



2024 Conference Brochure

Monday, October 28

1:00 pm - 5:00 pm - Registration Desk Open

**Conference Title Sponsor
Altitude Recreation with GameTime**

Tuesday, October 29

7:00 am - 8:00 am - Morning Snacks & Refreshments



8:00 am – 10:00 am – Welcome and Opening Keynote

Sponsored by Altitude Recreation

Opening Keynote Speaker Sponsored by Landscape Structures



The Power of Purpose: Unmasking Your Authentic Mission

Dale Wilsher, PCC, Executive Life & Leadership Coach - Your Authentic Personality

The Colorado Rockies Ballroom

Unmask your authentic self and banish the ghosts of external expectations! This transformative keynote explores the power of purpose, helping you uncover your true "WHY" amidst the daily grind. Learn how connecting with your unique personality, passions, and purpose can elevate your leadership and infuse meaning into your work. Through engaging stories and practical insights, you'll gain tools to align your actions with your core values, allowing you to lead with confidence and inspire others. Discover how to exorcise the specter of constant performance pressure and embrace your authentic mission. Don't let your potential haunt you – unlock the magic of purpose-driven leadership. Stop being a ghost in your life; start living your purpose!

10:00 am - 10:15 am - Refresher Break - Sponsored by Ground Solutions



10:15 am – 11:30 am – Breakout Sessions (Round 1)

100 Cups of Coffee - Leadership Lessons from Coffee

Crestone Peak I

100 Cups of Coffee is a way to understand the complexity of an issue/community and build relationships with key people and organizations in your community and hopefully discover opportunities for synergy. Only through drinking good AND bad coffee will we be able to understand a community. From this programs, services and facilities can be developed which are based on key stakeholder input.

Presented by Janet Bartnik, CPRE, Deputy Director of Parks and Recreation - Prince William County, Virginia | Chris Nunes, CPRE, Chief Operating Officer - The Woodlands Township

Parks Innovation | AI, Robots and Navigation

Crestone Peak II

This session will provide a detailed look at how AI, robotics, and navigation technologies are being applied to different Parks use cases, including monitoring tree canopy health, mowing and snow plowing, and assisting people with disabilities. Three different companies will showcase how their technology can be used to assist parks and recreation leaders, focusing on the problem they are solving, how the technology works, and the outcomes of existing projects. The session will end with a discussion with the audience about the opportunities and barriers facing technology implementation in parks.

Presented by Cynthia Wu, CEO - Taro AI | John Petrous, CEO - Tappy Guide | Brian Beck, CEO - Front Range Autmow | Angelo Binno

Getting to Yes: The Fine Art of Negotiation

Crestone Peak III

Part of the human condition is to interact with other humans. A lot of the time, those humans are our coworkers, supervisors, and community members. We have to convey our thoughts and ideas to them in order to get their support. In this session, we will review what negotiation really is and why it is so important in the world of parks and recreation. We will discuss strategies for understanding our concept, building an argument, and holding strong in negotiation. We will touch on how negotiation can go right and why it is an absolute necessity in our careers and everyday life.

Presented by Mark Snow, MS, CPRP, Program Coordinator - City of Colorado Springs Parks, Recreation & Cultural Services

How to Keep the Urgent from Hijacking What's Important

Torreys Peak I

Navigate today's fast-paced professional world while focusing on what's truly important. Learn strategies to manage stress, prioritize effectively, and boost productivity. Break free from constant urgency to focus on your organization's "big rocks" - projects driving long-term success. Explore time-blocking, brain detragging, and designing meaningful work rhythms. Equip yourself to thrive in an attention-hijacking environment, aligning actions with crucial business priorities. Transform your approach to time management, elevating professional impact without sacrificing work-life balance. Unghosting the grind, exorcise unimportant tasks, and revitalize your vital objectives.

