

# Breakout Sessions: Monday, November 19<sup>th</sup>

**9:55 - 10:55 am**

## Insights on Creating Successful Municipal Spray Pads

**Timothy Sheehan**, Senior Project Manager, Aquatics; **Mark Mariano, P.E.**, Project Manager, Weston & Sampson

**Category: AQU/Parks (0.1 CEU)**

For many municipalities, both urban and suburban, splash pads offer a simpler, more affordable aquatics recreation alternative. This presentation will outline the required infrastructure associated with installing a splash pad as well as the design requirements to provide for and attract guests of various ages and physical abilities. We will also discuss both short and long term operations and maintenance challenges associated with the design of a new facility or conversion of an existing pool into a spray pad.

## Be a Game Changer: Strategies for Innovative Decision Making

**Joshua T. Medeiros**, Director of Recreation, Town of Cheshire; **Jaime Krajewski**, Facility Manager, Town of West Hartford

**Category: MGT (0.1 CEU)**

The municipal environment can be stagnant with many barriers preventing creative individuals from making a meaningful impact. Many professionals struggle to overcome challenges including town politics, unions, and managing employee differences, but these obstacles should not prevent you from leading the front. A Game Changer is defined as an innovative thinker that affects a significant shift in the current manner of doing or thinking about something. This session will delve into techniques of making game changing differences for your department. Participants will learn strategies for navigating difficult municipal leadership challenges such as: making business decisions in a municipal environment, creating buy-in with others who do not share the same vision, and taking educated risks for long term benefit in a changing fiscal landscape.

## Camp University: Revitalize and Revolutionize Your Staff Training

**Mark Pooler & Patrick Connelly**, Camp Consultants, CT Camp Guys

**Category: MGT/PRG (0.1 CEU)**

Developing a good staff training program is one of the most crucial jobs of your camp leadership team. But camp leaders are often too busy to put the time and effort into a dynamic training program and end up repeating the same old thing year after year. This session will revolutionize your staff training program! We will discuss how to engage both rookie and veteran staff by recognizing their different levels of experience, allowing them an opportunity to be part of the training process while improving recruitment and cultivating long term relationships. Furthermore, we will explore different ways you and your staff can infuse a little more "campy-ness" into your schools or town buildings, making your indoor camp locations feel more like a traditional day camp program.

## Transformational Power of a Playground

**Jason Corbett**, Direct Territory Manager, Little Tikes Commercial

**Category: Parks (0.1 CEU)**

The majority of playgrounds around the world deny children, adults, and veterans with disabilities the opportunity for recreation, enrichment, and social interaction, which other people enjoy. Even within our nation, only a small percentage of fully accessible playgrounds exist and these are insufficient to serve the 56.7 million

Americans with disabilities who, according to the 2010 US Census, account for 18.7% of our population. What are the REAL tools needed to create a community destination playground that is purposefully designed to promote the physical and social inclusion of people of all ages and abilities? Learn successful strategies used by award-winning, national non-profit organization, Unlimited Play, that inspire communities to advocate and raise millions of dollars to move beyond accessibility and build inclusive playgrounds that offer meaningful play experiences for all.

## EXCEL in Business

**Stephanie Tostarelli-Parker**, Accounting Specialist, South Windsor Parks & Recreation

**Category: FIN/STU (0.1 CEU)**

From basic Excel skills and tools to everyday financial tasks to preparing and organizing data for analysis, this session reveals Excel's potential as a powerful decision-making tool. Excel is one of the most commonly used budgeting and organization programs for most professionals, yet many who use it for these purposes do not take advantage of its numerous built-in capabilities. This session will discuss the benefits of using Excel and how it can improve organization, productivity, and budgeting in your business. Ideal for students entering the professional sector and also for those wishing to obtain a deeper understanding of spreadsheets in general, this is a session you can't afford to miss!

