

# 75 RFABC

**BUILDING CONNECTIONS  
SHARING EXPERIENCE**

RFABC ANNUAL CONFERENCE • April 24-27, 2023 • Penticton



*Celebrating 75 Years!*



Thank You To Our Members!

Past & Present!



*Celebrating 75 Years!*



CLICK  
HERE FOR  
CONFERENCE  
REGISTRATION



CLICK  
HERE GOLF  
REGISTRATION  
ONLY





*Keith Holloway*

# Welcome Delegates!

First, I would like to thank everyone that has had a hand in making this conference happen. The hard work and dedication from the Conference Committee, RFABC Staff and Board members, and most importantly our delegates. It is truly an honour to help put on this great conference.

This conference is so very special because it is the 75<sup>th</sup> Anniversary of the Recreation Facilities Association of British Columbia (RFABC)! The number of connections and experiences that everyone, from its members to those that participate in our facilities, has experienced through the last 75 years is immense.

My hope for this year's conference is for you to take away some valuable knowledge after our educational sessions. We have a strong program featuring facility operations, leadership, and programming. We are also excited to add a one-day only aquatics stream.

There are informal networking times along with some fun activities like a tour of the Okanagan Event Centre and S.S. Sicamous. The trade show provides an opportunity for you to connect with over 45 businesses and partners dedicated to serving the recreation industry.

The Past Presidents' lunch and the Awards Banquet will showcase the past, present, and future people within our amazing association. To top all of that off, we encourage you to dress in your 80's best for the live band, ION, after the banquet!

I would encourage you to network with colleagues, experience something new, and grow your connections within the industry to help your daily work lives.

It is a great pleasure to welcome everyone to the RFABC Annual Conference, and please, above all else, Build Connections and Share your Experiences.

## Thank You!

*To the 2023 RFABC  
Conference Committee  
for all of your hard  
work and dedication!*

Shawn Fengler

Mike Fetterer

Chantel Kosmyinka

Steve Napper

Jamie Rennie

Holly Coutts

Ron Dietrich

Krystie Dorrell

Julie Duncan

Rick Harris

Keith Holloway

Brandy Links

Carol Sheridan

Jenna Stevens

Terry Welsh



## Penticton Lakeside Resort and Conference Centre 21 Lakeshore Drive West, Penticton, BC

The Penticton Lakeside Resort offers everything you need in the beautiful Okanagan Valley. Facing the spectacular Okanagan Lake, the Lakeside Resort & Conference Centre is where affordable luxury and the great outdoors come together to provide an amazing experience for all delegates.



The RFABC has a block of rooms just for you with special rates:

- 2 Queen City View: \$169.00/night plus tax
- King City View: \$169.00/night plus tax
- 2 Queen Lake View: \$188.00/night plus tax
- King Lake View: \$188.00/night plus tax

Additional Rooms (*West Wing*):

- King Parkview: \$212.00/night plus tax
- King Partial Lakeview: \$212.00/night plus tax
- King Lakeview: \$229.00/night plus tax

Parking is an additional \$15/night

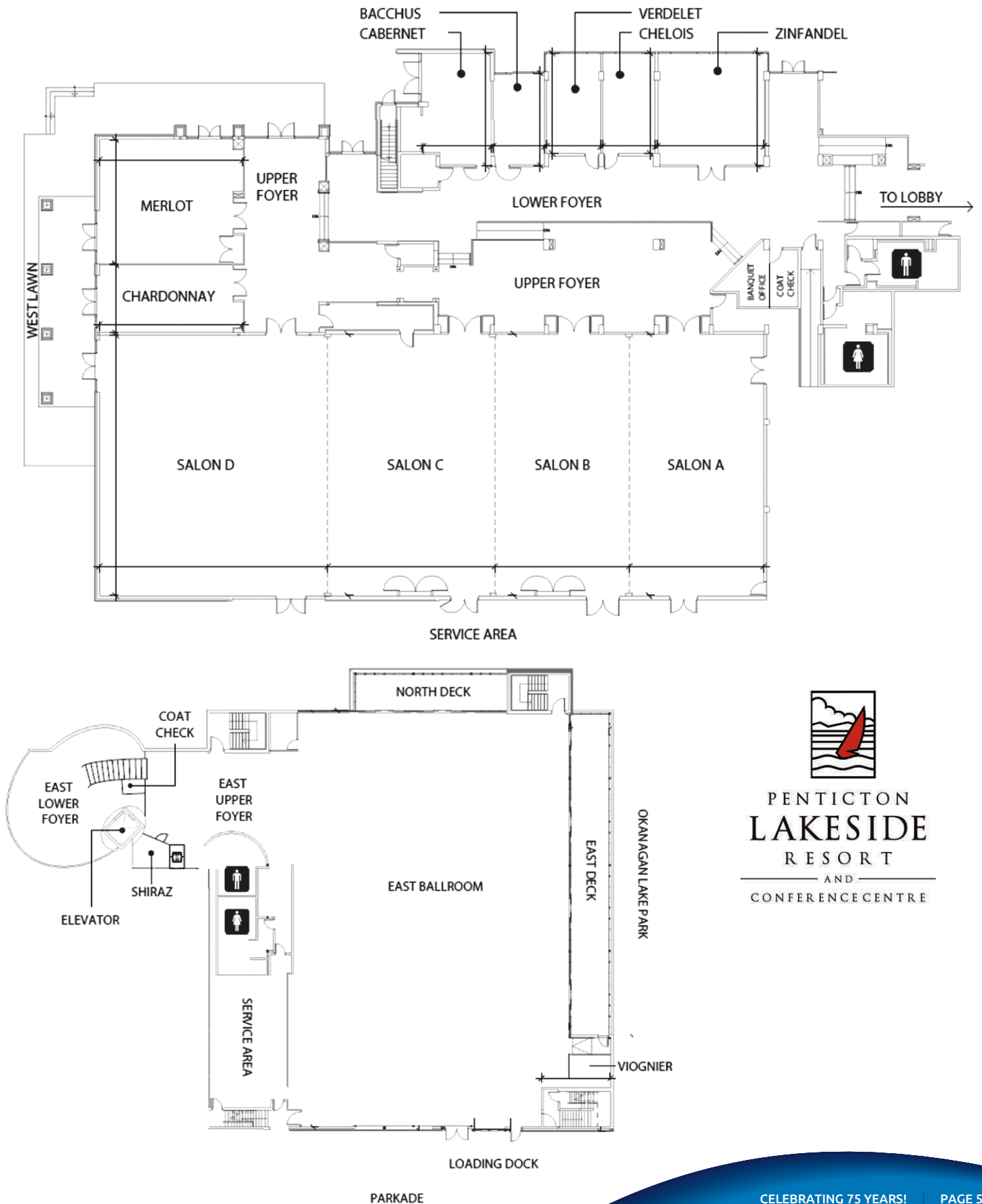
**NOTE:** GROUP RATE EXPIRES:  
MARCH 24, 2023

