

Board of Directors
and Recreational Sports Commission
Nominee Information Form

Please complete the information on this form and return with a photo to the MRPA office no later than November 5, 2021. Please send to:

MRPA Nominations
Michelle Snider, Executive Director
snider@mnrpa.org

Nominee's Name: **Jerome Krieger**

Current Employer/Organization: **City of Blaine Parks & Recreation**

Current Title/Position: **Senior Parks and Recreation Manager**

Nominated For: **President - Elect**



1. MRPA Positions Held (Sections, Committees, Offices, etc.):

Athletic Management Institute Member – 2017 - 2019

USSSA Hall of Fame – League Director - 2016

Recreational Sports Commission (At Large) 2013 - 2015

Recreational Sports Commission (At Large) 2017 - 2018

Vice Chair of Recreational Sports Commission – 2015 & 2018

Recreation Sports Commission (Chair) – 2019 - 2022

Recreation Sports Commission Merit Award - 2014

Athletic Management Group Liaison – 2019 – 2022

Minnesota USSSA Hall of Fame Banquet (Master of Ceremonies) - 2020

I have attended numerous programming and athletic management meetings. I have volunteered and presented educational sessions at MRPA state conferences and also volunteered at the NRPA conference in Minneapolis.

2. Professional Work Experience in Park and Recreation Profession

Senior Parks and Recreation Manager, City of Blaine, 2021 to Present

Recreation Manager, City of Blaine, 2007 - 2021

Recreation Center Director (Athletics), City of St. Paul, 2003 – 2007

Recreation Center Director (All programs), City of St. Paul, 1996 – 2003

Recreation Leader, City of St. Paul, 1988 - 1996

MRPA State Softball Tournament Director (2007 – 2016)

3. Other Volunteer Professional Association/Community Involvement

Tartan High School Baseball Coach – 1990

St. Bernard's High School Hockey Coach – 1994

Hill – Murray High School Baseball Coach - 1998

Minnesota State High School League Baseball Umpire & Hockey Official
Hockey State Tournament Official 1996 – 1998 & 2000 - 2002

Baseball State Tournament Umpire 1995 - 1997

Anoka/Hennepin Community Education Advisory Council Board – 2007 - 2016
Chair - 2010 – 2014

Forest Lake Community Education Advisory Council Board - 2011- 2021

Forest Lake Youth Hockey Association Coach's Selection Committee
Chair – 2011- 2013

Forest Lake Athletic Association Girl's Softball and Volleyball
Coach – 2011 & 2012

Forest Lake Girl's Traveling Basketball Equipment Manager – 2013 - 2017

Forest Lake Girl's Traveling Basketball Coach – 2013 - 2015

Forest Lake Traveling Basketball President – 2015 – 2017

Forest Lake High School Girls' Basketball Booster Club President – 2020 - 2022

4. Education and Training

Graduated from the University of St. Thomas with a B.A. in Physical Education and a Coaching Certificate, 1992

Professional Baseball Umpire, (Rookie, Class A, Northern League) 1992 - 1998

College Hockey Official Division I & III (MIAC, NCHA & WCHA), 1998 - 2013

5. What do you believe are the strategic plan priorities and how would you help to implement those priorities?

The two areas of the strategic plan that I believe are very crucial to our existence are to Educate and to Lead. We as recreation professionals need to educate the public, our managers and our elected officials as to how important our profession is to the quality of life in our state. We need to show all of the great programs and parks that we have to offer in Minnesota. If we supply the facts, statistics and programming opportunities that we have to offer, it will show the impact we have on people's lives. As the professionals we are our best advocates for our field. We need to get out and speak to groups, businesses and elected officials for funding and possible partnerships. We need to get others on board to help achieve our goals. I have been in this profession for 33 years and don't mind talking in front of large groups. I am very passionate about our profession and would love to do a seminar about Parks and Recreation to a business or group!

6. What are the opportunities and challenges to be addressed by the Board of Directors and the MRPA membership during your term of office, if elected, as well as in the long term? How do these areas relate to the Association's core values?

We have many new professionals in the field just starting their career or taking on new roles. We as an organization need to invest in our MRPA Mentorship Program to support our new professionals in the field. If we can get seasoned professionals to take part in this great program, it is only going to strengthen our organization and profession. This is a great opportunity to use all of our talents within the state of Minnesota.

Our senior population is growing and we need to continue to have programs and activities available for these new active seniors. Programs could include golf, tennis, pickleball, fishing, camping, biking and hiking, traveling to our state parks or anything else that gains their interest. These strong programs are critical and need to continue and flourish!

We started our Race and Equity Committee last year and are moving forward with further education and opportunities for our professionals. We need to continue to support this committee and educate our professionals on what our MRPA norms of behavior and expectations are for our organization.

Finally, I believe the pandemic in a way, helped our profession by getting more people and families outside into our parks and golf courses. Our focus now should be to keep them engaged and registering for more programs and activities. It is the Wellness value that people need to continue to focus on in their lives!

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Nominee's Name: **Annie Olson**

Current Employer/Organization: **Minneapolis Park and Recreation Board**

Current Title/Position: **Director of Customer Service**

Nominated For: **Secretary**

1. MRPA Positions Held (Sections, Committees, Offices, etc.):

Participated in Facilities Section throughout 2013
Board Member (2020-2021)

2. Professional Work Experience in Park and Recreation Profession

I have worked as a park and recreation professional for 21 years at the Minneapolis Park and Recreation Board. My career began in Recreation as a youth programmer and with multiple interim roles running programs and facilities before moving to Administration. Within Administration, I've served as Customer Service Supervisor, Manager of Support Services, and Director of Customer Service. My variety of experiences have allowed me to work on projects across disciplines at my agency and in collaboration with other park and recreation departments.

3. Other Volunteer Professional Association/Community Involvement

I am a member of MRPA, NRPA and WILS. I also volunteer with my daughter's figure skating club on the Development Committee and my son's hockey association as the Pull Tab Manager.

4. Education and Training

I have a B.A. from the University of Minnesota in Speech Communications and a Professional Training Certificate from the University of Minnesota. Additionally, I am a graduate of Indiana University Executive Development Program through the School of Public Health. I have completed multiple professional development courses and have provided numerous educational sessions at conferences across North America.

