

evolve

SUMMIT GUIDE



ANCA SUMMIT XXV
August 20-24, 2019
Cincinnati Nature Center, Milford, OH

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Cincinnati Nature Center
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ON THE COVER - WHITETAIL TRACE



This 1.22-mile trail offers a gentle meander along **Avey’s Run** and a pleasant view of a waterfall from an observation platform. When you reach **Spring Pond**, look out for wood ducks, mink, and wood frogs. This trail also provides a glimpse at how the Emerald Ash Borer has affected the forest. Once rich with live ash trees, this trail now takes you past some areas with bark-stripped trunks and fallen logs. Even so, death fosters new life. Keep your eyes open for woodpeckers enjoying the all-you-can-eat buffet!



Welcome from ANCA

On behalf of the ANCA board and staff, welcome to Summit XXV, the *Evo/ve* Summit! Each year, we host the Summit in a new location, and we are thrilled to be in beautiful southern Ohio this year. Our country is vibrant and beautifully diverse, and the Summit offers the opportunity to explore local and regional cultures and learn from our peers who have welcomed us to their home.



I first visited Cincinnati Nature Center shortly after I became the Executive Director of ANCA. I am incredibly impressed with their evolution over the past 12 years. I visited again in October and could not believe how busy they were—the trails were in full use by members, their Nature Preschool was in session, schoolkids were visiting on a field trip, young kids were exploring the Nature PlayScape, event planners were touring the site's rental venues, and visitors were enjoying the large wildlife viewing windows in the Rowe Visitor Center. There was something for everyone! Be sure to take the time to explore everything this place has to offer!

The Summit is an opportunity to meet new friends, explore innovative ideas, and share challenges with your fellow ANCA members. I encourage you to be an active participant and add your voice to the conversation. The people I met at my first Summit in 1998 remain an important part of my peer network and I value their support as colleagues and friends.

I want to thank our hosts for their hard work to put on this event. Hosting a Summit means providing the best possible programming, facilities, atmosphere, and hospitality. I can say, without a doubt, that the staff and volunteers here have knocked it out of the park! Enjoy!

A handwritten signature in black ink that reads "Jen Levy". The signature is fluid and cursive, with a long horizontal stroke extending from the end of the name.

Jen Levy
Executive Director



Welcome from Cincinnati Nature Center

Welcome to Cincinnati Nature Center! It is a privilege to share our “home” with colleagues and friends. We’ve been working hard to get things ready to make your stay here comfortable, productive and, most importantly, fun!



We invite you to explore our beautiful trails through woodlands highlighted with giant old-growth trees, restored grassland fields, and gorgeous ravines with streams flowing through this region’s iconic Ordovician shale and limestone outcrops. Check out the Marge & Charles Schott Nature PlayScape—it’s okay if you can’t resist the urge to build your own log fort! Relax on a bench in our peaceful Celebration Garden. Or visit our cozy Visitor Center and enjoy the wildlife just outside the viewing window overlooking the lake. Above all, meet, mingle, share, and learn in this place that inspires us every day.

Don’t forget to check out the fossils—they are everywhere! The unique geology of the Cincinnati Arch has brought the remains of ancient shallow seas very near the surface. You practically trip over 450-million-year-old fossils along trail outcroppings and cobbled riverbanks. Note that the Ordovician was marked by significant global changes and a corresponding flurry of evolution and biodiversification. It’s appropriate that this year’s Summit is titled *Evo/ve*. Our time, too, is such an era when many institutions—nature centers being no exception—are evolving rapidly as our culture and landscapes are changing so quickly.

Let us learn together ways to keep step with the changes around us, and help our nature centers grow and *Evo/ve* to serve a new generation of visitors, naturalists, and concerned citizens. Thank you for visiting. We look forward to evolving with you!

A handwritten signature in black ink, appearing to read "Jeff Corney". The signature is fluid and cursive, with a long, sweeping line extending from the end of the name.

Jeff Corney
Executive Director



What to Expect at Cincinnati Nature Center

Host Site

The Summit takes place at Rowe Woods, Cincinnati Nature Center's primary location. The address is:

4949 Tealtown Road, Milford, Ohio 45150

WEATHER/DRESS: Cincinnati summers are generally hot and humid. In late August, daytime temperatures can range from the 70s to 90s; evenings range from 50s to 70s. Pack layers and bring raingear for a possible Midwestern shower!

FOOTWEAR: Cincinnati Nature Center is a campus-like setting. Summit activities are scheduled throughout the property. Shuttles will be provided. However, you may find yourself wanting to meander down the award-winning trails to your next session. Good walking shoes are recommended!

BUILDINGS: Be sure to study the maps on pages 11-13 to locate the buildings where Summit activities take place:

The **Krippendorf Lodge** is your central hub for meals, mingling, and registration. Sponsors will be inside the Lodge and on the wrap-around porch. Meals will be served on the **Terrace**. Summit programming will take place at the **Green Cottage** and **Outdoor Learning Center**, just behind the Lodge.

Be our guest at the **Rowe Visitor Center**. View exhibits, shop, bird-watch, and meet the awesome staff. Summit programming will take place in the **Pine Room** and in the **Auditorium**.

Check out the newly renovated **Center for Conservation**. Don't miss the nearby greenhouse. Summit programming will take place in the **Dater Room**, **Dornette Room**, and **Back Terrace**.

The **Fernwood Shelter** will provide additional programming space and a communal area for our on-site lodgers.

WI-FI: Free Wi-Fi is available in the Krippendorf Lodge, Rowe Visitor Center, and Center for Conservation.

Username: CNC-Guest

Password: Welcome2CNC!

HIKING: Rowe Woods offers 1,025 acres and 16 miles of hiking trails winding through deciduous forest, fields, streams, and ponds. You will find your trail map in your welcome bag. How many trails can you hike this week?!

THE NATURE SHOP: Open daily, 10 am-5 pm, in the Rowe Visitor Center. The Nature Shop carries a variety of items, many of them locally made. 100% of proceeds go to support Cincinnati Nature Center's mission.

FOOD AND DRINK: Summit meals will be served at the **Krippendorf Lodge, Terrace**. Coffee, tea, water, and snacks will be served in these locations:

- Krippendorf Lodge, Beech Room**
- Rowe Visitor Center, Auditorium**
- Center for Conservation, Entry Hallway**

Complimentary beer and wine will be available for one hour each evening before dinner. A cash bar will be available during the dinner hour. Non-alcoholic drinks will also be available during this time.

MESSAGE BOARD: A message board is located at the registration area in the Krippendorf Lodge. Stop by for daily updates. ANCA members are welcome to post items of interest or carpooling requests.

BYON (BRING YOUR OWN NAMETAG): Bring your own nametag to the conference and wear your nature center identity with pride! If you don't have one—or you forget—ANCA will provide a nametag for you; we just ask that you return them to ANCA staff at the end of the Summit. Thanks for helping reduce waste and resources!

IMPORTANT PHONE NUMBERS:

- Cincinnati Nature Center** 513-831-1711
- Holiday Inn & Suites** 513-752-4400
- Fairfield Inn & Suites** 513-947-9402

EMERGENCIES:

- Emergency** 911
- Local Police** 513-752-1230



Area Map

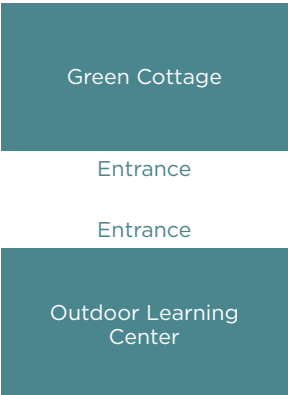


Building Maps

Krippendorf Lodge (and surrounding buildings)



Celebration Garden
←



●
Shuttle Stop



Rowe Visitor Center



Powel Crosley Lake



Native Backyard
Habitat
Shuttle Stop



Center for Conservation



Quiet Places

Rowe Woods provides many quiet places—or “sit spots”—for self-reflection, meditation, and nature observation.

- Herb Wall
- Rock bridge on Upland Trail
- Overlook on Whitetail Trace
- Observation Deck at Fox Rock
- Intersection of Upland Trail and Limestone Steps
- Adirondack chairs on Wildflower Trail
- Bench at waterfall on Geology Trail
- Hammock Hangout on Harmony Ridge
 - Hammocks are available for check-out from the Visitor Services Desk in the Rowe Visitor Center.



ANCA Mentor Meeting Spaces

The Summit is an excellent time to get some face-to-face time with your ANCA Mentor. Here are some great places to sit and have a chat.

- Boardwalk bench on Powel Crosley Lake
- Celebration Garden
- Whittaker Library
- Backyard Native Habitat
- Center for Conservation gardens
- Abner Hollow Cabin
- Shelter on Edge Trail
- Shelter at top of Fox Rock
- Lotus Pond benches
- Pocket Preserve near Nature Preschool
- Picnic tables next to Rowe Visitor Center parking lot
- Krehbiel Pavilion
- Picnic tables at Outdoor Learning Center



If you need help finding one of these spots, talk to Cincinnati Nature Center staff at Summit Registration.

ADVENTURE MADE TO ORDER

Aerial Adventure Park Design,
Construction & Operation

High Capacity ~ High Yield

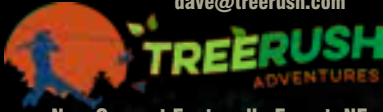
Low Staffing Requirements

Day & Night Climbing

Varied Aerial Obstacles Designed
for Guests Ages 4 to Adult

203-444-9844

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Now Open at Fontenelle Forest, NE



need professional advice?

