

2022 MTRPA Conference (Draft)

Reconnection Through Recreation

Holiday Inn Conference Center

Great Falls, Montana

April 3-6, 2022

Sunday – April 3

- 12:00-6:00 **Registration Open**
- 1:00-5:00 **Life Guard Instructor Re-Certification** (*pre-registration required and \$60 fee*) (Russell/Great Falls HS)
- 1:00-5:00 **Activities** (more info to come)
- 2:00-5:00 **Vendor Set-up** (Aronson)
- 3:30 **Business Meeting** (Russell)
- 6:00-8:00 **Vendor Social (Sponsored by Grondahl Recreation)** (Aronson)

Monday – April 4

- 7:00-11:00 **Registration Open**
- Breakfast on your own**
- 8:30-9:00 **Conference Welcome** (Aronson)
Steve Herrig, GF P&R Director, Greg Doyon, GF City Manager, Mitch Overton, MTRPA President
- 9:00-10:30 **Opening Keynote**
- 1) **“Building That Brain Muscle Takes Action and Practice-Developing a Growth Mindset” – Lori Hoffner; Supporting CommUnity** (Aronson)
Description: *Embracing a growth mindset leads us to understand the value of the process. The process that creates greater engagement and perseverance. But it takes practice! When leaders create a growth-mindset environment steeped in “yet”, positive change happens. A growth mindset often uncovers a person’s passion and talents. It embraces a desire to grow, learn and strive for new, different, and stronger abilities. Understanding the difference between a fixed mindset versus a growth mindset gives us the capacity to recognize why some people wilt in the face of failure, while others thrive with the challenges and learning from mistakes. With a desire to learn more, we recognize what are our trigger moments, those past experiences or current fears that prevent us from having a growth mindset. We become aware of what our actions can be and how to practice for success.*
Outcomes:
 - 1) Define the difference between the fixed mindset and growth mindset.
 - 2) Outline why a growth mindset is a much more successful way of problem solving, viewing, and responding to challenges and handling new experiences.
 - 3) Recognize and assess which mindset others operate from and how to respond in a positive and supportive manner.
- 10:30-10:45 **Break**
- 10:45-11:45 **Education Sessions**
- 1) **“Unique Aspects of a PROS Plan in the Intermountain West” – Erik Sweet; Sr Landscape Architect, Sanderson Stewart** (Trigg)
 - 2) **“Managing Trail User Expectations” – Jolene Rieck; PLA Director of Landscape Architecture, WSG** (Trails End)

Description: Trails consistently rank at the top of preferred activities as they have wide appeal to many diverse types of trail users. The increase of popularity of multi-use trails is leading to more instances of conflicts between mode types. Often a single track trail is used by hikers, equestrians, mountain bikes and create both physical and policy issues that managing agencies must address. Larger trails are seeing multi-use between motorized and non-motorized users, including the growth in the UTV industry and changes between UTV equipment. Much of this session is based upon 12 recommendations developed by Roger Moore in the 1990s, with best practices from neighboring states and national associations.

Outcomes:

- 1) Recognizing the different way that conflict can arise on a trail.
- 2) Identifying the four classes of factors that produce conflict in outdoor recreation.
- 3) Learn about the physical solutions to alleviate trail conflicts.
- 4) Learn about management responses that minimize trail conflicts.

3) **“Trust Your Compass – Leading in Difficult Times” – Greg Doyon; City Manager, City of Great Falls (Russell)**

4) **“Grow Your Tennis Programming by Partnering with the USTA/Let’s Talk About Pickleball...” – Brad Knutson; Recreation Specialist, Billings P&R & Andrea Johnson; USTA Montana (Missouri)**

Description: Bring your tennis programming to its full potential by partnering with the USTA. Learn how the USTA can help implement new programming, find and train quality instructors, market your programs, and help find grant funding for programming and courts. Pickleball Open Discussion: How do we grow pickleball without taking away from tennis. This session will be about exploring the benefits of municipalities partnering with the United States Tennis Association. There has been a 70% increase in social tennis players in parks across the United States since 2020. The key to keeping those players in the sport is through Parks and Recreation Programming.