CLICK HERE TO BOOK:  
**PROMO CODE RFABC2023**





# RFABC CONFERENCE - LAKESIDE RESORT FLOORPLAN



*Celebrating 75 Years!*



## 2023 RFABC CONFERENCE PROGRAM

Time Slot	MONDAY, APRIL 24
12:00pm-5:00pm	Golf Tournament - Nk'Mip Canyon Desert Golf Course, Oliver, BC
3:00pm-9:00pm	Delegate Registration (Lower Foyer)
7:00pm-9:00pm	Welcome and Social (Salon D)

Time Slot	TUESDAY, APRIL 25			
7:30am-8:30am	Breakfast (Salon C/D) & Delegate Registration (Lower Foyer)			
8:30am-9:30am	Opening Keynote - From 6am Power Skating to Ironman Champion: Jeff Symonds, Ironman Champion (Salon C/D)			
9:30am- 9:45am	Nutrition Break (Upper Foyer)			
10:00am-11:15am	FACILITY OPERATIONS (Salon D)	LEADERSHIP (Salon C)	PROGRAMMING (Merlot)	AQUATIC OPERATIONS - <b>1 DAY</b> (Salon A)
	Evolution of Dasher Board Development and Safety: Reid Hart/Andrew McRae, Athletica/Cascadia Sport Systems Inc	Tactical Retention: Roger Weetman, Resort Municipality of Whistler	Xplor Recreation - Features Overview: Mike Baldwin, Xplor Recreation	Facility 2 Facility Discussion: Aquatic
11:30am-12:30pm	Lunch (Salon C/D)			
12:45pm-2:00pm	Electrification on Recreation Centres: Taio Waldhaus, AME Group	How we Got to "Yes!": Planning and Carrying Out a Successful Referendum Strategic Communications Plan: Christy Poirier, Doug Ross, City of Vernon	Innovative Ideas for Hiring and Retaining: Corinne Garrett, City of New Westminster	Sustainable Pools: Better Water, Healthier Air, Less Resources (PART 1): John Duiker, Automated Aquatics Canada Ltd.
2:00pm-2:15pm	Nutrition Break (Upper Foyer)			
2:15pm-3:30pm	Facility 2 Facility Discussion: Operations	Design for Tomorrow: Future - Proofing Recreation Facilities: Kate Busby/Sabrina Hoeck Faulkner Browns Architects	Swim Lesson Transition - Lessons Learned: Michelle Wilcox District of Squamish	Sustainable Pools: Better Water, Healthier Air, Less Resources (PART 2): John Duiker, Automated Aquatics Canada Ltd.
3:30pm-5:00pm	Informal Networking Time & Facility Tour (South Okanagan Events Centre, S.S. Sicamous)			
5:00pm-9:15pm	Supper & Trade Show (East Ballroom)			
9:15pm-12:00pm	Hospitality Suite Presented by Kendrick Equipment (TBA)			



*Celebrating 75 Years!*



## 2023 RFABC CONFERENCE PROGRAM

Time Slot	WEDNESDAY, April 26		
7:30am-9:00am	Breakfast & AGM (Salon C/D)		
9:15am-10:30am	<b>FACILITY OPERATIONS</b> (Salon D)	<b>LEADERSHIP</b> (Salon C)	<b>PROGRAMMING</b> (Salon A)
	<b>The Importance of Having a Commissioning Provider for Mechanical Systems</b> Daniel Booy, Altum Engineering Ltd	<b>Penticton Community Recreation Centre Emissions Reduction Grant Application:</b> David Kassian, City of Penticton	<b>Equity, Diversity and Inclusion (EDI) Programming – Small Wins, Big Change</b> Kelsey Johnson, City of Penticton
10:30am-10:45am	Nutrition Break (Upper Foyer)		
10:45am-12:00pm	<b>How to Use Your Ammonia Refrigeration Plant for Energy Cooling During a Heat Dome:</b> Ian Welle, Polar Engineering	<b>Facility 2 Facility Discussion: Leadership</b>	<b>Avoid Burnout, Build Resilience and Boost Energy Levels!</b> Lori Bowie, City of Port Coquitlam
12:00pm-1:00pm	Past President's lunch (Salon C/D)		
1:15pm-2:30pm	<b>Shining Light on Solar Energy:</b> Rob MacInnis, Grace Leyden, Hakai Energy Solutions	<b>Recruitment &amp; Marketing of Facility Operations Careers, Student Recommendations:</b> Yue-Ching Cheng, Langara College	<b>Facility 2 Facility Discussion: Programming</b>
2:30pm-5:00pm	Informal Networking Time		
6:00pm-8:30pm	Awards Banquet (East Ballroom)		
9:00pm-12:00am	Entertainment: ION - 80's Cover Band (Barking Parrot)		



