne Community School, where three other traditional playgrounds already exist, and we didn't want to duplicate. The natural playground also provided the opportunity to enhance the park aesthetically, providing new shade trees and sitting areas for user groups of all ages. The biggest challenge came in creating the design and estimating costs. We had a \$30,000 budget and no idea what that could get us. Unlike traditional playgrounds whose costs and design options are conveniently laid out in a multitude of catalogs, no such basis exists for this kind of project.

There was a point when we almost scrapped the entire concept of the natural playground when the original cost estimates

came in well over \$100,000. Our budget wasn't even close and we considered throwing in the towel. However, our previous Town Manager encouraged us to split the project into three phases and at least try to get a grant for the first phase. When we were successful with getting a start, our next break came when Trudell Consulting Engineers offered to help with the project. Through technical assistance from their Landscape Architect, we were able to make significant changes to lower costs, without sacrificing the general design of the project. Their help was also instrumental in getting the details we needed to put the project out to bid. However, finding a contractor proved to be the most challenging as we had to put it out to bid three times! Another challenge was in merging the playground safety guidelines with non-traditional playground features. During construction I made daily visits on site and at times had to tweak the design for safety concerns that weren't necessarily apparent on a drawing. The contractors also had great suggestions and were helpful in choosing materials and making everything come together with the donated materials we received, such as boulders and logs.

Our new playground is built around a small, man-made hill and features a climbing wall, cave, sledding hill, boulder seating, slide, sunken forts, boulder scramble, and balance beam logs. Several new trees and shrubs are interspersed, and a trail meanders through many of the features. It's also adjacent to our old swing set and a new pavilion recently built as an Eagle Scout project. We are excited for the grass to grow in soon so that our community members can fully enjoy it!





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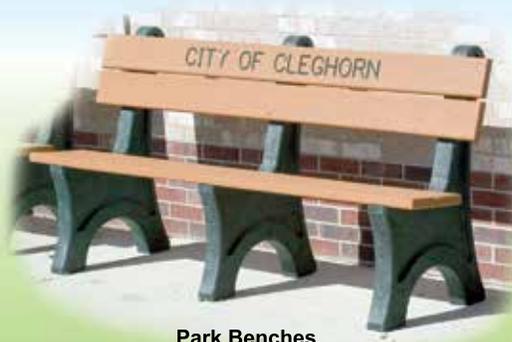
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Cooking & Gardening Camp Milton Recreation Department

By Kym Duchesneau, Recreation Coordinator, Milton Recreation

“Here, shake this.” Those were the words directed at me when I walked into the Milton Middle School cafeteria before the grand finale of Milton Recreation’s Cooking and Gardening Camp this summer. In addition to the words, a glass jar filled with a white liquid was thrust upon me and I joined several other campers shaking and shaking the jars in pursuit of delicious, homemade... butter!



The Town of Milton Recreation Department has been fortunate to collaborate with the school district’s phenomenal food service staff, Steve Marinelli, Brooke Gannon and Karen Thompson, in offering afterschool cooking classes several times over the past few years as well as a week of summer cooking and gardening camp. During this fun, hands-on camp, twenty boys and girls in grades 5 - 8 learned their way around the kitchen and the garden to really understand: where food comes from and fun ways to prepare it, food presentation,

composting, recycling, dish-washing, teamwork and much more. Some of the campers’ favorite recipes included:

- Homemade pasta and meatballs with kale basil pesto (harvested from the school garden)
- Homemade tortillas with garden-fresh salsa for taco day
- Ruby-red beet hummus with homemade pita bread

To really grasp an understanding of where their food comes from, the campers headed out on a field trip on Thursday to Sam Mazza’s Farm in Colchester and spent the morning picking berries. Then they spent the afternoon at Smittybrook Farm in Milton harvesting eggs and veggies, climbing fruit trees, visiting with goats, and feeding the pigs the food-scrap they strategically saved over the course of the week. They learned about crop rotation to give nutrients back to the soil, and rotating the animals on the fields to naturally till for the next planting so they didn’t need machinery and chemicals.

On Friday, the students combined the skills they acquired over the week, with farm-fresh



ingredients they harvested the day before, and showcased the results at a lovely “Brunch for Lunch” celebration for family and friends. After a good 15 minutes or so of my constant jar-shaking,



it appeared the liquid was solidifying so I carefully removed the cover. A camper peered in the jar with me and we decided it was ready. We carefully poured off the remaining liquid (buttermilk!), scooped the butter into a bowl, added a dash of salt and brought it to the table to add to the spread. Campers and visitors then enjoyed a delicious smörgåsbord of homemade vegetable quiche, fruit salad with edible flowers, home-fried potatoes, from-scratch muffins, homemade blueberry jam, and of course, fresh butter.



