



I.N.P.R.A. NEWSLETTER

An organization for professional park employees in
Park Maintenance, Maintenance Administration, Facility Maintenance
and Field Operations. Serving Alaska, Alberta, British Columbia,
Idaho, Oregon, Washington and the Yukon.

VOLUME NO. 19

ISSUE NO. 1

SUMMER 2004

2004 Annual Training Institute

Double Tree Guest Suites
Seattle, Washington

September 21 – 24 2004

“Diverse Communities Common Grounds”

If you are park maintenance or landscape professional from western Canada or the northwest U.S., this is the training conference for you! Peggy Pullen Institute Chair especially wants to invite small and minority business owners, students and volunteers to join us for this exciting networking opportunity. As our budgets are slashed and public demand for park use increases, we need more than ever to support each other by sharing efficiencies, strategies and successes in our field.

You can expect the opportunity to hear the latest on topics of interest to the profession, including turf maintenance, plant science, and horticulture. Members have asked for more workshops focusing on facilities maintenance, and you will enjoy them this year. “Green” buildings will be a highlight of the program.

This year’s focus on diverse communities will address the challenges and opportunities

that each agency faces in serving and reflecting populations in change.

Look forward to an optional tour of the Mariner’ Safeco Stadium, tours of three specialty gardens, or a tour of our terrific new maintenance facility. The equipment show is promising to be the largest in years. Join INPRA for a day or for the whole conference. **Start planning now to join your colleagues in September in Seattle.**

Registration/Contact Information

Email:

peggy.pullen@seattle.gov

Ken Heany, Executive Director
INPRA 3324 Olympic Blvd. W
University Place, WA 98466
Kenheany@aol.com

Accommodations

Room Rates \$109
Doubletree Guest Suites
6500 Southcenter Parkway
Seattle, WA. 98118
1-800-222-TREE
www.doubletree.com

Early Deadline: August 13th.
Members: US: \$160
Non-Members: US \$200
Late Registration: After August
16th, Members: US \$180
Non-Members: US \$220

***You or your Agency needs
to be a member of INPRA
to take advantage of
Registration Discounts.***

Executive Message Summer 2004

Here we are in the heat of the summer providing the best parks and recreation services for our communities that we can provide. Right now many of you are making your appeals to your commissioners, councils, managers and communities for the resources necessary to make your parks green, landscapes manicured, fields safe to play, facilities spotless and efficient and your many customers satisfied with your daily services. Now is the time to also allow your staff and peers to participate in continuing education, networking, sharing ideas, and to create fellowship, cooperation and spirit within your team. **THAT MEANS YOU NEED TO REGISTER FOR THE SEPTEMBER SEATTLE INSTITUTE.** Take advantage of the discounts and sign up early and send your crew. Seattle has a great education program planned with many tours and activities ready for your crew to enjoy.

I am pleased to announce that INPRA has partnered with the University of Oregon and developed our first Web page. It continues to be a work in progress and we will improve over time. However if you type in <http://darkwing.uoregon.edu/~gwalker/> you will connect

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2003-2004 Officers

President

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Tacoma, WA

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Bend, OR

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Gerhard Vandenbosch
Surrey, BC

This Newsletter is to serve the informational needs of the members of INPRA and to assist in the accomplishment of its organizational purposes.

Opinions and issues presented are not necessarily the feelings of the officers or membership of INPRA.

For more information or submission of articles, please contact the Editor:

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University Place, WA 98466
Phone: (253)564-3477
E-mail: Kenheany@aol.com
Publisher: Steve Potter

and find INPRA. The easiest way right now is to call up www.google.com and type in INTERNATIONAL NORTHWEST PARKS AND RECREATION ASSOCIATION. It will be one of the first to come up in your search. Try it out and let me know your thoughts and how we can improve. We have included the information on the Academy, Awards program; scholarship program, Board of Directors and we are posting the newsletter. Trust me we will get better as we become a bit more computer literate.

We need to continue to build our membership as it has declined some over the last several years. I hope you will renew your membership and if your agency is not a member see that they become a member so all of your staff can take advantage of the discounts. The fees are affordable and we hope that we will design a program that meets your needs. Please e-mail me Kenheany@aol.com with your suggestions and we will strive to provide those services.

