

The Official Publication of the North Dakota Recreation and Park Association Winter 2023



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# President's Message

Happy New Year colleagues! I hope you enjoyed the holidays. I don't know if there's a term for continuing to write the previous year instead of the current year when dating a document after the calendar turns to January. How about digitus habitus? Anyway, I don't recall doing that yet this year so maybe I'm more focused than I thought. Or maybe the fact that I don't recall doing it means I have other issues.

Like mine, has your mailbox recently been flooded with bills? Fortunately, the mailbox I'm referring to is my email account, not the black, metal box labeled "POST" at my doorstep. The bills are from the 68th Legislative Assembly currently in session at the North Dakota State Capitol in Bismarck. During this session, members of the House and Senate introduce bills for approval through the legislative process.

Our executive director, board members, the policy action committee, and others are actively reviewing these bills to identify any that could positively or negatively impact our park districts. NDRPA then chooses to support, monitor or oppose these bills. This could require our leaders and members to contact our senators and representatives or testify at House or Senate committee hearings in support of or opposition to proposed bills. If you are not familiar with this portion of the legislative process, I encourage you to take this opportunity to learn. Check your email for weekly legislative updates from NDRPA or go to www.ndlegis. gov to review information at your leisure. I look forward to seeing those of you planning to attend Parks Day at the Capitol on Feb. 16. It is an opportunity for NDRPA to engage our legislators to advocate for North Dakota parks and recreation.

Now that the winter solstice has passed, it's wonderful to see we're gaining significant daylight each passing week. With spring approaching, remember the Certified Playground Safety Inspector (CPSI) Course is scheduled for March 21-23 in Bismarck. Information is available on the NDRPA website and any of your

## MARK YOUR CALENDAR

**MARCH 21-23** 

**FEB. 16** Parks Day at the Capitol, Bismarck

APRIL 15 FOCUS Deadline Certified Playground Safety Inspector (CPSi) Course, Bismarck

SEPT. 12-14 NDRPA State Conference, Grand Forks colleagues who have the CPSI certification could answer questions specific to the course and the value of the certification.

As I mentioned in the last issue of *FOCUS*, our winters tend to drive people indoors, or may give them the urge to travel to a warmer climate. For example, my son, Alex, and his wife, Brittany, recently returned



from Cancun and my son, Matthew, chooses to live in Florida. Others embrace winter and take advantage of the recreational opportunities we provide that are unique to the season. My daughter, Emily, went ice climbing in Colorado and my youngest daughter, Grace, enjoys the winter landscape and regularly throws a snowball at me after I pick her up from school or dance. Yet, I still give her rides home. Apparently, that's how I embrace winter.

Our work to provide opportunities for indoor and outdoor recreation is a year-round effort that is vital to the quality of life in our communities. When we do it well, members of our communities can be seen not only at our indoor facilities but also across snow-covered hills, trails and parks and on frozen rinks, ponds, lakes, and rivers throughout the season. So, until spring arrives, enjoy winter! Skate, ski, curl, sled, snowmobile, ice fish, or go for walk in the park. Or like my daughter, you could just throw a snowball at someone. It's a sign of affection. I think.

## Mike Orr, NDRPA President



#### Mission

Advancing parks, recreation and conservation for an enhanced quality of life in North Dakota.

#### **Strategic Goals**

- 1. Member Services: Provide training, information and networking for parks and recreation stakeholders.
- 2. Policy Advocacy: Represent parks and recreation interests on public policy issues.
- Public Outreach: Promote the benefits of parks and recreation and the importance of conservation, health and wellness, and access.

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*FOCUS* is the official newsletter of the North Dakota Recreation & Park Association (NDRPA). It is distributed quarterly to almost 900 parks and recreation professionals and posted on the NDRPA website. Submission of articles and photographs are encouraged in digital format to ndrpaoffice@gmail.com. Photographs should be high-resolution (300 dpi or greater). Advertising information is available online at *www.ndrpa.com*.

