



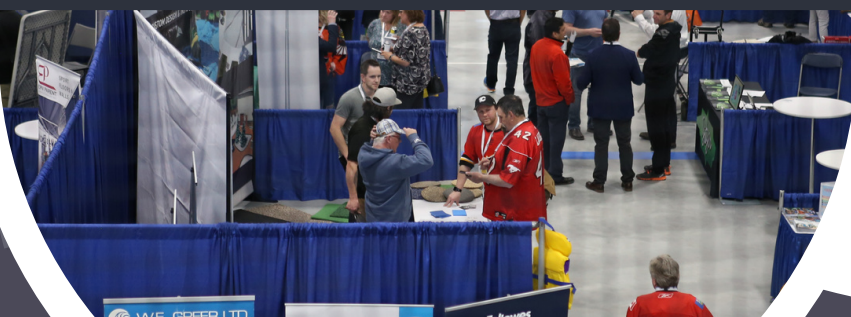
April 21-24, 2024
Lethbridge, AB

45TH RFP
CONFERENCE &
TRADE SHOW

Sponsored By:



2024 CONFERENCE BOOKLET



WELCOME FROM THE AARFP OFFICE



Dear Delegates,

It is our distinct pleasure to welcome you to our 45th Annual Conference and Trade Show, The Bridge To Recreation. Recreation is more important than ever, especially the role it plays in bridging the differences between people, cultures and communities. What better way than to build upon the current skills and tools that you have as a recreation professional through a Conference full of like-minded individuals looking to connect and learn.

Our staff and committee members have been working hard to create a conference experience that will allow for meaningful moments of education, fellowship and connection, and the RFP brand of fun we all look forward to each year.

We look forward to having delegates from all areas of the industry, and all parts of the province, join us for four incredible days. We value this time to have the best in the industry under one roof to share their experiences and be each others guides into the gaps in recreation. On behalf of the RFP Board of Directors and Staff, we welcome you.

Chris McKenna - Executive Director

John Napier - Technical Director

Maren Tryon - Education Coordinator

Helena Milovic - Marketing & Communications Coordinator

THANK YOU TO OUR SPONSORS!



April 21-24, 2024 Lethbridge, AB



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AARFP CONFERENCE & TRADE SHOW REGISTRATION RATES

Conference Ticket	Early Bird (Ends on March 1st)	Regular (Starts on March 2)	Late Registration (Starts April 7)
Full Conference Ticket	599.00+GST	699.00+GST	725.00+GST
One Day Only - Monday	199.00+GST	209.00+GST	209.00+GST
Trade Show Only	65.00+GST	65.00+GST	65.00+GST
Banquet Only	100.00+GST	100.00+GST	100.00+GST
One Day Only - Tuesday	199.00+GST	209.00+GST	209.00+GST

***All conference delegates must have an active 2024 Membership to register.**

If you are 60+ years old as of the conference start date, you are eligible to get 20% off your registration. You will be required to validate you qualify for the discount both in registration and at check-in for the conference.

To Get the Discount, Use Promo Code at Checkout: 60+

Cancellation Policy

Registrations are refunded upon receipt of written notice of cancellation, according to the following terms:

- On or before March 1, 2024 payment refunded minus a processing fee of \$150 CDN.
- After March 1, 2024 payment refunded minus a processing fee of \$250 CDN
- After April 3, 2024, no refunds will be issued but substitutes are allowed.

Late Registration Fee

FINAL CHANCE TO BOOK AT STANDARD RATES EXPIRES FRIDAY, March 31, 2024 AT MIDNIGHT.

Beginning April 1, 2024 the late booking fee will apply. This offsets additional costs related to preparing conference materials after orders have been finalized with suppliers.

Meals Included

- Dinner on Sunday evening
- Breakfast, lunch and dinner on both Monday and Tuesday
- Breakfast and lunch on Wednesday
- Coffee breaks in morning and afternoon on all days

Payments

Payments for registrations are payable upon booking.

[Register Today by Visiting www.aarfp.com/events](http://www.aarfp.com/events)

April 21-24, 2024 Lethbridge, AB

AARFP CONFERENCE HOTEL

Host Hotel: Sandman Signature Lethbridge Lodge



Bookings at the Sandman Signature Lethbridge Lodge can be made for 1 to 4 nights for 2024. We want to give you flexibility to join us for as much of the conference as you can attend in person.

Address: 320 Scenic Drive S, Lethbridge, T1J 4B4

[CLICK HERE TO GET DIRECTIONS](#)

TO MAKE INDIVIDUAL RESERVATIONS:

Guests can book directly with this link: <https://reservations.sandmanhotels.com/113172?groupID=3814640>

Alternatively, you can call the 24-hour Central Reservations office at 1-800-726-3626. In order to receive the correct rates, callers must reference:

Group Name: Alberta Recreation Facility Personnel Conference

Block ID: #273083

Block code: ARTPC24

A valid credit card is required at the time of reservation to secure any guests rooms

Secondary Accommodation: Sandman Hotel Lethbridge



If you don't want to book or are unable to at the Sandman Signature Lethbridge Lodge, there are rooms available at the Sandman Hotel Lethbridge. A 5-7 minute drive away from the conference venue, this is a great option.

Address: 421 Mayor Magrath Dr S, Lethbridge, AB T1J 3L8

[CLICK HERE TO GET DIRECTIONS](#)

TO MAKE INDIVIDUAL RESERVATIONS:

Guests can book directly with this link: <https://reservations.sandmanhotels.com/113172?groupID=3814640>

Alternatively, you can call the 24-hour Central Reservations office at 1-800-726-3626. In order to receive the correct rates, callers must reference:

Sandman Hotel Lethbridge

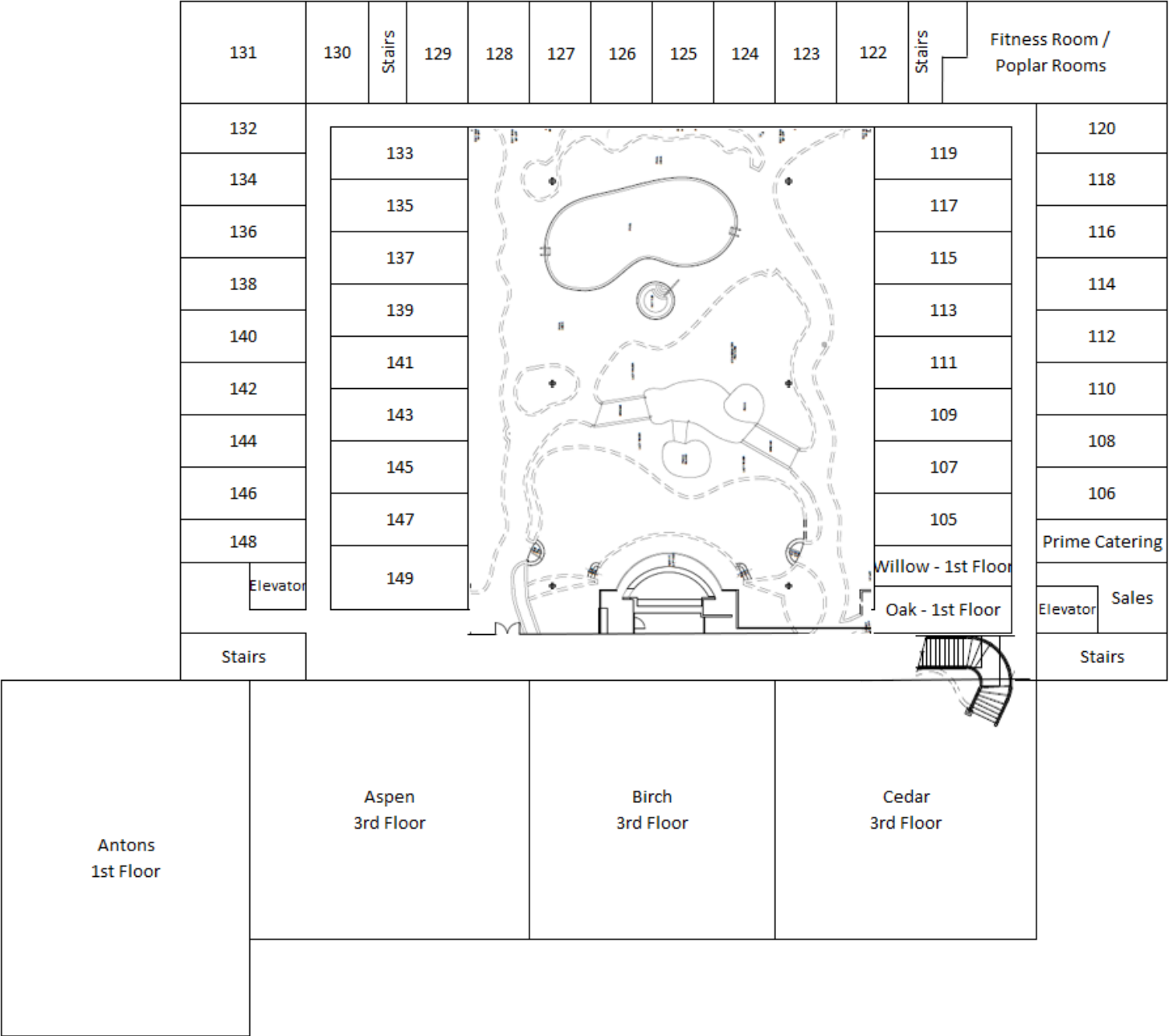
Group Name: Alberta Recreation Facility Personnel Conference

Block ID: #273016

Block code: ARTPC24

A valid credit card is required at the time of reservation to secure any guests rooms.

CONFERENCE HOTEL MAP



CONFERENCE SCHEDULE

Sunday, April 21

2:30PM - 7:00PM	Registration
3:00PM - 5:00PM	17th Annual Fun Run
5:00PM - 6:15PM	Welcome BBQ
6:30PM	Opening Ceremonies & Keynote: Roy Pogozelski
9:30PM	Hospitality

Monday, April 22

6:30AM	Morning Run
7:00AM - 9:00AM	Registration
7:30AM - 9:00AM	Breakfast
9:00AM - 10:00AM	Morning Keynote: Martin Parnell
10:00AM - 10:30AM	BREAK

Educational Sessions: 10:30AM - 11:30AM

Aquatics	Parks and Sport Fields	Building Maintenance	Leadership	Arena	Aquatic Programming
Aquatic Design & Retrofit Options - Chase Hayden	Keeping our Natural Spaces open and safe for Play - Laura Spruyt	Maintenance Best Practices for Common Recreation HVAC Equipment - Joseph Wiltshire	The Hidden Growth Engine: How Your Existing Customer Data Can Fuel Membership Growth - Jeffrey Foster	Associate Showcase - IMI	Recruiting with an Adult Lifeguard / Swim Instructor Program - Lesley Heisler

LUNCH: 11:30AM - 12:30PM

Educational Sessions: 12:30PM - 1:30PM

Associate Showcase - Myrtha Pools	Legacy Ornamental Garden - Then to Now - Paul Stevenson	Facility Retro Commissioning & Energy Studies - Bryan Lord	Finish the Race Attitude: Set Goals, Overcome Obstacles and Achieve Outstanding Results - Martin Parnell	Ice Management: Factors to Elevate your Ice - Zack Tarantino	Swim Abilities - Michelle Sydney (AB/NWT Lifesaving Society)
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CONFERENCE SCHEDULE

Monday, April 22

BREAK: 1:30PM – 2:00PM

Educational Sessions: 2:00PM – 3:00PM

Aquatics	Parks and Sport Fields	Building Maintenance	Leadership	Arena	Aquatic Programming
Clearing Things Up: Filtration Maintenance Essentials –Ryan Macri	Playground Inclusivity and Adaptation - Shelley Robinson & Tim Aylesworth	Robotics in Cleaning - John Greer	Finish the Race Attitude: Set Goals, Overcome Obstacles and Achieve Outstanding Results - Martin Parnell	How to use your refrigeration plant for cost-effective emergency heat wave cooling - Ian Welle	Aquatic Staffing and the Use of Assistant Lifeguards - Panel Discussion

BREAK: 3:00PM – 3:30 PM

Educational Sessions: 3:30PM – 4:30PM

What Does My Controller Actually Do And What Is Going On In The Background -Steve Ashworth	Parks & Sport Fields Open Forum	Facility Tour – Coaldale or Cor Van Ray TBD	Opt Human - Values-based Leadership for All - Tracey Radloff	Provincial Regulations surrounding Asset Management and Inspection- Paul Frederick	Age-Friendly Program Successes and Strategies for the Future -Tracy Church
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BREAK: 4:30PM–6:30PM

6:30PM – 10:00PM

Supper, Trade Show & Live Auction

10:00PM

Hospitality

April 21–24, 2024 Lethbridge, AB

CONFERENCE SCHEDULE

Tuesday, April 23

6:30AM

Morning Run

7:00AM – 9:00AM

Breakfast

Educational Sessions: 8:30AM – 9:30AM

Aquatics

Indoor Air
Quality - Brent
Miller

Parks and Sport Fields

The Art and
Science of
Pruning - Gord
White

Building Maintenance

Life Cycle
Assessment,
What is it, how
do they work
and impact -
Ian Stephens

Leadership

Client Services
Open Forum

Arena

Arena
Financial
Management
101 - Craig
Dilts

Aquatic Programming

TBD

BREAK: 9:30AM – 10:00AM

Educational Sessions: 10:00AM – 11:00AM

Duct Tape and
Bubble Gum Part
II - Jonathan
Curly & Daniel
Robinson

Outdoor Ice and
Campground
Maintenance -
Umesh Chand &
Chris McKenna

Building
Maintenance
Open Forum

Community
Compass:
Growing Futures in
Recreation and
Parks - Patrick
MacQuarrie &
Callie Woodley

