

Marie A. Ruemenapp

MSU Extension Educator, Urban Initiatives
Greening of Michigan Institute
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Qualifications Summary

Thirty years of Extension experience in program planning and evaluation; employee recruitment, hiring, training and supervision; fiscal and grant management; partnership building; and organizational leadership.

Professional strengths include:

- Understanding and demonstrated skills in educational program needs assessment, planning, development and evaluation;
- Working with staff to identify areas of critical programming needs within a community and then to identify the resources to address those needs;
- Demonstrated expertise in employee/staff recruitment, hiring and supervision;
- Effective leadership of multiple, large teams of diverse staff across broad geographic areas;
- Successfully mentoring and training staff to reach their full potential with an emphasis on promoting and developing team work amongst staff members;
- Establishing and maintaining positive and productive work environments;
- Working and networking with a broad variety of people and organizations effectively, including community and political leaders, as well as campus-based administrators, faculty and staff;
- Development and management of extensive budgets for programming and personnel;
- Demonstrated ability to identify, secure and manage grant, contract and other soft funding resources;
- Direct Extension programming responsibilities in youth development, nutrition education, human development, parenting, community and economic development, public policy and urban initiatives;
- Modeling an understanding and commitment to equal opportunity, affirmative action and multicultural diversity/pluralism; and
- Demonstrated effective oral and written communication skills and the ability to listen effectively.

Education & Selected Training

Doctorate of Philosophy, Planning, Design & Construction/Urban and Regional Planning
In Process – Began program September 2014, dissertation defense April 26, 2018,
anticipated completion Summer 2018; GPA 4.0
Michigan State University, East Lansing, Michigan

Master of Science, Community Services with a focus on family and youth services, minor in community
development – December 1998: GPA 3.60
Michigan State University, East Lansing, Michigan

Bachelor of Science, Agriculture & Natural Resources Communications – March 1984; GPA 3.12
Michigan State University, East Lansing, Michigan

Selected Professional Development/Training:

- MSU Outreach and Engagement Graduate Certificate Program - 2015-18
- USDA Lead 21 Program – 2009
- North Central Administrative Leadership Conference – April 2005 & April 2006
- MSU Extension Best Practices in Hiring Workshop – 2001
- Jackson Community College's Midwest School for Management – 1997
- North Central Region National Extension Leadership Development Program – 1994-95
- International Extension Training Program – 1990
- Dale Carnegie course on Effective Speaking and Human Relations – 1989

Work Experience

January 2017 to Present – Extension Educator, Urban Initiatives, Greening of Michigan Institute (GMI)

Significant Responsibilities:

- Serve as MSU Extension representative on the National Urban Extension Leaders (NUEL) group, currently serve as vice-chair for NUEL with responsibility for membership, the development of national program focused caucuses, and chairing the committee organizing and hosting the administrative track at the National Urban Extension Conference that was held May 8-11, 2017
- Assist Institute Director with leadership of MSU Extension committee working on defining and developing MSU Extension current and future urban footprint/agenda
- Act as Urban Collaborators liaison between Extension and School of Planning, Design and Construction
- Work to increase connections between Extension educators and MSU faculty in departments related to GMI programmatic focus areas
- Provide leadership for MSU Extension District Coordinator training/internship program
- Serve on Extension educator promotion portfolio (called STEP) development training team and act as a coach for all GMI Extension educators currently preparing to submit STEP promotion portfolios

June 2015 to December 2016 – Extension Educator, Special Projects for Michigan State University Extension Director's Office, Novi, MI

Significant Responsibilities:

- Active participant of MSU Extension organizational development team, assisting with new staff onboarding, revision of STEP promotion guidelines, STEP promotion training and new staff mentoring
- Provide leadership for MSU Extension District Coordinator training/internship program
- Provide co-leadership for MSU Extension and AgBioResearch statewide issue identification and needs assessment
- Serve as MSU Extension representative on the National Urban Extension Leaders (NUEL) group

July 2010 to June 2015 – District Coordinator Michigan State University Extension, District 11, Novi, MI

Significant Responsibilities:

- Provide leadership for the operational, personnel and budgetary administrative responsibilities for MSU Extension District 11 encompassing Macomb, Oakland and Wayne counties (which is the Detroit metropolitan region), District had 11 MSU offices/locations and usually just over 100 staff
- Develop and maintain relationships with local units of government and political leadership to ensure local governmental funding for MSU Extension units in District
- Work with campus-based Institute Directors and all staff assigned to provide programmatic coverage for the District in developing, measuring and implementing short-term and long-range program planning that reflects county and regional needs, MSU outreach priorities and state and federal MSUE commitments
- Facilitate the development and implementation of public relations and marketing plans for county units and the region that promote MSU Extension programs that convey their value to the public and policymakers
- Represent MSU and its outreach mission with a variety of constituencies, agencies and organizations located in the district
- Link and collaborate, through MSU's outreach network, with other MSU and non-MSU educational resources in the region to facilitate connections between local and regional constituencies and the University's expertise
- Work with all units in the District to carry out MSU Extension's policies regarding Civil Rights, equal opportunity, affirmative action and diversity/pluralism
- Provide support for recruitment, selection and employment of staff housed in the District
- Encourage, assist and support the development of requests for special funding, contracts and grants, and develop proposals that enhance Extension and outreach programs within the District
- Provide leadership and oversight for the staff, programs, and facilities at the Tollgate Education Center located in Novi, Michigan

July 2005 to June 2010 – Regional Director MSU Extension, Southeast Region, Novi, Michigan

Significant Responsibilities:

- Provide leadership for the administrative responsibilities of the MSU Extension Southeast Region system, including around 325-350 county, area and regional staff members, with a primary focus on the County Extension Directors (CEDs) and specialized regional educators and staff
- Develop and maintain relationships with local units of government and local, state and federal political leadership to ensure governmental funding for MSU Extension and convey public value of MSU Extension work
- Work with CEDs and other regional off-campus staff in developing, measuring and implementing short-term and long-range program planning that reflects county and regional needs, MSU outreach priorities and state and federal MSUE commitments
- Facilitate the development and implementation of public relations and marketing plans for county units and the region that promote MSU Extension and Outreach programs that convey their value to the public and policymakers
- Link and collaborate, through MSU's outreach network, with other MSU and non-MSU educational resources in the region to facilitate connections between local and regional constituencies and the University's expertise
- Work with all units in the region to carry out MSU Extension's policies regarding Civil Rights, equal opportunity, affirmative action and diversity/pluralism
- Provide leadership in the region for recruitment, selection and employment of staff
- Provide leadership for the orientation process and support the staff development of CEDs and Extension Educators in the region
- Provide leadership, in collaboration with CEDs, for the development of program coverage and staffing plans in the region
- Manage the region's personnel, district educator, and special project budgets totaling approximately \$3.5 million
- Encourage, assist and support the development of requests for special funding, contracts and grants, and develop proposals that enhance Extension and outreach programs generally totaling between \$500,000 to several million dollars
- Provide leadership and oversight for the staff, programs, and facilities at the Tollgate Education Center located in Novi, Michigan

July 2004 to June 2005– Interim Regional Director MSU Extension, East Central Region, Midland, MI

Significant Responsibilities:

- Performed the role of Regional Director for the thirteen county area East Central Region as described above
- In addition, worked with campus-based administration and field staff to dissolve regional administrative unit, situate displaced regional staff, and assist with the realignment of the thirteen counties and the fiscal resources attached to them into three other regional units

July 2000 to July 2004 – County Extension Director MSU Extension, Saginaw County, Saginaw, Michigan

Significant Responsibilities:

- Provided leadership for the programming efforts of Saginaw County MSU Extension staff, that ranged in size from 21 to as high as 46, to address community issues and serve citizens throughout the county
- Developed and managed county budget totaling \$3.1 million of MSU Extension state and federal funding, county funding and numerous grants and contracts
- Represented Saginaw County MSU Extension in the community and networked with a wide variety of community groups
- Identified needs and issues within Saginaw County that could be addressed through Extension educational programming in collaboration with the Saginaw County MSU Extension team, the Saginaw County Extension Council, and other counties in the East Central Region
- Hired, supervised and evaluated staff for peak performance
- Developed positive work environment that emphasized a team approach
- Participated as an active member of the East Central Region CED team, providing leadership for a number of regional initiatives
- Planned, organized, implemented and evaluated urban Family & Consumer Sciences programs, Community & Economic Development and 4-H Youth Development that were relevant to the needs and interests of Saginaw County citizens
- Actively involved in statewide MSU/MSUE Urban Collaborators team

January 1994 to August 2000 – County Extension Director MSU Extension, Branch County, Coldwater, MI
Significant Responsibilities:

- Performed the role of County Extension Director as described above, managing a staff team that started with 9 members and grew to 21 with a county budget, including numerous grants and contracts, of approximately \$400,000
- Planned, organized, implemented and evaluated Family & Consumer Sciences, 4-H Youth Development and Community & Economic Development programs that were relevant to the needs and interests of Branch County citizens

January 1992 to August 1992 – Acting County Ext Director MSU Ext, St. Clair County, Port Huron, MI
Significant Responsibilities:

- Performed the role of County Extension Director as described above
- Planned, organized, implemented and evaluated 4-H Youth Development and Community & Economic Development programs that were relevant to the needs and interests of St. Clair County citizens

November 1987 to December 1991 and August 1992 to December 1993 – Ext 4-H Youth Agent Michigan State University Extension, St. Clair County, Port Huron, Michigan

Significant Responsibilities:

- Planned, organized, implemented and evaluated 4-H Youth Development programs that were relevant to the needs and interests of St. Clair County citizens

Written Materials and Presentations

Journal Articles

Fox, J., Ruemenapp, M. A., Proden, P. and Gaolach, B. (2017) A national framework for urban Extension. *Journal of Extension*, 55 (5) 5FEA2.

Ruemenapp, M.A. (2017). America's Changing Urban Landscape: Positioning Extension for Success. *Journal of Human Science and Extension*, 5 (2) 6-21.

National Extension Committee on Organization and Policy White Paper

De Ciantis, D., Fox, J., Gaolach, B., M., Jacobsen, Obropta, C., Proden, P., Ruemenapp, J., Squires, J., Vavrina, C., Wagoner, S., Willis, M.J., and Young, J. (2015). *A national framework for urban Extension*. Extension Council on Operations and Policy, APLU, Washington, D.C.

MSU Extension Publications

Bethel, M. and Ruemenapp, M. (2016). Strengthening Michigan's *economy: MSUE/ABR issue identification process – Facilitators' training packet*. Training materials to conduct district level input gathering sessions for district council members, Michigan State University, East Lansing, MI.

Bethel, M. and Ruemenapp, M. (2016). *Strengthening Michigan's economy: MSUE/ABR issue identification process – District Coordinators' training packet*. Training materials to conduct district level input gathering sessions for district coordinators, Michigan State University, East Lansing, MI.

Rodgers, M. and Ruemenapp, M. (2009). *Objective writing is as simple as ABCD*. MSUE staff training two-page fact sheet, Michigan State University, East Lansing, MI.

Bethel, M., Ruemenapp, M., Probyn, L. and Honke, M. (2007). *Strengthening Michigan's economy: Roles for MSUE and MAES - Final Report*. Michigan State University, East Lansing, MI.

Moore, B., Bethel, M. and Ruemenapp, M. (2006). Strengthening Michigan's *economy: Roles for MSUE and MAES – County packet* for CED's. Training packet and materials to conduct county level input gathering sessions for county Extension directors, Michigan State University, East Lansing, MI.

Moore, E., Ruemenapp, M., Vandenberg, L., Bush, E., Hartough, J., Robb, B., Robb, M., Wandell, H. and Zoia, B. (2005). *Developing community leadership: A guide for MSU Extension*. Curriculum notebook, Michigan State University, East Lansing, MI.

Presentations

Ruemenapp, M. A. and Ivan D. (October 2017). *Strategies for effectively working in cities and metropolitan regions*. Presentation at MSUE Fall Extension Conference, Detroit, MI

Kotval, Z. and Ruemenapp, M. A. (October 2017). *Urban Collaborators: Promoting healthy and sustainable communities through applied, practical and neighborhood-based solutions*. Presentation at MSUE Fall Extension Conference, Detroit, MI

Ruemenapp, M. A. and Shane, M. (October 2017). *Preparing your STEP II portfolio*. Presentation at MSUE Fall Extension Conference, Detroit, MI

Ruemenapp, M.A. (August, September and October 2017). *Email time management tips*. Eight webinars for MSU Extension staff, Novi, MI.

Eschbach, C., Ruemenapp, M.A., Bates, R., Pizana, D., Shane, M. and Flores, R. (September 2017). *Preparing a successful STEP II Portfolio*. Two webinars for MSU Extension staff, Michigan State University, East Lansing, MI.