JOIN THE ANCA MENTOR PROGRAM

Get matched with a peer who has
successfully navigated similar challenges.
Stop by the ANCA table to learn more.



Summit Transportation

Hotel Transportation

Shuttles to/from the Holiday Inn & Suites will be available every 20 to 30 minutes during scheduled transportation blocks. Fairfield Inn lodgers should board the shuttle at the Holiday Inn.

TUESDAY, AUGUST 20

7:30 am-7:30 pm

8:30-11 pm

WEDNESDAY, AUGUST 21

6:30-9 am

11:30 am-1:30 pm

3:30-6:30 pm

8:30-11 pm

THURSDAY, AUGUST 22

8:30-11 pm

FRIDAY, AUGUST 23

6:30-9 am

Noon-11 pm

SATURDAY, AUGUST 24

7:40 am

Where to Board



Holiday Inn & Suites
Outside front entrance



Cincinnati Nature Center
Krippendorf Lodge, Water Tower

Keynote Transportation

THURSDAY, AUGUST 22, shuttle service will be provided to/from the keynote speaker.

Before Keynote: Cincinnati Nature Center Lodgers → Holiday Inn Board at the Fernwood Shelter at 7:40 am.

After Keynote: Summit Participants → Cincinnati Nature Center Board buses outside Holiday Inn front entrance between 10 and 10:15 am.

Shuttles at Cincinnati Nature Center

Summit activities are scheduled throughout the campus-like property. On-site shuttles will run during scheduled transportation blocks.

TUESDAY, AUGUST 20

2-6 pm
8:30-11 pm

WEDNESDAY, AUGUST 21

6:45 am-6:30 pm
8:30-11 pm

THURSDAY, AUGUST 22

10:30 am-11 pm

FRIDAY, AUGUST 23

6:45 am-11 pm

SATURDAY, AUGUST 24

None

Where to Board



**Krippendorf Lodge,
Water Tower**



**Rowe Visitor
Center**



**Fernwood
Shelter**



**Center for
Conservation**

Walking at Cincinnati Nature Center

If you prefer to trek our trails, keep in mind these distances and times:

Location	Approx. Distance	Time
Krippendorf Lodge ↔ Rowe Visitor Center	0.1 miles	2-3 min
Krippendorf Lodge ↔ Fernwood Pavilion	0.5 miles	12-14 min
Krippendorf Lodge ↔ Center for Conservation	0.6 miles	15-18 min
Rowe Visitor Center ↔ Fernwood Pavilion	0.5 miles	15-18 min
Rowe Visitor Center ↔ Center for Conservation	0.7 miles	20-25 min
Fernwood Shelter ↔ Center for Conservation	0.3 miles	6-8 min

As Needed

If you need transportation outside this schedule, please call Cincinnati Nature Center staff at 513-831-1711. Staff and volunteers will do our best to accommodate your needs.

Please Note

Summit attendees should arrange their own transportation from/to the Cincinnati/Northern Kentucky International Airport (CVG). Summit hotels do not provide shuttle service.



About the Summit

What is the ANCA Summit?

Unlike more conventional conferences, ANCA offers a facilitated discussion format during the Summit, recognizing the tremendous value gained by sharing peer knowledge and the experiences of others in the field. You will be encouraged to participate by sharing your experiences, asking questions, and listening to your peers. As a result, you will leave with new ideas and lessons, and a strong network of colleagues.

The ANCA Summit is hosted at an ANCA member center which gives participants the opportunity to: meet and talk with the staff; tour classrooms, exhibits, and trails; go behind-the-scenes to look at offices, storage, and maintenance; and simply relax and enjoy the flavors of the region through food, drink, and unique entertainment! Be sure to take advantage of all Cincinnati Nature Center has to offer!

The Summit includes:

IN-THE-FIELD AND HALF-DAY WORKSHOPS are scheduled for Wednesday—you chose which ones to attend when you registered. These sessions offer a rich learning experience with workshop leaders who are experienced and knowledgeable in their topics.

FACILITATED DISCUSSIONS, scheduled on Thursday and Friday, are 90-minute sessions where the primary presenter is a facilitator, rather than a single voice, and guides the exchange of ideas based around the topic title. Participants will enrich the discussion by contributing ideas and experiences. The intended result is a dialogue that allows for the group to take advantage of the experience in the room, create a stronger peer network, and share solutions, ideas, and challenges.

WORKSHOP SESSIONS, scheduled on Thursday and Friday, allow participants the opportunity to learn about new programs and ideas. These 90-minute sessions allow for presentation time and dialogue among the group.

OPEN SPACE on Friday afternoon provides an opportunity for participants to create their own meeting, continue a session that needs more time, or find a group to address an issue that was not presented elsewhere during the Summit. In the Open Space Meeting,

Summit participants will gather and collectively design the session topics that will be offered during the afternoon. We ask you to bring to the meeting those topics that you feel will be relevant and meaningful to you and the group.

There are Four Principles of Open Space and Facilitated Discussion:

1. Whatever happens is the only thing that could happen. Don't worry about what should have happened.
2. Whoever shows up are the right people to be there. There is always wisdom in the room.
3. Whenever it starts is the right time.
4. When it's over, it's over! If you finish early, take the time to find a quiet place to reflect, take a nap, or go for walk with a new friend.

Lastly, the **Law of Mobility** states that if you find yourself in a situation where you are neither learning anything or contributing anything, you are responsible for moving to another place, for example to another session. These principles and law will enable you to participate in ways that are most meaningful.

**PRE- AND POST-SUMMIT FIELD TRIPS
AND ON-SITE NATURE ACTIVITIES**

Don't leave Cincinnati without time spent exploring the local flora, fauna, food, and culture of the area! ANCA Summit Field Trips offer the chance to add to your professional development experience while taking advantage of unique opportunities to visit additional sites, spend time with local experts, and interact with your peers. The morning and afternoon optional Nature Activities, scheduled throughout the Summit, give you the opportunity to learn about this unique region from local experts here at Cincinnati Nature Center. Don't miss them!

The open exchange of ideas and the freedom of thought and expression are central to the aims and goals of ANCA; these require an environment that recognizes the inherent worth of every person and group, that fosters dignity, understanding, and mutual respect, and that embraces diversity. For these reasons, ANCA is dedicated to providing a harassment-free Summit experience. Summit participants violating these standards may be asked to leave, at the discretion of the ANCA Board and Summit organizers.



Schedule

8 am-6 pm	Registration Open	<i>Krippendorf Lodge, Library</i>
9 am-3 pm	ANCA Board Meeting	<i>Krippendorf Lodge, Daffodil Room</i>
FIELD TRIPS		
9 am-4:30 pm	Reading Earth's History—450 Million Years Ago	<i>Krippendorf Lodge, Driveway</i>
9 am-4:30 pm	Educational Farm Tour	<i>Krippendorf Lodge, Driveway</i>
11:30 am-4:30 pm	Little Miami Canoe & Brew	<i>Krippendorf Lodge, Driveway</i>
NATURE ACTIVITIES		
1-3 pm	Fossil Hike	<i>Green Cottage</i>
2:30-4 pm	RAPTOR, Inc. Tour	<i>Center for Conservation, Back Terrace</i>
3:30-4:30 pm	Promoting Pollinators Tour	<i>Krippendorf Lodge, Terrace</i>
4-5 pm	Algaewheel Tour	<i>Krehbiel Pavilion</i>
4:30-6:30 pm	Silkscreen Your Summit Bag*	<i>Outdoor Learning Center</i>
5:30-6:30 pm	Networking Social	<i>Krippendorf Lodge, Driveway</i>
6:30-7:30 pm	Dinner	<i>Krippendorf Lodge, Terrace</i>
7:30-8:30 pm	Welcome to Summit XXV!	<i>Krippendorf Lodge, Terrace</i>
<p>The Summit Experience! Our Summit is like no other and we all desire to gain the most from our time together. Learn how we facilitate discussions, lead workshops, create Open Space, and engage in our Trends Roundtable. Skills from the Summit you can use in your organization! Facilitated by Corky McReynolds, Ken Voorhis, and friends.</p>		
8:30-10:30 pm	Night Hike, Stargazing, & Bonfire	<i>Abner Hollow Cabin</i>



Silkscreen Your Summit Bag*

Charley Harper (1922-2007) was a Cincinnati-based American Modernist artist, best known for his highly stylized wildlife prints. He created colorful and whimsical works for many nature-based organizations, including Cincinnati Nature Center. Personalize your bag with one of these bold Harper images. You'll head home in true Cincinnati style!