Ammonia
Safety -
Gerald Curren
(CIMCO)

Animating
Aquatics -
Ashley
Lamoureux

11:15AM – 12:00PM

AARFP ANNUAL GENERAL MEETING

12:00PM – 1:00PM

Lunch

1:00PM – 4:00PM

Free Time / Activities

5:30PM – 9:00PM

AARFP ANNUAL AWARDS BANQUET

9:00PM

HOSPITALITY

April 21-24, 2024 Lethbridge, AB

CONFERENCE SCHEDULE

Wednesday, April 24

6:30AM - 7:30AM

Sunrise Yoga

7:00AM - 9:00AM

Breakfast

Educational Sessions: 8:30AM - 9:30am

Aquatics

Aquatic Operations Internal Facility Assessment - John Napier

Parks and Sport Fields

Play It Safe: Navigating the Playground Through Inspections - Jeremiah Huo

Building Maintenance

Tech Trends in Building Operations - Chad Glasser

Leadership

Working with Councils and Boards - Russ Tanner

Arena

Arena Open Forum

Aquatic Programming

Diving into Success: Fun and Innovative Strategies for Talent Magic in the Aquatics World - Michelle Dolan

BREAK: 9:30AM - 9:45AM

Educational Sessions: 9:45AM - 10:45AM

Aquatics Open Forum

Principles of Waterfront Risk Management - Jonathan Kusyanto

Risk Management in Recreation Facilities - Jory Sand

The Use of AI in the Recreation Sector - Andrew Jones

Using your ice shaving to your advantage - Adrian Thibault

BREAK: 10:45AM - 11:00AM

11:00AM - 12:00PM

Closing Keynote: Tom Watson

12:00PM

Lunch & Grand Prize

April 21-24, 2024 Lethbridge, AB

CONFERENCE SESSION DETAILS

SUNDAY, APRIL 21

2:30PM - 7:00PM

Registration

Sandman Signature

3:00PM - 5:00PM

17th Annual Fun Run

Sandman Signature - Lethbridge, AB
*Pre-Registration is Required

5:00PM - 6:15PM

Welcome BBQ

Sandman Signature

6:30PM - 8:00PM

Opening Ceremonies & Keynote



Roy Pogozeleski

Roy Pogozeleski will kick us off on Sunday with a motivating, humorous & energetic keynote on Inclusion, Diversity, Equity & Accessibility.

8:00PM

Hospitality Room - DJ

MONDAY, APRIL 22

6:30AM

Morning Run

Sandman Signature

7:00AM - 9:00AM

Registration

Sandman Signature - Lethbridge, AB

7:30AM - 9:00AM

Breakfast

Sandman Signature

6:30PM - 8:00PM

Morning Keynote: Martin Parnell



Gender equality has never been more relevant than it is today and this presentation highlights the actions of a young woman named Zainab, who, in 2015, became the first ever Afghan woman to run a marathon. Martin was recovering from a clot on the brain and her story inspired him

to travel to Afghanistan and run the 2016 Marathon of Afghanistan in support of the female runners. This is the story of Afghan girls and women who do not accept the status quo and who are taking action to change the role of women in their society. It is the story of strength, defiance, courage and pain. This issue is not confined to countries like Afghanistan. Gender inequality is rife in businesses and corporations across North America and it is topic that needs to be dealt with now.

BREAK: 10:00AM - 10:30AM

CONFERENCE SESSION DETAILS

MONDAY, APRIL 22

10:30AM – 11:30AM

Aquatic Design and Retrofit Options

Chase Hayden | Trane Canada ULC

Overview of different Aquatic center air handling systems. This session will be reviewing different energy intensities of the systems, and potential ways to increase energy efficiency of current systems. Will also review best practices for aquatic centers to increase comfort for swimmers and pool users. Topics covered include, source capture systems, outdoor air systems, Dx dehumidifiers, and common aquatic center HVAC challenges. As well as how HVAC systems effect the comfort of patrons.

Recruiting with an Adult Lifeguard / Swim Instructor Program

Lesley Heisler | City of Camrose

This session will give you a detailed guideline of how the Mayer Aquatic Centre in Camrose created and ran a successful Adult recruiting program in the spring of 2023, and will be running it again in the spring of 2024. Take aways you will be able to bring back to your facility; our Business Case for the Adult program, marketing ideas, building up community interest, scheduling programs, onboarding & contracts. We will also discuss other programs we have created to help recruit high school students.

Keeping Our Natural Spaces Open and Safe for Play

Laura Spruyt | Sprout Movement

Parks and open natural spaces open the imagination of children for free play. How do we ensure that natural spaces are inviting? Why having long grass, trees to climb and spaces to explore is important and inviting for our littlest citizens. Site survey's of play spaces and what to consider when maintaining natural play environments.

MONDAY, APRIL 22

10:30AM – 11:30AM

The Hidden Growth Engine: How Your Existing Customer Data Can Fuel Membership Growth

Jeffrey Foster | ActiveXchange Canada

At ActiveXchange, we've established value-creating partnerships with industry-leading organizations to bring modern data science methods, artificial intelligence and data-led decision-making to the recreation industry. In an increasingly competitive recreation space, extracting the most value from your data can be the difference between an organization reaching its strategic objectives.

Join us as we discover the transformative power of leveraging your existing membership, customers, and program participation data into growth opportunities. In this session, you'll be provided a pathway to understand and leverage your existing data to attract and engage your target customers & community with the programs and offerings they want.

We'll divulge real-world case studies that demonstrate the impact of data-driven decision-making on membership acquisition and identify similar actionable strategies that you can implement in your organization to grow your customers. Don't miss this illuminating session that will equip you with the tools to unlock your hidden growth engine.

Sponsored Associate Showcase

IMI | Jason Rolfe

This is a sponsored session where IMI will be educating attendees on their products, services and information.

April 21-24, 2024 Lethbridge, AB

CONFERENCE SESSION DETAILS

MONDAY, APRIL 22

10:30AM – 11:30AM

Maintenance Best Practices for Common Recreation HVAC Equipment

Joseph Wiltshire | Trane Canada ULC

This session will contain a practical overview of a variety of topics surrounding the operation and maintenance of HVAC equipment in recreational facilities. I will provide information that is relevant to recreational facility operations through a focus on the typical maintenance requirements of common equipment such as air-handlers, boilers, pumps, fans, air-conditioners, and packaged cooling equipment. Attendees will develop their understanding of Operations and Maintenance industry best practices as dictated by equipment OEMs and ASHRAE Standard 180. Attendees will also learn the process of designing and implementing an HVAC equipment maintenance program, including tasking selection, preventative vs. predictive maintenance, quote evaluation, maintenance documentation, and evaluating in-house vs. contracted performance.

LUNCH: 11:30am – 12:30pm

12:30PM – 1:30PM

Swim Abilities

Michelle Sydney | AB/NWT Lifesaving Society
More Details To Come.

