



2021 - 22 MRPA Board & Council First Quarter Report: April – June 2021

Executive Director and MRPA Office Reports- *Executive Director is the Managing Director of MRPA who reports to the Executive Board. Responsible for designing, developing and implementing strategic plans in collaboration with the Executive Board. Supervises operations of the MRPA Office and staff*

Chuck Montrie, Executive Director
Adrienne Varieur, Office Manager
Armeana Street, Members Services Associate

- No Report.

Executive Board Reports- Elected Officers of MRPA. Responsible for the overall business of the Association, as well as oversight of the MRPA Office (Executive Director and Staff).

President- Terri Hilton

- Initial meetings and follow up meetings have been had with all Board and Council members to outline plans and goals for the year.
- The executive board has met twice, 4/30/21 and 6/25/21 and the council met once on 5/4/21.
- The board voted to move the annual conference to the Clarion for 2023 due to the Princess Royale converting their exhibit hall into a miniature golf course. The exhibit hall at the Princess will now be around the pool area in their natatorium, not placing our exhibit hall in an idea location.
- Welcome new committee members, Iyana Moore and Edwin Rivera to lead our social media efforts, and Jenny Morgan and Eugenia Mercer to lead our corporate development committee.
- The MRPA Community Connection Facebook page is up and running and available for you to ask questions from peers, post jobs, programs, and events.
- The crab feast portion of the Summer General Membership Meeting is dedicated to Mike Brett, past MRPA President, retired coworker from MNCPPC, and friend to all. Mike passed away in November of 2020 and his wife, Chris Brett, thought the crab feast would be a perfect dedication. Mike loved the crab feast and loved taking a day out of a busy summer to spend it with friends and colleagues to crack some crabs. Rest in Peace Mike.
- The 2021 Summer General Membership Meeting is our first in person event since March of 2019. We welcome everyone back together again

President Elect- Nancy Pfeffer

- Working on The Shrimp & Bull roast scheduled for November 5, 2021 at the Laurel Beltsville Senior Center
- Working on donations for silent auction for showcase awards
- Helping out with conference
- Getting speakers for Summer general membership and Fall general membership meetings.

Past President- John Nissel

- No Report

Vice President- Jessica E. Cook-Thomas

- Researched and solicited location and speaker for proposed Winter GMM (January 19, 2022)
- Volunteered for the Leadership Institute I Committee

Treasurer - Cortney Weinstock; Treasurer Elect- Julija Sajauskas

- Investment Account: MRPA currently holds \$996, 411 in all investment accounts which is up \$169,119 from same month in 2020.
- Operating Accounts (Checking): MRPA currently holds \$85,400 in checking accounts which is down \$94,032 from same month in 2020.

Treasurer - Cortney Weinstock; Treasurer Elect- Julija Sajauskas (continued)

- Difference between all accounts from 2020 to 2021 is \$68,950 to the good; however, MRPA income from Jan-June 2021 (\$128,649 – graph below) is less than total amount of expenses during same time frame (\$196,069) which leaves a deficit of \$67,420. A deficit of \$120,000 by end of 2021 was anticipated but we are working to reduce this.
- Additional revenue streams are being discussed via all committees to include but not limited to:
 - Ticket Sales
 - Membership Fees
 - Fishing (and potentially Pickleball) Tournament(s)
 - Opportunities generated through the Corporate Development Committee
 - Additional Summits
 - Silent Auctions
 - 50/50 Raffles
 - Upcoming events (Bull & Oyster Roast)
 - Resource Fair(s)
 - Lottery Tickets

Treasurer + Treasurer Elect Update

- Cortney & Julija will be working to update the current job description for the positions to include components related to:
 - Creation of budget templates for each committee, event or program to use
 - Revenue goals attached to budget templates for each committee, event or program to reach in an effort to reduce the deficit and start to create a surplus
 - Attendance of the treasurer or treasurer elect to participate in each committee meeting

Secretary- Charlyn Simpson

- No Report.