Schedule

NATURE ACTIVITIES		
7-8 am	Bird Walk	<i>Krippendorf Lodge, Terrace</i>
7-8 am	Analogies from Aikido	<i>Backyard Native Habitat</i>
7:15-8:15 am	Greenhouse Tour	<i>Center for Conservation, Back Terrace</i>
8 am-6 pm	Registration Open	<i>Krippendorf Lodge, Library</i>
	Sponsor Hall Open	<i>Krippendorf Lodge, Beech Room, Daffodil Room, Porch</i>

FULL-DAY WORKSHOPS: IN-THE-FIELD		
9 am-4:30 pm	The Many Faces of Nature Playscapes	<i>Krehbiel Pavilion</i>
9 am-4 pm	Plant NATIVE! Plant Propagation Tour	<i>Krippendorf Lodge, Driveway</i>

MORNING WORKSHOPS: ON-SITE		
9 am-Noon	Insights into Nature Preschools	<i>Nature Preschool</i>
	Unconscious Bias, Diversity, Equity, and Inclusion Impacts Your Bottom Line	<i>Center for Conservation, Dornette Room</i>
	Why Membership Matters!	<i>Rowe Visitor Center, Pine Room</i>
	Getting to What Matters: How to Evaluate and Communicate Your Impact	<i>Rowe Visitor Center, Auditorium</i>
12:15-1:15 pm	Lunch	<i>Krippendorf Lodge, Terrace</i>

AFTERNOON WORKSHOPS: ON-SITE		
1:30-4:30 pm	The Magic is in the Mess: Serving Young Children at Nature Centers	<i>Center for Conservation, Dornette Room</i>
	Take Your Fundraising Program to the Next Level!	<i>Rowe Visitor Center, Pine Room</i>
	Cutting-Edge Research in Environmental Education	<i>Rowe Visitor Center, Auditorium</i>
	Tractor to Board Room: Land Management at Multiple Scales	<i>Center for Conservation, Dater Room</i>

NATURE ACTIVITIES		
4:45-5:30 pm	Promoting Pollinators Tour	<i>Krippendorf Lodge, Terrace</i>
	Algaewheel Tour	<i>Krehbiel Pavilion</i>
	RAPTOR, Inc. Tour	<i>Center for Conservation, Back Terrace</i>

5:30-6:30 pm	iZone Imaging Networking Social	<i>Center for Conservation, Back Terrace</i>
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6:30-8:30 pm	Clermont County Convention & Visitors Bureau Dinner, ANCA Leadership Awards	<i>Krippendorf Lodge, Terrace</i>
<p>Join us as we celebrate the ANCA Leadership Award recipients! The ANCA Nature Center Leadership Award is intended to recognize outstanding professionals in the field of nature center administration. The 2019 recipient is Ken Voorhis, Retired Chief Education and Operations Officer, Yellowstone Forever (2013-2018) & Executive Director of the Great Smoky Mountains Institute at Tremont (1984-2013). The ANCA Outstanding New Leader Award is intended to recognize outstanding new leaders in the field. Ann Wasser is the sixth recipient of this award for her work at Severson Dells Nature Center in Rockford, IL.</p>		

8:30-10:30 pm	Night Hike, Stargazing, & Bonfire	<i>Abner Hollow Cabin</i>
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Schedule

8-10 am	Registration Open	<i>Holiday Inn & Suites, Ballroom</i>
8-8:30 am	Summit Welcome and Keynote Breakfast	<i>Holiday Inn & Suites, Ballroom</i>
8:30-10 am	Keynote Speaker: Nina Simon presents "OF/BY/FOR ALL"	<i>Holiday Inn & Suites, Ballroom</i>
Join us for our Keynote Speaker Nina Simon—"museum visionary"; author of <i>The Participatory Museum</i> , <i>The Art of Relevance</i> , and the popular Museum 2.0 blog; and founder of the OF/BY/FOR ALL movement. Get inspired, get new tools, and get ready to make your institution stronger with OF/BY/FOR ALL.		
10:30 am-6 pm	Registration Open	<i>Krippendorf Lodge, Library</i>
10:30 am-5:15 pm	Sponsor Hall Open	<i>Krippendorf Lodge, Beech Room, Daffodil Room, Porch</i>
FACILITATED DISCUSSIONS AND WORKSHOP SESSIONS I		
10:45 am-12:15 pm	WS Community Environmental Stewardship: Advocating for Local Change	<i>Green Cottage</i>
	WS OF/BY/FOR ALL	<i>Rowe Visitor Center, Auditorium</i>
	WS How to Craft an Exhibit Budget That Will Get You Results	<i>Rowe Visitor Center, Pine Room</i>
	WS Cincinnati Nature Center: A Case Study in Master Plan Implementation	<i>Center for Conservation, Dornette Room</i>
	FD Volunteer Management and Support	<i>Center for Conservation, Dater Room</i>
	FD When is It Time to Move On?	<i>Center for Conservation, Back Terrace</i>
	FD Evolving our Profession: Getting Nature Centers the Credibility & Props They Deserve!	<i>Fernwood Shelter</i>
12:30-1:15 pm	Lunch	<i>Krippendorf Lodge, Terrace</i>

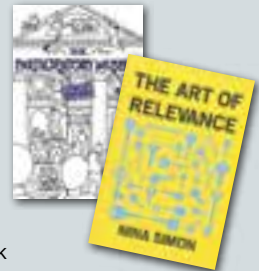
WS Workshop Session **FD** Facilitated Discussion

Take Nina Simon home!

The Participatory Museum is a practical guide to working with community members and visitors to make cultural institutions more dynamic, relevant, essential places. It's described as a "future classic of museology" and an "indispensable guide."

The Art of Relevance explores how mission-driven organizations can matter more to more people. The book is packed with dozens of inspiring examples, rags-to-relevance case studies, research-based frameworks, and practical advice on how your work can be more vital to your community.

Each book is a darn good read and only **\$25**, available for purchase and book signing on Thursday.



Schedule

FACILITATED DISCUSSIONS AND WORKSHOP SESSIONS II

1:30-3 pm	WS Change is Hard: Social Emotional Learning Makes It Easy-ish: How SEL Creates Pathways for Organizational Change	<i>Green Cottage</i>
	WS OF/BY/FOR ALL	<i>Rowe Visitor Center, Auditorium</i>
	FD Maximize Your Marketing	<i>Fernwood Shelter</i>
	WS Creating an Effective Board	<i>Center for Conservation, Dornette Room</i>
	FD In Search of the Perfect Database	<i>Center for Conservation, Dater Room</i>
	WS Wicked Innovation: Facilitating Creative Problem Solving	<i>Rowe Visitor Center, Pine Room</i>
3-3:30 pm	Ice Cream Social, 2020 Summit Preview, 2021 RELC Meeting Preview	<i>Rowe Visitor Center, Auditorium</i>

FACILITATED DISCUSSIONS AND WORKSHOP SESSIONS III

3:45-5:15 pm	WS Handling Employee Issues Well: From Problems to Lawsuits	<i>Green Cottage</i>
	WS Figuring Out What Works in Environmental Education through Comparative Evaluation	<i>Rowe Visitor Center, Auditorium</i>
	WS Adventures in Developing and Implementing Nature Playscapes	<i>Rowe Visitor Center, Pine Room</i>
	FD Creative Solutions to Governmental Challenges	<i>Fernwood Shelter</i>
	FD Is Your Nature Center Welcoming and Accommodating to All?	<i>Center for Conservation, Dornette Room</i>
	FD Work ≠ Life	<i>Center for Conservation, Dater Room</i>
	FD Retirement: A Beginning, Not the End	<i>Center for Conservation, Back Terrace</i>
5:45-6:30 pm	Clermont County Chamber of Commerce Foundation Networking Social, ANCA Trends Roundtable	<i>Krippendorf Lodge, Terrace</i>
6:30-7:30 pm	Dinner	<i>Krippendorf Lodge, Terrace</i>
7:30-9:30 pm	ANCA Auction	<i>Krippendorf Lodge, Terrace</i>
	Join us for an evening of bidding to benefit ANCA! We can't continue supporting our members without your enthusiastic hand-raising. Get the chance to contribute to ANCA and walk away with a vacation trip, professional development opportunity, gear, or unique item from our Live or Silent Auction. Silent Auction will open Wednesday morning and close after the Live Auction.	
9:30-10:30 pm	Night Hike, Stargazing, & Bonfire	<i>Abner Hollow Cabin</i>



Schedule

NATURE ACTIVITIES

7-8 am	Bird Walk	<i>Krippendorf Lodge, Terrace</i>
7-7:45 am	Forest Bathing	<i>Outdoor Learning Center</i>
7-8:30 am	Fossil Hike	<i>Green Cottage</i>
7:15-8:15 am	Greenhouse Tour	<i>Center for Conservation, Back Terrace</i>
8 am-1:15 pm	Sponsor Hall Open	<i>Krippendorf Lodge, Beech Room, Daffodil Room, Porch</i>

FACILITATED DISCUSSIONS AND WORKSHOP SESSIONS IV

9-10:30 am	FD Do Good Fences Make for Good Members?	<i>Green Cottage</i>
	FD De-mystifying Advocacy	<i>Rowe Visitor Center, Auditorium</i>
	FD Women in Leadership	<i>Center for Conservation, Dater Room</i>
	WS What You Don't Know Isn't an Excuse for What You Should Know	<i>Fernwood Shelter</i>
	FD I Know We Haven't Done That Before, But ...: Using Technology as a Teaching Tool	<i>Rowe Visitor Center, Pine Room</i>
	WS Inspiring Rentals!	<i>Center for Conservation, Dornette Room</i>
	WS Creating and Building an Endowment	<i>Center for Conservation, Back Terrace</i>

FACILITATED DISCUSSIONS AND WORKSHOP SESSIONS V

10:45 am-12:15 pm	FD If I Only Knew Then What I Know Now	<i>Green Cottage</i>
	WS Beyond the Strategic Plan	<i>Rowe Visitor Center, Auditorium</i>
	WS Make Your Mark - Marketing Your Brand	<i>Rowe Visitor Center, Pine Room</i>
	FD Nature in the City: Joys and Challenges of Urban Nature Centers	<i>Fernwood Shelter</i>
	WS 1, 2, 3 Ecology	<i>Center for Conservation, Dornette Room</i>
	FD Fundraising Dos and Don'ts - How to Stick to Your Mission AND Help Fund It!	<i>Center for Conservation, Dater Room</i>
	FD Going Zero Net Waste	<i>Center for Conservation, Back Terrace</i>
12:15-1:15 pm	Lunch	<i>Krippendorf Lodge, Terrace</i>
1:15-5:15 pm	Open Space	<i>Krippendorf Lodge, Terrace</i>
5:15-6:15 pm	Free time!	<i>Your choice!</i>
6:15-7:15 pm	Networking Social	<i>Krippendorf Lodge, Driveway</i>
7:15-10:15 pm	Dinner & Summit Wrap-Up Party	<i>Krippendorf Lodge, Terrace</i>
Bluegrass and BBQ! Live Music by the Rabbit Hash String Band! Conclude your Queen City tour with bluegrass and BBQ. Our revelry will feature good eats, local brews, and the fine string-pickin' tunes of the Rabbit Hash String Band. Get ready to tap your toes and have fun.		