Time Slot	THURSDAY, APRIL 27
7:30am-8:30am	Breakfast (Salon C/D)
8:30am-9:45am	Closing Keynote - The Leadership & Anatomy of a Good Supervisor: Edith Martin, The Organizational Navigator (Salon C/D)
9:45am-10:30am	Wind Up - Final Draw Valued over \$1000 (Salon C/D)

# Join Us In Penticton!

## REGISTER TODAY!

### DELEGATE REGISTRATION FEES

The RFABC is excited to offer an affordable rate for a strong program featuring educational sessions, networking opportunities, and business connections.

**NEW:** We have added an aquatic focused stream on Tuesday!

**NOTE:** To receive the RFABC Member discount, enter the email that matches the email on your membership profile. [Click Here](#) to become a member

### EXTRA MEAL TICKETS & SPECIAL DIETS

If you are looking to purchase extra meal tickets for a guest or have dietary requirements, there is an area for you to indicate that within the registration process.

### PAYMENTS & CANCELLATION POLICY

Payments are payable upon booking. Payment must be received prior to April 24<sup>th</sup>, 2023, or you will not be able to attend.

Refunds are available if notice is given in writing (email) prior to March 25<sup>th</sup> (minus 5% if credit card used). Any cancellation after that will be required to pay all fees.



### 2023 Delegate Registration Fees

Description	Member Rate	Non-Member Rate
FULL DELEGATE: Includes all sessions & meals	\$695.00	\$745.00
ONE-DAY DELEGATE: Includes session & meals for the chosen day only.	\$350.00	\$375.00

*Rates do not include GST*





# 2023 RFABC Golf Tournament

Golf Tournament is Monday, April 24<sup>th</sup> | 12:00PM – 5:00PM

**EVERYONE WELCOME!** That includes all levels of golfers from beginners to pros. The purpose of this fun tournament is to connect those working in recreation operations as a kick-off to our epic RFABC Conference and Trade Show!

The format will be best ball with a minimum of 3 drives for each player. Inside your designated cart you will find a sleeve of balls with a coupon for a light lunch and a beverage. After your game, you are encouraged to check out the putting practice area for a competition using a hockey stick. You can take a shot to win some prizes!

Nk'Mip Canyon Desert Golf Course was named Golfers' Choice 2022: #14 hidden gem golf course in Canada, and is owned and operated by the Osoyoos Indian Band. It is named for its diverse landscape that begins on natural desert and smoothly transitions into lush canyons and valleys. Despite tumbling across a variety elevation changes, the golf course is easy to walk and provides stunning views of the South Okanagan Valley along the way. The course offers a fair challenge with water hazards and numerous strategically placed bunkers coming into play.

*NOTE: If you do not specify team names, you will be placed with others to maximize networking!*

**NOTE: REGISTRATION IS SEPARATE FROM THE CONFERENCE REGISTRATION**

2023 RFABC Golf Tournament Information	
Registration Fee	\$125.00
Includes	18 holes, Golf Cart, Light Snack, and Beverage
Max # of Golfers	40

*You are responsible for you own transportation to and from the golf course.*



**CLICK HERE**  
FOR GOLF  
REGISTRATION  
ONLY



# RFABC CONFERENCE SESSION DESCRIPTIONS

**Monday, April 24<sup>th</sup>, 2023**

**12:00PM-5:00PM | GOLF TOURNAMENT**  
*(Nk'Mip Canyon Desert Golf Course)*

Everyone is welcome; that includes all levels of golfers from beginners to pros. The purpose of this fun tournament is to connect those working in recreation operations. The format is a four-person scramble (Best Ball). You are responsible for your own transportation to and from the golf tournament.

**Fee:** \$125/person | **Includes:** 18 holes, a golf cart, a light lunch, and a beverage.

[Click Here To Register](#)

**NOTE: GOLF REGISTRATION IS SEPARATE FROM THE CONFERENCE REGISTRATION**

**3:00PM-9:00PM | DELEGATE REGISTRATION**

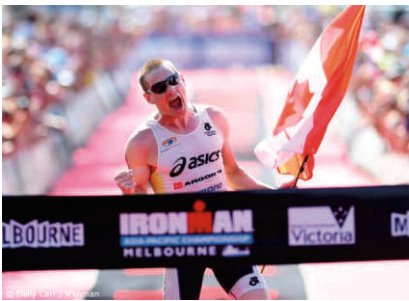
**7:00PM-9:00PM | WELCOME & SOCIAL**

Everyone Welcome! Join us and your fellow colleagues for a drink and some delicious appetizers to kick-off the conference.

**Tuesday, April 25<sup>th</sup>, 2023**

**7:30AM-8:30AM | BREAKFAST**

**8:30AM-9:30AM | OPENING KEYNOTE,**  
**JEFF SYMONDS**  
*Ironman Champion*



With a 3.8 km swim, a 180km bike and a 42.2k run, Ironman Triathlons are the ultimate single day test of endurance and perseverance. Being an Ironman Champion requires a passion for sport and a competitive drive that

can only be fostered in the facilities of a supportive community. Though the ups and downs of this relentless pursuit, I have learned valuable lessons on resilience, intrinsic motivation and building a growth mindset that extend far beyond the race course.

