

Program Grid

Thursday, January 23, 2025

	Boardmanship (IAPD)	Diversity	Facilities	Finance/IT	Governance/Legal	HR/Risk Mgmt Mgmt	Leadership/Mgmt (IPRA)	Marketing/Comms	Parks/Natural Resources	Recreation	Therapeutic Recreation	Forest Preserve and Conversation (FPC)	
10:00 AM - 12:00 PM (W)		1000 - From Awareness to Action: Promoting Disability Inclusion	600 - Sustain by Design (offsite)			300 - Effective Communication Principles Before, During, and After Critical Incidents	1 - AI in Parks and Recreation: The Next Level  3 - Building Innovation: A LEGO® Serious Play® Workshop for Park District Professionals	900 - Built on People: The Impact on Going from Personal Brand to Community Brand Mindset		400 - Beam Me Up Recky! Travel through Time into Inclusive Mindset Succession Planning	500 - TIME MANAGEMENT for People Who Don't Have Time to Take a Time Managemet Course: Real Secrets to Getting Things Done		8
10:00 AM - 11:00 AM		1011 - Improving Operations through Intersectionality and Systems Change	604 - When Soft Surface Becomes Too Hard – Challenges in Maintenance, Repairs, and Replacement of Soft Surface Playground Systems	319 - Innovate and Automate: Creating Custom Apps and Automations for your Organization	112 - Real Estate 101: What You Need to Know About Acquiring, Selling and Using Property	126 - Addressing Employee Mental Health Conditions	14 - Engaging the New Collar Worker	902 - Parks and Recreation Marketing with AI		114 - Esports Ecosystem  411 - Art Without Boundaries: Identifying and Overcoming Barriers in Cultural Arts Programming		1104 - Harnessing Passion and Collaboration: Elevating Community Engagement and Education to New Heights through Social Media	10
1:00 PM - 3:00 PM (W)		1001 - Building and Supporting Staff Resilience  1002 - Parks, Pools, and Open Spaces for All: Designing for a Neurodiverse Community				301 - Eliminating Annual Performance Reviews: Embracing Continuous Feedback, Agile Goals, and Shifting Priorities	2 - Leadership Through Laughter: The Power of Listening & Collaborating		200 - Get Growing with Public-Private Partnerships (offsite)		501 - PURPOSEFUL PLAY: Quick, Cool, Original No-Prop Games that Teach Young People (and Staff!) Skills for Life & Leadership	1100 - Empowered Boundaries: The Authority of the Resource	7
1:30 PM - 2:30 PM			607 - 21 Secrets to Master F&B Sales & Profits	318 - Microsoft's AI Vision	120 - Can We and Should We Have Video Surveillance in Parks and Facilities?	109 - Recognizing Substance Use and How Recovery Connects to Parks and Recreation	113 - Unified Actions: Managing Protest Scenarios through Municipal Intergovernmental Cooperation	901 - True Life: Sponsors Tell All	204 - Grant Update for 2025	403 - Teens: Too Old for Camp, Too Young for Counselor. What to Do with Them?  418 - Summer Camps: What are the People and the Data Saying in a Post-Pandemic World?		1103 - Balancing Environmental and Historic Preservation Goals at Fullersburg Forest Preserve	10
3:00 PM - 4:00 PM		1003 - Bridging Communities: Empowering Diversity through Parks & Recreation	601 - Aquatics Roundtable	304 - Beyond the Noise: AI in Parks and Recreation	116 - Social Media & The Law: Facebook? Instagram? X?  127 - 2025 Employment Law Update	133 - Large Event, Festival and Parade Security	101 - Lessons From the Ballot Box  12 - Encouraging Silly & Fun in the Workplace is a BIG DILL	910 - Build a Better Board Report: Communicating Your Digital Marketing Success to Your Board	203 - The Journey from Parks to Executive Director	406 - Volunteer Coaches: Attracting, Training, and Retaining the Heart of Your Sports Leagues	505 - How to Have Difficult Conversations and How to Mentor and Guide Others (part time staff) Through the Process	1107 - Exhibits on Any Budget	13