Ruemenapp, M. A. (May 2017). *National urban Extension initiative: An update from the National Urban Extension Leaders*. Presentation at National Urban Extension Conference, Bloomington, MN.

Proden, P., Ruemenapp, M.A., Obropta, C., Williams, K. and Tuggle, A. (May 2017). *America's changing urban landscape: Opportunities for Extension*. Presentation at National Urban Extension Conference, Bloomington, MN.

Ruemenapp, M.A and Proden, P. (May 2017). *Visioning the future*. Presentation at National Urban Extension Conference, Bloomington, MN.

Ruemenapp, M.A. and Gaolach, B. (2017, February). *National Urban Extension Leaders*. Poster presentation at the Joint Council of Extension Professionals Conference, Orlando, FL.

Ruemenapp, M.A. (2016, October). *Digging out from under the mountain of email with Outlook*. Presentation for MSUE Fall Extension Conference, Michigan State University, East Lansing, MI.

Ruemenapp, M.A., Shane, M. and Nichols, J. (October 2016). *MSU Extension STEP process: Planning for promotions throughout your career*. Presentation for MSUE Fall Extension Conference, Michigan State University, East Lansing, MI.

Ruemenapp, M.A., Eschbach, C., Chapin, J., Pizana, D., Shane, M. and Flores, R. (September 2016). *Preparing a successful STEP II Portfolio*. Webinar for MSU Extension staff, East Lansing, MI.

Proden, P. and Ruemenapp, M.A. (April 2016). *National Urban Extension Leaders – NUEL 101*. National webinar for Western Center for Metropolitan Extension and Research, Seattle, WA.

Ruemenapp, M.A. (2016, October). *Digging out from under the mountain of email with Outlook*. Presentation for MSUE Fall Extension Conference, Michigan State University, East Lansing, MI.

Ruemenapp, M.A., Shane, M. and Nichols, J. (2016, October). *MSU Extension STEP process: Planning for promotions throughout your career*. Presentation for MSUE Fall Extension Conference, Michigan State University, East Lansing, MI.

Ruemenapp, M.A., Eschbach, C., Chapin, J., Pizana, D., Shane, M. and Flores, R. (2016, September). *Preparing a successful STEP II Portfolio*. Webinar for MSU Extension staff, East Lansing, MI.

Proden, P. and Ruemenapp, M.A. (2016, April). *National Urban Extension Leaders – NUEL 101*. National webinar for Western Center for Metropolitan Extension and Research, Seattle, WA.

- Gaolach, B. and Ruemenapp, M. (2015, November). *Metropolitan Extension best practices: Existing literature and using EndNote*. National webinar for Western Center for Metropolitan Extension and Research national, Seattle, WA.
- Ruemenapp, M. (2015, October). *Needs Assessment – Using data*. Presentation for MSUE Fall Extension Conference, Michigan State University, East Lansing, MI.
- Ruemenapp, M., Eschbach, C., Chapin, J., Pizana, D., Shane, M. and Flores, R. (2015, October). *Preparing a successful STEP II portfolio*. Webinar for MSU Extension staff, E. Lansing, MI.
- Fox, J., Ruemenapp, M., and Gaolach, B. (2015, May). *Leadership in the city – Building urban Extension capacity and competencies*. Presentation at National Urban Extension Conference, Atlanta, GA.
- Ruemenapp, M. (2014, November). *Needs Assessment with a future focus*, Presentation for MSUE Fall Extension Conference, October 2014, Michigan State University, East Lansing, MI.
- Ruemenapp, M. (2014, August). *The Detroit experience*. Presentation for Southern Region Program Leaders Network meeting Urban Pre-Conference, Fort Worth, Texas.
- Ruemenapp, M. (2013, December). *Civil rights training-program planning & outreach: Reaching diverse audiences*. PowerPoint presentation for District 11 MSU Ext staff at quarterly staff meeting, Novi, MI.
- Ruemenapp, M. (2013, April). *Effectively communicating with elected officials*. PowerPoint presentation for Oakland County and Macomb County MSU Extension Leadership Council at quarterly Extension Leadership Council meeting, Novi & Clinton Township, MI.
- Ruemenapp, M. and Weller, T. (2009, November) *Grants, contracts and gifts*. Webinar for Charting Our Course to Success County Extension Director distance education-training series, East Lansing, MI.
- Brahee, D., Ruemenapp, M., Bell, R., Chastain, A., Isleib, J. and Martin, J. (2009). *Positive evaluation strategies that last*. Part of panel, MSUE Fall Extension Conference, October 2009, Michigan State University, East Lansing, MI.
- Rodgers, M., Ruemenapp, M. and Haas, B. (2009, September). *Writing effective EIS educational plans*. PowerPoint and training materials for MSUE New Staff Onboarding, Michigan State University, East Lansing, MI.
- Bethel, M., Cudney, P. and Ruemenapp, M. (2009). *Transformational education*. PowerPoint and training materials for MSUE New Staff Onboarding, presented September 2009, Mt. Pleasant, MI.
- Rodgers, M., Ruemenapp, M. and Haas, B. (2009). *Writing effective EIS educational plans*. PowerPoint and training materials used at staff training in July 2009, Detroit, MI; August 2009, Lapeer, MI; and October 2009, Saginaw, MI.
- Ruemenapp, M. (2008). *Logic Model – Conducting needs assessments*. Presentation for MSUE New Staff Onboarding, presented September 2008 and May 2009, Michigan State University, East Lansing, MI.
- Ruemenapp, M. (2006, October). *Strengthening Michigan's Economy: Roles for MSUE and MAES – State and Regional Results*. Presentation to Southeast Region Extension educators and county Extension directors at regional meeting, Flint, MI. (Template of PowerPoint was shared with and used by regional directors at their regional feedback session.)
- Booth, C. and Ruemenapp, M. (2006, October). *Getting Ready for Your Portfolio/ Continuing Employment Review*. Concurrent session at the MSU Extension annual staff conference, Grand Rapids, MI.