Presented by Dale Wilsher, PCC, Executive Life & Leadership Coach - Your Authentic Personality

If You Can't SEE It, You Can't Catch It: A History of Sports Lighting

Torreys Peak II

Thanks to field lighting we watched a baseball game at night in 1935 and the illumination just keeps getting better. Lighting advancements continue to transform sporting events, improving player performance and spectator experiences while pushing the boundaries of what's possible on the field.

Presented by Edwin Arcero, Sales Representative - Musco Sports Lighting | Marcelina Marvelli, Territory Sales Associate - Musco Sports Lighting

Creating a Safety Plan: Mitigating Risks and Ensuring Safety

Torreys Peak III

Empower your staff to become champions of safety in the aquatics industry. We'll delve into the cornerstones of safety plans, equipping you with the knowledge and tools to:

- Grasp the various types and benefits of safety plans, understanding their critical role in protecting patrons.
- Master the art of safety assessment, identifying potential hazards before they become incidents.
- Navigate the process of crafting and implementing a watertight safety plan, ensuring it meets all regulatory requirements.
- Develop the skills for ongoing evaluation and improvement, keeping your safety plan dynamic and effective

Presented by Johnathan Niles, CPRP, CPO-I, LGIT, EMT-B, Project Director - Counsilman-Hunsaker

12:00 pm – 1:15 pm – Special Open Forum Networking Lunch – *RSVP Required*

Questions You're Afraid to Ask

Castle Peak I-II

Are you challenged with a question that you are afraid to ask your Board of Selectmen, Town Manager, or Director of Parks and Recreation? This session will be an open forum for attendees to ask questions on anything related to programming, facility management, park development, Board/Staff relationships and many other areas. Guidance and advice will be provided in the hopes of expanding the attendee's knowledge and ability to serve their communities.

Presented by Janet Bartnik, CPRE, Deputy Director of Parks and Recreation - Prince William County, Virginia | Chris Nunes, CPRE, Chief Operating Officer - The Woodlands Township

1:30 pm – 2:45 pm – Breakout Sessions (Round 2)

Thinking Big in Parks & Recreation

Crestone Peak I

Unlock the limitless potential of parks and recreation with "How to Think Big in Parks and Recreation." This dynamic session inspires a transformative mindset, equipping professionals to envision and execute bold, innovative projects, programs and services. Explore strategies to identify and seize opportunities, leverage resources effectively, and engage the community in ambitious initiatives.

Presented by Chris Nunes, CPRE, Chief Operating Officer - The Woodlands Township | Janet Bartnik, CPRE, Deputy Director of Parks and Recreation - Prince William County, Virginia

Holistic Recreation Programming: Nurturing Mind, Body, and Soul

Crestone II

In today's dynamic world, fostering holistic wellness is paramount. This session aims to explore the integration of mental, physical, and emotional well-being into various facets of community recreation programming. We will delve deep into innovative strategies and best practices for infusing—and sometimes sneaking in—mental and emotional wellness into recreation programs to ensure the holistic well-being of our communities.

Presented by Lexi Bulich, Fitness Supervisor - City of Lafayette

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Getting Your Feet Wet: Top Notch Training for Aquatics & Beyond

Crestone Peak III

Training is the foundation for a quality team of lifeguards and safe facilities. Saving lives is no joke, and when things get real, training kicks in. That's why it's important to make sure your team's training is top notch – whether it's initial training, in-services or return to deck training. Are you ready for an emergency in your facility? Are your lifeguards ready to respond? Join us in a discussion about quality training and how to make our industry safer – one in-service at a time.

Presented by Maggie Sherrill, AFO, Aquatics Operations Coordinator - Town of Parker | Molly Bethe, AFO, Aquatics Supervisor - City of Fruita

Enjoying the Energy! How Encouraging People to Follow Their Passion Benefits Us All

Torreys Peak I

How will People Remember You? The story of how a single “Yes” turned into a cross-country move and the creation of a 6 ½ year unique and successful, award-winning, grant receiving, donor supported, community engaging, recreational program. We hope sharing our story will inspire more recreation professionals to give a chance to creative and novel ideas presented by capable, passionate people. We want our experience to help you create unique and impactful programs which benefit the community and inspire us all.