**11:05 am - 12:05 pm**

## We're on Facebook...Now What?

**Kristine Vincent**, Director, Granby Recreation & Leisure Services; **Sharon O'Neil**, Recreation Supervisor, East Hartford Parks & Recreation

**Category: MKT (0.1 CEU)**

Congratulations! You've finally gotten approval to get your department on Facebook. Now you can sit back and watch the "likes" roll in... right?? WRONG. Learn about different ways to grow your audience, "wow" your residents and increase visibility of your page and your content. We'll also take a look at 50 ideas, tips and tricks to boost your likes on Facebook. Lastly, we'll provide an overview of the free web service, Canva, and how you can use it to create graphics, flyers, posts, and more.

## Character Education Through Creative Recreation

**John LaRue**, CTRS, Back2BasicPlay, Inc.

**Category: PRG (0.1 CEU)**

A variety of research shows that nationwide, today's children are lacking core values such as kindness, respect, self-control, integrity, and accountability. The importance of instilling character education in today's youth needs to be at the top of the agenda for school professionals, park and recreation professionals, childcare providers, parents, and other decision makers. We will review the components of character education and learn how creative, interactive play can be utilized to help instill core values.

## Identifying Trends for an Uncertain Future

**Neelay Bhatt**, Vice President, PROS Consulting, Inc.

**Category: FIN/MGT (0.1 CEU)**

No one can foresee the future but, if recent global and local happenings are an indicator, the future is more unpredictable than ever before. Additionally, with the financial realities for Connecticut parks and recreation agencies being what they are, and with 2018 being an election year, change is up in the air. Thus, predicting trends and future occurrences that agencies have to plan for and building a culture that can embrace change and uncertainty will be the two key

elements that ensure that NRPA's 3 Pillars can be sustained and perpetuated in agencies of all sizes. This session will help agencies predict trends and plan for future shifts in an increasingly unpredictable time. This session will also share insights on how to build an agency culture and mindset that can innovate and thrive in a changing landscape, as parks and recreation agencies look to changes to their communities, policies, park and facility designs, financial sustainability, marketing and communications, partnerships, program delivery, and innovation in general.

## How to Sell Your Park Operation Budget by Developing a Written Standard Document

**Rich Calarco**, Director, Hebron Parks & Recreation

**Category: FIN/Parks (0.1 CEU)**

The session will focus on the development of park operation and equipment documents. The quicker you can develop a written park budget document the more likely you are to match expectations with resources. Many budgets are being cut for park operations. This document will help to maintain some standards with fewer resources; therefore, a standard document is the best way to understand what is to be expected with available resources.

## Student Interviews: The Hard Truths

**Jaime Krajewski**, Elmwood Community Center Manager, West Hartford Leisure Services

**Category: STU**

You've taken all the classes and gotten all the credits, but now you want to get the job. Learn the things you must do before, during and after the interview, as well as the things that you definitely should NOT do. Use this opportunity to do a self check to see where your strengths and weaknesses are and how you can improve in order to get the job you want.

**2:50 - 3:50 pm**

## Play on Player, Overcoming Disability with Play

**Jill Moore**, Inclusion Specialist, Landscape Structures

**Category: MGT (0.1 CEU)**

We all have to figure out how to navigate this life and sometimes people who are "differently abled" have to get creative about how they do it. Born with Spina Bifida, Jill Moore and her family hopped on a lifelong journey confronting disability with a sense of humor, and truly turning something many define as a negative into an opportunity to learn, grow, and give. Without the overwhelming support of her local community, legislation would have never been written to allow Jill to compete on her high school track team. Track carried Jill to a full ride scholarship at the University of Illinois, where she went on to compete on two USA teams, 12 marathons, independently moved to Asia for 6 months, and graduated with a degree in industrial design.

This session will help participants recognize gaps in social equity for integration of people with disabilities and identify a variety of possibilities and opportunities to promote an active lifestyle in special needs communities. Jill strives to share how other communities can provide this sort of support for those living with disabilities, and how to encourage all to live their best life so that negative stigmas become obsolete, and that we can all grow and play together however "abnormal" we may be. Join us as Jill shares her story of how play transformed a child's fight to fit in, to an incredible chance to stand out.

