

Wheaton Park District

Lincoln Marsh Natural Area Programs



2015 Annual Report Adventure Education

Mike Kelly, Challenge Course Supervisor

Summary

Lincoln Marsh Natural Area is 150 acres comprised of woodlands, marshes, and prairies and is highly valued for recreation, education, and environmental reasons. The Lincoln Marsh annually provides thousands of visitors with many outdoor activities including bird-watching, picnics, adventure programs, environmental education and nature interpretation programs, and challenge course programs. Its two miles of trails connect with the Illinois Prairie Path and make it an ideal place to hike or cross-country ski.

The Adventure Education division of Lincoln Marsh provides outdoor adventure and challenge course programs to over 7,000 people annually. Challenge courses include teams, high ropes, crate climbing, climbing tower, and power pole.

These programs provide opportunities for group, partner, and personal development. Participants experience the dynamics of team work, problem solving, leadership, trust, and support through a series of experiential activities. Trained facilitators tailor the activities to the objectives and capacities of each group. The experience has a broad range of applications for education, organizational development, and recreation. Programs are offered for participants 1st grade through adult and serves a variety of groups which include colleges, elementary/middle/high schools, sports teams, youth at risk, students with special needs, PE leaders, peer leaders, scouts, churches, park districts, adult-non-profit groups, and corporate groups.



Outdoor Adventure includes programs such as canoeing, geocaching, orienteering, snowshoeing, and summer camps. Programs are offered to scouts, students, families, and adults. Adventure programs are usually 1.5 hours in length and summer camps range from 3-6 hours in length.

The following report presents you with an opportunity to review the Adventure Education division for 2015.

Lincoln Marsh Adventure Education Fiscal Year 2015 Report

Total Programs						
Type of Program	FY 2014		FY 2015			
	# Prog.	# Part.	# Prog.	# Part.	% Change in Prog.	% Change in Part.
Brochure Programs	21	180	15	99	-29%	-45%
Challenge Course	508	6,994	522	6,949	3%	-1%
Outdoor Adventure Programs	41	670	13	203	-68%	-70%
Outdoor Adventure Camps	4	56	4	36	0%	-36%
Total	574	7,900	554	7,287	-3%	-8%

Financial Summary - Total Programs

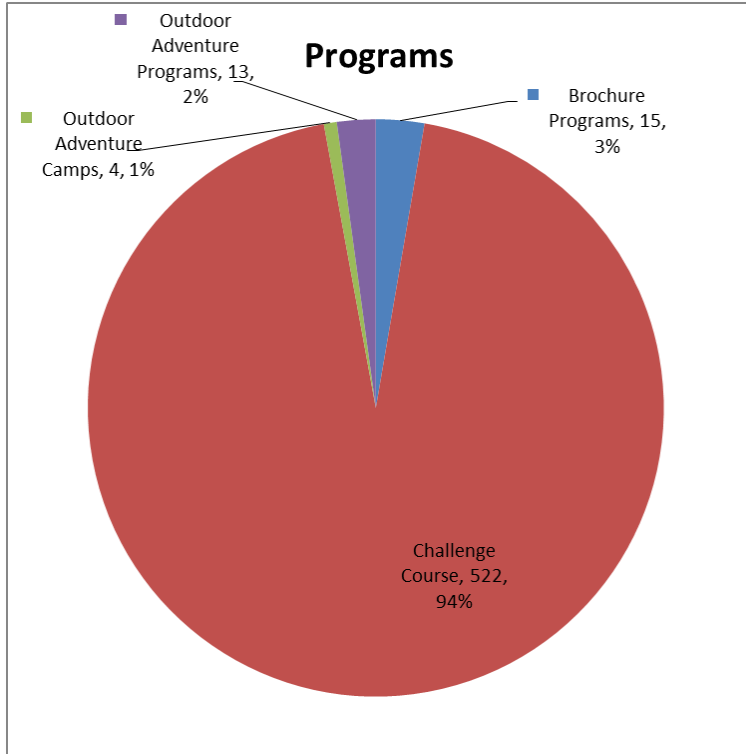
		Budgeted	Actual
FY 2014	Net Revenue	\$50,029.53	\$60,155.81
	% Profit	45%	48%
FY 2015	Revenue	\$122,781.00	\$125,496.34
	Wages	\$57,271.37	\$48,912.80
	Contractual	\$7,270.00	\$2,885.36
	Supplies	\$7,163.00	\$6,702.67
	Net Revenue	\$51,076.63	\$66,995.51
	% Profit	42%	53%