## Next FOCUS deadline: April 15, 2023

Cover photo: Legion Park, Mandan Park District

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## <u>WEBSITE</u>

www.ndrpa.com

# NDRPA News

## NDRPA PARTNER WEBINARS

## **FRPA Virtual Education**

NDRPA partner webinars provide access to monthly professional development opportunities from the comfort of your home or office. NDRPA is happy to partner with the Florida Recreation and Park Association (FRPA) to bring you convenient virtual education sessions held January through March. Each session costs \$20 per NDRPA member. Topics include becoming a person of influence, how to deal with difficult people, understanding gender identity and expression, and more. For more information, visit the NDRPA website at *www.ndrpa.com/resources/webinars.* 

## **IPRA Skills Development Webinar Series**

NDRPA is excited to partner with Illinois Park and Recreation Association (IPRA) to offer NDRPA members the Skills Development Webinar Series. The series features nationally-known speakers and leaders in the field of parks and recreation. When you sign up for the series, you receive access to 11 one-hour webinars. This includes one live webinar per month from February through December and access to the previously recorded webinars for that year. Topics include leadership, growing beyond your comfort zone, emerging technologies, delegating effectively, unconscious bias, and more. To learn more, visit the NDRPA website at *www.ndrpa.com/ resources/webinars*.



#### NDIRF Leading HR Collaborative

Beginning Jan. 1, the North Dakota Insurance Reserve Fund (NDIRF) took the lead on the HR Collaborative for Local Government (HR Collaborative) program and

appointed Joanna Drennen as executive director.

The HR Collaborative program aims to strengthen human resource management within North Dakota local governments by providing relevant and affordable training and resources to meet the specific needs of local government HR professionals.

Starting in August 2008, the HR Collaborative has provided human resource management training and resources to more than 800 North Dakota local government HR departments through a biennial conference and virtual workshop series. Its website (*www.hrndgov.org*) features a comprehensive HR Reference Guide.

State Sen. Kathy Hogan brought the HR Collaborative idea to NDIRF in July 2022, referring to it as a natural fit within the NDIRF's risk management services. She also shared the program's strong member engagement and continued growth would help to ensure a smooth transition.



"For many years, the HR Collaborative has provided incredibly valuable human resource management training and resources to North Dakota local governments, and we're honored and excited to continue the program's legacy," NDIRF CEO Brennan Quintus says. "From an NDIRF perspective, by providing accessible and related training that supports our members' enhanced understanding and proficiency of the unique and, at times, challenging arena of local government HR policies and procedures, it was really a no-brainer for us to agree to lead this program."

The HR Collaborative was formed through an Otto Bremer Foundation grant in partnership with the North Dakota Association of Counties, North Dakota League of Cities, North Dakota School Boards Association, North Dakota Recreation and Park Association, and the NDIRF. Representatives from these associations who serve on the technical committee will remain integral to the success of the program.

The NDIRF will continue to provide the HR Collaborative's existing human resource management training and resources and implement new initiatives, including increased content development and an updated website and online presence.



## Chris Johnson – Bowman



Chris Johnson

Bowman is either the last major stop out of North Dakota on the way to South Dakota or Montana, the first major stop in North Dakota for those coming into North Dakota, or the perfect place to live and raise a family. Bowman Park District President Chris Johnson has spent nine years working with the Bowman Park District to

make sure those who call Bowman home, and visitors, see it for what it is – a great place to be.

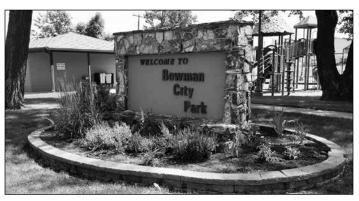
"I like to see progress and come up with ways to benefit our community and make it a place where people want to stay and raise their families," Johnson says. "We try to focus on all aspects of our operation and try to find ways to benefit all walks of life."

The Edge - Bowman County Activity Complex is a community project that took an empty retail space and transformed it into a recreational center that includes a walking track, racquetball court, cardio/weight room, multipurpose court, multipurpose studio, party/meeting rooms, e-sports lounge, kitchen/concessions, seating areas, trampoline park, climbing wall, ninja course and indoor playground.

"My goals as a park board member are to make sure we find ways to benefit everyone," Johnson says. "Growing up and living in a small town, I think the most common thing you hear is 'There is nothing to do around here' and we are changing that. With our latest project, The Edge, we have added many things to do and ways for everyone to be able to use it."

The Edge was made possible by a 1% sales tax increase initially turned down in 2014 but approved

in 2018 when residents realized the positive impact it could have. "I would have to say some of my proudest accomplishments would be our ideas coming to life. We have lots of ideas, but it's just a matter of getting the funds to make things happen to allow our community to be more welcoming and exciting," Johnson says. "The biggest challenge is to find common ground with everyone and to make sure each voice is heard, and we find ways to implement it."



The Edge is designed to serve everyone in the community of 2,900 on the state's southwestern edge. The idea came about after discussions of expanding the existing Rouzie Recreation Center in downtown Bowman found there wasn't room for expansion.