5. What do you believe are the strategic plan priorities and how would you help to implement those priorities?

The articulated priorities of the MRPA Strategic Plan are: Optimize, Educate, Innovate, Lead. I would help to implement these priorities in a Board Member role by providing feedback and guidance based on my own experiences with MRPA resources and opportunities, in collation with the experiences provided by other top state agencies serving parks and recreation. In my experience as a trainer/presenter, I've been able to glean some phenomenal ideas from other state agencies across the nation which could be emulated and implemented for the benefit of MRPA members.

Additionally, my work on the Race Equity Advisory Committee over the past year is evidence of my impact on implementation and advancement of Board priorities across each of these areas.

6. What are the opportunities and challenges to be addressed by the Board of Directors and the MRPA membership during your term of office, if elected, as well as in the long-term? How do these areas relate to the Association's core values?

Both an opportunity and a challenge to be addressed by this Board and its membership is to cultivate an inclusive and diverse membership and participation. We are gaining ground in this area but have just begun. If re-elected to the Board, I will continue to support advancement in cultivating a broader membership audience. Really, this reflects back indirectly to all of the Association's core values, but specifically the action step within the Innovate "actionable goal;" we must "promote cross-discipline discussions."

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Nominee's Name: Andrew Pimental

Current Employer/Organization: City of Eagan

Current Title/Position: Director of Parks and Recreation

Nominated For: Board of Directors

1. MRPA Positions Held (Sections, Committees, Offices, etc.):

No positions held to this point with MRPA. Previously in career was involved in several sections (Aquatics and Facilities) and committees (mentor program) of the Colorado Parks and Recreation Association (CPRA) and the Colorado Special District Association (Executive).

2. Professional Work Experience in Park and Recreation Profession

Started career in field of Sports Medicine in 1997 while attending Graduate School at Colorado State University. After graduating, hired in Parks and Recreation as a Recreation Center Assistant Manager in Pagosa Springs Colorado. After that held several Recreation Center and Program positions with South Suburban Parks and Recreation in Colorado from 2000 until 2008. Moved to the Green Valley Ranch (GVR) Metropolitan District in 2008 for five years running this Special District in Denver as their Executive Director. Moved to Minnesota in 2013 for a Service Area Manager position with the Minneapolis Park Board and finally moved to Eagan in 2016 as the Director of Parks and Recreation where I currently work.

3. Other Volunteer Professional Association/Community Involvement

Far Northeast Denver Optimist Club - Charter member and President (2009-2013)
Kickstart Morning Rotary Club in Eagan (2016 – present)
Caponi Art Park – Board of Directors (2016-2018; and 2020 – present)
Eagan Funfest Board of Directors (2016 – present)
Miscellaneous School volunteer roles for my daughter's schools, sports, hobbies.

4. Education and Training

Colorado State University (1997) Bachelor of Science,
Colorado State University (1998) Master of Science

Colorado Parks and Recreation Association – Executive Leadership Program 2008
Colorado Special District Association – Leadership Training Academy 2011
Certified Park and Recreation Professional (CPRP) – 2005 through 2016
Certified Park and Recreation Executive (CPRE) – 2016 to present

5. What do you believe are the strategic plan priorities and how would you help to implement those priorities?

Many good priorities have come from the strategic work by the MRPA Board. Where I see the continued need for focus is on the following specifics to the four main actionable goals:

- **OPTIMIZE:** Creating equity in our parks and recreation spaces – while work has been done in the past decade to assist in creating equity, there is still a very long road ahead. How do we continue dedicating work on creating equity throughout MRPA and the membership organizations and communities?
- **LEAD:** FUNding challenges – Why is Fun the first thing cut in the budget? How do we continue rolling the positive, creative, and essential mentality that has come through the pandemic to continue securing additional dollars versus being the continued sacrificial portion of a local government budget? We helped save a lot of lives during the pandemic, but unfortunately you won't hear these stories enough.
- **INNOVATE:** Maintaining the Essential roles we play – COVID 19 brought a fresh perspective to the important role of parks, green spaces and the therapy they provide. However, it also presented significant challenges with respect to facility operations, subsidies and what roles local government plays in a community in providing these community spaces. I would like to work on evaluating the positive impacts provided, weighed against the costs to help show that more resources should continue to be allocated to the parks and recreation departments throughout the state and create some innovate models on how some cities have led through new revenue generation to support parks and recreation through sales tax, franchise fees and other nontraditional revenue mechanisms.
- **EDUCATE:** Always an important part of each of our jobs to stay on top of industry trends, strategic initiatives, and information that seems to change often.

I will work on the Board to keep these and other priorities moving forward and work hard to represent the East Metro section.

6. What are the opportunities and challenges to be addressed by the Board of Directors and the MRPA membership during your term of office, if elected, as well as in the long-term? How do these areas relate to the Association's core values?

Here is a list of items I would like to focus some energy on during my time on the BOD:

- Sustainable growth in membership and professional certification.
- Continued perseverance of the industry as we hopefully transition in 2022 from pandemic to endemic times and what does that mean for parks and recreation core services today and into the future.
- Help work on the mentor program that was created in 2020, and create a consistent engagement program for entry level employees, mid-level supervisors, and leaders that help inspire, motivate and push us all to be better in our roles, in our communities.