Ice Management: Factors to Elevate your Ice

Zack Tarantino | Marmak/RFAM

Proper ice management is a complex process of balancing a number of factors. You cant change what you dont measure - this session will discuss methods to collect and evaluate ice quality data. This will in turn give operators the ability to fine tune their process and elevate their ice performance.

MONDAY, APRIL 22

12:30PM – 1:30PM

Facility Retro Commissioning & Energy Studies

Bryan Lord | The AME Consulting Group Ltd.

As facilities age their performance, efficiency and reliability will decrease as the risk of downtime, maintenance and operating costs increase. The process of Retro-commissioning can be an extremely beneficial resource to provide operators and facilities with recommendations to mitigate operating and maintenance costs, create maintenance and capital budget plans and identify areas of potential energy/utility savings. This presentation will discuss the benefits, goals, activities, and deliverables which make up the retro-commissioning and energy study process.

Finish the Race Attitude: Set Goals, Overcome Obstacles and Achieve Outstanding Results

Martin Parnell

This workshop will discuss the importance of setting goals that are realistic, but challenging, resulting in achievements you never thought possible. Learn the benefits of having a supportive team and the value of committing to a goal and not becoming overwhelmed by the task ahead. Explore strategies to help you overcome obstacles, make adjustments and stay motivated along the way. This session will inspire you to celebrate successes, learn from the challenges and enjoy the journey.

Sponsored Associate Showcase

Mark Versfeld | Myrtha Pools

This is a sponsored session where Myrtha Pools will be educating attendees on their products, services and information.

April 21-24, 2024 Lethbridge, AB

CONFERENCE SESSION DETAILS

MONDAY, APRIL 22

12:30PM – 1:30PM

Legacy Ornamental Garden – Then to Now

Paul Stevenson | The Lethbridge and District
Horticultural Society

The Lethbridge and District Horticultural Society in partnership with the City of Lethbridge has undertaken to develop an ornamental flower garden on two acres of the new northside Legacy park. The garden has been under construction since May 2019 so is in its infancy. An Alpine water feature, rock garden, memorial rose garden (over 60 roses to date), and pollinator area have been established. A variety of other garden features are also present. The dream for the garden is a world class flower garden as an addition and contrast to our renowned Japanese Garden which celebrates green landscapes, water, and tranquility. The garden is already the site of numerous weddings and photography such as Grad pictures. The presentation will be a pictorial and description of the garden area from farmer's field to present.

BREAK: 1:30PM – 2:00PM

2:00PM – 3:00PM

Clearing things Up: Filtration Maintenance Essentials

Ryan Macri | Aquify Systems Corp.

Filtration maintenance is a pivotal component in any aquatics facility. During this presentation we will highlight the key aspects of filtration maintenance, specifically looking at regenerative media filters and sand filters. Having a solid preventative maintenance routine in place can save your facility a lot of time and money if done properly.

Aquatic Staffing & the Use of Assistant Lifeguards

AAAP & AARFP

More Details To Come.

MONDAY, APRIL 22

2:00PM – 3:00PM

How To Use Your Refrigeration Plant For Cost-Effective Emergency Heat Wave Cooling

Ian Welle | Polar Engineering

As the summer heat waves continue to get worse, recreation facilities are being asked to provide a cool place to beat the heat. In this presentation, Polar will review how you can provide a cost-effective cooling area for your community using your existing refrigeration plant. Polar will also review a detailed case study where we will discuss the costs, requirements, and obstacles required to build a cooling area for your community.

Finish the Race Attitude: Set Goals, Overcome Obstacles and Achieve Outstanding Results

Martin Parnell

This workshop will discuss the importance of setting goals that are realistic, but challenging, resulting in achievements you never thought possible. Learn the benefits of having a supportive team and the value of committing to a goal and not becoming overwhelmed by the task ahead. Explore strategies to help you overcome obstacles, make adjustments and stay motivated along the way. This session will inspire you to celebrate successes, learn from the challenges and enjoy the journey.

Robotics in Cleaning

John Greer | W.E. Greer Ltd.

As businesses navigate through uncertain times and the future of cleaning continuously changes, automation continues to be a promising cleaning solution. In the last few years, robotics have completely changed the cleaning industry. New technology and innovation has provided the cleaning industry with many new advances and opportunities. The use of robotics enables cleaning equipment to work safely and efficiently alongside employees.

April 21–24, 2024 Lethbridge, AB

CONFERENCE SESSION DETAILS

MONDAY, APRIL 22

2:00PM – 3:00PM

Playground Inclusivity and Adaptation

Shelley Robinson & Tim Aylesworth |

ParkNPlay Design

More Details To Come.

BREAK: 3:00PM – 3:30PM

3:30PM – 4:30PM

What Does My Controller Actually Do And What Is Going On In The Background

Steve Ashworth | Pinnacle Aquatic Group Inc.

In this session we are going to look at the background of what your controller is actually doing we will discuss the p-Band, the Hysteresis, the difference between on/off and proportional feed, how the probes are reading the water from a molecular level, difference between measuring with a pH probe and liquid reagents. This will be an in-depth session involving science.

Parks & Sport Fields Open Forum

Umesh Chand | Stream Rep.

This session is an opportunity to delegates to arrive with their issues and challenges and discuss them with their peers from all over the province. Participants are encouraged to bring topics that they would like to discuss in this forum. the moderator will guide the process for solutions and ideas through discussions by the attendees.

MONDAY, APRIL 22

3:30PM – 4:30PM

Provincial Regulations Surrounding Asset Management And Inspection

**Paul Frederick | Peregrine Integrity
Management**

This presentation will go over the necessity of inspection of assets in the pressure equipment surrounding arenas, both hockey arenas and curling arenas. A review of the ABSA AB-538 document will be part of this presentation. The primary focus will be on the Owner's Liability and mandatory requirements under the Provincial Legislation for inspection of their equipment and lastly who can do inspection and what is the necessity for inspection of equipment.

Facility Tour – Coaldale Multi-Use Recreation Facility

**Chad Glasser | Town of Coaldale & AARFP
Building Maintenance Stream Rep**

Values-based Leadership for All

Tracey Radloff | Opt Human

How clear are you about what you really value? This values-based workshop is for those leading themselves and others. Your values are connected to your thoughts, behaviours, and contribute to your actions. Learn about your values and how to demonstrate them as a leader, team member, and more self-aware individual.

Learn how values-based leadership can increase your decision efficacy, personal fulfillment, and organizational alignment through shared purpose, fostering a positive impact on both your team and organizational success.

Age-Friendly Program Successes and Strategies for the Future

Tracy Church | Town of Okotoks

More Details To Come.

April 21–24, 2024 Lethbridge, AB

CONFERENCE SESSION DETAILS

MONDAY, APRIL 22

BREAK: 4:30PM - 6:30PM

6:30PM - 10:00PM

Supper, Trade Show & Live Auction

Cavendish Farms Centre |
Shuttles Available

***More information to Come

9:00PM

Hospitality

Sandman Signature

***More information to Come

TUESDAY, APRIL 23

6:30AM - 7:30AM

Morning Run

BREAKFAST: 7:00AM - 9:00AM

8:30AM - 9:30AM

Indoor Pool Air Quality & Energy Management

Brent Miller | Automated Aquatics Canada
Ltd.