**Program Grid**  
**Friday, January 24, 2025**

	Boardmanship (IAPD)	Diversity	Facilities	Finance/IT	Governance/Legal	HR/Risk Mgmt	Leadership/Mgmt (IPRA)	Marketing/Comms	Parks/Natural Resources	Recreation	Therapeutic Recreation	Forest Preserve and Conversation (FPC)	
8:30 AM - 9:30 AM	<p><b>104</b> - Board Member to Board Leader Part I</p> <p><b>100</b> - So You Want to Stay Out of Jail? What Park District Leadership Must Know About Ethics Requirements</p>	<p><b>1004</b> - Equitable Youth Suicide Prevention</p>	<p><b>610</b> - Leveraging AI Tools and Virtual Assistants for Parks &amp; Recreation</p>	<p><b>315</b> - Financing the Fun: An Introduction to Municipal Bonds</p>	<p><b>110</b> - Legal/Legislative I</p> <p><b>131</b> - Tips for Avoiding Claims of Harassment /Discrimination in the Workplace</p>	<p><b>302</b> - Human Resource Orienteering: Learn to Navigate Recruitment &amp; Onboarding at Your Agency</p> <p><b>317</b> - Productive Transition: Navigating Employee Transitions in the Workplace</p>	<p><b>107</b> - Girl Power - Get Your Questions Answered</p> <p><b>15</b> - Mastering the Art of Leadership: Cultivating Essential Metaskills for Success</p>	<p><b>904</b> - The Constant &amp; The Cutting-Edge: A Marketer's Guide to Traditions &amp; Trends (2025 &amp; Beyond)</p>	<p><b>208</b> - Putting the Puzzle Pieces Together: Elements of Park Master Planning</p>	<p><b>410</b> - Permit Problems - Managing Illegal Park Use</p> <p><b>416</b> - Theming for Success</p>	<p><b>504</b> - Staff Development Across Different Stages of Employment. How to Keep Staff Engaged, Invested and Coming Back for More</p>	<p><b>1110</b> - Brief Encounters of the Best Kind</p>	17
10:00 AM - 11:00 AM	<p><b>138</b> - Understanding Your Tax-Capped Levy</p> <p><b>103</b> - Illinois Sunshine Laws: FOIA and Open Meetings Act</p>	<p><b>1010</b> - Conversation on Implicit Bias</p>	<p><b>609</b> - Curveballs to Comebacks: Navigating Patron Challenges in Facilities</p>	<p><b>320</b> - Ransomware ... Now What?</p>	<p><b>123</b> - Direct &amp; Deliberate: How to Successfully PASS a Referendum</p> <p><b>111</b> - Legal/Legislative II</p>	<p><b>132</b> - Your IMRF Benefits</p> <p><b>303</b> - Understanding the Pathway to Violence: Preventing Targeted Attacks through Behavioral Threat Assessment</p>	<p><b>4</b> - Executive Director's Roundtable: A Chat with Neelay</p> <p><b>108</b> - Girl Power - What's Holding You Back?</p>	<p><b>905</b> - Communication Management: The Good, The Bad, and The Ugly in Telling Your Story</p>	<p><b>201</b> - Contracting for Rookies</p>	<p><b>413</b> - "Breakaway" from the Traditional Basketball League</p> <p><b>414</b> - Engaging Communities with Mobile Augmented Reality</p>	<p><b>507</b> - Engaging the Next Generation: Recruiting Students to Major in Recreation Therapy</p>	<p><b>1106</b> - Cultural Landscapes and Historic Structures: A Preservation Approach</p>	17