**9:30AM-9:45AM | NUTRITION BREAK**  
**SPONSORED BY CRITICAL ENVIRONMENT TECHNOLOGIES**

**10:00AM – 11:15AM | FACILITY OPERATIONS**  
**Evolution of Dasher Board Development and Safety**  
*Reid Hart & Andrew McRae, Athletica/Cascadia Sport Systems Inc.*

We will present the origin and evolution of modern dasher board systems and share best practice design features that should be incorporated in today's indoor ice arenas. Specific emphasis placed on key product enhancements and safety features, and how it improves player safety while reducing risk and liability for owners and operators of hockey rinks.

**10:00AM – 11:15AM | LEADERSHIP**  
**Tactical Retention**

*Roger Weetman, Resort Municipality of Whistler*

This session will explore various tactics that are critical to retaining staff including exploring theories and working models related to succession planning, the importance of staff engagement and a practical example of a worthy mentorship program. Maslow's Hierarchy of Needs and Patrick Lencioni's Triangle of Trust will also be covered showing how each of them apply to individual performance, motivation and accountability in the workplace. A variety of promising practices will also be covered along with the importance of setting a positive workplace culture when it comes to both attracting new staff and retaining existing staff. Various leadership resources will be referenced and shared as part of this session.

**10:00AM – 11:15AM | PROGRAMMING**  
**Xplor Recreation - Features Overview**  
*Mike Baldwin, Xplor Recreation*

Come and learn about some of Xplor Recreation's best features to enhance your ability to work efficiently. Xplor Recreation's parks and recreation software helps municipalities and government organizations of all sizes connect with their community. This session will be presented by an Implementation Consultant with extensive experience in the industry.

**10:00AM – 11:15AM | AQUATIC OPERATIONS**  
**Facility 2 Facility Discussion - Aquatics**

The Facility 2 Facility session enables aquatic operators to organically share concerns, trends and offer solutions that could benefit small, medium and large communities.

**11:30AM-12:30PM | LUNCH**  
**SPONSORED BY ROCKY POINT ENGINEERING LTD.**

**12:45PM – 2:00PM | FACILITY OPERATIONS**  
**Electrification on Recreation Centres**  
*Taio Waldhaus, AME Group*

Reducing carbon is paramount in energy intensive buildings, such as recreation centres. This session will explore recent methodologies to remove dependence on fossil fuels in these facilities.



## RFABC CONFERENCE SESSION DESCRIPTIONS

### 12:45PM – 2:00PM | LEADERSHIP

#### **How we Got to "Yes!": Planning & Carrying Out a Successful Referendum Strategic Communications Plan**

*Christy Poirier and Doug Ross, City of Vernon*

Christy and Doug will share the strategic communications plan that was created for the recently successful City of Vernon referendum to borrow up to \$121M for the Active Living Centre, a new multi-purpose indoor recreation facility. You will learn how the team developed its comprehensive communication strategy, how it was carried out, and the valuable lessons learned from the process. They will offer practical tools and insights from the development and implementation of the information campaign, hoping to empower and enable conference attendees to benefit from their experiences and carry these lessons back to their own communities and projects.

### 12:45PM – 2:00PM | PROGRAMMING

#### **Innovative Ideas for Hiring and Retaining Staff.**

*Corrinne Garrett, City of New Westminster Parks & Recreation*

With the wage gap between entry level Municipal jobs and the living wage decreasing over the last 10 years, recreation services and operations continues to struggle to find a skilled and certified pool of employees to draw from. The City of New West created a hiring program that reduces barriers, screens candidates for job and core values compatibility, and takes a "Grow Your Own" non-traditional approach to recruitment. This session is valuable for managers and supervisory staff who are striving to think outside the box for recruitment strategies that will help build staff capacity and will provide opportunities to strengthen the skills of those in their organization.

### 12:45PM – 2:00PM | AQUATIC OPERATIONS

#### **Sustainable Pools: Better Water, Healthier Air, Less Resources (Part 1)**

*John Duiker, Automated Aquatics Canada Ltd.*

This presentation reveals the bigger picture of public pool operations. Pool sustainability is defined with a comprehensive examination of resource inputs (energy, water, chemical) and the outputs as they relate to operational variables. The presentation is driven from practical experience optimizing water/air quality and conserving energy.

### 2:00PM-2:15PM | NUTRITION BREAK

*SPONSORED BY CRITICAL ENVIRONMENT TECHNOLOGIES*

### 2:15PM – 3:30PM | FACILITY OPERATIONS

#### **Facility 2 Facility Discussion - Facility Operations**

The Facility 2 Facility session enables facility operators (arena, facilities) to organically share concerns, trends and offer solutions that could benefit small, medium and large communities.

### 2:15PM – 3:30PM | LEADERSHIP

#### **Design for Tomorrow: Future-Proofing Recreation Facilities**

*Kate Busby & Sabrina Hoeck, FaulknerBrowns Architects*

Based on our experience as designers of sport and recreation buildings and observed trends, this session will explore how environmental design might support flexible and adaptability in programming to ever-evolving community needs. This session will raise key considerations that can be addressed though considered design and innovative technologies.

Sharing project examples from BC and abroad, we will review how the format, accessibility, and capability of recreation space is shifting to meet ever-changing community demands.

### 2:15PM – 3:30PM | PROGRAMMING

#### **Swim Lesson Transition - Lessons Learned**

*Michelle Wilcox, District of Squamish*

What are the best ways to implement change? Michelle Wilcox will share lessons learned while making the switch from Red Cross to Lifesaving Society Learn to Swim Lessons. Conversations will include ways to guide your entire organization and community through the transition and also provide opportunities for delegates to share current challenges for their municipalities.

