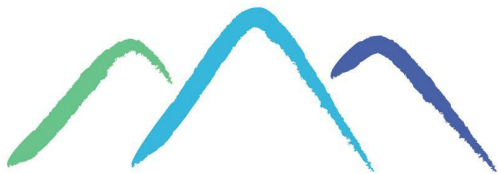


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THE NORTHERN NEW ENGLAND
RECREATION & PARKS CONFERENCE



**74th Annual Northern New England
Recreation & Parks Conference
January 9 - 11, 2024**



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THE NORTHERN NEW ENGLAND
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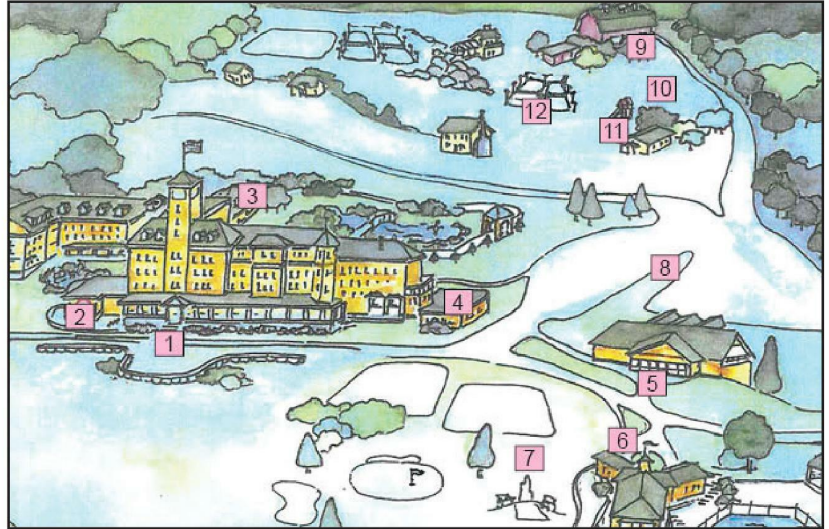


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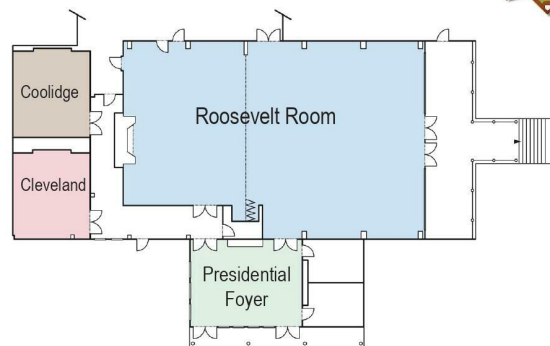
ABOVE PROPERTY MAP KEY

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|------------------------------|-------------------------------|
| 1. Main Entrance | 7. Campfire Pit & Bocce Court |
| 2. Garden Room | 8. Parking |
| 3. Crystal Ballroom | 9. Mountain View Farm |
| 4. Indoor Pool | 10. Adult Axe Throwing |
| 5. Presidential Hall | 11. Activities Center |
| 6. Club House & Outdoor Pool | 12. Tennis Courts |