Percent Change in Net Revenue: +11%

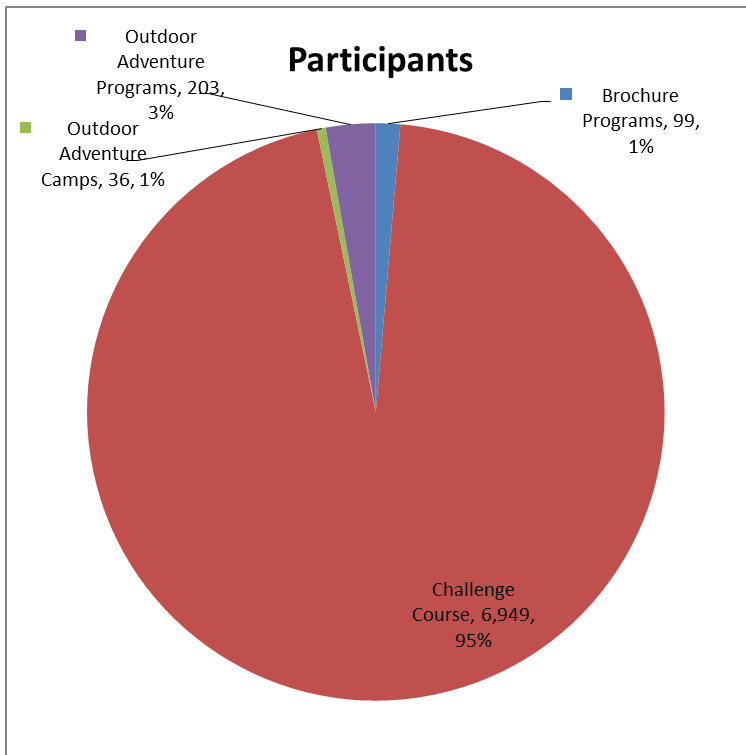
Green Text = exceeded revenue/did not exceed expense
Red Text = did not exceed revenue/exceeded expense

Budget Summary: Adventure Education programs net revenue exceeded what was budgeted by 31% or \$15,918.88. This can be attributed to Challenge Course programs (6618) net revenue exceeding what was budgeted by 43% or \$18,595.98 which more than made up for decreases in all other program areas.

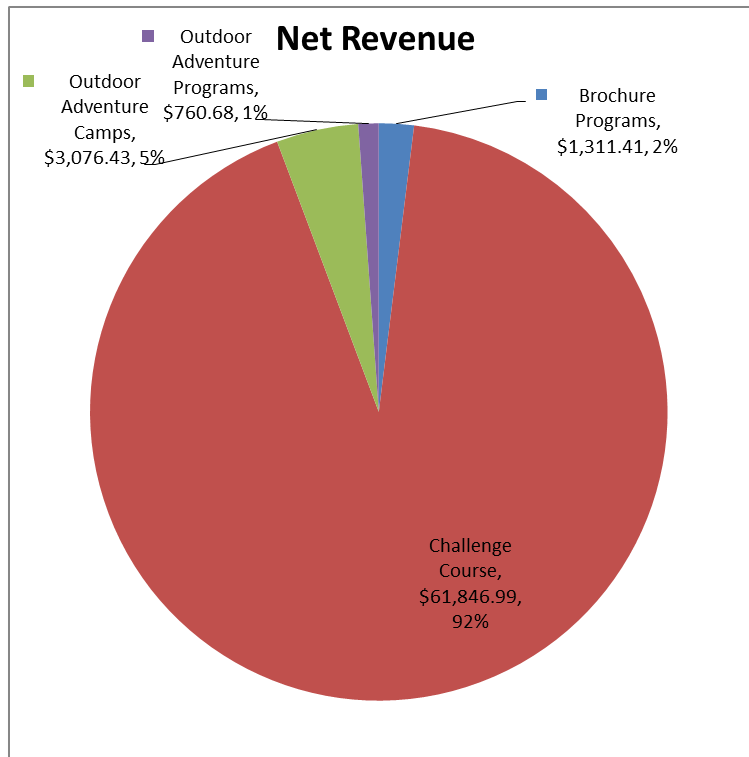
Note: Budget figures do not match Springbrook or the 2014 fiscal year report due to a refund that happened in 2015 for programs occurring 2012-2014 in the Challenge Course account.



Adventure Education Staff presented 554 programs in 2015.



Adventure Education Staff presented programs to 7,287 participants in 2015.



Adventure Education programs generated \$66,995.91 in net revenue in 2015.



Monthly Breakdown

The following pages provide further participation and program details *by month* and financial details by year for the above mentioned program categories.

Brochure Programs						
Month	FY 2014		FY 2015			
	# Prog.	# Part.	# Prog.	# Part.	# Can.	Can. Rate
Jan	3	38	0	0	2	100%
Feb	0	0	0	0	1	100%
Mar	2	15	0	0	0	-
Apr	2	11	1	24	2	67%
May	1	8	2	15	3	60%
Jun	4	26	5	29	1	17%
Jul	1	14	5	24	1	17%
Aug	2	12	2	7	2	50%
Sep	4	23	0	0	1	100%
Oct	2	33	0	0	1	100%
Nov	0	0	0	0	0	-
Dec	0	0	0	0	0	-
Total	21	180	15	99	14	48%

Program Summary: These are programs that are offered through the quarterly Wheaton Park District brochure such as geocaching, snowshoeing, canoeing, rock climbing and traversing a high ropes course.

Analysis: The dramatic decrease in participation is mainly due to a decrease in Archery programs which had 73 participants in 2014 and only 16 in 2015, a decrease of 78%. This was due to our archery contractor (Straight Aim Archery) going out of business late last fall and only summer archery programs ran. The transition of Outdoor Adventure programs to Environmental Education accounted for two fewer programs in the fall of 2015. All snowshoeing, geocaching, canoeing, and archery programs were transitioned over to Environmental Education Division in the fall.



The following chart shows which specific brochure programs ran in 2015.

