

# Tracy A. Weber, Ph.D.

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[TEDxSVSU "Horse Wisdom for the Human World"](#)

## **Educational History:**

Andrews University, Berrien Springs, MI

**Ph.D.** in Leadership, 2002; Grade Point Average: 4.0/4.0

Dissertation: *The design, Implementation, and Assessment of Initial Change and Growth in a Local Voluntary Organization and its Members.* Chair: James A. Tucker, Ph.D.

Rochester Institute of Technology, Rochester, NY

**Master of Science** in Service Management, 1999; Grade Point Average: 4.0/4.0

Thesis: *Researching Potential Partners for an Equestrian Learning Center in Frankenmuth, MI* Chair: Richard Marecki, Ph.D.

Michigan State University, East Lansing, MI

**Bachelor of Arts Degree** in Advertising, 1984; Grade Point Average: 3.3/4.0, Women's Studies Thematic

## **Professional Experience:**

### **Founder/Owner**

Kaleidoscope Learning Circle, llc. Birch Run, MI

[www.myklc.com](http://www.myklc.com)

Founder of Kaleidoscope (KLC) a company that facilitates courses, workshops, and training programs reaching a global market incorporating various proven techniques, including the experiential process of Equine-Assisted Learning (EAL). Kaleidoscope Learning Circle® engages the whole person by designing customized learner-centered processes which achieve positive, transformational, and lasting behavioral change for individuals, teams, and communities. KLC provides participants with opportunities for personal growth and professional development, connecting people to their authentic self.

### **Book Author/Speaker,**

[Wildly Successful: Is Effective Leadership Always Obvious, 2014](#)

<http://www.wildlysuccessfulsolutions.com>

"This small book packs a big punch. Tracy Weber's fable demonstrates to leaders the importance of self-assessment, the essential tools of organizational change, and the power of "and" over "or". Excellent!"

**Marshall Goldsmith, Thinkers 50** Top Ten Global Business Thinker

**Project Director,** American Assoc. of University Women Community Action Grant, Frankenmuth, MI

February 2000 – August 2001

Responsible for creating, developing, and implementing a two-day retreat/workshop entitled, "The Glass is ½ Full." The primary goal: to introduce mid-Michigan women and

teens to effective communication, creative problem solving, and team building skills through experiential learning. Participants enjoyed and engaged in various sessions with trained facilitators, self-defense educators, and a family therapist in a nurturing & fun environment.

**Researcher and Writer**, Rochester Institute of Technology, Rochester, NY

*November 2000 – February 2001*

Researched and wrote the rationale for RIT's Doctorate of Professional Studies (DPS) proposal. Contributed to committee efforts by identifying and sharing valuable websites, reports, articles, and studies that helped RIT communicate the need for a new DPS program. In addition, responsibilities included helping with the development of curriculum, a survey for potential students and program presentation materials.

**Project Director**, MI Humanities Council/F'muth Partnership Grant, Frankenmuth , MI

*June 1997 – December 1998*

Upon securing the grant, my responsibilities included coordinating and developing eight multi-media and multi-disciplinary German Culture kits, designed for school children ages' K-6 and 7-12th grade. Our committee goal was to create an educational resource that can expand students' capacity for learning and understanding German people and culture through creative classroom instruction.

**Interim Director and Curator of Education**, Frankenmuth Historical Assoc., F'muth , MI

*February 1996 - January 1998*

Through June 1996 and during 1997 I managed the educational, marketing, and promotional activities. Working as Interim Director, from July to December 1996, my responsibilities included all Association activities for the Museum, Fischer Hall, Gift Shop, Nickless Hubinger Mill, and Wolkenstorfer Log House.

**Marketing Director**, TEAM ONE Credit Union, Saginaw, MI

*July 1991-February 1996*

Responsible for all marketing endeavors, including membership relations, advertising, and promotional sales efforts. During my tenure, TEAM ONE grew by 6,500 members and 38 million dollars in assets to over 100 million dollars; also the marketing budget tripled to \$160,000.

**Executive Director**, East Michigan Tourist Association (EMTA)

*June 1988 - January 1991*

Responsibilities included administering and developing marketing strategies for a 27 county regional tourist association. Accountable to EMTA's Board of Directors and membership for implementing our \$400,000 annual budget. Primary duties included coordinating cooperative marketing and legislative efforts, grant administration, and visitor and media inquiry generation and fulfillment.