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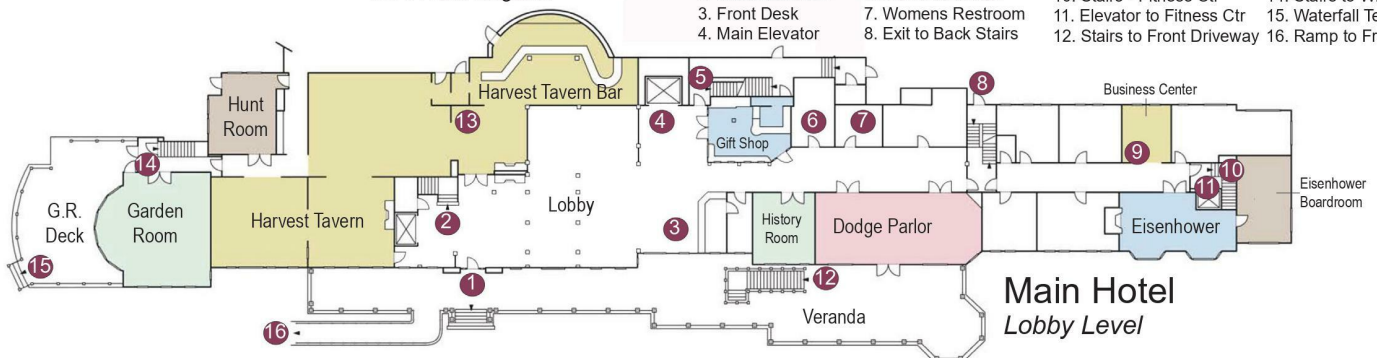


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| 2. Main Staircase | 6. Mens Restroom | 10. Stairs - Fitness Ctr | 14. Stairs to Wine Cellar |
| 3. Front Desk | 7. Womens Restroom | 11. Elevator to Fitness Ctr | 15. Waterfall Terrace |
| 4. Main Elevator | 8. Exit to Back Stairs | 12. Stairs to Front Driveway | 16. Ramp to Front Driveway |



2024 NNERPC SOCIAL EVENTS

WORK HARD, LEARN HARD, PLAY HARD

TUESDAY, JANUARY 9TH

STUDENT & NEWCOMER MEET & GREET:

4:15 - 5:15 PM

VENDOR SOCIAL:

5:30 - 7:00 PM

DINNER BUFFET:

7:00 - 8:00 PM

Karaoke **NIGHT:**

8:00 - 11:00 PM



REP YOUR STATE WITH YOUR FAVORITE STATE GEAR AND BE PREPARED TO SING THE NIGHT AWAY! OR - IF YOU ARE NOT ONE FOR TAKING THE STAGE, COME AND NETWORK AND CHEER ON THE BEYONCES OF NORTHERNS!

WEDNESDAY, JANUARY 10TH



COCKTAIL HOUR:

6:00 - 7:00 PM

DINNER BUFFET:

7:00 - 8:00 PM

ICE SKATING & BONFIRE:

8:00 - 11:00 PM

BUNDLE UP AND JOIN US FOR A FUN NIGHT FILLED WITH ICE SKATING*, BONFIRES, S'MORES AND HOT CHOCOLATE! (*ICE SKATING IS WEATHER DEPENDENT BUT THE FUN IS NOT!)

Keynote Speaker - Adam Sutton

Adam Sutton is a dynamic inspirational speaker and singer, executive coach and corporate trainer who has been helping individuals and organizations become their very best for more than 25 years.

Teaming with diverse clients from the academic, healthcare, not-for-profit and public sectors, Adam is known for bringing a down-to-earth, funny and accessible approach to creating and maintaining happier, more-connected workplaces.

Adam has worked extensively in the field of human development and organizational effectiveness and brings expertise and passion to all of his work. Current areas of interest and excitement include: building trusting teams, full-presence facilitation, manager-leader coaching and training, wholistic mission-alignment and engagement initiatives. Whether instructing in motivation, mediation, or meditation, Adam always brings his whole self and whole heart to the effort, and, in so doing, helps others to do the very same thing.



Endnote Speaker - Mark Honberger

Mark Honberger has over 30 years' experience in the Parks and Recreation Profession, most recently serving 5 years as the General Manager for the "Coalinga-Huron Recreation and Park District" in California. He brings a wide breadth of experience that includes working in Non-Profit Recreation, Commercial Recreation, Faith-Based Recreation, and of course Municipal Recreation; both with Cities and with Special Districts.

Mark loves giving back to the Parks & Recreation Profession and is now working with Recreation Agencies on a consulting basis.