Bethel, M. and Ruemenapp, M. (2005, November). Strengthening Michigan's Economy: Roles for MSUE and MAES – *Outline of County Input Gathering Process*. Presentation at the Regional Directors meeting, St. Ignace, MI.

Ruemenapp, M., Moore, B., Vandenberg, L., Bush, E., Hartough, J., and Zoia, B. (2005, October). *Developing Community Leadership: A Guide for MSUE*. Concurrent session at the MSU Extension annual staff conference, E. Lansing, MI.

Moore, E., Ruemenapp, M., Vandenberg, L., Bush, E., Hartough, J., Robb, B., Robb, M., Wandell, H. and Zoia, B. (2005, March). *Developing Community Leadership: A Guide for MSUE*. One-day workshop for MSU Extension staff and their community partners, Mt. Pleasant, MI.

Grants and Resources

Grants, contracts and other resources provided leadership or assistance in acquired:

Funder	Title/Project	Candidates Role & Collaborators	Award	Year
Wayne County & U.S. Department of Justice	Wayne County 4-H Mentoring	Support to K. Boyd, & K. Hale	\$180,000	2010
Ohio State University & Mich. Veg. Council	Vegetable Ext. Educator Position	Support Role to B. Reau, D. Pavuk	\$30,000	2010
Wayne County	Wayne County 4-H Mentoring	Support to R. Wooten, K. Boyd & K. Hale	\$400,000	2010
Wayne County & U.S. Department of Justice	Wayne County 4-H Mentoring	Support to R. Wooten, K. Boyd & K. Hale	\$400,000	2009
Early Childhood Investment Corp.	Eastern Great Start Child Care & Early Learning Reg. Res.Center	Support to D. East	\$1,198,335	2009
Wayne County	Wayne County 4-H Mentoring	Support to K. Hale, K. Boyd & R. Wooten	\$98,193	2009
Early Childhood Investment Corp.	Eastern Great Start Child Care & Early Learning Regional Resource Center Planning Grant	Support to D. East	\$28,000	2009
Community Foundation of Southeast Michigan	Wayne County 4-H Mentoring	Support to K. Hale & K. Boyd	\$48,000	2009
Americana Foundation	4-H Gardens & Youth Farm Stand	Support to K. Hale & B. Terry	\$25,000	2009
Ruth Mott Foundation	Urban Ag & Local Food Systems Coordinator	Support to T. McLean & C. Newkirk	\$39,245	2009
Michigan Dept. Natural Resources	Nat. Res. Urban Outreach & Research Coord. for SE MI	Support to K. Hale & R. Wooten	\$256,498	2009
Corn Marketing Prg.	TARE Wheat Project-Year II	Support Role to M. Nagelkirk	\$9,728	2009
Corn Marketing Prg.	TARE Operating Funds	Support Role to D. Pratt	\$16,266	2009
Corn Marketing Prg.	TARE Capital Improvements	Support Role to D. Pratt	\$72,335	2009