**Account Executive**, Gibson Kelly Advertising & Dallas C. Dort & Company

*August 1987 - February 1988*

**Promotion Coordinator**, Bronner's CHRISTmas Wonderland, Frankenmuth , MI

*November 1985 - March 1987*

### **Academic Positions:**

**Rochester Institute of Technology**, Executive Leader Master's Adjunct, 2007- present  
Customer Relationship Marketing, Dominican Republic (2007 & 2010), Rochester, NY  
(2008), Dubai (2011) Croatia (2012)

**Northwood University**, University College Adjunct Faculty, 2007 – 2011  
Culture of Leadership, Sociology 345, at Kaleidoscope Learning Center & Bay City

**Michigan State University**, Adjunct Faculty, Community, Agriculture, Recreation, and  
Resource Studies (CARRS), Bailey Scholars Program, 2010

**Prescott College**, Core Faculty, Education Master of Arts Program (MAP), Concentration  
in Equine Assisted Learning (EAL) 2009-2010

Content Reader for Heather Smith, 2013

Content Reader for Kim Chappel, 2012

Content Reader for Milly Melendez, 2012

Graduate Advisor (GA) for Ph.D. (Paul Smith), 2008-2012

GA Post-Graduate Certificate in EAL Dr. Libby Smith 2010, Dr. Edmundo Jimenez &  
Carmen Houssiere), 2008-2009

GA for Master's in Education with Concentration in Equine-Assisted Learning (Meredith  
Bloese, Melissa Carey, Saundra Sherow, & Jayna Wekenman), 2007 - 2009

MAP Capstone project Instructor, "Business Plan" for Shannon Hurd, 2010

MAP Instructor residential intensive, 2008 Explorations in EAL & EAMH

### **Dissertations, Thesis & Academic Projects:**

*Employee Performance: The Effects of Incorporating Exercise into the Workplace and  
During Training on Childcare Workers* by Andrea Dykman for Master of Science in  
Organizational Leadership and Development, Concordia University, Frankenmuth Center,  
2016

*The Christian Dilemma with Yoga: A Look at Impressionable Young Christian Athletes,  
Using the Asana and Pranyama of Yoga!* by Jennifer Krueger for Master of Science in  
Organizational Leadership and Development, Concordia University, Frankenmuth Center,  
2016

*Community Assessment and Risk Analysis for Older Adults Living in Frankenmuth,  
Michigan* by Sandra Beller and Tiffany Mills for, NUR410 Community Health for Nursing,  
University of Michigan, Flint, 2015

*Partnering with Horses on the Journey to Becoming More Fully Human: The Path of the  
Centaur* by Paul Smith. Doctor of philosophy committee member, Sustainability Education,  
Prescott College, Arizona, April 2012

Saint Mary-of-the Woods College, Human Equine Facilitated Therapy minor contributor,  
February 2012

Reader, "The Utilization of Interaction with Dogs as a Means to Increase Empathy and Self-  
Esteem within Adolescents Attending a Special Needs School" by Cynthia Bilinsky Doctor  
of Philosophy, Clinical Psychology, Walden University, May 2011

Contributor to Amy Adair, M.Ed. Science Instructional Specialist, Canon-Clary College of  
Education, Harding University EAL proposal

"[http://www.youtube.com/watch?v=tNS1\\_7PAfSA&feature=related](http://www.youtube.com/watch?v=tNS1_7PAfSA&feature=related)"<http://www.youtube.com>

[/watch?v=tNS1\\_7PAfSA&feature=related](#)

Survey participant for Pamela Kachelmeier, *Designing an Equine Assisted Psychotherapy and/or Equine Assisted Learning Business: A Reference Guide for Individuals in the Caring Professions Arena Interested in Incorporating Horses Into Their Work*, Prescott College, MAP program, 2008

Survey participant for Alyson Riedel, *Standards of Care for All Horses Working in Equine Assisted Field*, Prescott College, MAP program, 2008

Survey participant for Starla Raiborn, *The Role of the Horse in EAAT: Finding Common Ground*, Prescott College, MAP program, 2008

Interviewed for Doctoral Dissertation on the Effects of Using Horses to Develop Leadership Skills, Beth Nelson, Argosy University, Sarasota, FL, February 2007

Doctor of Philosophy Portfolio Defense Committee, Robert Allen Reindel, Andrews University, School of Education, March 2006

Contributor to Leif Hallberg, M.A., text book defining theory & practice of Equine Facilitated Mental Health Services, 2006

*Leadership Skills through Equine Assisted Learning: The Participant's Perspective* by Carolyn Stauffer. A thesis submitted in partial fulfillment of the requirement for the degree Master of Arts in Organizational Leadership, Siena Heights University, Benton Harbor, Michigan, May 2006

Independent Study of Animal-Assisted Practice, SW 950, Marywood University, College of Health and Human Services, School of Social Work, Scranton, Pennsylvania, Bobbi Jo Wilkie, Spring 2006

#### **Academic Programs/Presenter:**

Prescott College, Equine-Assisted Mental Health and Learning Best Practices Guest Facilitator and Participant, 2007, 2011, and 2015

TEDxMSU Finalist, 2015

Lilly Conference on College and University Teaching and Learning- t.c., "*Facilitating Learning Across Various Cultures, Countries, and Classrooms*," 2012