Brochure Programs					
	# Prog.	# Part.	# Can.	# Resch.	Total \$
Night Snowshoeing	0	0	2	0	\$0.00
Geocaching	0	0	2	0	\$0.00
Snowshoe Geocaching	0	0	1	0	\$0.00
Holiday Geocaching	1	24	0	0	\$305.40
Canoeing	0	0	1	0	\$0.00
Nighttime Canoeing	2	20	0	0	\$264.00
Archery	4	16	0	0	\$1,699.40
Climbing	1	4	0	0	\$227.80
Open Climb	6	31	4	0	\$393.00
Vertical Challenge	1	4	4	0	\$112.00
Total	15	99	14	0	\$3,001.60

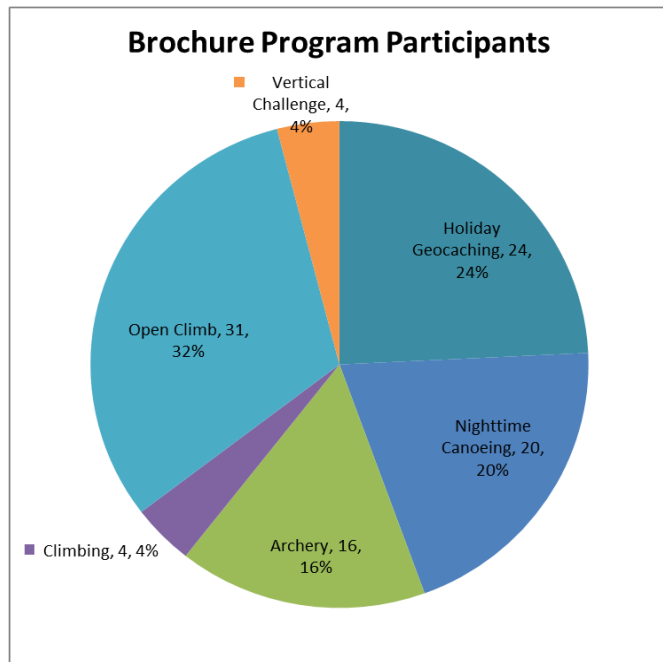
Financial Summary - Brochure Programs (6605)

		Budgeted	Actual
FY 2014	Net Revenue	\$1,619.62	\$2,638.44
	% Profit	34%	39%
FY 2015	Revenue	\$8,871.00	\$3,001.60
	Wages	\$1,819.00	\$514.71
	Contractual	\$3,600.00	\$1,080.36
	Supplies	\$100.00	\$95.12
	Net Revenue	\$3,352.00	\$1,311.41
	% Profit	38%	44%

Percent Change in Net Revenue: -50%

Budget Summary: The budgeted revenue was not met in the Adventure Education brochure programs account. This is mainly due to archery programs that were anticipated to bring in \$6000 in revenue in 2015 and only had \$1,699 in revenue, a decrease of 72%.





This chart illustrates the breakdown of brochure program participants by program type.



Highlights:

- There were several brochure programs that ran which included Easter Egg Geocache Hunt, Family Geocache, Father's Day Vertical Challenge, Nighttime Canoeing, and Open Climb.
- Twenty-four participants attended the Easter Egg Geocache Hunt.
- Six open climb programs ran with a total of 31 participants. This is a 50% increase in programs from 2014 (4) to 2015 (6).
- Marketing efforts were improved by partnering with the Carol Stream Park District to promote and offer Lincoln Marsh programs through their program brochure. This has enabled climbing and canoeing programs to meet the minimum number of participants to run.

Looking forward:

- This account will be non-existent and geocaching, canoeing, orienteering and snowshoeing programs will now fall under the Environmental Education division under account 6612 and climbing classes, open climb, and vertical challenge will still be under Adventure Education but will move into the AE Challenge Course account 6618 for 2016.

Challenge Course						
Month	FY 2014		FY 2015			
	# Prog.	# Part.	# Prog.	# Part.	# Can.	Can. Rate
Jan	4	56	5	63	0	0%
Feb	2	30	1	7	1	50%
Mar	7	92	7	68	4	36%
Apr	22	273	35	460	4	10%
May	61	853	43	560	10	19%
Jun	67	966	64	849	25	28%
Jul	28	375	42	542	9	18%
Aug	53	712	70	956	4	5%
Sep	123	1,676	133	1,750	8	6%
Oct	111	1,536	110	1,544	4	4%
Nov	27	385	9	118	2	18%
Dec	3	40	3	32	0	0%
Total	508	6,994	522	6,949	71	12%

Program Summary: The Lincoln Marsh Challenge Course offers programs to ages 1st grade through adult. Clients have a choice between Teams, Ropes, Power Pole, Climbing Tower, Crate Climbing, and Travel Teams Courses. These programs are all for group, partner, and personal development. Each course includes a series of challenging activities that enable participants to work together to accomplish a task.

Analysis: There was a 3% increase in the amount of challenge course programs from 2014 (508) to 2015 (522). This increase is attributed to a 9% increase in teams course programs from 2014 (361) to 2015 (394). Corporate teams had a 260% increase with only 5 programs in 2014 to 18 programs in 2015. Also, Power Pole had a 43% increase in programs from 2014 (14) to 2015 (20) and Crate Climbing had a 33% increase in programs from 2014 (9) to 2015 (12). The Climbing Tower had 21 programs for 2014 and 2015 and the Ropes Course had a slight decrease of 6% in programs from 2014 (62) to 2015 (58). This decrease is attributed to Northwest Hospital not returning in 2015 which accounted for 5 Ropes Courses in 2014.

The increase in overall programming is also partially due to new clients who brought out multiple groups such as Cyclone Volleyball (13 programs) and Thompson Junior High (21 programs). Also contributing to the program and revenue increase is a 154% increase in the total number of corporate programs from 2014 (13) to 2015 (33). There is a large increase in cancellations due to a couple of larger groups like Northwest Hospital which cancelled 9 programs due to their center closing and Inter American Magnet School which cancelled 15 programs due to lack of funding. The process for recording and tracking cancellations has been improved in 2015 which also may have contributed to the cancellation increase.