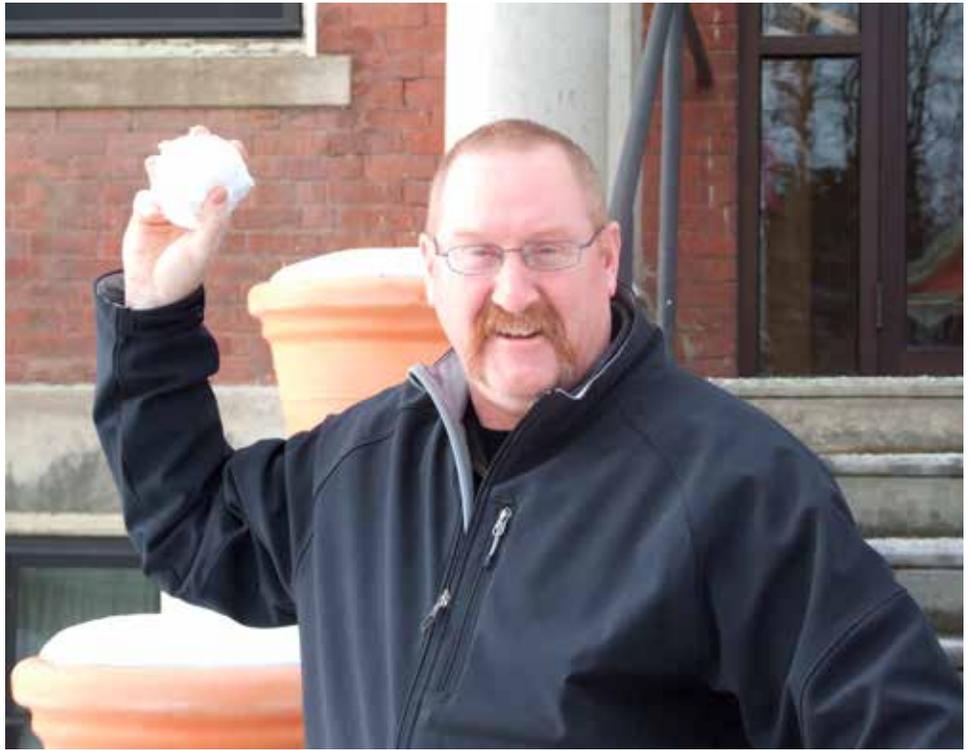
A Tribute to our Friend and VRPA Past-President, Ray Sapp

On July 11th, Ray Sapp, Hartland Parks & Recreation Director and VRPA Past-President, passed away following complications during shoulder surgery. A Celebration of Ray's life was celebrated on July 25th in the recreation field behind the Hartland Recreation Center & beside the Memorial Basketball Courts that Ray helped to build, with hundreds of children and adults from the Hartland community and beyond in attendance.

Ray and his wife, Sandy, and their two young children Alyssa and Josh, came to Vermont in 1991. Ray accepted a position with Lepage Bakery as a Route Salesman and by January 1992 was promoted to Regional Sales Supervisor. His sales routes enabled Ray to become familiar with his new home in Vermont. Men's league basketball in Hartford, VT was where Ray met many like-minded people and he made many lasting friends there.

In 1995 Ray took a risk and enrolled as a full time student at Lyndon State College commuting from Wilder, VT several days a week for several years to attend classes. Holding part-time jobs while in college, Ray especially enjoyed those with the Hartford Parks & Recreation Department including Summer Camp Director, Youth & Adult Athletic Program Supervisor, "Kid Zone" After School & Vacation Camp Director. For his college internship project Ray chose to complete a community survey for the Hartford Parks & Recreation Department. Ray graduated with his Bachelor's Degree in Recreation Resource Management in May 1997.

In early 1998, Ray was hired full time as Hartford's Recreation Program Director where he stayed for 6 more years and supported Hartford's achievement of national accreditation. Anxious to continue to advance in the recreation profession, Ray accepted the position of Recreation & School Athletic Director for the Town of Hartland in August 2004. In addition to developing new programs and expanding the activity and community offerings in Hartland, Ray enjoyed having a presence in the school becoming a 7th grade advisory and chaperoning 8th grade field trips. Ray loved to play basketball but grew to love coaching just as much. He coached



youth basketball summer camps, his own children's recreation teams and AAU Basketball, and in Hartland he made time to coach a team just about every season including soccer, basketball, and track & field.

Ray was an active member of the Vermont Recreation and Parks Association and served on the VRPA Executive Committee from 2005 – 2015 including two years as President-Elect, three years as President, and he was in his second year as Past-President at the time of his passing. Ray served on the Summerama, VRPA Track Meet, and Performance Showcase committees year after year after year. Whatever we asked of him, he would do. As an example, never mind that it was the start of the high school basketball season and he was coaching on top of all his other responsibilities, for the last 11 years, each November Ray would load 4 very heavy volleyball standards into his truck and drive them to and from the Hartford American Legion or Lake Morey Resort to hold the stage curtains for the Performance Showcase. This was just the kind of thing that you could count on Ray Sapp to do for you, and always with a smile.