Presented by Alison Tamborlane, WSI, Adapted Aquatics Coordinator | Kim Henderson, LGIT | Amelia Schnaitter, Swim Buddy - Adaptive Swim and Play

Move Up or Move Out - The Specialization of Youth Sports

Torreys Peak II

Youth Sports has become a global economic powerhouse, with the industry valued at \$40 billion. Youth sports and youth sport leagues have become specialized in a way which is a net negative for families, for communities, and for players. While fierce competition can be exciting and rewarding, the way it has been pushed onto youth and families has significant drawbacks, as it overwhelms the young athlete, creates additional pressure on a family's finances – in some cases, shutting them out of competition altogether – and takes away from community programs. This session explores the trend of specializing youth sports, its effects, and potential changes.

Presented by Elias Martinez Jr., Recreation Coordinator, Athletics - City of Longmont

Is It Time For A Change? Evaluating the Pros and Cons of Different Membership Models

Torreys Peak III

More and more facilities are being asked to make more money. Do you offer memberships, or do you cater to residents? There is no right or wrong, it depends upon your agency's goals. Structuring your facilities' revenue model involves evaluating how to best service your customers and what items to include or exclude in each model.

*Presented by Darin Barr, President, Ballard*King & Associates*

2:45 pm - 3:15 pm - Ice Cream Social with Exhibitors - Sponsored by Star Playgrounds



3:15 pm – 4:30 pm – Breakout Sessions (Round 3)

Big Picture: Understanding Economic Forces Impacting Parks and Recreation

Crestone Peak I

Economic issues at the national and state level can impact your ability to deliver programs and services. Whether it is how the state funds schools to inflation to unemployment levels, these factors are important so to understand so the professional can plan and identify ways to manage their effects. Come review several key economic factors and get a better understanding on their impact.

Presented by Chris Nunes, CPRE, Chief Operating Officer - The Woodlands Township | Janet Bartnik, CPRE, Deputy Director of Parks and Recreation - Prince William County, Virginia

Making Disability a Comfortable Conversation in Our Communities

Crestone Peak II

We believe in creating space to make disability a comfortable conversation in our workplaces and communities through SEL (social emotional learning) and EDI (diversity, equity, and inclusion) practices. We will do this by helping you learn the tools to listen to one's story, ask for permission, encourage curiosity, and use of language. By coming to this session and engaging with others, you will; enhance company culture, build stronger teams, develop an equitable workforce, and grow your business. Let's help foster belonging for all.

Presented by Lindsey Blankenship, Executive Director - Creating S.P.A.C.E | Ryan Harbuck, Public Speaker - Creating S.P.A.C.E

Maximizing Program Participation: Marketing Strategies to Drive Growth

Crestone Peak III

Recreation professionals face the challenge of increasing participation in youth sports and expanding programs like Therapeutic Recreation, Aquatics, and Preschool Licensing Activities. This interactive 75-minute session will demonstrate how strategic marketing—specifically segmentation, targeting, and positioning—can drive growth. First, we'll explore market segmentation, breaking down your audience into distinct groups. Next, we'll dive into targeting—the art of delivering the right message with the right tools to the right group at the right time. Finally, we'll discuss positioning—how to create a distinct identity for your programs that resonates with your community.

Presented by Jennifer Murton, MS, PMP, Owner - JAM Marketing & Creative Services, LLC

Cures for the Common Survey

Torreys Peak I

Mowers that mow on their own aren't a thing of science fiction. In fact, many are already deployed with landscape crews across the country. Rapidly developing and becoming more common, autonomous mowing provides attractive benefits including: increased productivity, safer and more comfortable work environments for crews, and insightful field-level operational data. Come see where robotic mowing is today and uncover the potential it holds to transform maintenance operations tomorrow.