The following chart shows which specific Challenge Course programs were presented in 2015.

Challenge Course					
Student/Family					
	# Prog.	# Part.	# Can.	# Resch.	Total \$
Teams Course	364	4,897	37	11	\$60,895.00
Ropes Course	51	698	7	1	\$13,901.25
Power Pole	13	158	0	0	\$2,617.12
Climbing Tower	20	260	7	0	\$3,140.75
Crate Climbing	12	162	6	0	\$2,635.00
Travel Course	15	199	7	3	\$3,588.00
Total	475	6,374	64	15	\$86,777.12
Adult Nonprofit					
	# Prog.	# Part.	# Can.	# Resch.	Total \$
Teams Course	12	153	4	0	\$5,720.63
Ropes Course	1	8	0	0	\$366.00
Power Pole	1	8	0	0	\$366.00
Climbing Tower	0	0	0	0	\$0.00
Crate Climbing	0	0	0	0	\$0.00
Travel Course	0	0	0	0	\$0.00
Total	14	169	4	0	\$6,452.63
Corporate					
	# Prog.	# Part.	# Can.	# Resch.	Total \$
Teams Course	18	213	2	3	\$11,108.49
Ropes Course	6	83	0	0	\$4,126.25
Power Pole	6	71	1	0	\$3,268.75
Climbing Tower	1	10	0	1	\$281.25
Crate Climbing	0	0	0	0	\$0.00
Travel Course	2	29	0	0	\$2,343.75
Total	33	406	3	4	\$21,128.49
Grand Total	522	6,949	71	19	\$114,358.24

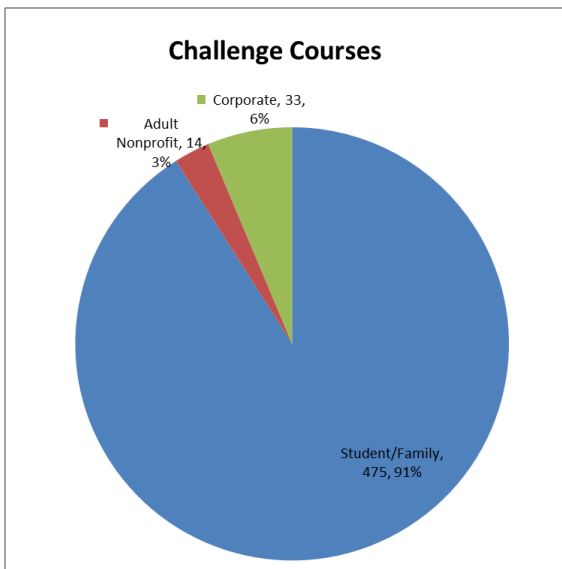


Financial Summary - Challenge Course (6618)

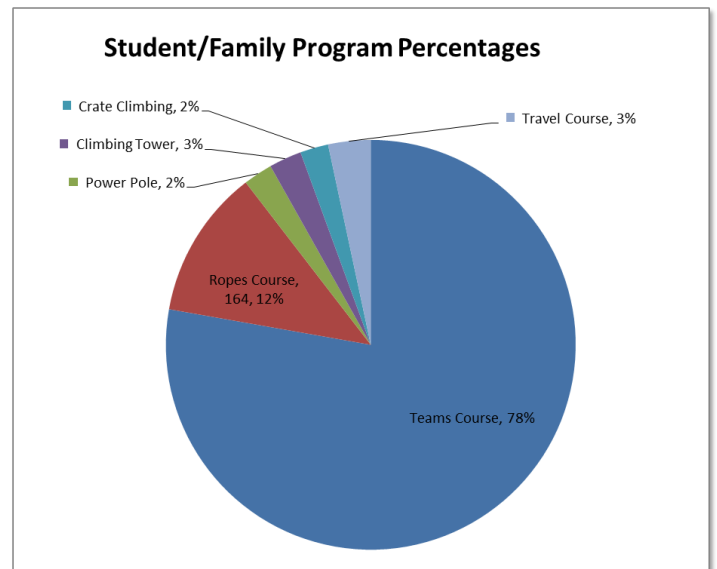
		Budgeted	Actual
FY 2014	Net Revenue	\$43,810.10	\$50,111.37
	% Profit	46%	47%
FY 2015	Revenue	\$101,249.00	\$114,358.24
	Wages	\$48,997.99	\$45,220.52
	Contractual	\$2,500.00	\$1,125
	Supplies	\$6,500.00	\$6,165.73
	Net Revenue	\$43,251.01	\$61,846.99
	% Profit	43%	54%