WS Workshop Session **FD** Facilitated Discussion

Saturday

FIELD TRIP

8 am-2 pm	Downtown Cincinnati Parks	<i>Krippendorf Lodge, Driveway</i>
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Pre-Summit Field Trips

All field trips depart from the Krippendorf Lodge, Driveway

Educational Farm Tour

9 AM-4:30 PM (LUNCH INCLUDED)

Cincinnati is home to three unique farms—Turner Farm, Greenacres Farm, and Gorman Heritage Farm—each with unique educational programming. At each farm, we will tour the facilities, observe farm production, learn about their education programs, and meet with staff for questions. We will also hear about their environmentally sensitive farming techniques and how they sell meat, produce, and other farm products to the community. The tour will include a picnic at one of the farms.



Reading Earth's History— 450 Million Years Ago

9 AM-4:30 PM (LUNCH INCLUDED)

The Cincinnati region is world-famous for its geology and paleontology. When scientists want to read the geological and paleontological history of this region, they visit the road cuts at Maysville, Kentucky. Arguably the most extensive exposures of 450-million-year-old ancient ocean sediments, this 90-meter high section is one of the most spectacular and complete sections to study ancient oceans and the life it contained. Covering approximately 2.5 million years of geologic time, several environments on the sea floor are exposed. The fossil animals are abundant and diverse, with it being nearly impossible to pick up a rock without a fossil in it. Bring your boots and a rock hammer and join Dr. Brenda Hunda, Curator of Invertebrate Paleontology at Cincinnati Museum Center, and the Dry Dredgers, an association of amateur geologists, for a deep dive into the ancient ocean of the Cincinnati!



Pre-Summit Field Trips

All field trips depart from the Krippendorf Lodge, Driveway

Little Miami Canoe & Brew

11:30 AM-4:30 PM (LUNCH AND BEER TASTINGS INCLUDED)

Kick off the conference with a canoe or kayak trip down the Little Miami River, a National Wild & Scenic River that flows right through Milford, Ohio. This aquatic adventure will provide you a dynamic escape and the opportunity to sample the products of two local breweries. This thirst-quenching expedition launches with lunch, beer sampling, and a five-mile paddle down the river. It will end with more beer tastings and a talk by Eric Partee, Executive Director of the Little Miami Conservancy. He'll tell us how his organization works hard to conserve the natural splendor of the Little Miami River. Bring your binoculars for wildlife sightings! You may catch a glimpse of a Bald Eagle, Great Blue Herons, and Kingfishers as Mother Nature guides us on our journey.



Workshops: In-the-Field

The Many Faces of Nature Playscapes

9 AM-4:30 PM, KREHBIEL PAVILION

Nature playscapes are designed to provide children with opportunities for free play in nature. The philosophies, criteria, and vision that shape nature playscapes are as diverse as the communities they serve. Tour a rural, inner city, and suburban nature playscape at Cincinnati Nature Center, University of Cincinnati, and the city of Blue Ash. Staff will discuss lessons learned, what works well, what they were surprised to discover, and what their visitors say or do in each space. See how loose parts, water, man-made features, maintenance, and levels of risk are managed at each. You will gather tips for creating or enhancing a place for nature play back at your own organization.

PRESENTERS

Connie O'Connor, Education Director, Cincinnati Nature Center

Anne Horne, Public Engagement Manager, Cincinnati Nature Center

Dr. Victoria Carr, Professor and Executive Director of the Arlitt Center for Education, Research, and Sustainability, University of Cincinnati

GUEST SPEAKERS

Brian Kruse, Superintendent of Parks, City of Blue Ash

Mandi Brock, Summit Park Manager, City of Blue Ash



Workshops: In-the-Field

Plant NATIVE! Plant Propagation Tour

9 AM-4 PM, KRIPPENDORF LODGE, DRIVEWAY

The spread of invasive exotic plants has myriad impacts on native systems. These impacts include loss of ecosystem function, reduced biodiversity, and—adding salt to the wound—impaired resilience of native habitats following restoration. If we are to sustain resilient, diverse habitats for the next generation, it is critical to reduce the spread of current invasives and prevent future invasions. One avenue for achieving this is encouraging native landscaping and increasing the abundance of native plants available on the market. Cincinnati Nature Center understands this importance and has launched the *Plant NATIVE!* initiative. This work involves several elements including educational programming, conducting research to support best practices, and ensuring a robust supply of native plants for restoration efforts on- and off-site. During this tour, we will visit our Long Branch Farm Native Plant Nursery, Shaker Trace Seed Nursery managed by Great Parks of Hamilton County, and Cincinnati Nature Center's new Greenhouse. Participants will learn about methods of collecting, processing and germinating native seeds, the potting, sale, and distribution of plants, and learn how Cincinnati Nature Center has leveraged our volunteers to develop a successful native plant propagation program.

PRESENTERS

Dr. Cory Christopher, Director of the Center for Conservation, Cincinnati Nature Center

Jake Sberna, Native Landscape Coordinator, Cincinnati Nature Center

GUEST SPEAKER

Tim Osborne, Shaker Trace Seed Nursery Manager, Great Parks of Hamilton County



Workshops: On-site

Insights into Nature Preschools

9 AM-NOON, NATURE PRESCHOOL

A nature preschool is a fully-licensed childcare operation that uses a natural area as a regular focus of its student activities. Cincinnati Nature Center's Nature Preschool is starting their eighth year of running a successful classroom, today servicing 60 students within four sessions. Discover the how and why we started a nature-based preschool. We will discuss everything from hiring teachers, licensing, and pricing, to daily schedules and best practices. Experience a hike preschoolers would take to understand why we go off-trail and how the everyday experience is part of our curriculum. Children take part in bluebird monitoring, monarch tagging, and project-based learning as they discover the world around them and learn the natural way.

PRESENTER

Tisha Luthy, Early Childhood Program Manager & Preschool Director, Cincinnati Nature Center



Workshops: On-site

Unconscious Bias, Diversity, Equity, and Inclusion Impacts Your Bottom Line

9 AM-NOON, CENTER FOR CONSERVATION, DORNETTE ROOM

Working in today's diverse workplace, it is inevitable that you will work with people who are different from you. Today's environment also creates many challenges regarding inclusion in the workplace. In this workshop, we will discuss why it is important to work across differences and to be inclusive. This interactive workshop is designed for participants to explore how unconscious bias and inclusion impacts their personal and professional experiences while interacting with others. Organizations find that building those bridges leads to innovation and connectivity within organizations. Tools will be discussed on how to create cultures where diversity, equity, and inclusion is encouraged and seen as an asset for your employees and customers.

PRESENTER

Tameka L. Taylor, Ph.D., CDE, President, Compass Consulting Services, LLC



Workshops: On-site

Why Membership Matters!

9 AM-NOON, ROWE VISITOR CENTER, PINE ROOM

Membership and the revenue it produces can be the backbone of a non-profit organization. Membership is a way to engage interested audiences who have a passion for our mission and want to do more. It is a way to capture the portions of our audiences who want to support what they love. Dana Hines of Membership Consultants will lay out the basics and best practices for acquiring, renewing, servicing, and managing a group of people who believe in what you do and want to help in any way they can. She will share case studies and stories of programs that are successful.

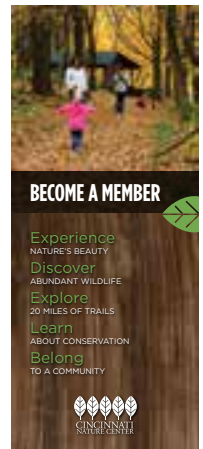
Laura Schmid will share how membership works at Cincinnati Nature Center. She will explain how, in 2011, the organization developed a strategic business plan to grow the organization's membership in order to support its growing infrastructure, to revitalize its aging demographic, and to build for a sustainable future. Since then, Cincinnati Nature Center has been growing its membership by at least 10% every year, and more than doubled its membership base. Learn how its membership program operates and how today it serves 13,000 member households with community in mind. Kristi Masterson will share how the organization planned for and dealt with growth along the way. She will give insight into how membership aligns with the organization's vision and mission. Join this dynamic discussion and take away what membership can do for your nature center.

PRESENTERS

Dana Hines, MSW, CFRE, Vice President of Membership Marketing, Membership Consultants

Laura Schmid, Membership Manager, Cincinnati Nature Center

Kristi Masterson, Director of Visitor Experience, Cincinnati Nature Center



Workshops: On-site

Getting to What Matters: How to Evaluate and Communicate Your Impact

9 AM-NOON, ROWE VISITOR CENTER, AUDITORIUM

All of us who are taking up the cause of conservancy need a way to prove and improve our impact in the lives of those we serve and the communities we are working with. We need data to demonstrate what we are doing is making a difference. We also need data to illuminate areas where we can get better and to show us how. Too often we are influenced by a singular anecdote, an idea like program satisfaction, or a superficial metric about participant outputs. We miss data about the deeper, more durable, more meaningful, and transformational aspects of human progress and community development. We need better ways to evaluate what really matters. We need better ways to communicate our impact to our communities. Based on the work of over a decade of capacity-building with over 400 programs and agencies across North America, Dr. Steve Patty will bring to us innovative thinking and proven techniques to help us prove and improve our impact.

