



**AGENDA**  
CHARTER TOWNSHIP OF MERIDIAN  
PARK COMMISSION – REGULAR MEETING  
Tuesday, November 12, 2019 - 6:30 pm

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**REGULAR MEETING – TOWN HALL ROOM – 6:30 PM**

1. CALL MEETING TO ORDER
2. PRESENTATIONS:
  - A. Eagle Scout Presentation: Derek Bartlett, benches along the inter-urban pathway
  - B. Skate Park Request: Graham Thiel
3. APPROVAL OF AGENDA
4. PUBLIC COMMENTS
5. APPROVAL OF MINUTES
  - A. October 8, 2019 Regular Meeting Minutes
6. COMMUNICATIONS
7. DIRECTOR'S REPORT
  - A. Project update
  - B. Staff News
8. ACTION ITEMS
9. DISCUSSION ITEMS
  - A. Marketplace on the Green site plan
  - B. Skate Park
  - C. MPARKS Conference
  - D. Okemos Road Bridge Replacement
  - E. Acquisition Grant Score-MNRTF
  - F. Pump Track – Eastgate Park
10. PUBLIC COMMENTS
11. OTHER MATTERS AND COMMISSIONERS' COMMENTS
  - A. Commissioner Comments
  - B. Events Calendar:
    1. Christmas in the Village, Sunday, December 8, 2-4 pm, Meridian Historical Village
    2. Howl at the Moon,, Friday, December 13, 7-8 pm, Harris Nature Center
    3. Polar Bear Run, Sunday, January 26, race time 10 am, pre-registration at 9 am, Central Park
    4. Farmers' Market:
      - a. Thanksgiving Market, November 27, 10 am-2 pm
      - b. Winter Market, 1<sup>st</sup> and 3<sup>rd</sup> Saturday, December – April, 10 am – 2 pm, J. C. Penney Coordinator, Meridian Mall
12. ADJOURNMENT
13. Next Park Commission Meeting – Tuesday, December 10, 6:30 pm at the Meridian Service Center

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All comments limited to 3 minutes, unless prior approval for additional time for good cause is obtained.

Individuals with disabilities requiring auxiliary aids or services should contact Parks & Recreation Director, LuAnn Maisner: 2100 Gaylord C. Smith Court, Haslett, MI 48864 or 517.853.4600 - Ten Day Notice is Required.

Meeting Location: Meridian Municipal Building, Town Hall Room, 5151 Marsh Road, Okemos, MI

# Park Commission Meeting

## November 12, 2019

### 2. PRESENTATIONS

- a. Eagle Scout Presentation: Derek Bartlett, benches along the inter-urban pathway
- b. Skate Park Request: Graham Thiel



## Eagle Scout Service Project Report



BOY SCOUTS OF AMERICA®

Eagle Scout candidate's name Derek Kent Bartlett

Eagle Scout Service Project Name Benches for Meridian Township bike trail

Project start date 09/12/19

Project completion date 09/14/19

This report is to be prepared after your service project has been concluded. It is not necessary to provide lengthy answers. Be prepared to discuss your project and this report at your board of review.

## Project Execution:

Once planning was completed, when did the work begin? 09/12/19 When was it finished? 09/14/19

## Project Description

Please provide a brief description of your project and the impact it will have.

I made 5 Aldo Leopold style benches for the bike trail in Meridian Township. This will allow people to sit along the trail.

Describe what you did after your proposal was approved to complete the planning of your project.

After my project was approved I started gathering the supplies needed. I decided on the days my project would be completed. I sent emails and texts inviting people to come help with my project.

## Observations

What went well?

People showed up to help. They were all willing to do the job I assigned them to. The benches were put together quickly. Delivering the benches went smoothly with all the helpers that came.

What was challenging?

We were using battery powered drills. The batteries ran out really quick because the wood had a lot of moisture in it from being pressure treated.

## Changes

Many successful projects require changes from the original proposal. What significant changes did you make and why did you make them (be brief)?

I added an additional bench to my original proposal so that the benches could be spaced out on 2 trails instead of one.

## Leadership

In what ways did you demonstrate leadership?

I told people what station I needed them at and what I needed them to do.

What was most difficult about being the leader?

The most difficult thing about being a leader was getting everyone to pay attention at the beginning.

What was most rewarding about being the leader?

The most rewarding thing about being the leader was feeling accomplished when my project was completed.

What did you learn about leadership, or how were your leadership skills further developed?

I learned that being a leader can be difficult because there is so much to do.

## Materials, Supplies, Tools, Other

Were there significant shortages or overages of materials, supplies, tools, and other? If so, what effect did this have?

We had to switch to a corded drill. We also had someone bring an electric sander because the moisture made it hard to sand by hand.

## Entering Service Project Data

The BSA collects information on the hours worked on Eagle Scout service projects\* because it points to achievement of our citizenship aim. To assist with the data collection, please refer to your list of people who helped and the number of hours they worked. Then please provide the information requested below. Include hours spent doing planning under Total Hours Worked.

**Be sure to include yourself, and the time spent on planning.**

	<b>Number of Workers</b>	<b>Total Hours Worked</b>
<b>The Eagle Scout candidate</b>	1	13.00
<b>Registered BSA youth members</b>	3	11.50
<b>Other youth</b> ( <i>brothers, sisters, friends, etc., who are not BSA members</i> )	3	11.00
<b>Registered BSA adult Scouting volunteers and leaders</b>	2	13.50
<b>Other adults</b> ( <i>parents, grandparents, etc., who are not BSA members</i> )	9	27.50
<b>Grand Total of Hours</b> ( <i>Enter here and on your Eagle Scout Rank Application.</i> )	18	76.50

**\* There is no requirement for a minimum number of hours that must be worked on an Eagle Scout service project.**

*If you have been told you must meet a minimum number of hours then you may lodge a complaint with your district or council. If you have given leadership to an **otherwise worthy** project and are turned down by your board of review solely because of a lack of hours, you should appeal the decision.*

## Funding Summary

Describe how you obtained money, materials, supplies, and other needs (including donations) for your project.  
My parents funded my project so I did not need to raise funds.

How much was collected? \_\_\_\_\_ How much was spent? \_\_\_\_\_  
If your expenses exceeded funds available, explain why this happened, and how excess expenses were paid.

If you had money left over at the end of your project, did you turn it over to the project beneficiary? If "No," when will that be done, or if your beneficiary is not allowed to accept the left over funds, which charity will receive them?

How were the donors thanked?

## Photos and Other Documentation

If you have them, attach photographs taken before, during, and after project completion. You may physically attach letters, maps, handouts, printed materials, or similar items that might be helpful to your board of review.



setting up the worksite



check in station with first aid kit



sanding station



connecting the bench legs station



tools for measuring the wood, clamping legs together and attaching seat and back



drilling the holes in the legs station



measuring notches on leg



sanding the back rests



sanding the back rests



drilling the holes for the carriage bolts



cutting the wood



another saw for cutting the backs



sanding the seat after bench was assembled



legs with seat attached



drilling holes for carriage bolts



testing out completed bench



attaching back rest



bench assembled



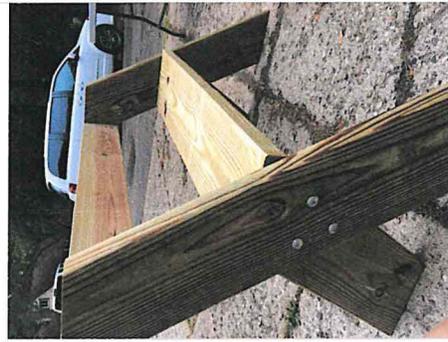
sanding the bench



attaching a seat



attaching the back



completed bench



all 5 benches



bench on trail



bench on trail



carrying bench to trail



bench on trail



bench on trail



bench on trail



carrying bench on trail



driving to trail access



carrying benches on trail



carrying benches on trail



carrying bench



last bench on trail



finished up with brownies and ice water



placement of 3 benches in Haslett/East Lansing



placement of 2 benches in Okemos

**Candidate's Promise**      *Sign below before you seek the other approvals.*

*On my honor, I was the leader of my Eagle Scout service project and executed it as reported here.*