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Nominee's Name: Becky Sola

Current Employer/Organization: City of Shoreview Parks and Recreation

Current Title/Position: Recreation Program Manager

Nominated For: Board of Directors – East Metro Region



1. MRPA Positions Held (Sections, Committees, Offices, etc.):

- MRPA Annual Conference Exhibit Hall Co-Chair: 2014
- MRPA Annual Conference Program Committee Co-Chair: 2013
- MRPA Membership Committee: 2013
- MRPA Annual Conference Adventure Race Committee Member: 2012
- MRPA Summer Leadership Workshop Committee Co-Chair: 2010 & 2011
- MRPA Summer Leadership Workshop Committee Member: 2009
- MRPA Summer Leadership Workshop Presenter: 2009, 2010 & 2011
- MRPA Annual Conference Sponsorship Committee Member: 2009
- MRPA Program Section Secretary: September 2009-May 2010
- MRPA Program Section Member: 2008- 2019

2. Professional Work Experience in Park and Recreation Profession

City of Shoreview Recreation Coordinator/Supervisor (May 2008-February 2018)

- Develop, implement, and evaluate a wide variety of youth recreational programs
- Recruit, interview, hire, direct, and evaluate over 100 part-time and seasonal employees
- Coordinate and manage 12 annual community events
- Prepare, implement, and monitor annual program budgets in excess of \$600,000
- Supervise and oversee the Summer School-Age Program with over 300 participants
- Responsible for supervision and coordination of a Preschool Program with over 150 children
- Manage on-site drop in childcare facility with over 10,000 annual users
- Organize and direct Adventure Quest Summer Playground program at 4 park location
- Plan and coordinate facility use for city sponsored programs

City of Shoreview Recreation Program Manager (February 2018-present)

- Manage, direct, and evaluate recreation and administrative operations for department
- Directly hire, train, and lead a team of 5 full-time, 2 regular part-time, and over 100 seasonal employees
- Establish and communicate recreation team goals, objectives, and outcomes
- Assess recreation programs and event offerings by surveying community needs and interests
- Collaborate with program coordinators, community organizations, and contract services to develop and implement adult, youth, and family recreation programs and events
- Respond to employee and community inquiries in a timely manner
- Plan, prepare, and monitor annual budget in excess of \$1.6 million
- Create department sponsorship program to supplement program offerings
- Oversee communications, promotions and marketing for recreation programs
- Supervise and direct operations for parks and recreation department program registration software and customer service desk
- Coordinate use of facilities, community spaces and parks to ensure efficient use
- Develop and maintain partnerships with local school district and community agencies
- Manage department engagement in local community events
- Encourage staff development by conducting regular meetings, coaching, and training
- Participate in city park system planning committee

3. Other Volunteer Professional Association/Community Involvement

- Minnesota Recreation and Park Foundation Member (MRPF): 2012 – present
- MRPF Board Member: 2012-2014; 2021-present (Treasurer)
- NRPA Member 2010; 2019 - present
- Women in Leisure Services (WILS) Member: 2008-2018
- Young Life St. Paul Volunteer Board Member: 2018 – present
- YMCA Youth in Government Program Volunteer: 2008-2017

4. Education and Training

- Bachelor of Arts in Communication Studies (University of Northwestern – St. Paul)
- MRPA Annual Conference: 2008, 2009, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021
- NRPA Annual Congress: 2010, 2019, 2020, 2021
- MRPA Emerging Recreation Leaders Institute (ERLI): 2008-2009
- MRPA Emerging Recreation Leaders Institute 2 (ERLI 2): 2014-2015
- Century College Continuing Education Supervisory/Management Program (2011-2014)
- Graci Leadership Solutions Supervision of Fundamentals Course (2020)

5. What do you believe are the strategic plan priorities and how would you help to implement those priorities?

The financial effects of the pandemic can be felt across all organizations, and MRPA is no exception to that. I think that is very important for the board to thoroughly understand the association's budget and provide input on areas that we can increase revenue streams and reduce expenditures. There may be room for additional partnerships and funding sources that could assist with supporting the association's financial goals.

The financial success of the association is imperative to being able to carry out the mission of the organization and have the ability to affect future generations.

I believe one of the areas that the association has recently initiated, and can continue to push forward, is the work of the Race and Equity Advisory Committee. Educate and Lead are two of the actionable goals identified in the strategic plan and I believe it is important as an organization to prioritize the work of acknowledging the current climate regarding race and equity by providing resources and training for our membership base. I think it is important that the board continue to support this initiative by addressing the barriers that prevent our current and future membership from accessing training opportunities, partnering with outside organizations, and having additional listening sessions to learn how the association can better support these efforts.

The MRPA Association serves the role of advocating and advancing the field of Parks and Recreation. We can continue to identify partnership opportunities that share common goals in enhancing the quality of life of Minnesotans, and provide members' access to learn from the experts within the partnerships. The association would also benefit from additional research surrounding future trends in the field, specifically related to new technology.

6. What are the opportunities and challenges to be addressed by the Board of Directors and the MRPA membership during your term of office, if elected, as well as in the long-term? How do these areas relate to the Association's core values?

MRPA has provided a great benefit for many members over the years, however I believe that there is opportunity for looking at new and additional services to better support all members. Many of the current systems provide the greatest support for those that are new in the field. I would like us to look at ways to ensure that we are looking outside the box and finding ways to provide value for all members, no matter what stage of their career that they are in.

The Membership Resource Group conducted several listening sessions with members to collect feedback on what people would like to see happen in the association. I think it is important for the board to not only review and evaluate this information, but really listen to the members input and to look for ways to implement many of the ideas that were shared during the listening sessions.

Most organizations are currently facing staffing shortages without an idea of when things will return to "normal". This shortage is forcing many professionals to adopt new or additional roles within their organization. This challenge could limit members' ability to participate in association activity in a traditional sense. The association may need to continue looking for ways to adapt and pivot to ensure that all professionals have access to the training and other opportunities provided by the association. It is also important for the board to connect with organization's leadership teams and encourage the support for time for staff to participate in association activity.