PRESENTER

Steve Patty, Ph.D., Principal Consultant, Dialogues in Action



Workshops: On-site

The Magic is in the Mess: Serving Young Children at Nature Centers

1:30-4:30 PM, CENTER FOR CONSERVATION, DORNETTE ROOM

While nature centers' sizes, locations, and specialties vary widely, nearly all of our centers have a community of families with young children nearby. Nature centers can provide important bridges for families and caregivers to introduce even the youngest walkers to meaningful experiences outdoors. In this workshop, we will focus on a variety of ways to engage 2- to 6-year-olds, and how we can harness techniques of intergenerational learning to involve their adult caretakers. We will also discuss how to build deeper connections with local preschools and kindergartens while creating relevant programming for this audience. Participants will leave this workshop with ideas on how to shape early childhood programming to fit their space and audience.

PRESENTERS

Anne Horne, Public Engagement Manager, Cincinnati Nature Center

Melissa Sabo, School Program Manager, Cincinnati Nature Center



Workshops: On-site

Take Your Fundraising Program to the Next Level!

1:30-4:30 PM, ROWE VISITOR CENTER, PINE ROOM

Whether you have an annual budget of \$200,000 or \$2 million, raising money to support your operational expenses is always a challenge. This workshop will provide ideas, suggestions, and solutions for increasing your revenue from individuals, corporations, and foundations. Learn how to incorporate your conservation messaging into solicitation letters, grant applications, and collateral materials which will get noticed and attract additional support. We will discuss how to raise money for capital expenses and/or endowment funds while simultaneously keeping your annual support at optimal levels. Special emphasis will be given to donor cultivation and how to fully engage your board members to help with your fundraising efforts. The workshop will also include tips and recommendations for crowd-pleasing special events, relationship-building memorial programs, and mission-driven planned giving opportunities.

PRESENTERS

Jeff Sperry, Director of External Relations, Cincinnati Nature Center

Marian Perkowski, Marketing & Donor Relations Manager, Cincinnati Nature Center

Kathy Chambers, Grants Manager, Cincinnati Zoo & Botanical Gardens



Workshops: On-site

Cutting-Edge Research in Environmental Education

From Developing Common Crosscutting Outcomes to Identifying What Leads to Better Outcomes

1:30-4:30 PM, ROWE VISITOR CENTER, AUDITORIUM

Is there a consistent set of outcomes to which all Environmental Education (EE) programs for youth should aspire? This presentation describes efforts to identify, define, and develop a set of outcomes that is valid, sensitive, and relevant to a wide range of the field. We have undertaken this effort as part of a larger study in which we are examining the relative influence of different approaches to EE on outcomes for participants. This effort first involved asking a wide range of experts and practitioners, including academics, program providers, and leaders of ANCA, the North American Association for Environmental Education (NAAEE), the National Park Foundation (NPF), and the National Park Service (NPS) to identify and define the outcomes. We present the results of our assessment and the implications for the field. We will then discuss our current national comparative study to examine what practices actually lead to better outcomes. Current best practices in the field of environmental education are based largely on the general consensus of academics and practitioners rather than empirical evidence. This study seeks to test these assumptions and represents the first national study of its kind examining the drivers of environmental education program outcomes. We will also share our preliminary findings, fresh from the field. We will share practical lessons for those interested in environmental education research, evaluation, and practice.

PRESENTERS

Dr. Robert Powell, Professor, Clemson University and Director of the Institute for Parks

Dr. Marc Stern, Professor, Virginia Polytechnic Institute and State University



Workshops: On-site

Tractor to Board Room: Land Management at Multiple Scales

1:30-4:30 PM, CENTER FOR CONSERVATION, DATER ROOM

Land management decisions are traditionally assumed to occur at the manager or coordinator levels of an organization. Likewise, staffing, budgets, and external relations are considered administrative responsibilities for directors or board members. In practice, however, all of these responsibilities are shared among multiple levels of personnel, particularly within small organizations. This workshop will provide useful information about land management challenges from multiple perspectives and, hopefully, it will open a dialogue about the shared passions and responsibilities of nature center staff, regardless of their positions. Prior to the Summit, workshop attendees will be sent a survey to submit questions and/or current land management challenges to the workshop presenters. The presenters will then choose the top two or three to discuss during the workshop.

PRESENTERS

Olivia Espinoza, Natural Areas Manager, Cincinnati Nature Center

Heather Stehle, Executive Director and Preserve Manager,
Crane Hollow Preserve



Keynote Speaker

Nina Simon presents “OF/BY/FOR ALL”

8:30-10 AM

HOLIDAY INN & SUITES

4501 Eastgate Boulevard, Cincinnati, OH 45245

Nina Simon has been called a “museum visionary” by *Smithsonian Magazine*, a Silicon Valley Business Journal “40 under 40,” and Santa Cruz County Woman of the Year for her innovative community leadership. She was the Executive Director of the Santa Cruz Museum of Art & History and is the founder of the OF/BY/FOR ALL movement. Nina is the best-selling author of *The Participatory Museum* (2010), *The Art of Relevance*, (2016) and the popular Museum 2.0 blog. Previously, Nina worked as an independent consultant and exhibition designer with over 100 museums and cultural centers around the world. Nina began her career at the International Spy Museum in Washington, D.C.

During her keynote, Nina will share the vision behind OF/BY/FOR ALL. OF/BY/FOR ALL is a new global initiative to help civic and cultural organizations become OF, BY and FOR their communities. Get inspired, get new tools, and get ready to make your institution stronger with OF/BY/FOR ALL.



Keynote Sponsored By:



Facilitated Discussions & Workshop Sessions

WS **COMMUNITY ENVIRONMENTAL STEWARDSHIP:
ADVOCATING FOR LOCAL CHANGE**

GREEN COTTAGE

Nature centers do a fantastic job of educating the public about environmental stewardship. However, that does not always guarantee that local municipalities will be mindful about stewardship of natural resources. Come learn how to gain a seat at the table to better protect the environment in your region. This workshop will discuss the strategies and engagement techniques that have enabled the Cibolo Nature Center & Farm to enhance local development rules and spark community-based efforts to conserve natural resources. You will learn how to become a community leader while maintaining positive relationships with all of the leaders and citizens of your region. A presentation will be followed by a group discussion to explore long-term strategies that will create the outcomes that you desire in your community.

Facilitators: Ben Eldredge, Director of Civic Engagement,
Cibolo Nature Center & Farm

Brent Evans, Co-Founder, Cibolo Nature
Center & Farm

WS **OF/BY/FOR ALL**

ROWE VISITOR CENTER, AUDITORIUM

In this interactive workshop, we'll dive into the nuts and bolts of becoming OF/BY/FOR ALL. We will discuss how to define communities of interest. We'll unpack the opportunities and challenges involved in changing to become more representative OF them, more co-created BY them, and more welcoming FOR them. We'll share some of the most pernicious obstacles to doing this work well, and we'll tackle your toughest questions about how

to make inclusive change at your institution. You will leave with a clearer sense of who you want to involve and how to do so. As part of her time with us, Nina Simon will also share insights from the 1,500+ museums, libraries, parks, cultural, and civic nonprofits that have tried the OF/BY/FOR ALL self-assessment. Nina will share anonymized aggregate responses from our nature center sector as part of her workshop. She will only share trends, not specific results or scores.

Facilitator: Nina Simon, Spacemaker/CEO, OF/BY/FOR ALL



HOW TO CRAFT AN EXHIBIT BUDGET THAT WILL GET YOU RESULTS

ROWE VISITOR CENTER, PINE ROOM

This session will cover how costs are calculated, how to create a budget, where to spend your money, and how to maximize your dollars. In an industry where funding comes from all walks of life—federal and state dollars, grants, friends groups, stakeholders, donors, and more—we have formulated a simple method to begin a budget. Many folks may only complete an exhibit project once or twice during the span of their careers. This session offers the financial budget training that can help you make the most of your project. Learn how to start an exhibit budget, gain access to a DIY budgeting tool, understand exhibit costs, and how to be creative in stretching a budget. Through demonstration, case studies, and audience engagement, we will share our tried-and-true methods and data for attendees to bring back to their institutions.

Facilitator: Danielle Rice, Account Executive, Taylor Studios





CINCINNATI NATURE CENTER: A CASE STUDY IN MASTER PLAN IMPLEMENTATION

CENTER FOR CONSERVATION, DORNETTE ROOM

In 2009, The Kubala Washatko Architects (TKWA) completed a long-range site and facility master plan for Cincinnati Nature Center. This session will review the initial planning process itself and discuss how the plan has guided phased implementation of capital improvements at the Center. Discussion topics will include:

- Identifying organizational strategic planning to be completed before undertaking a site and facility master plan
- Establishing clear project goals for a master plan
- Integrating capital campaign planning into the master plan process
- Creating a robust plan that is adaptable over time
- Managing phased implementation

Facilitators: Wayne Reckard, Director of Marketing, TKWA
Bill Hopple, Retired, Cincinnati Nature Center



VOLUNTEER MANAGEMENT AND SUPPORT

CENTER FOR CONSERVATION, DATER ROOM

Whether you are supporting one or 200 volunteers, or dreaming of a volunteer program for your organization, this discussion will provide an opportunity to share resources, strategies, policies, and concerns. We will kick off with short presentations by Minnesota nature center administrators highlighting our unique volunteer programs. The remaining time will be in large- or small-group breakouts to discuss topics such as handbooks, job descriptions, training, evaluation, recognition, TLC, volunteer-support staff, as well as board and youth volunteers. Participants will vote on what topics they are most interested in discussing to guide the session to be of the most value to everyone involved.