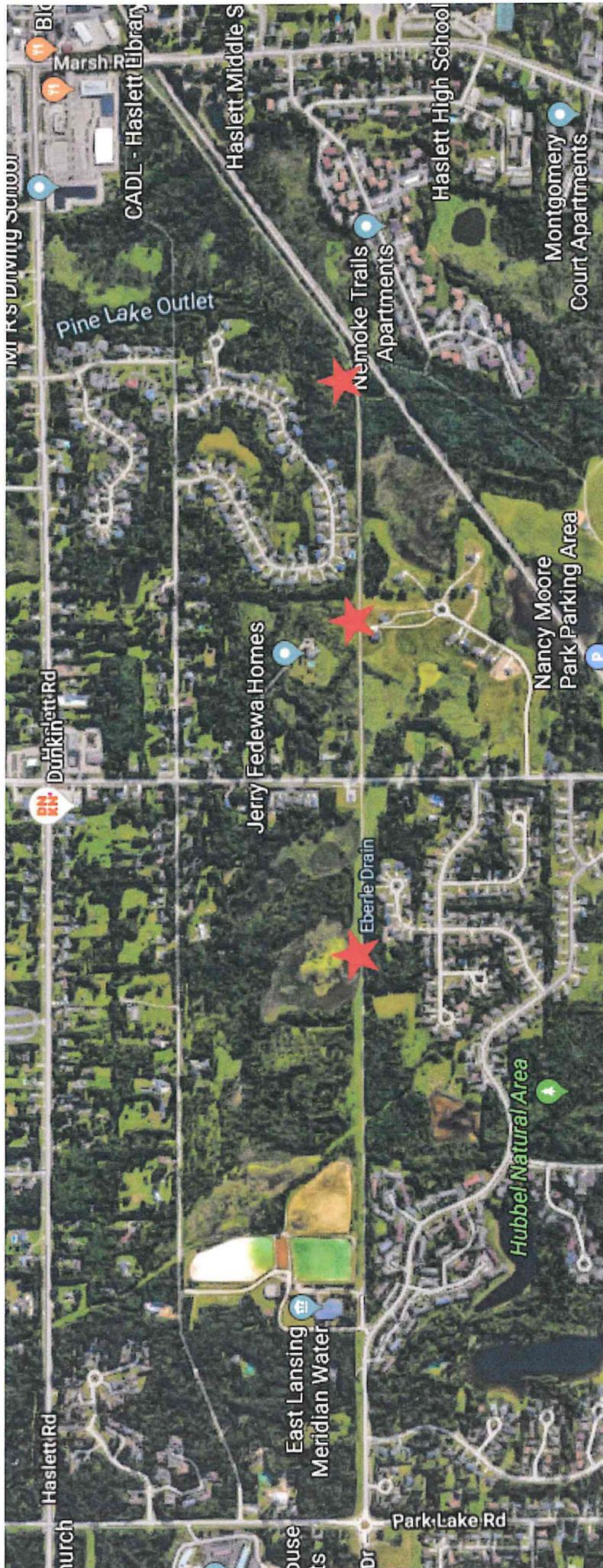
Signed: *Derek Bartlett*

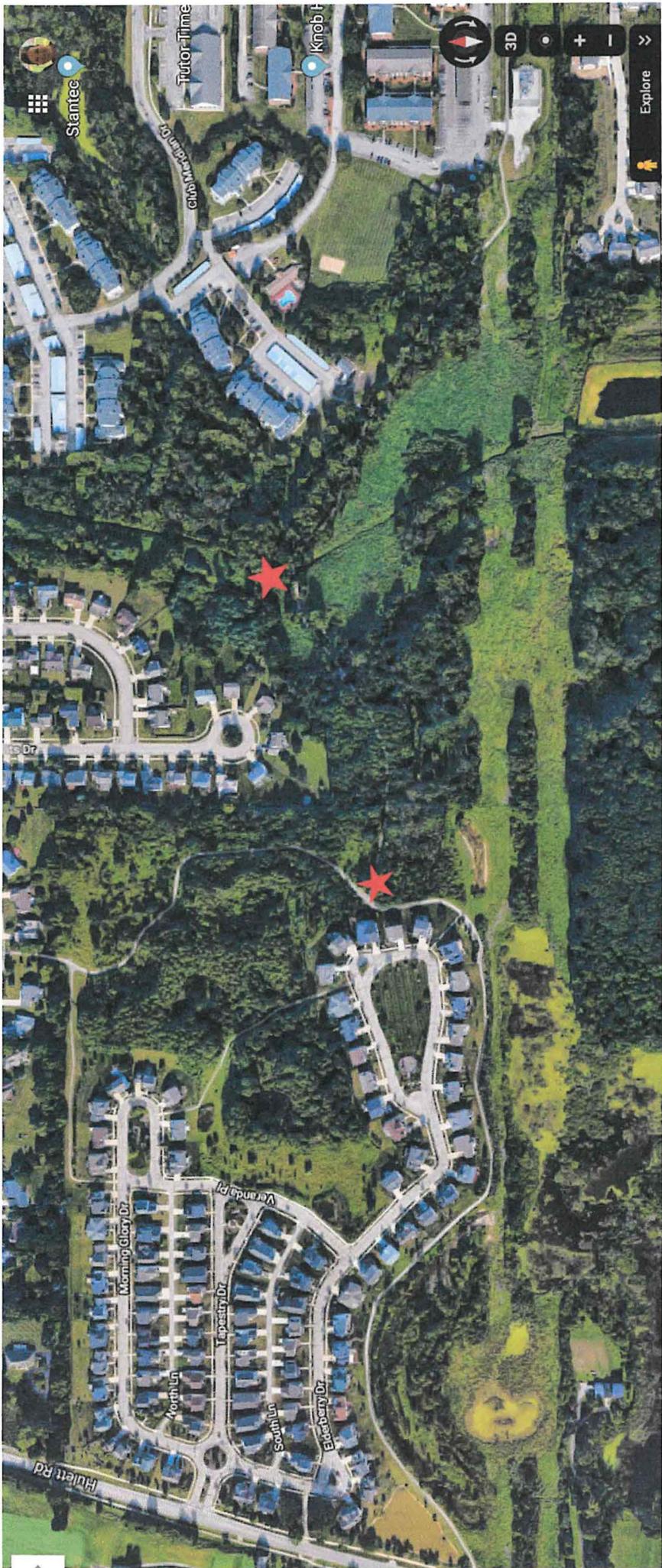
Date: *9/24/19*

**Approvals**

*In my opinion, this Eagle Scout service project meets Eagle Scout requirement 5, as stated on page 4 of this workbook.*

<b>Beneficiary name:</b>		<b>Unit leader name:</b>	
Signed:	Date:	Signed:	Date:





## LuAnn Maisner

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**From:** Thiel, Mary <thielm@msu.edu>  
**Sent:** Saturday, November 2, 2019 10:34 AM  
**To:** LuAnn Maisner  
**Subject:** Re: Skate park preliminary meeting

October 22, 2019

Dear Mrs. Maisner,

Thank you for taking time to listen to our proposal for a Meridian Township Skate park. My friends and fellow skaters are excited and motivated to push this plan through to completion. As skateboarding is one of the top 10 sports in the world, an Olympic sport, and a sport that welcomes all participants who have a true desire to hon their skills and enjoy the experience; I see Meridian Township supporting and building a concrete skate park.

There are many potential locations in Meridian Township for a skate park and designs can fit most any location. Ideally the location would allow kids, families and other participants to drive, bike, skate, scooter, walk to the park. Ideally in a location that would allow for multiple obstacles for street skating with a bowl optional or ½ pipe above ground. There has been discussion in the Haslett area about water table precluding a concrete structure, however as Raney park has multiple challenging bowls and depths, this would be less a priority. Hillbrooke, Nancy Moore and Marshall and Lake Lansing South Parks are ideal locations due to proximity to population, businesses and other recreation opportunities. Funding can come from many sources. We are lucky enough to have a comprehensive contact through the Tony Hawk foundation, <https://tonyhawkfoundation.org/about/> . Through this resource there are guides to building parks, opportunities for grants, and strategic event ideas. By moving forward now, we have the winter to organize some events for spring to raise community knowledge, support and funds. This guide to skate parks is comprehensive, poignant and practical. (<https://publicskateparkguide.org/> ).

In conclusion, we would like to drive excitement, participate in the process and enjoy the end-product of a skate park in Meridian Township. We look forward to presenting our proposal and sharing our ideas at November's Park Commission meeting. Please let us know if we can attend the public comment at 7:00 November 12th.

With great regard,  
Graham Thiel and friends

Mary Thiel MPT  
Clinic Manager  
Michigan State University Rehabilitation  
MSU HealthTeam  
517 355 7648 Phone  
517 432 1319 Fax  
[www.rehab.msu.edu](http://www.rehab.msu.edu)  
<http://spartanperformance.msu.edu/>

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**From:** LuAnn Maisner <maisner@meridian.mi.us>  
**Sent:** Sunday, October 20, 2019 7:07 PM  
**To:** Thiel, Mary <thielm@msu.edu>  
**Subject:** Re: Skate park preliminary meeting

My office is located at Nancy Moore Park, 2100 Gaylord Smith Ct just off Okemos Road.

Sent from my iPhone

On Oct 19, 2019, at 10:41 AM, Thiel, Mary <thielm@msu.edu> wrote:

Where should we meet?

Thank you!

Mary Thiel MPT  
Clinic Manager  
Michigan State University Rehabilitation  
MSU HealthTeam  
517 355 7648 Phone  
517 432 1319 Fax  
[www.rehab.msu.edu](http://www.rehab.msu.edu)  
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**From:** LuAnn Maisner <maisner@meridian.mi.us>  
**Sent:** Friday, October 18, 2019 3:14 PM  
**To:** Thiel, Mary <thielm@msu.edu>  
**Subject:** Accepted: Skate park preliminary meeting  
**When:** Monday, October 21, 2019 4:00 PM-4:30 PM.  
**Where:**

Park Commission Meeting  
November 12, 2019

5. MINUTES

c. October 8, 2019 Regular Meeting Minutes



CHARTER TOWNSHIP OF MERIDIAN  
PARK COMMISSION REGULAR MEETING MINUTES - DRAFT  
Location: Service Center Building  
Okemos, MI 48864

**DATE:** October 8, 2019  
**PRESENT:** Amanda Lick, Michael McDonald, Annika Schaeztl, Mark Stephens, Ami VanAntwerp  
**EXCUSED:** None  
**STAFF:** LuAnn Maisner, Director of Parks and Recreation

1. CALL MEETING TO ORDER

Chair McDonald called the meeting to order at 6:32 pm.

2. PRESENTATIONS

A. Okemos Road Bridge Replacement Project

Deputy Township Manager/Director of DPW Derek Perry reported the Township has been participating in informational meetings with the Ingham County Road Department on the upcoming bridge replacement project on Okemos Road. Deputy Township Manager Perry summarized the four alternatives for the replacement project. The proposals contained options utilizing a single span bridge and two-bridge alternatives.

Discussion:

- Need to include a safe ingress and egress to and from Wonch and Ferguson Parks
- Safe pedestrian crossings
- Desire an under-bridge pathway to provide safe crossing opportunities between the two parks
- Improved water flow by removing the Camelback abutments that would result in less flooding in Ferguson Park.
- The single span would provide greater separation of pedestrians and cars on the eastside of the road
- The single span would not require relocation of park entrances.

It was the consensus of the Park Commission to choose Alternative #1.

3. APPROVAL OF AGENDA

Commissioner Stephens moved TO APPROVE THE AGENDA AS AMENDED WITH THE OKEMOS ROAD BRIDGE REPLACEMENT PROJECT PRESENTATION. Seconded by Commissioner Lick.

VOICE VOTE: Motion carried unanimously.

4. PUBLIC COMMENT

None

5. APPROVAL OF MINUTES

A. September 10, 2019 Regular Meeting Minutes

Commissioner Schaetzl moved TO APPROVE THE MINUTES OF SEPTEMBER 10, 2019 REGULAR MEETING MINUTES AS WRITTEN. Seconded by Commissioner Lick.

VOICE VOTE: Motion carried unanimously.

6. COMMUNICATIONS

A. Items to/from the Public

None

B. Commission Information

1. Press Releases:

- a. Music in Nature Concludes with Final Concert at Harris Nature Center – Series Featured Trios Playing Live Music
- b. Preschoolers Discover Animals – Preschool Science Exploration Class Investigates Animals in Autumn
- c. Family Special: Tails of Michigan Wildlife – Harris Nature Center helps Families Enjoy Time in Nature
- d. Autumn Color Walk – Harris Nature Center Leading Walk in the Autumn Woods
- e. Blue and Grey Event Transports Visitors to Civil War Era – Go Back in Time with the War Between the States
- f. Meridian Township Deer Management Program Continues – Program Continues for 9<sup>th</sup> Consecutive Year
- g. Howl at the Moon – Guided Evening Walk for People and Dogs

C. Staff Inquiries/Response

None

Commissioner Lick moved TO ACCEPT AND PLACE THE ITEMS OF COMMUNICATION ON FILE. Seconded by Commissioner Schaetzl.

VOICE VOTE: MOTION CARRIED UNANIMOUSLY.