Andrews University with Dr. Nathan Regier, Drama and *The Adaptive Cycle of Change: Competencies, Dynamics and Strategies for Compassionate Leadership*, 2012

American College of Management and Technology/RIT Customer Relationship Management Presentation, Croatia 2012

The MANE Event, St. Mary of the Woods College, February 2012

Andrews University, Creative Leadership: Playing to Your Strengths, 2011

Saginaw Valley State University, Leadership Institute, Leadership Strengths, 2011

Prescott College, Best Practices in EAMH/EAL, 2011

Lilly Conference in Higher Education and Teaching, "*Horsing Around with Co-Creating a Community of Learners*," 2010

Northwood University, Creativity Conference, "*The Four Hooves of Creativity*," 2008

Michigan State University Proud Equestrians Program Instructor Update, 2008

Ferris State University, Students Outdoor Educators Conference, 2008  
Michigan State University, Horse Management Guest Lecturer, 2008  
Michigan State University CANR "*Sound of the Mountain*" Faculty Learning Communities Retreat, 2008  
Prescott University, Equine Assisted Mental Health and Learning Best Practices Guest Participant & Facilitator, May 2007  
Saginaw Valley State University, Teacher Education 505, Learning Theory, Guest Lecturer, February 2007  
Ferris State University, Experiential Education Degree, Introduction to EAL, Feb. 2007  
Delta College, Diversity Course, Introduction to EAL, 2006  
Northwood University, All-Hands Meeting, 2006  
Michigan State University Cooperative Extension, Tuscola County CAT Team, 2006  
Rochester Institute of Technology, Service Management, "Ask the Expert," 2006  
Delta College Summit, 2006  
Paul Smith's College Dream Team Member, 1999-2004  
RIT Course Elements Service Mgmt: Systems Approach, "Ask the Expert," 2004  
Andrews University Student Advisory Representative, 2003  
RIT Team Course Construction, Utilization and Effectiveness, Guest Instructor, 2002  
Andrews University Faculty Retreat, Student Advisory Council Representative, 2002  
University of Massachusetts at Amherst Mini-Series, 2001  
Andrews University Roundtable Planning Committee, 2001  
RIT Doctorate of Professional Studies Research Committee Member, 2000-2001  
RIT Master in Service Leadership, Frankenmuth Development Committee, 2000-2001  
Saginaw Valley State Univ. Annual Ring: Women's Retreat Scholarship Committee, 2001  
Rochester Institute of Technology Tourism Planning & Analysis, Guest Facilitator, 2001  
RIT & Chamber Breakthrough Management Conference Planning Committee, 2000  
Andrews University Cohort, The Ponderer's Introduction, 2000  
Michigan State University, Economic Impact Study of Frankenmuth Oktoberfest, 2000  
Paul Smith's College Y2K Symposium Dream Team, 2000  
RIT Breakthrough Management, "Speaking the Customer's Language," 1999  
Harvard Business School Frankenmuth Case Study, N9-800-029, 1999  
Rochester Institute of Technology Micratomy Awards, 1999

**Awards and Honors:**

2014 Dr. Richard Marecki Memorial Award, RIT School of International Hospitality & Service Innovation Alumni Award  
2014 YWCA Great Lakes Bay Region Women of Achievement Entrepreneurship  
2014, 2013 & 2012 Outstanding Small Business Finalist Sponsored by Saginaw County Chamber of Commerce

2011 PATH International Membership National Leadership Award  
2011 Swan Valley High School Distinguished Alumni  
2010 Catalyst Award from the Michigan Horse Council for “efforts and communication skills that made a significant contribution to the renaissance of the Michigan Horse Industry.”  
2007 Northwood University Shout Out Winner  
2007 & 2014 Certificate of Appreciation, Frankenmuth High School

**Publishing:**

[\*Wildly Successful: Is Effective Leadership Always Obvious\*](#), 2014, self-published.

**Consulting:**

Dr. Cindy Bilinsky, Developing a private practice Equine Assisted Psychotherapy (EAP) program, 2012

**Equine-Assisted Learning Program Facilitator (non-academic):**

Great Lakes Bay Regional Youth Leadership Institute, 2012-present  
Wellspring (formerly Lutheran Homes of MI), Camp Hope, 2006-present  
KAMPP, Introduction to Equine-Assisted Learning and Mental Health, 2016  
Passion, Ponies, & Paint, 2015  
Frankenmuth Jaycees, 2015  
Kaleidoscope’s Seasons of Change (Summer), 2015  
Frankenmuth Fire Department, 2014  
Saginaw CAN (Child Abuse & Neglect) Council, 2014  
Youth First, Saginaw Community Foundation, 2014  
Frankenmuth Chamber of Commerce FAM tour, 2014  
Heritage Horse Program McGivney School, 2014  
Pet Angel, 2014  
Michigan Military Outreach, 2014  
Reins on the Road 4-H Club, 2014  
Frankenmuth Meeting Planner Familiarization Tour, 2014  
Delta College Leadership Academy, 2013  
Michigan Farm Women’s Symposium, 2013  
Bridgeport Pharmacy, 2013  
Thorpewood, llc. 2013  
Toastmasters International Ex. Team Leadership Training, 2013  
Birch Run Chamber of Commerce Business After Hours, 2013  
Nexteer, 2012  
SCBEP, Board Retreat, 2012  
Four Commitments to a Balanced life, 2012