He started his own company called "REMARKABLE RECREATION SOLUTIONS", which provides creative & strategic solutions to meet the budgetary and community needs of Recreation Agencies to help them THRIVE!



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Colin Drury - Colin is a Co-Founder of the NXT Athletics Institute for Learning. A 501 c3 non-profit organization that focuses on supporting organizations with the goal of creating athletic opportunities that both enrich our youth and create a lasting love for sports or simply being active. Over the past 21 years, he has held multiple positions within our industry that have fertilized his drive to dive into youth development and how they best learn the sport, the lessons it can teach, and how best a child finds their path towards a healthy, active future. Colin believes that the path is through Parks and Recreation.



Rick Perruzzi - Rick has been in the Park and Recreation industry since 1994. He has worked in all areas of maintenance in Parks and Rec and then in 2000 became the sports field manager for the City of South Portland's Recreation Complex overseeing 25 acres of irrigated sports turf and 125 acres of non-irrigated fields. He held that position until 2017 when he became the Recreation Manager of Outdoor athletic facilities overseeing the scheduling and maintenance of the recreation complex. He is a Certified Sports Field Manager through SFMA and a Certified Park and Rec Professional through NRPA, a graduate of the Park and Recreation Maintenance Management School through NC State and NRPA,.



Jodie Lubarsky - Jodie earned her Master of Arts in Mental Health Counseling at the University of Cincinnati. She is a licensed clinical mental health counselor in the State of NH and is Vice President of Clinical Operations - Youth and Family Services Director at Seacoast Mental Health Center, Inc. where she has worked for 16 years. She has spent over 19 years working in the New Hampshire community mental health system. She has been working with youth and families since 1997. Her professional focus has been on children's mental health needs, including but not limited to ADHD, anxiety, depression, trauma, grief, family conflict, separation/divorce, child abuse/neglect, child development, parenting, adolescent substance misuse, conduct/disruptive disorders, and Autism Spectrum Disorders. She practices from a cognitive behavioral perspective and has been certified as a MATCH-ADTC therapist by the Baker Center, an affiliate of Harvard Medical School.



Michael Moonan - Michael is a registered landscape architect with 26 years of experience in landscape architecture and project management with a concentration on parks and sports planning and design. Mike is an expert parks, sports, and recreation design professional and has managed all aspects of projects, from master planning and conceptual design to construction document preparation, specification preparation, and construction administration through to completion. He has worked on projects at over 30 public and private K-12 schools, over 25 community-wide parks and recreation master plan projects, and over 20 single-site parks master plans. He has completed roughly 130 parks a recreation related project over his career and has been very active in parks organizations over the years.



Pete Bingham - Pete has been in Parks and Recreation for 25+ years, *the* last 14 serving as Director of Cumberland (ME) Community Recreation Department. Prior to serving as Director in Cumberland, Pete was the Assistant Director in Gorham ME, and Bath ME.



Ryan MacGillvray - Ryan joined the DMSE Sports team full time in 2019 following a 19 year career in the landscape and athletic field maintenance & construction industry. Ryan serves as the Vice President of Operations at DMSE Sports, responsible for business development, project design and build, brand experiences, and event operations, logistics, and permitting. When Ryan is not working, he enjoys offshore fishing, tending to his nearly perfect lawn, and spending time with family, friends, dog, and wife, Courtney.



James Maimonis - is the Manager of Media & Communicants for the U.S. Tennis Association of New England. In his current role, he oversees all internal and external communications for the organization, including writing, reporting, public relations, media relations, email marketing, website and photography. His work directly aligns with the organization's mission, "To Promote and Develop the Growth of Tennis in New England." Prior to USTA New England, James worked as a local newspaper reporter and editor in the Boston suburbs, covering sports and town news.



