

Tracy A. Weber, Ph.D.

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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:

Originator/Owner

Kaleidoscope Learning Circle, Ilc. Birch Run, MI
www.myklc.com

Originator of Kaleidoscope (KLC) a company that facilitates learner-centered courses, workshops, and training programs reaching a global market incorporating various proved 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.

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:

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

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

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

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 Blose, Melissa Carey, Sandra Sherow, & Jayna Wekenman), 2007 - 2009

MAP Capstone project Instructor, "Business Plan" for Shannon Hurd, 2010-
MAP Instructor residential intensive, 2008 Explorations in EAL & EAMH

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

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

Dissertations, Thesis & Academic Projects:

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:

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, 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
 Harvard Business School Frankenmuth Case Study, N9-800-029, 1999
 Rochester Institute of Technology Micratomy Awards, 1999
 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

Awards and Honors:

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.”

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

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 – present

Lutheran Homes of MI, Camp Hope, 2006-present

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

Saginaw Valley State University, Youth Leadership Institute, 2005-2009

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
 Equesse Retreat at KLCenter 2008
 YMCA Camp Timbers Staff Training, 2007 & 2008
 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
 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):
 PATH International (formerly NARHA) Equine Facilitated Psychotherapy/Learning Task
 Force – 2010- present
 Chair, Community Work Group, PATH Intl, 2011
 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
 Leadership Saginaw Education Day, 2007 – present
 Multiple Sclerosis Celebrity Server for MS Walk Fundraiser, 2004 - present
 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
 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:

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:

NEOS (Next Element Outcomes System) Certified Trainer, 2011
Investment in Excellence, The Pacific Institute, 2010-2011
Linda Tellington-Jones, T-Touch, 2010
Process Communication Model (PCM) introduction & advanced, 2009 & 2010
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:

PATH International (formerly NARHA) Community Development Work Group Chair, 2011
National Multiple Sclerosis (MS) Walk, Local Frankenmuth Co-Coordinator, 1997- present

Current Member:

We Are Detroit, 2011 -
Winning with Horse Power 2011 -
Women's Horse Industry Association, 2010-
Experiential Training and Development Alliance (ETDA), 2007-
EAGALA MI Networking Group, 2006-
Saginaw County Business and Education Partnership Board member, 2006-
Frankenmuth Rotary Club 2003- and Program Committee, 2005-
North American Riding Handicapped Association (NARHA), 2000-
Equine Assisted Growth and Learning Association (EAGALA), 2000-
Association for Experiential Education (AEE), 2002-
Frankenmuth Historical Association, 1996-lifetime

Leadership Positions & Committees (former):

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:

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:

PATH International National Conference, 2011

Experiential Training and Development Alliance (ETDA), 2007 - 2010

Presenters: Peter Block, Edie & Charlie Seashore, Margaret Wheatly, Marshall Goldsmith

Retreat with Margaret Wheatley, 2010

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