Presented by Bobbi Nance, CPRP, Founder and President - Recreation Results

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The Future of Mowing Using Robotics

Torreys Peak II

The Town of Berthoud is navigating the opportunities and challenges of significant residential growth and demands for modern recreational and park facilities. Richardson Park is a 100+/- acre historical agricultural land adjacent a 60+-acre reservoir. In 2018 a town-wide park master plan determined Richardson Park would become the primary sports field and outdoor recreation complex for the growing community. This session explores the visioning, goal setting, and steps for implementation to accommodate this need.

Presented by Billy Otteman, VP of Customer + Brand - Scythe Robotics

What Exactly Would You Say "You Do Here?" How to Tell Your Story

Torreys Peak III

Have you ever had to explain to someone "what you do" for a living and struggle to make it sound "validating"? This session will focus on the macro and micro levels of our profession and the social, economic, emotional and personal impacts we have on our communities. Learn how to leverage your influence and essential value to help obtain resources, improve your department and serve your user groups.

Presented by Adam Blackmore, CPRE, Director of Parks, Recreation & Open Space - City of Louisville

Metal Building Magic: Transforming the Hyland Hills Sports Center from Retro to Remarkable!

Torreys Peak IV

Discover how Colorado's Hyland Hills Park & Recreation District (HHPRD) revitalized a 1970s metal building into a dynamic community center. The renovation, driven by the need to relocate a gymnastics program, transformed an outdated District owned structure into a hub with modern facilities and expanded program opportunities. Join HHPRD Executive Director Yvonne Fischbach and lead designer Kevin Armstrong as they share insights into strategic planning, community coordination, and design lessons from the project. Gain valuable takeaways and best practices applicable to similar projects nationwide.

Presented by Yvonne Fischbach, Executive Director - Hyland Hills Park & Recreation District / Kevin Armstrong, AIA, LEED® AP, Principal - Barker Rinker Seacat Architecture

4:30 pm - 7 pm – Schmoozapalooza & Trick or Treat Bingo!
Bingo sponsored by PlayWell

PlayWell

Wednesday, October 30

7:30 am - 8:30 am - Morning Snacks & Refreshments

8:30 am – 9:45 am – Breakout Sessions (Round 1)

ADA Best Practices

Crestone Peak I

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Presented by Altitude Rec

Making Sustainable Landscape Practices Industry Standard

Crestone Peak II

The horticulture industry is shifting more and more to adapt to tighter water regulations, changing climate, and biodiversity loss. Municipalities everywhere are taking a closer look at their landscaping practices and how they are contributing to, or helping mitigate these global issues. This session will cover the importance of having a workforce who is trained and ready to tackle these issues and how to get them there.

Presented by Deryn Davidson, MLA, Sustainable Landscape State Specialist - CSU Extension

The Glorious Burden of Leadership

Crestone Peak III

Leaders have it tough. We are boots on the ground and thirty thousand-foot thinkers all at the same time. We must think to the future, reflect on the past, and deal with the now every single day. In this session, we'll review what it takes to be a strong leader in Parks and Recreation. From cultivating and communicating with employees, to holding them accountable and recognizing their successes. Mark will lay out years worth of professional learning and some quick-hitting tips to help you engage, challenge, and cultivate your employees.

Presented by Mark Snow, MS, CPRP, Program Coordinator - City of Colorado Springs Parks, Recreation & Cultural Services

Keeping Your Fire Lit Without Burning Out

Torreys Peak I

We all have moments where life gets overwhelming, but over time this continued stress can feel like a permanent state of being where everything is a bit too much, where work that was fun and fueled your passion is suddenly heavy, and you notice that you are less effective and less inspired. But backing away or opting out of opportunities professionally can have negative impacts on your career as well. Learn the commonly missed causes that contribute to burnout at work and within your organization and how to be proactive on the individual level with steps you can take in your personal and work life to help keep the overwhelm at bay while you keep pushing towards your goals.