12:15 PM - 12:45 PM (S)			<p><b>602</b> - Maintenance Round Table</p>			<p><b>309</b> - Listen Up! Leveraging Employee Surveys for a Happier, More Productive Workplace</p>	<p><b>16</b> - Leadership Lessons We Can Learn From Ted Lasso</p> <p><b>18</b> - Be Fleet on Your Feet: 7 Keys to Spontaneous Thinking to Benefit You and Your Agency</p>	<p><b>903</b> - SHOW ME THE MONEYS! Sponsorship and Finance Tracking</p>	<p><b>206</b> - Sustainability Planning for Parks &amp; Recreation</p> <p><b>207</b> - Everyone Can Be Salt Smart: Resources for Park Districts for Winter</p>	<p><b>419</b> - Managing Recreational Waterbodies – Keeping Everyone Pleased! A Case Study for Diamond Lake, Mundelein, Illinois</p>	<p><b>502</b> - Occupational Therapy's Role in Accessible Parks and Recreation</p>	<p><b>1111</b> - Prescribed Fires: Balancing Safety and Ecological Benefits in Urbanized Settings</p>	10
1:00 PM - 2:00 PM			<p><b>608</b> - Improving Health and Wellness in the Workplace: Understanding &amp; Implementing the WELL Building Standard</p>	<p><b>310</b> - Bodacious Building Blocks of Parks and Recreation</p>		<p><b>305</b> - Part-Time Staff: The Crux of Our Success! They Matter... A LOT</p>	<p><b>10</b> - Innovations that Lead to BIG Changes</p>			<p><b>402</b> - Nurturing Passion: Connecting Youth Interests to Meaningful Recreation Activities</p> <p><b>401</b> - Little Thinkers: Keeping Young Minds Focused and Engaged</p>	<p><b>506</b> - The Power of a Microcredential: Understanding Veteran Culture in Therapeutic Recreation</p>	<p><b>1101</b> - City Nature Challenge - Connect Your Community</p>	8
3:30 PM - 4:30 PM	<p><b>121</b> - Government Finance for Non-Finance Park and Recreation Leaders</p> <p><b>105</b> - Board Member to Board Leader Part II</p>	<p><b>1005</b> - Navigating the AI Landscape: A Leadership Blueprint for Parks and Recreation</p> <p><b>1007</b> - Tennis for All: Leveraging USTA Resources for Community Impact</p>	<p><b>606</b> - Bridging Generations: Customer Service Excellence and Facility Management in Recreation</p>	<p><b>311</b> - Municipal Market Update in the Post Election Environment</p>	<p><b>102</b> - Beyond the Basics: Navigating Politically Sensitive Community Projects and Issues</p> <p><b>119</b> - Regulating Controversial Park Activities</p>	<p><b>312</b> - The Power of Paid Leave: Boosting Employee Happiness and Retention through Parental and Emergency Leave Policies</p> <p><b>307</b> - Illuminating Parks &amp; Rec: Attracting Applicants, Keeping Good Employees, and Amplifying Career Pathways</p>	<p><b>106</b> - Agency State Accreditation - A Blueprint to Excellence</p> <p><b>13</b> - The Power of PechaKucha</p>	<p><b>128</b> - Parks Reinvented: Harnessing the Potential of Your 501 © (3) Nonprofit</p>	<p><b>205</b> - Best Practices in Tree Planting</p>	<p><b>412</b> - Engaging Holistic Wellness Programs for Older Adults that Enhance Brain Health</p> <p><b>417</b> - Survival Kit for Recreation Rookies: Navigating the Good, the Bad, and the Unknown</p>	<p><b>508</b> - Anatomy of a Meltdown</p>	<p><b>1109</b> - Tech Trek: Enhancing Efficiency, Effectiveness &amp; Engagement in Parks and Recreation</p>	18

	Boardmanship (IAPD)	Diversity	Facilities	Finance/IT	Governance/Legal	HR/Risk Mgmt	Leadership/Mgmt (IPRA)	Marketing/Comms	Parks/Natural Resources	Recreation	Therapeutic Recreation	Forest Preserve and Conversation (FPC)	
9:00 AM - 10:00 AM (K)	<b>KEYNOTE SESSION</b>												1