"We looked at the old Shopko building to see if we could make it work, and everyone seemed to be on board with the idea, so we started planning off that building instead of expanding our old rec center. But we still plan on using the old rec center for activities as well," Johnson explains.

In addition to that major project, Bowman recently received a grant for a baseball/softball complex











renovation and a grant for the new shooting club. The club has acquired land, moved dirt to create shooting ranges, purchased equipment and will be completing a shooting structure and clubhouse with grant funds. The park board also recently added 25 full hook-up sites to the campground.

Johnson said park boards around the state benefit from membership in the North Dakota Recreation and Park Association. "NDRPA gives us information on what is going on everywhere else, and it's a great resource for those of us that are very remote," Johnson notes.

The Bowman Park Board has taken an active role in expanding community recreational opportunities for everyone, including his own family. He was elected to the board soon after moving to Bowman in 2014 to work as lead wind technician for Montana Dakota Utilities at the Cedar Hills Wind Farm near Rhame, N.D.

He has served on the park board for nine years since his election as a write-in. He and his wife, Amanda, have been married 17 years. They have a 16-year-old son, Harley, who is a sophomore in high school and a 14-year-old daughter, Arianna, a freshman. His family also consists of a Goldendoodle named Bocephus and a Maine Coon cat named LunaBelle.

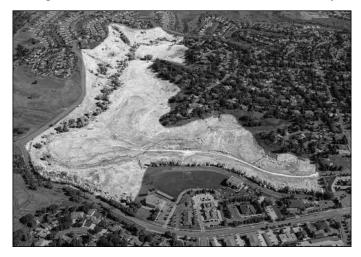




# PARK DISTRICT NEWS

## **Parkland Donation Offers New Opportunities in Bismarck**

Development of the Clairmont Family Conservation Park in northwest Bismarck achieved a significant milestone in December when the land was officially transferred to Bismarck Parks and Recreation District (BPRD) by Ducks Unlimited (DU). DU acquired the land through their work with the William Clairmont Family



and other supporters with the intention of donating it to BPRD for public use and enjoyment.

As part of the park's development, DU is working on wetland and prairie restoration areas, which will provide the opportunity to educate people, through interpretive signage, about the prairie ecosystem and the importance of natural resources to community health.

BPRD is in the process of developing a comprehensive master plan for the 117-acre naturebased park. Plans include 10 acres of reforestation area and retention of many of the existing natural surface trails. Additional features being considered include more unpaved trails, paved shared use trails, picnic shelters, natural playgrounds, four-season community building with restrooms, and junior links.

BPRD appreciates the support of DU and the Clairmont family in making possible the Clairmont Family Conservation Park and the new opportunities it will provide for Bismarck residents and visitors to experience the benefits of nature and enjoy the great outdoors.

## Mandan Tennis Center Opens

The Mandan Tennis Center celebrated its grand opening with an open house on Dec. 22, a little more than one year after the Mandan Park District entered into a 20-year agreement with Mandan Tennis Center LLC in November 2021 to construct a tennis facility.

The Mandan Tennis Center is home to Mandan Braves boys' and girls' high school tennis teams, tennis and pickleball leagues and tournaments, badminton, ping pong, summer parks and recreation tennis programs and open to the public to rent court time. This facility promotes wellness activities related to racquet sports for people of all ages and all skill levels.

Mandan's first indoor tennis facility boasts several unique areas within the 41,600-squarefoot dome. Inside the dome are six indoor tennis courts and 10 indoor lined pickleball courts. The 3,000-square-foot welcome center includes a meeting room and small retail space. The outdoor space includes four pickleball courts, which are free to the public. There are 505 paved parking spaces that will be utilized by the Mandan Tennis Center and overflow parking for the Starion Sports Complex. The projected annual attendance is estimated at 36,000 patrons.

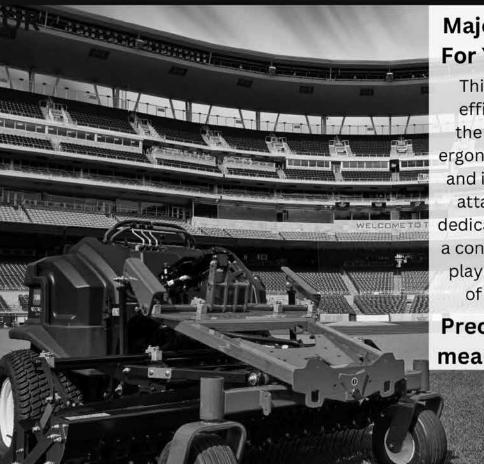
The Mandan Tennis Center enables Mandan to provide more recreational opportunities for all ages and improve the overall quality of life in the city. Mandan Park District's goal has been to encourage a progressive community, attract new businesses, offer a common sense of pride for the community and make a difference for the youth. Mandan Park District thanks Bob and Marv Kupper, Tracy and Jane Porter, Mandan Tennis Center LLC, Mandan Tennis Center's sponsors and the Mandan community for



helping make the Mandan Tennis Center a reality. The project cost was approximately \$4.1 million with \$625,000 fundraised.