Presented by Bobbi Nance, CPRP, Founder and President - Recreation Results

Innovations that Lead to BIG Changes

Torreys Peak II

Parks & Recreation departments are being asked to evolve rapidly as the needs of constituents change. Adapting to trends like AI, addressing technology accessibility and social inequities, supporting booming sports like pickleball, and enhancing resident satisfaction are now essential. How do we innovate with limited budgets and resources? Technology can be an ally. This session explores emerging trends in parks & recreation through roundtable discussions, highlighting how departments are using simple, effective technology to tackle challenges and increase efficiency.

Presented by Kevin Stay, Regional Account Executive - Kaizen Labs

An Aquatics Guide to Sustainable Savings & Grants

Torreys Peak III

In economic uncertainty, discover how top aquatic operators use energy-saving grants for sustainable shortcuts, like supplemental sanitation, that saves time, money and hassle. Join us to learn how real-world operators secured sustainable grant funding. Attendees will gain a clear understanding of the future of sustainability in aquatics.

Presented by Tom Schaefer, Technical Sales Director - Clear Comfort

9:45 am - 10:00 am - Refresher Break - Sponsored by Colorado Pool Designs



10:00 am – 11:15 am – Breakout Sessions (Round 2)

Designing Settings to Promote Intergenerational Play & Recreation

Crestone Peak I

As the global population aged 60 years or over steadily grows, so have interests in creating intergenerational outdoor spaces in communities. Parks and spaces hold great potential to positively impact lifestyles and build community across ages. This session will delve into intergenerational design strategies and examples focused on bringing people together through purposeful, mutually beneficial activities that promote greater understanding and respect between generations.

Presented by Russ Carson, PhD, Director of Research and Community Impact - PlayCore | Hillary Roemersberger, CPRP, AFO, Director - Apex Park and Recreation District

Rethinking Behavior Management: Creating Positive Environments for Young People

Crestone Peak II

Traditional behavior management practices are rooted in the belief that youth behaviors develop as a result of rewards and punishments. In this workshop we discuss why these practices are outdated. A fresh approach will be explored that shifts the narrative about how we think about our work with young people. We will explore the evolution of traditional behavior management practices and the importance of adopting new language and perspectives. Specifically, we will explore which mindsets may be rooted in adult power vs. youth and adult partnership. Participants will walk away with a new understanding of what it means to create environments that bring out the best in all of us.

Presented by Amy Brady, Founder - The Flourish Lab

Addressing the Challenges of Increased Presence in Parks by People Experiencing Homelessness (PEH)

Crestone Peak III

People Experiencing Homelessness (PEH), it's a complex and difficult situation both for the humans experiencing it and for the parks and recreation professionals seeking to provide parks and recreation services for everyone. Join us for this discussion with a panel of experts to examine the challenges brought by the increased presence of PEH in public spaces and strategies to address those challenges.

*Presented by Ken Sherbenou, Director of Parks and Recreation - City of Grand Junction | Ali Rhodes, Director of Parks and Recreation - City of Boulder | Scott Gilmore, Deputy Executive Director - City and County of Denver
Moderated by Katie Groke, Director of Community Services - Apex Park and Recreation District*

No One Cares About Your Data

Torreys Peak I

Do you have the right data, but still struggle to get much benefit from it? Whether you're struggling with an endless influx of survey results, the massive amount of data in your registration software, or to get others to see the value of your reports, learn how to evaluate and tweak what you collect, measure, and share so that you can decrease the chances that it collects dust sitting on shelves and in your software and instead becomes a valuable part of your team's day-to-day.