We do need volunteers to assist with the association and if you have an interest in helping please let us know. We need articles for the newsletter, Directors for the board, Sites for the training opportunities, and Institute hosts, etc. etc. Remember this is your organization and you can make a difference if you step up lend a helping hand. See you all in September.

Yours for better parks and recreation- hoping you all have an exciting summer season.

Ken

INPRA Awards 2004

IDEAS, VOLUNTEERISM, DESIGNS, PARTICIPATION, DEDICATION, & REWARDS

This is truly an opportunity for all members to reflect on accomplishments, encourage and promote the very best in maintenance and operations throughout parks. A chance to provide the recognition to staff and volunteers. To foster, inspire and reward those who stand out, set new levels, and raise the bar for parks maintenance and operation. A time to be proud of what we have achieved.

The INPRA, the association, provides and offers the Awards and Recognition Program to all its members. The awards program is an opportunity to acknowledge the contributions and achievements of our members and community volunteers. It is to encourage excellence in the profession and provide an educational opportunity for our members.

The program recognizes the following categories:

Professional of the Year

For that individual that has contributed the most to the profession for the last year or years.

Design of the Year

A park or facility which through its design has achieved balance with the environment, esthetics, cost and ease of maintenance.

Maintenance Idea Of the Year

An idea or concept that has the greatest effect on the efficiency of maintenance over the last year.

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Citizen of the Year

An individual and or community group that has contributed the most to their community for parks and recreation in the last year.

Retiring Member

To honor members who have or are retiring from the profession.

Gary Patterson, INPRA Awards Chair, states, "This is your chance to inspire, encourage, to promote, the continual participation of the awards program? The Awards Program is made available to the entire membership. It is our program. We are the true Benefactors of these awards and of this program."

A reminder that all award nominations are due to Gary Patterson before July 31, 2004. Follow the instructions and fill out the appropriate form, state the award category for nomination and include background information that is applicable..

Members should submit nominations to: Gary Patterson, Corvallis Park and Recreation Dept., 1320 SW Avery Park Dr., Corvallis, OR 97333.

*"It's not what happens to
you that counts,
but how you handle it.
It's not how far you fall,
but how well you bounce."*

2004 Administrator's Academy Rocks

The Fifteenth Annual INPRA Parks and Recreation Administrator's Academy was held March 2nd-5th, at The Dumas Bay Centre, Federal Way, Washington. The theme "Outlook 2004 Courageous Leadership" was an outstanding success. A great lineup of speakers led by Andrew Bennett. Andrew shared his belief of Courageous Leadership. It's a philosophy that believes:

People have more capacity than they're able to express in most organizations. Courageous Leadership is about creating organizational environments that unlock the enormous pool of potential that already exists in your organizations!

Leadership involves taking risks, living with integrity and being responsible. Virtually every person has the capacity to lead and the Courageous Leader works to develop more leaders.

Organizations are human communities that can and should be places of personal and spiritual growth, serving others and communities, learning, environmental healing and goal achievement.

Organizations that align employee's personal aspirations with organizational aspirations create win-win relationships.

The purpose of an organization is to enhance human life.

Andrew Bennett is the founder and president of Bennett Performance Group and the Search for Courageous Leaders. Andrew's mission

is to change the predominant definition of success in organizations based on the beliefs of Courageous Leaders. He has over twenty years experience working with organizations of all types around the world. His book, The Search for Courageous Leaders, a collection of interviews with leaders who are risking changing organizational life, as we know it, will be published in 2005. Jennifer Strong of "Strong Leadership" challenged the group with several exercises to make the group comfortable with each other and share individual team leadership techniques. Darwyn Anderson City of Seattle Human Resources Manager, Doug Brimacombe, formerly Director of Parks & Recreation Services, Township of Langley, BC. Chief Executive Officer, British Columbia Society for the Prevention of Cruelty to Animals. The Society serves the total Province of British Columbia. Brimacombe is an incredible presenter and shared his experience and leadership techniques. Michael Buschmohle kept everyone captivated with his Tips Communicating in Tough Situations. He shared how we can improve on how people judge us by the way we communicate by E-mail. Michael indicated that if we want to sound professional and as confident as anyone on radio or TV we should

- (1. Speak in short phrases
- (2. Followed by short pauses.
- (3. Drop your pitch firmly on endings.
- (4. Pitch up for emphasis.

