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Great Lakes Park Training Institute

Pokagon State Park · Angola · Indiana
February Twenty Seventh — March Second, Two Thousand Seventeen
INTRODUCTION

Participants from the Great Lakes Region gathered in Indiana’s Pokagon State Park February 27-March 2, 2017 to attend this annual event. The Institute is historically significant. In the mid-1940s, amidst the rapid growth of park districts, state parks, and recreation departments throughout the Midwest, an awareness of the need for a professional training program arose. At the invitation of Dr. Garrett Eppley at Indiana University, the summer of 1946 ushered in a meeting of representatives from Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin. Dr. Eppley proposed an educational institute to include general sessions and detailed workshops. The group supported the idea and arranged for a pilot program in late 1946. A total of 116 delegates attended the pilot program held at McCormick’s Creek State Park in Indiana. The pilot was a huge success and provided much service to those departments in attendance.

The representatives met again, this time adopting the name Great Lakes Park Training Institute, and agreed to continue the program. Throughout the years, the program has been polished and tailored to become what it is today.

The Eppley Institute for Parks and Public Lands at Indiana University administers GLPTI in its current format. Eppley Institute personnel staff GLPTI and work with the Board of Regents to conduct the event.

This document contains the proceedings of the 2017 Institute. Session information has been provided for all speakers who submitted the information to the Great Lakes Park Training Institute. This document also records who was involved in organizing the event and feature images of the proceedings taken by Institute staff. Like in 2016, no PowerPoint information will be shared. This change will be permanent to ensure that the Institute does not print copyrighted materials that were incorrectly used by speakers in their presentations.
2017 Great Lakes Park Training Institute Board of Regents

The Board of Regents assist with the programming, objectives, curricula, and related issues that should be addressed by the Great Lakes Park Training Institute. Board members maintain the highest possible knowledge of industry and professional trends; state and constituency needs for development and training; and practical and professional leadership needs for park operations and management activities. The 2017 Board of Regents consists of the following individuals:

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2017 Great Lakes Park Training Institute Trustees

The Great Lakes Park Training Institute Trustees include individuals who have retired from the Board of Regents and wish to continue their involvement in the Great Lakes Park Training Institute. This involvement includes assisting with sessions, offering advice, and serving on committees as needed. Current Trustees are listed below.

Ted Bohman Pokagon State Park, Indiana
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Evelyn Kirkwood St. Joseph County Parks, Indiana
Dan Otto Schaumburg Park District
Jerry Pagac Champaign County Forest Preserve District (Retired), Illinois
Allen Patterson Hamilton County Parks and Recreation Department, Indiana
Monday, February 27, 2017

1:00 PM – 3:15 PM   Workshops

**Tailoring Park Experiences to School Curriculum** Crooked Lake
Environmental Education Track

- Luke Ogonek (Inreach Coordinator, Parky’s Farm, Great Parks of Hamilton County)
- Ellen Meehan (Inreach Teacher, Parky’s Farm, Great Parks of Hamilton County)

Twenty-five years ago, Great Parks of Hamilton County expanded its traditional naturalist programming and environmental education to include a specialized program at Parky’s Farm, a facility that focuses on agricultural and environmental education. Parky’s Farm lessons are built around state standards and over the years have evolved in order to remain current with the major tenets of the state’s core science curriculum. In this interactive session, attendees will discuss why curriculum-based standards are important for parks and recreation facilities and develop strategies for using curriculum-based programming to enhance their current program offerings.

**Tree Takedown!** Lake James
Maintenance Track

- Brady Givens (Property Manager, IN DNR-Fort Harrison State Park)
- Jeff Cummings (Interpretive Naturalist, IN DNR-Fort Harrison State Park)
- Seth Hamblin (Laborer 3, IN DNR-Pokagon State Park)

DNR staff from around Indiana are back this year with more tips for managing timber resources. This session will include classroom instruction followed by hands-on practice of the procedures and techniques discussed. Participants will have the opportunity to go out into the park to try out the tools used for timber removal. The session will also cover general directional felling techniques and tips, safety procedures for equipment operation and tree felling, and the maintenance and troubleshooting of equipment in the field.