10:30 AM - 11:30 AM	<p><b>124</b> - Minutes Shouldn't Take Hours</p> <p><b>117</b> - Having a Healthy and Prosperous Relationship with your Executive Director</p>	<p><b>1006</b> - Stepping Away from Stigmas and Spotlights: Veterans in Outdoor Spaces</p>	<p><b>605</b> - Elevating Skills: The Vital Role of Continuing Education for Trades Employees in Parks and Recreation</p>	<p><b>137</b> - Funding Capital Projects: Bonding vs. Spending Reserves in the Current Market</p>	<p><b>115</b> - Responding to First Amendment Audits</p> <p><b>134</b> - So You're Thinking About Going Solar</p>	<p><b>313</b> - Safety Savvy: Training Organization and Compliance</p> <p><b>316</b> - Managing Employee Leaves of Absence and Accommodations</p>	<p><b>11</b> - From Burned Out to Fueled Up – Five Tools to Spark Engagement &amp; Wellbeing</p> <p><b>19</b> - Q&amp;A is the Best Way to National Certification Exam Success</p>	<p><b>908</b> - Marketing (Taylor's Version)</p>	<p><b>202</b> - Creating Impactful Service for Any Organization</p>	<p><b>408</b> - Crafting Learning Journeys: Preschool Curriculum Following the Understanding by Design (UbD) Model</p> <p><b>415</b> - Our Leadership Role in Quality Youth Sports</p>	<p><b>503</b> - Supporting Those Experiencing Domestic Violence</p>	<p><b>1102</b> - How Trends in Volunteerism Can Facilitate Recruitment and Retention in Our Programs</p>	17
12:30 PM - 1:30 PM	<p><b>125</b> - The Agenda: In What Order Should Business Take Place</p> <p><b>129</b> - Boardmanship Essentials Part I</p> <p><b>122</b> - Affiliates: A Blessing or a Curse?</p>	<p><b>1008</b> - Innovative Programs, Quality Instructors, and Healthy Communities: The Role of Parks Professionals in Growing Tennis</p>	<p><b>603</b> - Creating a Safety Plan: Mitigating Risks and Ensuring Safety</p>	<p><b>314</b> - Tech-Forward Parks &amp; Rec: Transforming Recreation with AI and Innovation</p>	<p><b>139</b> - The NEW Americans with Disabilities Act Mandates: Can Parks and Recreation Agencies Keep Up? Part I</p> <p><b>118</b> - Park District Finance - It's Not Intuitive</p> <p><b>135</b> - Crossing the Line: What Park Districts Need to Know about the Migrant Crisis</p>	<p><b>306</b> - Beyond the Offer: Mastering Onboarding and Orientation for Long-Term Success</p>	<p><b>17</b> - Leading When Promoted from Within</p>	<p><b>907</b> - You Can, Canva! Unlock Creativity &amp; Efficiency at Your Agency</p> <p><b>912</b> - Inclusive Marketing Strategies: Promoting Special Recreation Programs for All</p>	<p><b>209</b> - Stopping the Spread of the Invasive Weed Lesser Celandine: Planning, Control, Evaluation and Community Engagement</p>	<p><b>404</b> - Health, Happiness, and the Great Outdoors</p> <p><b>405</b> - It is All in the Details: Going the Extra Mile</p>		<p><b>1105</b> - Recreational Hunting: An On Ramp for the Conservation Highway</p>	17
2:00 PM - 3:00 PM	<p><b>130</b> - Boardmanship Essentials Part II</p> <p><b>140</b> - Board Policy Manuals: Why They Are Essential For Your Agency</p>		<p><b>611</b> - Build the Foundation of Your Fitness Facility Programming with Health Coaching Services</p>	<p><b>136</b> - Planning for a Referendum: Available Options, Key Points and Milestones</p>	<p><b>141</b> - The NEW Americans with Disabilities Act Mandates: Can Parks and Recreation Agencies Keep Up? Part II</p>	<p><b>308</b> - Developing a Lifeguard Audit Program for Peak Performance</p>	<p><b>20</b> - Journeying Together: Navigating Professional Development As Mentor and Mentee</p>	<p><b>909</b> - Practical Steps to Build Your Personal Brand Today</p> <p><b>911</b> - Build Community Trust by Leveraging the Power of Parks, Planning and P.R.</p>		<p><b>407</b> - Just Be In The Room</p> <p><b>409</b> - Active Adults/Senior Programming: "Start Where you Are- Build an Active Adult/Senior Membership from within"</p>	<p><b>509</b> - ABA 101</p>	<p><b>1108</b> - Inclusion: Be More Than A Buzzword</p>	13