## Reigning in Rogue Sports Groups and Other Field Use Nightmares

**Joshua T. Medeiros**, Director of Recreation; **Elizabeth Mayne**, Program Supervisor, Town of Cheshire

**Category: MGT/Parks (0.1 CEU)**

How often have your community sports organizations said, "We have so many fields

in town and everyone is happy"? Chances are... not often! Parks and Recreation professionals are faced with balancing increasing demand from sports groups with limited field space and dwindling financial resources. This interactive session will tackle a variety of field use challenges including managing schedules and tournaments of different leagues, coordinating with groups that use town fields but think they own them, managing the usage demands vs. planning for proper maintenance, sponsorship programs for sports fields and scoreboards, establishing policies and integrating fee structures when there are none, creating buy-in from town staff and commissions, and dealing with the Who's Who of Resident versus Non-Resident Youth Sport groups.

**Mind Your RFP's and Q's**

**Roger Rousseau, Purchasing Agent, City of Bristol**  
**Category: MGT (0.1 CEU)**

RFP's and RFQ's are effective tools to search for the best products and services at the most reasonable prices by finding the appropriate vendor or supplier. But what

does it take to create and distribute these requests and eventually hire these professional services? From the first step of assembling the team to the last phase of sending out the requests, every part of the RFP/RFQ process must be well managed. This session will discuss what you should expect during the request process, how to sort through qualifications, how to hire professional services, and what to expect from consultants once you hire them.

**When Disaster Strikes Your Fields: A Guide to Manage, Prepare, & Recover**

**Rich Calarco, Director, Hebron Parks & Recreation**  
**Category: Parks (0.1 CEU)**

When will it be your turn? Disaster can be small and large. Are you prepared to handle the situation to keep your athletic fields safe? Whether it is rain, snow, wind, or manmade, are you ready? What is your plan before, during, and after? Learn from experienced speakers who have battled their own disaster and how they managed it. What they did correctly. What they would change. Join us

for this panel discussion to help you better prepare for when disaster strikes.

**Independent Contractors: What's the Relationship?**

**George Tammaro, Risk Management Services Manager, CIRMA**

**Category: MGT (0.1 CEU)**

Independent contractors are invaluable in helping park and recreation departments provide quality programs and activities to their community. This session will explore how to classify the relationships between your organization and these individuals providing a service. In the parks and recreation setting, these independent contractors are typically the instructors or activity leaders who run many of your programs. Topics of discussion will include: what makes these individuals an employee vs. an independent contractor (IRS Factors of Control), how to manage the relationship, and how to manage the exposures and liability.

**Happy Hour | Monday 4:00 - 5:00 pm | Exhibit Hall**



Join us for happy hour on the exhibit hall floor! Enjoy food and refreshments while networking with the many exhibitors that can provide solutions to your department's needs.

**Generously Sponsored By:**



**Social | Monday 8:00 pm | Lansdowne Irish Pub**



Looking for the perfect way to cap off the evening? Choose from an assortment of beers on tap, enjoy a cocktail with friends at the bar, and relax in this amazing pub atmosphere. CRPA's social at Lansdowne Irish Pub & Music House is the ideal place to unwind with colleagues and new acquaintances after a long day at conference!

**Generously Sponsored By:**



**Breakout Sessions: Tuesday, November 20<sup>th</sup>**

**8:00 - 9:00 am**

**Stretch & De-Stress: Yoga in the Morning**

**Lauren Bent, Recreation Supervisor, South Windsor Parks & Recreation**

**Category: PRG (0.1 CEU)**

Join us Tuesday morning for a 60 minute vinyasa yoga class focusing on the basics of incorporating a daily yoga practice into your life. This class will involve physical movement in addition to education about how yoga can

help relieve stress in your life and in the workplace. You will learn yoga moves that you can practice in a studio or at home, but also simple movements, adjustments, and practices that you can bring right to your desk at work. There are proven benefits to corporate yoga classes including decline in stress-related sick days, increased happiness and energy with employees, better customer service, and an increase in general well-being which reduces employee turnover.

**9:30 - 10:30 am**

**Latest & Greatest Industry Trends**

**Various Vendors & Industry Professionals**

**Category: MGT (0.1 CEU)**

Learn the latest and greatest trends within the park and recreation industry from vendors whose products and services may help solve the needs of your department. This session will be a question & answer with five industry vendors, moderated by prominent Connecticut Recreation & Parks Association, Inc. members.