Edward Jones, 2012  
University of Michigan, 2012  
Saginaw YMCA and Camp Timbers, 2012  
Frankenmuth Methodist Church Stephen's Ministry, 2011  
Morgan Stanley Smith Barney, 2011  
Frankenmuth Insurance Company, 2011  
Bay Arenac Community High School, 2011  
Equine Assisted Growth & Learning Assoc. (EAGALA) MI Networking Host 2007 – 2011  
Zehnder's & Associates, PC, 2009 & 2011  
New Holland Brewery, June & December 2009, 2010  
Equine-Assisted Education Symposium, 2010  
Detroit TEC Group, 2010  
Junior Achievement Board Retreat, 2010  
Synergy Medical Alliance, 2010  
Next Element, 2010  
Mid-Michigan Toastmaster's International, 2010  
Duperon Corporation, 2009  
Horse Sense of the Carolinas Business Building Intensive (BBI), 2009  
MN Linc (Minnesota Linking Nature & Critters), "Kids and Protocol" host facility, 2009  
Kaleidoscope's Approach to Maximizing Potential & Possibilities, 2008 & 2009  
CASS Tech, 2009  
Society of American Travel Writers (SATW) pre-conference fam tour, 2009  
In-Business Deminar, Puerto Rico, 2009  
Frankenmuth Women's Expo, 2009  
Mid-Michigan Business Expo, *How Hireable Are You? Practicing (with horses) Effective Non-verbal Communication to Enhance Your Employability and Team Building – Are You a Team Player?*, 2009  
In-Business Deminar, Puerto Rico, 2008  
Equine Interactive Training, North Carolina, 2008  
Sundance Center Spring Planning Retreat, 2008  
BASIC TeamBuilding Training at Bella Terra, 2008  
Bay Arenac Intermediate School District, 2008  
Mid-American Horse Rescue (MAHR), *Boots & Jeans Fundraiser*, 2008  
Boehringer Ingelheim, Connecticut, 2008  
Operation Explore (subcontractor)  
Mid-Michigan Business Expo, *"Horse Reactions Speak Louder than Words,"* and *"Co-Creating Customer Service Relationships,"* 2008  
ETDA Pre-Conference, *"Leadership Presence: The Equine Experience,"* 2008  
Michigan State University Bailey Scholars Program, Envisioning Experience, 2008

Saginaw County Legislative Tour, 2008  
Equesse Retreat, 2008  
YMCA Camp Timbers Staff Training, 2007 & 2008  
PADRE Integrated Equine Services 2007  
Mid-Michigan Business Expo, *“The Art of Prospecting - Matching Your Services to Potential Clients”* and *“Team Building - What is it and Why it Matters,”* May 2007  
Carrollton High School students, Freshman Focus, May 2006  
Birch Run High School teacher in-service, 2006  
Buena Vista Schools teacher in-service, 2006  
Carman-Ainsworth Schools teacher in-service, 2006  
Grand Blanc Schools teacher in-service, 2006  
Saginaw County Business and Education Partnership Summer Institute, 2006  
Small Business Technology Development Center Annual Conference, 2006  
Society for HR Management Annual Conference, 2006  
Vassar High School, special education students, 2006  
Association of Experiential Educators, *“Creating an Animal-Assisted Community,”*  
Minneapolis MN, 2006  
Saginaw Valley State University, Youth Leadership Institute, 2005-2011  
Frankenmuth Community Education Summer Express, 2005  
Rochester Institute of Technology, Pluralism Conference, 2005  
Synergy Medical Alliance, Michigan State University Students, Learning Emotional  
Intelligence (EQ) through EAL, 2005  
Saginaw County Transition Center, 2005  
Equine Assisted Growth and Learning Association EAL Pilot at KLCenter, 2005  
Association of Experiential Educators, Networking Day Host, 2005  
Equine Facilitated Mental Health Ass. H. & H. Post Conference, Research, 2000

**Professional Workshop Presenter/Committee Member (non-academic):**

Saginaw Downtown Rotary, 2016  
Experiential Training Development Alliance (ETDA) Summit, 2016  
Via Educacion, Monterrey Mexico Service Trip, 2015  
St. Lorenz Lutheran Church Pastoral Retreat, 2015  
The Center for Creative Leadership Polarity Thinking Learning Community, North Carolina,  
2015  
The Big Dream Team *“In Action”*, 2015  
Frankenmuth Noon Rotary, 2015  
Frankenmuth Morning Rotary, 2015  
Systems Thinking In Action (STAI+) Pecha Kucha (Seattle & Washington, D.C.), 2014