PARC Branch (Park and Resource Conservation)- Angie Hummer, Chair

- Lynn and Brenda are leading an imagination playground tour on August 27. They have secured lunch for 30 people. Details will be sent out shortly. This will also be a PARC meeting date.
- Shelby is working on a tour of the Nassawango Creek Preserve. <https://www.nature.org/en-us/get-involved/how-to-help/places-we-protect/nassawango-creek-preserve/> We thought that if we offered CEUs we may get more participants. Shelby will contact the Nature Conservancy to see if we can get one of their members to lead a tour. There is also a possibility of a canoe trip. Shelby will contact Steve McCoy or Jeff Rurak for help with the CEU process. We are looking at a possible Sept 30 date. We can submit the tour/meeting date and work on CEUs later. We can always say CEUs pending.
- Lisa will be checking on Robinson Nature Center to see what we can do for a PLC related to Autism.
- Angie is working on a PLC for critical maintenance. Possibly October 26 date. Lynn suggested that Angie contact George Moxely for help facilitating the discussion or at least for ideas.
- There was a discussion about the July General Membership meeting only being open to those who paid the \$65 fee for the crabs. There is not a separate workshop fee. Those attending today's meeting all stated that they are not crab eaters and would not be attending the General membership meeting. Angie will submit report. The change in the structure to the General Membership meeting was due to COVID related restrictions. They needed to limit attendance for the place they will have the meeting. Poor internet/cell service will not allow for a virtual component.
- There was a discussion about awards and letting members know that the PARC branch has awards they give out at the annual conference in April. There seems to be a disconnect and many members do not know the awards exist. It was suggested that Angie send out a notification in October with the awards and criteria so people can start thinking about it. We seem to get the awards from the same agencies every year. This is the link from the 2020 awards, not sure when the link for the 2021 awards will be posted [.https://www.mrpanet.org/page/Awards2020](https://www.mrpanet.org/page/Awards2020)
- We had a discussion about fundraising .
 - Shannon suggested we look into Chick-fil-A or Panera Bread for the April Conference. Everyone stops to eat on the way down, so we can provide a code that will allow us to earn a few dollars when people order. <https://www.cfarestaurant.com/marketstreet/fundraising>
<https://fundraising.panerabread.com>
 - Lynn will check back with the people she knows in Elliott City for a fundraiser in October or January
 - Shelby will check with the brewery we went to this spring after our hike. I can't think of the name of it

RALS Branch (Recreation and Leisure Services)- Matt Purkins, Chair

- RALS Branch has scheduled two sports tournaments:
 - Co-ed Softball Aug. 28 & 29 at Reisterstown Regional Park
 - Flag Football with men's, women's and co-ed divisions October 9 & 10 at Eastern Regional Park.
- Working on a date for adult soccer tournament to be held at Montgomery Village.
- RALS will hold their Red Eye Social after the Summer General Membership meeting on July 21.

TR Branch (Therapeutic Recreation)- Joy Weir, Chair

- Since conference the Therapeutic Recreation Chair and Chair Elect met with the new MRPA President, President Elect, Vice President, Board Secretary, as well as MRPA Staff Executive Director and Office Manager on May 11th to catch up and have the chance to get to know each other. All were very supportive of our ideas and goals for the year and offered their assistance in any way they could help. It was nice to feel welcome and supported by all.
- Our first TR Branch meeting was held on May 27th with thirteen members in attendance via Zoom Conference. The branch is concentrating on offering a variety of trainings, PLC's, and workshops that will meet the criteria for those seeking CEU's for their CTRS certifications. A few of the ideas of interest include: programming for children with behavioral issues, working with Veteran organizations, Adapted Water Sports/Aquatics, Trauma Informed Care, and Programming for Seniors. All members present agreed they would still like to host the Mini Golf Tournament at next year's Conference.
- TR Branch Chair, Joy Weir, attended the Training and Education Committee Meeting on June 11th and discussed our ideas for providing Therapeutic Recreation trainings for the upcoming year. Great support and ideas were offered to help in this endeavor.