11:45-1:15

Lunch & MTRPA Member Meeting (w/vendors) (Aronson)

1:30-2:30

Education Sessions

1) **“Emerging Leaders! Put the POW! In Powerhouse” – Lori Hoffner; Supporting CommUnity (Trigg)**

Description: Every emerging leader wants to be the very best at their profession. The biggest challenge is; “not knowing what you don’t know”. This facilitated panel session will give students and up and coming leaders the opportunity to learn from veteran professionals. Participants will learn invaluable tricks of the trade that will help them be successful and put the POW in their understanding of the profession. Students and emerging leaders will also be able to ask questions that will give them the WOW needed for future employment.

Outcomes:

- 1) By engaging in a question/answer process, participants will be able to list current trends and needs of the (industry) profession that will give concrete ideas for employment.
- 2) Participants will define and recognize the steps necessary to meet the expectations of a successful (industry) professional.
- 3) Participants will outline their next steps for employment by identifying their areas of expertise and how to align them with the needs of their community and/or professional preference in the parks and recreation profession.

2) **“Tapping Private Philanthropy for Parks & Rec Projects” – Melanie Schell; Bannack LLC & Chase Rose; Bannack LLC (Trails End)**

Description: In today’s environment, a dollar doesn’t go as far as it used to. Communities across Montana are grappling with the conflict between rising costs and increasing critical community needs, static funding and growing demand for “quality of life” amenities including public parks, community recreation centers, trails, and sports complexes. Too often, there simply aren’t enough resources to fund everything that is necessary, let alone the things that would be wonderful. But what if you weren’t limited to the typical sources

of funding? What could you do then? This session draws on real-world success stories from multiple Montana communities of varying sizes and demographics that partnered with nonprofits to tap into private philanthropy to build, renovate, and manage public parks, and recreation amenities, including community rec centers, sports complexes, parks, and more. We will outline the process of successfully collaborating with new or existing nonprofits to develop multi-prong funding approaches (i.e., private philanthropy, public bonding, grants, etc.) for long-term positive impact on your community.

3) “Drama @ Work” – Mark Willmarth; Training/Development Coordinator, City of Great Falls (Russell)

Description: *Is there drama in your workplace? Likely you would say yes. We often get caught in drama in both our personal and professional lives. In fact, drama may be one of the most universal concepts. Even driving to work can cause drama! Using the concepts of the Karpman Drama Triangle we will learn how to identify when we are in drama and what it takes to get out. This could change your life or at least allow you to live a better one!*

4) “Aquatics Roundtable” – Elizabeth Hill; Aquatics Manager, Bozeman P&R (Missouri)

Description: *This roundtable is an opportunity for aquatic professionals from across the state to discuss current trends, share solutions they have found for issues as well as a chance to network to develop relationships with other aquatic professionals as resources for future issues/questions.*

2:30-3:00

Break w/vendors (Aronson)

3:00-4:00

Education Sessions

1) “We ARE the Emerging Leaders! Put the POW! In Powerhouse” – Lori Hoffner; Supporting CommUnity (Trigg)

Description: *Emerging leaders want to be the very best at their profession. The question is, how can you make that happen. How can experience and veteran staff support, mentor and motivate this new group of eager professionals? This facilitated panel session will give students and up and coming leaders the opportunity to share with veteran staff the new ideas and experiences that the younger workforce is bringing with them into the workplace. Participants will discuss communication, technology, and innovative ideas that new professionals hope for when they walk through the doors of your organization. Ask questions of these up-and-coming professionals and learn what will give you the WOW needed for their future employment.*

Outcomes:

- 1) Students and young professionals will engage in a question/answer process providing insights on motivation and expectations for the parks and recreation profession.
- 2) Recognize the importance of a mentoring program for young professionals.
- 3) Outline new trends that younger professionals can enhance or implement at your agency.