Eric Driscoll - Eric is the Schools & Tennis in the Parks Manager for the U.S. Tennis Association of New England and is entering his 24th year with the organization. In his current role, Eric oversees New England's Tennis in the Parks program, which he was instrumental in creating, developing, and scaling. Tennis in the Parks, delivers high-quality, affordable, and accessible youth and adult learn-to-play tennis programs in partnership with recreation departments. Eric is a certified teaching pro with both the United States Professional Tennis Association and the Professional Tennis Registry.



Cindy Hartman, Ph.D. - Cindy (UNH) is an Associate Professor in the Department of Recreation Management and Policy at University of New Hampshire. Her research focuses on identity development through informal learning and recreation programs that support postsecondary education and career transitions. She uses developmental and identity-based concepts as a foundation to communicate and collaborate with interdisciplinary research partners focused on adolescent and human development, including those working in campus and community recreation and activities, health prevention and counseling, education, and workforce development.



Donna Cutting - Donna Cutting, CSP, is the Founder and CEO of Red-Carpet Learning Worldwide and the Creator of the Red-Carpet Culture Club. She works with organizational leaders to help them create cultures of happy, engaged people who deliver exceptional service. Donna is the author of three published books including her latest Employees First! Inspire, Engage, and Focus on the HEART of Your Organization (Career Press, 2022), and 501 Ways to Roll Out the Red Carpet for Your Customers (Career Press, 2015).

Donna's Learning and Development programs on customer service and employee experience are being used throughout the United States as well as in parts of Canada, South Africa, Australia, and Spain. Red-Carpet customers are getting results such as increased employee retention, improved employee engagement, rave reviews and repeat visits from customers, and other positive outcomes. Her focus is always on creating human-level connections and cultures of belonging, with a core belief that everyone deserves a little red-carpet treatment.



Donna J. Kuethe, CPRP - Donna served as the Recreation Director for the Town of Moultonborough for 41 years, retiring in 2020. In that role she was the first full time director, taking the department from a part time seasonal program with limited staff and resources, to a well-respected year-round agency reaching residents and visitors of all ages. She spearheaded growth in programming, capital facilities and community initiatives. She currently is the Project Manager for Operation Resiliency Response (formerly Operation Recreation Response) for the national non-profit, GP RED, which provides Research, Education and Development for Parks, Recreation, Land Management, Public Health and allied fields. As such she is the initiator of ORR – a GP RED Initiative that proposes a multi-tiered approach for Parks and Recreation Agencies to be prepared for, respond to and resilient re-building from disasters..



Molly Tobin - Molly began volunteering at Vermont Adaptive in 2018 and has since interned for both Burlington summer programming and Pushback/CORE Connections. Her love for adventure sports and helping others has kept her seeking new opportunities with Vermont Adaptive and she became the program coordinator for Burlington and Bolton Valley. In the Fall of 2022 she returned to the University of Vermont to start a doctoral program in occupational therapy but will continue with Vermont Adaptive as a part-time coordinator. She has experience guiding and teaching wilderness leadership courses and holds Wilderness First Responder, CPR and First Aid, and ACA Level 1 & 2 kayak touring certifications.



Kim Whatley, CPRP, CPO - Kim began her career in recreation as a Lifeguard and has taken every opportunity to advance in the field. Attending George Mason University for college she received her B.S. in Recreation Management with an independent study in Community Health and Wellness. The first three facilities she worked at in Virginia were all on cost recovery structures (Located in Prince William Campus for GMU, Loudoun County, and City of Manassas Park). Two of those facilities she helped through various stages of design, building, and opening/operations. While at those facilities responsibilities were not only for the aquatic areas, but also extended to front desk, center daily operations, and daily manager. After growing through these experiences Kim decided to take a chance and branch out to Georgia. There she has had many opportunities outside of her agency to participate in GRPA.