Committee Reports- Committee Chairs are members of the Executive Council. Each Committee report lists the Chair(s), a brief description, and the quarterly highlights.

Awards- Matt Purkins and Corey Smith, Co-Chairs

Recognizes members for a variety of MRPA and Branch awards; quarterly and at the MRPA Annual Conference. Evaluate and recommend changes to the awards as warranted.

- The MRPA Awards Committee will be at the Summer General Membership meeting to hand out Awards that were presented during the time we were virtual due to COVID.
- The MRPA Celebrating Excellence Awards Ceremony will be held on Thursday, October 21st from 11:30am-2pm at Newton White Mansion in Prince George's County. Be on the lookout for submission to open soon.

Finance- Michele Potter, Chair

Monitors MRPA's long-range financial plan, advises the Board on financial matters, prepares periodic reports on the association's investment funds, and works with the executive director and accountants on audits, reviews and overall management.

- The June 30, 2021 Investment Account balance is \$996,411 compared to \$991,104 on May 31,2021, an increase of \$5,307 or 0.54%.
- The Scholarship balance of \$59,334 is included in the Investment Account. The total Investment Account balance on June 30, 2020 was \$827,292.
- The portfolio has increased \$169,119 or 20.44% in the last year. Combined with the Operating Accounts of \$79,263, the total MRPA balance is \$1,075,674.
- Chuck Montrie and I will be meeting with MRPA's financial advisor in the next month.

Corporate Development- Eugenia Mercer and Jenny Morgan, Co-Chairs

Raises funds for MRPA, including funding scholarships and paid personnel, which may be appointed by the Board of Directors. Works with volunteers to coordinate golf tournaments, silent auctions and other activities for the benefit of the association.

- No Report

Legislative- Kathy Burley and Jen Jennings, Co-Chairs

Develops a network and procedures to track and monitor state-wide legislation prior to and during the Maryland General Assembly session. Develops a list of issues and concerns, communicates issues to the appropriate parties, and leads discussions to develop a course of action, including testimony strategy. Following legislation is being followed or anticipated:

- .No Report

Social Justice, Racial Equity, and Inclusion (SJREI) Committee- Sheema Hai and Shawnté Berry, Co-Chairs

The social justice, inclusion, and racial equity initiative reinforces our commitment to be a welcoming community where all our members are treated with respect and dignity and provided with opportunities to succeed. This initiative will establish a Racial Equity and Social Justice Advisory Committee that will include MRPA members.

The co-chairs along with the Equity Officer, Kori Jones, met to determine committee goals and objectives. The full committee meets monthly. Subcommittee meetings will begin in July 2021.

Goal:

1. Ensure all SJREI committee members develop a strong understanding of racial and social equity and engage in a culture of inclusion as committee values. Each member develops competencies and identifies opportunities to advance racial and social equity from their own unique role within the committee and/or their agency. SJREI nurtures an identity centered on inclusion and belonging across agencies, positions, class and race.

Full Committee Objectives:

1. **Objective 1:** To ensure the SJREI's mission reflect an ongoing commitment to an organizational culture of inclusion and belonging
2. **Objective 2:** To support and provide a safe space for affinity groups – offer group conversations, book clubs, etc.
3. **Objective 3:** To utilize the self-assessment DEI tool for personal accountability/responsibility
4. **Objective 4:** To establish SJREI subcommittees to divide the workload. The subcommittees will focus on the following topic areas: 1. Training and Education 2. Special Events/Fundraising 3. DEI Awareness and Inclusivity

Subcommittee Objectives:

1. **Training and Education**
 - a. **Objective:** To have opportunities for members to participate in trainings, conferences, discussions, such as brown bags on best practices to promote a wider understanding of DEI.
2. **Special Events**
 - a. **Objective:** To create opportunities to invest into or support a culture of inclusion and belonging through special events while generating monetary contributions to go towards MRPA training and/or scholarship funds.
3. **DEI Awareness and Inclusivity**
 - a. **Objective:** To ensure other MRPA committees are including DEI in their planning process by having SJREI representative across sections.

