



# 2023 ANNUAL CONFERENCE

*February 9-12 | Sunriver, Oregon*

**S | D | A | O** Special Districts  
Association of Oregon



## YOUR OFFICIAL INVITATION TO JOIN US

It's time to register for the **2023 SDAO Annual Conference** at the beautiful Sunriver Resort in Sunriver, Oregon!

Our annual conference is the can't-miss event of the year for special district representatives. Whether you are a board member, manager, staff person, volunteer – or someone who works with special districts, we have something for you. From 20 educational sessions and multiple opportunities for interacting with colleagues through business meetings, caucus meetings, networking receptions and more, you will want to be sure to join us from February 9th - February 12th.

## REGISTRATION RATES

*Thank you to our sponsors who have helped us keep the conference affordable for members! Your gracious support has allowed us to keep the same registration rates for over ten years.*

**Pre-Conference Sessions:** \$85 full day, \$50 half day

### **In-Person Annual Conference Rates:**

- **One Day (Friday or Saturday Only):** \$140
- **Full Conference (Thursday evening to Sunday morning):** \$230

**Virtual Attendee:** \$95

## WAYS TO ATTEND THE CONFERENCE

- **In Person:** Attend in person for full access to all conference sessions, networking opportunities, receptions, Awards Banquet, evening entertainment and more.
- **Virtual:** Virtual attendees will have limited access to conference content including two livestream options per breakout session slot.

*\*We will not be livestreaming the pre-conference sessions, keynote speaker, caucus meetings, or Annual Business Meeting. Sessions that will be available virtually will be selected in January and posted on the conference website.*

## CONFERENCE PLATFORM & APP

We will be using **CVENT AttendeeHub** to host our virtual conference option and onsite conference app, which will be available to both onsite and virtual attendees. On the platform and app, you will find session materials and handouts. Paper handouts will not be distributed during the conference.

You can also access sessions, speaker information, sponsors and exhibitors, attendee networking, and more. Please keep an eye on your email inbox leading up to the conference for more information including how to register your account for the platform and app. Visit our conference website at **[www.sdao.com/annual-conference](http://www.sdao.com/annual-conference)** to stay updated as we get closer to the conference!



## HOW TO REGISTER

Registration is now open and available online through our conference registration website.

Please visit <https://cvent.me/x8vYxZ> to register and for more information including session descriptions, speaker information, and more. Limited onsite spots are available so we encourage you to register soon.

Please contact **SDAO Member Services at 800-285-5461** or [memberservices@sdao.com](mailto:memberservices@sdao.com) with any questions or concerns.

## GUEST MEAL RATES

If you would like to bring a guest to conference meals only (guests that would like to attend sessions will need to register for the conference as an attendee), please see below for meal prices:

- Friday Breakfast: \$25
- Friday Lunch: \$30.50
- Saturday Breakfast: \$25
- Saturday Lunch: \$30.50
- Saturday Awards Banquet and Entertainment: \$60 (includes entertainment and two drink tickets)
- Sunday Breakfast: \$30.50





*Keynote Speaker: Meagan Johnson*

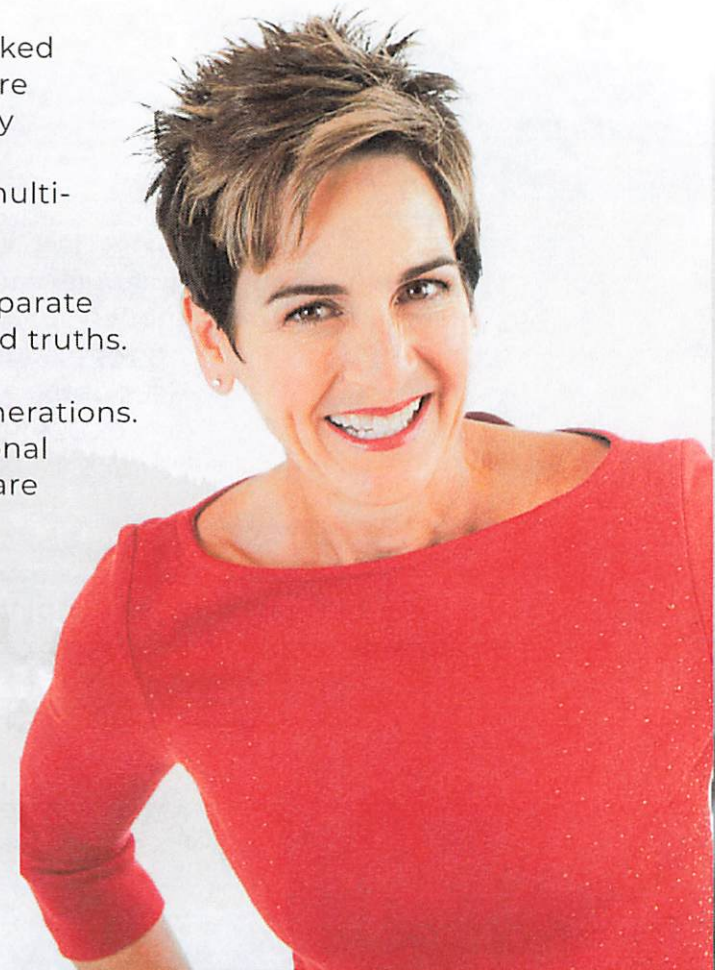
## **ZAP THE GAP!** TRANSFORMING MULTI-GENERATIONAL TEAMS