Norm Stauton - Before becoming a full-time staff member, Norm was a coach, volunteer and trainer for Vermont Adaptive since 2008 and was a contractor for the organization's capital campaign beginning in 2014. Previously, Norm spent 20 years in a variety of non-profit and adventure industry executive positions around Vermont and the world. He attended the Master's Program in Outdoor Education at the University of New Hampshire where he focused his research on adventure with people with disabilities. He holds a Master's in Business Administration from the University of Vermont, where he focused on sustainability and nonprofit management.



Eric Feldbaum, CPRP - Eric has been the Director of the Office of Community Recreation New Hampshire Division of Parks and Recreation within the Department of Natural and Cultural Resources for nine years and resides in Concord NH. While living in NH full time since 2011, he has been continuously exploring all the great recreational opportunities the state has to offer. Eric was finally able to land his dream job working for NH State Parks. One of his responsibilities is overseeing the Land and Water Conservation Fund for the State of New Hampshire as designated by the Governor. Since beginning, this role Eric has awarded over \$12 million to 40 NH local communities for the acquisition and development of outdoor recreation program inclusion.



Andy Bohannon, CPRP, AFO - Andy is Parks, Recreation and Facilities Director for the City of Keene, NH. A native of son, Andy grew up in Wheelock Park attending the parks and recreation programs. He began working for the City in 1987 as a youth basketball official, and then worked at the pools, playground program, and as a building supervisor through his college years at Keene State. Since joining the city on a professional level in 2004, he has increased program offerings, established master plans, created pocket parks, improved the trail system, and created sponsorship opportunities, promoted Keene as a great place to work, stay and play.



Scott Hausler - Scott is a seasoned Parks and Recreation Professional with 35 years of experience, currently serving as the Director of Parks and Recreation for the Town of Hartford, Vermont. Originally from the Midwest, Scott's career journey led him to New England. With a passion for Special Event Programming and Facility Development, Scott has been actively involved in capital fundraising campaigns and the planning and implementation of various improvement projects. His portfolio includes fundraising campaigns, playground and park developments, experience with design and construction management of a multipurpose community center, and most recently a new outdoor aquatic facility in Hartford that opened in 2022.



Tim Michalski - Tim is the Assistant Director of Littleton Parks, Recreation, and Community Education. Originally from Pennsylvania he currently resides in Chelmsford, MA. Tim began his Aquatics and Recreation career as a lifeguard in South Jersey. From 2005-2012 he was a Recreation Guest Service Manager at Walt Disney World and most recently worked as the Aquatics and Recreation Director at Rocking Horse Ranch in NY. Tim is an avid outdoors man and plays a variety of sports.



Kate DeAngelis - Kate DeAngelis is the Therapeutic Recreation Specialist for Lexington Recreation and Community Programs. Kate began her career at Burlington Parks and Recreation as their Therapeutic Recreation intern and then moved on to be the Part Time Recreation Therapist. In 2019, Kate joined the Lexington Recreation and Community Programs department in a part time capacity as their first ever Therapeutic Recreation Specialist and began to build a Therapeutic Recreation division. After one year working for Lexington, the demands for programs and services quickly grew and Kate's position became full time. Kate sits on the Executive Board for Massachusetts Parks and Recreation Association as the Therapeutic Recreation representative and Education Co-chair and is passionate about creating inclusive recreation programs and community engagement opportunities for individuals of all ages.



Stacey Mulroy - Stacey has worked in Park and Recreation for 25 years. She began her career in Lincoln, MA, where she worked as the Assistant Director of Parks & Recreation Department for 18 years, before shifting to Arlington, MA. In 2020, she was named the Director of Park & Recreation for the Town of Needham, MA. Stacey currently plans and manages capital projects, oversees the pool complex and Summer Camps, and leads a department of 5 full-time and over 150 seasonal and part-time staff members. Stacey's passions are DEIB work and playground accessibility for people of all ages and abilities.