Corn Marketing Prg.	TARE Wheat Project-Year I	Support Role to M. Nagelkirk	\$6,490	2009
Ohio State University & Mich. Veg. Council	Vegetable Ext. Educator Position	Lead Role; others involved B. Reau, S. Lovejoy, L. Olsen	\$30,000	2009
Wells Fargo	Housing Counseling Prgs. in Macomb & Washtenaw	Support to K. Hale & MSUE	\$10,000	2008
United Way of Southeast Michigan	Strengthening Financial Literacy	Co-Lead w/M. Rudzinski, T. Gibb, A. Lilla with involvement from many other staff in Wayne, Oakland & Macomb	\$70,000	2008
University of Michigan	Great Lakes COSEE	Support Role to S. Stewart	\$65,374	2007
Wayne County & U.S. Department of Justice	Youth Mentoring	Co-Lead w/R. Wooten & K. Boyd	\$226,807	2007
Michigan Dept. Natural Resources	Nat. Res. Urban Outreach & Research Coord. for SE MI	Co-Lead w/R. Wooten	\$212,500	2006
Wayne County & U.S. Department of Justice	Youth Mentoring	Co-Lead w/R. Wooten & J. Chapin; Others involved C. Booth, S. Smith, C. Taylor	\$656,117	2005
Sugarbeet Adv. Com.	Sugarbeet Adv. Proj.	Co-Lead w/S. Poindexter	\$120,000	2004
Mich. 4-H Foundation & Dow Chemical	REACT	Lead Role for Saginaw Co.	\$15,000	2004
MSU Land Policy Prg.	Urban Land Use & Land Banking in Saginaw Co.	Lead Role	\$20,000	2004
Saginaw Co.	Urban Land Use & Land Banking in Saginaw Co.	Lead Role	\$11,500	2004
Sugarbeet Adv. Com.	Sugarbeet Adv. Project	Co-Lead w/S. Poindexter	\$120,000	2003
Michigan Dept. Ed.	ASAP-PIE	Co-Lead w/R. Miller	\$834,832	2003
U.S. Dept. Ag.	Family Nutrition Program	Co-Lead w/H. Tired	\$155,000	2003
Vision 2020	Development of SSBiN	Lead Role	\$30,000	2003
Sugarbeet Adv. Com.	Sugarbeet Adv. Proj.	Co-Lead w/S. Poindexter	\$80,000	2002
Michigan Dept. Ed.	ASAP-PIE	Co-Lead w/R. Miller	\$1,111,750	2002
Sugarbeet Adv. Com.	Sugarbeet Adv. Proj.	Co-Lead w/S. Poindexter	\$80,000	2001
Michigan Dept. Ed.	ASAP-PIE	Co-Lead w/R. Miller	\$967,000	2001

Significant Awards

Epsilon Sigma Phi, Michigan Alpha Psi Chapter, Distinguished Service Award (2018)

Epsilon Sigma Phi, National Chapter, North Central Region Team Award (2010)

Epsilon Sigma Phi, Michigan Alpha Psi Chapter, State Team Award (2009)

Epsilon Sigma Phi, Michigan Alpha Psi Chapter, State Team Award (2005)

National Association of Extension 4-H Youth Agents, Distinguished Service Award (1998)

Michigan Association of Extension 4-H Youth Staff, Distinguished Service Award (1994)

Professional Affiliations

National Urban Extension Leaders, Extension Committee on Organization and Policy Committee – 2013 to Present
Leadership Roles: Vice Chair & Action Team Liaison

Epsilon Sigma Phi, Michigan Alpha Psi Chapter – 1995 to Present

MSU Extension Community & Natural Resource Development Association – 2001 to 2008

National Association of Community Development Extension Professionals – 2004 to 2008
Leadership Roles: 2005 National Conference Planning Committee

Michigan Association of Extension 4-H Youth Staff – 1987 to 2001
Leadership Roles: Past President, President, President-Elect, Vice President,
Southeast Regional Director, & Southeast Regional Director-Elect

National Association of Extension 4-H Youth Agents – 1987 to 2001
Leadership Roles: 1996 National Conference Planning Committee and Chair, 1996 National Conference
Speakers Committee

Michigan Council of Extension Associations – 1993 to 1996
Leadership Roles: Past President, President & Vice President