Presented by Bobbi Nance, CPRP, Founder and President - Recreation Results

Digital Accessibility for Parks & Recreation: Developing Joyfully Accessible Digital Publications from Concept to Execution

Torreys Peak II

Parks, programs and recreation facilities are full of joy and aspire to be accessible to all. Join Boulder Parks and Rec marketing and communication staff on our journey towards digital content and publications that are accessible and joyful! Learn how we determine whether content is really compliant with WCAG 2.1 standards, how to design with everyone in mind, and with content that delights.

Presented by Lisa Nieman, MA, Digital Communications Program Manager - City of Boulder Parks and Recreation | Zac Moore, MFA, Graphic Designer - City of Boulder Parks and Recreation

Overcoming Imposter Syndrome: Strategies for Personal and Professional Growth

Torreys Peak III

You are not an imposter! While we all know you're a rockstar, imposter syndrome can trick even the most seasoned recreation pros into a spiral of self-doubt. This session will delve into the underlying causes and effects of imposture syndrome, its impact on personal and professional life, and effective strategies to overcome it. Come pave the way for greater confidence and success in your professional journey!

Presented by Michelle Stout, CPRP, ACMS CPT, NASM CES, Recreation Manager - Apex Park and Recreation District | Amy Hodge, CTRS, CPT, RYT500, Senior Services - City of Longmont

Turf to Treasure: Empowering Communities through Non-Functional Turf Conversion

Torreys Peak IV

With recent passage of Senate Bill 24-005, municipalities are seeking ways to evaluate water conservation in the landscapes they manage, including parks. Norris Design has developed a unique comparative analysis tool for converting existing turf and other consumptive landscapes into water conserving landscapes. The analysis provides demolition, revegetation and maintenance costs, including annual water savings, and a return-on-investment timeframe. This session will explore the need for water conservation in Colorado and the west, demonstrate how the tool developed by Norris Design can be used to quickly determine water cost savings, and provide a roadmap for transitioning water consuming landscapes to water conserving landscapes.

Presented by Kurt Friesen, ASLA, Principal, Norris Design | Patrick Meyer, LEED® AP, Senior Associate - Norris Design | Jason Naughtin, CTL, CID, CLIA, QWEL, Senior Associate - Norris Design

1:45 pm – 3:00 pm – Breakout Sessions (Round 3)

Championing Change: Women Navigating Success in Modern Times

Crestone Peak I

In this engaging and unique session participants will have the opportunity to gain insights from a distinguished panel of female leaders across various levels of authority within the Parks and Recreation domain. Facilitators will steer discussions towards pivotal themes such as confidence, leadership, and advancing your career. Panelists, drawing from their professional journey, will offer firsthand experiences and practical wisdom. This platform will allow attendees the chance to learn from their success stories and struggles as well as acquire strategies to prepare for career advancement.

Presented by Michelle Stout, CPRP, ACMS CPT, NASM CES, Recreation Manager - Apex Park and Recreation District | Courtney Wallace, Recreation Coordinator - Facility Operations, Town of Erie | Mollie Gunter, Recreation Coordinator - Sports, Town of Erie

Panelists include Errin Koon, CPRP, CYSA, Recreation Manager - Programs, Parker Parks and Recreation, Ali Rhodes, Director, Parks and Recreation - City of Boulder, Rachel Wysuph, Recreation Division Manager - Town of Erie

Shaping the Future of Front Range Communities: The Broomfield Open Space, Parks, Recreation and Trails Plan

Crestone Peak II

The Broomfield Open Space, Parks, Recreation and Trails Plan (OSPRT Plan) is a 20-year policy document intended to serve as a road map to guide decisions about open space, parks, recreation and trails. It includes an analysis of the City and County of Broomfield's current and future needs for open space, parks, recreation, and trail facilities and outlines specific action items and implementation strategies to achieve the community's goals for land acquisition, preservation, and enhancement. This session explores the process behind the Plan's creation and key takeaways that will help influence the future of Colorado's open land.