John Leonard worked with Ray in the Hartland Parks & Recreation Department for the last several years and shared that "Ray Sapp was a "Yes Man", he would help anyone with any task. He was always calm, relaxed, and enjoyed everyone's company. Ray never complained about anything or anyone while he worked countless hours. He gave every child a chance, and in some cases gave them a second or a third chance. As a professional he was involved in the community and recreational world on many different levels. He was a coach, a school adviser, an athletic director, a rec. director and a community volunteer. Ray always liked to say, "I wear many different hats."

Ray Sapp's efforts in the world of recreation will always be remembered in Hartland and all over New England.

Ray valued the balance and life lessons that he gained from participating in athletics and coaching. It was important to Ray that children be given this opportunity regardless of their abilities or financial situation. For those interested, donations can be made to the Ray Sapp Memorial Fund for Youth Athletics, c/o Town of Hartland, PO Box 349, Hartland, VT 05048.



2015 VRPA – St. Johnsbury Academy State Track Meet

Another Great Day Thank You St. Johnsbury

It takes a village to host a track meet for nearly 500 athletes and for the eighth year in a row, the St. Johnsbury community came out in full force to host us. Special thanks to St. Johnsbury Academy, St. Johnsbury Recreation Director Joe



Fox, Meet Announcer Jamie Ryan, St. Johnsbury Kiwanis Club, St. Johnsbury Academy Summer ESL Students, St. Johnsbury Academy Custodial/Maintenance Staff, Scott Beck, Joelle Beck, Reagan Beck, Camden Beck, Brent Beck, David Hale, Sarah Garey, Matt Brothers, Bill Cobb, Phoebe Cobb, Steve Jolliffe, Felicia Olmstead,



Mimi McCaffrey, Adam Kennedy, Alan Ruggles, Kyle Ruggles, Ben Bunnell, Riley Fenoff, Hannah Ryan, Lauren

Green, Emily Green, Jonathan Green, David McGinn, Will Jones, Molly Mulchae, Trey Wofford, Ian Clough, Jess Remick, Alison Peck, Bettina Hammer, Chip Langmaid, Hayden Bunnell, Kathleen Higgs, Brandon Legendre, Riley Barter, Macie Towle, Ronan Johnston-McWilliams, Ellen Meranz, Athena Hendrick-Kelly, Grace Desrochers, Madeline Desrochers, Travis Bugbee, Stefanie Lane, Dennis



Smith, Mike Demars, a group of teens from Mt. Mansfield, and every single unnamed volunteer. Thank you all.

Special thanks also to Blue Cross/Blue Shield of Vermont for joining St. Johnsbury Academy as our event sponsors. We couldn't do this event without your support.

It was quite a day with 466 boys and girls from 23+ communities competing. At the end of the day, with the team scores combined for the boys and the girls, the team standings stood as follows.

TEAM	SCORE
St. Johnsbury Recreation	478
Burlington Parks & Recreation	234
Champlain Valley Summer Track	218
Hartford Parks and Recreation	170
Mt. Mansfield Summer Track	131.5
Newport Parks and Recreation	103.5
Lake Region Summer Track	95
Essex Parks and Recreation	94
Milton Youth Track	93
South Burlington Recreation & Parks	88
Saint Albans Recreation	76
Rutland Recreation & Parks	55
Colchester Parks & Recreation	49.5
Montpelier Recreation	39
Brattleboro Recreation & Parks	29
Hartland Elementary School	26.5
Barre Summer Track	24
Saxton's River Athletic Club	10



VRPA News (cont'd)

Rutland Superintendent Cindi Wight Elected to Membership of the American Academy for Park and Recreation Administration

Cindi Wight, Superintendent of the Rutland Recreation and Parks Department, was recently elected to one of 125 spots in the membership of the American Academy for Park and Recreation Administration.

The Academy is a group of distinguished practitioners and educators who are leaders in the field of parks and recreation. Members must have served for at least 15 years in a high level of administration in a park and recreation agency or as a recognized educator in parks and recreation administration; or they must manage a park and recreation department for an agency with a population of more than 500,000. They also must have demonstrated outstanding ability in administration, management or education in the profession; displayed



broad interest with a direct service benefit to the advancement of public parks and recreation or assumed leadership with a keen desire to contribute to the advancement of the field.

Nominated for membership by Ed Koeneman, former Director of the Vermont Department of Forests, Parks and Recreation and also an Academy member, Ed wrote that "Cindi has contributed much in service to professional organizations with which she has been involved and willingly seeks additional involvement." He noted that it was Cindi who volunteered to spearhead the effort to research and produce a DVD about Theresa Brungardt and that the resulting interviews and DVD are a major contribution to the history of our profession in Vermont, its impact on communities, their citizens and a tribute to

the contributions of Mrs. Brungardt."