7. DIRECTOR'S REPORT

- A. **Marketplace on the Green** – The contract for construction was awarded to Gordon Construction Services for entire project. Initially, we awarded the entire contract to Gordons but have since amended the agreement with them removing the pavilion and awarding that to Mid-States Recreation. We are hoping for site work to begin by the end of the month. We are still looking at a May-June 2020 opening.
- B. **Central Park Projects** – Bids were received for the Central Meridian Regional Trail Connector, Gateway footbridge and restroom in Central Park/Historical Village on September 17. A total of 23 general and sub-contractors took out plans but only three bids were received – (two for the trail and one for the restroom/bridge). All three bids were much higher than anticipated. Came in very high, therefore, we have rejected the bids and will put the projects back out in December/January.
- C. **Meridian Senior Center** – Members of the Senior Center now have a beautiful place to enjoy the out of doors while visiting the Center. The paved patio is now home to new

furniture, umbrellas, raised garden boxes and landscaping. A new loop trail has been installed for small walks that can also host future memorial trees and benches. A ribbon cutting ceremony was well attended today by Township Trustees, Park Commissioners, seniors and public. This past summer the Center scheduled various outings that were extremely popular. Activities included Summer Barbeque at Wonch Park, Bad Brewing/Keans/Courthouse and ice cream in Mason and Stahl Automotive Museum in New Baltimore. They also hosted their annual Rummage Sale and made \$1,414.50 and held their first-ever Arts and Crafts show utilizing their talented members art projects.

- D. **HNC Pavilion and Restroom** – The projects were put out to bid and are due later this month.
- E. **Small Dog Park** – This new facility in Nancy Moore Park has been a huge success with 123 members currently with an average use of 15 visits a day.
- F. **Large Dog Park** – The fencing and entry control systems have been purchased and have been delivered to the Service Center. The site has been graded and seeded in preparation of construction this spring. The parking lot in Central Park South is also slated for expansion as well in spring 2020.
- G. **Hartrick Park Soccer Field Renovation** – Because of the heavy wear and tear of the soccer field area in Hartrick Park, the turf is in dire need of attention. The Field is closed this fall and next spring as renovation activities are taking place adding new topsoil and seed.
- H. **Adult Sports Fall Season**
  - 1. Kickball – 9 teams
  - 2. Sand Volleyball - 13 teams
  - 3. Pickleball Players 50 individuals
  - 4. Sr. Fitness at Mall Approx. 50/day (90 registered)
- I. **Youth Sports Fall Season**
  - 1. Soccer - 667 participants/70 teams
  - 2. Playmakers Running Club - 31 participants
  - 3. Sporties for Shorties - 18 classes at maximum enrollment (360 kids) June - September
  - 4. Flag football - 242 Meridian Township participants with a total of 45 teams including teams from Williamston and Bath
- J. **2019 Deer Management Program:** Meridian Township's ninth year of deer management will officially commence on October 1, 2019 and will run until January 1, 2020. This popular program places volunteer archery hunters on select Township and County owned properties to manage the deer population. The 2019 program involves managing 85 hunters on 38 properties. We continue to receive complaints from residents regarding the high deer population.
- K. **Acquisition Grant** - 5280 Okemos Road Acquisition (Michigan Natural Resources Trust Fund) 170k total (WE PAY \$42,500). We received a very good preliminary score and will receive final notification in December. This acquisition, if approved, will provide a safer and more visible entrance to Nancy Moore Park and will serve as a parking area/ trailhead for the Interurban Trail, MSU to Lake Lansing Trail, and other nearby park and land preserve trails.
- L. **Stewardship** – A total of 55 volunteers engaged in restoration projects in Land Preserves with three more workdays planned for fall.
- M. **Japanese Knotweed** – This extremely invasive plant has been successfully treated on two Land Preserve properties.

- N. **Consumers Energy Tree Grant** – Consumers Energy offers a street tree grant each year and we have been successful recipients of 20 native trees that are scheduled for planting along Central Park Drive during the month of October.

8. ACTION ITEMS

None

9. DISCUSSION ITEMS

- A. Work Plan for 2019 & 2020 – Director Maisner shared the project implementation plan for the rest of this year as well as budgeted projects for 2020.
- B. Helen and Howard Tanner Memorial Recommendation  
Commissioners discussed options for honoring the Tanners such as:
- Constructing a bait shop next to the fishing dock “Tanner Bait Shop”
  - Plant a wildflower patch in the Historical Village where visitors could pick a flower. No decision was or final recommendation was made at this time.
- C. Staffing Update
- A. Lead Worker in Parks, Matt Foreman moved to become Lead Worker in the Sewer Division
- B. Open Positions:
1. Parks and Recreation Specialist to replace Darcie
  2. Assistant Park Naturalists – HNC
  3. Recreation Intern
  4. Senior Fitness Program Leader
  5. Parks and Land Preservation Superintendent
  6. Lead Worker in Parks and Land Preservation
- D. Wish List  
Commissioners were asked to review the list contained in the meeting packet and send updates to Director Maisner.
- E. Historical Village Request
- F. MNRTF Scoring updates
- G. Michigan State Park Advisory Board Openings

10. COMMENTS FROM THE PUBLIC

11. OTHER MATTERS AND COMMISSIONERS’ COMMENTS

- A. Commissioner Comments
- B. Events Calendar:
1. October 11: Howl at the Moon, Harris Nature Center, 7-8 pm
  2. October 12: Stewardship Morning, 9-11 am
  3. October 13: Autumn Color Walk, Harris Nature Center, 2-3 pm
  4. October 16: Fire Prevention Open House, Central Fire Station, 10am-1pm
  5. October 18: Meridian Cares Benefit Night at Old Chicago, 4-9 pm
  6. October 19: Halloween Adventures at the Harris Nature Center, 10am-5pm
  7. October 26: Halloween Adventures at Meridian Public Safety Building & Historical Village (10am-1pm), Farmers Market (8am-2pm)
  8. November 2: Nighttime Family Scavenger Hunt, Harris Nature Center, 7-8:30pm
  9. November 8: Howl at the Moon, Harris Nature Center, 7-8 pm

10. Farmers' Market:

- a. Saturdays, 8 am-2 pm, Central Park Pavilion, through end of October
- b. Wednesdays, starting July 10, 3-7 pm; through the end of October.
- c. Thanksgiving Market, November 27, 10am-2pm

12. ADJOURNMENT

Chair McDonald adjourned the meeting at 8:11 pm.

13. NEXT MEETING: The next meeting is scheduled for **Tuesday, November 12 2019**, in the Town Hall Room, Meridian Municipal Building, 5151 Marsh Road, Okemos, with a non-televised work session at 6 pm and a televised regular meeting at 7 pm.

# Park Commission Meeting

## November 12, 2019

### 9. DISCUSSION ITEMS:

- A. Marketplace on the Green site plan
- B. Skate Park
- C. MPARKS Conference
- D. Okemos Road Bridge Replacement
- E. Acquisition Grant Score-MNRTF
- F. Pump Track – Eastgate Park

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## Educational Sessions by Day (updated 10/8/19)

*This schedule is tentative and subject to change.*



## Tuesday, January 28, 2020

### **A Deeper Look at Implicit Bias & Microaggressions (.2 CEU)**

It is essential to look at our mindset and our behaviors to build a diverse and inclusive environment that respects and values differences. When we understand how biases influence our behavior, we act to create an inclusive culture – one where everyone can contribute, innovate, and provide solutions that customers value. In this session we will define implicit bias and microaggression in the workplace. We will look at how verbal and non-verbal communication informs how we engage each other and the intentional or unintentional outcomes. This session is interactive including several exercises.

Freda Sampson

*Consultant, Michigan Roundtable for Diversity & Inclusion*

### **Parks and Recreation, WE MATTER! (.2 CEU)**

This session will provide a unique interactive experience to find or refresh the attendee's passion and appreciation for what it means to be a Parks and Recreation professional. Presenters will lead discussions, group think exercises and provide anecdotal evidence that being in the field of Parks and Recreation is truly one of the most diverse and rewarding career choices available in our country today. Attendees will learn tips for how to gain relevance in their community, develop their "story" to illustrate their impact to their department as well as to their citizens and users. The session is packed with motivation, excitement, real talk, enthusiasm and most of all PASSION.

Adam Blackmore

*Recreation Superintendent, City of Henderson Parks and Recreation*

### **Power Mapping: Impact Your Community Now! (.1 CEU)**

Learn how to impactfully connect to community leaders, influencers, and all levels of your workplace. Participants will use a power mapping tool to help create connections that guide advocacy through relationship development and how these relationships can yield positive short and long-term results for their operations and professional development.

Adam Blackmore

*Recreation Superintendent, City of Henderson Parks and Recreation*

## Educational Sessions by Day (updated 10/8/19)

*This schedule is tentative and subject to change.*

### **KEYNOTE ADDRESS** Slay the Demanding Dragons: How to Wow, Woo, & Win over Hard to Please People (.1 CEU)

As a career professional, you work with many different types of stakeholders. Some can be delightful and even a dream to work with, making your job that much more enjoyable. On the flip side, there are some difficult stakeholders the ones that make you cringe when their name displays on your called ID as you prepare to listen to their outrageous specifications and odd requests. You can sense when things begin to go south with their short-snippy remarks, power poses, heavy sighs, and furrowed brows. It's evident as the person becomes increasingly frustrated. Even though this can drain your energy and become more difficult to work though, you know you have a job to do, and it's better to keep the relationship with your colleague even if you want to kick them to the curb. You still have a job to get done, right? So, how can you keep your difficult stakeholders and maintain your sanity?

Mimi Brown

*CEO, AMP Up Success!*

### **Stress Less: Achieving Greater Work-Life Balance (.1 CEU)**

Have you ever told yourself, "Just one foot in front of the other...?" Stressed out. Exhausted. Always hustling. Well, no more! Make a change! Join Jill Almasi-Dole, as she shares five key practices that she uses for a more balanced life. Focused. Intentional. Peaceful. Always (or almost always...). It's easier than you think!

Jill Almasi-Dole

*Instructor, Central Michigan University*

### **Teambuilding Around the World (.2 CEU)**

Teambuilding Guru Dr. Jim Cain shares his favorite, newest and best team and community building activities from around the world.

Jim Cain, Ph.D.

*Teamwork & Teampay*

### **Trauma Informed Care - What to Know (.2 CEU)**

This session will provide professionals with some basic working knowledge pertaining to Trauma and its impact in various professional settings. Professionals will learn about some of the common signs and symptoms associated with trauma and be introduced to some basic strategies and techniques associated with anxiety reduction. Ideal for professionals overseeing programs that provide direct care for minors and at-risk individuals, like after-school programs, teen centers, day camps, and Therapeutic Recreation programs.

2.25 Hrs

Brian Spitsbergen, PhD, PLLC

## Educational Sessions by Day (updated 10/8/19)

*This schedule is tentative and subject to change.*

### Wednesday, January 29, 2020

#### **Add Nature to Day Camp! (.1 CEU)**

Learn about quick and easy nature activities that you can add to day camp. There are hundreds of nature activities available for all ages that require little to no supplies and are easy to do even in an urban setting. Use the nature resources all around you to encourage kids to connect to the outdoors!

Lynn Dominguez

*Professor, Central Michigan University*

#### **Age Friendly Communities (.1 CEU)**

There is an unprecedented change happening to the demographics in America. 10,000 people turn 65 every day. New reports show that Michigan is aging faster than just about all other states. This workshop will explore what this changing demographic means to communities, organizations in communities and any other entity that provides programming or services within the community.