Facilitators: Julie Grecian, Assistant Director, Warner Nature Center
Jason Sanders, Executive Director, Dodge Nature Center
Mark Oestreich, Manager, Westwood Hills Nature Center

FD WHEN IS IT TIME TO MOVE ON?

CENTER FOR CONSERVATION, BACK TERRACE

How long is too long to have been in the same job? Ever feel restless or that you need a new challenge? Feel that you may be burning out or wondering what might be next? If you have had any or all of these thoughts, you are not alone. We'll take a short survey to help gauge your readiness/need for moving on. Our discussion will then focus on reasons for moving on from both a personal and organizational perspective, and you'll hear from some of us who have made the jump.

Facilitators: Ken Voorhis, Education/Interpretation Ranger, Great Smoky Mountains National Park
Jenn Wright, Executive Director, Grass River Natural Area

FD EVOLVING OUR PROFESSION: GETTING NATURE CENTERS THE CREDIBILITY & PROPS THEY DESERVE!

FERNWOOD SHELTER

Many of the challenges we face as nature center administrators—low pay, staff retention, public support, and more—stem from both our local and wider communities not always recognizing the nature center field as a serious “profession.” There’s the misconception that we’re all tree-hugging, granola-eating hippies. While many of us DO hug trees and eat granola, we’re still highly competent business people and visionaries doing the most important work on the planet! Let’s get together to brainstorm strategies we can all take home to increase the credibility of and support for our field, and discuss how ANCA can help make this happen.

Facilitator: Drew Dumsch, President & CEO, The Ecology School



Facilitated Discussions & Workshop Sessions

**WS CHANGE IS HARD: SOCIAL EMOTIONAL LEARNING
MAKES IT EASY-ISH: HOW SEL CREATES PATHWAYS
FOR ORGANIZATIONAL CHANGE**

GREEN COTTAGE

Experience how Social Emotional Learning (SEL) combined with Environmental Literacy leads to transformational change in your organization. SEL provides the tools for adults and children to make responsible decisions, understand the emotions of others, empathize, and develop stronger connections to themselves and their natural/human communities. As nature centers continue to evolve, SEL can help directors nurture positive team cultures and manage transitions, allowing our centers to lead the way through the ever-changing environments we find ourselves navigating as we grow and expand our audiences. We will use BLM Campbell Creek Science Center to examine how pairing SEL and environmental literacy with strategic planning creates dynamic change in an organization. This session will provide hands-on practice with facilitation and team techniques that managers and teams can put into place to grow responsible decision making, leadership, empathy, and environmental literacy at your centers and with your audiences.

Facilitator: Nancy Patterson, Manager, BLM Campbell Creek Science Center

WS OF/BY/FOR ALL

ROWE VISITOR CENTER, AUDITORIUM

In this interactive workshop, we'll dive into the nuts and bolts of becoming OF/BY/FOR ALL. We will discuss how to define communities of interest. We'll unpack the opportunities and challenges involved in changing to become more representative OF them, more co-created BY them, and more welcoming FOR

them. We'll share some of the most pernicious obstacles to doing this work well, and we'll tackle your toughest questions about how to make inclusive change at your institution. You will leave with a clearer sense of who you want to involve and how to do so. As part of her time with us, Nina Simon will also share insights from the 1,500+ museums, libraries, parks, cultural and civic nonprofits that have tried the OF/BY/FOR ALL self-assessment. Nina will share anonymized aggregate responses from our nature center sector as part of her workshop. She will only share trends, not specific results or scores.

Facilitator: Nina Simon, Spacemaker/CEO, OF/BY/FOR ALL

FD MAXIMIZE YOUR MARKETING

FERNWOOD SHELTER

How can a cash-strapped nature center best utilize marketing dollars? How do I know if my marketing money is being spent well? Do I need to spend anything on marketing? No matter how large (or small) your marketing budget, there are ways to stretch every dollar and leverage your support base to maximize the reach and efficiency of your marketing efforts. In this facilitated discussion, we'll explore what's working and what's not, including how to effectively evaluate marketing performance. Be ready to share any big wins so everyone in the group can borrow your best ideas.

Facilitator: Mark McKnight, President, Reflection Riding Arboretum & Nature Center



WS CREATING AN EFFECTIVE BOARD

CENTER FOR CONSERVATION, DORNETTE ROOM

Do you have board members who are not participating or engaging in the work of the board? If you have a board that is underperforming, it will hinder the success of your organization. Helping your board members understand how they can best serve your organization is challenging, but it can be achieved. This workshop will include a discussion of the 10 basic responsibilities of a nonprofit board, and why a shared understanding of the board's role is the foundation for a great board. We will explore strategies and techniques that will improve your board's engagement and performance. We will also discuss the differences between the role of the board and the role of the staff. Please join us for this fun and interactive workshop that will help you create a great board for your organization. Executive directors, chief executives, board officers, board members, and governance chairs are encouraged to attend.

Facilitator: Jane Page-Steiner, President, JPS Nonprofit Strategies

FD IN SEARCH OF THE PERFECT DATABASE

CENTER FOR CONSERVATION, DATER ROOM

Memberships. Donations. Admissions. Events. Camps. Preschools. Volunteer scheduling. Email marketing. Point-of-sale. Gift shop sales. And to top it all off, Customer Relationship Management (CRM), which requires comprehensive member, visitor, and donor data so you can spot and act on trends and opportunities to create greater engagement and revenue. With so many business needs and competing technologies, how do you cut through the hype to find effective, affordable solutions? Can new software systems simplify your operations without busting your budget? And how much time will be required to implement all the technology? Join us for an open discussion about databases and how to find the right one for your organization. We'll discuss different models to accomplish goals, how best to evaluate solutions, and ensure a successful implementation.

Facilitator: David Ellis, VP Sales and Marketing, Doubleknot



WICKED INNOVATION: FACILITATING CREATIVE PROBLEM SOLVING

ROWE VISITOR CENTER, PINE ROOM

Would you ever consider breaking the rules, making things worse, or starting fires at work? If you are thinking no, then you might be missing your chance to evolve. Because most of us in conservation and environmental education are well-versed in the scientific method, we have a tendency to place almost sacred value on data, process, and consistency. But when it comes to developing innovative solutions to messy problems, the scientific method falls short if not accompanied by a healthy dose of design thinking. Unfortunately, relatively few of us in nature centers have a background in how to think outside the box. If we are to respond to today's wicked problems—those that require collaborative integration of multiple disciplines—we must get creative. This workshop is intended to introduce participants to the world of transdisciplinary collaboration and productive gaming. Participants will learn a variety of effective and fun facilitation exercises that will build confidence in their own creativity and help them foster innovation in their teams. Taught by a recovering scientist who has embraced the power of design thinking, this workshop is intended to be accessible to everyone, whether you think you're the creative type or not!

Facilitator: Cory Christopher, Director of the Center,
Conservation, Cincinnati Nature Center



Facilitated Discussions & Workshop Sessions



HANDLING EMPLOYEE ISSUES WELL: FROM PROBLEMS TO LAWSUITS

GREEN COTTAGE

Even the most seasoned director can experience a host of employee issues. Participants will learn about general best practices, review common lawsuits, hear tips on how to get support when you are in the middle of an incident, review responsibilities in the event of a suit, and ascertain the role of insurance to protect and defend an organization from an employee-related practices lawsuit. Lawsuits resulting from incidents are common and cost time, money, and energy—even when unfounded. Examples of issues and suits leaders face include:

- How do you handle a complaint about harassment?
- How do you handle an employee that doesn't do her job?
Or one that does do his job but always causes problems?
- What would you do if you were sued for wrongful termination?

Leaders will leave with an understanding of tools to handle employee issues before an incident, during an incident, and in the event of a lawsuit.

Facilitators: Irene Jones, Program Development Manager,
Marshall & Sterling

Robert Pilla, Sales Executive, Marshall & Sterling



FIGURING OUT WHAT WORKS IN ENVIRONMENTAL EDUCATION THROUGH COMPARATIVE EVALUATION

ROWE VISITOR CENTER, AUDITORIUM

We'll share cutting-edge national research that developed cross-cutting outcomes for environmental education programs for adolescent youth, and then studied over 300 programs to examine the teaching and contextual factors most commonly associated with better participant outcomes. We'll also discuss how you might get involved with this work. This session will largely be a recap of the prior day's three-hour workshop.

Facilitators: Dr. Marc Stern, Professor, Virginia Polytechnic Institute and State University

Dr. Robert Powell, Professor, Clemson University



ADVENTURES IN DEVELOPING AND IMPLEMENTING NATURE PLAYSCAPES

ROWE VISITOR CENTER, PINE ROOM

Cincinnati Nature Center created a nature playspace in 2011 to develop children's passion for nature through spontaneous play in the outdoors. The Marge & Charles Schott Nature PlayScape is 1.6 acres of land designed for children to climb, build, dig, splash, discover, and explore. Now in its eighth year, we have learned a great deal—from maintenance and signage, to programming and staffing. This session will highlight considerations for organizations looking to plan a nature playspace. After a brief lecture, roundtables will allow participants to share their experiences with this dynamic and sometimes challenging endeavor.