Marketing and Communications- Desiré DeGrange and Shelby Bowers, Co-Chairs

Promotes general membership meetings and workshops, MRPA news and information, training and education programs, networking and social events, and the annual conference.

- Created the Parks and Rec Month graphic
- Designed the Creating Community logo

Social Media – Shelby Bowers, Chair

Coordinate the efforts of all social media outlets disseminating information pertaining to trainings, event highlights, member experiences and upcoming events.

- No Report

Member Engagement and Outreach- Kelly Day-Terry and Jordan Perry, Co-Chairs

Focuses on membership retention and new member recruitment. Fosters development of a professional network and opportunities for "Young Professionals" ages 21-35. Identifies, communicates and evaluates membership benefits and fees.

- No Report

Professional Certification Board- Robbin Oden, Chair

Approves CEUs for workshops and MRPA Annual Conference educational sessions.

- CEU Applications Under Review: N/A
- Reviewed and approved CEU applications:
 - Leadership Secrets of Attila the Hun – Joe O'Neil
CEU Code: WK21AW10 Approved on: 05/11/21 .3 CEU's
 - Equity: The case for redlining 'social' and getting comfortable with 'Racial' – Jai Cole
CEU Code: WK21AW11 Approved on 6/16/21 .15 CEU's
 - Engaging the community through events and Festivals learnings from the National Cherry Blossom Festival.
Pending Approval from Board
- Board Goals:
 - Look at ways to streamline application process and responses.
In progress
 - Review SOP and make edits as needed.
In progress
 - Work closely with Conference Education Committee to improve CEU process for conference session, committee and presenters.
- Met with Corey Smith and worked on a timeline for receiving, reviewing and responding to applications for 2022 Conference.
- Reach out to members in an effort to replace outgoing board member, Karen Haseley.
Complete – new board member for 2021/22 is Rachel Kollasch, CTRS.
Board Members: Chuck Kines and Rachel Kollasch

Professional Standards- Bill Offutt, Chair

Promotes and encourages professional certification among the membership through educating agencies and individuals on the value and availability of continuing education opportunities.

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Scholarship Committee- Amanda DeFilippo and Jen Mogus, Co-Chairs

Reviews applications and recommends scholarship opportunities and criteria. Scholarships may be available for trainings, MRPA and NRPA annual conferences, the Leadership Institute, and other trainings, certifications and internships that benefit the individual and MRPA.

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Training and Education- Shawn Beaumont and Ovan Shortt, Co-Chairs

Coordinates training opportunities for members. Promotes professional certification through nationally recognized certifications (CPRP, etc.). Creates educational tracks/modules for our members, including Programming, Parks Maintenance, Supervision and Leadership, and Budget & Finance.

Recent Efforts:

- The start of our new training year has been spent focusing on planning for the rest of the year, developing surveys, and preparing for both virtual and in-person professional development events.
- We have submitted a survey to all of the agency directors to assess the current situation across the state with regards to training budgets and out-of-jurisdiction travel restrictions. Currently, the responses have been quite mixed. The main theme (as gathered from the responses so far) is that training budgets have not been impacted, but travel restrictions are still in place for some agencies.
- We are in the final stages of assembling a Needs Assessment survey to be distributed to the MRPA membership. Some questions were pulled from the 2019 Needs Assessment and reworded, some questions were removed, some new questions were added. We plan to compile a report once the survey closes. Once we have that report, we will be aggregating all of the evaluation responses from the past year and will analyze for trends and identify needs.
- Another main goal that we have been focusing on is the solicitation of additional Zoom Hosts for our online trainings. Currently, we have a list of interested members and we are developing a Zoom Host training to be held in the coming weeks.