Here in Vermont, Cindi served on the VRPA Executive Committee from 2003-2011 as Secretary, President-Elect, President, and Past-President. She has served on the Northern New England Recreation & Park Conference Committee since 2003 and served as the Conference Chair four times. At the national level, Cindi serves as a CAPRA (Accreditation) Visitor, on the Hall of Fame, Award & Scholarship Committees and is a Regent at the NRPA Supervisor Management School held at Ogelbay.

Cindi is a regular contributor to the VRPA newsletter, *The Advocate*. She has presented sessions at the Vermont, New York, and Northern New England recreation conferences and has been selected to present at this year's NRPA Congress in Las Vegas this September.

Congratulations Cindi! You represent us very well and make us all proud.

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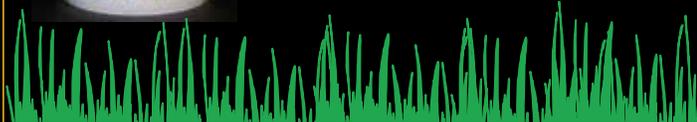
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Silent Auction Sneak Preview

Planning on attending the Vermont Conference on Recreation this year? Don't forget about our great "Vermont's Finest" Silent Auction. With two months to go, we have already received more than 100 donations valued at over \$10,000.

Donations range from hand-made products, original artwork, unique Vermont products, and gift certificates to restaurants, lodging, skiing, golf, entertainment, attractions and adventure.

In addition to many of the familiar past donations, there will be some new ones too. How would you like to end up with: a \$100 gift certificate to King Arthur Flour, the Red Clover Inn, or the Blue Cat Wine Bar in Burlington? How about a one night stay at the Hotel Vermont (\$299 value), one night/two day stay including golf at Lake Morey Resort (\$430 value), or two nights at the Stowe Mountain Lodge (\$1200 value) or the Summit Lodge in Killington (\$300 value). You will also be able to bid on a round of golf for 4 at the Quechee Club (\$440 value) and one year family memberships to the Craftsbury

Outdoor Center and Kingdom Trails (\$100 value each). These are just a few of the highlights.

Start saving now, the Annual Vermont's Finest Silent Auction is just around the corner. This auction is a great way to start your holiday shopping or buy something special for yourself. As the date of the conference gets closer, a copy of the auction list will be sent out to all VRPA members via email. Make sure to look it over carefully to plan your shopping, and share it with family and friends so you can do some bidding for them as well! See you at the Auction.

2015 Silent Auction Committee: Jessica Booth, Jessy Cudworth, Jenny Bartlett-Hardy, and Norma Maurice

Vermont Conference on Recreation (continued)

Service, A Better Business Model, Trail Design, Productivity Strategies, Disaster Recovery, Build a Marketing Plan in a Day, Programming from Zero to Sixty, and many others, you won't want to miss any of this

great lineup.

Be sure to plan to attend the Exhibit Hall, Exhibitor Social and Team Challenge; these are three great opportunities to see what you have in common with



the exhibitors at the conference. Talk with them about their products and services and how they can benefit your community. Take that discussion to a more social atmosphere at the pizza social and then during the team challenge, Are You Smarter than a 5th Grader? We are putting a twist on this popular game to bring exhibitors and attendees together to play, unwind and have some fun. The night will end with a spectacular fireworks display by Northstar Fireworks.

And finally to wrap up the two day lineup of activities, there will be the awards luncheon and silent auction on Thursday. At the luncheon we will honor those who have made significant contributions to the field of recreation and parks with the Brungardt Awards. We are fortunate to have Joel Lynch, LWCF Stateside Assistance Chief with the National Park Service, for our luncheon speaker.

Remember the auction slogan is to "bid high and bid often". All proceeds go to the VRPA educational fund to be used for things like this conference and many other great education programs throughout the year.

Be sure to register today to engage with your fellow parks and recreation professionals at the 2015 Vermont Conference on Recreation. Come discover what you have in common. We hope to see you there!

CONFERENCE EXHIBITORS

The following exhibitors have registered for the Conference Exhibit Hall. Check out this list and come prepared with your questions...

