

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

<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, New York Times Best Selling Author

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:

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

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 University, Equine Assisted Mental Health and Learning Best Practices
Guest Participant & Facilitator, May 2007, 2011, 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

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

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 Certificate of Appreciation, Frankenmuth High School

Publishing:

Wildly Successful: Is Effective Leadership Always Obvious, 2014, self-published.

Contributor to *More Than Mirror: Horses, Humans, and Therapeutic Practices* by Shannon Knapp, 2013

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

Kaleidoscope's Seasons of Change, Summer, 2015

Frankenmuth Jaycees, 2015

Frankenmuth Fire Department, 2014

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):

St. Lorenz Lutheran Church Pastoral Retreat, 2015
Via Educacion, Monterrey Mexico Service Trip, 2015
The Center for Creative Leadership Polarity Thinking Learning Community, North Carolina,
2015
The Big Dream Team "In Action", 2015
Frankenmuth Noon Rotary, 2015
Systems Thinking In Action (STAI+) Pecha Kucha (Seattle & Washington, D.C.), 2014
Farm Women's Symposium, 2014
CAN (Child Abuse & Neglect) Council, *Kaleidoscope's TriCore Model*, 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
Saugeen 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 Meeting 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-present

The Big Dream Team, 2014- present

Great Lakes Bay Regional Veterans Coalition Summit Steering Committee, 2014- present

Current Member:

Rochester Institute of Technology Advisory Board for Department of Service Systems, Service Leadership, & Innovation Program, 2013-

Great Lakes Bay Regional Veterans Coalition, 2014 -

Leverage Networks, 2014-

Concordia University, Frankenmuth Center, Advisory Council, 2013-

Great Lakes Business Leadership Network, 2012-

Inforum, 2012-

Birch Run Chamber of Commerce, 2011-

Saginaw Chamber of Commerce, 2008-

Experiential Training and Development Alliance (ETDA), 2007-

Frankenmuth Chamber of Commerce, 2005-

Frankenmuth Rotary Club 2003- and Program Committee, 2005- and Taste of Frankenmuth Committee 2011 -

Frankenmuth Historical Association, 1996-lifetime

Leadership Positions & Committees (former):

National Multiple Sclerosis (MS) Walk, Frankenmuth Committee, 1997-2015

Disability Network Mid-Michigan, 2012-2015

We Are Detroit, 2011-2013

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:

PATH International (NARHA), 2000-2013
Society of Organizational Learning, 2011-2012
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
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:

Great Lakes Bay Leadership Alliance Summit, 2015
Great Lakes Bay Regional 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
Experiential Training and Development Alliance (ETDA), 2007 - 2015
Presenters: Peter Block, Edie & Charlie Seashore, Margaret Wheatly, Marshall Goldsmith, Peter Block, Allan Cohen, Daniel Pink, Katia Del Rivero & Michael Blumenstein & Héctor Efrain Rodriguez De La Rosa
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