Percent Change in Net Revenue: 23%

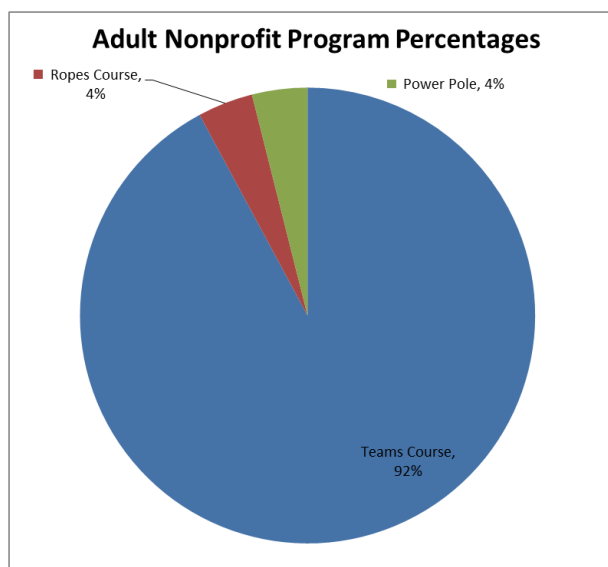
Budget Summary: The Challenge Course net revenue exceeded what was budgeted by 43% or \$18,595.98. The increase in revenue is largely attributed to corporate programs having a 177% increase in revenue from 2014 (\$7,640) to 2015 (\$21,128.49). The expenses were less than budgeted for wages due to staff turnover and for contractual due to fewer repairs on the challenge course than anticipated.



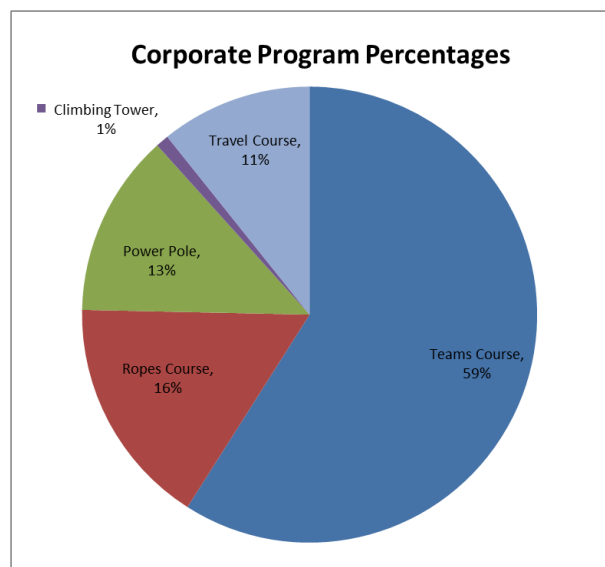
Lincoln Marsh Natural Area Adventure Education Staff presented 522 Challenge Course programs to 6,949 participants in 2015 which is a 3% increase in programs from 2014 which had 508 programs.



Lincoln Marsh Adventure Education Staff presented 475 programs to 6,374 student/family participants in 2015 which is a 1% decrease from 2014 which had 481 programs.



Lincoln Marsh Adventure Education Staff presented 14 Challenge Course programs to adult nonprofit participants in 2015 which is the same amount of programs as in 2014. There was a 13% increase in participants from 2014 (150) to 2015 (169).



Lincoln Marsh Adventure Education Staff presented 33 Challenge Course programs to 406 corporate participants in 2015 which is a 154% increase in programs from 2014 which only had 13 programs.

Highlights:

- A high percentage of clients have been very positive about their Challenge Course experience.
- Increased amount of programs and net revenue over what was budgeted.
- Exceeded CLI programming needs and expectations.
- Trained four new facilitators on teams, high ropes, power pole, crate climbing, and or climbing tower.
- Improved organization of Challenge Course supplies, storage, and record keeping.
- Attended ACCT Conference and implemented ideas into Challenge Course programming
- Completed all seasonal performance evaluations of facilitators.
- Continued observations and provided coaching to staff to ensure physical and emotional safety of participants.
- Adventure Education Supervisor updated teams, power pole, and ropes course handbooks and created climbing tower and crate climbing handbook
- Ability to recruit new groups from word of mouth and a high return of clients from 2014.
- Added a new zig-zag and replaced the spider web.

Looking forward:

- Restructure challenge course fees to include a resident discount for youth/family and create a new category for colleges and park district/school staff development.
- The number of programs increased by 50% but ran with fewer participants so research other possibilities to increase participation, perhaps a multi-level indoor climbing wall at the community center in the stair well.
- Offer more open climbs and climbing programs.
- Offer Mother's Day Vertical Challenge later in the day since church is held in the morning on Sundays.
- Have 2 emergency takedown bags set up to improve the efficiency of rotating and checking off staff on emergency takedowns.
- Get a longer lanyard for the dual pulley device to do rescues off of floating discs and hourglass activities.
- Wall rig the climbing wall and change the holds around to create fun routes
- Complete staffing Challenge Course for September by August 1st.
- Do ETD training in the evening again.
- Offer a teams and ropes training and open it up to other challenge courses for a fee.
- Offer challenge course themed birthday party events.
- Create video links on our website of each Challenge Course activity.
- Update manuals and prepare waiver and challenge course binder totes prior to start of season.
- Make follow-up phone calls to past clients.
- Continue to cross market Adventure Education programs at Fish-O-Rama, and Taste of Wheaton events.
- Create an observation checklist for new staff as a follow up after certification.
- Send out training dates to staff for the upcoming year.
- Block out a day in August for Experiential Systems, Inc. to do the annual inspection.
- Offer a Father's Day Vertical Challenge and a general vertical challenge again.
- Continue to offer coop programs in the Carol Stream Park District brochure.
- Offer a teambuilding workshop geared toward teachers.
- Climbing classes, open climb, teambuilding workshops and vertical challenge will move into the AE Challenge Course account 6618 for 2016.