Solving issues with indoor air quality takes a combined approach. Modern strategies will be discussed for reducing the oxidative load on chlorine as well as differencing between the multiple forms of combined chlorine in the water and air. Excessive fresh air intake can temporarily relieve symptoms but does not solve the key problems. This also drives up energy costs (ventilation fans, heating, evaporation). Saving energy with less fresh air intake as well as reducing chemical costs are achievable results with the implementation of modern treatment technology and strategic lifecycle planning.

Aquatic Programming Session

More Details To Come.

April 21-24, 2024 Lethbridge, AB

CONFERENCE SESSION DETAILS

TUESDAY, APRIL 23

8:30AM – 9:30AM

Arena Financial Management 101

Craig Dilts | Town of Strathmore

Explore the fundamentals of Ice Rink Financial Management. Whether you're new to ice rink administration or a seasoned manager, this presentation will provide insights into key aspects essential for sustainable operations, budgeting, revenue streams, and cost control strategies specific to ice rink facilities. Gain insights into maximizing profitability by optimizing ice time allocation, concession sales, and event hosting. Learn to navigate challenges unique to the ice rink industry, such as seasonal fluctuations and maintenance costs, with practical tips for mitigating risks and enhancing long-term financial health.

Life Cycle Assessment, What Is It, How Do They Work And How It Can Impact Ownership Costs And Asset Management

Ian Stephens | FORBO Flooring

A product Life Cycle Assessment (LCA) is a proven way of determining the environmental performance of products, aimed at the impacts of the complete life cycle of a product on many criteria; from the raw material extraction to the end of its useful life.

We will discuss how UL certifies that all information in LCAs and the finished EPD is true and accurate and why this can be taken this up a notch by adding health declarations to each EPD.

Client Services Open Forum

Andrew Jones | Stream Rep.

This session is an opportunity to delegates to arrive with their issues and challenges and discuss them with their peers from all over the province. Participants are encouraged to bring topics that they would like to discuss in this forum. the moderator will guide the process for solutions and ideas through discussions by the attendees.

TUESDAY, APRIL 23

8:30AM – 9:30AM

The Art and Science of Pruning

Gord White | Town of Okotoks

This basic pruning course will explain the art and science of pruning that follows industries best practices. Registrants will be able to apply the information presented to do basic pruning on shrubs and small trees.

BREAK: 9:30AM – 10:00AM

10:00AM – 11:00AM

Duct Tape & Bubble Gum – Part II

Daniel Robinson & Jonathan Curly | Town of Okotoks & Chandos Construction

More Details To Come.

Animating Aquatics

Ashley Lamoureux | City of Red Deer & AAAP

Are you interested in learning new way to animate your aquatic spaces? This session will deliver an opportunity to connect on how to add dynamic and entertaining ways to elevate the aquatic experience for your customers. Through creative and engaging special events we will look at how you can gain new customers through animation within your aquatic spaces. We look forward to connecting through this interactive and engaging session where we can all come together to learn new strategies and tools for elevating our swimmers recreation experiences!

Ammonia Safety

Gerald Curren | Toromont/CIMCO

More Details To Come.

April 21-24, 2024 Lethbridge, AB

CONFERENCE SESSION DETAILS

TUESDAY, APRIL 23

10:00AM – 11:00AM

Building Maintenance Open Forum

Chad Glasser | Stream Rep.

This session is an opportunity to delegates to arrive with their issues and challenges and discuss them with their peers from all over the province. Participants are encouraged to bring topics that they would like to discuss in this forum. the moderator will guide the process for solutions and ideas through discussions by the attendees.

Community Compass: Growing Futures in Recreation and Parks

Patrick MacQuarrie & Callie Woodley | ARPA

With a focus on equity, diversity and inclusion, Community Compass bridges the gap between employers in the recreation and parks sector and equity deserving groups. Community Compass provides direction for individuals from equity deserving groups seeking careers, while supporting employers in attracting, and retaining diverse staff through building inclusive and equitable workplaces. Through Community Compass, the recreation and parks sector will be revitalized, and sustained, creating a healthy future for all Albertans.

Together let's grow the recreation and parks sector!

Outdoor Ice and Campground Maintenance

Umesh Chand | City of St. Albert

More Details To Come.

TUESDAY, APRIL 23

11:15AM – 12:00PM

AARFP ANNUAL GENERAL MEETING

LUNCH: 12:00PM – 1:00PM

1:00PM – 4:00PM

Free Time/Activities

Bridge Valley Golf – Par 3

Registration is Required
\$18.50\Person

Paint Day

Registration is Required
\$40.00\Person

Nikka Yuko Japanese Garden

Registration is Required
\$13.50\Person

AARFP Softball Game – Location TBD

Registration is Required

Disc Golf – Location TBD

Registration is Required

Alcohol Tasting/Mixing Class

Registration is Required
40.00\Person

*Activity Participants are Required to provide their own transportation to and from their activity.

5:30PM – 9:00PM

AARFP Annual Banquet & Awards Program

9:00PM

Hospitality

April 21–24, 2024 Lethbridge, AB

CONFERENCE SESSION DETAILS

WEDNESDAY, APRIL 24

6:30AM

Sunrise Yoga

BREAKFAST: 7:00AM – 9:00AM

8:30AM – 9:30AM

Diving into Success: Fun & Innovative Strategies for Talent Magic in the Aquatics World

Michelle Dolan | MNP Community & Sport Centre

Surf's up on employment highs and retention lows! It's time for recreation leaders to dive deep and splash around in the pool of talent strategy. Say goodbye to the old swim lanes of attracting, onboarding, and retaining Aquatic staff and hello to a tidal wave of fresh ideas. In this bubbly session, we're not just floating along; we're learning to ride the wave with strategies that leverage the latest technology to make a splash in the future of Aquatics talent. Get ready to dive into an ocean of possibilities and make a big splash in your team's success!

Working with Councils and Boards

Russ Tanner | Town of Coaldale

As your experience grows and your role increases as a municipal leader, you are likely to spend more time working directly with your municipal council and the boards that advise them. Much of what you request, implement and accomplish will be directed through these governing and advisory bodies. Understanding how they work and what their role is in relationship to your own is only part of the equation as it's your job to help elected officials accomplish their strategic initiatives. Your approach will set you up for success or failure. Reaching your own goals are closely related to the confidence these groups have in you. This session will teach professionalism and the use of discretion through the process of working with councils & boards.

Tech Trends in Building Operations

Chad Glasser | Town of Coaldale

More Details To Come.

WEDNESDAY, APRIL 24

8:30AM – 9:30AM

Play It Safe: Navigating the Playground Through Inspections – Encouraging Beneficial Risks with Enhanced Safety!