- Arbortrek
- Atlas Pyrovision Entertainment Group
- Back 2 Basic Play, Inc.
- Big Green T's
- Challenger Sports
- Cousineaus Forest Products
- Explore Disc Golf
- Franklin Paint
- GameTime/Marturano
- Grassland Equipment & Irrigation
- Landscape Structures Inc.
- Live Like Benjo Foundation/YMCA
- M. E. O'Brien & Sons
- Mateflex
- MTE Inc.
- MUSCO
- MyRec.com
- New England Park Association (NEPA)
- New England Recreation Group

- Northeast Golf & Turf Supply
- Northern Lights Rock & Ice
- Northern Nurseries
- Northstar Fireworks
- Park Street Playground
- Pettinelli & Associates
- Pioneer Athletics
- Signarama
- Special Olympics Vermont
- Timber & Stone, LLC
- U.S. Tennis Association
- UltiPlay Parks & Playgrounds
- Vermont Adaptive Ski & Sports
- Vermont Display
- Vermont League of Cities & Towns
- Vermont Senior Games
- Vermont Systems
- Vermont Youth Conservation Corp

SAVE THE DATE

12th Annual Vermont Performance Showcase

Thursday, Nov. 19, 2015

Lake Morey Resort



REGISTRATION FORM

2015 Vermont Conference on Recreation
Wednesday & Thursday, September 30 & October 1, 2015

Register by September 4th and SAVE \$20



REGISTRATION INFORMATION: *(Please write clearly, especially your email address. Thanks!)*

Name: _____ Title: _____

Organization: _____ Certifications: _____

Address: _____ City _____ State _____ Zip _____

Phone: _____ Cell: _____ E-Mail: _____

Member of (check all that apply): VRPA VTGC NH, ME, MA, RI, CT Parks & Rec Assoc. NRPA

REGISTRATION FEES: *Please check the box for member/non-member and circle the fee for the day/days you are attending.*

Registration fees include meals for the day/days you are registered.	<u>Wed. Only</u>	<u>Thurs. Only</u>	<u>Both Days</u>
Conference - Professionals:			
<input type="checkbox"/> Member (VRPA, VTGC, NE State Rec Assoc, & NRPA members)	\$80	\$80	\$120
<input type="checkbox"/> Non-Member	\$100	\$100	\$150
Conference - Community Volunteers/Retirees/Friends:			
<input type="checkbox"/> Member (VRPA, VTGC & NE State Rec Assoc, & NRPA members)	\$45	\$45	\$65
<input type="checkbox"/> Non-Member	\$55	\$55	\$75
Conference - Students:	\$25*	\$25*	\$35*
<i>*Price includes a one year Student VRPA Membership</i>			

A la carte Meals: Wed. Pizza Social \$15 (Registered for Thurs & coming Wed night) Thurs: Breakfast \$10 Luncheon \$25 (Bring a guest)

Send Form & Fee to:
VRPA
721 Main Street, Colchester, VT, 05446
Phone: 802-878-2077 Fax: 802-878-2921
Email: betsy@vrpa.org

REGISTRATION PAYMENT: Registration Fees: \$ _____

A check is enclosed. (Payable to VRPA) **After Sept. 4th Add \$20.00**

A purchase order is in the works.

TOTAL DUE: \$ _____

Please let us know if you need any special accommodations: _____

REFUND POLICY: Cancellations must be received in writing by 5:00 p.m. on Friday, September 18, 2015. All cancellations are subject to a \$25 cancellation fee. No refunds will be given after September 18th but substitutions will be allowed; please submit substitutions in writing.

PLEASE INDICATE SESSIONS YOU PLAN TO ATTEND. THIS DOES NOT COMMIT YOU BUT HELPS WITH ROOM ASSIGNMENTS.

EARLY BIRD WORKOUT Thursday Kayak/Canoe

WED Morning: 9:00-Noon

RecTrac User Group – Part 1

Character Education & Cooperative Play

The Better Business Model

WED Afternoon: 1:00-4:00pm

RecTrac User Group – Part 2

Team Building, Decisions, Problem Solving

Designing Multiuse Trails

Building Your Brand on Customer Service

WED Afternoon/Evening

Exhibit Hall - Exclusive Time

Exhibitor Social – Pizza & Salad

Team Challenge – Are You Smarter Than a Fifth Grader?

THURS Morning: 9:30-10:40am

Getting to YES

Establishing Foundation for Productivity

Signs, Waysides, Guided Hikes

Race Management.

THURS Afternoon: 1:30 – 2:40pm

Disaster Recovery 101

Building Loyal Customers

Playground Safety Surfacing Specifications

Accessible Trail Surfaces

30 Cool Apps & Tech Tools

50 Years of LWCF

THURS Afternoon: 2:50-4:00pm

Building a Marketing Plan

Super-Team Productivity Strategies

Shoreland Permitting

Programming from Zero to Sixty



Pres Perspective (continued)

may need to stand back and look at the wheel, to gain a new, or renewed introspection of our contributions. We shouldn't be afraid to bounce the wheel or send it along a new path. There are times when repairs will be necessary and new parts put in place, but the rotation continues . . . missing pieces and all.