Outdoor Adventure Programs						
Month	FY 2014		FY 2015			
	# Prog.	# Part.	# Prog.	# Part.	# Can.	Can. Rate
Jan	0	5	1	9	0	0%
Feb	0	22	1	20	0	0%
Mar	0	8	0	0	0	-
Apr	3	45	1	13	0	0%
May	1	16	2	25	0	0%
Jun	2	39	5	76	0	0%
Jul	5	59	1	27	0	0%
Aug	1	6	1	17	0	0%
Sep	8	139	0	0	0	-
Oct	5	71	0	0	0	-
Nov	16	260	1	16	0	0%
Dec	0	0	0	0	0	-
Total	41	670	13	203	0	0%

Note: In Outdoor Adventure Program charts, the total number of programs does not include snowshoe and canoe rentals; the total number of participants does.

Program Summary: The Lincoln Marsh Natural Area offers Outdoor Adventure programs to ages 1st grade through adult including geocaching, orienteering, canoeing, and snowshoeing as well as canoe and snowshoe rentals.

Analysis: In September all Outdoor Adventure Programs were transitioned over to Environmental Education and as a result there was a dramatic decrease in participation and revenue for this account. Even without the transition there would have been a decrease of 16% in both participation and revenue. This decrease is partially attributed to schools that booked larger geocache programs in 2014 not returning in the fall of 2015 which included Wilkins Junior high (16 programs), Sandburg (4 programs) and Oak School (3 programs). Both Wilkins and Oak School wanted to reserve but couldn't find an available date that would work for their school schedule.



The following chart shows which specific Outdoor Adventure programs were presented by Adventure Education staff in 2015.

Outdoor Adventure Programs					
	# Prog.	# Part.	# Can.	# Resch.	Total \$
Canoeing	3	37	0	0	\$407.00
Orienteering	0	0	0	0	\$0.00
Geocaching	9	124	0	0	\$1,050.00
Snowshoeing	1	14	0	0	\$140.00
Total	13	175	0	0	\$1,597.00
Rentals	# Dates	# Part.	NA		Total \$
Snowshoe Rental	5	12			60.00
Canoe Rental	2	16			152.00
Total	7	28			\$212.00
Grand Total	# Prog.	# Part.	# Can.	# Res.	Total \$
	13	203	0	0	\$1,809.00

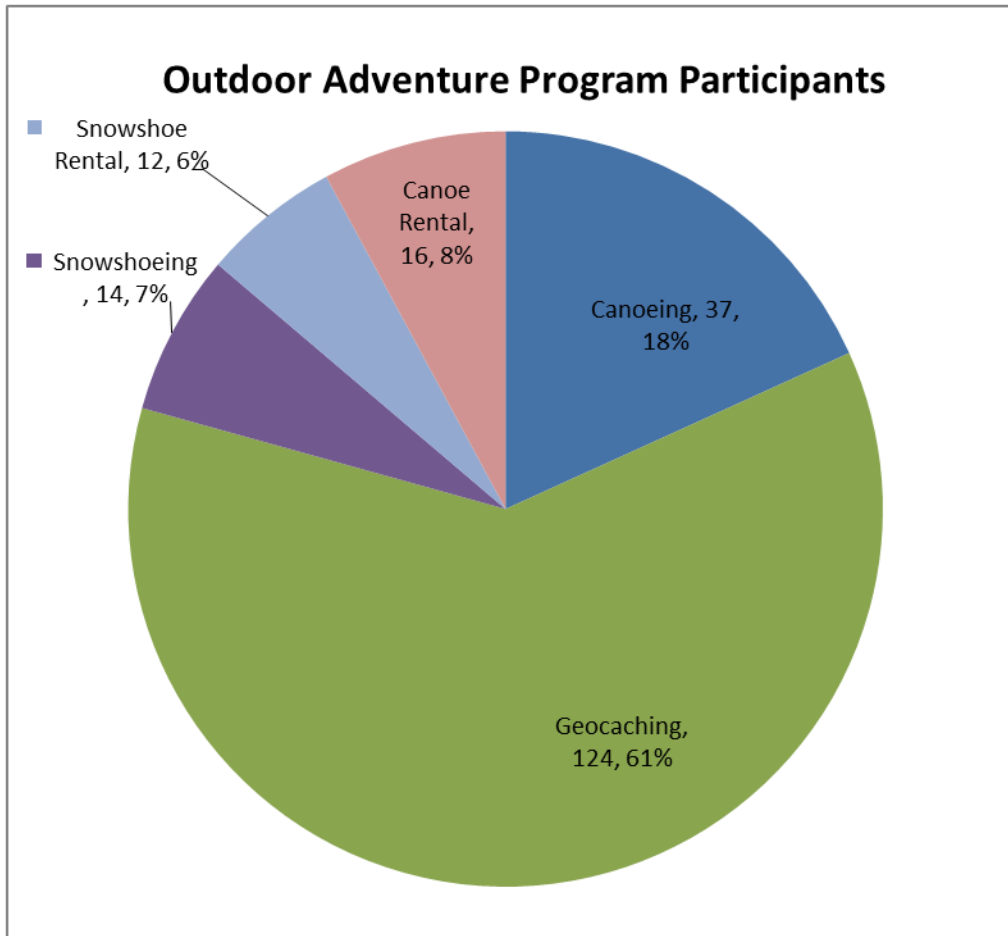


Financial Summary - Outdoor Adventure Programs (6623)

		Budgeted	Actual
FY 2014	Net Revenue	\$1,145.11	\$3,373.84
	% Profit	35%	60%
FY 2015	Revenue	\$2,656.00	\$1,809
	Wages	\$1,647.63	\$951.47
	Contractual	\$0	\$0
	Supplies	\$100.00	\$96.85
	Net Revenue	\$908.37	\$760.68
	% Profit	34%	42%

Percent Change in Net Revenue: -77%

Budget Summary: The Outdoor Adventure programs net revenue is down 16%, or \$147.69, from what was budgeted. Due in part to the transition it is unclear what the net revenue would have been because wages would have been different for the Outdoor Adventure programs that were paid out of Environmental Education.