Having a generational misunderstanding is nothing new. Many of us have walked away from a multi-generational interaction with less than stellar results. We are left scratching our heads, thinking, "is this a generational issue or a personality problem?" Combined with conflicting generational information and blatant generational stereotypes, it can be a challenge to forge a new path with the multi-generational people in our lives.

Now, following a global pandemic, it has become increasingly necessary to separate the wheat from the chaff when it comes to debunking generational myths and truths.

The truth is, the workforce, and possibly your household, spans across five generations. Each generation has experienced the pandemic through a different generational lens. On one end of the spectrum, the younger generations in the workforce, are beginning their careers during one of the largest global upheavals the world has experienced. On the other end, an entire generation, on the precipice of retirement, is learning how to conduct business in an increasingly digital environment. It can be a struggle to find the right balance between the sometimes-conflicting needs of each generation.

Meagan Johnson is a nationally recognized multi-generational expert and generational studies enthusiast. Since 1997; she has researched, written, and spoken about the multiple generations. Her focus is on how to build a culture of multi-generational collaboration... not alienation. Rather than promoting generational stereotypes, Meagan explores what drives a generation to succeed.





**In her presentation, ZAP THE GAP! Transforming Multi-Generational Teams, Meagan delves into:**

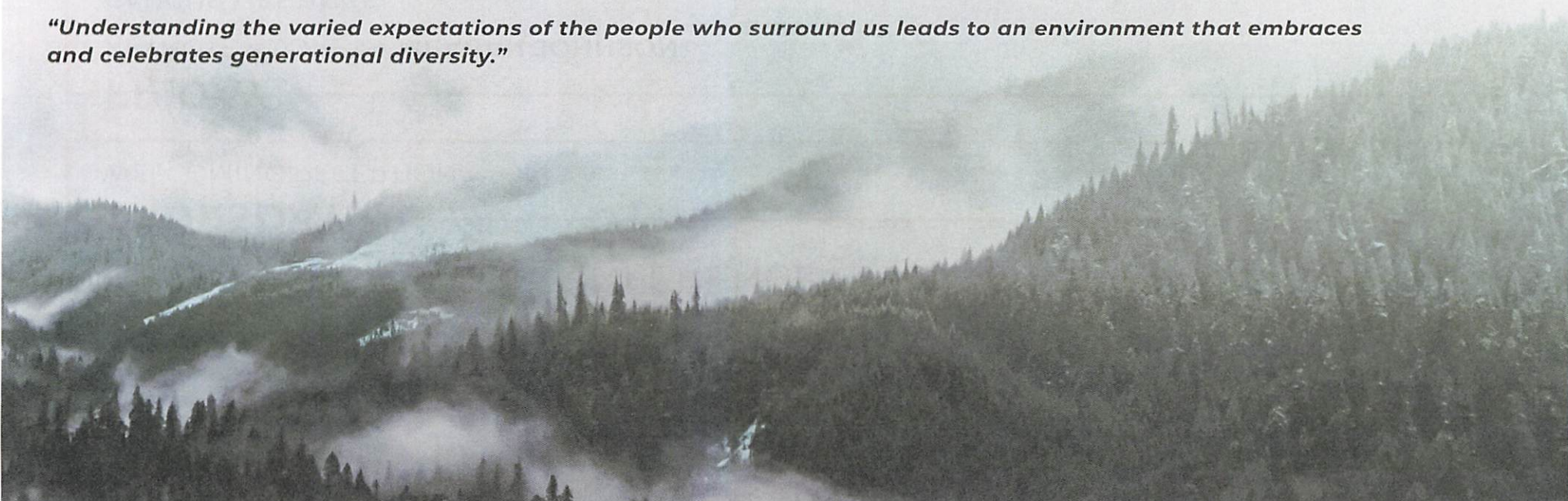
- The best way to assist each generation in a post pandemic environment.
- How to create generational inclusivity.
- The common denominators across the generations.
- How generational insensitivity can impact you and your organization.