Maintenance & Resource Management Tracks

- Ken Kutksa (Executive Director, International Playground Safety Institute, Inc.)
- Tom Kalousek (Retired Executive Director, Winnebago County Forest Preserve District)

The American Society for Testing and Materials (ASTM F1487) standards for public playgrounds was recently updated in late 2016. The presenters will cover new ASTM standards, identify changes in the ASTM standards that affect the maintenance and management of your play-ground, and cover the basics of conducting a hazard/risk assessment while encountering play-ground maintenance issues.
Monday, February 27, 2017 (Continued)

3:30 PM – 5:00 PM   General Session

Next Century for Parks Lake James
  • Steve Wolter (Executive Director, Eppley Institute for Parks and Public Lands)

Many parks systems in our nation celebrated or are nearing their 100th anniversary. What will our national, state, and local parks become over the next century? This session explores trends, demands, and changes that are anticipated to shape parks, and discuss possible changes to agency mission and services.

6:30 PM     Toboggan Run Contest and Social!

Teams of four competed for two prizes at Pokagon State Park’s famous toboggan run: highest team speed and best team costume. The competition was viewed from the toboggan run’s spacious warming station.
Tuesday, February 28, 2017

8:15 AM – 9:45 AM  General Session and Announcements

Putting the “There” in Park Design  Lake James
Resource Management Track
  • Steve Kolwicz (Principal, POD Design)
  • Jim Dziatkowicz (Principal, POD Design)

Landscape architects work hard to provide users with great experiences. But what does a great experience look and feel like? How do you go about creating a space that provides a great experience? Site designers argue that design should extend beyond just the simplest solution, while administrators strive for practicality, functionality, and financial resourcefulness. In this session, the presenters will share insights and examples that show how participants can achieve richness in site design experiences using history, conservation, wellness, and education combined with creative character and usability.

10:00 AM – 11:30 AM  Concurrent Sessions

Parks, the Past, and Preservation: Managing Historic Structures  Crooked Lake
Maintenance & Resource Management Tracks
  • Dennis Delor (Special Event, Marketing, & Parks Historian, St. Clair County Parks and Recreation Commission)

Aging buildings can be a burden to your park budget if your agency is not prepared. They can also be the crown jewel of your park. In this session, discover ways to tackle preservation with a plan. The presenter will provide information on the benefits and pitfalls of historic preservation in parks and share examples of successful projects. Attendees will discover the difference between restoration, renovation, and rehabilitation as they identify ways to integrate historic structures into recreational landscapes and learn more about their benefits in place-making.

Park Operations and Maintenance: Why Does a Work Order Matter?  Lake James
Maintenance Track
  • Elayne Hudson (Enterprise Applications Engineer, Dude Solutions, Inc.)
  • Marissa Lambert (Senior Account Representative, Dude Solutions, Inc.)

This session will identify some of the many challenges facing parks agencies today and demonstrate how a computerized maintenance management system (CMMS) can help attenuate these challenges. Specifically, the presenters will address how CMMS can positively affect an agency’s risk management/liability, staff and community members, and bottom line.
GLPTI Proceedings 2017

Tuesday, February 28, 2017 (Continued)

Great Lakes Waves and Currents: Forecasting, Observation, and Collaboration
Jimmerson Lake
Resource Management Track

- Megan Dodson (Meteorologist, Marine/Beach Hazards Program, NOAA National Weather Service, Northern IN Forecast Office)
- Michelle Caldwell (Lake Michigan Beaches Program Coordinator, Indiana Department of Environmental Management (IDEM))
- Leslie Dorworth (Aquatic Ecology Extension Specialist, Illinois-Indiana Sea Grant/Purdue University Northwest)

Anyone who lifeguards or manages a Great Lakes beach understands the dangers waves and currents pose to beachgoers, both tourists and locals alike. Since 2002, dangerous currents and waves have caused nearly 200 fatalities and at least 300 rescues on the Great Lakes. This interactive session will give participants a deeper understanding of how, where, when, and why dangerous currents form and who the common victims are. Participants will learn how to use National Weather Service Beach Forecasts and Beach Hazards Statements for situational awareness and get a behind the scenes look at what goes into making the forecast. Other components of water safety that will be covered in this session include beach water quality testing and public notification, as well as efforts made by a group to educate the public on water safety and provide free rescue equipment to public beach managers. This session will give examples of how participants can collaborate with the National Weather Service and other water safety groups to create a culture of water safety at their beach and across the Great Lakes.