Online content facilitated to-date:

- ✓ Wednesday April 28th, 2021
 - *“Staying Engaged and Advancing Your Career as a Remote Employee”*
 - *Montgomery Parks training partnership session – 27 registered*
- ✓ Friday May 7th, 2021
 - *“Creating Accessible Documents in Microsoft Office Suite” – 50 registered*
- ✓ Wednesday May 19th, 2021
 - *“Leadership Lessons of a Career Professional” – 44 registered*
 - *Howard County Recreation and Parks training partnership session*

Upcoming Online Trainings:

- ✓ Wednesday June 23rd, 2021 – 10AM
 - *“The Impact of Attitude on Work and Life”*
 - *Montgomery Parks training partnership session*
- ✓ Wednesday June 23rd, 2021 – 12PM
 - *“Mental Health in the Pride Community”*
 - *M-NCPPC Planning University training partnership session*
- ✓ Wednesday June 30th, 2021
 - *“Equity: The case for redlining “Social” and getting comfortable with “Racial”*
 - *CEUs Pending*
- ✓ Wednesday July 14th, 2021
 - *“Becoming a Better Listener”*
 - *Montgomery Parks training partnership session*
- ✓ Wednesday July 28th, 2021
 - *“Initiating Difficult Conversations”*
 - *Montgomery Parks training partnership session*
- ✓ Wednesday August 18th, 2021
 - *“Being Part of a Multi Generational Team”*
 - *Montgomery Parks training partnership session*
- ✓ Wednesday September 15th, 2021
 - *“Making Connections in Work and Life*
 - *Montgomery Parks training partnership session*
- ✓ Wednesday September 29th, 2021
 - *“How to Receive Criticism and Make it Work for You”*
 - *Montgomery Parks training partnership session*
- ✓ Wednesday November 3rd, 2021
 - *“How to be More Engaged at Work”*
 - *Montgomery Parks training partnership session*
- ✓ Wednesday December 1st, 2021
 - *“Using Reason to Resolve Conflict”*
 - *Montgomery Parks training partnership session*

Registration Statistics to-date:

- Since Conference we have hosted **1 virtual learning opportunity** and have offered two training partnership sessions with a total of **121 registered participants**.
- Our current overall registration average: ~40 participants per session

Additional Projects on our Radar

- Developing procedures for soliciting and vetting potential speakers
- Creating In-person Training Guidelines to have in place prior to restarting our in-person sessions
- Update SOP to include guidelines for virtual learning sessions
- Working with Jeff Ruark to reintroduce Ranger School
- Continuing to strengthen our training partnerships (M-NCPPC Planning University, M-NCPPC Prince George’s Department of Parks and Recreation, any and all other interested agencies)
- Analyze 2019 and 2021 Needs assessment data alongside evaluation responses from past two years to identify needs and trends.
- New roles in the committee that need filled:
 - Park Operations and Management Committee – to plan and facilitate future Park Operations and Management related trainings
- **Next T&E committee meeting will be held on September 17th at 10:00AM.**

Conference- Mike Coppersmith and Sheryl Roff, Co-Chairs

Plans the MRPA Annual Conference for professionals, volunteers, board members and vendors from across the state and region. Offers a variety of educational sessions and networking opportunities, and acknowledges outstanding accomplishments of both departments and individuals.

- The 2022 MRPA Annual Conference takes place Tuesday, April 5th, through Thursday, April 7th at the Princess Royale Hotel in Ocean City, Maryland. The theme of this year's conference is "Building Community through Recreation and Parks."
- Updates:
 - Exhibitor Brochure is available on the MRPA website
 - The call for educational session speakers will be going out shortly.
 - If you are interested in joining the conference committee, please contact Sheryl Roff (sroff@rockvillemd.gov) or Mike Coppersmith (mcoppersmith@rockvillemd.gov)!

Director's Summit –

- No Report

Ritch Stevenson Leadership Institute I- Holly Harden, Chair

Develops future leaders who will take on leadership positions within their organization and in the Maryland Recreation and Park Association. Reviews applications and selects cohorts for a 8-month program focusing on several areas of leadership development.