Things come and go from the wheel. Programs will run their course and events will lose their luster. New activities will occupy the vacancies fulfilling newly identified voids in services. We add new people to the mix and remove others. All the while, the wheel keeps turning.

When things get off balance it affects everyone, for better or for worse. Recently, VRPA said goodbye to a long-time member, Ray Sapp. Ray will be missed as a leader in our organization and as a friend. The void left in his absence will be filled, and the wheel will continue to turn. What will last forever are the moments imprinted in our memories of a kind, pure soul doing his part to keep the balance and help guide the wheel.

From my perspective we can't stop the turning of the wheel, but we can help to foster its progression. We can strive to create moments that last a lifetime. We can help each other with the balancing of the wheel and work together to repair it. I'm grateful to have had the opportunity to share life with Ray Sapp and I'm grateful to have the opportunity to do the same with you. Together we move into the future and who knows what'll be around the next turn. Let's make the most of it.

Respectfully,

Andrew Cappello
VRPA President



Hartford's new AD-IN Tennis Ball Recycling Bin in action. They were the high bidder at the 2015 VRPA Annual Meeting Silent Auction.

Are You Tracking Your VIP Points?

The VIP Program is VRPA's incentive program to increase membership participation in all aspects of the association by providing an incentive plan that rewards members for their professional efforts and recognize members for years of service, involvement and contributions to the VRPA. The plan encourages current VRPA members to continue their individual career growth and dedication to the field of Recreation and Parks.

Participants keep track of their professional activities, complete a VIP tally sheet by the April deadline, and receive raffle tickets based on the number of VIP points they have accrued. A Grand Prize of \$1,000.00 for a professional development experience of your choice is drawn each year at the VRPA Annual Meeting in May.

For a look at the tally sheet, go to www.vrpa.org and click on the "Recognition" tab. Start keeping track of your VIP activities today.



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- Equipment/Site Rentals
- Locker Reservations
- Trip Management
- Court Reservations
- Personal Trainer
- Accident Reporting
- Child/Youth Mgt.
- PDA Handheld Interface

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Golf Course Point of Sale Software

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- Memberships/ID Cards
- Handicaps
- Tee Time Reservations
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- MainTrac (Inspections)
- GolfTrac (Tee Times)
- FinTrac (Time Swipe)

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- PDA Handheld Interface

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Your Checklist for More Effective Meetings

By Joel Garfinkle

(Borrowed from the 8/20/15 issue of the NRPA SmartBrief)

Keeping meetings, tight, effective and on-track takes discipline. And meetings that waste time also squander energy, productivity, and money. When you follow these 15 tips you gain respect and buy-in as you run meetings that are valuable, efficient and productive.

1. Hold meetings standing up to capture more excitement and reduce the length of the meeting.
2. Include decision makers so decisions can be finalized at the meeting.
3. Schedule shorter meetings. Aim for 15 minutes. Time limits keep meetings focused on essential topics. TED talks are limited to 18 minutes or less so presenters will carefully organize their thoughts. Research shows we tend to focus well for 10 to 18 minutes before our minds start to wander.
4. Make commitments in addition to decisions. Choose someone to be responsible. Steve Jobs called them DRIS — Directly Responsible Individuals. He ended meetings by assigning tasks and commitments. Issue a clear request and require a verbal buy-in. Don't allow a non-committal "I'll try." Assignments give greater accountability and clearer organization.
5. Use a timer to keep track of time and keep you on target. Determine a specific amount of time for each agenda item. When time is up, assign the next steps and move on.
6. Leave cellphones at the door. A Marshall School of Business survey indicates you antagonize co-workers by using cell phones in meetings. 86% find it rude to answer phones in meetings. Essentially when you turn from the meeting to your phone, you waste other's time and tell them they are less important than your call, text or email.
7. Reduce size of meetings. Try to keep meetings to eight people or fewer. It allows for more creativity and leaves others free to work.
8. Come to the meeting prepared. Expect every attendee to be prepared with data and ready to answer follow up questions.
9. Focus the meeting. American Express executive Christopher Frank has said he asks, "What exactly are we meeting about?" Everyone at the meeting answers in five words or less and so insures all are on the same page. Intel has a sign: "If you don't know the purpose of your meeting, you are prohibited from starting."
10. Review reoccurring meetings. Are they necessary? Cancel them if there are no agenda items.
11. Cut off ramblers. You know the people who harp on one issue or are slow to get to the point. Create a strategy to deal with them. Condense and restate their point and move on.
12. Write the agenda item as a question. Ask: When will the prototype be ready? Instead of just putting "prototype status" on the agenda.
13. Get buy-in on completed agenda items. If you move ahead too quickly, you may leave some people still thinking about the last point. Ask if everyone is finished with the current topic before you move to the next.
14. Take a two-minute pause. After introducing an idea or problem, encourage deep thinking to arrive at ideas, plans, or solutions by calling for two minutes of silence so participants can think.
15. Set the right tone. Make it clear you are there to solve a problem, not to push your agenda. Be open to input. Talk with participants ahead of time about agenda items and consider their insights as you prepare for your meeting.