Presented by Michelle Regan, PLA, Associate Planner - DTJ Design, Inc. | Clay Shuck, Director of Operations: Parks, Recreation, and Senior Services/Emergency Management - City and County of Broomfield

Parks and Recreation in the Age of Artificial Intelligence

Crestone Peak III

We are in the middle of an artificial intelligence (AI) arms race, with rapid advancements and minimal regulation. There is no end to new developments and speculation about the future impacts of AI, in addition to advances in virtual reality, augmented reality, blockchain and other technologies. What revolutions will impact the way we live and work? What is the role of parks and recreation in a world dominated by significant technological change? Will new technologies improve accessibility, inclusion and community-building or further divide us? This session looks beyond current applications and explores more significant concerns and opportunities for parks and recreation in the years ahead.

Presented by Ryan Hegreness, MS, CPRE, Senior Consultant - BerryDunn

Accountability; It's Everybody's Responsibility

Torreys Peak I

Accountability; the obligation of an individual or organization to account for its activities, accept responsibility for them, and to disclose the results in a transparent manner. Together we will discuss how we move beyond understanding the need for accountability, to engaging your team in ways that can win their hearts, minds, and commitment. You will learn how to create a philosophy of accountability that everyone can embrace and practice. A philosophy that removes fear; increases skills, confidence, and reliability.

Presented by Lori A. Hoffner, Organizational Development Trainer and Speaker - Supporting CommUnity

Community Teamwork: How Outreach and Collaboration Lead to Impact

Torreys Peak II

The scope of our mission in Parks and Recreation overlaps with many other community agencies, and is best accomplished in partnership. This involves different degrees of cooperation, and requires patience before it bears its full fruit. But how to integrate long term collaboration into the busy reality of providing basic programs and services? This session will cover how to expand outreach and collaboration to increase impact, using two recent Montrose Recreation District (MRD) examples: the creation of an outdoor recreation nonprofit collaborative; and working with social service agencies to implement a low income annual membership program. You will leave this session with the tools and excitement to make new connections and increase your impact in your community.

Presented by Astro Ball, BA, BS, MS, Grant and Data Specialist - Montrose Recreation District

Psychological Safety - How to Build a Team of Trust

Torreys Peak III

As a leader in Recreation, there is no greater skill to develop when leading your team, than TRUST. The current workplace is home to a diverse group of people. The one common thread is that staff want to be trusted, trust in their leader, and trust their teammates. Leading others is a challenging and rewarding experience, as well as, a great responsibility. By participating in this session, you will learn how to create trust in your workplace, recognize the signs of psychological safety, and understand the relationship between trust and culture.

Presented by Becca Mack, MS, CPRP, Recreation Manager- City of Lafayette

3:00 pm - 3:15 pm - Refresher Break - Sponsored by Essenza Architecture



3:15 pm – 4:30 pm – Breakout Sessions (Round 4)

Putting the AND back in Parks and Recreation

Crestone Peak I

Parks and Recreation divisions often work under the same umbrella, yet with vastly different functions. The question is, how do these two divisions effectively work together to provide customers (citizens) with a safe and professional end product, like a sports field. The goal of this session is to provide attendees with tips, techniques and ideas that will enhance communication between the two work groups and assist with bridging the gap that may exist between those who prep the sports fields and those who program them.

Presented by Jared Musil, CPRP, Deputy Director of Parks, Forestry and Open Space - Town of Parker| Errin Koon, CPRP, CYSA, Recreation Manager- Programs - Town of Parker

Think Like a Kid! Leveraging Youth Engagement to Elevate Our Parks and Our Communities

Crestone Peak II

Parks and Recreation divisions often work under the same umbrella, yet with vastly different functions. The question is, how do these two divisions effectively work together to provide customers (citizens) with a safe and professional end product, like a sports field. The goal of this session is to provide attendees with tips, techniques and ideas that will enhance communication between the two work groups and assist with bridging the gap that may exist between those who prep the sports fields and those who program them.