**The program will include:**

- The different generations and how their generational signposts shape their expectation of the workplace.
- The steps to create a generationally robust culture.
- The top generational engagement factors.
- Different recruitment techniques for the younger generations.
- How leadership optics changes and challenges each generation.

There is no denying the pandemic upended many lives and drastically altered the workplace landscape. What did not change was humanity's desire to connect and improve upon what has come before them. Recognizing and embracing generational diversity not only makes us empathetic to others but enables us to achieve what was previously believed unattainable.

***"Understanding the varied expectations of the people who surround us leads to an environment that embraces and celebrates generational diversity."***





## CONFERENCE HIGHLIGHTS

### **THURSDAY**

WELCOMING RECEPTION

### **FRIDAY**

KEYNOTE ADDRESS: **MEAGAN JOHNSON**

#### **CAUCUS MEETINGS**

Caucus meetings are scheduled for fire, irrigation, sanitary, water, park and recreation, ports, and at-large districts. This is an opportunity to meet with peers to conduct caucus business, discuss legislative issues, and make nominations for vacant SDAO

#### **EXHIBITOR RECEPTION**

Later in the day, exhibitors will be honored at a special exhibitor reception, complete with hors d'oeuvres and refreshments. Attendees will have an opportunity to win raffle prizes at the reception.

### **SATURDAY**

#### **ANNUAL BUSINESS MEETINGS & BOARD MEMBER ELECTIONS**

The Annual Business Meeting will include a presentation of the previous year's annual report, audit and financial report, caucus meeting reports, board member elections, and other association business.

#### **AWARDS BANQUET & ENTERTAINMENT**

The Awards Program gives recognition to member districts for accomplishments which allow them to provide better services to the public and honors individuals who have contributed substantially to the improvement and successful operation of their organization. Join us after the banquet for the Dueling Pianos with Jeff & Rhiannon.

### **SUNDAY**

BREAKFAST & RAFFLE DRAWING



## BOARD MEMBER ELECTIONS

Expiring positions on the SDAO Board of Directors will be open for election at the Annual Business Meeting on Saturday, February 11<sup>th</sup>. Due to technical constraints, the caucus meetings and annual business meeting will not have a virtual option and will only be available in person. To make a nomination or vote on an open board seat, you must attend the meeting in person.

### Positions open for nomination and the current representatives include:

#### WATER

*Todd Heidgerken, Clackamas River Water*

#### PORT

*Paula Miranda, Port of Newport*

#### PARK AND RECREATION

*Jennifer Holland, Sisters Park & Recreation District*

#### TRUE AT-LARGE

*Emily Robertson, Multnomah County Drainage District #1*

*Kathy Kleczek, Sunset Empire Transportation District*

*Board members are elected for two-year terms extending from July 1, 2023 through June 30, 2025.*



## HOTEL INFORMATION

### SUNRIVER RESORT

17600 CENTER DR, SUNRIVER, OREGON 97707

Lodge Village Guestroom: \$115/night + tax and resort fee

Lodge Village Suite: \$199/night + tax and resort fee

River Lodge Guestroom: \$189/night + tax and resort fee

2 Bedroom Loft Condominium: \$199/night + tax and resort fee

Room block rates expire on December 10, 2022 for condominiums and January 18, 2023 for rooms and suites.

Rooms, suites and condominiums can be reserved by utilizing our personalized booking link at: [www.sunriverresort.com/group-stays/special-districts-association-of-oregon](http://www.sunriverresort.com/group-stays/special-districts-association-of-oregon)

*Please take note of Sunriver Resort's cancellation policy: Condominiums and houses must be cancelled at least 60 days from the reservation date, or you will be responsible for the entire amount of the stay. Rooms must be cancelled at least 21 days from the reservation date, or you will be responsible for the entire amount of the stay.*





# SDAO EDUCATION PROGRAMS



The **SDAO Academy** is a professional development program designed specifically for special district employees looking to advance their careers in local government management. The SDAO Academy offers current, in-depth training and education opportunities in three specialty areas including district management, human resources and personnel management, and risk management and operations. Knowledge and skills in these subjects are critical elements required for success as a leader at a special district.

## BOARD LEADERSHIP PROGRAMS

Our two board education programs are designed to ensure that Oregon's special district board members and fire district directors have all the tools necessary to provide superior leadership and governance to their communities.