### 2:15PM – 3:30PM | AQUATIC OPERATIONS

#### **Sustainable Pools: Better Water, Healthier Air, Less Resources (Part 2)**

*John Duiker, Automated Aquatics Canada Ltd.*

This presentation is the second part to revealing the bigger picture of public pool operations. Pool sustainability is defined with a comprehensive examination of resource inputs (energy, water, chemical) and the outputs as they relate to operational variables. The presentation is driven from practical experience optimizing water/air quality and conserving energy.



## RFABC CONFERENCE SESSION DESCRIPTIONS

### 3:30PM – 5:00PM | INFORMAL NETWORKING & ACTIVITIES

#### Informal Networking Time

Use this time to re-connect with your colleagues and make some new relationships. Feel free to explore the outdoors, relax in the resort, and investigate local businesses.

### 3:30PM – 5:00PM | INFORMAL NETWORKING & ACTIVITIES

#### Facility Tour - South Okanagan Events Centre

The South Okanagan Events Centre is a 5,000-seat multi-purpose arena in Penticton, British Columbia, Canada. It is home to the Penticton Vees ice hockey team. The arena opened to the public in September 2008. Previously, the Vees played at Penticton Memorial Arena. The centre hosted the 2018 Scotties Tournament of Hearts Canadian national women's curling championship and the centre is home to the Young Stars Rookie Tournament, which is an annual tournament featuring rookies and prospects from the Calgary Flames, Vancouver Canucks, Winnipeg Jets and Edmonton Oilers. The centre can accommodate up to 6400 individuals for concerts. We will meet in the hotel lobby and can walk to the event centre from there.

### 3:30PM – 5:00PM | INFORMAL NETWORKING & ACTIVITIES

#### Facility Tour - SS Sicamous

The stern wheeler SS Sicamous is a luxury vessel that was used to transport passengers and cargo to remote communities along the shores of Okanagan Lake. The ship was launched in 1914 from the Okanagan Landing Shipyards, at the north of the lake. The Sicamous travelled from Penticton to Okanagan Landing with 14 scheduled stops throughout. Her luxury and beauty attracted crowds at each dock, while travellers experienced elegance in dining and service renowned by Canadian Pacific. Today the ship is preserved on the shore of Okanagan Lake, in Penticton BC. It opened as a museum and heritage site and is cared for by a non-profit organization called the SS Sicamous Marine Heritage Society. The Sicamous is a unique part of Okanagan history and heritage.

### 5:00PM-9:15PM | SUPPER AND TRADE SHOW *SPONSORED BY PUR90 SERVICES INC.*

Join us at the 2023 RFABC Trade Show located right onsite at the Penticton Lakeside Resort. This dynamic evening includes supper, cash bar, and connecting with 45 companies and partners that serve the recreation industry! (Food Service is from 5:00-6:00PM)

### 9:15PM-12:00AM | HOSPITALITY SUITE

#### *SUPPLIED BY KENDRICK EQUIPMENT*

It's not an RFABC Conference without Kendrick Equipment's Hospitality Suite. Each year they surprise delegates with some unique form of entertainment. Last year was a Zamboni with a dispensing keg! What will it be this year? Visit them at Booth 29!

**Wednesday, April 26<sup>th</sup>, 2023**

### 7:30AM-9:00AM | BREAKFAST & RFABC ANNUAL GENERAL MEETING

### 9:15AM – 10:30AM | FACILITY OPERATIONS

#### **The Importance of Having a Commissioning Provider for Mechanical Systems**

*Daniel Booy, Altum Engineering Ltd.*

This presentation describes the role and responsibilities of a commissioning provider. It emphasizes the pros and cons of retaining a commissioning provider for mechanical system capital projects, with many examples of projects done well and projects that could have gone smoother had the commissioning provider been engaged in an appropriate manner. The lessons learned from over 20 years of engineering design and intense onsite field experience are shared in this succinct summary.

### 9:15AM – 10:30AM | LEADERSHIP

#### **Penticton Community Recreation Centre Emissions Reduction Grant Application**

*David Kassian, City of Penticton*

The City of Penticton submitted a grant in May, 2022, to retrofit the Community Recreation Centre for energy and emissions reductions. When implemented, it is estimated the retrofits will reduce Penticton's corporate emissions by 15%, or 300 tCO<sub>2</sub>e annually. To determine the appropriate retrofits, an intensive energy audit was conducted through Fortis BC's Custom Efficiency Program. The findings of the audit provided the foundation to submit the grant, as the audit contained detailed information on the recommended retrofits, costs, emission reductions, ROI, and more. This work is in line with the 2022 Corporate Energy and Emissions Plan, which has a target to reduce emissions by 45% from 2009 levels by 2030.





## RFABC CONFERENCE SESSION DESCRIPTIONS

### 9:15AM – 10:30AM | PROGRAMMING

#### **Equity, Diversity and Inclusion (EDI) Programming – Small Wins, Big Change**

*Kelsey Johnson, City of Penticton*

Get ready to be moved by three different programs that made a commitment to provide thoughtful and high-quality programming to groups who have historically been underserved or completely forgotten. Included in this session will be tips for program creation, implementation and sustainability. Be prepared to walk away with inspiration to make meaningful change in your community.

### 10:30AM-10:45PM | NUTRITION BREAK

#### **SPONSORED BY CRITICAL ENVIRONMENT TECHNOLOGIES**

### 10:45AM – 12:00PM | FACILITY OPERATIONS

#### **How to use Your Ammonia Refrigeration Plant for Energy Cooling During a Heat Dome**

*Ian Welle, Polar Engineering*

Have you been asked to provide a cooling refuge in the summer, but not had adequate HVAC onsite to deliver this effectively? Polar has been working with many municipalities around BC to repurpose their ammonia refrigeration plants to provide HVAC cooling during heat domes. By using their existing ammonia refrigeration plant, Polar has been able to work with municipalities around BC to provide a cost and cooling effective way of responding to hotter than normal summers and heat domes.