2) “Rec-Connect Action Plans (RCAP) For Rural Communities” – Diane Conradi; Founder/CEO, Montana Access Project & Kathleen McMahon; Consultant, Montana Access Project (Trails End)

Description: *How community-driven outdoor recreation planning connects people to nature for economic vitality, health and wellness, and quality of life. We will explore the building blocks of inspired outdoor recreation access and review examples of how planning led to a game-changing outdoor recreation benefits in three rural communities.*

3) “Pennies of Appreciation” – Mark Willmarth; Training/Development Coordinator, City of Great Falls (Russell)

Description: *The copper content in pennies “born” before 1982 makes them worth more than pennies “born” after 1982! Are you worth more than your face value? Do you make others feel more valuable than their face value? In our fast-paced world we often forget about fostering our relationships. And yet most believe it is the people that make work satisfying. This fun presentation will provide some simple tools to chew on and help us focus on giving and receiving appreciation. And, you will also learn some interesting things about the penny!*

4) **“TBA” – Mike Sharp; CEO, CourseCo (Missouri)**

5:30-9:00 **Evening Social, Auction, & MTRPA Olympics (Sponsored by CourseCo)** (Convention Center)

Tuesday April 5

7:00-11:00 **Registration Open**

7:45-8:00 **Welcome, Announcements** (Aronson)

8:00-9:15 **Breakfast w/vendors & Vendor Presentations** (Aronson)

9:30-10:30 **Education Sessions**

1) **“Living in Extraordinary (Stressful) Times and How to Create Supportive Environments” – Lori Hoffner; Supporting CommUnity (Trigg)**

Description: Every single organization must deal with issues and events that are beyond their control, unfortunately many of those are distressing. These events can test us all at a very personal and human level and yet, we believe that we should be able to “pull ourselves up by the bootstraps” and continue on. However, because workplace turbulence has increase, so has the focus on resilience. Increasingly, teams need to adapt quickly and operate in uncertainty, while still managing high job demands. The current pandemic and social unrest have only increased the pace at which this is happening. Teams need ways to sustain their effectiveness and relevance in this environment without comprising physical and psychological health. An organization’s viability depends on the agility of both its operating systems and people to create sustainable solutions – for the business, for its people, and for the community served.

Outcomes:

- 1) Explore the three different levels of trauma and how they affect individuals differently.
- 2) Outline a plan to create a help-seeking environment that supports staff at all levels.
- 3) Identify steps of recovery that include resiliency for the staff, the organization and the community served.

2) **“Park and Recreation Branding – In Parks & On-Line (Part I)” – Cassie Lasson; Resource Development Coordinator, MTRPA (Trails End)**

Description: A cohesive brand within your organization can create trust, consistency, and recognition across a department’s physical and on-line presence. Join Cassie Lasson, professional graphic designer and Resource Development Coordinator from Montana Trails, Recreation & Park Association to learn about branding your park and rec departments! Leave knowing more about style guides, park sign plans, social media calendars, and content tips. Identify where your department’s branding stands and where it needs to go!

3) **“Funding Opportunities for Trails and Outdoor Recreation in Montana” – Beth Shumate; Recreational Trails Program Manager, MT Fish Wildlife & Parks (Russell)**

Description: Fish, Wildlife & Parks manages a wide variety of trail-related and outdoor recreation grant programs that can help your local community or organization meet their outdoor recreation goals. Learn all about the various funding opportunities that FWP offers including the Recreational Trails Program, Montana Trail Stewardship Program, Off-Highway Vehicle Program and Land & Water Conservation Fund.

4) **“Second Time Fourth Coming” – Erik Sweet; Sr Landscape Architect, Sanderson Stewart (Missouri)**

10:30-11:00 **Break w/vendors** (Aronson)

11:00-12:00 **Education Sessions**

1) **“Round Table Discussion – Aquatics Programming Successes!” – Eric Seagrave; Aquatics Supervisor, Missoula P&R (Trigg)**

Description: *How do you fill your pool before 11am or after 5pm? These “shoulder” hours are frequently under populated but have great potential to boost your seasonal attendance numbers and your bottom line. Join the round-table discussion and share your successful programs with the rest of your Aquatics Compatriots.*

Outcomes:

- 1) *An understanding of how any program is better in the water.*
- 2) *A couple ideas for new programs that can add excitement to your facility including:
 - a. *Materials/Training necessary.*
 - b. *Expected upfront costs involved.*
 - c. *Safety concerns and how to mitigate them.**
- 3) *A profound image of how creative Montana’s pool managers can be!*

2) “Park and Recreation Branding – In Parks & On-Line (Part II)” – Cassie Lasson; Resource Development Coordinator, MTRPA (Trails End)

Description: *A cohesive brand within your organization can create trust, consistency, and recognition across a department’s physical and on-line presence. Join Cassie Lasson, professional graphic designer and Resource Development Coordinator from Montana Trails, Recreation & Park Association to learn about branding your park and rec departments! Leave knowing more about style guides, park sign plans, social media calendars, and content tips. Identify where your department’s branding stands and where it needs to go!*

3) “SCORP” – Kyan Bishop; MT Fish Wildlife & Parks (Russell)

12:15-1:30 **Awards Lunch (w/vendors)** (Aronson)

1:45-2:45 **Education Sessions**

1) **“Public/Private Partnerships” – Bruce Pollington; President, Rivers Edge Trail Foundation (Trigg)**

2) **“How to Build the “Core Elements” of a Dynamic Department” – Jodie Adams (Trails End)**

Description: *Participants will learn the “key elements” in developing a high performing department. All departments have the ability to perform at a high level, size does not matter. Learn how to use national research and department models to build agency confidence and operational excellence.*

3) **“Marketing Responsible Recreation in 2022 and Beyond” – Pat Doyle; Marketing Manager, MT Fish Wildlife & Parks (Russell)**

Description: *Visitation to Montana’s outdoor recreation sites has grown exponentially in the last two years. Now, it’s more important than ever for the public to understand the importance of Recreating Responsibly on their public lands. Learn how Montana Fish, Wildlife, and Parks is working with partners across the state to build Responsible Recreation framework that resonates with audiences across Montana and our visitors from afar.*

4) **“Promoting Healthy Landscapes and Facility Preparedness” – Sarah Tilleraas; Tilleraas Landscaping & Garden Center & Michaela Hystad; Plant Science Specialist, MT Department of Agriculture (Missouri)**

Description: *This session will discuss the “do’s and don’ts” of planting and promoting healthy landscapes. Also learn if your facility is prepared for a pesticide program audit. You will be updated on current requirements for pesticide facility inspections and compliance.*

3:00-5:00 **Park Tour (off site)**

3:00-5:00 **Art on the Trail Tour (off site)**

Dinner on your own

Wednesday April 6

7:00-9:30

Registration Open

8:00-8:45

Continental Breakfast (Aronson)

8:45-9:00

Welcome, Announcements (Aronson)

9:00-10:00

Education Sessions

- 1) **“Issues in Our Parks From a Legal Perspective, i.e. homelessness, weapons, drug use...”**
– **Jeff Hindoien**; City Attorney, City of Great Falls (Trigg)

Description: This session will center around the legal aspects of issues in our parks. It will be an opportunity for professionals from across the state to discuss current trends, share solutions they have found for issues as well as a chance to network and develop relationships with other professionals as resources for future issues/questions.

- 2) **“Grants”** – **Tom Hazen**; Grant Administrator, City of Great Falls (Trails End)

- 3) **“Managing E-Bikes on Trail Networks”** – **John Juras**; P.E. & Principal, TD&H Engineering & **Russ Ehnes**; Wild Montana (Russell)

Description: This session will include a panel discussion of the current challenges facing land managers who must determine how best to manage the fast growing use of E-bikes. Panelists will update attendees on current federal, state, and local trends in E-bike management. Session participants will be encouraged to share specific challenges in their areas.

10:00-10:15

Break

10:15-11:30

Closing Keynote Address

- 1) **“Know Your Why! How to Stay at the Top of Your Game, Throughout Your Career”** – **Jodie Adams** (Aronson)

Description: Whether you’re a long time veteran or new professional entering the field of parks and recreation. To develop and stay at the top of your game, you must know and keep your “why” in front of you at all times. It’s easier than you think! Learn the key questions to ask yourself in finding and knowing your “WHY”.

11:30-12:00

Closing Remarks (Aronson)