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He followed up on Complaints, Disagreements, and how to speak up when you are having a problem. He is a really great communicator and is a must have opportunity for your organization to build your team. Todd Winter Parks Superintendent, Lane County Public Works/Parks Division led and evening session in team building and coordinated a T shirt, hat pin exchange. Todd is a master at fast talking and getting as much in an hour and in your mouth as you can imagine. You had to be there to appreciate his talent. Willie Weir ended the week with a program on cycling India. Willie is a former professional actor turned adventure cyclist. He is author of Spokesongs: Bicycle adventures on three continents. His two-wheel adventures have taken him more than 45,000 miles around the globe. His program focused on how to survive in India on a cycle (with their population crunch of 900 million in a sea of humanity). He is a writer, photographer, speaker and bicycle advocate.

The following professionals graduated from the Academy.

Chris Pryor-----Willamalane, OR
 Jeannette Wheeler-Medicine Hat, AB
 Ed Andrusiak -----GVRD, BC
 Andrew Banks-New Westminster, BC
 Bonnie Blue-----GVRD, BC
 Bob Brawley ----- Pasco, WA
 Marcel Bourassa--- Kamloops, BC
 Dave Chrisman-Tualatin Hills, OR
 Don Clements-----Chehalem P&R Dist, OR
 Gary DeVore-----Portland, OR

Pat Erwert-----Bend, OR
 Ray Heit ----- Chelan PUD, WA
 Dave Hilton ----- Kamloops, BC
 Don Horton-----Bend, OR
 Greg Jones ----- Chelan PUD, WA
 Allan Kitzman-Benton County, OR
 Robin Laughlin -----Bend, OR
 Svend Lojstrup ---- Vancouver, BC
 Frank Mastromonaco-Vancouver, BC
 Ron McColl ----- Kamloops, BC
 Eric Meagher ----- Vancouver, BC
 Glen Minaker -- W. Vancouver, BC
 Robi Potter-----Portland, OR
 Paul Stell -----Bend, OR
 Gordon Tolman-----CRD, BC
 Todd Winter -----Lane County, BC
 Norm Zeismer -----Bend, OR
 Marina Becker-Metro Tacoma, WA
 Dave Berry ---- Metro Tacoma, WA
 Cindy Cole ----- Kennewick, WA
 Gary Deardorff --- Kennewick, WA
 Vito Iacobazzi-Metro Tacoma, WA
 Jim McMaster ----- Chehalem, OR
 Chris Peart---- Metro Tacoma, WA
 Ron Peart ----- Metro Tacoma, WA
 Kurt Reuter----- Federal Way, WA

Don Horton, Executive Director of Bend Metro Park District was elected as the new chair for the 2005 Administrator's Academy which will return to Gabriola Island, British Columbia March 1, 2005.

For information concerning the 2005 Administrator's Academy contact:

Gary Walker, PARS
 1273 Esslinger Hall
 University of Oregon
 Eugene, Oregon 97403-1273
 541-346-4100

Website

<http://darkwing.uoregon.edu/~gwalker/>

INPRA Membership Request Form

Yes, I would like to join
the INTERNATIONAL
NORTHWEST PARKS &
RECREATION ASSOCIATION

Please process my membership request as indicated below:

- Agency (over 25,000 pop)
\$60 USA funds
- Agency (under 25,000)
\$30 USA funds
- Professional (Indv.)
\$15 USA funds
- Associate
\$10 USA funds
- Commercial
\$100 USA Funds

Application Information :

Name: _____

Agency: _____

Title: _____

Address: _____

State/Province: _____

Zip: _____

Phone: () _____

E-mail: _____

Mail Payment to:

INPRA Executive Director
 Ken Heany, Executive Director
 3324 Olympic Blvd.
 University Place, WA 98466

NRPA

Diane Bombard

Just to give you a little insight as to what has been happening here at NRPA, John Thorner was hired as Executive Director in March, 2003. In an effort to cut expenses the five regional office were closed and brought into the headquarters office in Ashburn, Virginia. Three meeting planners were hired to take over the planning and implementation of the schools and conferences previously run out of the regional offices. I was one of the meeting planners hired. I joined NRPA in September, 2003 and have certainly hit the ground running. It has been quite a year.

