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PROFESSIONAL SUMMARY

I am a nationally recognized certified park and recreation executive with an emphasis on customer service using a collaborative leadership style, innovative ideas, and evidence-based management of exceptional, high-quality programs, facilities, and park planning services.

COMPETENCIES / ACCOMPLISHMENTS

Communication – Directed a Marketing and Guest Services division including the production of activity guides, flyers, radio & TV advertising, website, billboards, social media, online program registration, office support services, and customer relations. Accomplishments include authoring two chapters in the National Park and Recreation Association (NRPA) AFO textbook, author of two courses in the NRPA National Aquatic Management School, many magazine articles, and conference presentations.

Collaborative Partnerships – Developed and coordinated intergovernmental agreements to combine resources from county, municipal, special districts, and grants into facility renovations and operating funds that could not be accomplished solely by the individual agencies.

Results – Met or exceeded operational cost recovery goals for multiple seasonal and year-round recreation, golf, and aquatic facilities across a broad geographic area with a diverse staff of over 120 paid associates and over 400 volunteers. Successfully developed and managed an operating budget of over \$5.2 million across five divisions, general and enterprise funds, and twenty-six cost centers. Managed over 50 CIP projects including the \$13 million Water Works Park construction project.

Fostering Innovation and Excellence – Generated community recreation programming combining outcomes and benefits based activities into coordinated, award-winning programs including three national gold medals, two national excellence in programming, a state gold medal, and multiple local and state awards.

Strategic Thinking – Developed, coordinated, and executed comprehensive strategic plans to establish program directions, performance measurement, facility requirements, capital master planning, capital maintenance, and financial forecasting over several programs and facility-based divisions including short and long-term goals, objectives, and park master planning.

Technical Expertise – Designed national level training and instructor training for facility operations. I received national and local recognition for contributions to the field of parks and recreation across three states. Served diverse populations with over thirty years in recreation management, leadership positions, and supervising a variety of recreation programs including youth services, therapeutic recreation, golf services, athletics, recreation centers, guest services, senior activities, concessions, skate parks, ice arena, aquatics, a civic center, and special community events.

Impact and Influence – Designed staff development programs including team building, inspiration by work enjoyment (purpose-based team motivation), performance management, succession planning, competency development, developing trust, closing the execution gap, unleashing talent, and building process excellence. Currently a co-creator of the “LEEP” executive development program for the City of Denton to develop executive-level leadership competencies for proactive succession planning.

EDUCATION

M.A. Organizational Management, University of Phoenix, Westminster, CO Extension

B.A. Recreation Administration, Management Emphasis, San Diego State University, San Diego, CA

A.A. Recreation Management, Orange Coast College, Costa Mesa, CA.

WORK HISTORY**City of Denton, TX****2001-Present**Park Planning Manager, April 2021-Present

Manage the park planning division including park master planning, capital improvement projects, grants, and liaison between the City and the Denton Public Art Committee.

Program Area Manager, Feb 2020 – March 2021

Areas of Responsibility: Supervision of the Aquatics Division in Leisure Services including Water Works Park, the Denton Natatorium, and the Civic Center Pool.

Organizational Development Manager, 2009- Feb 2020

Areas of Responsibility: Supervision of Selection/Placement, Compensation/Classification, and Training/Development divisions; departmental strategic planning, organizational succession planning, project management for HRIS systems, and citywide onboarding in the Human Resources Department.

Leisure Services Superintendent, 2001-2009

Areas of Responsibility: Supervision of Recreation Centers, Senior Centers, Aquatics, Outdoor programs, Youth Services, Civic Center, Athletics, Golf Services, Tennis Center, Skate Works Park, Special Needs programs, Community Events, Special Events, concessions, departmental customer service division, intergovernmental agreements, departmental strategic planning, and served as liaison to Denton Park Foundation. Served as project manager for CIP projects and for the Denton Aquatic Center (Water Works Park).

National Recreation and Park Association (NRPA), Ashburn, VA**1994-Present**

Training Consultant, Program Development, & AFO Instructor/Chief Instructor Trainer (contract instructor)

Recreation and Aquatics Consulting Services, CO**2000-2001**

CEO - Recreation management, training, and facility development consulting.

Apex Park and Recreation District, Arvada, CO**1989 - 2000**

Recreation Manager – Aquatics, Ice Arena, & Rec. Centers Divisions, 1998 - 2000
Aquatics Director, 1989 – 1998

San Diego State University, San Diego, CA**1988 – 1989**

Instructor/Lecturer - College of Physical Education (adjunct)

City of La Mesa, La Mesa, California**1981 -1989**

Recreation Supervisor – Aquatics, Adult Softball, Adult Volleyball, Golf, & Special Events

CREDENTIALS

Certified Park and Recreation Executive, NRPA

NIMS Certifications – basic up to command levels

Aquatic Facility Operator Instructor, NRPA

Franklin-Covey 7-Habits and Trust Facilitator

Aquatic Facility Operator Certificate, NRPA

LEAN Continuous Improvement Coach & Trainer, QPIC

Individual Awards – honors for service excellence, professionalism, and service to the profession include:

- 2021 DFW Directors Association Distinguished Professional Award
- 2011 NRPA Distinguished Recreation Professional. Highest individual award by NRPA.
- 2011 NRPA Distinguished Aquatic Professional – Aquatic Network.

- 2010 Aquatics International Magazine Power 25.
- 2009 NRPA Southwest Region Fellow Award.
- 1998 CPRA Citation Award for exceptional service to the field of parks and recreation.
- 1998 NRPA Exceptional Aquatics Service Award.
- 1996 CPRA President's Award for exceptional service to the recreation field in Colorado.

National, State, and Local Leadership – National, state, and local offices held include:

- Chair of the National Certification Board 2010-11 and Board Member from 2006-2010 and 2011-2017.
- President, NRPA National Aquatic Council 2008-09.
- Facilitator and author of the NRPA Aquatic Branch strategic plan in 2006 through 2009.
- Chair NRPA Aquatic Facility Operator Committee 2006, 2007, and 2011-2017.
- Chair of Public Pool Operators of America Advisory Council 2000-2008.
- Elected to NRPA Midwest Regional Council 1998.
- Chairperson of Colorado Parks & Recreation By-Laws and Manual of Procedures committee, 1998-2000.
- Chair of Colorado Parks and Recreation Association Foundation 1998-2001.