# Breakout Sessions: Tuesday, November 20<sup>th</sup>

**10:40 - 11:40 am**

## **Incorporating STEM into Your Camp**

**Andrew Fotta & Bryan Avery, STEM Educators, Connecticut Science Center**

**Category: PRG (0.1 CEU)**

STEM (science, technology, engineering, and math) is today's ultimate buzz word and is evolving in classrooms state-wide along with the idea of Inquiry Based Learning. Incorporating STEM in your camps can make them more marketable, appealing to your residents, and more fun for the campers! Engaging in hands-on science activities helps campers to develop a greater interest in science and science related fields. Your campers will discover how science can be fun! Through this workshop you will gain a basic understanding of inquiry based learning, learn simple ways to help keep your campers engaged and asking questions, and discover some fun new activities to incorporate in your camp. Come see how EASY it can be to run science activities at your camp!

## **Telling Your Story:**

### **How to Speak so People Will Listen**

**Neelay Bhatt, Vice President, PROS Consulting, Inc.**

**Category: CUST (0.1 CEU)**

Whether you are communicating to elected officials, your staff or colleagues, or even the community, how you deliver your message is critical to ensuring buy-in and support. Communication, or rather, effective communication, is a critical skill that can and should be honed and enhanced over time. The successful implementation of the best of ideas often comes down to how it is communicated. In today's times, with shrinking attention spans and a focus on simplicity that resonates, TED Talks have become the gold standard for how to deliver innovative ideas worth spreading. This session will share insights that will help attendees be better communicators and deliver 'their' TED talk. Learn how to 'tell your story' and deliver impactful messages through the personal experiences and techniques of a TEDx speaker and speaker coach.

## **Pro-Active Planning for Success**

**Teresa L. Penbrooke, Researcher, Faculty, and Consultant, GP RED, NCSU, & GreenPlay, LLC**

**Category: FIN/MGT (0.1 CEU)**

Now, more than ever, it is important to have a plan in place to help your agency move forward, even if that means making cuts. This session will give an overview of the different types of plans you can complete, when it is appropriate to use each one, and how to implement them successfully with the least amount of resource investment. Presented in a way that is applicable for all levels of staff and decision makers, participants will learn why there is no one single "Master Plan" template for agencies, how planning affects your revenue streams, and how to determine what you need done at different times. We will cover master and strategic plans, feasibility studies, needs assessments, relationship to CAPRA standards, a sustainable action planning template, and sample documents.

## **Injecting Wilderness Programming into Your Summer Camp**

**Ben Taylor, Director of East Campus and Outdoor Programs, Springfield College**

**Category: PRG (0.1 CEU)**

Join Ben Taylor, a National Outdoor Leadership School graduate, as he draws upon his six years of experience leading groups in the remote mountains of Montana and Wyoming to help you incorporate wilderness programming into your summer camps. Using examples from Camp Massasoit at Springfield College, where he is

currently Director of East Campus and Outdoor Programs, he will guide you through a few interactive activities providing you a foundation for how wilderness programming can be integrated into your camps and benefit today's youth.

## **MyRec.com Sales Session: Software that Will Simplify Your Recreation Management**

**Carla Bearup, On-boarding Coordinator; Tracey Cooper, Marketing Strategist, MyRec.Com**

This session will cover the basic modules of the MyRec.com recreation software including online registration, program management, facility reservation, memberships, and point of sale. We will highlight our newest features including custom forms, activity simplification, POS add on items, advanced activities, and our facility approval process. Come with your questions and suggestions and let us show you how the right software makes all the difference. (For current MyRec.com clients and also for those with interest).