### 10:45AM – 12:00PM | LEADERSHIP

#### **Facility 2 Facility Discussion - Leadership**

The Facility 2 Facility session enables Leaders (directors, managers, supervisors) to organically share concerns, trends and offer solutions that could benefit small, medium and large communities.

### 10:45AM – 12:00PM | PROGRAMMING

#### **Avoid Burnout, Build Resilience, and Boost Energy Levels!**

*Lori Bowie, City of Port Coquitlam*

Juggling the demands of work layered with multiple daily obligations takes its toll. Learn to re-energize with evidence-based practices focused on optimizing your recreation and leisure time - from minutes here and there to weekends and vacations. Burnout - recognize the signs and symptoms, understand the rising health and economic costs, assess your risk, and leave with an action plan. Get the tools you need to boost your wellness and support the teams you lead; share and role model the essentials for re-energizing and move from survive to thrive!

### 12:00PM-1:00PM | PAST PRESIDENTS LUNCH

Join us for the Past Presidents Lunch while we pay tribute to RFABC's 75<sup>th</sup> Anniversary!

### 1:15PM – 2:30PM | FACILITY OPERATIONS

#### **Shining Light on Solar Energy**

*Rob MacInnis, Grace Leyden, Hakai Energy Solutions*

Solar energy is an emerging topic that many people have a general awareness of. However, how it can be integrated into a facility, the financial and environmental benefits it can provide, as well as the municipal objectives it can satisfy, are often less known. A presentation by Hakai Energy Solutions will examine how solar photo voltaics work, how easily a system can integrate into a facility's building and electrical system, the operational requirements, financial benefits, community perception, and the impact a PV system can have to achieve climate action targets. The audience will gain an understanding of the process, taking a concept through to a successful project delivery. The presentation will focus on how such a project can yield lasting and long-term benefits to facility owners, while producing environmental awareness to multiple generations of community members.

### 1:15PM – 2:30PM | LEADERSHIP

#### **Recruitment and Marketing of Facility Operations Careers: Student Recommendations**

*Yue-Ching Cheng, Department of Recreation Studies at Langara College*

Careers in facility operations are not well known and understood to the public. How do we market and promote the jobs to the uninformed? Students who have recently participated in facility operations work will provide you their recommendations and perspectives in marketing to; young workers, mature workers switching careers, new immigrants/international workers, and female workers.

### 1:15PM – 2:30PM | PROGRAMMING

#### **Facility 2 Facility Discussion - Programming**

A programmer has many strengths, but the ability to support one another by asking questions and sharing ideas is one of the greatest. The Facility 2 Facility session enables Programmers to organically share concerns, trends and offer solutions that could benefit small, medium and large communities.



## RFABC CONFERENCE SESSION DESCRIPTIONS

### 2:30PM – 5:00PM | INFORMAL NETWORKING

#### Informal Networking Time

Use this time to re-connect with your colleagues and make some new relationships. Feel free to explore the outdoors, relax in the resort, investigate local businesses. Check out the Visit Penticton website or ask at the RFABC Registration Table to learn about more local opportunities.

### 6:00PM – 8:30PM | AWARDS BANQUET

The Awards Banquet will continue to honour RFABC's 75th Anniversary by recognizing excellence in the field through its awards program. The attire for the banquet is business casual, but be prepared to change into your best 80's attire for the entertainment afterwards! To see a list of awards and access the nomination form click on the button on the right.



### 9:00PM – 12:00AM | ENTERTAINMENT ION (Live 80s Cover Band)

Don't miss it! After the awards banquet on April 26th, B.C. Trio, ION, will lead us into an 80's Themed Dance Party. This will be located at the Barking Parrot (located within the Penticton Lakeside Resort). Come dressed in your best 80's outfits to immerse yourself with this synth pop cover band! You will "dance" down memory lane to an extensive set list that includes: Safety Dance (Men without Hats), Always on My Mind (Pet Shop Boys), Video Killed the Radio Star (Buggles), Here Comes the Rain Again (Eurythmics), and Hungry like the Wolf (Duran Duran)! There will be prizes for best individual and group dressed!



Thursday, April 27<sup>th</sup>, 2023

### 7:30AM-8:30AM | BREAKFAST

### 8:30AM – 9:45AM | CLOSING KEYNOTE

#### Leadership and the Anatomy of Good Supervision *Edith Martin, The Organizational Navigator*

The fundamental principal of good leadership is the ability of leaders to understand themselves and be able to identify the needs of their team members to be successful. Figuring out the best way for the leader and their team members to communicate is an ongoing issue. This session will change your thinking and will provide you with a quick and efficient tool to use when leading your team members.

### 9:45AM – 10:30AM | WRAP UP & GRAND PRIZE DRAW

Want a chance to win an elite get-away and registration for the 2024 RFABC Conference? The following package, valued at \$1000, could be yours:

- One night accommodation at the Lakeside Resort & Conference Centre in Penticton
- A free round of golf for 2 at Nk'Mip Canyon Desert Golf Course in Oliver, BC
- A free 2024 RFABC conference registration for Harrison Hot Springs on April 15-18<sup>th</sup>

**NOTE:** You must be present to win!





## RFABC CONFERENCE SPEAKER BIOS



**Mike Baldwin**  
*Xplor Recreation, Implementation Consultant*

Mike Baldwin has been an Implementation Consultant with Xplor Recreation for the past 8 years and before that he worked for 14 years in a similar role with Class software at ActiveNet. Prior to working in these 2 roles he was a Recreation Programmer for the City of Burnaby in the 90s. He also has a Bachelors degree in Recreation Administration from the University of Alberta.