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Nominee's Name: Mike Ramirez

Current Employer/Organization: City of Brooklyn Park

Current Title/Position: Recreation Supervisor

Nominated For: West Metro Region



1. MRPA Positions Held (Sections, Committees, Offices, etc.):

Founder: Athletic Management Network (2016)

Co-original Committee Organizer: Young Professional and Student Network (2016)

Chair: Athletic Management Network (2017 & 2018)

Past Chair: Athletic Management Network (2019)

Committees: Sections, Committees, and Networks (2018-2019) and Conference Adventure Race (2017)

2. Professional Work Experience in Park and Recreation Profession

Recreation Supervisor, City of Brooklyn Park (2020-Present)
Recreation Supervisor, City of Bloomington (2016-2020)
Recreation Coordinator, City of Lathrop, CA (2015-2016)
Sports Coordinator, City of Bloomington (2014-2015)

3. Other Volunteer Professional Association/Community Involvement

Minnesota Recreation & Park Foundation Board of Trustees (2017-2021)
Board President (2021)
Board Vice President (2020)
Silent Auction & Raffle Manager (2017-2019)
Student Scholarship Committee (2018)

Minnesota Recreation & Park Foundation
New Initiative Grant Committee (2016)
Silent Auction & Raffle Coordinator (2014)
Student Scholarship Committee (2014)

MPRA State Adult Volleyball and Basketball Tournaments (2014)

NRPA Young Professional Network attendee and contributor (Ongoing)

Students United (2011-2014)
Board of Directors Vice Chair (2012-2014)
Campus Coordinator at MSU, Mankato (2011-2012)

4. Education and Training

Hamline University – Master of Public Administration (2019)

Minnesota State University, Mankato – Bachelor of Science: Recreation, Parks and Leisure Services with an emphasis in Leisure Planning and Management (2014)

5. What do you believe are the strategic plan priorities and how would you help to implement those priorities?

Strategic plan priorities to me would be fiscal responsibility and transparency, connecting to members and connecting members to members, working with our partner organization, and advocating our industry at the capitol.

I do believe that fiscally responsible is critical to operations. Money goes two ways – how do we make it and how do we spend it wisely. Plans on both are critical, as debt is not a great practice. I look forward to working with the board, staff, and treasurer to work on priorities and policies regarding finances. In my work I maintain a very balanced budget. I keep a weather eye on revenue to guide my spending. I will never spend to just spend the account down – we are stewards of the public’s hard-earned money, so a strong balance is necessary. The same goes for a board.

As representatives of a region of members we should be obligated to meet with those members, so their voices are truly heard at the table. I am vocal and not afraid to talk to people about issues that matter to the industry. It would be a priority of mine to reach out to members to guide my decision making.

I believe in this industry, if the association is something that I believe in there is no better advocate than me. I am proud to say that through many conversations with fellow professionals about the mission and vision of the foundations in the upcoming election there will be 10 candidates running for four spots. It is a mix of veteran professionals, younger professionals, and those who have great ideas, but voices might get lost in the crowd. Having integrity and transparency build trust and when members trust where an organization is going only helps it grow. Although the MPRA and MRPF are separate organizations they are tied partners that want this Minnesota industry to thrive and to be a leader on the national scale. Continually working together is critical to prosperity for both organizations. With as a soon to be former president of the MRPF, I have a great relationship with the board and would work to keep and strengthen the relationship.

With the Minnesota Legacy Environment & Natural Resources Trust Fund set to sunset at the end of 2024 it is important that we have a plan and collaboration with state partners to ensure that this funding remains intact to maintain our resources into the future. With a value of Stewardship, this is necessary to stay true to ourselves and benefit our state and residents.

6. What are the opportunities and challenges to be addressed by the Board of Directors and the MRPA membership during your term of office, if elected, as well as in the long-term? How do these areas relate to the Association’s core values?

The board of directors houses great professionals with the passion to help our industry in Minnesota. When I look at our industry and board, I see a lack of diversity. This has been and continues to be a challenge in Minnesota and across the country. I believe that as a Latino male I can provide a perspective of the underrepresented community members that we ultimately all answer to daily. REAC continuing their work, I feel that I could support them in their mission to think globally and empower diversity. This work is related to the values of Inclusion and Engagement, as we are tasked with being an inclusive entity that engages all persons in the communities that we serve.

An opportunity is with the restructuring of the Networks we are seeing great turnouts. The attendance of the Networks breakout at the conference was heart filling and shows that we are continuing to move the right direction to benefit the membership better. As a consistent attender of a variety of networks, I know that I can be a strong advocate for the Networks as they continue to grow. This ties directly to Leadership as we are in the business of building leaders and well-rounded professional to better serve community members. I do believe that leaders are built, not

born – this comes to Engagement, as we should continually be out reaching new professional and engaging them to be involved in the hope that they become the next great leaders in our field.

I do believe in transparency, and we should be in the habit of providing all business proceedings to our members. How are membership dollars being spent? Are we being as effective and efficient as we can? What gaps are we not seeing operationally? If elected, I am eager to engage the constituents of the west metro region, while working hand in hand with all region directors to best serve the membership and work on the priorities that they hold highest. This is Integrity. We need to continually gain the trust of our members, and I know that interacting with them in an open manner can go along way to instill trust in the association.

We are doing great with educational opportunities, but the membership is continually looking for social gathers to interact and network with familiar and new professionals. This is a way that a little money can go a long way to continually building new relationships amongst the members. Wellness is the name of the game for this. Education is paramount, but the social aspect is just as important to growing our industry and creating camaraderie.

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Nominee's Name: Jason T. West

Current Employer/Organization: City of St. Louis Park

Current Title/Position: Recreation Superintendent

Nominated For: West Metro Representative



1. MRPA Positions Held (Sections, Committees, Offices, etc.):

MRPA Race and Equity Advisory Committee Chair, 2020 – present

MRPA Conference Presenter on many topics, 2021, 2020, 2019,

MRPA Conference Off-site Presenter 2021, 2019

MRPA Race and Equity Workshop Spring, Presenter and Moderator, 2021

MRPA Race and Equity Workshop Fall, Moderator, 2021

MRPA Facilities Institute, Presenter 2021

MRPA Annual State Conference Committee, Co-Chair 2012

MRPA Board of Director, East Metro Representative, 2011- 2012

MRPA Strategic Planning Committee 2010-2011

MRPA Emerging Recreation Leaders Institute (ERLI), Co-Chair/Co-Founder 2006-2008

- Co-created and implemented Institute

MRPA Annual State Conference Committee, Chair of Marketing/Delegate Activities 2008

- Organize marketing efforts to the MRPA membership.
- Research delegate gifts, plan delegate socials/events, and coordinate banquets.

MRPA Communications Committee 2007-2008

- Research other national recreation association websites in regards to redesigning MRPA's website

MRPA Summer Leadership Workshop, Co-presented on “Professionalism in the Workforce” 2007

- Presented to 30+ young recreation professionals.

MRPA Annual State Conference, Co-presented on “Back to School: Exploring a Master’s Degree or NRPA Certification” 2007

- Presented to 30+ recreation professionals.