Below is the listing of the graduated 2nd year class:

John Allen----- City of Courtenay, BC
Jerry Anderson----- Metro Parks Tacoma
Bryan Billsten-Capital Regional Park, BC
Craig Callies--- Everett Parks & Rec, WA
Steve Campbell --Tualatin Hills Park, OR
Donnie Cook----- City of Pendleton, OR
Karen Davis---- Everett Parks & Rec, WA
Robb Ferris ----- Districk of Saanich, BC
Rick Freitag ----Boise Parks and Rec, IS
Tony Gaidimas --- Bend Metro Parks, OR
Patty Green ----- Oregon Parks
and Recreation, OR
Tim Hazen----- City of Kennewick, WA
Anthony Hedges-Tualatin Hills Parks, OR
John Hinkle ----- City of Corvallis, OR
Eric Johnson----- City of Eugene, OR
Dave Johnson ----- City of Tukwila, WA
Bryan King ----- City of Lacey, WA
Calvin Lewin-----
Oregon Parks and Recreation, OR
Glenn Littrell ----- Oregon Parks
and Recreation, OR
Diane MacKay----- City of Coquiltlam, BC

Kim Manton -- Capital Regional Park, BC
Sarah Medary ----- City of Eugene
Parks, OR

Steve Memminger ----- Oregon Parks
and Recreation, OR

Jason Moore---- Tualatin Hills Parks, OR

Chris Parkins ----- Oregon Parks
and Recreation, OR

Michelle Postulka-GVRD Parks Dist., BC
Willetta Powell ---- City of Pendleton, OR

Julie Reilly ----- Tualatin Hills Parks, OR

George Richen -----Federal Way, WA

Dwight Rdarme----- City of Kent, WA

Jeff Rotter ----- City of Kirkland, WA

Matt Rouleau ----- City of Corvallis, OR

Scott Suvigny----- City of Kirkland, WA

Gary Sherman----- City of Bellevue
Parks, WA

Todd Smith-City of University Place, WA

Vince Woods ----- City of Pendleton, OR

Jeff Wright ----- City of Kennewick, WA

Mike Yaden --- Metro Parks Tacoma, WA

Francis Buys----- GVRD Parks Dist., BC

If you have any further questions please do not hesitate to contact me. The dates for the 2005 school are February 6 - 11, 2005.

Detailed information on the school will be posted on the NRPA website soon.

Thank you,
Diane

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Diane C. Bombard
Meeting Planner,
Education & Conferences

National Recreation and Park Association

22377 Belmont Ridge Road
Ashburn, Virginia 20148-4501
Phone: 703.858.2187/
Fax: 703.858.0183
e-mail: dbombard@nrpa.org
web: www.nrpa.org - conferences
& education

Upcoming Training

National Park Maintenance and Resource Management School

August 18 - 18, 2004
Colorado Springs, CO

**National Institute on
Recreation Inclusion**
September 9 - 12, 2004
Austin, TX

Pacific Marketing & Revenue Sources Management School

September 12 - 16, 2004
La Jolla, CA

Pacific Southwest Maintenance Management School

November 14 - 19, 2004
Lake Arrowhead, CA

*“If you insist
on measuring
yourself, put the
tape around your
heart rather than
your head.”*

President's Message

Greetings to all, I hope everyone is busy readying their parks and facilities for the rigors of the summer season. I know we have been busy here at Metro Parks Tacoma. It seems like we always save those extra projects for the off-season, when we have a little more time. You all know, the late fall and early winter are those times when we can get other tasks completed, however that time of the year is getting just as busy as spring and summer. We have been working on miscellaneous capital projects like restroom renovations, play ground enhancements with new swings and fall material, site furniture replacements and many other projects. Mix this work with daily routine maintenance and operation and the staff is incredibly busy. Winter turned into spring rather quickly this year and we are challenged with the demands of park patrons. Everyone is very familiar with this, because this is what we all do!