Karen Kafantaris

*Associate State Director, AARP*

#### **All Ages, All Abilities, All the Time (.1 CEU)**

Parks today face the challenge of providing environments where all visitors can feel safe, secure and fully engaged. Universal design increases usability, safety, health and social participation. Participants will discover how applying the principles of universal design ultimately contribute to social equity and social sustainability. This presentation illustrates how Universal Design contributes to park and recreation spaces that empower diverse populations, contribute to health and wellness, increase social capital and delivers positive economic impact. Participants will be provided with information on the principles of Universal Design and how this looks in park and recreation spaces based on real life projects.

Jill Moore

*Marketing Specialist, Landscape Structures*

#### **Becoming a Better Facilitator (.1 CEU)**

Dr. Jim Cain is the author of 16 team and community building texts, including the classic Teamwork & Teamplay, A Teachable Moment, Find Something To Do! and his latest book, 100 Activities that Build Unity, Community & Connection. He is also the creator of the innovative T&T Training Cards. Dr. Jim Cain shares 40 of his favorite ways to become a better facilitator.

Jim Cain, Ph.D.

*Teamwork & Teamplay*

## **Educational Sessions by Day (updated 10/8/19)**

*This schedule is tentative and subject to change.*

### **Developing a Transformative & Multi-Purpose Park (.1 CEU)**

As the recreation needs of communities rise and budgets continue to decline, it is essential that our parks adapt to help close the gap. Park programming, municipal relationships and adjustments during construction play vital roles in this process. The Jackson County Parks & Recreation Department transformed their 100+ year old Fairgrounds into Keeley Park, a multi-use, year round amenity. With minimal updates over the past 50 years and lack of usage, it was time for a change. We'll explore how this transformation took place and how the process of asking the right questions led to a park for the whole community. How can you change a multi-generational mindset of a park? How can you successfully make major improvements to a community institution? How can you reimagine a new park to be used year round and still accommodate a major event? Join our presentation to explore these questions and learn more about unique programming ideas, local municipal and state cooperation/coordination and unforeseen construction issues that led to a better park!

Mark Woodhurst

*Landscape Architect, SmithGroup*

### **Don't Just Talk, Communicate! (.1 CEU)**

Have you noticed? People often see things differently than you. We communicate in our own way—our style. There's no right or wrong. Our philosopher, Popeye, always said, "I 'yam what I 'yam!" Discover how to be more flexible with others. People will be more likely to hear you; you'll be more likely to get results you want.

Jan McLaughlin

*CSP, Your Communication Connection*

*Wednesday Continued*

### **Don't Let the Project Manage You! (.1 CEU)**

This session will go over the basics of project management and offer some unique techniques, tips and tricks to ensure that projects of all sizes are a success.

Eric Sheffer

*President, Penchura, L.L.C.*

### **Don't Overreact, but Don't Underreact (.1 CEU)**

Don't Overreact, But Don't Underreact: Build Resiliency for Better Outcomes!

Sometimes work – or even life in general – can feel like a solid left hook to the jaw. Resiliency is critical for managing through stressful times and recovering from setbacks, and it is a key indicator of successful individuals both at work and at home. This workshop teaches specific strategies for building resiliency to help you stay anchored when the going gets rough.

Nicole Lance

*CEO, Lance Strategies*

### **Financial Roulette (.2 CEU)**

Look closely, here's what you'll see. 1. Many convinced their organizations are financially stable; 2. Shiny new things popping up compromising the ability to take care of existing assets; 3. Expenses outpacing revenues; and 4. The profound belief that cost recovery models are the answer. It's time to pay attention and understand where to best place our bets.

Jamie Sabbach

*President & CEO, 110% Inc.*

## **Educational Sessions by Day (updated 10/8/19)**

*This schedule is tentative and subject to change.*

### **Fitness-Focused Playgrounds: A Stealth-Health Community Wellness Solution (.1 CEU)**

Strategically designed playgrounds and “American Ninja-Warrior” style fitness parks that encompass users from childhood to adulthood create places that keep everyone staying playing and exercising longer. Attendees will be introduced to physiological research revealing important data on the type of fitness benefits people gain while using specific play events, which includes cardiovascular, muscle strength and endurance, balance and coordination, and mental agility. Park professionals, planners, and designers will learn how to provide more engaging park spaces that get kids and families active and keep them staying at our parks longer, maximizing their physical fitness experience.

John McConkey

*Market Insights Manager, Landscape Structures*

### **Grant Writing Made Easier: How to Involve Your Staff (.1 CEU)**

Grant writing can and should be a group effort! This session will give you tools and show you how to effectively involve your entire staff to document valuable information for not only grant proposals, but as a communication tool with your team, boards, and community.

Lori Irwin

*Associate Professor, Central Michigan University*

### **Health and Wellness Summit (.1 CEU)**

Is your department doing everything it can to create a healthy community? In this session, attendees will be able to network, share ideas, learn about new programs being offered and discuss issues. This session will be highly interactive.

Ken Grybel II

*Director of Recreation, Brighton Community Education*

### **How Green Is Your Pool (.1 CEU)**

Bill Babcock from Aquatic source will inform attendees on ways to make their pool operations more energy efficient and expand their Green Footprint.

Bill Babcock

*Pool Man, Aquatic Source*

### **iKayak – Introducing People with Disabilities to Kayaking (.1 CEU)**

Come learn how partnerships between The Flint River Watershed Coalition, The Disability Network, Rocky’s Great Outdoors and the Genesee County Parks helped to introduce people with disabilities and their families to the wonderful sport of kayaking during the 2018 and 2019 summers! This session will take you step by step on how we were able to work together to create a three part Inclusive Kayaking program and how you can do the same. You will have the opportunity to ask question to the Certified Adaptive Paddle Instructor and a Certified Recreational Therapist who started the program.

Nicole Ferguson

*Park Naturalist, Genesee County Parks*

## **Educational Sessions by Day (updated 10/8/19)**

*This schedule is tentative and subject to change.*

### **Inclusion Matters: Making Play a Priority for People of All Ages and Abilities (.1 CEU)**

Opportunities for active, independent play are critical for happier, healthier communities. Truly inclusive, multigenerational outdoor play destinations thoughtfully break down both physical barriers to access and social barriers to actively participate in meaningful ways. Learn strategies to effectively champion inclusive play initiatives that address the needs of the whole child, whole environment, and whole communities. Strategies and resources will be shared to help professionals turn research into practice through evidence-based design considerations that support the diverse needs of society.

Jennie Sumrell

*Director of Education, PlayCore*

### **Inclusion+We(U+Me) = Diversity (.1 CEU)**

A linear equation for life, solving for (D) Diversity! Get your scrap paper ready and put your thinking caps on. During this session we will break down why we need Diversity and Inclusion. The session will include, critical thinking, as well as require participation verbally and physically. By the end of the session everyone will indeed have the tools to solve the equation.

Lisa Bryant

*Deputy Director, Ferndale Parks and Recreation*

### **Keep Belle Isle Beautiful: How Detroit's Island Park Is Working to Make Great Impact at the Local Level (.1 CEU)**

Belle Isle is a 982-acre island park that borders Canada, is situated on the Detroit River, relies heavily on volunteer support and is a critical component to its community. Over the past decade, Belle Isle has undergone significant changes, including transitioning from being City owned and operated to City owned, State operated, and Conservancy supported. Our presentation is one that will discuss Belle Isle's substantial social impact in Detroit, including its rich volunteer history. A main focus of the presentation will include 'Keep Belle Isle Beautiful', a campaign created to increase awareness of littering behavior and how it impacts community parks and local waterways in Michigan. Keep Belle Isle Beautiful's goal is to make great impact at both the local level, by reducing litter on Belle Isle, as well as the global level, by being an active contributor to the umbrella, global campaign to keep our waters free of plastic pollution. During the presentation, we will discuss creative responses to social issues and how attendees can use a similar approach, using volunteerism and community support, to address issues that their community is facing.

Genevieve Nowak

*Director of Volunteer Services, The Belle Isle Conservancy*

### **Kids Aren't Pro Athletes (.1 CEU)**

The good news is that more kids are involved in organized sports than ever before. The bad news is that 30% drop out of organized sports between ages 10 and 14. This session will offer ways to create a positive athletic environment for youth sport participants of different ages and skill levels.

Joel Fish

*Director, The Center For Sport Psychology*

## **Educational Sessions by Day (updated 10/8/19)**

*This schedule is tentative and subject to change.*

### **Leader as Influencer: Impression Management in the Spotlight (.1 CEU)**

Promoting excellence and innovation requires the ability to influence a wide range of people—both within and outside the organization. Participants will review what is effective in a variety of formal and informal settings. According to Daniel Goleman, author of Emotional Intelligence, “People are promoted for technical/operational and intellectual reasons, but fail for emotional ones.” There will be a number of opportunities for personal reflection—complete with worksheets—to explore opportunities and create a plan of action.

Jan McLaughlin

*CSP, Your Communication Connection*

*Wednesday Continued*

### **Michigan Trailways Act and the Recreational Trespass Act (.1 CEU)**

A general overview of the statutory development of the Michigan Trailways Act and the Recreational Trespass Act. We will discuss the application of the law to property owners and trail managers. Additional liability issues for trail managers will also be addressed. It is important to note that the session does not constitute legal advice but only a general overview of the statutory framework.

Bob Wilson

*Executive Director, Michigan Trails and Greenways Alliance*

### **mParks Past Presidents Meeting**

All Past Presidents of mParks are invited to attend and discuss matters pertaining to the association including Strategic Plan, current and future committee goals/objectives. The group will also discuss collaborations, trends, and how past presidents can assist the board of directors and association members. Hosted by Stu Alderman, Past President Chair.

### **Opioid Use Disorders - Developing Operational Knowledge of Opioid Use and Other Addictive Disorders to Improve Programs & Outcomes (.2 CEU)**

This session will examine overall scope of Substance Use Disorder issues (with emphasis on Opioid Use), provide opportunities for professionals to identify how these disorders can affect their day to day work, and develop strategies to enhance staff efficacy regarding what to do. Participants should be able to describe best practices surrounding integration of care protocols-- particularly partnerships with Health Care Providers and public safety and what their role can be in helping someone in crisis

Brian Spitsbergen, PhD PLLC

### **Park Pavilions A-Z (.1 CEU)**

Session will cover the multitude of issues related to designing, building and operating a quality park pavilion. Issues will include ADA access, layout, building materials and operational issues.

Mark Brochu

*Director, St. Clair County Parks and Recreation*

## **Educational Sessions by Day (updated 10/8/19)**

*This schedule is tentative and subject to change.*

### **Play on Player: Overcoming Disability with Play (.1 CEU)**

We all want to play, and to play hard. It brings us a sense of challenge, develops social skills, and fosters independence. Play on Player addresses the mission critical nature of inviting everyone to play because adaptive recreation offers so much more than a "you did it!" sticker. This session looks at play from childhood to adulthood, and how it offers solutions to key challenges of development (social skills, independence, confidence, etc.) that kids growing up with disability can struggle with. From finding new hobbies, to school teams, collegiate athletics to world stages- play is an opportunity that shapes us all.