1:00 PM – 2:00 PM    Concurrent Sessions (Repeated at 2:15 PM)

Planning a Park Anniversary from the Ground Up
Crooked Lake
Resource Management Track

- Ginger Murphy (Deputy Director for Stewardship, Indiana State Parks)
- Evie Kirkwood (Director, St. Joseph County Parks)

Celebrations of significant anniversaries in city, county, and state parks are a great opportunity to remind park users of your history, talk about your present activities and challenges, and plan for the future. This session will provide insight into the centennial celebration of Indiana State Parks in 2016 and the fiftieth anniversary of St. Joseph County Parks in the same year. Participants will learn about how these events helped visitors better understand each agency, its resources, its programs, and its potential; participants will also explore how and why they might plan such events for their own agencies.

Drones in Parks: Sinister or Amazing?
Lake James
Maintenance & Resource Management Track

- Scott Black (IndyHobbies.com)
- Tony Stillman (Academy of Model Aeronautics)

Radio control aircraft have been used by government and military operations, scientists, and serious hobbyists for many years. New “drone” technology, however, means that nearly anyone can purchase and use one of these highly complex flying machines inexpensively and without any flight or safety training. While most pilots realize that they control a potentially dangerous machine that can hurt people, property, or privacy, others see their drones as giant toys and your park airspace as their personal playground. In this session, the presenters will introduce attendees to drones, their use, and relevant concerns for park staff.
Tuesday, February 28, 2017 (Continued)

**Art in the Wild Jimmerson Lake**

**Environmental Education Track**

- Kerri Miles (Environmental Education Supervisor, City of Kettering Parks, Recreation & Cultural Arts)
- Shayna McConville (Division Manager of Cultural Arts, City of Kettering Parks, Recreation & Cultural Arts)

In this session, participants will learn about how the Rosewood Art Center and the Habitat Environmental Center have collaborated to create classes and programs that combine art and nature for their community members. Through spring and summer break “Art in the Wild” camps and their new mobile “Kaleidoscope” program, the staff of Kettering Parks, Recreation, and Cultural Arts connect nature and the arts. Attendees will participate in a mini Art in the Wild session where they will learn about a nature topic and create art based on the same topic. Attendees will also practice writing a lesson plan that combines environmental education and the arts.

“I’m a supervisor...help me!” Roundtable Discussion Stillwater Lounge

**Supervision Track**

- Jim Eby (Capital Projects Manager, Batavia Park District)

What challenges do new supervisors face? Do others face the same issues? What strategies have other supervisors found that really work? The purpose of this session is not only to create opportunities for parks professionals new to supervision to talk with one another but also to reassure them that they are not alone in the struggle to become an effective supervisor and to help them make contacts upon whom they can rely throughout their careers.

3:30 PM – 5:00 PM General Session and Announcements

**Cities and Parks for Health Lake James**

- Gil (Guillermo) Penalosa, MBA, PhDhc, CSP
  Founder and Chair of the Board, 8 80 Cities
  Chair of the Board, World Urban Parks

World renowned community planning expert and chair of the board of World Urban Parks, Gil Penalosa, is passionate about cities where all people can thrive. A strong advocate for healthy communities, Gil has successfully led the design and development of over 200 parks in over 200 different cities across six continents. Gil will share his passion and perspective for creating vibrant cities and healthy communities for everyone, regardless of age, gender, and social, economic, or ethnic background. The presentation will focus on the design and use of parks and streets as great public places and on sustainable mobility—walking, riding bicycles, using public transit, and new uses of cars.
The Great Lakes Park Training Institute honored the top professionals, programs, and facilities in the Midwest during its annual awards reception on February 28, 2017 at Indiana’s Pokagon State Park. The Institute acknowledged the 2017 winners of the Garrett G. Eppley Scholarship; the Park, Facility, and Recreation Program Awards; and the Richard Lawson Award for Professional Excellence. The Institute also recognized Indiana State Parks for their Centennial. The awards were presented by Brandt Baughman (Institute Chair), Stephen A. Wolter (Institute Director), and Jim O’Brien (Awards Committee Chair).