**11:50 am - 12:50 pm**

## **An Insider's Look at the 2019 Legislative Session & Connecticut's Continuing Fiscal Crisis**

**M. Randall Collins, Jr., Advocacy Manager, CT Conference of Municipalities & Michael Rell, Associate Lobbyist, International Governmental Strategies**

**Category: FIN/MGT (0.1 CEU)**

The State of Connecticut has been saddled with budget deficits ranging from \$4-6 billion over the last several years. Every two years the legislature convenes to contemplate ways to mitigate this shortfall. Last budget cycle, this came to a head when proposed cuts and cost shifts to municipalities totaled hundreds of millions. Representatives from CCM and IGS, CRPA's lobbying firm, will provide an overview of what the new Administration and Legislature will look like, how the Governor and Legislature will address another budget deficit, what that means for state and municipal budgets, and CRPA specific issues. Come learn why advocacy matters now more than ever and why if you are not at the table you will be on the menu.

## **Mandated Reporter Training for Community Providers**

**Tara Hall, MS, Program Supervisor, CT Department of Children and Families**

**Category: MGT (0.1 CEU)**

The goal of this training is to provide mandated reporters with information, keep them informed of their role and responsibility in reporting suspected abuse and neglect, and take necessary measures to protect them and the children we both seek to serve. The Department of Children and Families is available to hear the concerns, answer questions, and work collaboratively with mandated reporters. The Connecticut General Statutes mandate those professionals whose work involves regular contact with children to report suspicions of child abuse and neglect.

## **Financial Stability for Thriving Agencies**

**Teresa L. Penbrooke, Researcher, Faculty, and Consultant, GP RED, NCSU, & GreenPlay, LLC**

**Category: FIN/MGT (0.1 CEU)**

Agencies are expected to offer a greater variety of services to growing and diversifying populations, all the while maintaining high quality standards. This session will explore economic and political environments, highlighting the importance of positioning our agencies to be successful. An introduction to a useful and progressive approach leading to financial sustainability includes the importance of analyzing the community's values and the agency's vision,

an intensive assessment of the agency's current services to determine those that are core to those values and vision, and the development of a cost recovery and subsidy allocation philosophy.

## **Terrier Tough Obstacle Challenge**

**Mario Almeida, Principal; Austin Bobrow, Social Studies Teacher; David Dubos, Health/PE Teacher; Amy Rosenberg, Social Studies Teacher; Rocky Hill Public Schools, Mark Fritz, PE Teacher, Plainville High School**

**Category: PRG (0.1 CEU)**

Community involvement in events is not always the easiest thing to attain. By examining the model of the Terrier Tough Competition we will discuss how Rocky Hill High School designed and implemented an event that fostered involvement between the community and school system resulting in a hugely popular (and philanthropic) annual competition. In its fourth year, Terrier Tough saw nearly 460 participants complete the course of 28+ obstacles, and it is now the primary fundraiser for Rocky Hill High School's annual student service and education trip to New Orleans. This session will demonstrate the positive effects of teamwork, while showcasing how to plan, organize, and implement a community backed event in your town!

## **CT Sun Sales Session: Maximize Your Opportunity with Professional Sports**

**Jen Fucci, Manager, Sales & Service; Amber Cox, Vice President, CT Sun & NE Black Wolves**

Learn about how your organization can partner with two professional sports teams, including setting up clinics, Camp Day, unique and fun ways to fundraise, and much more!

**2:40 - 3:40 pm**

## **Customer Service...No Problem?**

**Lee J. deLisle, Professor, SCSU**

**Category: CUST (0.1 CEU)**

Customer service is perhaps the most critical and memorable interaction clients have with an organization. But have things changed given our current world of virtual connections? What is the role of personal contact in creating excellent customer service in today's online world? This session is an opportunity to learn what research has revealed regarding current trends in customer service and to share our own experiences and discuss best practices in this changing environment.

## **Outdoor Fitness: An Urban Trend for the Health & Wellness of Residents**

**Ken Dobyms, Business Development Manager, Specification, Kompan North America**

**Category: Parks (0.1 CEU)**

Adopting an active lifestyle and can have countless benefits; however, establishing and maintaining an active community, especially in an urban setting, can prove to be a challenge. This session will take an in-depth look at outdoor fitness installations in urban communities and the impact they have on the health and wellness of residents. Using case studies and empirical research, presenters will show how a well-designed outdoor fitness area in an optimal location can have an immediate and positive impact on the urban residents who use the area.

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