The Mandan Park District leases the operations and financial responsibility of the facility to Mandan Tennis Center LLC. This agreement follows the model of other user groups like Dakota Star Gymnastics, Bismarck-Mandan Stock Car Association, Mandan Baseball Club and Mandan Hockey Club. For more information about the Mandan Tennis Center, please visit www.mandantenniscenter.com.

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# PARK DISTRICT NEWS

## Fargo Hosts First State of the Parks Forum



Fargo Park District hosted its first State of the Parks public forum on Dec. 6. The forum included a report by Fargo Park District Executive Director Dave Leker reflecting on the past year, celebrating the district's many successes and looking forward to future initiatives. The community was invited to attend in person or watch virtually and encouraged to submit questions that were answered by the leadership team.

"The Fargo Park District has experienced tremendous growth in the last few years and has a number of exciting projects on the horizon," Leker states. "With this in mind, we felt that this is the right moment to host a public forum dedicated to engaging our citizens in a discussion of our collective achievements and opportunities."

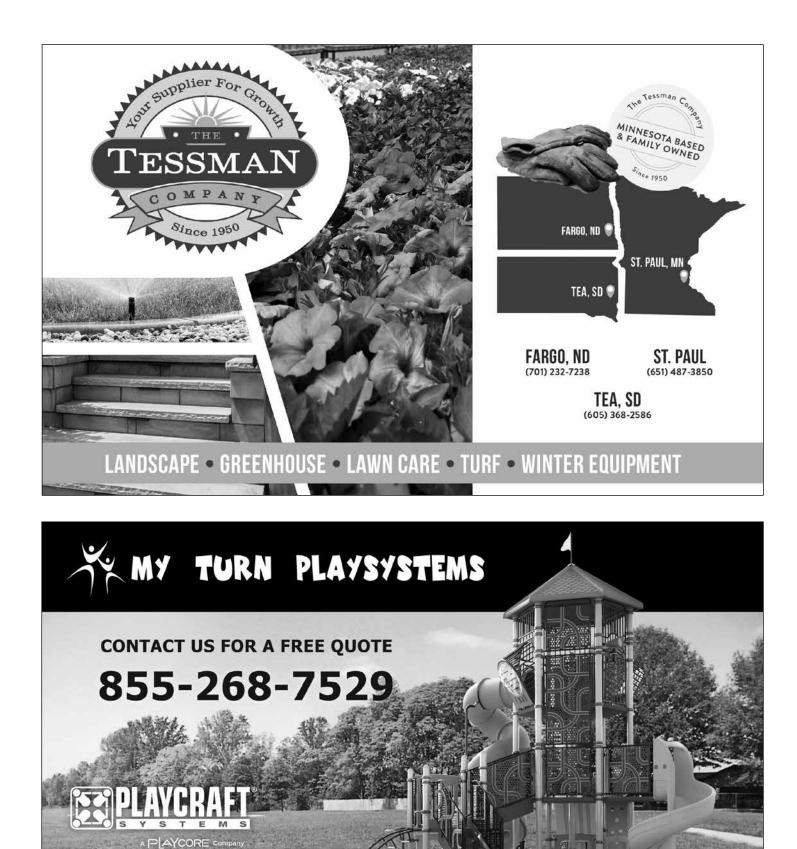
You can view the State of the Parks recording and the 2022 wins for the district on the Fargo Park District YouTube page.

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# PARK DISTRICT NEWS

## **Fargo Park District Completes Organization Chart Changes**

Throughout 2022, Fargo Park District (FPD) staff worked with BerryDunn, formally GreenPlay, on an organizational assessment as part of Phase I of a strategic plan. After much consideration, FPD changed the organizational chart designed to position it to operate in a more effective and efficient manner to better serve its employees and community. Congratulations to the staff below on their new positions:



Susan Faus, Deputy Director of Administration Susan Faus has been hired by FPD for the newly created position of deputy director of administration. Most recently, Faus served as the deputy director of parks and recreation for the city of Bloomington, Minn. In her new role, Faus oversees the

departments of community relations, finance, HR, IT and Valley Senior Services.