Garrett G. Eppley Scholarships

Two individuals were awarded Garrett G. Eppley Scholarships to attend the Institute. Named after Dr. Garrett Eppley, the scholarships cover GLPTI registration fees for up-and-coming park professionals in exchange for five volunteer hours during the event. The 2017 scholarship winners are Leah Frenzel, and Steve Kulesza.
Park, Facility, and Recreation Program Awards

The Institute issued six Park, Facility, and Recreation Program awards in 2017. The first award went to Carmel Clay Parks & Recreation for the Central Park West Commons. Even before its official opening, West Commons was a popular destination for families, welcoming hundreds of visitors on any given day. The playground is nestled and integrated within a hill, masking its true magnitude and facilitating accessible play at higher elevations. Next to the playground is a colorful splash pad, imitating plants and critter from the adjacent prairie. An onsite well supplies water for the splash pad and restrooms, reducing long-term operating costs. Created wetlands collect the runoff from the splash pad and site, using vegetation to cleanse the water before releasing it into the lagoon, ultimately recharging the well.

Michael Allen, Park Maintenance Director, accepted the award on behalf of Carmel Clay Parks & Recreation

The Institute presented the second Park, Facility, and Recreation Program award to Chicago Park District for their 39th Street Biodiesel Fueling Facility. In spring of 2011, the Chicago Park District repurposed a former underutilized City of Chicago fleet fueling site. CPD re-installed new tanks and a dispensing system for the delivery of diesel and biodiesel blends to its central lakefront regional fleet and mowing units.

Brenden Daley, Director of Strategy & Sustainability, accepted the award on behalf of Chicago Park District.
The Institute presented the third Park, Facility, and Recreation Program award to Five Rivers Metroparks for the Barbara Cox Center for Sustainable Horticulture. To further Five Rivers MetroParks’ mission to protect the region’s natural heritage, the Barbara Cox Center for Sustainable Horticulture (BCCSH) was created to facilitate MetroParks’ reforestation efforts and engage the community with hands-on learning experiences that promote sustainability.

Beth Redden, Chief of Philanthropy, and Russ Edgington, Regional Park Manager, accepted the award on behalf of Five Rivers Metroparks.

The Institute presented the fourth Park, Facility, and Recreation Program award to McHenry County Conservation District for The Tryon Creek Woods Land Protection Partnership. Tryon Creek Woods Land Protection Project brought together a diverse partnership that included a public agency, a nonprofit land trust, two nonprofit foundations, and two private landowners to save sixty acres of old growth oaks, a headwater stream, and its adjoining streamside wetlands.

The Institute presented the fifth Park, Facility, and Recreation Program award to St. Joseph County Parks and the University of Notre Dame Environmental Change Initiative for ND-Linked Environmental Ecosystem Facility at St. Patrick’s County Park. A globally unique research facility featuring constructed watersheds (streams, ponds, wetlands) that bridge the gap between “field” and “lab” settings, furthering the knowledge of ecosystems and providing a venue to share the passion and purpose of science with the public.

Evie Kirkwood, St. Joseph County Parks Director, and Brett Peters, ND-LEEF Assistant Director, accepted the award on behalf of St. Joseph County Parks and the University of Notre Dame Environmental Change Initiative, respectively.
The Institute presented the sixth **Park, Facility, and Recreation Program** award to Vigo County Parks and Recreation Department for their Plug into Nature program. The Vigo County Public Library and Vigo County Parks and Recreation Department joined together to offer Nature Play Days. Parents and children loved getting dirty during fort building, creating mud pies, and exploring nature through a scavenger hunt.

Amber Slaughterbeck, Naturalist, accepted the award on behalf of Vigo County Parks and Recreation Department.

**Richard Lawson Award for Professional Excellence**

The Institute’s highest individual honor is the **Richard Lawson Award for Professional Excellence**. The Lawson Award is given annually to individuals who exemplify continued and significant contributions to the parks and recreation profession in the Great Lakes region. The 2017 Lawson Award winner is Steve Madewell.

Steve Madewell (center), winner of the 2017 Richard Lawson Award for Professional Excellence.
Indiana State Parks Centennial Recognition

Indiana State Parks celebrated their centennial in 2016. The employees of Indiana State Parks were recognized at the Institute for this accomplishment.

Karen Hinton (Indiana State Park Inns & Concessions), Steve Lemen (South Region Supervisor), Ted Bohman (Property Manager - Pokagon State Park), Ginger Murphy (Deputy Director of Stewardship), Dan Bortner (Director of State Parks), and Carl Lindell (North Region Supervisor) accepted the award on behalf of Indiana Department of Natural Resources - State Parks & Reservoirs.
Wednesday, March 1, 2017

8:15 AM - 9:45 AM       General Session and Announcements

**Sustainable Park Management** Lake James
**Maintenance & Resource Management Tracks**
  - Brendan Daley (Director of Strategy & Sustainability, Chicago Park District)

While park agencies are definitely about recreation, conservation is also important. This session explores sustainable operations and practices in park management. The presenter will share strategies for creating a culture of sustainability throughout a park agency/district as well as practical examples like cost benefit analysis and green operations. The session will also address procurement, land management, and building operations. Learn how to identify champions in your community to assist with sustainability and become a change agent within your organization!