A couple weeks ago the board of directories for INPRA met for our scheduled June meeting. We discussed a number of issues. The majority of our time was sharing the fall conferences, Seattle 2004, Victoria 2005 and Corvallis 2006. Peggy Pullen and the team from Seattle are pulling together what sounds like a great training opportunity. I encourage you all to come and share in this once a year conference. The breakouts will be educational and I'm positive they will inspire us to be better professionals. We discussed options for themes and areas of focus for Victoria and Corvallis. These institutes are coming together likewise. We discussed the need for new membership. Ken Heany has been working on a new web site for INPRA and will continue to fine-tune this vehicle of information

regarding the association. And last we started dialogue on the need for the board members to review our goals and purpose. That's right we started a strategic process, reviewing the mission and purpose of the association. INPRA goals and purpose are:

To promote educational and training opportunities for Park professionals and encourage study and research.

To sponsor an annual training institute devoted to the exchange and presentation of ideas and philosophies related to the field of Parks and Recreation.

To continually strive to insure that high quality Parks and recreation facilities are provided in our communities.

To create a strong sense of fellowship, cooperation and spirit among the I.N.P.R.A. membership.

The board has made a commitment to continue to review and reinforce our goals. I ask all of you to also please assist by providing feedback. As a member of the association, what are the benefits that you want? What is your vision for the association-purpose? Do we offer enough educational opportunities for the members? How can we further our membership into other neighboring cities and communities and other areas that will advance the association to reach more park and recreation professionals? By doing this we'll strengthen our membership and focus on the core services the association provides all of you. I'm hopeful that you are proud of the association and what we provide. Every opportunity I get I share the benefits of the association with others. Looking back over the last decade and reflecting on the training sessions at the fall training institute and the topics at the Administrators Academy I know this information is continuously used. The fact that we have a network of professionals that have experienced similar challenges makes me a confident professional. Each agency has a defined resource of staff, however we have the depth of the association to draw from when we are faced with challenges that are beyond our experience. Again, I encourage all of you to take a break from the daily work schedule and attend the Seattle conference. It will be great like all of you!

Pushing Boundaries: Community Development in Parks

*by Corinne Ambor
and Andrew Giles*

Have you noticed that residents expect to be involved in how decisions are made in their communities? The answer is so obvious you may wonder why we ask, but this important point does compete with other priorities in government settings. For municipal employees, involving the community in decision-making means more demands, the spectre of volunteer involvement and less time to do their "real work".

Community involvement in local parks departments may include community litter cleanups, planting efforts, partnerships to achieve various goals, community-initiated committees to address local issues, more thorough public consultation and meetings. It creates additional expectations, new public (and political) pressures and long days. If there is a lack of support or understanding from decision makers of these enhanced expectations and pressures, the result can be employee stress or outright resistance to community involvement.

Let's step back for a second and look at the bigger picture. The term loosely used to describe the encouragement of community involvement, in all aspects of our society, is "community development". While some may view community development as a source of volunteer labour or excessive evening meetings, there is more to it. The "Community Development Continuum", in the sidebar, illustrates the spectrum of possible community development activities. While most of the activity supported by your department may reside on the top side of the continuum, you can see that there is more potential for community involvement in parks than volunteer planting and cleanup efforts.

Local governments are under pressure to collaborate and share decision-making powers formerly the domain of government alone. While it is true this has something to do with cutbacks in the face of increasing service demands, there are other factors at play. Residents are better educated than ever before and have more leisure time. They are ecologically aware and concerned about the long-term sustainability of many aspects of our society. In a survey conducted by Viewpoints Research for GVRD Parks in 1998, 84% agreed that residents should have more say how parks are managed. Government is no longer seen as the sole guardian of citizens' interests.

As a result, some parks departments, under pressure to cut costs and involve the community, now run volunteer partnership programs. A closer look reveals that some volunteer programs do not really involve people in decision-making in their parks at all, and the long-term benefit they bring to the community and the parks department is open to discussion.