Jeremiah Huo | Quantum Recreation

Embark on a journey through the world of playground safety in our presentation, 'Play It Safe: Navigating the Playground Through Inspections.' Discover the critical role of maintenance practices in upholding the joy and safety of play spaces. We delve into the meticulous processes of weekly, monthly, and yearly audits, uncovering the layers of precautionary measures taken to ensure every nook and cranny is examined. From routine checks to comprehensive annual evaluations, our exploration illuminates the commitment to maintaining playgrounds as havens for creativity and enjoyment. Join us as we shine a spotlight on fall surfacing testing, a crucial aspect often overlooked. Uncover the science behind selecting and maintaining playground surfaces to mitigate potential risks. With a careful balance of safety and adventure, this presentation aims to empower communities to create spaces that foster creativity, play, and the thrill of controlled, beneficial risks.

Aquatic Operations Internal Facility Assessment

John Napier | AARFP

More Details To Come.

Arena Open Forum

Adrian Thibault | Stream Rep.

This session is an opportunity to delegates to arrive with their issues and challenges and discuss them with their peers from all over the province. Participants are encouraged to bring topics that they would like to discuss in this forum. the moderator will guide the process for solutions and ideas through discussions by the attendees.

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CONFERENCE SESSION DETAILS

WEDNESDAY, APRIL 24

BREAK: 9:30AM – 9:45AM

9:45AM – 10:45AM

Using Your Ice Shaving To Your Advantage

**Adrian Thibault | Foothills County Scott
Seaman Sports Rink**

Discussing the benefits that can be found with utilizing the snow/ice dumped from your ice resurfacer. Different systems being used to melt that water, and clean it and where it can be used in your facility. Other possible places water can be taken from and used in your facility.

Aquatics Open Forum

Daniel Robinson | Stream Rep.

This session is an opportunity to delegates to arrive with their issues and challenges and discuss them with their peers from all over the province. Participants are encouraged to bring topics that they would like to discuss in this forum. the moderator will guide the process for solutions and ideas through discussions by the attendees.

Risk and Asset Management in Recreation Facilities

Jory Sand | SLS Centre Cochrane

Attendees will gain an understanding of which PM contracts are vital to an organization and which to pass by. This session will discuss at a high level, the value of water treatment programs as they pertain to hydronic heating systems, and cooling towers; how to develop a risk ranking for building issues. And I'll be speaking on how to perform PM's on HVAC equipment and what can be done in house vs contractor.

The Use of AI in the Recreation Sector

Andrew Jones | Town of Ponoka

More Details To Come.

WEDNESDAY, APRIL 24

9:45AM – 10:45AM

Principles of Waterfront Risk Management

**Jonathan Kusyanto | Royal Life Saving
Society Canada, Alberta and Northwest
Territories Branch (Lifesaving Society)**

Unsupervised waterfronts come with inherent risks to both the safety of staff and the public. Owners/owner's agents of waterfronts are responsible for taking reasonable measures to ensure the safety and education of staff and the public regarding the condition of the area, the activities in the area, and the conduct of area users. This presentation will provide general information regarding education on the principles of waterfront risk management. Participants will leave with information and tools to support the development of risk assessment and management plans to improve safety, reduce the risk of injury and death, provide guidance for the development of policies and procedures, and implement steps toward managing risks.

BREAK: 10:45AM – 11:00AM

11:00AM – 12:00PM

Closing Keynote: Tom Watson

LUNCH: 12:00PM

Lunch & Grand Prize

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SPEAKER BIOGRAPHIES

LEADERSHIP SPEAKERS



Russ Tanner | Town of Coaldale

Russ Tanner has worked in various profiles of community services for more than 25 years. Work that includes the engagement of elected officials and community

members working together to realize their goals. His passion for community and the impact that sport and recreation can have on a "community" is what drives his desire to continually evolve and elevate the value of the soft services. Every community is unique. As such, finding the "Balance" that will bring value targeted returns is key to building that sense of community pride.

Jeffrey Foster | ActiveXchange

Jeff joined ActiveXchange to ensure clients adopt effective data insights into their business and get the best possible value out of our products. His years of experience in client communications, athletics coaching, and data intelligence place him in a great position to understand the needs of our clients and advocate for the advancement of their operations.

Jeff holds a B.Comm from the University of Saskatchewan and is passionately involved in the sports and recreation industry through volunteer initiatives, coaching, and athletics.

Patrick MacQuarrie & Callie Woodley | ARPA

Patrick and Callie are the Community Compass team with the Alberta Recreation & Parks Association. Community Compass' mandate is to raise awareness about career opportunities in the recreation and parks sector, support job-seekers by showing pathways to employment, and help the sector foster a more equitable, diverse, and inclusive workforce.



Andrew Jones | Town of Ponoka

More Information To Come

LEADERSHIP SPEAKERS



Martin Parnell

In 2010, following a 25-year mining career, in Engineering, Operation and Human Resources, Martin Parnell started his "Quests for Kids" initiative. Over the next five years he completed 10 "Quests".

These included running 250 marathons in one year, setting five Guinness World Records in endurance events and summiting Mount Kilimanjaro in 21 hours. At the end of 2014, he had raised over \$1.3m for the humanitarian organization Right To Play and 27,000 children had been given the gift of hope.

Martin is a member of the Rotary Club of Cochrane, married to Sue, and has three children and three grandchildren.



Tracey Radloff | Opt Human Executive Leadership Coaching & People Operations

With 25+ years as a leader and human resources executive in the private and public sectors, Tracey partners with leaders at all levels to optimize both human and organizational effectiveness for greater talent retention and results. She has led multiple functions and is an advocate for employee wellness, inclusive workplaces, and supportive leadership. Tracey is a certified coach accredited with the International Coaches Federation (ICF) and a senior designated human resources professional.

Also certified in Organizational Change Management, Public Participation, Mental Health First Aid, Heart Math, The Working Mind, and The Power of Embodied Transformation, and facilitates Everything DiSC. Her leadership development work has supported talent to successful promotions and empowered leaders internationally to value human-centred leadership and improve team outcomes.

SPEAKER BIOGRAPHIES

ARENA SPEAKERS



Ian Welle | Polar Engineering

Ian Welle is a North American leader in refrigeration energy recovery and reducing the amount of energy your recreation center uses. This has allowed him to be the lead engineer on first-of-kind ammonia energy recover systems, freon heat pumps, and CO2 systems for the largest telescopes in the world.

Zack Tarantino | Marmak/RFAM

Zack Tarantino is an account executive at Marmak and has graduated from the University of Toronto in 2019 with a Bachelor of Business Administration. In the last 4 years Zack has worked with a number of associations and organizations across Canada and the US to establish a tool and standard for the management of facility and open space assets. He has facilitated a number of educational seminars including a month long course on Recreation Asset Management to over 100 recreation directors from across Canada. Zack's main focus is to support and educate organizations (including municipalities, educational institutions and professional sports team) to achieve and be compliant with Asset Management targets and objectives.