Editorial Board for the MRPA Magazine 2006-2011

- Help create articles and find innovative ideas for the magazine.

MRPA Administrative Section Member 2005-2011

MRPA Program Section Member 2001-2009

MRPA Aquatic Pre-Conference Institute, Chair 2000

MRPA Aquatic Section, Chairperson 1999-2000

MRPA Aquatic Section “AFP” Aquatic Facility Perspective, Co-Chair 1998-2000

MRPA State Aquatic Conference Program, Co-Chair 1997-1998

MRPA Aquatic Section Member 1997-2001

2. Professional Work Experience in Park and Recreation Profession

City of St. Louis Park, St. Louis Park, Minnesota

December 2013 – present

- Manage, Direct, and Evaluate Daily Operations of the Rec. Center and its Programs and Special Events
- Oversee All Operations of Westwood Hills Nature Center
- Manage the Development, Communication, Implementation, and Evaluation of the Recreation Department’s Marketing Plan
- Administer and Supervise Full-Time Recreation Staff
- Directly Responsible for the Rec Center and Westwood Hills Budgets, Financials, and Departmental Goals/Objectives and Policies/Procedures
- Contribute to the Development, Communication, Implementation, and Evaluation of the Department’s Annual Work Plan and Longer-Term City Wide Strategic Planning
- Help manage large capital projects such as an outdoor recreational complex, master planning for Westwood Hills Nature Center, and designing a community center
- Maintain Community Partnerships

City of New Brighton, New Brighton, Minnesota

2005 – 2013

- Manage, Direct, and Evaluate Daily Operations of the Family Service Center and its Programs and Special Events
- Oversee All Operations of Brightwood Hills Golf Course
- Manage the Development, Communication, Implementation, and Evaluation of the Parks and Recreation Department’s Marketing Plan
- Administer and Supervise Full-Time Recreation Staff

- Directly Responsible for the Family Service Center and Brightwood Hills Golf Course Budgets, Financials, and Departmental Goals/Objectives and Policies/Procedures
- Contribute to the Development, Communication, Implementation, and Evaluation of the Department's Annual Work Plan and Longer Term City Wide Strategic Planning
- Assist in the Creation, Implementation, and Development of the Parks and Recreation Department's Strategic Plan
- Maintain Community Partnerships

Recreation Supervisor, Cottage Grove Recreation Department
City of Cottage Grove, Cottage Grove, Minnesota

2002 – 2005

- Administer and Supervise Recreation Office Staff and Operations
- Directly Responsible for Division Budgets, Financials, and Departmental Goals/Objectives and Policies/Procedures
- Coordinate the Planning, Organization and Administration of Summer Playground Programs, Outdoor Swimming Pool Program, and Winter Skating Program
- Coordinate Bidding Process for a Skate Park and Assist with Park Master Planning, Choosing Playground Equipment, Design, and Location
- Coordinate and Administrate Adult Recreational Leagues
- Recruit Seasonal Employees in the Recreation Department (Select, Train, Coordinate, Evaluate, Hire, and Terminate)
- Coordinate a Comprehensive Public Relations/Marketing Program to Encourage Participation in Recreational Activities
- Administer and Supervise Community Special Events (Great Grove Get Together, Safety Camp, Summer Day Camps, Carnivals, and Egg Hunts)
- Develop a Working Relationship/Collaborations With Surrounding School District, Recreational Agencies, and Athletic Associations
- Develop a Recycling Program by Incorporating a Departmental Mascot

Program Coordinator, Cottage Grove Recreation Department
City of Cottage Grove, Cottage Grove, Minnesota

1996 – 2002

- Hire, Train, Supervise and Evaluate Employees (50-70 seasonal staff)
- Coordinate and Supervise Nine Playground Facilities, Seven Warming House Facilities and an Outdoor Aquatic Facility
- Directly Responsible for Community Teen Programs and Youth-At-Risk Programs
- Prepare Financial Records and Division Budgets
- Responsible for Promoting Public Relations
- Directly Responsible for All Concessions
- Coordinate Leagues and Tournaments for Various Sports

3. Other Volunteer Professional Association/Community Involvement

MRPF Board of Directors 2009-2011

- Organize marketing efforts to the MRPA membership.

MRPF Secretary 2009-2011

- Take detailed minutes and worked with other officers

MRPF Casual Connections 2010-2011

- Co-created and implemented networking opportunities for young and experienced professionals.

MRPF Nominating Committee 2009-2011

- Organize nominations for MRPF Board.

Minnesota Recreation and Parks Foundation (MRPF) 2006-present

Rho Phi Lambda, Recreation Professional Fraternity 1997-present

National Recreation and Parks Association (NRPA) 1997-present

American Park and Recreation Society (APRS) 1997-present

Wisconsin Parks and Recreation Association (WPRA) 1995-1997

Illinois Parks and Recreation Association (IPRA) 1996

Ancient Arabic Order of the Nobles of the Mystic Shrine 2010-present

- Help support Shriners Hospital for Children with disabilities

Boy Scouts of America 2009-2017

- Assistant Den Leader

Cottage Grove United Soccer - Athletic Association 2010-2017

- CGU Board Member
- Uniform Coordinator for Cottage Grove United
- Head Soccer Coach (2 teams)

Cottage Grove Athletic Association 2009-2010

- Assistant Basketball Coach

Minnesota Masons, Accacia Lodge #51 1999-present

- Master of the Lodge 2006
- Received "Lodge of the Year" 2006
- Lifetime Member

Adopted Peter Thompson Park, Coordinate and organize bi-annual park cleanup 2006-present

Coordinate Kid's ID program in Cottage Grove

- 2001-2005
- Served over 1,000 youth

Participated in Kid's ID program at the Minnesota State Fair 2005-2009

All Saints Lutheran Church member 1974-present

- Recreation Specialist
- Youth small group leader 1997-2000
- Adult small group leader 2004
- Teen mentor 1998-2001
- Musician 1996-present