Other models of community development in parks involve community members in decision-making within bureaucratic government systems. The result can be low community participation or high frustration on both sides, due to the amount of time involved.

It is possible to link these pieces of meaningful community engagement and on-the-ground assistance in parks. We can challenge ourselves, as municipal parks departments, to forward our communities towards achievable, tangible, mutual goals that benefit both the community and the government.

Let's take a local success story - Alderwood Park in Surrey (see sidebar). It worked because all the ingredients were there - a clear purpose, community involvement in decision-making, broad community representation and hands-on tasks that affirm for participating residents that their efforts make a difference. There is a robustness

to this initiative that is worth noting: people are cleaning up the park and emptying garbage cans as a part of their commitment to "taking back" Alderwood Park, rather than the motivation of saving costs for the Parks Department.

The fresh, relatively non-bureaucratic approach from the City of Surrey aided the success in Alderwood Park. The focus was on building relationships rather than on providing service. New relationships brought new solutions and enhanced the ability of the community to act on them, rather than waiting for the government to provide them.

Despite the success of Alderwood Park and others - there are sure to be examples in your own community - experience tells us that broader community participation can bump up against the traditional way of managing and making decisions in Parks Departments. Bureaucrats can be loath to share decision-making, especially if the implications are not well understood or supported at the political level.

There is pressure for staff to shift roles at least part of the time from service providers to service coordinators or facilitators. The traditional skills of administration, analysis and allocation are still important, but augmenting them with communication, education and facilitation skills - not to mention flexibility - can prepare them for effectively managing greater community expectations.

The bottom line is that if we are truly committed to the long-term sustainability of our park resources, we should be actively engaging the broad aspects of community development in our everyday management of parks. Don't stop at volunteer cleanups! Like the Alderwood Park example, the relationships built with this approach empower, educate, involve people in their own community and enable them to solve their own issues. This naturally fosters sustainability, because people will always care about where they live.

Volunteers, partners, and community members can't and probably don't want to replace the basic role of parks operations and planning. However, with their involvement, parks departments can enhance their services and ensure the long-term viability of some of the most significant and visible assets governments provide - protected, open, clean and safe parks.

The authors...

Corinne Ambor, District of West Vancouver, Parks and Community Services Division. Corinne is park planner with the District of West Vancouver Parks Department with a background in community development and partnerships. Email: cambor@westvancouver.net

Andrew Giles, City of Surrey, Parks, Recreation and Culture Department. Andrew is a Park Partnership Coordinator with the Parks Operations Section. He works to support community initiatives in parks and the Partners in Parks volunteer programs in Surrey. Email: adgiles@city.surrey.bc.ca

Corinne and Andrew acknowledge the input of many colleagues in the creation of this article, and thank them for their expertise, feedback and support.

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In Memoriam

A beautiful landscape garden and plaque has been dedicated in memory of Orval Reed of Lacey, WA. He was a long time member of INPRA and had attended the Administrators' Academy faithfully. He will be missed by all who knew him and by the Lacey community, which he served so well. The plaque reads:



Registration Form

Conference Fees

Early Deadline: Friday, August 13th, 2004

Members: US: \$160 Non-Members: US \$200 (Registration includes Annual Membership Fee)

Additional Banquet Meals: \$30

One Day attendance available for Wednesday, Sept. 22nd only.

\$60 (Late \$80) Includes one lunch

Late Registration: After August 16th, 2004

Members: US \$180 Non-Members: US \$220

Name: _____

Title: _____

Agency: _____

Address: _____

City: _____ State/Province _____ Country _____ Zip: _____

Phone: _____

Email: _____

Mail Registration Form & Checks (only)

Payable to: INPRA (c/o Ken Heany)
3324 Olympic Blvd. W.
University Place, WA 98466

Questions:

Peggy Pullen, Conference Chair
Email: peggypullen@seattle.gov
Phone: 206-386-1916



International Northwest Parks & Recreation Association

3324 Olympic Blvd.
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For Info: (253) 564-3477 or email; kenheany@aol.com