Jill Moore

*Marketing and Inclusion Specialist, Landscape Structures*

### **Playground Maintenance: Keeping Your Playgrounds Safe and Fun (.1 CEU)**

Nearly 200,000 injuries occur annually on public playgrounds that require emergency room treatment. By following recommended best practice guidelines, playground owners can create safer play environments for all children and contribute to the reduction of playground related injuries. This session will highlight the primary causes of playground injuries and discuss the responsibilities of owners and manufacturers for maintaining safe playgrounds. Participants will gain understanding of the current regulatory environment and how to develop operational policies to ensure compliance with standards. Finally participants will learn how to establish a playground audit and inspection protocol that can become routine business practice.

John McConkey

*Market Insights Manager, Landscape Structures*

### **Recreation & Re-Creation: Natural Systems Design on Belle Isle (.1 CEU)**

Belle Isle State Park has long been considered a treasure to southeast Michigan, especially the city of Detroit, but it wasn't until recent decades that people really understood the true significance of this open park land's natural resources. This presentation will highlight a few of the many habitat re-creation stories in the park and their significance to the Detroit River ecosystem. This includes the reconnection of 65 acres of historic coastal wetland habitat to the Detroit River, 5 acres of Detroit River spawning reef targeted for over 17 fish species, and 5-acres of new fish nursery in the nearshore

Andrew McDowell

*Landscape Architect, SmithGroup*

### **Self-Care Is a Superpower! (.1 CEU)**

Exhaustion and burnout are not status symbols. There is a reason airlines instruct passengers to put on their own mask first! In order to care for others, we must first care for ourselves. We have heard this. We know it in our heads. We feel it in our hearts, but we consistently fail to do so. This session focuses on broad frameworks as well as micro-strategies for self-care in a fast-paced delivery style aimed at giving attendees both the knowledge AND experience to build more self-care into their lives.

Nicole Lance

*CEO, Lance Strategies*

## **Educational Sessions by Day (updated 10/8/19)**

*This schedule is tentative and subject to change.*

### **Standing the Heat (.1 CEU)**

We have newsletters, email blasts, blog posts and motivational quotes launched at us daily about leadership. And we exist in a time when “leadership teams”, “the leadership”, and “leaders” are seemingly everywhere. These labels become a complete contradiction when we realize that leadership is not a role, it's a choice. Based upon the Adaptive Leadership framework developed at Harvard University's Kennedy School, the concepts of leadership are grounded in doing unpopular work when necessary and telling people what they may not want to hear. Maybe that's something worth discussing and deliberating as we all continue to be challenged daily to make difficult choices and values-based decisions.

Jamie Sabbach

*President & CEO, 110% Inc.*

*Wednesday Continued*

### **Teaching Life Skills Through Sports (.1 CEU)**

Sports are a great place to teach life skills such as goal setting, perseverance, learning how to manage emotions, coping with success & adversity, and teamwork. This presentation will identify programming ideas and strategies to help youth sport participants get the positives out of sport that can also help them in their personal, academic, social, and work lives.

Joel Fish

*Director, The Center For Sport Psychology*

### **The Psychology of Working with Today's Sports Parents, Coaches, and Athletes (.1 CEU)**

Working with today's parents, coaches, and athletes is a major source of stress for park and recreation professionals. This session will identify myths and facts in working with today's youth sports parents, coaches, and athletes. In addition, this session will help participants identify the psychology of parents, coaches, and athletes who are difficult to work with, and offer psychological strategies to work with a variety of parent, coach, and athlete personality types.

Joel Fish

*Director, The Center for Sport Psychology*

### **Tips, Tricks and Relationships for Grant Success (.1 CEU)**

A round table of professionals from around Michigan focusing on recent and long term success with grant writing through State of Michigan Programs and private foundations. Will cover ins and outs of different grants, building relationships with the grant funders, and challenges with acquisition projects.

Ken Elwert

*Director, Rochester Hills Parks & Natural Resources*

### **Today's Challenges and the Future of Our Profession (.1 CEU)**

Results of a membership survey determining the challenges you face on a daily basis along with professionals vision of what our field will be providing in 2040

Vic Chiasson

*Assistant Professor, Eastern Michigan University*

## **Educational Sessions by Day (updated 10/8/19)**

*This schedule is tentative and subject to change.*

### **Top Ten Teambuilding Activities (.2 CEU)**

Dr. Jim Cain is the author of 16 team and community building texts, including the classic Teamwork & Teampay, A Teachable Moment, Find Something To Do! and his latest book, 100 Activities that Build Unity, Community & Connection. He is also the creator of the innovative T&T Training Cards. Jim Cain will share his top ten team building activities.

Jim Cain, Ph.D.

Teamwork & Teampay

*Wednesday Continued*

### **Transgender and Nonbinary Identities (.1 CEU)**

This session will introduce individuals to topics relating to transgender and non-binary identities. This will include addressing individuals by their chosen names and pronouns, gender-neutral language, and disparities faced by transgender and non-binary folks. Participants will come away from the training feeling more confident about interacting with individuals within this demographic and have the tools to understand the different struggles that transgender and non-binary people face daily.

Ian Unger

*Program Manager, Affirmations Community Center*

## **Educational Sessions by Day (updated 10/8/19)**

*This schedule is tentative and subject to change.*

### **Thursday, January 30, 2020**

#### **2020 DNR Recreation Grant Application Workshop (.1 CEU)**

This workshop is designed to help future grant applicants learn everything they need to know about submitting applications to the Michigan Natural Resources Trust Fund, Land and Water Conservation Fund and Recreation Passport grant programs. Best practices and strategies will be discussed.

Erin Campbell

*Grant Coordinator, Michigan Department of Natural Resources*

#### **Anger Management & Personal Safety Strategies (.1 CEU)**

Anger Management and Personal Safety Strategies

Defusing angry individuals, customers, situations or co-workers is a means of potentially reducing personal injury to employees. This program will describe a variety of techniques and strategies to de-escalate anger and verbal aggression. It will provide skills for early recognition of possible violence and techniques to avoid risk of attack by understanding personal safety options in direct confrontation situations. Signs of pre-attack behaviors will also be described

Marilyn Knight

*President, M. Knight Consultants, LLC*

#### **Be Intentional: 9 Strategies for Relentlessly Pursuing Success (.1 CEU)**

Ever woken up at the end of a day, a week, a month, or even a year and wondered what the heck happened and where the time went? Or maybe you have big goals but aren't making the progress towards them you were hoping for? Come learn 9 practical strategies to help you find personal and professional success. Own your days, don't let your days own you.

Nicole Lance

*CEO, Lance Strategies*

#### **Building a Butterfly House: From Start to Place (.1 CEU)**

Join us as we take step by step trip through the process of creating the For-Mar Butterfly House and how it turned from an educational garden into a "PLACE". This interactive presentation will discuss how you can; create your own butterfly house, make real life educational connections to schools and community groups, make connections to Citizen Science Project and transform your spaces into Places your community will want to visit. We will highlight possible funding sources and allow time for you to ask questions and get answers on you can support your local pollinators and draw visitors into your park.

Nicole Ferguson

*Park Naturalist, Genesee County Parks*

## **Educational Sessions by Day (updated 10/8/19)**

*This schedule is tentative and subject to change.*

### **CAPRA Visitor and Agency Training (.2 CEU)**

Learn about the new CAPRA standards and procedures by attending this training workshop. The CAPRA training has been updated to cover the new accreditation standards and procedures and is recommended for all agencies going through the initial or continuing accreditation process. Attendees will also qualify to apply to become CAPRA Visitors, and the training serves as a refresher (required every three years) for current CAPRA Visitors. The training reviews all 151 accreditation standards and identifies recent changes to the accreditation program, including new fundamental standards, eliminated standards and changes in how visits and hearings are conducted, and provides opportunity for audience questions to be answered.

Jennifer Schleining  
*Accreditation Manager, NRPA*

### **Capturing Visitor "First Impressions" to Improve Outdoor Recreation (.1 CEU)**

Have you ever considered capturing first-time visitor perspectives to strengthen outdoor recreation? Have you considered their perspectives might be the catalyst to spawn innovation and improvements? First Impressions: Tourism Assessments (FIT) is a comprehensive community and recreation assessment conducted by unannounced visitors, which helps stakeholders learn of their strengths and weaknesses through the eyes of first-time visitors. This session will explore the FIT program, our process, and the benefits of and lessons learned from capturing first-time visitor impressions. An overview of five communities that underwent FIT between 2017 and 2019 will be shared outlining impacts and actions.

Andy Northrop  
*State Sustainable Tourism Extension Educator, MSU Extension*

### **Connecting Schools to Nature in your Parks (.1 CEU)**

In a world where standardized testing is driving what and how our children are learning the Genesee County Parks works to be the Green space in the Gray world by providing a variety environmental education opportunities to the students in our community. Join For-Mar Environmental Educators as we discuss how we have connected with students in our community both short and long term at our Nature Preserve and through our outreach program in schools and the benefits for both the parks and schools. This session will provide you will tips, tools and ideas on how you can connect youth in your community to Nature in your parks.

Nicole Ferguson  
*Park Naturalist, Genesee County Parks*

### **Cross-Sector Collaboration and Decision-Making (.2 CEU)**

Increasingly, parks and recreation providers are collaborating across public, private, and non-profit sector boundaries to create meaningful experiences and deliver high-impact programs and services in their communities. This interactive session will offer approaches, methods, and tips focused on 1) effective cross-sector governance and decision-making, 2) project-based lines of authority, communication, and accountability, and 3) resource and information sharing.

Megan Olds  
*Founder & Principal, Parallel Solutions LLC*

## **Educational Sessions by Day (updated 10/8/19)**

*This schedule is tentative and subject to change.*

### **Don't Bring Your Cat to the Interview (.1 CEU)**

Job interviews are not normal social interactions. They are often complicated, intimidating and stressful. Learn What-Not-to-Do in your next interview through an examination of real-life job interview stories. The examples are real; the people are real. The results are eye-opening.

Learn critical stress-relieving strategies and fear-reducing techniques that will help you control the tension, pressure, and self-consciousness that may help you through your next interview!

Corinne Barringer

*CEO, Barringer Consultants LLC*

### **Ethics Beyond Policy - It's Who You Choose to Be (.1 CEU)**

Ethics in action will determine who you choose to be. It involves honesty, integrity, honor and consistency. From the smallest decisions you make - to the biggest issues you will confront in your career - your choices define you. We will explore many areas where ethical dilemmas can surface and prepare you to make decisions that you can be proud of. You will be able to recognize and handle some of the common, ethical issues that confront parks and recreation professionals. If you start to re-examine what you do and why you do it - this session will have done its job.

Linda Walter

*Outdoor Adventure Center Director, Michigan DNR*

*Thursday Continued*

### **Growing Engagement: Keep YOUR Talent from Becoming THEIRS (.2 CEU)**

It's no secret. Your best employees have the power to take their skills to your competition. With a shrinking pool of candidates to choose from, you are faced with an enormous challenge: keeping your top talent from becoming someone else's! This trend touches all industries. The Gallup organization reports close to 71% of all employees feel unsupported, detached, or disengaged from their current employer. The impact costs US businesses more than \$450 billion in lost productivity each year.