Craig Dilts | AARFP

Craig started in recreation as a lifeguard in his teens then moved into building maintenance and sportsfields. One highlight early in his career was a mentorship program through the Fairview College parks & sportsfield management program where he successfully opened and operated 8 new outdoor sportsfields for the County of Grande Prairie. The last 10 years he has progressed the arena ranks in professional, municipal and private rinks. He has been an arena instructor for RFP since 2019 and his passion is teaching the art of ice making and all things rink related. Craig resides in Strathmore where he enjoys the small town atmosphere with his wife raising their two boys.

ARENA SPEAKERS

Paul Frederick | Peregrine Integrity Management

Paul Frederick has been involved in the Inspection Industry since 1979. Paul was originally involved in manufacturing of pressure vessels, piping and structural steel at a local fabricator until 1980 when full time inspection started taking place on manufactured components as well as repair and alteration for components to be re-used in the pressure industry. This started the initiation of an inspection company in 1985 which is Caliper Inspection Ltd. And still operating today doing manufacturing inspection and consulting and then in 2009 started Peregrine Integrity Management for the purpose of doing integrity reviews of in-service equipment. Paul is a certified In-Service inspector with ABSA and Peregrine Integrity Management is a certified inspection company with ABSA as well as holding a National Board In-Service Commission, CWB Level 3 Welding Inspector and API-510 Pressure Vessel inspector. Paul also maintains other certifications for visual inspection purposes recognized world wide. Paul has been involved in in-service inspection of various types of equipment and Peregrine has been focusing on refrigeration equipment over the last 10 years to help assist operators of ice arenas as well as food storage and processing facilities.

Adrian Thibault | Foothills County

Scott Seaman Sports Rink

Adrian Thibault has been involved in recreation for 23 years starting off at golf courses and eventually becoming an Assistant Professional. For last 12 years he has been in the ice industry starting in curling and moving to hockey ice 10 years ago. Adrian's passion for physical activity with his family is only matched by his passion for innovation and the idea of "Necessity is the mother of invention."



Jason Rolfe | IMI

More Information To Come

Gerald Curen | Toromont/CIMCO

More Information To Come

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SPEAKER BIOGRAPHIES

AQUATIC SPEAKERS



Chase Hayden | Trane Canada-West

Chase Hayden- Chase has worked at Trane for 7 years. In that time he was worked on the design, installation, and operation of arenas, ice rinks, and pool systems. He holds a mechanical engineering degree from the University of Calgary. Chase is also an associate member of the CSA B52 committee, that is responsible for publishing Canadas main refrigeration standard.

Lesley Heisler | City of Camrose

Lesley's journey in aquatics started July 1995 when she was hired as an Instructor / Lifeguard with Harbour Pool in Fort Saskatchewan. During the nineteen years she worked at Harbour Pool, she held several positions, such as Foreman, Program Coordinator and Manager. Lesley then joined the Camrose Aquatic Centre in May 2014. From August 2018 to September 2020 Lesley was able to witness the Aquatic Centre renovation, transforming the facility into the newly re-named Mayer Aquatic Centre. Lesley's currently holds the Aquatic Supervisor title at the MAC.

Mark Versfeld | Western Canada Regional Manager

More Information To Come



Ryan Macri | Aquify Systems Corp

Ryan Macri works for Aquify Systems as a project support manager.

He supports owners, operators and contractors on filters, pumps, UVs, VFDs and controls. Before joining Aquify, Ryan traveled all over the USA as a startup specialist for one of the largest commercial pool builders, CEM Aquatics, responsible for startup and owner training of all mechanical systems across a variety of manufacturers.

AQUATIC SPEAKERS

Steve Ashworth | Pinnacle Aquatic Group Inc.

Steve is the President of Pinnacle Aquatic Group Inc. and has been in the commercial aquatic industry for over 30 years specializing in the treatment of swimming pools and spas using advanced filtration, advanced control systems. He has spoken at numerous conferences across Canada, the US and internationally. He was a consultant on the original Model Aquatic Health Code filtration portion and continues to consult with various organizations across North America and Internationally.

Tracy Church | Town of Okotoks

Tracy is a Certified Exercise Physiologist through the Canadian Society of Exercise Physiology and holds her Bachelor of Science degree with a major in Exercise and Health Physiology. She has been working in the fitness and wellness industry for over 25 years and has worked in both the private and corporate sectors for fitness centre management. She is currently working for the Town of Okotoks as Adult Recreation Programmer where her primary role is overseeing the adult programs for the community. With a particular passion and interest in programming for older adults, Tracy fulfills the role of both programmer, as well as group fitness instructor, and has direct contact with members of this large and unique demographic daily. Her love for seeing older adults experience quality of life through the aging process is what drives her in her daily work.



Daniel Robinson | Town of Okotoks

Daniel has been involved in the mechanical operation and renovation of the centre for over 15 years.

Over the last 4 years Daniel has planned and executed several renovations to the Aquatics Centre with his team while increasing service levels in a facility that is operating at its peak capacity.

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SPEAKER BIOGRAPHIES

AQUATIC SPEAKERS

Brent Miller | Automated Aquatics Canada Ltd.

Brent Miller has 20 years of aquatics experience, starting as a lifeguard/instructor and eventually finding his passion in the mechanical room. For the past 16 years as an employee at Automated Aquatics, Brent has had the privilege to help pool operators Western Canada to optimize water treatment. In 2020 Brent served on the filtration/circulation technical committee for the Council for the Model Aquatic Health Code (CMAHC) and was an observer member for the PHTA-7 Writing Committee (anti-entrapment). Indoor pool air quality is an area with exciting development. Thanks to new technology to allowing for quicker pool side testing of trichloramine in the air, Brent has been able to implement testing plans and control strategies to give insight and results for successful air quality management.

Jonathan Curly | Chandos Construction

More Information To Come

Ashley Lamoureaux | City of Red Deer & AAAP

More Information To Come



John Napier | AARFP

More Information To Come

AQUATIC SPEAKERS



Michelle Dolan | MNP Community & Sport Centre

Michelle Dolan, is the Director of Human Resources at MNP Community & Sport Centre.

Michelle has over sixteen years of experience providing organizations with human resource expertise and innovation. In her role at MNP Community & Sport Centre, Michelle has been dedicated to creating efficiencies with new technology, developing agile systems for an unpredictable environment, and building on a company commitment to ensuring equity, diversity and inclusion in the workplace.

Before joining MNP Community & Sport Centre, Michelle worked at WestJet for eighteen years where she held many different roles: from Flight Attendant to Manager. Michelle's passion for human resources began when she saw the need to attract and develop great talent at WestJet.

Michelle values education, which includes continuous professional and personal development. She completed an MBA in 2017 and earned her CPHR designation in 2020. Her passion is inspiring others on their career path and fostering a culture of professional development by providing employees the tools they need to be successful. Michelle believes both individuals and the corporations they work for benefit from learning opportunities that contribute to one's sense of curiosity, engagement, resilience, fulfillment, and career advancement.