Follow these 15 steps and you will become known as someone who runs efficient, productive meetings. People will want to attend your meetings because they know you value their time and get results.

Joel Garfinkle is recognized as one of the top 50 executive coaches in the U.S., having worked with many of the world's leading companies, including Oracle, Google, Amazon, Deloitte, The Ritz-Carlton, Gap and Starbucks. He is the author of 300 articles on leadership and seven books, including "Getting Ahead: Three Steps to Take Your Career to the Next Level." More than 10,000 people subscribe to his Fulfillment@Work newsletter. If you sign up, you'll receive the free e-book "41 Proven Strategies to Get Promoted Now!"

Vermont Forest Pest First Detector Training Planned for September 12th



accommodation to participate in this program, please contact Gwen. For more information, go to <http://vtinvasives.org/first-detectors>.

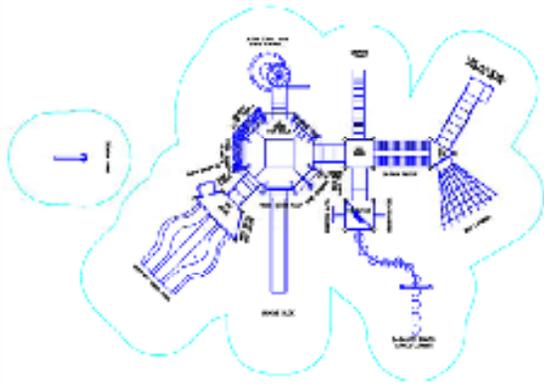
9:30am-4:15pm in Manchester, Vermont.
 Volunteers will be trained to (1) inform the public about the tangible threat posed by Vermont's primary pests - namely the Asian longhorned beetle, emerald ash borer, and hemlock woolly adelgid, (2) prepare their communities for a response in the event of an infestation, and (3) screen potential pest sightings. Early detection of invasive pests mitigates the economic and ecological impact to forests and prevents pest populations from becoming established in the state. YOU can help protect Vermont's forests!

Enjoy spending time outdoors? Concerned about the health of Vermont's forests? Then your help is needed! First Detector volunteers are the front-line defense against invasive tree pest infestations. The Vermont Forest Pest First Detector Program is hosting a FREE volunteer training session on Saturday, September 12th, 2015 from

Questions or to register, contact Gwen Kozlowski at gwen.kozlowski@uvm.edu or 802-656-6646 by September 9th. To request a disability-related



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Around the State (cont'd)

Vermont Youth Conservation Corp (VYCC) crews were hard at work during the summer of 2015.

VYCC Conservation Crew - Building a Bridge on the Bill Ballard Trail - Norwich, VT



VYCC Conservation Crew - taking a break from work on Mt. Hunger in partnership with VT FPR



VYCC Barre Community Crew working in the Barre Cow Pasture Park



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Around the State (cont'd)

“Of Land and Local” Brought Several Artists to Vermont State Parks This Summer

Burlington City Arts (BCA), in conjunction with Vermont State Parks, Shelburne Farms and Marsh-Billings-Rockefeller National Historical Park, hosted Of Land & Local 2015, the 3rd annual statewide exploration of contemporary art. Of Land & Local is an annual multidisciplinary, statewide project designed to initiate a dialogue about issues surrounding art and the environment. New this year was the partnership with Vermont State Parks, which allowed artists to be in summer residencies in select parks during July and August.



Artist Liz Nelson

Artists were in residence making new work that responded directly to their specific location. This work created in the parks, along with additional work from a total of 14 artists, will be exhibited at Shelburne Farms from October 1 - 18, 2015, and at The BCA Center on Church Street in Burlington from September 25 - November 14, 2015. Go to <http://vtstateparks.blogspot.com/2015/07/of-land-and-local-brings-artists-to.html> for full details about the residencies and exhibitions.



One of Liz Nelson's Elmore State Park inspired paintings



Rebecca Schwartz worked with park visitors at Button Bay State Park to produce sculptures from recycled plastic objects.

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Around the State (cont'd)

The Silvio O. Conte National Fish and Wildlife Refuge Presents The WoW Express

What is the WoW Express? The Watershed on Wheels (WoW) Express is a traveling exhibit designed to engage children of all ages in the beauty and wonder of the Silvio O. Conte National Fish and Wildlife Refuge, which comprises the 7.2 million-acre Connecticut River Watershed.

The WoW Express includes three engaging components: a walk-through immersion exhibit featuring the diverse sights and sounds of the watershed; a watershed table showing how rivers form and change; and a case of animal artifacts highlighting adaptations of birds and mammals.



