



NDRPA Offering New Selection of Partner Webinars

NDRPA is excited to host another series of partner webinars with the Florida Recreation and Park Association (FRPA). Each webinar is worth 0.1 CEUs.

Registration is required and the deadline to register is one week prior to each scheduled webinar. The cost to attend is \$20 for each webinar for NDRPA members and \$25 for nonmembers.

Check out the schedule below and [register today!](#)

All webinars are scheduled noon – 1:30 p.m. CT

DECEMBER

Dec. 2, 2025 – Esports – PRESS START!

Presenters: Joshua Anderson, Recreation Supervisor, Port Orange Parks and Recreation; David Perez, Recreation Coordinator, Port Orange Parks and Recreation

Learn how to get an esports program started. This presentation will outline the benefits of having an esports program and discuss the different types of esports programs and how to organize them. It will dive into the pros and cons of various esports equipment, platforms, and gaming preferences.

LEARNING OBJECTIVES:

- Recognize the benefits of having an esports program and how to get started.
- Discuss the different types of esports programs, and how they are organized and function.
- Learn about the pros and cons from various esports consoles, subscription platforms, and in person versus online gaming.

About Josh: Josh Anderson grew up in Michigan and went to college in Indiana on a soccer scholarship. He graduated with a B.S. in recreation management and a Master of Management. Josh moved to Florida in 2013 and started working for the city of Port Orange Parks and Recreation Department. He has been with the department for almost 12 years now. He started out working in athletics and recently moved to recreation after the department renovated its REC Center (THE REC). Josh, as the recreation supervisor, oversees the day-to-day operations of the REC Center. Josh lives in Port Orange with his wife, Laura, and three kids. He loves spending time with his family, going to the beach, coaching youth leagues, grilling, fishing, and being awesome.

About David: David Perez grew up in Florida and went to the University of Central Florida. He graduated with a B.S. in criminal justice. David started working at the city of Port Orange Parks and

Recreation Department in 2017 in the Athletic Department as a part-time program leader, then was promoted to recreation coordinator at the newly renovated REC Center. David oversees the REC esports programs and events. In his free time, he like to go to concerts, is an avid gamer, and loves working as a volunteer youth pastor.

December 10, 2025 – Maximizing Minutes: Productivity for Parks and Recreation Pros

Presenter: Marisa Hoff, partner, The Empower Group

Parks and recreation professionals often struggle with time management. This session offers practical tips and tools to improve efficiency and productivity, both individually and within teams.

LEARNING OBJECTIVES:

- Identify key productivity challenges faced by Parks and Recreation professionals and explain how these challenges impact time management and efficiency.
- Apply the Eisenhower Matrix to prioritize tasks based on urgency and importance, enabling more effective time management.
- Implement at least two-time management strategies, such as time blocking and minimizing distractions, to improve daily productivity in their roles.

About Kelsey: *Marisa Hoff, CPRP, is a partner at The Empower Group and a distinguished speaker with a B.S. in psychology and master's in education, emphasizing educational leadership. With extensive expertise in leadership, employee engagement, marketing, and operations, Marisa has been a featured speaker at major international conferences since 2015. She has spoken at many state parks and recreation conferences, including those in Utah, Arizona, and Montana, as well as the National Recreation and Park Association. Formerly the general manager of an award-winning Southern California health club, she played a pivotal role in its success. As a partner, Marisa imparts valuable insights to individuals and businesses for success and growth, blending her professional and personal passions.*

JANUARY

January 21, 2026 – Challenges of the Little Guy

Presenter: Issa Thornell, director, Village of Biscayne Park Parks and Recreation

This session is for the little guys. We will discuss six points on how to succeed BIG in a small municipality. You will hear ideas and bring your ideas to share as well.

LEARNING OBJECTIVES:

- Discuss common challenges small municipalities face.
- Discuss six points to help overcome those challenges.
- Summarize discussion and brainstorm.

About Issa: *Issa Thornell is the Parks and Recreation director for the Village of Biscayne Park in Miami-Dade County, Florida. With more than 25 years in parks and recreation, Thornell takes great*

pride in advocating for the importance of parks and recreation and the undeniable role it plays in community's large and small.

FEBRUARY

February 4, 2026 – Navigating Success as a Young Leader

Presenter: Devon Poulos, aquatics manager, North Port Parks and Recreation

Stepping into a leadership role at a young age presents unique opportunities – and challenges. This session is designed for emerging leaders looking to build their confidence, credibility, and influence in the workplace. Whether you're new to leadership or aspiring to step into a higher role, this session will equip you with the tools needed to thrive as a young leader and make a lasting impact.