Want to stop your employees from leaving? Come to this fun, interactive session and you'll walk out the tools you need to succeed.

Lisa Ryan, CSP

*Chief Appreciation Strategist, Grategy*

### **How to Stay COOL When Things Heat UP! (.1 CEU)**

Have you noticed? We can't change other people, we can only change ourselves. But, by altering our actions and reactions we CAN influence the responses we receive. When interacting with community members, program participants and co-workers, it's essential that we not lose our cool—even if they lose theirs! In this session, you'll learn specific techniques you can apply to help reduce your stress level by learning to coexist with life's difficult people.

Discover skills that will help you become less of a target for negative behaviors, take care of yourself – and stay COOL!

Jan McLaughlin

*CSP, Your Communication Connection*

## **Educational Sessions by Day (updated 10/8/19)**

*This schedule is tentative and subject to change.*

### **How to Talk to Real People In a Virtual World (.1 CEU)**

Do you know how to negotiate life's social challenges? Do you know how to use small talk to connect with a stranger? Communicating clearly and confidently is a critical skill for anyone who wishes to succeed both professionally and socially. Whether giving a presentation, going on an interview or attending an event for your business, you need to communicate and connect with real people. Do you know how to really listen or read someone's body language? Learn practical speaking strategies and develop your ability to speak and sound effective, dynamic and yet like your natural self.

Corinne Barringer  
*CEO, Barringer Consultants LLC*

### **Invasive Species Identification and Management (.1 CEU)**

Learn how to identify and control common aquatic and terrestrial invasive species in the region, including high-priority species like Japanese Knotweed, Phragmites, and European Frog-bit from local experts.

McKenzi Bergmoser  
*LSC CISMA Coordinator, Six Rivers Land Conservancy*

### **Mastering the Millennial Mindset: How to Attract and Retain Emerging Leaders (.1 CEU)**

With approximately 10,000 baby boomers retiring every day, your organization's succession-planning efforts can make a huge difference in the long-term success of your business. It's more important than ever to attract the best employees you can hire while dealing with ever-shrinking sources to find qualified talent. Even more critical, is keeping your new hires from leaving after spending substantial time, money and human resources to get them onboard. With a potential of as many as 2 million manufacturing jobs being unfulfilled by 2025, there's no time to waste. By learning these critical communication and engagement strategies now, you will prepare your company to not only survive, but thrive in the future.

Lisa Ryan, CSP  
*Chief Appreciation Strategist, Grategy*

### **MNRTF Board Panel (.1 CEU)**

Join current Michigan Natural Resources Trust Fund (MNRTF) Board members and DNR Grants Management staff in a panel discussion about the Trust Fund. This is your opportunity to ask questions about the direction of the MNRTF and learn more about the decision-making process.

Dan Lord  
*Grants Manager, Department of Natural Resources*

### **Motivating Mental Health (.2 CEU)**

This session seeks to help participants identify their communities mental health needs by learning about the connection between recreation and emotional well-being. The goal is to create enriching programs and to decrease stigma by offering productive and vital programs that residents want to sign up for.

Tara Michener  
*Author and Counselor, Michener Associates Counseling*

## **Educational Sessions by Day (updated 10/8/19)**

*This schedule is tentative and subject to change.*

### **Recreation Plans (.1 CEU)**

A 5-Year Recreation Plan is not just an eligibility requirement for recreation grants, but also guidance on how to invest and maintain recreational assets to meet a communities needs into the future. This session will cover: the basic process and requirements for developing a plan to meet DNR requirements, tools and techniques for public participation and helpful hints.

Tamara Jorkasky  
*Grant Coordinator, MDNR*

### **Recreation Website Best Practices-Study Results (.1 CEU)**

Revize Government Websites conducted a study with 23 Parks & Recreation organizations across the USA. Under anonymity, Revize interviewed the leadership and conducted resident usability studies to see exactly how a resident would like to see a P&R website look like, to make it easier for them to use on a daily basis. We will be presenting the results of the study of the in-common requirements with all P&R organizations.

Joseph Nagrant  
*Business Development Director, Revize Government Websites*

### **Surviving Active Shooter Incidents (.2 CEU)**

As Active Shooter incidents increase in frequency, how to survive such incidents is critical. This program will describe tactical survival and self-defense options for Active Shooter incidents, employee mental preparedness, and how to seize opportunities to "run, hide, or fight" the shooter. Videos of shooting incidents will be used to illustrate survival options. Workforce preparedness, training, security surveys and emergency alert systems will be discussed.

Marilyn Knight, MSW  
*President, M. Knight Consultants, LLC*

### **The Strategic Advantage of Putting People First (.1 CEU)**

Remembering the human side of business can be the differentiator between a good team and a great team. Are you leaving the human-ness out of the workplace? Learn why cultivating relationships at work is good for business, how to lead with humanity and put people first, why most people focus on mechanical tasks instead of human interactions, and a tip on how to gain strategic advantages by leading with authenticity.

Nicole Lance  
*CEO, Lance Strategies*

### **Truck Farm – Brings the Garden to YOU! (.1 CEU)**

Have you ever seen an 18 foot garden driving by you on the road? No, well in the Genesee County Parks we call that Truck Farm, our Mobile Greenhouse that is ready to bring hands-on garden science to you. Started in 2012, Truck Farm was developed as a way to provide garden education to youth in our community. Over the last 8 years Truck Farm has grown in size and popularity reaching thousands of students through school, park and community events. During this session participants will learn how barrier and challenges to food access and garden education lead to this outside the box idea being developed into one of the most popular parks educational resources.

Nicole Ferguson  
*Park Naturalist, Genesee County Parks*

## **Educational Sessions by Day (updated 10/8/19)**

*This schedule is tentative and subject to change.*

### **Understanding the Fair Labor Standards Act (.1 CEU)**

This session will provide attendees an overview and understanding of what the Fair Labor Standard Act and what managers, supervisors and administration professional should know to avoid illegal practices under the law and understand the law and its requirements on employers.

Michael Burns

*President, ASE Professional Staff Management*

### **What Is so Important About an Employee Handbook? (.1 CEU)**

This session will provide attendees an overview and understanding of what an employee handbook does in addition to communicating policy and benefits information. Information focus will be on the legal compliance components of handbook employment policies and why they are necessary.

Michael Burns

*President, ASE Professional Staff Management*

### **You Have a Grant, Now What? (.1 CEU)**

Learn the process and requirements for implementing your Michigan Natural Resources Trust Fund, Land and Water Conservation Fund and Recreation Passport grants. Topics include project agreements, requirements for acquisition and development projects, reimbursement, post completion requirements and helpful hints to common pitfalls.

Merrie Carlock

*Grant Coordinator, Michigan Department of Natural Resources*

## **Friday, January 31, 2020**

### **KEYNOTE ADDRESS Teamwork (.1 CEU)**

Brian Carter is the #1 bestselling author of *The Like Economy*, *LinkedIn for Business*, *Facebook Marketing*, and *The Cowbell Principle*. Brian is respected as an international authority on how organizations of all sizes can create and retain business using the Internet. His 18 years of business success guide *The Brian Carter Group*, a digital and social marketing agency with world-class expertise and experience. Since 1999, Brian has been at the forefront of marketing, technology, social media and sales, working to drive big business results for real companies.

Brian Carter

*Keynote Speaker*

Michigan Natural Resources Trust Fund Application 2019

Organization: Meridian Charter Township

TF19-0111

MNRTF Acquisition Application Evaluation Worksheet-A

Grant Amount Requested	\$127,500.00
Match Percentage	25 %
Match Amount	\$42,500.00
Total Project Cost	\$170,000.00
Preliminary Score	290
Final Score	310

Nancy Moore  
Trail Extension  
Acquisition

Acquisition Core Criteria

1. NEED FOR PROJECT

	Maximum Possible Points	Preliminary Score	Final Score
A) Rationale for the Project - The proposed project is consistent with the community/state recreation plan's goals and objectives and is adequately justified in terms of the need for additional protection of its natural resources and the public's right to access the site.	20	20	20
B) Public Support — The application/recreation plan demonstrates that the proposed project is widely supported in the community/region. Also, there is minimal public opposition to the proposed project or applicant is working to address the concerns. Opposition based primarily on the desire to keep the public from the state's natural resources will not be considered. Documentation of support was provided.	20	0	20
Maximum Possible Points (A+ B)	40	20	40

40

rec'd 20 more pts.

Comments to Applicant:

**PUBLIC SUPPORT:** The letters of support are specific to the trail system and are dated 2016. For consideration of points, provide a letter of support specific to this acquisition.

**SUPPLEMENTAL:** Letters of support for the acquisition provided.

2. COLLABORATION

	Maximum Possible Points	Preliminary Score	Final Score
A) A formal long-term maintenance contract or endowment exists for the site which relates to or benefits the proposed project. An Operating Agreement, Memorandum of Understanding, Memorandum of Agreement, or other similar document has been provided to staff of the MNRTF.	30		
B) An informal maintenance agreement exists at the site which relates to or benefits the proposed project. The agreement has been provided to staff of the MNRTF.	15		
C) No collaborative maintenance exists at the site or insufficient	0	0	0

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documentation was provided.

Maximum Possible Points (A or B or C)

30

0

0

Comments to Applicant:

**3. SITE AND PROJECT QUALITY**

	Maximum Possible Points	Preliminary Score	Final Score
A) Ability to Get to the Site—The park can be directly and safely accessed and is appropriately located for the type of project.	20	20	20
B) Compatibility— Site is compatible with its intended purpose. Site is compatible with the proposed site design, if the site is to have developed facilities in the future. Site design is clear and understandable.	20	20	20
C) Programming/Marketing—the applicant has addressed how they will make the public aware of the project.	20	20	20
D) Green Infrastructure—Proposed project is part of a green infrastructure plan for the community, region, or eco-region.	20	20	20
E) Property will be purchased fee simple.	20	20	20
Maximum Possible Points (A + B + C + D + E)	100	100	100

Comments to Applicant:

GREEN INFRASTRUCTURE: Reference to the TCRPC Green Infrastructure plan provided  
 SUPPLEMENTAL: Meridian Township Green Space Plan provided.

**4. APPLICANT HISTORY**

	Maximum Possible Points	Preliminary Score	Final Score
A) Applicant has never received an acquisition grant from the recreation grant program (MNRTF, LWCF).	40		
B) Per capita acquisition grant assistance (MNRTF, LWCF) received by the applicant is less than the median value awarded to all communities.	20	20	20
C) Per capita acquisition grant assistance (MNRTF, LWCF) received by the applicant exceeds the median value awarded to all communities. Applicant's per capita acquisition grant assistance:	0	\$23.24	
D) Compliance with Program Procedures—the applicant is in compliance with all requirements at park sites that have been acquired or developed with recreation grant assistance—including signage requirements. Also, the applicant has complied with Department procedures while completing grant-assisted projects (acquisition and development)	10	10	10

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awarded in the past 6 years. Points will be awarded if the applicant has never received a grant.