Dave Bietz, Deputy Director of Operations Dave Bietz, former FPD parks director, has been promoted to the newly created position of deputy director of operations. In his new role, Bietz oversees the departments of parks, recreation, Courts Plus, golf operations and Fargo

Parks Sport Complex. He assumed his new role in November and has been with FPD since 1991.



#### Carolyn Boutain, Community Relations Director

Carolyn Boutain, former FPD enterprise director, is now the community relations director. Boutain will now oversee the advertising and sales team and continue to oversee the five golf course pro shops and the marketing and

communications team. She has been with FPD since 1988.







## Stacy Kruger, HR Director

Stacy Kruger, former HR manager, has been promoted to HR director. HR responsibilities were previously combined with the finance department and this move creates a new department. Kruger has been with FPD since 2003.

Amy Longtin, IT Director Amy Longtin, former IT manager, has been promoted to IT director. IT is a newly created department; responsibilities were previously combined with Finance. Longtin has been with FPD since 2021.

## Kelly Kisell, Courts Plus Director

Kelly Kisell, former Courts Plus manager, has been promoted to Courts Plus director. Previously a part of the now defunct Enterprise Department, Courts Plus is now being operated as its own department. Kisell has been with FPD since 2003.

In addition to these newly reorganized departments, FPD departments still include finance, parks, recreation and Valley Senior Services. The FPD is currently hiring for a parks director and a newly created Fargo Parks Sports Complex director.



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# NDRPA Awards Highlight – Golden Egg

The Golden Egg Award is presented by the North Dakota Recreation and Park Association (NDRPA) to entities that manage an innovative park or serves as a model facility or park in its inclusiveness and responsiveness to the needs of the local community or region. The award promotes uniqueness, innovation and creativity, and display a high degree of design quality for recreation usage. The recipients of 2022 Golden Egg awards were Maplewood Park Renovation, West Fargo Park District, and Broadway Square, Fargo Park District.

## **Broadway Square**

Growing cities need a community gathering space to meet neighbors in a more social environment or to make new friends outside one's established network. Broadway Square is just that.

It serves as a central, vibrant, inclusive, and engaging downtown community space with something for everyone, respectfully presenting a collection of year-round innovative and authentically representative programming that amplifies a unique Fargo flavor and is driven by an ingrained placemaking philosophy.

Conceived more than 12 years ago with a design resulting from the 2010 Downtown Fargo: An Urban-Infill Competition, Broadway Square rose from a unique public-private partnership venture to quickly establish itself as a cornerstone of the downtown community. A sense of ownership and buy-in from area residents contributes to the by-the-community, for-the-community vibe that is now felt at the space.

Broadway Square is a half-acre at the corner of Broadway and Second Avenue North in the heart of downtown Fargo and managed by the Fargo Park District in a manner that fosters vibrant and engaged public use. It is a place that celebrates and creates space for the community, diverse voices, collaboration, conversations, storytelling,



experiences, and new ideas. Broadway Square strives to break down barriers, start conversations and adapt to community needs.

It is intentional and passionate about creating equitable opportunities and experiences for all populations, mindfully seeks out, engages, empowers, listens to, and authentically represents the entire range voices in the Fargo community and has something for everyone.

Broadway Square's roughly 275 days of yearly programmed activity includes a combination of internally produced programming, community collaborations, and both public and private rental

events. Not included in this number are the popular yet "informal" days where nothing is officially scheduled, but people come to just hang out and enjoy the space and its amenities including the Square Spouts, the Leisure Lawn, public restrooms, spin chairs, a Little Free Library, a Community Piano, café tables and chairs, a water bottle filling station, the SCHEELS Skating Rink, the Skate Shack, and more. An overwhelming majority of the events at Broadway Square (other than the private rentals - usually



company socials and picnics) are free and open to the public, providing a wide array of rich programming accessible to all.

Broadway Square attracted 350,000 visitors in its first year alone through a lineup of large events, including:

- Folkway's Red River Market and Night Bazaar
- FM Pride's Post-Parade Celebration
- MPR's Bring the Sing (a community night of song)
- Mental Health Matters
  programming
- FM LGBTQ+ Community Game Night
- World Ballet Day activities (with FM Ballet)
- Foster Care Awareness Month Movie Night
- Family Affair at The Square (a child abuse prevention event)
- National Adoption Month activities



- The Longest Day Alzheimer's FUNdraiser
- Dance United
- Juneteenth Community Celebrations tie-in
- Make Music Day

## **Maplewood Park Renovation**

West Fargo Park District began developing Maplewood Park after acquiring 10 acres for the land in 1988. Expansion and development really took off in 2021.