Walk-Through Exhibit - The walk-through exhibit is enclosed in a 28-foot trailer wrapped in a colorful mural depicting the wildlife of the Conte Refuge. The immersion trailer simulates a walk along the Connecticut River at twilight. As we lead students through the 5 different habitats (marsh, vernal pool, forest, cave, and house), we talk about some of the adaptations and behaviors of the different species we might find there. We talk about the importance of the food chain and how we, as humans, play a role in conservation.

Watershed Table - Our watershed table is a large tray filled with sediment in which we build a river. The colorful plastic acts like sand to create meanders, cut-banks, and point bars. Versatile, this table can be used to show how rivers form from source to sea, or as a tool to introduce vocabulary words about rivers.

Conte Case - Using touchable biological artifacts, we explore behavioral and structural adaptations of animals that live in the Connecticut River Watershed.

What is the Conte Refuge? The Silvio O. Conte National Fish and Wildlife

Refuge was established in 1997 by an act of Congress to conserve the abundance and diversity of native plants and animals and their habitats in the 7.2 million acre Connecticut River watershed. The Conte Refuge is the only Refuge of its kind to be bound by a watershed. The Conte Refuge supports its conservation goals, in part, through educational activities and exhibits (such as the WoW Express) presented at several Refuge centers and as outreach programs in the four watershed states: Vermont, New Hampshire, Massachusetts and Connecticut. More information on the refuge can be found at <http://www.fws.gov/r5soc/>.

How can I bring the WoW Express to my location? For information on bringing the WoW Express to your school or community, please call (413) 658-5403. We travel throughout the Connecticut River Watershed to elementary schools and natural resource-related fairs, festivals, and conferences. Depending on the location and audience, all or parts of the exhibit will be displayed.

How does the exhibit fit into my program curriculum? The lesson plans that were developed for the exhibit are taught by WoW Express educators and are designed for 3rd-5th grades. They are tied into state science standards for each specific state (Vermont, New Hampshire, Massachusetts, and Connecticut). If you are teaching a specific unit that you think fits in well with the topics we cover, we can tailor the lesson to connect it more

closely to your current unit (i.e. Did your students go on a field trip to a vernal pool recently? Are your students learning about the water cycle?)



What are the requirements to host the WoW Express? The WoW Express is presented free as part of the Silvio O. Conte National Fish and Wildlife Refuge's mission. In order to set up, the WoW Express requires a flat, hard surface, such as a concrete parking lot, to park the 28-foot walk-through exhibit trailer. The walk-through exhibit runs on a grounded electric outlet if available, or may be powered by our generator in the case that no grounded electric outlet is available. The watershed table requires a one-time supply of 25 gallons of water, and does run on electricity. There should be someone designated to meet the WoW Express drivers on-site approximately 1-2 hours prior to the event. Please keep in mind the WoW Express requires approximately 1-2 hours prior to and after the event for set-up and take-down.

Vermont Senior Games – Fall Events

Events scheduled this fall:

- Sept 8** Golf at Vermont National Country Club in South Burlington
- Sept 25** Basketball at Castleton State College
- Oct 3** 10 Road Race at Shelburne Beach
- Oct 17** Table Tennis in Shelburne



Go to www.vermontseniorgames.org for registration details and other senior games news.

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- ❖ Align yourself with 400+ professionals & volunteers who operate with a shared mission, vision, and values.
- ❖ Access tools and resources to position recreation and parks as essential community services.
- ❖ Develop strategies to advance and thrive within your profession and as an agency/organization.
- ❖ Build your skills and your professional network. ❖ Shape our profession today and tomorrow.
- ❖ 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.

May 1, 2015 to April 30, 2016 APPLICATION AND ANNUAL RENEWAL

Name: _____ Title: _____

Organization: _____ Address: _____

City: _____ State: _____ Zip Code: _____

Office Phone: _____ Cell Phone: _____

Email: _____

Classification*	# of Persons	Cost	Amount
Agency**			
1-4 FT staff	_____	\$250	_____
5-10 FT staff	_____	\$350	_____
11 or more FT staff	_____	\$450	_____
Individual Professional	_____	\$65	_____
Board/Commission**	_____	\$100	_____
Commercial (inc. link from VRPA website)	_____	\$150	_____
Student/Friend/Retiree (please circle one)	_____	\$25	_____
Honorary Life	_____	FREE	_____

Date of Check _____ **Total Amount Enclosed** \$_____

* Go to the VRPA website at www.vrpa.org for descriptions of the membership classifications.

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 also.

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

- Membership Newsletter Performance Showcase Summerama Executive Committee
 Awards Track & Field 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?
If yes, who?** _____

**Please make checks payable to VRPA and mail to: VRPA, 721 Main Street, Colchester, VT, 05446.
Agency and Board/Commission Members – Please list all members.**