Greg Bisson - Greg has been in the Parks and Recreation field for 25 years. Greg started his career in the Town of Milton as the first Parks and Recreation director in the town's history. He left to join the Exeter Parks and Recreation in Exeter, NH, as the Assistant Director, where his responsibilities were programming and fundraising. He became Director of the department in 2018. Greg has been very involved with parks and recreation at the state and national level, having served two terms as president of the New Hampshire Parks and Recreation Association. 2023, Greg was awarded the prestigious Wink Tapley Award from NHRPA for his contributions to the field. Greg is a graduate of Southern New Hampshire University with a degree in Sports Management and the National Parks and Recreation Association Director's School.

Tuesday, January 9th Session Descriptions

Keynote - WOW! Widening Our Welcome - Adam Sutton - 1:00 pm

They say the greatest human need is the need to *feel connected*. What if, during the year ahead, we decided that our common goal was to *widen our welcome*, intentionally expanding the invitation we already offer to all those we seek to serve and inspire every day. What if we dreamed and schemed more together, sharing our brilliant best practices, discovering even more possibilities and pathways to help *everyone* in the community reach new power and potential. Whether your staff and center is *tiny and mighty* - or *massive and magnificent* – let's dream big together and imagine how we might re-create and re-energize rec centers where an even *wider* and *warmer* welcome can be extravagantly extended. Open and inviting for *all* who seek to connect in community, becoming stronger together, one game, one class, one conversation, and one big, friendly smile at a time.

Battle on the Green: The Event Planner vs. The Grounds Keeper - Ryan McGillvray -

3:15 pm
Special events are known to bring people together, whether that's a concert, road race, outdoor market or sporting event. But every state agency, city, town, and municipality across the United States plans and permits events differently. This interactive discussion will put you in the event planning meeting. Understanding the check lists, the red flags, the permitting process, and most importantly, what your grounds keeper is watching out for!!

Fostering Inclusivity in Parks and Recreation: Expanding Access for EveryBODY - Molly Tobin and Norm Staunton - 2:15 pm

In a world that is progressively recognizing the importance of inclusivity and accessibility, our parks and recreation spaces should be no exception. This presentation explores the pivotal role that parks and recreational facilities can play in fostering community well-being, physical and mental health, and social cohesion. Our session will discuss innovative strategies and best practices to ensure that these spaces are welcoming and accessible to everyone, regardless of age, ability, or background.

Changing the Narrative: Recreation as a Driver of Economic & Workforce Development - Jayson Seaman & Cindy Hartman

In Northern New England, recreation has long been recognized as a key part of quality of life and the reason many people move to and stay in NNE states. State leaders and local communities are now capitalizing on recreation as a driver of economic development, business recruitment, and workforce retention. But how are these connections imagined by various stakeholders? What successes, barriers, and tensions exist in this space and how can they be managed? How can recreation not only be leveraged to meet goals in these areas, but also sustained as a crucial "ecosystem" in its own right? In this session, we will present data on recreation's contribution to state economies and its status as a career pathway, while also introducing the idea of *narrative* as an important factor in framing public and individual understanding of recreation's potential.

The Red Carpet Experience: Attract, Engage, and Retain Your Stellar Team! - Donna Cutting - 2:15 pm

Unlock the power of exceptional employee experiences in Parks and Recreation. Elevate engagement, foster positivity, and roll out the red carpet for your team. Transform your workplace into a place people love to work and play! Expand your recruitment strategy and change your mindset from "no one wants to work" to "lets create a place where everyone wants to work," and attract stellar employees. Implement the 7-Minute Culture Cure (TM) to improve employee engagement and retention, resulting in a quantifiable decrease in turnover rates and an increase in employee commitment and productivity. Equip your team with the necessary skills and knowledge to create exceptional experiences for residents/customers, leading to rave reviews and positive word-of-mouth!

How What a Facility! How do I Take Care of It? Kim Whatley - 3:30 pm

This session is a discussion on what recreation facility maintenance is, how to plan, who to include in helping to maintain your facilities, and what are some cost-effective methods to use. Everyone loves the design phase but does not always plan for the daily or long term maintenance of facilities. This session provides framework for creating the plan and moving towards execution.