In 1988, the West Fargo residential neighborhood was beginning to develop and grow. The park developed over the next few years with a playground, skating rink, shelter, and biking and walking trails. The West Fargo VFW Post 7564 Memorial is at the site and eventually a year-round activity center was built and utilized as a winter warming house and used for park district events and public rentals. The sledding hill was established on





the south side of the park, which was initially in place for emergency flood protection. At that time, 17th Avenue, now the main access to the park, was not even a thought.

But in 2021, approximately 80% of the park underwent a one-year renovation project. Improvements included the replacement of the playground site with a 12,000-square-foot inclusive and accessible playground for ages 2-12 with rubber



surfacing; a 4,000-square-foot Fitcore Extreme obstacle course for ages 13 and older; restrooms with an all-ages changing table; drinking fountains; two open shelters; two updated ice rinks (one concrete lined for three seasonal pickleball courts); new walking/biking paths; expanded parking; and the relocation of the sledding hill away from nowbusy 17th Avenue.

The park district placed a statue at the park and planted trees and flower gardens throughout the park. The east side Activity Center and the west side VFW Memorial were not included in the renovation; however, both sites now have increased in use due to improved access and parking. The 2021 renovation project total cost was \$2,526,413, with \$202,000 from a Garrison Diversion Conservancy District grant.

West Fargo Park District growth over the past 20 years has been truly remarkable, mirroring that of North Dakota's fastest-growing city. Because of this growth, the park district has had the opportunity to plan and build many new parks and facilities as the city expanded rapidly to the south into newly developing neighborhoods. Additionally, the staff and park board have worked diligently to recognize the importance of balancing park development and revitalization projects throughout the entire city, which must include continuing to update older established parks and facilities along with building in new developments.

The Maplewood Park Renovation Project is a great example of West Fargo Park District's ability to recognize the potential of breathing new life by refreshing infrastructure in older neighborhoods – Maplewood Park – by planning for the inclusion of improvements that benefit people of all ages and all abilities. Since opening Maplewood Park at the completion of construction in the fall of 2021, public use and popularity has grown exponentially.

Maplewood Park, a once underutilized park, now offers creative amenities and features that provide a multitude of opportunities for patrons to experience health and wellness, socialization and enjoyment to people of all ages and abilities.



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# Land and Water Conservation Fund Grant Application Period Opens Feb. 1

The North Dakota Parks and Recreation Department (NDPRD) is soliciting applications for approximately \$1 million of Land and Water Conservation Fund (LWCF) grants to be awarded to eligible projects in North Dakota communities.

The applications will be available on NDPRD's website at *www.parkrec.nd.gov/business/grants/land-andwater-conservation-fund* starting Feb. 1 through Feb. 28, utilizing its new platform, Web Grants. NDPRD has worked to establish this grant administration program to ensure potential grantees can easily access and submit applications for LWCF.

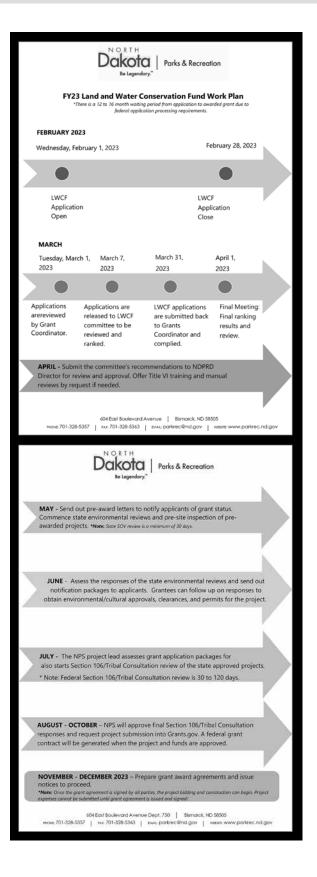
The grant program aligns with the state's Main Street Initiative to build healthy, vibrant communities that attract and retain skilled workforce by providing critical outdoor recreation opportunities. Eligible project sponsors include cities, counties, and townships; park and school districts; state agencies; water management districts and federally recognized tribes.