E) Applicant has a formal recreation department/DNR division or parks committee.	10	10	10
Maximum Possible Points (A or B or C) + D + E	60	40	40

Comments to Applicant:

**5. CONVERSION HISTORY**

	Maximum Possible Points	Preliminary Score	Final Score
A) Applicant has a known unresolved conversion of a grant-assisted site to a use that does not qualify as public outdoor recreation (applies to all grant programs).	-50	0	0
Point DEDUCTION	-50	0	0

Comments to Applicant:

Zero points here is a good thing.

**6. NATURAL RESOURCE BASED RECREATION OPPORTUNITIES**

	Maximum Possible Points	Preliminary Score	Final Score
A) The project will effectively protect the most imperiled or desired natural resources, such as the rarest species or community types. Wetlands with high habitat or environmental values, Critical Dune Areas, frontage on Great Lakes or their connecting water bodies (Detroit, St. Mary's and St. Clair Rivers and Lake St. Clair), frontage on Designated Natural Rivers, land that is or will become part of the Pigeon River Country State Forest, land that is or will become part of a dedicated wilderness or natural area.	60		
B) Project will effectively protect imperiled or desired natural resources, but the need for protection/access is not as dire or the amount of protection offered by the project is not as great as the criteria in A.	40		
C) The acquisition will protect, or provide access to, land with moderate natural resource values and will provide desirable habitat or education benefit.	20		
D) The acquisition and intended use of the property will provide negligible natural resource protection or use OR: No natural resource values were noted in the application materials.	0	0	0
E) Project will provide a good quality hunting, fishing or wildlife viewing opportunity.	20	0	0
Maximum Possible Points (A or B or C or D) + E	80	0	0

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Comments to Applicant:

SUPPLEMENTAL: Meridian Township Green Space Plan provided. The site will be used as a trailhead, no additional/new access to natural resources provided. *darn...*

**7. FINANCIAL NEEDS OF THE APPLICANT**

	Maximum Possible Points	Preliminary Score	Final Score
A) Lowest one-third median household income	40		
B) Middle one-third median household income	20		
C) Upper one-third median household income	0	0	0
Maximum Possible Points (A or B or C)	40	0	0

Comments to Applicant:

MHI is in the upper 1/3 at \$67,569 source: 5-Year American Community Survey (US Census Bureau)

**8. URBAN AREA RECREATION OPPORTUNITIES (PARKS WITHIN URBAN BOUNDARIES AS DEFINED BY THE U.S. CENSUS BUREAU)**

	Maximum Possible Points	Preliminary Score	Final Score
A) Park is within the political boundaries of a core or inner ring city for a Metropolitan Statistical Area.	40	40	40
B) Park is within the Urbanized Area for a Metropolitan Statistical Area	30		
C) Park is within the political boundaries of a core city for a Micropolitan Statistical Area	20		
D) Park is within an Urbanized Cluster--areas surrounding the core city of a Micropolitan Statistical Area or other, smaller communities defined as Urban Clusters.	10		
E) Park is not within any type of Urban Area	0		
Urban Area in which the project is located:			
Lansing - East Lansing MSA			
Maximum Possible Points (A or B or C or D or E)	40	40	40

Comments to Applicant:

**9. APPLICANT MATCH**

Local Match Percentage	Top ~2% Median Household Income*	Top 1/3rd MHI	Middle 1/3rd MHI	Bottom 1/3rd MHI
0-25%	0	0	0	0
26-29%	0	0	10	15
30-39%	0	10	20	30
40-49%	10	20	30	45
50%+	20	30	40	60

	Maximum Possible	Preliminary Score	Final Score
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	Points		
Maximum Possible Points	60	0	0
Comments to Applicant:			

**10. ENTRANCE FEES**

	Maximum Possible Points	Preliminary Score	Final Score
A) No planned entrance fee; ORSite will be readily accessible by methods other than the automobile and there will be no entrance fee when using these alternative methods to get to the park (e.g., public transportation, bicycle, walk-in); ORThere will be an entrance fee with partial or complete waiver available and the waiver policy is likely to be effective in bringing people with low incomes into the park.	30	30	30
B) There will be an entrance fee with partial or full waiver but effectiveness in bringing people with low incomes into the park is questionable; ORPark entrance fee will be waived, reduced, or by-donation-only on a regular basis for all users.	15		
C) There will be an entrance fee with no waiver.	0		
Maximum Possible Points (A or B or C)	30	30	30
Comments to Applicant:			

**11. LAND OWNERSHIP**

	Maximum Possible Points	Preliminary Score	Final Score
A) Project is located in a county that contains 50% or more privately owned land.	10	10	10
Maximum Possible Points	10	10	10
Comments to Applicant:			

**12. MOTORIZED RECREATION USE**

	Maximum Possible Points	Preliminary Score	Final Score
A) Project allows motorized recreation use (ORV and/or snowmobile)	10	0	0
Maximum Possible Points	10	0	0
Comments to Applicant:			

Maximum	Preliminary	Final Score
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		Possible Points	Score	
TOTAL POSSIBLE POINTS UNDER CORE ACQUISITION CRITERIA 1-12		500	240	260
PRIORITY PROJECT TYPES OF THE MNRTF BOARD			<i>prelim.</i>	<i>final</i>
1)	Trails (including water trails) and trail amenities that provide direct access to:	Maximum Possible Points	Preliminary Score	Final Score
	A. Regional Trail/Trailhead: Acquisition of land that will be used to extend or connect existing regional trails or for a trailhead that will benefit an existing regional trail. The proposed trail must be identified on a documented trail plan and uploaded with the application.	50	50	50
	B. Documented Water Trail: Acquisition of land for a trailhead and/or canoe pull out facilities on a documented and promoted trail plan. The proposed trail must be identified on a documented trail plan and uploaded with the application.			
	C. Local Trail/Trailhead: Acquisition of land for a trail or trailhead that is contained within one local community or for a trailhead that benefits a local trail. The proposed trail must be identified on a documented trail plan and uploaded with the application.	30		
	D. Proposed Water Trail: Acquisition of land for a trailhead and/or canoe pull out facilities for a proposed water trail. Provide a copy of, at a minimum, a conceptual trail plan.			
	E. Secondary Trail/Amenities: Acquisition of land where the primary result or intention is not for trail use, but the acquisition may benefit trail development.	10		
	F. Secondary Water Trail/Amenities: Acquisition of land where the primary result or intention is not for water trail use, but the acquisition may benefit water trail development.			
	G. Project will not acquire property for a trail or trail amenities.	0		
2)	Great Lakes Shoreline Public Access			
	A. Acquisition of land (or permanent public access easement) that contains Great Lakes shoreline that is located in a DNR-mapped "gap" area where there is a stretch of shoreline greater than 5 miles without public access.	50		
	B. Acquisition of land (or permanent public access easement) that contains Great Lakes shoreline that is not located in a mapped "gap" area but increases public access to the great lakes shoreline.	30		
	C. Acquisition of land that does not contain Great Lakes shoreline.	0	0	0
3)	Wildlife Habitat and Hunting Access			
	Part A. Winter Deer Yards			

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I. Acquisition of functioning winter thermal cover (does not require habitat management) within the core of a DNR-identified winter deeryard. Documentation such as a letter from the DNR or planning document was provided for confirmation of DNR-identified winter deer yard.	50			
II. Acquisition of lowland within a DNR-identified winter deeryard that requires habitat management to become fully functioning winter thermal cover. Documentation such as a letter from the DNR or planning document was provided for confirmation of DNR-identified winter deer yard.	30			
III. Acquisition of uplands immediately adjacent to a DNR-identified winter deeryard, i.e., land containing habitat that supports deer in the deeryard. Documentation such as a letter from the DNR or planning document was provided for confirmation of DNR-identified winter deer yard.	10			
IV. Acquisition of land that is not a deeryard or does not contain habitat that supports deer in a deeryard.	0	0	0	
<b>Part B. Wildlife Corridors and Natural Area Buffers</b>				
I. Corridor – The acquisition provides a connection between at least two existing protected properties sufficient for wildlife passage. Buffer - The acquisition provides a complete connection on at least one entire side of an existing protected property and documentation was provided as follows: <ul style="list-style-type: none"> <li>• A website link or relevant pages of a well-documented Land Management Plan.</li> <li>• Existing property is already permanently protected through public or land conservancy ownership (either fee ownership or permanent easement).</li> <li>• Commitment from applicant to continue to manage the acquired land in coordination with the landowners of the existing protected property for its wildlife/ecological values and with appropriate public access and recreation. Commitment can be in the form of a letter, resolution or similar document.</li> <li>• Expert documentation of wildlife/ecological values of existing protected property and proposed acquisition site.</li> </ul>	50			
II. The acquisition provides a connection to at least a portion of an existing protected property significant enough to provide a buffer and documentation was provided as follows: <ul style="list-style-type: none"> <li>• A website link or relevant pages of a well-documented Land Management Plan.</li> <li>• Existing property is already permanently protected through public or land conservancy ownership (either fee ownership or permanent easement).</li> <li>• Commitment from applicant to continue to manage the</li> </ul>	30			

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acquired land in coordination with the landowners of the existing protected property for its wildlife/ecological values and with appropriate public access and recreation. Commitment can be in the form of a letter, resolution or similar document.

• Expert documentation of wildlife/ecological values of existing protected property and proposed acquisition site.

III. The proposed acquisition does not adjoin an existing protected property or does not provide a connection that provides an effective buffer or wildlife corridor or sufficient documentation was not provided to give corridor or buffer points.	0	0	0
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**Part C: Hunting Access**

The acquisition provides a new dedicated hunting area in a location of the state that has been identified as lacking in hunting opportunity acreage per the DNR's Managed Public Land Strategy. Eligible projects will involve 500 or more acres of land in one of the strategy zone OR, if less than 500 acres, are in a strategy zone and located where it is reasonable to conclude that the area can grow to 500+ acres in the future.	50		
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The proposed acquisition does not provide a new dedicated hunting area in an area lacking hunting acreage or not enough documentation was provided to give points.	0	0	0
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4) Urban Areas (parks within the urban boundaries defined by the U.S. Census Bureau):	N/A		
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A. Park is within the political boundaries of a core city or inner ring city for a Metropolitan Statistical Area.	50	50	50
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B. Park is within the Urbanized Area for a Metropolitan Statistical Area	40		
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C. Park is within the political boundaries of a core city for a Micropolitan Statistical Area.	30		
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D. Park is within an Urban Cluster--areas surrounding the core city of a Micropolitan Statistical Area or other, smaller communities defined as Urban Clusters.	20		
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E. Park is not within any type of Urban Area	0		
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Urban Area in which the project is located:		Lansing-East Lansing MSA	
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Maximum Points for Priority Project Criteria = 50 Total Points (highest score from 1, 2, 3, or 4)	50	50	50
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**Board Priority Comments to Applicant:**

TRAILS: Regional trail head for MSU to Lake Lansing Rd. Trail, maps provided. Narrative states parking lot, bike rack, etc. will be developed. Concept plan showing this would be helpful.