MyRec User Group Session: Software that Simplifies your Recreation Management - Colin Drury - 3:30 pm

This session for current MyRec.com users will cover the best updates from the last year, featuring all areas of the software. We will highlight our newest features, demonstrate how you could and should use the system while giving you tips and tricks to make your life easier. There will be a question/answer period for all involved. Let's share how you simplify your recreation management!

Wednesday, January 10th Session Descriptions

Balancing Park Maintenance with Park Usage - Mark Honberger - 9:00 am

Maintenance wants to keep people OFF THE GRASS (keep it healthy), and recreation wants to put people ON THE GRASS (make use of the park). We must find Balance! Attendees will learn: To establish Common Goals; To reduce vandalism by creating "Community Gathering Places"; and To engage a "Customer Service Attitude" in both staffs, providing a more satisfying community experience.

Engage Your Team to Deliver Red-Carpet Customer Service - Donna Cutting - 9:00 am

"Customer Service is common sense!" Well, maybe not. If you have an idea of what it means to roll out the red carpet for your citizens and other customers, it doesn't mean your team members think of it the same way. As leaders, we can't expect our staff to deliver an exceptional service experience until we define exactly what it looks like and arm them with the knowledge, skills, and confidence they need to provide it. In this session, we'll define red-carpet customer service and discuss how to prepare your team members to become service superstars.

Cost Recovery - It's Not What You Think - Kim Whatley - 9:00 am

Do you know the true cost of your programs or facility operations? Don't even know where to start? Come join in on the cost recovery conversation. Learn what the terms mean, what to take into account, and how to calculate. Cost Recovery doesn't mean recovering all your costs it means knowing how your costs and your agencies goals in recovery.

The Land and Water Conservation Fund - Andy Bohannon 9:00 am

Learn the history of the LWCF program and how it can be utilized in your community. Gain an understanding of the application process and key focus areas for a successful grant award. In review we will explore five NH projects utilizing the LWCF program.

Stay Out of Your Lane - Managing Uncomfortable Conversations - Stacey Mulroy & Kate DeAngelis - 11:30 am

During this session, participants will be able to identify their role during uncomfortable conversations, how to conduct a productive, uncomfortable conversation and what steps to take after an uncomfortable conversation. Stacey and Kate will share tips and tools while reviewing real life uncomfortable situations and how they should be managed. Be prepared to get uncomfortable and leave with a toolbox to assist you in your organization.

Best Practices Aquatics Panel: Don't Go Off the Deep End - Scott Hausler & Tim Michalski 11:30 am

Dive right in and hear from professional in the field to help guide you through the muddy waters of beach fronts and aquatic facilities.

Best Practices Panel - Stepping Up to be a Director - Andy Bohannon, Greg Bisson & Donna Kuethe - 11:30 am

Explore leadership with three experienced directors of various size NH communities. This panel discussion will focus on director insights, big picture thinking, and the dealing with difficult situations.

Best Practices Panel - Parks and Playground Maintenance - Mike Moonan, Pete Bingham & Rick Perruzzi - 11:30 am

In this panel discussion we will explore the various considerations to consider for your maintenance plan for your park. We will also discuss designing parks with maintenance in mind.

Wednesday, January 10th Session Descriptions

Leaders are Losers - Mark Honberger - 2:00 pm

We do not normally think about the value of losing when we think about leadership. While it does feel contrary to what we are taught about leadership, it is still true. Ultimately, the more the leader LOSES, the more the people they LEAD gain. That's a good enough reason to lose. This session will look at the "Five Crucial Things" we need to lose in order to lead well. Great Leaders are Losers.