10:00 AM - 11:30 AM     Concurrent Sessions

**Coyotes, Rattlesnakes, and Other Illusions of Reality: Where Do We Begin?** Crooked Lake
**Environmental Education Track**
  - Jonathan Schechter (Nature Education Writer, Oakland County Government)

The not-so-elusive Eastern Coyote and the Eastern Massasauga Rattlesnake are just two of the Great Lakes region's creatures that can quickly transform into monsters, thanks to media myths, Facebook fallacies, and a lack of accessible, accurate information. These "illusions of reality" can lead to anxiety for park patrons and professionals alike. This interactive presentation will address elements of visitor education—including creative interpretation, eye-catching flyers, and accessible science-based information—that are critical for alleviating this anxiety and creating a situation that benefits visitors, park staff, and wildlife. The presenter will also share hazing techniques for inquisitive coyotes in your agency/district.

**Prescribed Fire Planning, Techniques, and Goals** Lake James
**Maintenance & Resource Management Tracks**
  - Nate Orsburn (Acting Assistant Fire Management Officer, NPS-Indiana Dunes National Lakeshore)
  - Neal Mulconrey (Biological Science Technician, NPS-Indiana Dunes National Lakeshore)

The presenters bring to this session advanced knowledge of prescribed burn planning, ignition and holding techniques, firing methods, equipment use, different fuel types (e.g., prairie versus oak savanna), time tables, and adaptive management. The presentation will include methods of prescriptive fire planning and multiple ignition strategies. Attendees will leave the session with an increased awareness of the various types of relevant equipment and safety procedures and a greater understanding of how strategies impact ecosystems.

**Training Part-Time and Seasonal Employees - From Carousel to Confidence** Jimmerson Lake
**Supervision Track**
  - Ryan Davis (Division Manager of Business Services, Kettering Parks, Recreation and Cultural Arts)

Hopefully most of our parks and recreation facilities are in compliance with the ADA standards. Training is at the core of successful organizations, yet in a world where our workforce is often made up of a majority of part-time, seasonal or temporary workers, training is often the first thing that doesn’t get done. Explore why training matters so much, develop methods to train staff and most importantly how to balance the time required to train with the impact training can have on the organization and the individuals involved.
Wednesday, March 1, 2017 (Continued)

1:00 PM – 2:00 PM   Concurrent Sessions (Repeated at 2:15 PM)

**Controlling Invasive Plants in Natural Areas** Crooked Lake
*Maintenance & Resource Management Tracks*
- Derek Nimetz (Ecologist, Indiana Department of Natural Resources, Division of Nature Preserves)

Invasive plant species can greatly impact natural areas and park property. In this session, the presenter will briefly discuss problems caused by invasive plant species and then focus on providing guidance to property managers on how to address invasive plant species within natural areas. The presenter will discuss the prioritization of invasive plant management and how to determine methods for controlling invasive plant species.

**Come Out and Play (COAP): Connecting Communities to Parks through Outdoor Play** Lake James
*Environmental Education Track*
- Kari Woloszyk (Operations Director, Michigan Recreation and Parks Association)

In December 2014, mParks was awarded a $1.1 million grant aimed at improving the health of Michigan youth, families, and seniors by connecting them with accessible, affordable spaces to be physically active. With the help of the Michigan Health Endowment Fund, mParks used this grant to create an evidence-based curriculum (“Come Out and Play,” or COAP) while also working to change public perception of parks and trails from that of simple recreation spaces to places to get fit. This session will cover the development and implementation of COAP, the tools used to assess participants’ pre- and post-program fitness, and the statistically significant results yielded by mParks’s efforts.

**Implementing a Hazardous Tree Program within Your Organization** Jimmerson Lake
*Maintenance Track*
- Mike Evanoff (PRD Safety Program Coordinator, Parks and Recreation Division)

In this session, participants will learn about the three-tree classification (H, M, L Hazards). The presenter will discuss the characteristics of healthy and failing trees and describe areas in parks where hazard tree targets are likely to be found. By the end of the session, participants will understand the documents used to record tree assessments, be familiar with the various tools that they can use to assess trees and eliminate hazards, and know how to train their staff to be hazardous tree assessors.