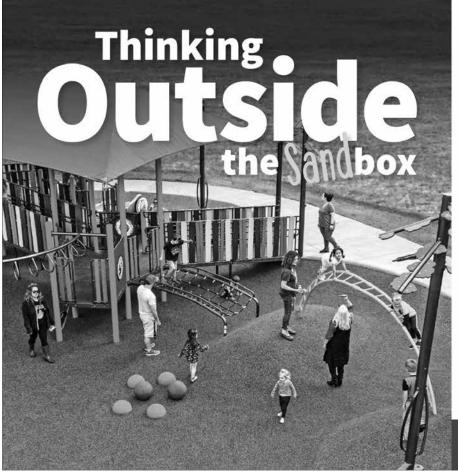
The LWCF provides grants for outdoor recreation projects such as ball fields, pools, campgrounds, playgrounds, and land acquisitions for park development. Some previously awarded LWCF grant projects can be viewed on our YouTube channel (@ndparkrec) series *Miles and Moments*.

The LWCF is a federal program funded by offshore oil and gas royalties that was created by Congress in 1964 to safeguard natural areas, water resources, cultural heritage and to provide recreation opportunities to all Americans. This 50/50 matching grant reimbursement program is administered at the state level by the NDPRD and funded at the federal level by the U.S. Department of Interior, National Park Service (NPS).

Sponsors are required to be Title VI compliant, and any non-compliant sponsors can become certified during the review of applications and before granted funding. Projects submitted during the application period must be in planning stage and cannot be started or completed. There is a 9-12-month application review waiting period before obtaining the grant contract and grant funding.

For more information, please review the NDPRD website at *www.parkrec.nd.gov/business/grants* or contact Grants Coordinator Char Langehaug at 701-328-5364.





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# **P**EOPLE ON THE **M**OVE

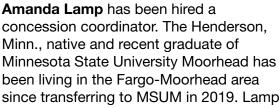
## **Bismarck Parks and Recreation District**



**Colin Bales** was hired as operations superintendent for Park Operations at Bismarck Parks and Recreation District (BPRD) in November. He grew up in Bismarck and earned an associate degree from Bismarck State College.

He started his career with BPRD in 2015 in sports complex maintenance and most recently worked as sports complex facility specialist. He is currently pursuing his bachelor's degree from North Dakota State University. In his free time, he enjoys spending time with family and friends, hunting and golfing.

## **Fargo Park District**



loves live music and events, but her favorite way to spend free time is at home with her cat, Kelvin.



**Isabelle Sinkler** has been hired as aquatics and recreation supervisor. A West Fargo native, Sinkler graduated from West Fargo High School in 2018 and from NDSU in December. She worked at Island Park Pool the last nine years and with a wide

variety of recreational programs throughout the winter months.



**Mike Olson** joined the district as an arborist. Olson lives in Fargo with his wife, Becky, daughter, Aubrey (9), and son, Cody (almost 7). He enjoys hanging out with family, watching movies or his kids' sporting events. Olson loves taking the

family fishing in the summer and winter. He also enjoys upland bird hunting.



**Becky Bjornson** has been promoted to foundation administrative specialist. Bjornson has worked at the Fargo Park District in the recreation department for five years.

## **Beulah Park District**



Ashley Nadeau has been hired as the facility coordinator at the Energy Wellness Center (EWC) with the Beulah Park District. She is originally from Dunseith, N.D., and moved to Beulah eight years

ago. Nadeau has been a great addition and has introduced many new programs to the EWC for its members and the community. When she's not working, she enjoys shopping and spending time with her two boys, Zander, 11, and Gage, 8.



**Stephanie D'Ambrosio** has been promoted to events manager. She has worked at the Fargo Park District for five years.

## **Grand Forks Park District**



**Dallas Chambers** has been hired as a tennis teaching professional at Choice Health and Fitness. He is responsible for conducting tennis lessons and programs for all ages and ability levels, as well as

assisting the tennis coordinator with general tennis operations. Originally from Grand Forks, Chambers enjoys playing tennis, watching movies, going to the lake in the summertime, fishing, and spending time outdoors.



**Axel Schaefer** has been hired as a maintenance and housekeeping specialist at Choice Health & Fitness. Schaefer contributes to the upkeep of the facility in regard to routine cleaning and repairs. He is from

Grand Forks and enjoys spending time outdoors when the weather is nice and working on his car.



**Gust Lorenson** is the new assistant arena supervisor at ICON Sports Center and Altru Wellness Village. Lorenson joined the arena crew in November. He is originally from International Falls, Minn., and enjoys

hunting, fishing, snowmobiling, and anything outdoors. In addition, he has been in the North Dakota National Guard since 2019. Prior to this position, Lorenson worked part-time at the ICON Sports Center for the park district for more than a year.