- Sunday School Leader 1992

Volunteered in Jaycees Halloween Parade 2006-present

Raised money for "Tools for Schools" 2006-2009

Cottage Grove Strawberry Festival Parade Co-Emcee for South Washington County

Telecommunications Commission 2007

Cottage Grove liaison to five community youth athletic associations 2002-2005

Participated and raised money for the Susan G. Komen breast cancer walk 2003, 2004, and 2005,

Participated and raised money for Juvenile Diabetes walk 2001, 2002, and 2003

Participated and raised money for Heart Disease walk 1999, 2000, 2004,

Coordinated and organized a team for the Heart Disease walk 1999

4. Education and Training

University of South Florida, Muma College of Business, 2021

- Diversity, Equity and Inclusion in the Workplace Certificate

College of St. Scholastica, Duluth, Minnesota 2001-2002

- Master of Arts – Management

University of Wisconsin – La Crosse, Wisconsin 1992-1996

- Bachelor of Science – Recreation Management

Rocky Mountain Revenue Management School, Estes Park, Colorado 2007

Certified Pool/Spa Operator (CPO) 2003-2006

Certified Parks and Recreation Professional (CPRP) 1998-present

National Incident Management System (NIMS) 2006

Red Cross Shelter Operations and Simulations Certificate 2008

National Incident Management System (NIMS) 2006

Certified Pool/Spa Operator (CPO) 2003-2006

Certified Parks and Recreation Professional (CPRP) 1998-present

5. What do you believe are the strategic plan priorities and how would you help to implement those priorities?

Reduce deficit programs, expand successful revenue programs and explore revenue models for financial viability of the Association. As a board member, I would really dive deep into the MRPA budget to fully understand the current financial issues at hand and to investigate the need for a new financial model. This is an extremely important piece to the success of our Association. This has been a long-standing desire of many in the association to better understand the finances of MRPA.

Use the information gathered by the Membership Resource Group Listening sessions, to create a plan for future changes to the operations of MRPA. The members have spoken loudly, in what they would like to see for the Association. I believe it is up to the board to understand the

members desire and hopefully implement most of the changes requested – based on the mantra that MRPA is a member driven organization.

Continue to champion the mentorship program. I believe it is important to the ongoing success of our profession, that there are experienced professionals that are connecting with younger professionals that want to learn and grow.

Web based resource center focusing on trends, benefits, parks, plans and specs. I feel that this is something that has been discussed for years that is slowly commencing. I would like to help champion this initiative and inform the membership on its progress.

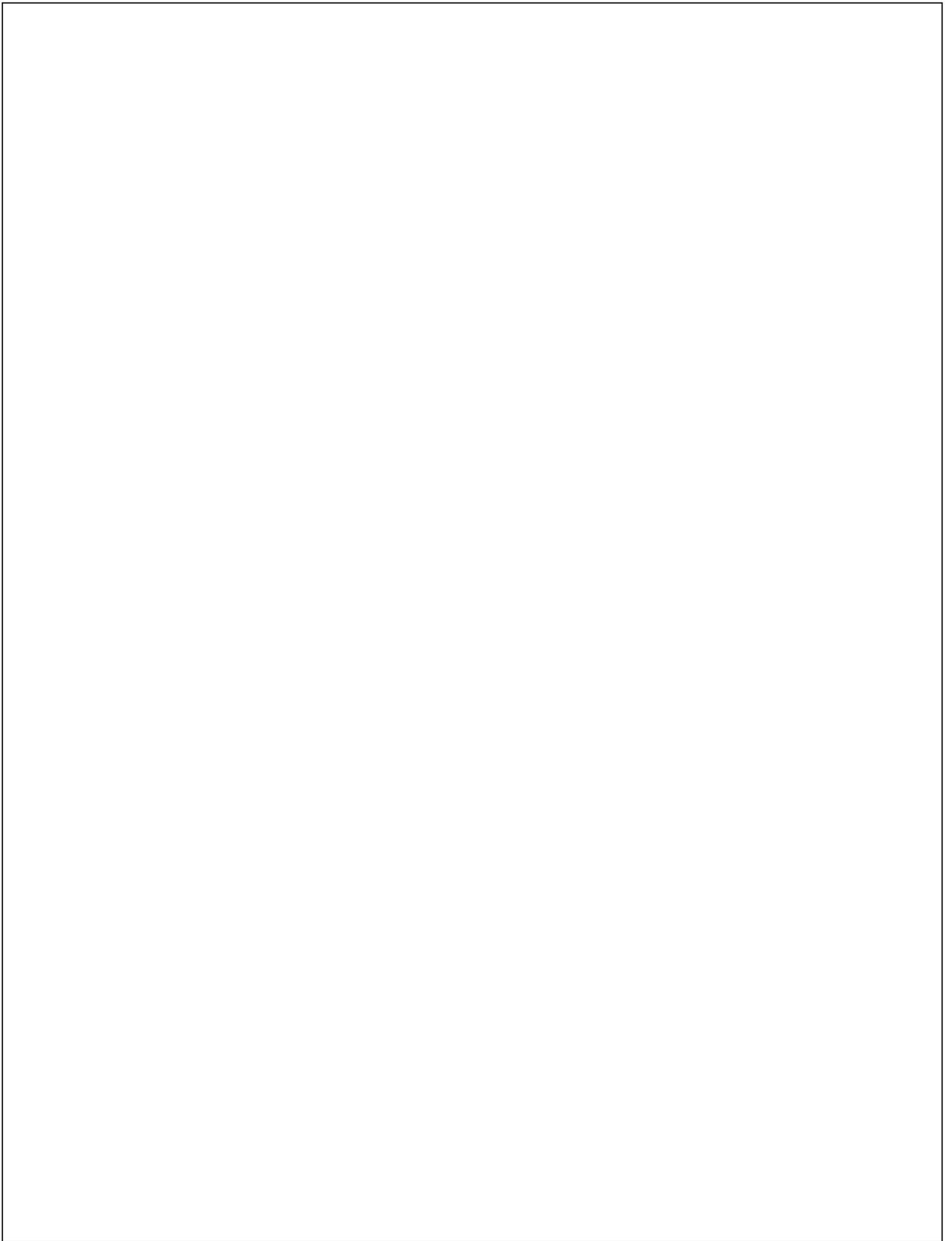
Identify common goals of the profession and other public service providers in transportation, public works, community development, housing and health; and use shared goals for a basis to enhance partnerships. Use that same model to look outward – and find additional partners to help advance parks and recreation. Such as working with local tourism and event organizations, including Minnesota Festival and Events Association, convention and visitor bureaus, and destination management organizations. I feel that there is so much crossover in these different areas where we can learn from each other and have more strength in tackling these issues as a unified front.