CORRIDOR: While the property has two adjacent sites to the park, offices make up one side and the area is not significant enough to serve as a wildlife corridor and/or buffer.

Maximum Points Possible = 550 Total Application Points		290	310
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**General Comments to Applicant:**

## LuAnn Maisner

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**From:** Teresa DeLisle <tdelisle@gmail.com>  
**Sent:** Tuesday, November 5, 2019 1:11 PM  
**To:** LuAnn Maisner  
**Cc:** sarodger@yahoo.com, kris.clone@gmail.com, information@ccc@gmail.com, Bob Cooper, danelledawn@gmail.com  
**Subject:** Eastgate Park - Youth Cycling  
**Attachments:** Eastgate Park - Project Markup.png

Hi LuAnn!

I hope that you had an excellent summer! We're already thinking about next year's projects at the park and a group of us are working to start a youth mountain biking program in the Lansing area next summer (Capital Youth Cycling - CYC). This would be something similar to the 906 Adventure Team <https://906adventureteam.com/> in the Marquette area. The emphasis would be on experiencing nature, healthy lifestyle, resilience, and community. We plan to start with a maximum group size of around 40 kids with at least a 5 to 1 child to adult ratio, ages 5-17. We plan to have coaches trained in mountain bike instruction and cpr/first aid certified.

We would love to utilize Eastgate park as the base location for this program. We are currently working on our non-profit corporation/ 501c3 paperwork and working with contacts at successful youth cycling programs to make sure that we are organized and ready to go next year. Are there any specific permissions/permits needed to use the park in this way? Is there someone we should work with in the recreation area for this?

Additionally, we were wondering if it would be possible to construct a short singletrack loop around the perimeter of Eastgate park. This would not cross the bridge and be contained within the park. This would allow for a trail riding experience in addition to the pump track and skills area within the park. I've attached a marked-up image for where we were thinking of building this along with a possible strider/ youth pump track.

I would be happy to set up a meeting and/or present at Park Commission meeting if that would help everyone understand what we've done and plan to do at Eastgate. We really appreciate the continued support and look forward to expanding the utilization of Eastgate.

Thank you!

Teresa DeLisle and the CYC Team



# Eastgate Park

## Pump Track, Dirt Jumps, and Skills Course Update

4203 S. Meridian Rd  
Okemos, MI 48864



**Meeting July 10, 2019 at 4:00pm**

LuAnn Maisner, Director of Meridian Township Parks and Recreation

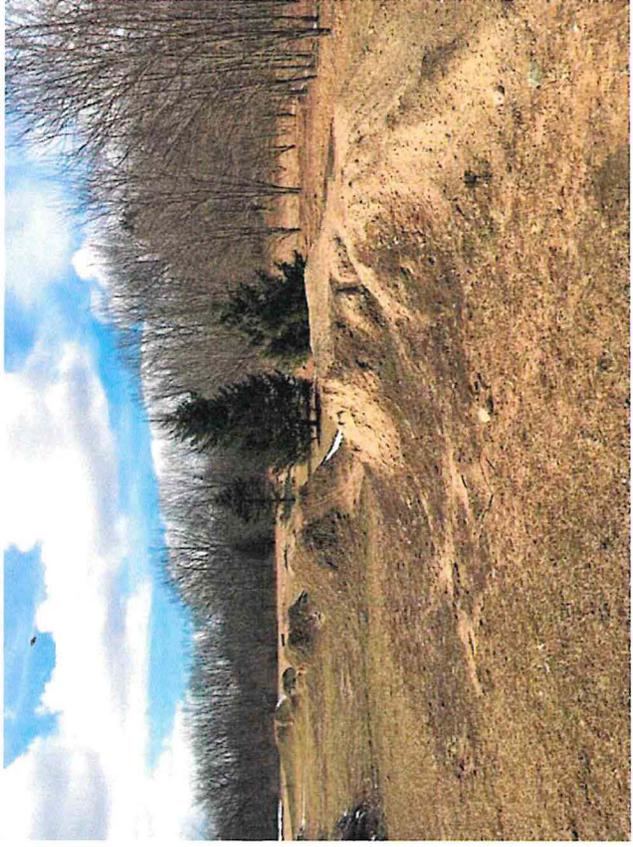
Teresa DeLisle, Resident of Meridian Township and Member of MMMBA

Steve Rodgers, Member of MMMBA

Evan Wills, Community Member/ MMMBA



**Eastgate Park March 2018—Before Improvements**





# Eastgate Park 2019

Added rock garden, "skinny" features, intermediate jump line, advanced "drop" feature and improved pump track berms and rollers.





B320



B321



B322



B323



B400



B401



B402



B403



B404



B405



B406



B407



B408



B409



B410



B411



B412



B413



B414



B415



B501



B503



B504



B505



B507



B506



B508



B600



B601



B609



B605



B604



B610



B611



B612



B614



B614



B602



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B100



B102



B101



B103



B150



B151



B152



B153



B154



B155



B156



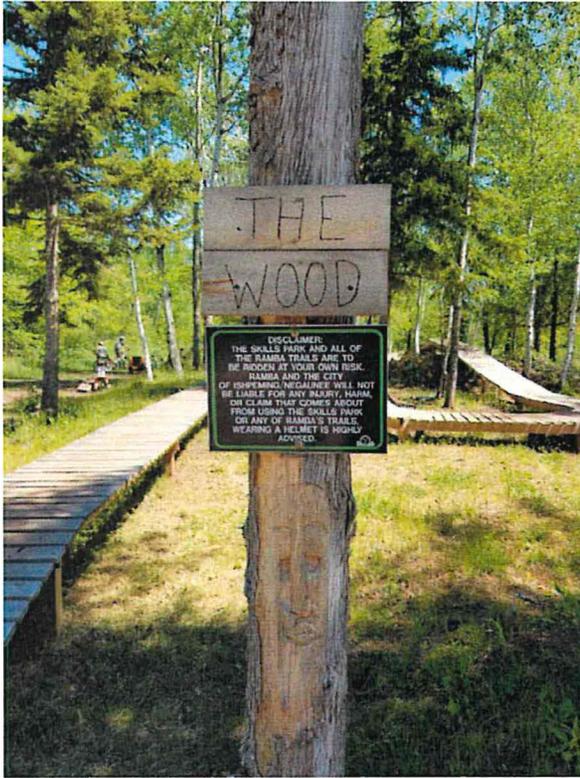
B157

## Example Signage

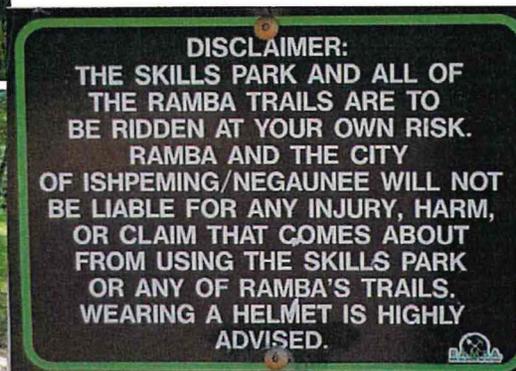
<http://www.inter-mtn.com/>

Discussed the "Drop" Signage as well as skill level directional signage. Additionally, instructional and disclaimer signage would be helpful.

# Range Mountain Bike Club—RAMBA (Negaunee/Ishpeming, MI)



**Skills Area and Strider Course**



**Example disclaimer signage and strider course that we would like to put in.**

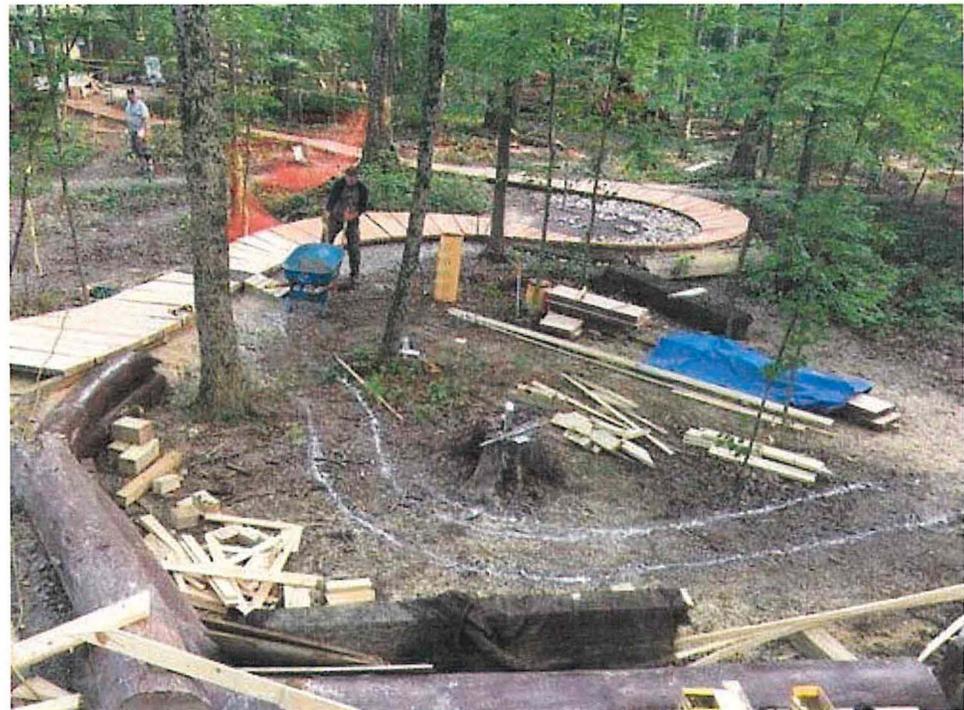


# Gnomewood-COMBO (Galena, OH)

<http://www.combomt.com/gnomewood>



Example of a public skills park. The MMMBA is looking to install one modeled after this at Fulton Park in Lansing, MI. This would also include starting a "dirt school" program for people of all ages to receive instruction on biking.





We plan to build additional rock features, perform maintenance on the jump line, design and construct a platform for “dropping in” as well as possibly installing wooden ramps on the front of the jumps to reduce on-going maintenance and provide a consistent experience.



#### **Items needed**

#### ***Possible township help:***

Dirt, dirt and more dirt.

Rain water collection for ongoing maintenance

Signage

Lawn mowing

#### ***Donation/ crowd sourcing:***

Wood

Dirt moving equipment for work days





The aerial images show existing footprint (in-progress image on the left). We would like to look at putting in the strider track in the currently unmaintained space to the north or extending west.



**Contact information:**

**Teresa DeLisle**

4444 Dobie Rd,

Okemos, MI 48864

517-303-0875

tldelisle@gmail.com

**Mid-Michigan Mountain Bike  
Association**

mmmba.org

[https://www.facebook.com/  
mmmba.org/](https://www.facebook.com/mmmba.org/)



**MID-MICHIGAN  
MOUNTAIN BIKING  
ASSOCIATION**

President: Nancy Jungkans

Vice President: Holly Taylor

Secretary: Nicole Cottom