**Jayden Hagi** has been hired as an arborist for the Grand Forks Park District. Hagi joined the Forestry Department at the Grand Forks Park District in November. He is from East Grand Forks, Minn., and

enjoys spending time in the outdoors, cutting wood for his dad's wood stove, fixing vehicles and spending time with his family.

## **Mandan Park District**



**Randy Hopfauf** has been hired by Mandan Park District as a park maintenance employee and will work directly with the parks department. Hopfauf grew up in Bismarck and was previously employed part-time

with Bismarck Parks and Recreation District's maintenance department. In his free time, Hopfauf enjoys playing any of his 11 different instruments, taking photos and spending time with his family, including his two sons who reside in Mandan.



**Dave Seefried** has been hired by Mandan Park District as a park maintenance employee. He will work directly with the parks department. Seefried grew up in Jamestown and was previously employed with

Bismarck Parks and Recreation District as a facility supervisor. He currently resides in Bismarck and has one son. In his free time, he enjoys fishing, camping, golfing, and spending time with his family.





## How to Keep Your Information Safe and Secure

## Provided by NDIRF CIO Vance Krebs

Over the past several years, organizations have transitioned more and more of their operations to online environments and migrated their documents into cloud storage, allowing greater mobility and accessibility for employees. These benefits have proved critical during the pandemic because they enable employees to work remotely with little to no interruption, but they also present new security challenges.

Employees who are working remotely may be accessing organizational data from their homes,

hotels or public areas such as libraries or coffee shops, making it critical they understand the difference between secured and unsecured networks.

- Secured networks protect users' information and online activity and include cellular networks (4G/LTE, 5G, etc.) or networks that require a password to connect. Employees working from home should be sure to change their router's default password and security settings to further enhance the security of their home network.
- Unsecured networks do not require a password to connect, leading to the possible exposure of users' information or their data. Employees should always use a Virtual Private Network (VPN) if they access organizational data from an unsecured or shared network at hotels or other venues where passwords are widely distributed.

## **DEFENDING AGAINST MALWARE**

In addition to trying to gain access to organizational data through unsecure network



connections, bad actors will also use various forms of malware, including viruses, ransomware and spyware. Malware is distributed through various channels, such as via email as links or attachments, software downloads and pop-ups.

Employees may not always know when their computers and/or devices may be compromised, but common indicators include slow processing speeds, rapid battery depletion, frequent popups, and unrecognized programs or browser addons. Employees should promptly contact their IT department if their computer exhibits any of these signs.

As the first line of defense against malware, employees should be routinely reminded to look for signs their computers and/or devices have been compromised as well as perform the following actions:

- Verify the sender and context of emails before clicking on links, opening attachments or responding to them
- Ask IT department for permission prior to downloading applications or files
- Research unfamiliar websites before visiting

them to ensure they are legitimate

 Install software updates to ensure computers and devices are using the latest operating system

#### **Personal Device Protection**

If employees use personal devices for work purposes, it is recommended they require login authentication (passcode, biometrics, facial recognition, etc.), install tracking software or firmware to locate lost or stolen devices, and avoid storing confidential or sensitive information on devices.

## **CHOOSE A STRONG PASSPHRASE**

As hackers become more sophisticated every day, strong passwords are becoming an even more important tool in protecting employee and organizational information and applications.

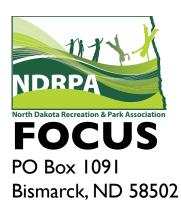
Dictionary words, which are words as they are presented in the dictionary (i.e., no special cases, characters or symbols used), are easy for hackers to exploit, which is why many cybersecurity experts recommend employees use passphrases. Passphrases are memorable phrases in which some words can be swapped out for numbers or symbols to meet common password requirements. "Take the first letters from the phrase 'Jack and Jill went up a hill.' Change the 'and' to an '&' and the 'a' to '1' and our password now becomes 'J&Jwu1h.'" (LocalGovU, Computer Security Basics – Selecting a Secure Password).

## **LEARN MORE TODAY!**

North Dakota Insurance Reserve Fund's online training platform LocalGovU has a one-hour Computer Security Basics course, which walks employees through simple ways they can help protect their personal and organizational information, providing education from how to use a secured network or connection to creating strong and memorable passphrases.

Visit *www.NDIRF.com* and click on "Training" to get started today!









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