LEARNING OBJECTIVES:

- Identify key challenges faced by young leaders in professional environments and develop strategies to overcome them.
- Explore techniques for managing intergenerational teams and navigating workplace dynamics with confidence.
- Enhance communication and interpersonal skills to build trust, influence, and credibility as a young leader.

About Devon: *Devon Poulos has more than a decade of experience in the recreation field, having worked with local YMCA organizations and county-level government agencies. Since joining the city of North Port in November 2018, he has held several key roles, including recreation program coordinator, head lifeguard, assistant aquatics supervisor, and aquatics manager. Devon has earned multiple professional certifications, including the aquatic facility operator in 2019, lifeguard instructor trainer in 2022, and certified park and recreation executive in 2023. He holds a bachelor's degree from Florida International University and is currently pursuing a master's from Southern New Hampshire University (SNHU). Devon completed The Emerging Leaders Institute in 2021 and graduated from the Abrahams Jones Academy for Leadership Excellence in 2023. He played a vital role in helping the city of North Port achieve its initial CAPRA accreditation in 2019 and contributed to the successful reaccreditation in 2024.*

Feb. 18, 2026 – Dealing with Difficult People in Youth Sports

Presenter: Chris Stevenson, founder, The Empower Group

Managing challenging situations in youth sports is key to ensuring a positive experience. This interactive session teaches effective communication, crucial conversations, and strategies for handling difficult people, helping create a better environment for coaches, athletes, and parents. Attendees will gain valuable skills to manage the athletic triangle successfully.

LEARNING OBJECTIVES:

- Analyze challenges in the coach-athlete-parent dynamic to understand difficult interactions in youth sports.
- Demonstrate communication strategies for setting expectations with athletes, parents, and coaches to ensure positivity.
- Apply techniques for crucial conversations, using conflict resolution to de-escalate and foster cooperation.

About Chris: *Chris Stevenson is an accomplished speaker with a global footprint and has presented dynamic sessions in more than a dozen countries and half of the 50 states. As a former Power Ranger stuntman and founder of The Empower Group, Chris draws from 20 years of experience owning and operating successful health clubs, consistently achieving industry-leading net promoter scores. His expertise lies in leadership, communication, employee engagement, and customer service, making him a sought-after authority in various industries, such as parks and recreation, fitness business, indoor rock climbing, and more. Beyond his business acumen, Chris has served as a board and committee member and published author, contributing to his holistic perspective on industry dynamics. Chris has the unique ability to connect with people instantaneously and to present applicable lectures that resonate with every audience.*

March 10, 2026 – Why Reinvent the Wheel?

Presenters: LaToya Artis, recreation manager, Ocala Recreation and Parks; Jacob Baker, recreation manager, Ocala Recreation and Parks

This session is designed to assist recreation professionals in increasing community engagement through programs tailored to their community. We will walk through a sample program evaluation that will demonstrate ways to determine if a program is a good fit for a community and organization. Understanding the specific needs of our community alongside an agency's vision will help foster community connection and contribute to the overall well-being of residents.

LEARNING OBJECTIVES:

- Learn how to evaluate and design programs.
- Identify the needs and desires of their communities.
- Discuss program specificity and purpose.

About LaToya: *LaToya L. Artis is a recreation manager with the city of Ocala, Florida, responsible for the oversight of indoor programming for youth, adults, seniors, therapeutic recreation, outreach, and the department's transportation. LaToya fell in love with recreation 29 years ago as a recreation summer camp counselor in Linden, New Jersey, during her college years. In 1999, LaToya graduated with her B.S. in physical and health education with a minor in sports management from Methodist College. After working for five years in the local school system, LaToya decided to seek employment working from home to raise her three children. In 2015, she started working with Fayetteville Cumberland Parks and Recreation as therapeutic recreation supervisor. LaToya moved to Florida in 2019 and started working with Ocala Recreation and Parks as therapeutic and senior recreation supervisor, quickly advancing into her current position as recreation manager. LaToya is a line dance instructor and certified Xtreme hip hop aerobics instructor.*

About Jacob: *Formerly in education and childcare, Jacob Baker fell in love with recreation in 2012 after starting what he thought was a temporary job at a municipal aquatic center. He has worked in every area of recreation, including aquatics, athletics, community events and outreach. Currently, Jacob is a recreation manager for the city of Ocala supervising the operations of the Mary Sue Rich Community Center. As someone who's directly benefitted from a culturally rich and multifaceted background, he's aware of the challenges and opportunities faced by parks and recreation professionals, as well as their clients.*