Facilitator: Anne Horne, Public Engagement Manager, Cincinnati Nature Center



FD CREATIVE SOLUTIONS TO GOVERNMENTAL CHALLENGES

FERNWOOD SHELTER

Anyone who works for a city, county, state, or federal nature center has a laundry list of challenges they face: under-staffing, unions and civil service employees, limited budget, deferred maintenance issues, and much more. It may be familiar (or easy) to complain about these issues while feeling stuck and unmotivated to do anything about them. The good news is, “You are not alone!” Join others from the governmental nature center realm to hear about creative solutions to the very real challenges of working for the government.

Facilitators: Vera Roberts, Director, Warner Park Nature Center

Kristin Smith, Interpretive Programs Supervisor,
Tualatin Hills Park & Recreation District

IS YOUR NATURE CENTER WELCOMING AND ACCOMMODATING TO ALL?

FD CENTER FOR CONSERVATION, DORNETTE ROOM

This is a topic that is on all of our minds. Some of us are operating new centers while others have been open for many decades. How do we do our best regarding equity, diversity, and inclusion? Some possible questions to discuss:

- How do we serve our audiences best?
- How do we serve audiences that we have not been used to serving? New audiences?
- How do we run the best programs?
- What does it mean for our infrastructure like gender neutral bathrooms and safe sleeping spaces?
- How do we train staff to be welcoming and sensitive to the needs of all participants?

Facilitator: Jeff Giesen, Associate Director, North Cascades Institute

FD WORK ≠ LIFE

CENTER FOR CONSERVATION, DATER ROOM

Your life should be your work, your work shouldn't be your life. Let that sink in a minute. Do you believe it? Well, you should and you should also be concentrating on creating a lifestyle based on that. How? That takes work! Join us in this discussion where we'll dialogue about the many ways you can affect the change necessary to create a life that is not centered around your job.

Facilitators: Amber Parker, Executive Director, Ijams Nature Center
Jenn Wright, Executive Director, Grass River Natural Area

FD RETIREMENT: A BEGINNING, NOT THE END

CENTER FOR CONSERVATION, BACK TERRACE

Retirement from a fulfilling career doesn't mean the end of your potential to give back to your profession. There's volunteerism, board service, advocacy, and many other avenues to explore. To achieve your vision of the future, some simple steps need to be followed. Facilitators will share what steps they've taken and what they've learned along the way. Join our conversation to share your experiences and learn what your next phase could hold.

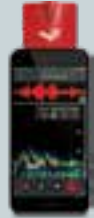
Facilitators: Suzanne Tuttle, Retired, Fort Worth Nature Center and Refuge
Jim Berry, Retired, Roger Tory Peterson Institute of Natural History





Please join us for the ANCA Live Auction Thursday night!

This is your chance to bid on fabulous items and support the programs and services of ANCA. We have some incredible items for bid including a Churchill Northern Studies Learning Vacation, a Yellowstone Forever Institute Class, Base Camp at the North Cascades Institute, outdoor gear, gift certificates, a Wildlife Acoustics Echo Meter (right), and Ice-Fishing and Fly-Fishing Adventures. In addition, this is your chance to support ANCA and bring home gifts for your family and center staff!



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Facilitated Discussions & Workshop Sessions

FD DO GOOD FENCES MAKE FOR GOOD MEMBERS?

GREEN COTTAGE

Visitors to Glen Helen Nature Preserve have had open (and free) access for decades, but the organization is now working to more carefully manage access to the preserve. With this experience as a backdrop, we will discuss the pros and cons of gates, fences, tollhouses, moats, drawbridges, etc. How does gated access affect membership and philanthropy? How does it help capture data on our visitors? Who are our visitors, anyway?

Facilitator: Nick Boutis, Executive Director, Glen Helen Ecology Institute

FD DE-MYSTIFYING ADVOCACY

ROWE VISITOR CENTER, AUDITORIUM

Through an engaging dialogue, we will explore the following questions: What is advocacy and how do you do it when your board and your budget present barriers? Have you or your organization ever been thrust into a situation that demanded action and required the voice of citizens? We will discuss and share examples of what advocacy can look like. You will hear how advocacy can be used as a tool to promote your organization's interests in big ways without big budgets. Through story-sharing and discussion, participants will learn how advocacy can advance your organization's mission and address the social change that your organization works to create. Attendees will also have the opportunity to ask local leaders about how nonprofits can be partners in shaping and promoting the public agenda.

Facilitator: Merica Whitehall, Executive Director, Fontenelle Forest



FD WOMEN IN LEADERSHIP

CENTER FOR CONSERVATION, DATER ROOM

According to the 2018 Center for American Progress report, “Women are 50.8 % of the US population, earning more than 57% of undergraduate degrees and 59% of all master’s degrees. Although they hold almost 52% of all management- and professional-level jobs, American women lag substantially behind men in terms of their representation in leadership positions.” So how does a woman rise above positions like Program Director, Director of Education, or Director of Operations to obtain the highest position as Executive Director? We’ll ask our panel of highly qualified, amazing women.

Facilitator: Kitty Pochman, Executive Director, Linda Loring Nature Foundation

Panelists: Amber Parker, Executive Director, Ijams Nature Center
Kay Carlson, President & CEO, Nature Center at Shaker Lakes
Jen Levy, Executive Director, ANCA
Jenn Wright, Executive Director, Grass River Natural Area
Ann Wasser, Executive Director, Severson Dells Nature Center

WS WHAT YOU DON’T KNOW ISN’T AN EXCUSE
FOR WHAT YOU SHOULD KNOW

FERNWOOD SHELTER

Many times in smaller organizations, people are promoted because they are good at what they do. We wear many hats and are expected to be experts in areas that have nothing to do with our formal studies. HR is one of those areas. As businesses grow, they become more complicated. Did you know that once you hit 50 employees for 20 (non-consecutive) weeks within a year, you immediately must abide by all laws pertaining to FMLA? These little nuances are the thorns in the sides of key personnel. Just because you didn’t know it, doesn’t preclude you from following the law.

Facilitator: Brittney Torres, Director of Human Resources, Cincinnati Nature Center

FD **I KNOW WE HAVEN'T DONE THAT BEFORE, BUT ...:
USING TECHNOLOGY AS A TEACHING TOOL**

ROWE VISITOR CENTER, PINE ROOM

Do you resist using technology at your center? Does your staff bristle at the thought of 21st century tools? Sometimes we have to bring our staff kicking and screaming into the digital age. This session will explore how technology can be your friend. Please share your stories of successes and failures, frustrations, and victories. How do you incorporate smartphones, digital screens, web tools, apps, and smart tools into your programs and interpretation?

Facilitator: Iain MacLeod, Executive Director, Squam Lakes Natural Science Center

WS **INSPIRING RENTALS!**

CENTER FOR CONSERVATION, DORNETTE ROOM

Are rentals at nature centers mission driven? Think again! Rental programs are an opportunity to be mission-driven and to financially support your organization. Learn how to maximize your rental opportunities, communicate your mission, and serve your community. Enjoy a discussion of the latest trends in corporate rentals, weddings, and community service. Discover how rentals fit within your mission.

Facilitator: Kristi Masterson, Director of Visitor Experience, Cincinnati Nature Center

WS **CREATING AND BUILDING AN ENDOWMENT**

CENTER FOR CONSERVATION, BACK TERRACE

Endowments transform organizations. Their annual yield is assured and provides security ... money will come even if other incomes lag. This session will show how to start and build an endowment.

Facilitator: Rich Patterson, Co-Owner, Winding Pathways



Facilitated Discussions & Workshop Sessions

FD IF I ONLY KNEW THEN WHAT I KNOW NOW

GREEN COTTAGE

Ever wish you could have a “Do Over” or two in your role as a nature/environmental center director? Join a panel of veteran center directors and fellow administrators in a lively interchange of ideas that if they could have done some things differently, what would those be? The responses might be surprising, but hopefully enlightening and provide some ideas for avoiding the “Do Overs.”

Facilitator: Tim Sandsmark, Education Supervisor, Jefferson County Open Space

Panelists: Pat Welch, Retired, Pine Jog Environmental Education Center

Bob Mercer, Retired, Silver Lake Nature Center

Suzanne Tuttle, Retired, Fort Worth Nature Center and Refuge

Ken Voorhis, Education/Interpretation Ranger, Great Smoky Mountains National Park

WS BEYOND THE STRATEGIC PLAN

ROWE VISITOR CENTER, AUDITORIUM

Now that you have a strategic plan, now what? Still missing a strategic plan and want to know more? Learn the principles of implementing and integrating a strategic plan into your organization’s operations and culture. Let’s discuss your experiences, challenges, and solutions to achieving your desired future through successful strategic plans and their implementation.

Facilitators: Corky McReynolds, Principal, LeadTeam

Amber Parker, Executive Director,
Ijams Nature Center

WS

MAKE YOUR MARK - MARKETING YOUR BRAND**ROWE VISITOR CENTER, PINE ROOM**

How should marketing align with your organization's mission and goals? How does it tie into different media from print to digital? What are comprehensive brand standards and why do we need them? This thought-provoking session will dive into what makes a good brand and how to market it so that your organization becomes instantly recognizable. Each participant will walk away understanding how to incorporate strategic messaging into their materials, and with at least one tangible branding strategy that they can implement in their organization immediately.