Adventure Education Staff presented 13 outdoor adventure programs and had 203 participants in 2015.

Highlights

- Gary United Methodist Church brought out 5 groups in June and Thompson Junior High brought out 18 groups in October for geocaching.
- Assisted Environmental Education Supervisor with making an easy and seamless transition with very few issues or concerns.

Looking forward:

- This account will be non-existent and geocaching, canoeing, orienteering and snowshoeing programs will now fall under the Environmental Education division under account 6610.

Outdoor Adventure Camps						
Month	FY 2014		FY 2015			
	# Prog.	# Part.	# Prog.	# Part.	# Can.	Can. Rate
Jun	2	31	2	14	2	50%
Jul	1	12	1	13	0	0%
Aug	1	13	1	9	0	0%
Total	4	56	4	36	2	33%

Program Summary: In 2015 a total of three themes with two sessions each were offered for ages 10-14 and these include:

- *Adventure Edge (ages 10-12)*. This half day camp offered adventure activities such as team building, geocaching, biking on the Illinois Prairie Path, outdoor skills, and climbing. Both sessions ran and had 14 participants.
- *Adventure Edge II (ages 12-14)*. This camp was from 9am-3pm and offered team building, climbing, horseback riding, creek trekking, recreational tree climbing, ascending up a power pole, and traversing across a high ropes course. The first session didn't run but the second session ran with 13 participants.
- *Short Cut (ages 10-12)*. This half day, Monday-Wednesday camp offered adventure activities such as team building, geocaching, and wilderness survival. Two sessions were offered but only one session of this camp ran with 9 participants.



Analysis: There were 4 camps that ran in 2014 and 2015 and there was a 36% decrease in the number of participants from 2014 (56) to 2015 (36).

- *Adventure Edge* had decreases in enrollment from 2014 (29) to 2015 (14) and both sessions ran. Also, camps were only offered to 10-14 year olds and to target a wider age range Short Cut camp will be offered to 8-10 year olds. – moved to looking forward
- *Adventure Edge II* had 13 participants in 2014 and 2015 and 1 of the 2 sessions offered ran.
- *Short Cut* had decreases in enrollment from 2014 (14) to 2015 (9) and 1 of the 2 sessions offered ran.

The following chart shows which specific Outdoor Adventure Camps ran in 2015.

Outdoor Adventure Camps					
	# Prog.	# Part.	# Can.	# Resch.	Total \$
Adventure Edge	2	14	0	0	\$1,812.50
Adventure Edge II	1	13	1	0	\$3,850.00
Short Cut	1	9	1	0	\$665.00
Extreme Sports	0	0	0	0	\$0.00
Other	0	0	0	0	\$0.00
Total	4	36	2	0	\$6,327.50

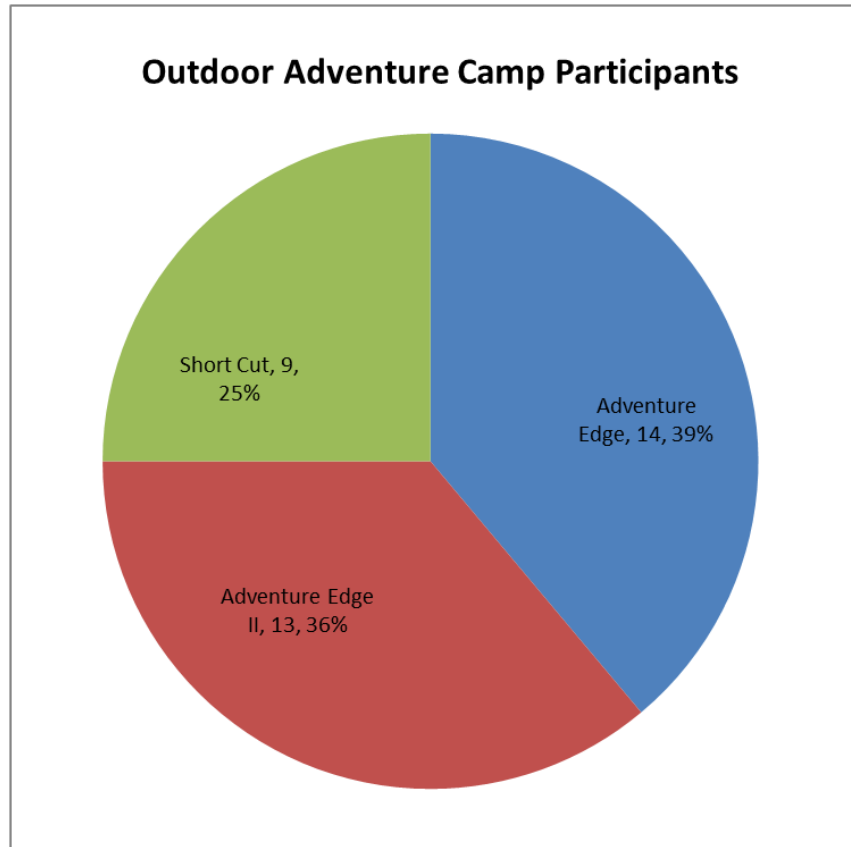


Financial Summary - Outdoor Adventure Camps (6635)