Small Steps Make a Big Impact - Bringing Inclusion into Your Programs - Kate DeAngelis- 2:00 pm

Learn tips and tricks on creating inclusive recreation programs for your organization. Attendees will hear real life examples on how to implement these strategies and empower your staff to include

Educational Model for Youth Sports - Colin Drury - 2:00 pm

How children learn and grow through athletics is important. Their journey should lead to a life long love for being active. That love runs through Parks and Recreation, but what should we offer each age group in our communities?

Engaging, Activating and Retaining an Inclusive Tennis Community - Eric Driscoll - 2:00 pm

Learn how to facilitate accessible and inclusive introductory tennis programs on your public tennis courts by partnering with the U.S. Tennis Association of New England. Tennis has been booming since the pandemic and studies show it can add nearly 10 years to your life! The USTA can help you build and organize a community of tennis with programming, training, grants, and facility services, including planning shared facility usage.

Beer: The Color of Money - Greg Bisson - 3:15 pm

Turn the craft beer craze into an alternative funding source for your community while driving economic impact of such a large-scale event. In a time we need to find alternative revenue sources, this can be implemented in any community.

No Tennis Courts? No Problem! Tennis in Any Space - Eric Driscoll - 3:15 pm

The U.S. Tennis Association of New England will showcase its curriculum that makes tennis easy to learn for all ages and abilities on any surface. You don't need a traditional tennis court to get all the benefits of the sport. Utilizing modified tennis balls and court sizes experience for yourself how fun and easy it is to play and facilitate! (This is hands on active session)

Coach Me Coach! -Kim Whatley - 3:15 pm

This session is designed to see the opportunity to be the business coach to your team members. We look at how looking through a more business centered approach in coaching our team members results in more autonomy of their responsibilities, better working knowledge of their business, and more buy-in to reach the goals they set for their area.

Get Rec'd! - Mark Hongerger - 3:15 pm

Getting "Rec'd" is much better than Getting "Wrecked," right? As Park and Recreation Professionals, we all intrinsically understand the benefits of Recreation; BUT all too often we don't take the habit-forming steps needed to Get Recreation into our own lives. Really though, it is our communities that need to "Get Rec'd;" as Recreation is "Essential" to every thriving Community. We will turn these "Big Ideas" into practical "Action Steps" that you can start accomplishing tomorrow. Learn how to have your community Get REC'D!

Thursday, January 11th Session Descriptions

Mental Health 101 for Parks & Rec Professionals Jodi Lubarsky - 9:00 am

One in six U.S. youth aged 6-17 experience a mental health disorder each year. Suicide is the twelfth leading cause of death in the United States and the second leading cause of death among youth between the age of 10-14 years. The COVID pandemic demonstrated an increased need to support youth who felt isolated and overwhelmed by the experience, with increased rates of depression and anxiety. As youth return to pre-pandemic activities, helping professionals can play a critical role with offering support and bridging families to additional services. The session will provide a foundational overview of children's mental health, continued impacts from the pandemic, common mental health diagnoses in children, signs and symptoms, how to offer support, and self-care for the professional..

Are You Prepared? Creating Resilient Park and Recreation Agencies and Communities - Donna Kuethe - 9:00 am

The COVID-19 Pandemic left a mental health crisis in its wake. The world collectively experienced emotional distress and fear, which can cause trauma in youth and adults. The impact of this trauma can have long-lasting effects, even after the pandemic is under control. As the world opens back up and people return to a new normal, it may be difficult for some to get back to the day-to-day. This session will explore re-entry anxiety among young adults, and provide tools and strategies to help support seasonal summer staff in Recreation Departments.

Endnote: Let's Get Squirrely- Mark Honberger - 10:15 am

Have you ever watched Squirrels? We could learn a lot from the squirrel... lessons that readily apply to our everyday work routines. By being "Squirrely," we can improve our performance, and even fly. This Session is chalk full of humor and inspiring lessons. We will draw from the Leadership Lessons of the legendary John Wooden, and we will actually put these lessons into practice... right there during the session. Come be energized to Go Get "Squirrely"!