Many know that I am passionate about race, equity and inclusion and how much our profession has potential impact in this area. We can do better, and we should do more! Not only should parks and recreation be a welcoming place for participants to be their authentic selves, but our staff should reflect the communities we serve. We need to think bigger and more globally than we have before. We will need to connect with partner organizations and activate members to help in these efforts. My work with the Race and Equity Advisory Committee (REAC) has shown that I know how to use my passion and allyship and will do my best to continue to create opportunities for race, equity and inclusion initiatives at the board level.

6. What are the opportunities and challenges to be addressed by the Board of Directors and the MRPA membership during your term of office, if elected, as well as in the long-term? How do these areas relate to the Association's core values?

Thanks to the Membership Resource Group Listening sessions, the Association has a roadmap! There is a large group of members that believe we can do better in the services we offer. We need to make sure that we are providing value for the membership dollars that are spent with MRPA, otherwise those members will find other ways to spend them.

We need to move beyond what we have always done, and into a model of “What can we do?” These are not easy asks or questions. But this report is clear in that MRPA has work to do. Right now people use MRPA for services they may not need, in an effort to support the organization, rather than because they are getting services they need. We need to figure out how to do this better.



Board of Directors
and Recreational Sports Commission
Nominee Information Form

Please complete the information on this form and return along with a photo to the MRPA office no later than November 5, 2021. Please send to:

MRPA Nominations
Michelle Snider, Executive Director
snider@mnrpa.org

Nominee's Name: Joey Schugel

Current Employer/Organization: City of Saint Peter

Current Title/Position: Director of Recreation and Leisure Services

Nominated For: Southern Region Representative (MRPA Board of Directors)



1. MRPA Positions Held (Sections, Committees, Offices, etc.):

MRPA Award Committee – 2017-Present, Co-Chair 2019.
MRPA Conference Programming Committee 2015
SMRPA Secretary 2018
SMRPA President 2019

2. Professional Work Experience in Park and Recreation Profession

City of Saint Peter – Director of Recreation & Leisure Services (August 2018-Present)
City of New Ulm – Recreation Program Supervisor (March 2014-August 2018)

Westonka Community Education & Services – Recreation Coordinator (May 2013-March 2014)
Saint Michael-Albertville Community Education – Activity Center Coordinator (July 2011-May 2013)

3. Other Volunteer Professional Association/Community Involvement

New Ulm Jaycees (2014-Present)
Brown County United Way Board – (2016-2018)
MRPA Conference Presenter – (2019 & 2021)
Volunteer Youth Basketball/Baseball Coach – (2016-2020)

4. Education and Training

Masters of Science in Recreation, Sport, and Tourism, October 2014
University of Illinois at Urbana-Champaign

Bachelor of Science in Physical Education, Concentration in Sports Management, December 2005
Southwest Minnesota State University, Marshall, MN

MRPA ERLI2 – 2015

NRPA – Certified Recreation and Parks Professional (CPRP)

5. What do you believe are the strategic plan priorities and how would you help to implement those priorities?

I believe the strategic plan priorities continue to be furthering the profession of parks, open space recreation, and leisure services in Minnesota.

I feel continued focus on education and initiatives related to Diversity, Equity, and Inclusion can better help our association serve our members and in turn our members serve their communities.

Additionally now more than ever it is important that we continue to use the proper channels to advocate for parks and recreational resources. The last 18 months has only further emphasized something us professionals already knew, parks and recreation resources are essential and investment in these resources has so many benefits to our state and communities.

My plan to help implement these priorities would be to continue to be a parks and recreation advocate. This includes advocating in my community, region, and state for support for parks and recreational initiatives.

I also plan to help implement these priorities by continuing to focus on furthering educational opportunities for the MRPA membership as well as promoting and implementing educational opportunities through or in partnership with MRPA.

6. What are the opportunities and challenges to be addressed by the Board of Directors and the MRPA membership during your term of office, if elected, as well as in the long-term? How do these areas relate to the Association's core values?

There are many opportunities to be addressed because of the great momentum for current and former MRPA Board Members and Executive Team staff. Continuing to expand on DEI learning and action opportunities, continuing to focus on leadership opportunities, protecting our natural resources and securing funding to do so, and continuing to lay the groundwork for long-term sustainability and success.

Challenges include keeping up with latest trends, finding new and effective ways of communication and training, financial sustainability, and continuing to engage the membership, sponsors and stakeholders in the Association's Mission.

I think all of these opportunities and challenges relate to the Association's core values because these core values are at the forefront of thought, planning, implementation, and follow through with everything the Association does. It would be my goal to keep these core values at the forefront with existing and new challenges and opportunities that come to the Board of Directors.

Board of Directors
and Recreational Sports Commission
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MRPA Nominations
Michelle Snider, Executive Director
snider@mnrpa.org

Nominee's Name: Chris Morrow

Current Employer/Organization: City of Maple Grove

Current Title/Position: Recreation Specialist Athletics

Nominated For: RSC North West Metro



1. MRPA Positions Held (Sections, Committees, Offices, etc.):
Athletic Management Group Chair 2019
MRPA Conference Committee Tech support 2021

2. Professional Work Experience in Park and Recreation Profession

3 years with St. Cloud State Campus Recreation: Inter-marital program assistant and Rec center building supervisor
6 years with the city of Maple Grove Parks and Recreation: Program Specialist and Recreation Clerk

3. Other Volunteer Professional Association/Community Involvement

MRPF

4. Education and Training

Bachelor's Degree in Recreation Sports Management

5. What do you believe are the strategic plan priorities and how would you help to implement those priorities?

I feel historically this group has been based around softball. I would like to see these resources expanded to other recreation sports as well. As times change and softball numbers decline I hope to help be apart of a solution for communities.