Farm Women's Symposium, 2014

Midland Kiwanis, 2014

Michigan Works! for the People Annual Conference, *Leadership Lessons from the Herd and Ignite Presentation*, 2013

Chamber Ambassador State Leadership Conference, *Ambassadors: The Heart of the Chamber*, 2013

Virtual Business Building Intensive *1+1=3 Successful Business Growth through Collaborative Partnership*, 2013

Saginaw County Chamber of commerce strategies for small business "*Ambidextrous Customer Service; The Customer is Always Right, Even when they Left*," 2013

Frankenmuth Lions Club, 2013

YWCA Great Lakes Bay Region Women's Empowerment Symposium, 2012

Inforum, *Follow Your Heart, It Knows Where to Lead You*, 2012

Certified Work Ready Community, 2012

Peqasus Conference Pecha Kucha 20X20 Event, 2012

PATH International EFL Manual Reviewer, 2012

Saginaw Rotary Sunrise, 2012

Birch Run Rotary, 2012

Bay City Chamber of Commerce, Energize, 2012

PATH International (formerly NARHA) Equine Facilitated Psychotherapy/Learning Task Force – 2010- 2012

PATH International Basic Groundwork Certification Committee 2011- 2012

PATH International Conference 2011:

- Presenter, "*Bricks and Mortar of Community Building*"
- Preconference Presenter, "*How to Build a Sustainable and Successful EFP/L Practice*"
- Presenter, Leadership Training and Committee Luncheon
- Coordinator, Community Connections Event

Frankenmuth Women of Rotary Afghanistan Cultural Exchange, 2011

Toastmaster's 781 Open House, The Path of Leadership, 2011

Leadership Saginaw Education Day, 2007 – 2011

DEEP Document Experiential Training & Development Alliance, 2009-2010

Genesee County Road Commission, Saunders Consulting (subcontracted), 2008 & 2009

American Camping Association (ACA), Michigan, 2008 & 2009

American Red Cross, Saginaw Chapter, Board Retreat, 2008

Frankenmuth Community Development, 2008

Experiential Training & Development Alliance (ETDA) Summit Committee, 2008

Saginaw County Legislative Day Tour, 2008

Frankenmuth Business & Education Partnership, 2008

Industry Expert, Examination Development, Commission for the Certification of Equine Facilitated Mental Health and Educational Professionals, 2006 - 2007

Flint Women's Forum Speaker, *"How to Share Our Successes without Feeling Like You are Bragging,"* May 2007

Chesaning Chamber of Commerce Business Expo, Educational Presenter, *Change: We Love it in Our Pockets, but Do We Love it in Our Lives?,* February 2007