**HR Secrets that Supervisors Should Know** Stillwater Lounge
*Supervision Track*
- Nancy Aldrich (Superintendent of Human Resources, Arlington Heights Park District)

When it comes to HR, most managers and supervisors want to be hands-off, leaving potentially touchy issues to their agency’s HR professional. But the reality is that all managers and supervisors have HR roles to play as part of their day-to-day job duties. Do you know what your HR roles are? Are you good at hiring staff? Do you know what staff can and can’t do on social media? Are you comfortable having difficult conversations with your employees? In this interactive session, the presenter and attendees will discuss the most common HR duties that managerial staff assume, including interviewing prospective employees and disciplining staff. Attendees will learn some of the key HR secrets that can make them more effective and confident leaders and managers.
Wednesday, March 1, 2017 (Continued)

3:30 PM - 5:00 PM   General Session and Announcements

Planning Backwards: A Long-term Vision for Your Park System Lake James
• Steve Madewell (Executive Director, Metro Parks of the Toledo Area)

In this session, participants are asked to dream big! Madewell discourages parks and rec professionals from planning in two or three year increments and instead encourages participants to imagine their district/agency in 20 years, at the top of its game. This presentation will include a discussion about the challenges and benefits of long-term planning and a series of questions to help participants turn their long-range goals into 10-year, five-year, and two-year plans, connected to their short-term strategic plans and budget cycles.

6:30 PM - 10:30 PM   Game Night!

Game Night provided attendees with the opportunity to relax, have fun, and make new friends. The Game Night kicked off in the Lake James Room with a buffet dinner and bar. The Gadgets Session began the programming portion of the event with games following. The 2017 Game Night was sponsored by Miracle Midwest and Sportsfields Inc.

Gadget Award

The Gadget Award is presented each year to the individual who invents or showcases the year’s most interesting/useful gadget during the Institute’s Gadget Session. This year’s winner was Jason Dunkel from Michigan State Parks. The award itself was created by last year’s winner, John Greene.
Thursday, March 2, 2017

8:15 AM - 9:15 AM  Workshops

**Herps and Their Use in Interpretation**  Crooked Lake
Environmental Education Track
- Jarrett Manek (Interpretive Naturalist, O’Bannon Woods State Park)

Park visitors love snakes and other herps—or not! The purpose of this session is to foster a better understanding of and appreciation for herps in our natural areas and will include information about using herps in interpretation, herp handling, and herp care, with a particular focus on snakes. The presenter is one of Indiana State Parks’ most respected experts in handling and teaching about snakes and other herps. This session will include live animals and opportunities for participants to handle them in ways that are safe for both the animals and participants.

**Recipe for “Sixcess”: Driving for Results in the Public Sector Using 5S Philosophies**  Lake James
Supervision Track
- Joe Fausnaugh, (Park Services Manager, Toledo Area Metroparks)

Find out how Metroparks of the Toledo Area is using 5S philosophies in cross-functional teams, prioritization of projects, clearly articulated standards, and a systematic audit process to drive continuous improvement and employee ownership of their new “Sixcess” program.

**Social Trails and Visitor Use Damage**  Jimmerson Lake
Maintenance Track
- Gia Wagner (Branch Chief, Natural Resources, Indiana Dunes National Lakeshore)
- Mickey Rea (Assistant Property Manager, Indiana Dunes State Park)

This session offers park managers a chance to learn from Indiana Dunes National Lakeshore’s four-year battle to keep visitors from inadvertently damaging rare habitats and plants. The presenter will describe the costs of visitor use damage (that is, social trails), focusing on damage to both the resource itself and the park’s limited personnel. The presentation will include lessons learned, what has worked well, and the site’s plans for the future.

10:00 AM – 11:30 PM  General Session

**Servant Leadership - Leadership from Within**  Lake James
- William Roche (Senior Program Manager - Strategic Planning & Research, The Eppley Institute for Parks and Public Lands)

Professionals do not have to be in a leadership position to demonstrate leadership within the organization. Everyone has witnessed many forms of leadership, been subjected to some, and perhaps benefitted from others. A general perception exists that a ‘Command and Control’ to ‘Charismatic’ leadership style is required to an achiever. The session offers a different perspective, one in which an individual can simultaneously enrichen the lives of others while making great advancements for the organization.
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