6. What are the opportunities and challenges to be addressed by the Board of Directors and the MRPA membership during your term of office, if elected, as well as in the long-term? How do these areas relate to the Association's core values?

Getting everyone back together I think will be a challenge after Covid. There is still some hesitance towards recreation, sports, and gathering together. I think this will be here for a number of years still so I want to help other navigate through that. I think MRPA is a great resource and I hope to be able to help give back. Whenever I have questions or concerns about what we do in our city vs others I have turned to MRPA. As I have grown in my position over the last few years and have learned myself, I feel like I am ready to stake the first step in helping other as well.

Board of Directors
and Recreational Sports Commission
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MRPA Nominations
Michelle Snider, Executive Director
snider@mnrpa.org

Nominee's Name: Courtney John, MA, CPRP, CYSA

Current Employer/Organization: City of Saint Paul Parks and Recreation

Current Title/Position: Community Recreation Director

Nominated For: RSC Board (At-Large)



1. MRPA Positions Held (Sections, Committees, Offices, etc.):

Athletic Management Network – incoming Vice President

Mentoring Program – Current Mentee

2. Professional Work Experience in Park and Recreation Profession

Community Recreation Director, City of Saint Paul (4/2021-Present)

Community Recreation Specialist, City of Saint Paul (2016-4/2021)

RBI All-Star Fastpitch Coach, Minnesota Twins (2017-Current)

Field Monitor, City of Roseville (2016)

3. Other Volunteer Professional Association/Community Involvement

Finance Committee, Minnesota Coalition of Women in Athletic Leadership

Referee Symposium Participant, Minnesota Amateur Sports Commission

MRPA State Conference Presenter, 2018

4. Education and Training

Master of Arts – Sport Management, Concordia University, Saint Paul
Bachelor of Arts – Sport Management with Coaching Minor, Bemidji State University
Certified Parks and Recreation Professional, National Recreation and Park Association
Certified Youth Sports Administrator, National Alliance for Youth Sports
Emerging Leaders Academy, City of Saint Paul

5. What do you believe are the strategic plan priorities and how would you help to implement those priorities?

Given that the strategic plan was written in 2011, I'd be very interested to see the data on the 'measuring success' portion of each pillar to see if we are accomplishing our goals.

Optimize/Innovate – Coming from a large city that historically has low participatory rates, I plan to work within my own department, as well as neighboring Minneapolis to see what the barriers are and how we can serve inner-city departments directly, and how they fit into the picture on a statewide basis.

Educate/Lead – As my signature line shows, I am a huge proponent of additional education, including industry-specific designations. My hope is to spread awareness of lesser-known titles and benefits/opportunities to obtaining additional certifications.

6. What are the opportunities and challenges to be addressed by the Board of Directors and the MRPA membership during your term of office, if elected, as well as in the long-term? How do these areas relate to the Association's core values?

Diversity/Inclusion – how do we get our staff, our boards, our conferences to look more like the people that we serve? Not only speaking to race, I would also be interested in a network or other subset that is immersed in our Inclusion core value, including Adaptive and Therapeutic Rec and that involves Recreation Professionals with varying disabilities. Although not my specific career track, I could get the group started and lead the search for a committee chair.

Leadership – what other professional development designations or opportunities can we promote or partner with? Can we offer CPRP study groups, push more info on MRPF Scholarships? (I was unaware of the graduate school option!) How are we marketing our profession to the young people in our facilities, our temp staff, etc? Beyond our connections with Mankato, Winona, etc, I'd like to investigate possibilities to getting our information out to any university with a Recreation, Sport Management, and other parks-related majors.

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MRPA Nominations
Michelle Snider, Executive Director
snider@mnrpa.org

Nominee's Name: Jarod Meyer

Current Employer/Organization: City of Duluth Parks & Rec

Current Title/Position: Rec Specialist

Nominated For: Recreational Sports Commission



1. MRPA Positions Held (Sections, Committees, Offices, etc.):

N/A

2. Professional Work Experience in Park and Recreation Profession

City of Monona, WI Parks & Rec – Rec Coordinator (3/2007 – 8/2008)
City of Columbus, WI Parks & Rec – Rec Aide (5/2010 – 11/2011)
City of Duluth Parks & Rec – Rec Specialist (3/2021 – Present)

3. Other Volunteer Professional Association/Community Involvement

Member – Minnesota Recreation and Park Association (MRPA)
Certified Wisconsin Interscholastic Athletic Association (WIAA) Official in Basketball, Football, and Softball
Superior Young Professionals
Superior Jaycees
Wisconsin Park and Recreation Association Member (WPRA)

4. Education and Training

Master of Science – Recreation Management (UW-La Crosse)
Bachelor of Science – Recreation Management (UW-La Crosse)

5. What do you believe are the strategic plan priorities and how would you help to implement those priorities?

It is important to be an advocate for college students. I would get them involved in the profession by reaching out to colleges in my area and form a connection with professors, students, etc.

Filling staffing needs is key. This can be accomplished by looking into ways we can incentivize working for our departments and at ways to retain employees.

Keeping professionals in the field motivated and engaged is important. Talking directly to the professionals and working with other organizations can generate new ideas and ways to improve work life balance.

Investigating ways to keep our programs of interest to the public will help departments grow. Networking with other professionals and seeing what other departments are doing in the profession can help generate new ideas.

6. What are the opportunities and challenges to be addressed by the Board of Directors and the MRPA membership during your term of office, if elected, as well as in the long-term? How do these areas relate to the Association's core values?

Opportunities/Challenges:

- retain and increase memberships
- evaluate why people do not attend professional development opportunities (state conference, workshops, etc.),
- how to stay relevant as we continue to live during a pandemic
- excite and generate interest from college students to get into the profession
- ways to get and keep young professionals involved by serving on the region/state committees

I believe all of these opportunities/challenges we face in the coming months/years directly highlight MRPA's core values by:

- giving leadership roles
- being the voice for our parks through stewardship
- being able to think outside the box through the continuation of wellness programs
- having an open and welcoming association that encourages inclusion
- finding those up and coming leaders and also working to generate interest from people in the profession to get involved through engagement activities
- upholding our policies/procedures to keep our Integrity within the profession