Padre Development Meeting, 2007

Frankenmuth Chamber of Commerce Networking Roundtable, 2006

Frankenmuth Chamber of Commerce Willkommen Club Training, 2001-2006

U.S. Army Tank-Automotive and Armaments Command (TACOM) Vendor Expo, 2005

Equine Assisted Learning Committee for the EAGALA, Member/Founder, 2002-2004

Swan Valley Middle School Career Day, 2004

Equine Assisted Growth and Learning Association Annual Conference, TN, 2004

National Honor Society Awards Dinner, Keynote Speaker, 2004

Multiple Sclerosis Celebrity Server for MS Walk Fundraiser, 2004 - 2013

Association of Experiential Educators, Vancouver BC, 2003

Association of Experiential Educators, Heartland Region, 2003

The Saginaw News, Editorial Board, 2003

Frankenmuth Community Arts Council Grant Committee, 2003

List Elementary School Improvement Committee, 2003

American Assoc. University Women Annual Dinner, *"Build the Fire Within,"* 2002

Wickson Memorial Library Long-Range Planning Committee, 2002

Massachusetts Institute of Technology Women's Initiative contact, 2002

American Assoc. of University Women Saginaw Annual Dinner, Keynote, 2001

American Association of University Women *"Glass is 1/2 Full"* Workshop, 2001

Swan Valley High School Graduate Visitation Program, 2001

AAUW Fall Conference, *"Changing Face of Education,"* 2000

Love & Logic meetings, staff training and community program, 2000

American Association of University Women District III Fall Event, 2000

List Elementary Blue Ribbon Report Contributor, 2000

AAUW Famous Women in History 3 rd grade presentation, 2000

Frankenmuth Chamber of Commerce presentation for Lakeview Elementary, 2000

Team One Credit Union Board of Directors, 1996-1999

Michigan Humanities Council German Culture Kits Presentation, 1999

Team One Credit Union Mission Statement Committee, 1999

Team One Credit Union Scholarship Committee Chair, 1998

Team One Credit Union Planning Conference Committee, 1998

Frankenmuth Representative for the "Saginaw Sampler," 1998

Team One Credit Union Nominating Committee, 1997

Frankenmuth Historical Association Strategic Planning Committee, 1996

Tri-County Business Expo Presenter, 1995  
Standish Chamber of Commerce, 1995  
Michigan Credit Union League Logo Revision Committee, 1994  
East Michigan Tourist Association Annual Conventions, 1988-1990  
Familiarization Tours for travel writers, tour planners, 1988-1990  
Travel Writer's Workshop, 1990  
DNR/MSU Saginaw Bay Area Waterfront Development Tour, 1990  
Packaging Bay County Festivals and Special Events, 1990  
Seventh Annual Governor's Conference on Tourism, 1990  
East Michigan Tourist Association Office Relocation, 1990  
Michigan Senate & House of Representatives Legislative Reception, 1990  
Michigan Outdoor Writer's Association Winter Meeting, 1990  
Managing Festivals & Special Events, Gaylord, 1990  
Managing Festivals & Special Events, Spring Lake , 1990  
Dale Carnegie's Effective Speaking & Human Relations, Graduate Assistant, 1989  
Saugen Country, CA , Annual Meeting, 1989  
Oshkosh Wisconsin Chamber of Commerce, 1989  
Lake Huron Circle Tour project, 1989  
Regional Tourism Marketing Workshop, 1988

**Publications/Interviews:**

Michigan Meetings and Events Magazine, 2015  
Saginaw News- MLive.com, Meet your Neighbor, 2012  
Women's Horse Industry Network, Getting to Know you, 2012  
Winning with Horse Power Spotlight, 2011  
Next Element Featured Client, 2011  
PATH International E-News, Communities Series, 2011  
EAGALA in Practice, Leading EAL "Leadership" Workshops, 2009  
Equesse Magazine, If I only Had the Money", 2008  
Horse Sense of the Carolina's Industry Expert Teleconference Guest, 2008  
PhelpsSports, Self-Awareness and Equine Experiential Education by Andrea Reynes,  
Animal Journalist, March 2007  
*Marketing Ideas for Equine Professionals Storybook*, " The Demo" collection by Beth  
Woodward, January 2007  
Animal Companion, "Learning Some Horse Sense Straight from the Source," by Elsie  
Walker, January 2007.  
EAGALA Untraining Manual, EAL, 2004  
MSU TTRRC, "Tourism in the Saginaw Valley & Thumb Areas of Michigan," 2004  
EAGALA CAN News, "AEE Conference," 2004

Rochester Institute of Technology Doctorate of Professional Studies proposal, 2001  
 Dept. of Education, Thumb area schools Technology Grant Application editor, 2001  
 "The Need for Research in the EFMH Field, Editor, 2001  
 List Elementary Blue Ribbon Report, Editor, 2000  
 Frankenmuth AAUW, Community Action Grant Writer, 2000  
 MI Family Involvement Council, "Youth Marketing: Your Credit Union's Future," 1993  
 Festival Management Bulletin for Michigan State University Cooperative Extension, 1991  
 "Cheboygan: Tip Top Snowmobiling at the Tip of the Mitt," MI Snowmobile News, 1990  
 "Gaylord Early Snow and Plenty to Do," 1990  
Brochures, newsletters, press releases, correspondence, public relations & marketing for:  
 East Michigan Tourist Association press and media information, Frankenmuth Historical Association; Education Employees/Team One Credit Union Frankenmuth Women's Club Motor, St. Matthew's Evangelical Lutheran Church Outreach Brochure

**Professional Training/Certification:**

NEOS (Next Element Outcomes System) Certified Trainer, 2011 & 2014  
 Media Mastery Bootcamp 2 Day Intensive, 2013  
 Great Lakes Bay Regional Leadership Alliance, 2012-2013  
 RIT, Endnotes Training, 2013  
 RIT, Distance Learning Techniques Service Systems Workshop, 2013  
 Investment in Excellence, The Pacific Institute, 2010-2011  
 Linda Tellington-Jones, T-Touch, 2010  
 Process Communication Model (PCM) introduction & advanced, 2009 & 2010  
 Instructor LEAF (Learning Enhancement Assessment & Facility Development), 2007  
 Soul Vision, Life Mission Retreat, 2006  
 Leadership Saginaw, 2005  
 Saginaw 's 1,000 Leader's, 2004  
 Equine Assisted Growth & Learning Assc. (EAGALA) Certified Level 1, GR, MI, 2004  
 Franklin Covey Principle-Centered Community Initiative, 2002  
 EAGALA Certified Level 1, St. Catherine's Ontario, 2002  
 Chris Irwin HorsePower Productions Horse Training, 2002  
 GreenLeaf Center for Servant Leadership, Leadership Inst. for Higher Education, 2002  
 EAGALA Certified, Level 1, Franklin Furnace, Ohio, 2001  
 Understanding Statistics with Dr. Fonnebo, 2000  
 Team Building Training, Camp Henry, Grand Haven Michigan, 1999  
 Excellent Customer Service Training, Not-So-Basic-Training, 1999  
 Frankenmuth Chamber of Commerce Willkommen Club Advanced Training, 1999  
 Michigan Credit Union League Volunteer Achievement Program, 1998