Michelle Sydney | Lifesaving Society Alberta and Northwest Territories

More Information To Come

SPEAKER BIOGRAPHIES

BUILDING MAINTENANCE SPEAKERS

Ian Stephens | Forbo Flooring

Ian is the Technical Sales Advisor for Forbo Flooring Systems, the worlds largest and sustainable, full system flooring manufacture. With 30 plus



years of experience at all delivery levels, moving from an installer, to project manager to technical services in both the UK and Canada. I hold city and guides qualifications in resilient, textile and wood flooring. Ian's current role involves running educational and training sessions for end users, architects, custodian teams, flooring contractors' and conducting test floor evaluations with major key clients and specifiers.

Justin Greer | W.E. Greer

More Information To Come

Joseph Wiltshire | Trane Canada ULC

Joseph Wiltshire was first drawn to building systems while completing his mechanical engineering degree at the University of Alberta. This interest was solidified during his time at a mechanical and refrigeration contractor. Joseph is now a Services Account Manager in Trane's Edmonton office. Through this roll Joseph applies his technical background to support Trane's customers with all aspects of their building energy systems, including helping them design, implement, and document preventative and predictive maintenance programs for their HVAC/R equipment. Joseph is passionate about helping Municipalities implement proactive asset management practices that save energy and reduce cost.



Chad Glasser | Town of Coaldale

More Information To Come

BUILDING MAINTENANCE SPEAKERS

Bryan Lord | The AME Consulting Group Ltd.

With a collective experience of 27 years in the Alberta construction industry, Bryan contributes nearly two decades of hands-on expertise gained after completing SAIT's Trades Apprenticeship program. Bryan's extensive industry tenure involves working on intricate commercial and light industrial systems, encompassing HVAC, Plumbing, Refrigeration, controls, fuel systems, and life safety projects. His career commenced with the installation of commercial heating, cooling, and refrigeration systems, spanning HVAC, cold storage, commercial kitchens, and controls. Transitioning from a tradesman to a consulting engineering role, Bryan achieved certification as a Certified Engineering Technologist (C.E.T) and assumed the position of Principal at AME, leading the commissioning team in Calgary. Possessing dual roles as a tradesperson and engineer, Bryan uniquely excels in identifying and resolving issues within building systems, orchestrating the collaboration of various trades to develop testing strategies, and ensuring the optimal operation of complex systems. With 18 years of experience as a HVAC and Refrigeration Mechanic Journeyman, Bryan brings a wealth of expertise to his endeavors.

Jory Sand | SLS Centre

Jory Sand is Facilities Manager with over 15 years of property management experience. He is a Power Engineer by trade and has worked in the industry from the ground up; from plunging toilets and changing light bulbs to designing preventative maintenance programs and overseeing Capital projects.

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SPEAKER BIOGRAPHIES

PARKS SPEAKERS

Laura Spruyt | Sprout Movement

Founder of Sprout Movement and Growing Roots Forest Play Inc. Finding joy in the connections that are made through moving in outdoor natural spaces.

Paul Stevenson | Lethbridge and District Horticultural Society

The session will be given by a former educator (Science teacher, school Principal, Deputy Superintendent of Schools, and university sessional instructor). The speaker has had his personal garden in two Horticulture open garden shows, and been featured in a magazine article in Gardens West magazine. He has been part of the Horticulture Society for 9 years and has been a member of the committee to develop the Legacy garden since its conception in 2015.

Shelley Robinson & Tim Aylesworth | ParkNPlay Design

More Information To Come

Gord White | Town of Okotoks

A graduate of Olds College Journeyman Landscape Horticulture, BSc. in Forestry at UofA and a ISA Certified Arborist combined with over 30 years experience in private and municipal arboriculture has provided the Gordon the knowledge base to help understand how to care and manage woody plants in an urban environment.

Umesh Chand | City of St. Albert

Umesh works for the City of St. Albert for upwards of 30 years, he is the Team Lead for Sports Fields and Open Green Spaces. He is an avid leader, coach, and mentor in his career, martial arts and training.

He has a great passion for all outdoor sports from outdoor rinks to pickle ball. And he is our AARFP Parks stream rep.

"if you build it they will come"



PARKS SPEAKERS

Jeremiah Huo | Quantum Recreation LTD.

Jeremiah Huo is a recreation planner with Quantum Recreation. He is also a certified playground and fall surfacing impact attenuation Inspector. Jeremiah uses his knowledge of kinesiology to understand the importance of injury prevention and creating risky play opportunities. He has spoken at Alberta Teacher Conferences about playgrounds and RFABC for adapted physical activity.

Jonathan Kusyanto | Royal Life Saving Society Canada, Alberta and Northwest Territories Branch (Lifesaving Society)

Jonathan Kusyanto is a life-long advocate for drowning prevention. With 16 years of experience in the aquatics industry, Jonathan has spent his entire career working with aquatic facilities and waterfronts around the province and territory. He believes empowering others can make a real impact in our communities. He is excited to share insights and strategies for furthering the drowning prevention mandate of the Lifesaving Society.

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SPEAKER BIOGRAPHIES

KEYNOTE SPEAKERS



Roy Pogozeleski

More Information To Come



Martin Parnell

In 2010, following a 25-year mining career, in Engineering, Operation and Human Resources, Martin Parnell started his "Quests for Kids" initiative. Over the next five years he completed 10 "Quests".

These included running 250 marathons in one year, setting five Guinness World Records in endurance events and summiting Mount Kilimanjaro in 21 hours. At the end of 2014, he had raised over \$1.3m for the humanitarian organization Right To Play and 27,000 children had been given the gift of hope.

Martin has published three books: "MARATHON QUEST", "RUNNING TO THE EDGE" and "THE SECRET MARATHON- Empowering women and girls in Afghanistan through sport". He is also Executive Producer of "THE SECRET MARATHON" documentary.

Through books, films, TEDx speaker, articles, keynotes and workshops, Martin shares his message of having a "Finish the Race Attitude – Set goals, overcome obstacles and achieve outstanding results".

Martin is a member of the Rotary Club of Cochrane, married to Sue, and has three children and three grandchildren.

KEYNOTE SPEAKERS

Tom Watson

The Founder and President of Your Better Life, Tom Watson has worked tirelessly to build a better life for himself, his family and a growing network of like-minded individuals and organizations. Driven by a personal commitment to live life with integrity and be the best husband, father, and business leader he can be, Tom Watson has spent his life enriching and inspiring people to touch the stars in their own careers and personal lives.

Tom's unique life story is primarily responsible for his passion for excellence and his commitment to helping others realize their dreams. The insights and lessons he has learned have shaped his business and professional philosophy. By focusing on and caring for each individual in his business and personal life, Tom inspires people to reach out and help others while they are reaching up to achieve their own goals.

Backed by a Masters Degree plus 30 years as a customer service specialist and leader in the recreation facility management and consulting industry, Tom is a highly successful business owner, Success Mentor, Consultant and sought after Motivational Speaker.

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Leadership Technical
Regulation Updates



Recreation Industry
Networking

Thanks For Coming & See You In Canmore Next Year!

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Current Trends
Industry Services

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