**Daniel Booy**  
*Altum Engineering Ltd., Owner*

Working in sustainable infrastructure design and construction since 1996, Daniel has dedicated his career to sustainable development. With a solid background in construction, Daniel is registered as a professional mechanical engineer in BC, and has a diploma in mechanical engineering technology. Most recently becoming an AEE Certified Energy Auditor, Daniel is committed to professional development and lifelong learning.



**Lori Bowie**  
*City of Port Coquitlam, Director of Recreation, BSc, MA*

Lori Bowie is a high energy team leader with over 30 years of recreation experience focused on promoting healthy communities through the creative engagement of staff teams and community partners. She studied Kinesiology and Health Promotion at SFU and for four years taught courses in Health Promotion at UBC's School of Kinesiology. Lori has been the Director of Recreation for the City of Port Coquitlam since 2015, and previously worked for the municipalities of Vancouver, Burnaby, and Surrey. To fight against burnout, she dove into the research to learn about building resilience and boosting energy. Since 2019 she has presented several interactive workshops to share information, tools and ideas with others wanting to build their resilience and avoid burnout.



**Kate Busby**  
*FaulknerBrowns Architects, Partner*

Kate Busby is a Partner and co-founder of FaulknerBrowns' Vancouver office. FaulknerBrowns Architects company has a fifty-year history of exemplary sport and recreation work in Europe and North America, among other typologies. With 18 years recreation facility expertise, Kate's extensive local knowledge enables her office to blend best practice from either side of the Atlantic.



**Yue-Ching Cheng**  
*Department of Recreation Studies, Langara College, Faculty / Program Coordinator*

Yue-Ching is teaching faculty and the Program Coordinator for the Recreation Leadership Diploma and Bachelor of Recreation Management programs in the Department of Recreation Studies at Langara College. He also serves as a Training Facilitator with the Centre for Intercultural Engagement, providing training to students and faculty through IDI Assessments and COIL-Virtual Exchange Training.

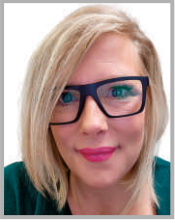
With a background in public sector recreation prior to teaching, he has experience developing large teams, coaching staff, and working with diverse groups in helping them reach high performance goals by showing them their strengths and building community relationships.



**John Duiker**  
*Automated Aquatics Canada Ltd. Manager of Business Operations*

John Duiker has spent most of his youth and adult life in and around swimming pools. For the past 30 years John has been working to create "fantastic water" through technology with Automated Aquatics. John is the Manager of Business Operations and has extensive experience in the areas of filtration, hydraulics, automation and water chemistry. He has a passion for the aquatics industry that is contagious, and understands the value of front-line service and behind the scenes technical operations. John has presented at conferences and venues around the world and brings with him a well-rounded perspective on aquatics technologies.

## RFABC CONFERENCE SPEAKER BIOS



**Corrinne Garrett**  
*City of New Westminster Parks & Recreation, Senior Manager Recreation and Facilities*

Corrinne Garrett is a dedicated and driven recreation management professional skilled and passionate about change management, leadership development, streamlining organizational operations, and strategic planning. She has over 30 years of recreation experience with a very well-developed background in facility operations. She is a senior instructor and course developer/writer for the RFABC. A lifelong learner with expertise in OHS, program development and welcoming, safe and inclusive environments.



**Reid Hart**  
*Athletica/Cascadia Sport Systems Inc., Director of Sales*

With over 20 years experience, Reid has been recognized as a strong Brand Ambassador and is a highly sought after consultant and problem solver. His industry experience in manufacturing and marketing of dasher boards has provided him with a unique perspective and involvement driving growth of player safety within the industry.



**Sabrina Hoeck**  
*FaulknerBrowns Architects, Associate, Architect AIBC*

Sabrina Hoeck is an Associate with FaulknerBrowns Architects. Having studied and worked in Germany, Switzerland and Holland, Sabrina brings an authentic European perspective to her work leading the Vancouver office's Sport and Recreation division.



**Kelsey Johnson**  
*City of Penticton, Manager of Recreation, Arts & Culture*

Kelsey Johnson is the Manager of Recreation, Arts and Culture for the City of Penticton. With over 15 years of experience in recreation services, Kelsey is a proven and proactive visionary committed to advancing and advocating for recreation and community services. Kelsey was the recipient of the 2019 CPRA Emerging Leader Award and has been serving on the BCRPA Board of Directors since 2021.



**David Kassian**  
*City of Penticton, Sustainability Supervisor*

David Kassian is the Sustainability Supervisor with the City of Penticton, as well as a long time Okanagan resident. At work, David implements the City's Community Climate Action Plan and Corporate Energy and Emissions Plan, and is continually seeking grant funding to implement projects. Having grown up in Oliver, David has a vested interest in serving the Okanagan and was previously the Co-Chair of Oliver's Food Action Advisory Committee. David enjoys gardening, reading science fiction and short story anthologies, and spending time with his family at our excellent local beaches and parks.



**Grace Leyden**  
*Hakai Energy Solutions Inc., Communications and HR*

Grace Leyden has been an environmental advocate her entire life. Since 2021, Grace has worked in administration, as the Communications Coordinator for Hakai Energy Solutions. She holds an Honors Bachelor of Science degree in Environmental Science and is an active member of environmental organizations in her spare time. As a member of the Hakai Energy team, Grace has worked to educate the public on the costs and benefits of solar energy, and the positive impact it can bring to a community. In addition to the communications role at Hakai, Grace assists in the development and implementation of internal staff training programs, marketing outreach, and company human resources.