Frankenmuth Chamber of Commerce Willkommen Club Training, 1998  
Central Michigan University Quality Service Recognition, 1997  
Michigan Credit Union League "Staff Training and Recognition" (STAR) Program, 1991  
Dale Carnegie Institute Graduate Assistant, 1989  
Dale Carnegie Institute "Effective Speaking & Human Relations" Crt (100% attend), 1989

### **Civic and Community Activities**

#### ***Leadership or Board Position:***

Saginaw County Business and Education Partnership Board member, 2006-  
The Big Dream Team, 2014-present

#### ***Current Member:***

Women In Leadership Great Lakes Bay, 2016-  
Special Days Camp Lip Sync Battle Fundraiser, 2015-  
Great Lakes Bay Regional Veterans Coalition, 2014-  
Rochester Institute of Technology Advisory Board for Department of Service Systems,  
Service Leadership, & Innovation Program, 2013-  
Great Lakes Business Leadership Network, 2012-  
Experiential Training and Development Alliance (ETDA), 2007-  
Frankenmuth Chamber of Commerce, 2005-  
Frankenmuth Rotary Club 2003- Program Committee, 2005- Taste of Frankenmuth  
Committee, 2011-  
Frankenmuth Historical Association, 1996-lifetime

#### ***Leadership Positions & Committees (former):***

Great Lakes Bay Regional Veterans Coalition Summit Steering Committee, 2014-2015  
National Multiple Sclerosis (MS) Walk, Frankenmuth Committee, 1997-2015  
We are Detroit, 2011-2012  
PATH International (formerly NARHA) Community Development Work Group Chair, 2011  
Saginaw County Business and Education Partnership Chairman, 2008-2010  
The Forum (founding member), 2009-2010  
Frankenmuth Women's Club Edelweiss Award Committee, 2000-2004  
Frankenmuth Women's Club Scholarship Selection Committee, 2000-2004  
Frankenmuth Rotary Club (100% attendance), Sergeant-At-Arms, 2003-2004  
Frankenmuth Area 4-H Horse Club, Leader, 2003-2004  
American Assoc. of University Women (AAUW), F'muth Area, President, 2001-2003  
Frankenmuth American Association of University Women, Program Chair, 2000-2001  
Frankenmuth AAUW, College/University Chair, 1999-2000

List Elementary Friends of the Children Teacher Appreciation Program, 1999-2000  
Bavarian Festival Kindertag Co-Chair Frankenmuth Civic Events Council, 2000  
Election Day Co-Chair, Frankenmuth School Bond Election, 2000  
St. Matthew's Evangelical Lutheran Church Building Committee Secretary, 1997-1999  
National MS Society Saginaw Valley Service Council, Public Relations Chair, 1997-1999  
Civic Events Council Frankenmuth Bavarian Festival Kindertag Chairperson, 1996-1998  
Frankenmuth Area Jaycees Co-Chair, MDA Shamrocks/Chili Cook-off, 1997  
Frankenmuth Area Jaycees Haunted Haus committee, 1997  
Saginaw Area Jaycees, Vice President 1993-94  
Michigan Credit Union League Logo Revision Committee, 1994  
YMCA Community Corporate Challenge Team Leader, 1992  
Frankenmuth Civic Events Council Bavarian Princess Selection Committee, 1986

***Former Member:***

Concordia University, Frankenmuth Center, Advisory Council, 2013-2016 (Center closed)  
Inforum, 2012-2016 (affiliation with local group dissolved)  
Birch Run Chamber of Commerce, 2011-2016  
Saginaw Chamber of Commerce, 2008-2016  
Disability Network Mid-Michigan, 2012-2015  
PATH International (NARHA), 2000-2013  
Winning with Horse Power, 2011 -2013  
Women's Horse Industry Association, 2010-2013  
EAGALA MI Networking Group, 2006-2013  
Equine Assisted Growth and Learning Association (EAGALA), 2000-2013  
Association for Experiential Education (AEE), 2002-2013  
Society of Organizational Learning, 2011-2012  
We Are Detroit, 2011-2012  
Equine Facilitated Mental Health Association (EFMHA), 2000-2010  
YMCA Youth, Family & Camp Timbers Committee, 2008 -2009  
Friends of Michigan State University, 2008  
Michigan Horse Council, 2003-2004, 2007  
The Valley Society for Human Resource Management (VSHRM), 2006-2007  
Equine Guided Education Association, 2005  
Frankenmuth Women's Club, 1996-2004  
Frankenmuth Area American Association of University Women, 1997-2004  
Friends of List Elementary and Parent/teacher organization, 1997-2004  
Frankenmuth Chamber/Convention & Visitors Bureau Information volunteer, 1998-2004  
International Federation of University Women, 1999-2004