		Budgeted	Actual
FY 2014	Net Revenue	\$3,454.70	\$4,032.16
	% Profit	42%	54%
FY 2015	Revenue	\$10,005.00	\$6,327.50
	Wages	\$4,806.75	\$2,226.10
	Contractual	\$1,170.00	\$680.00
	Supplies	\$463.00	\$344.97
	Net Revenue	\$3,565.25	\$3,076.43
	% Profit	36%	49%

Percent Change in Net Revenue: -24%

Budget Summary: Outdoor Adventure Camps net revenue for 2015 is down 24% from 2014. The decrease in revenue is mainly attributed to a 36% decrease in participation from 2014 (56) to 2015 (36).



Lincoln Marsh Outdoor Adventure Camp staff presented 4 camps to 36 participants in 2015.

Highlights:

- Outdoor Adventure Camp staff were trained in canoeing and all of the procedures and risk management in running a camp safely.
- Camp staff did a great job leading the camps and the Adventure Education Supervisor will see if they are available to return in 2016.
- The climbing tower was successfully incorporated into camps.
- Camp outlines, handbooks, and parent schedules were updated and rewritten.
- Created and successfully extended and modified Adventure Edge II camp.
- A couple of new activities for Adventure Edge II, recreational tree climbing and archery, were successfully implemented into the camp.
- Successfully incorporated a Northside Park camp day which including canoeing, geocaching, swimming, and archery.
- Feedback from the parents and campers was positive.

Looking Forward:

- Offer a Northside Park day for Adventure Edge II camp again which will include geocaching, canoeing, camp cookout, and swimming.
- Offer Short Cut camp for ages 8-10.
- Get more pictures and videos of camp.
- Keep all of the trips and activities for Adventure Edge II but switch the waterfall Glen hike and creek trek to Friday before recreational tree climbing.
- Complete final checklist for camp in early August.
- Purchase a net for dipping for the wilderness survival date for camp.
- Purchase another ice cream ball since it is cracked.
- Camps were only offered to 10-14 year olds and to target a wider age range Short Cut camp will be offered to 8-10 year olds



Below are the 2015 Goals that were accomplished by the Adventure Education Division that connect to the Wheaton Park District Values.

Integrity

- Improved participant safety by creating signage for the high ropes course.
- Ensured quality programming by adding the following challenge course components: a zig-zag and spider web teambuilding activity; processing pit for team reflection and smaller crates to improve efficiency of crate climbing.

Fun

- Offered staff and their family's opportunities to participate in the high ropes course.
- Coordinated an end of the season staff get together at Front Street Cantina.

Adaptability & Growth

- Researched opportunities to become an Association Challenge Course Technology (ACCT) Trainer certified.
- Increased my depth of knowledge and understanding for the challenge course industry by attending the ACCT International Conference and read at least 2 books relating to the challenge course industry.

Commitment

- Increased my knowledge of nature based programs by observing environmental education programs.
- Improved communication to challenge course, summer camp, brochure and outdoor adventure participants by keeping relevant content on the LM website, creating a check off list form so group leaders know how to prepare for their challenge course outing.

Kindness

- Helped to unify Environmental and Adventure Divisions by including environmental education staff in any fun challenge course staff events and have challenge course staff participate and learn more about environmental education programs.

Service

- Increased marketing efforts to recruit more corporate and adult-non-profit groups
- Improved efficiency of GPS units to provide a better geocache experience for participants.
- Increased more opportunities for participation in canoeing and climbing by offering more of a variety of classes and more sessions of open climbing and canoeing.
- Increased length of camps to address feedback from previous camp parents.

Below are the 2016 Goals for the Adventure Education Division that connect to the Wheaton Park District Values.

Integrity

- Update new requirements for challenge course certification.
- Ensure participant safety is always a top priority by creating seasonal inspection report and offering opportunities for staff to improve technical skills.
- Ensure that we are offering clients quality programs by having staff peer mentoring and shadowing opportunities to provide coaching and feedback.

Fun

- Offer a Halloween haunted climbing program.
- Offer Lincoln Marsh staff families opportunities to participate in the climbing tower or high ropes course.
- Create climbing routes with fun names and add animal climbing holds to climbing tower.

Adaptability & Growth

- Research the possibility of hosting the 16th Annual Roundtable teambuilding conference.
- Build Partnerships with Wheaton College Honey Rock and Church of the Resurrection.
- Increase my knowledge of parks and recreation by attending the IPRA Conference
- Increase coop marketing efforts with the Winfield Park District
- Offer an introductory teambuilding workshop to teachers and staff that are in a managerial or supervisory role.

Commitment

- Provide more opportunities for staff to increase their knowledge and training.
- Improve my facilitation skills to provide better staff training and meetings.
- Become more aware and involved in overall operation of Wheaton Park District
- Become an approved facility to offer CEU's (Continuing Education Units) and offer in-services to school districts.
- Renew ACCT Challenge Course Managers Certification

Kindness

- Provide a safe and encouraging environment for program participants and staff by incorporating speakers into staff meetings on topics such as students with special needs or youth at risk.

Service

- Increase clients understanding of challenge course programs by creating video links of each challenge course on our website.
- Ensure that activities are relevant *by* assessing and replace or add any new initiatives, equipment or activities that will provide a better experience for our clients.