Presented by Charlotte O'Donnell, City Planner - City of Boulder Parks and Recreation| Kristen Drake, Program Coordinator - City of Boulder Parks and Recreation

Artificial Intelligence: Productivity and Pitfalls

Crestone Peak III

You've probably heard the statement: "AI will not replace you. Someone using AI will." This session is for the "someones" interested in leveraging artificial intelligence for efficiency, creativity, accessibility and customer servicewhile avoiding pitfalls and understanding ethical concerns. From programming and marketing to customer service and administration, we will demonstrate AI tools and explore case studies that apply to various park and recreation roles.

Presented by Ryan Hegreness, MS, CPRE, Senior Consultant - BerryDunn

Staff Communication; Control, Filters and Perception

Torreys Peak I

One definition of leadership states that a great leader has the ability to influence and guide others towards a common goal or vision. What is said, and when and how you say it determines the conversation's success or failure. Our communication is influenced by individual filters and those filters are established by many different factors and can delete, distort, or generalize the message. One of the most prevalent filters is the generational filter. These filters crucially affect our communication and interaction. We will discuss multiple communication models, helping you determine what will be the most successful approach for you and your staff that sets everyone up for success.

Presented by Lori A. Hoffner, Organizational Development Trainer and Speaker - Supporting CommUnity

Officially Human - How to overcome the national shortage of officials

Torreys Peak II

If you oversee a sports league, one of the biggest struggles you have is finding, keeping and motivating officials. The quality of the officials is not the problem, but just having officials to even start the league. As an official, there are few wins and, often, people loathe your very existence. How do we combat this? It starts with us, the people who run these leagues.

Presented by Elias Martinez Jr., Recreation Coordinator, Athletics - City of Longmont

Did You Say "Yes" Too Quickly? Successfully Managing Partnerships and Agreements

Torreys Peak III

Recreation providers have a variety of partners, from contractors to service providers to sponsors, non-profits and intergovernmental agencies. The differences are defined in who benefits, and how to optimize services for your community. Participants will be introduced to and explore a variety of options, along with learning a decision-making process to aid in determining when, where, how and why to enter into partnerships with other entities or organizations.

*Presented by Darin Barr, President - Ballard*King & Associates*

Reimagining Parks: Innovations Transforming Design and Maintenance Practices

Torreys Peak IV

Why is it that park design and maintenance are often at odds? How can we design parks that are innovative and beautiful but also practical and sustainable for the long-term? The least expensive park to maintain may also be one that isn't used frequently. This session explores several award-winning parks, and how design was responsive to maintenance needs, providing an engaging environment for park users and encouraging return visits. In this session, Fort Collins Parks operations manager will share some of their biggest challenges, including some of the biggest cost drivers for maintenance. Learn how park designers and maintenance providers have collaborated to address many of these issues and mitigate maintenance costs long-term.

Presented by Kurt Friesen, ASLA, Principal, Norris Design | Robert Crabb, CPRP, Senior Manager of Parks Operations, City of Fort Collins

Thursday, October 31

8:00 am - 9:00 am - Breakfast

9:00 am – 10:15 am – Closing Keynote

Sponsored by Kaizen Labs



One For All

Tony Drees, MM, US Army Specialist(ret), Speaker, Coach and Founder - Transitions Expert

The Colorado Rockies Ballroom

Tony Drees, is an Adaptive Athlete Champion, Purple Heart Amputee, and a Motivational Speaker. Tony's message is one of transparency, accountability, and resilience, which he has developed through his personal experiences and challenges. In his presentation, Tony challenges us to question our beliefs about ourselves, and to adopt the attitude of "No Lies, No Excuses, Never Quit." He shares with us his insights on his award-winning film, "One For All". Tony's story is one that inspires, motivates, and influences audiences about the benefits of Outdoor Recreation, Mindset and Mental Health.



**THANK YOU
FOR ATTENDING!**