**SDAO/OFDDA FIRE DISTRICT DIRECTORS ACADEMY**  
This education program is for fire district directors.






**SDAO BOARD LEADERSHIP ACADEMY**  
This education program is for board members of all other types of special districts.

## CONFERENCE SCHEDULE

PRE-CONFERENCE - THURSDAY, FEBRUARY 9, 2023			CREDITS				
TIME	SESSION TITLE	SPEAKERS				INSURANCE CE*	SHRM
7:30a-8:30a	BREAKFAST						
8:30a-4p	Board & Management Staff Training	George Dunkel & Eileen Eakins	15	Module 1 & 2	Module 1 & 2		
9a-12p	Recruitment & Retention	Monica Harrison and Bob Keefer, SDAO	5				3
12p-1p	LUNCH						
1p-4p	Risk Management Training	Speakers TBD	10	Module 3	Module 4	3*	3
5p-6p	WELCOMING RECEPTION						

\*We have applied for insurance CE for indicated sessions



CONFERENCE - FRIDAY, FEBRUARY 10, 2023			CREDITS				
TIME	SESSION TITLE	SPEAKERS				INSURANCE CE*	SHRM
7:30a-8:30a	BREAKFAST						
8:30a-10a	Opening Session & Keynote Speaker	Meagan Johnson					
10:30a-12:00p	Public Meetings & Executive Sessions	Eileen Eakins - NW Local Gov't Legal Advisors	2.5	Module 1	Module 1	1*	
	Recruiting & Retaining District Employees	Monica Harrison & Bob Keefer - SDAO	5				1.5
	Special Topics in Real Estate & Land Use for Special Districts	Carrie Connelly & Rebekah Dohrman - Local Gov't Law Group	5			1*	
	How Special Districts Can Use Earthquake Warning Technology	Kelly Missett - ShakeAlert	5	Module 3	Module 4		
12p-1:30p	LUNCH						
1:30p-3p	Relationship with General Counsel	Spencer Rockwell, Eileen Eakins, Carrie Connelly	5				
	When Tweets Go Too Far - Public Employees & The First Amendment	Liani Reeves - Bullard Law	5			1*	1.5
	Cybersecurity Best Practices	Chris Williams, Eide Bailly	5			1*	1.5
	What Could Go Wrong? The Challenges of Communication During Construction	Marlys Mock - Willamette Water Supply Program & Kimi Sloop - Barney & Worth	5			1*	
3:15p-5p	CAUCUS MEETINGS						
5p-6p	EXHIBITOR RECEPTION						

\*We have applied for insurance CE for indicated sessions






CONFERENCE - SATURDAY, FEBRUARY 11, 2023			CREDITS				
TIME	SESSION TITLE	SPEAKERS				INSURANCE CE*	SHRM
7:30a-8:30a	BREAKFAST						
8:30a-10a	New Board Members: From Recruitment to Onboarding	Dan Olsen - SDAO	5	Module 1	Module 1		
	Paid Leave Oregon	Laurie Grenya - HR Answers	5			1*	1.5
	Workers' Compensation Session	Gina Wescott - SDAO & Speaker TBD - SAIF					
	Making Your Voice Heard! Advocating for Your District at the Grassroots Level	Frank Stratton - SDAO & Cole Karr - NSDC	5	Module 1	Module 1		
1030a-12p	Understanding Your Financial Reports - Internally & Externally	Rob Moody - Merina+Co	5	Module 2	Module 2		
	Sexual Harassment/ Sexual Violence in the Workplace	Teri Dragoo & McKenzie Nix - SDAO	5	Module 3	Module 4	1*	1.5
	Is Your Website ADA Compliant?	Mac Clemmens - Streamline	5	Module 3	Module 4	1*	1.5
	Legislative Summary	Mark Landauer & Hasina Wittenberg	5				
12p-130p	LUNCH						

\*We have applied for insurance CE for indicated sessions

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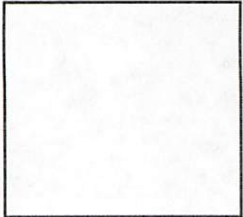


CONFERENCE - SATURDAY, FEBRUARY 11, 2023			CREDITS				
TIME	SESSION TITLE	SPEAKERS				INSURANCE CE*	SHRM
1:30p-3p	Managing Relationships & Conflict with Fellow Board Members	George Dunkel - SDAO		Module 1	Module 1		
	Liability Determination Gameshow	Jens Jensen - SDAO	5	Module 3	Module 4	1*	1.5
	Defensible Spaces & How to Prepare	Speaker TBD	5	Module 3	Module 4	1*	1.5
	How To Get Your Money's Worth from SDAO/SDIS	Frank Stratton - SDAO	5				
3:15p-4p	ANNUAL BUSINESS MEETING						
6p-10p	AWARDS BANQUET & ENTERTAINMENT						

CONFERENCE - SUNDAY, FEBRUARY 12, 2023			CREDITS				
TIME	SESSION TITLE	SPEAKERS				INSURANCE CE*	SHRM
8a-9a	BREAKFAST & RAFFLE DRAWING						

*\*We have applied for insurance CE for indicated sessions*





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