Paul Smiths College Hospitality/Culinary Dream Team, Paul Smiths, NY, 2000-2004  
Greenleaf Center for Servant Leadership, 2000-2004  
E. F. Rittmueller Middle School Parent/teacher, 2001-2004  
Hungary Harvest Plant-A-Row for the Hungary participant, 2001-2003  
EAGALA NE Networking Group, 2003-2004  
MSU Extension/Saginaw County Horse Council Horse Council, 2003-2004  
Delta Society, 2001-2003  
American Society of Training & Development (ASTD), 2003  
Swan Valley High School Class Reunion Committee, 1990-2001  
Kids Kingdom Playground, 5th Birthday Clean-up Party Volunteer, 2001  
Frankenmuth Chamber of Commerce World Expo of Beer volunteer, 2001  
Large Munsterländer's in Frankenmuth Oktoberfest Parade, 2000  
Frankenmuth Rotary for American Association of University Women, 2000  
Fourth grade chaperone to Michigan 's Capitol, Lansing , 2000  
Frankenmuth Area Jaycees, 1997-1999  
St. Matthew's Evangelical Lutheran Church Membership and Outreach, 1997-1999  
City of Frankenmuth Daddy Daughter Dance Volunteer, 1999  
Multiple Sclerosis Society Service Council Library Project, 1998  
Heritage Arts Committee Chair & Historical Assoc. Rep.- F'muth CEC , 1997  
Frankenmuth Historical Association Logo Committee, 1997  
Mid-Michigan Credit Union Cooperative Advertising & Marketing Group, 1992-1996  
Saginaw Area Jaycees, 1991-1994  
Michigan Travel Writers Association, 1988-1990  
Circle Michigan, 1988-1990  
Michigan Outdoor Writers Association, 1988-1990  
Ohio Outdoor Writers Association, 1988-1990

**Conference Attendee:**

Governor's Conference on Economic Development and Education, 2016  
GST Michigan Works! Agribusiness 2020, 2016  
Great Lakes Bay Regional Leadership Alliance STEM Initiative Learning Ecosystem "Kick-Off", 2016  
Experiential Training and Development Alliance (ETDA), 2007 - 2016  
Presenters: Peter Block, Edie & Charlie Seashore, Margaret Wheatly, Marshall Goldsmith, Peter Block, Allan Cohen, Daniel Pink, Barry Johnson  
Great Lakes Bay Regional Leadership Alliance STEM Summit, 2014  
Saginaw Veterans Administration Mental Health Summit, 2014  
Andrews University Leadership Conference, 2014

Authentic Leadership Day, Shawne Duperon, 2014  
Systems Thinking in Action (STIA+), (Seattle, Washington D.C.) 2014  
The Zeemering Foundation EAP Demonstration for Military Veterans, 2014  
Pegasus, *Systems Thinking in Action Conference*, 2012  
SOL North America Project Incubator, 2012  
Saginaw County Chamber PERC Brainstorming Session, 2012  
Certified Work Ready Communities Workshop, 2012  
Northwood University Creating the "World's Best" Student Experience, 2011  
PATH International National Conference, 2011  
Retreat with Margaret Wheatley, 2010  
Richard Longworth, "Caught in Middle: America's Heartland in Age of Globalism," 2009  
Alliance for Excellence in Online Education Fall Symposium, 2008  
Michigan Equine Industry Meeting, 2008  
Regional Townhall meeting of Non-profit on Michigan Economy, 2008  
Experiential/Adventure Summit, Chicago, IL, 2008  
Rob Grunwald, Early Childhood, 2008  
Association of Experiential Educators, 2002-2005  
Association of Experiential Educators, Heartland Region, 2003-2005  
Equine Guided Education Association (EGEA), 2005  
Equine Assisted Growth and Learning Association Conferences 2000-2004  
Association of Experiential Educators, Networking 2004  
Andrews University Roundtable 2000–2003  
Brock University Philosophical Society's Empathy and the Love of Animals, 2002  
AEE Women's Professional Group, A Woman's Journey, 2002  
International Federation of University Women Conference, Ottawa CA , 2001  
Greenleaf Center for Servant-Leadership 11th Annual International Conference, 2001  
Horses & Healing Partners in Equine Facilitated Mental Health, 2001  
A Four-Footed Journey Home: Exploring Animals & Nature as Healers, 2000  
Horses & Healing Partners in Equine Facilitated Mental Health, 2000  
Hidden Dimensions of Family Communication, 2000  
Electric Commerce Seminar, 2000  
SVSU Annual Ring: Women's Body, Mind and Spirit Retreat, 2000  
Team One Credit Union Board of Directors Planning Conferences, 1996-1998  
Community-Based Tourism Development, Michigan State University, 1996  
Credit Union Marketing Conference, Boston, 1994