- Applications are now open for the class of 2022. Committee members LaDarian Blake, Jessica Cook-Thomas, Todd Johnson, Sara Morgan, Carrie Sprinkle and Josh VanDyken have met regularly since March. The team hosted a Hot Topic session at the conference and two online information sessions. Several LI alums contributed written or video testimonials that were featured in the Weekly Update and social media. The program for this session will include several new locations and speakers.
- Meeting Dates:
 - September 9th 2021 Cahill Community Center, Baltimore City
 - October 14th-15th 2021, Overnight Retreat: Camp Letts
 - November 4th 2021, Queen Anne's County, Batts Neck Park/Matapeake Beach House
 - December 9th 2021, Woodlawn Manor Cultural Park, Sandy Spring
 - January 13th 2022, TBA
 - February 10th 2022, Robinson Nature Center
 - March 10th 2022, Takoma Park Community Center, Presentations
 - April 5th -7th 2022, MRPA Conference, Presentations & Graduation
- Applications will close July 23rd.

Leadership Institute II- Marybeth Dugan, Chair

- Educate.Engage.Empower
- The LI2 planning committee has been meeting and continues to develop the curriculum and the events for this new leadership program!
- Leadership Institute II is a new exciting management program that would invite the MRPA Ritch Stevenson Leadership Institute (LI1) qualified alumni to enhance acquired leadership skills and take a deeper dive into management development. The experience will be purposeful and intentional as participants will:
 - Be part of a smaller team assigned to a partnering parks and recreation agency to shadow senior leadership and engage in project development. Completed projects will be presented to the agency and their appropriate governing bodies. In addition, teams will present their projects at the MRPA conference in April as part of the educational program.
 - Projects will also become part of an electronic resource library which will be available to all members to access and can use in their own agencies.
 - Participants will also engage in advanced educational training sessions led by experts in the field of:
 - Project Management
 - Successful Team Management and Development
 - Successful Navigation of the Political World
 - Mentoring and Coaching
 - Emotional Intelligence
 - Diversity, Equity, and Inclusion (DEI)
 - The program includes a mandatory kick off retreat on December 1st and 2nd.

Leadership Institute II- Marybeth Dugan, Chair (continued)

- Qualified graduates from the classes of 2015-2020 are eligible to apply. Applications will be e-mailed to qualified LI1 graduates July 8th. A webinar will be conducted on July 13th for interested applicants to join us as we promote and highlight the program!
- Completed LI2 applications are due back by Sept 8th!
- Candidates will be interviewed and up to 25 participants will be chosen to participate.
- The cost is \$575 per participant and scholarships are available for qualified participants.
- An email was sent to agency directors in June with a powerpoint and application to apply to be partners with us and host a LI2 team! Those applications are due back August 13th! Can't wait to hear from you!
- Committee members are looking forward to launching this program and continuing the leadership journey! For more information please contact Marybeth Dugan, chair at marybeth.dugan@montgomeryparks.org

Professional Learning Communities- Carrie Sprinkle and Derrick Thompson, Co-Chairs

Facilitates Professional Learning Communities (PLCs) and works with members to identify new topic areas. PLCs are opportunities for members to join together to discuss hot topics, share best practices, and develop a network of fellow professionals in related positions and areas.

- We ran our first PLC of 2021 with 28 professionals from across the state discussing virtual programming in Therapeutic Recreation. We have several upcoming PLCs including the winter aquatics PLC, 4 camp PLCs, and a TR PLC focusing on camps. We are also currently working on adding an admin PLC focusing on technology, a Sustainability PLC with the PARC branch, and a Natural, Historical, and Cultural Interpretation PLC which will focus on programming during COVID and creative solutions. We are also in the early stages of a Senior programming PLC.

Recreation University- Julija Sajauskas, Chair

- Recreation University has a schedule drafted for the 2021 Cohort. It begins this fall and will meet in-person for its sessions.
- A "Save the Date" flyer is drafted and is in edits, with the intention to share at Conference and through social media.
- Nick Johnson will officially be coming on the Rec U committee for the 2021 cohort.