Facilitators: Marian Perkowski, Marketing & Donor Relations Manager,
Cincinnati Nature Center

Amy Mund, Graphic Designer, Cincinnati Nature Center

FD

**NATURE IN THE CITY: JOYS AND CHALLENGES
OF URBAN NATURE CENTERS****FERNWOOD SHELTER**

Running a nature center in an urban setting brings all sorts of unique opportunities and challenges. We'll explore the following questions, as well as any you bring with you!

- How can urban centers serve as an entry point for folks new to nature?
- What challenges come along with being located in a densely populated area? What about opportunities?
- How have you found abundance within your community?
- What approaches to programming, outreach, etc., have you found successful at your urban center?
- What are you struggling with?

Facilitator: Glenna Holstein, Branch Manager–Menomonee Valley,
Urban Ecology Center

WS

Workshop Session

FD

Facilitated Discussion



WS 1, 2, 3 ECOLOGY

CENTER FOR CONSERVATION, DORNETTE ROOM

Nature is all around us and constantly at work. This presentation will review three processes of nature (photosynthesis, chemistry, and fire physics), and review the impacts and benefits they have on the built environment. Design principles and economic outcomes that result from incorporating nature in design will be presented. The presentation is a primer on some of the aspects of science you learned, but might have forgotten, and a look at the role of nature in design. It also illustrates how the process of nature impacts designs.

Facilitator: Jacob Blue, Landscape Architect, Ayres Associates Inc.

FD FUNDRAISING DOS AND DON'TS - HOW TO STICK TO YOUR MISSION AND HELP FUND IT!

CENTER FOR CONSERVATION, DATER ROOM

This session will focus on presenting the experiences from two nature centers around successful fundraising events while also discussing others' experiences. We hope participants will leave with new ideas, as well as a greater understanding of the challenges associated with creating and maintaining a major fundraising event.

Facilitators: Brooks Paternotte, Executive Director, Irvine Nature Center
Lori Whalen, Assistant Director, Environmental Nature Center

FD GOING ZERO NET WASTE

CENTER FOR CONSERVATION, BACK TERRACE

As a business and as a community gathering place, nature centers generate and dispose of a tremendous amount of waste. We do our best to be role models and adhere to sustainable practices, but are we doing enough? Join us to discuss taking your center to zero net waste and inspiring your community to join you.

Facilitator: Bo Glover, Executive Director, Environmental Nature Center

Post-Summit Field Trip

All field trips depart from the Krippendorf Lodge, Driveway

Downtown Cincinnati Parks Tour

8 AM-2 PM (SNACK AND LUNCH INCLUDED)

Complete your conference experience with an adventurous trip through Downtown Cincinnati! We'll start with a tasty Cincinnati treat at historic Findlay Market, one of the oldest city marketplaces in the country. Then we'll walk to Washington Park, Cincinnati's oldest park that was recently revitalized to serve the influx of people moving back into the Over-the-Rhine neighborhood. Erin Morris, Cincinnati Parks Naturalist and Assistant Manager of Explore Nature, will enlighten us with Cincinnati history and how the city park system has evolved. We'll then head over to Smale Riverfront Park where we will view the great Ohio River, the Roebling Suspension Bridge, and check out the park's fun and immersive features. Our final destination will be lunch at Christian Moerlein Brewing Company.



Nature Activities



BIRD WALK

Krippendorf Lodge, Terrace

Wednesday, August 21, 7-8 am

Friday, August 23, 7-8 am

Join us for a bird-watching hike through the forests and fields, led by some of our expert birder volunteers.



RAPTOR, INC. TOUR

Center for Conservation, Back Terrace

Tuesday, August 20, 2:30-4 pm

Wednesday, August 21, 4:45-5:30 pm

Adjacent to Cincinnati Nature Center is a nonprofit organization dedicated to the conservation of local birds of prey via rehabilitation, education, and research. Tour the multiple flight enclosures and visit some of the short-term and long-term feathered residents.



FOREST BATHING

Outdoor Learning Center

Friday, August 23, 7-7:45 am

Forest Bathing, also called shinrin-yoku, is a practice of immersing yourself in nature, and was developed by the Japanese to relieve stress. This guided experience offers an opportunity to slow down and awaken the senses which allows you to take in nature's gifts.



FOSSIL HIKE

Green Cottage

Tuesday, August 20, 1-3 pm

Friday, August 23, 7-8:30 am

Explore Avey's Run to find Ordovician fossils dating back 450 million years when this area was a warm shallow sea. We guarantee you'll find fossils. Learn about the ancient creatures and witness the traces they left behind.



PROMOTING POLLINATORS TOUR

Krippendorf Lodge, Terrace

Tuesday, August 20, 3:30-4:30 pm

Wednesday, August 21, 4:45-5:30 pm

Visit our Mason Bee Hotel and Witt Pollinator Garden as we discuss the importance of our native bees and ways to support them.



GREENHOUSE TOUR

Center for Conservation, Back Terrace

Wednesday, August 21, 7:15-8:15 am

Friday, August 23, 7:15-8:15 am

An integral part of increasing native habitat is supplying the plants to do so. Tour the newly renovated and expanded greenhouse to see how native plant propagation works.



ALGAEWHEEL SANITARY TREATMENT SYSTEM TOUR

Krehbiel Pavilion

Tuesday, August 20, 4-5 pm

Wednesday, August 21, 4:45-5:30 pm

Join us for a tour of Ohio's first innovative Algaewheel Wastewater Treatment System. This unique technology utilizes algae in mini greenhouses to treat the wastewater from the Nature Center's facilities.

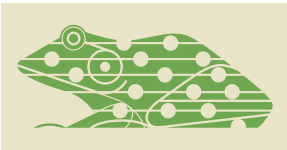


ANALOGIES FROM AIKIDO

Backyard Native Habitat

Wednesday, August 21, 7-8 am

Nature centers need to be sensitive to subtle changes in visitors' interests and needs. Using somatic analogies and movements from Aikido, we'll bring meaning to nuanced, hard-to-grasp concepts within visitor experience management. Sneakers recommended.



SILKSCREEN YOUR SUMMIT BAG

Outdoor Learning Center

Tuesday, August 20, 4:30-6:30 pm

Personalize your Summit bag with a little Charley Harper charm!



NIGHT HIKE, STARGAZING, & BONFIRE

Abner Hollow Cabin

Tuesday, August 20, 8:30-10:30 pm

Wednesday, August 21, 8:30-10:30 pm

Thursday, August 22, 9:30-10:30 pm

After the formal schedule winds down for the night, join us for a walk to see frogs, fireflies, bats, and celestial objects.



Area Attractions

Before or after the Summit, discover Cincinnati—a Midwest city with dynamic things to do, tasty food, excellent entertainment, world-class arts, impressive museums, and fun family attractions.

Museums



Photo: CincinnatiUSA.com

American Sign Museum
www.americansignmuseum.org

Cincinnati Art Museum
www.cincinnatiartmuseum.org

Cincinnati Museum Center
www.cincymuseum.org

Contemporary Arts Center
www.contemporaryartscenter.org

National Underground Railroad
Freedom Center
www.freedomcenter.org



Photo: Cincinnati Reds, Hall of Fame

Reds Hall of Fame & Museum
www.mlb.com/reds/hall-of-fame

Taft Museum of Art
www.taftmuseum.org

Tri-State Warbird Museum
www.tri-statewarbirdmuseum.org

Performing Arts

Aronoff Center for the Arts
www.cincinnatiarts.org/aronoff-center

Cincinnati Music Hall
www.cincinnatiarts.org/music-hall



Cincinnati Playhouse in the Park
and Tony Akersmith

Cincinnati Playhouse in the Park
www.cincyplay.com

Fun

B&B Riverboats
www.bbriverboats.com

Cincinnati Reds
www.mlb.com/reds

Coney Island
www.coneyislandpark.com

Findlay Market

www.findlaymarket.org



Photo: Kings Island

Kings Island

www.visitkingsisland.com

Newport on the Levee

www.newportonthelevee.com

Nature-related Spaces

Cincinnati Observatory

www.cincinnatiobservatory.org

Cincinnati Parks

www.cincinnati-parks.com



Photo: Michelle Curley

Cincinnati Zoo & Botanical Garden

www.cincinnati-zoo.org

Clermont County Parks

www.clermontparks.org

Gorman Heritage Farm

www.gormanfarm.org

Great Parks of Hamilton County

www.greatparks.org

Imago Earth Center

www.imagoearth.org



Photo: Gary Kessler

Krohn Conservatory

www.cincinnati-parks.com/krohn/

Newport Aquarium

www.newportaquarium.com

Valley View Foundation

www.valleyviewcampus.org



SAVE THE DATE

January 15-19, 2021

**Gathering of Directors
and Coordinators of
Residential Environmental
Learning Centers**

at the Ecology School in Saco, Maine

anca | natctr.org

Join the Nerd Herd!

Wear your nerdiness proudly and support the ANCA Operational Reserve Fund with this year's Nature Nerd button. Purchase for \$30 at the ANCA table.



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ANCA PEER CONSULT

“We are so thrilled with the investment, process, and result of the ANCA consult. We distributed the final report to our Board of Trustees yesterday and we all agree it is a fantastic tool for helping us move forward.”

Carie Kasnicka, Conservation Director
Guadalupe Blanco River Trust
2016 Peer Consult Client

Stop by the ANCA table to learn more.

natctr.org



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THANK YOU

for coming to the ANCA Summit 2019
at Cincinnati Nature Center



We hope you evolved!

SAVE THE DATE
SEPTEMBER 15-19
HEARTLAND SUMMIT 2020



Indian Creek Nature Center, Cedar Rapids, Iowa