## RFABC CONFERENCE SPEAKER BIOS



**Rob MacInnes**  
*Hakai Energy Solutions Inc., Solar PV Systems Designer*

Rob MacInnis has actively worked in the electrical industry since 2004. Rob has been the Lead Grid Tied PV Energy System Designer at Hakai Energy Solutions since 2015. He is a Red Seal Electrician and holds a diploma in Electrical Engineering Technology. Rob is also a certified Class A Field Safety Representative. He has worked in remote off-grid communities as well as urban grid-tied facilities to deliver reliable renewable systems based on site specific constraints and the objectives of clients. As a member of Hakai Energy Solutions, Rob has brought dozens of commercial solar PV systems from concept to commissioning. Facility types include recreation centers, primary, educational institutions and post-secondary schools, firehalls, municipal offices, and warehouses.



**Edith Martin**  
*The Organizational Navigator, President & Consultant*

Edith is a Past President & Honorary Life Member of AARFP and continues to facilitate Leadership Skills Training. She is a U of A Graduate in Education and Human Resource Management, John Maxwell Leadership and Kolbe Certified, has facilitated many sessions focused on Leadership, Teamwork, Customer Service, Organizational planning and systems.

After three decades leading teams in Recreation Facilities, Edith is a leadership consultant and mentor, continuing to inspire others to be great leaders, enhance their teams and their customer service cultures. Edith is author of the "Rec Coach" book series providing practical wisdom for leaders in Recreation.

Edith values the importance of community and international service, is a member of Rotary International, serves on Boards for the Edmonton NE Club and currently President of Project Amigo Canada Society.



**Andrew McRae**  
*Athletica/Cascadia Sport Systems Inc., CEO*

Andrew has built a reputation for continuous improvement and radical technology change within the Sport Infrastructure market. With 30 years' experience, he brings an engineering and product management discipline towards Ice Arena dasher boards and equipment. Living the Safety through Innovation brand message, Andrew has embedded this promise into the DNA of Athletica culture.



**Christy Poirier**  
*City of Vernon, Communications and Grants Manager*

Christy Poirier is the Manager, Communications and Grants for the City of Vernon. She has nearly 20 years' experience in broadcast media and communications and has been with the city since 2019. Christy's background in journalism and strategic communication planning played a vital role in the development of the Active Living Centre Referendum communication strategy and leading the team during the information campaign.



**Doug Ross**  
*City of Vernon, Director, Recreation Services*

Doug Ross is the Director, Recreation Services for the City of Vernon. Doug has been with the city for 40 years and in the Director's role since 2014. The Active Living Centre project was a main focus for Doug over the last few years and he acted as the key spokesperson for the referendum information campaign. This year, he will transition to the role of Owner's Representative for the project following his retirement.





## RFABC CONFERENCE SPEAKER BIOS



**Jeff Symonds**  
*Ironman Champion*

Jeff Symonds was born and raised in Penticton, British Columbia. As he was growing up, he enjoyed playing school sports like basketball and hockey. This was around the time when he got immersed in triathlon due to the popular Ironman

Canada race being held in his hometown. In 2005, Symonds participated in his first triathlon race. From that point on, he realized that he wanted to compete professionally. His third-place in the 2011 Ironman 70.3 World Championship made him the first Canadian male and the second man in his twenties (after Terenzo Bozzone) to record a podium finish at the Ironman 70.3 World Championships. Symonds won the 2022 Ironman Canada, the 2015 Ironman Asia-Pacific Championship in Melbourne, and the 2013 and 2014 Challenge Penticton triathlons, with second-place finishes at Ironman Canada in 2014 and 2018.



**Taio Waldhaus**  
*AME Group, Principal*

As a Principal at AME Group, Taio leads a team of experienced engineers that predominantly design sports and recreational facilities throughout Canada. In addition to this, Taio and his team have experience in the Cultural, Institutional, Pre

and Post-Secondary Education, Retail and Commercial, Agricultural, and Hi Rise Residential sectors.

Frequently presenting to others on recreation facility innovative design practices in conferences and trade publications, Taio provides a holistic approach to mechanical design, incorporating all systems synergistically which has a great impact on energy and carbon reduction. In his continued effort to Build Legacy, Taio focuses on building strong client relationships; bringing 16 years of mechanical design experience to each project from beginning to end.



**Roger Weetman**  
*Resort Municipality of Whistler, Manager of Recreation*

Roger Weetman is a respected community development and strategic management professional with over 25 year's experience in a leadership capacity. He is the Manager of Recreation in Whistler and is responsible

for operating key community amenities including Whistler's main recreation centre, an outdoor skating rink and a Nordic ski area.



**Ian Welle**  
*Polar Engineering, Principal Engineer*

Ian Welle has spent his engineering career becoming a North American leader in industrial refrigeration and energy recovery. This expertise has allowed Ian to work on projects on 5 different continents, engineer CO2 refrigeration systems for the world's

largest telescopes, and design recreation centre energy recovery systems that have completely turned off natural gas to the facility's boilers. Ian's passion for mitigating the effects of climate change and refrigeration allows him to provide world-class solutions to Polar's clients in Western Canada.



**Michelle Wilcox**  
*District of Squamish, Recreation Program Specialist*

Michelle has worked throughout BC and Alberta in communities of all sizes, at indoor and outdoor pools and where the pool has only 1 or 2 instructors at a time up to where there are 10-12 instructors at a time. She

has been a Red Cross Water Safety Instructor Trainer since it was Colours, and has helped communities launch their new swim programs a few times over. She volunteers as a National Trainer with the Lifesaving Society which has given her the opportunity to help with the 2022 transition training for Instructors and Instructor Trainers. Her facility successfully switched from Red Cross to the Lifesaving Society program in October 2022.



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