

Dr. Dan R. Ebener

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SUMMARY

Demonstrated ability to lead teams and organizations; to teach organizational leadership; to teach in community, classroom, corporate or church settings; conduct strategic planning; facilitate public meetings; deliver training seminars on leadership; do public speaking; write for publication; conduct leadership training in international settings; train for community organizing; lead and manage social programs; supervise staff, manage budgets and raise funds; recruit, motivate and train volunteers; and lead and serve on community boards and church commissions.

EDUCATION

2007 DBA (Doctorate of Business Administration). St. Ambrose University. Doctoral dissertation: "The servant parish: A case study of servant leadership and organizational citizenship behaviors in high-performing Catholic parishes"
1999 MSW (Master of Social Work), St. Ambrose University.
1995 MBA (Master of Business Administration), St. Ambrose University.
1978 MA (Master of Education), St. Mary's College, Winona, MN.
1975 BA (Social Work), Augustana College, Rock Island, IL.
1971-72 Seminarian, St. Ambrose College, Davenport, IA.

SERVICE AS TEACHING

College of Business, St. Ambrose University, Davenport, Iowa.
Full Professor in Department of Leadership, teaching primarily in Master of Organizational Leadership (MOL), including courses in strategic planning, leadership theory, conflict resolution, dialogical leadership, not-for-profit management, servant leadership, leading change, international leadership and team-building. Also teaching an undergraduate course in leadership. August 2006 to the present.

Zagreb School of Economics and Management (ZSEM), Croatia.
Adjunct Professor for international courses in leadership through ZSEM, Croatia, May 2009 to the present. Teach annual, weeklong course including 8-15 St. Ambrose students each year and 40-60 European or Croatian MBA students, 2009 - present. Taught day-long leadership seminars for Mate Publishing in Croatia, Bosnia and Serbia, May 2009-11; and taught leadership seminars in Zagreb in 2012, 2013, 2015, 2016 and 2017.

Technical University of Kaiserslautern, Germany.

Taught 4-week course in leadership for Technical University of Kaiserslautern, Germany, June 2013 and June 2015; and weeklong team-building course in June 2015.

SAU Master of Organizational Leadership (MOL).

Taught courses as adjunct professor for MOL at St. Ambrose University, in strategic planning (2000 - 06), servant leadership (2005 - 06), conflict resolution (2002 - 06), diversity (2003) and leadership theory (2003 - 06).

SAU Master of Business Administration (MBA).

Taught courses as adjunct professor for MBA at St. Ambrose University, in not-for-profit management, business ethics and human resources management, 2000 - 06.

SAU Master of Social Work (MSW).

Taught as adjunct professor for MSW at St. Ambrose University, a course in social policy (2001).

SAU College of Professional Studies

Taught as adjunct professor for College of Professional Studies at St. Ambrose University, a Philosophy of Peace and Justice course, 1995 to 2006.

SAU Undergraduate

Taught undergraduate courses as adjunct for St. Ambrose University, in human resources, conflict resolution, business ethics, social change, and leadership, 1999 to 2006.

WORK EXPERIENCE

St. Ambrose University, Davenport, Iowa. Tenured, Full Professor, August 2006 - present.

Diocese of Davenport. Quarter-time Director of Planning, August 2006 - present.

Diocese of Davenport. Director of Social Action and Catholic Charities, October 1986 - October 2006. Developed leadership in 84 parishes in 22 counties of southeast Iowa; organize social service and social justice ministries; supervised diocesan programs in immigration, refugee resettlement, multi-cultural ministry, SHARE Iowa, and disaster relief; trained parish leaders in planning; served on bishop's management team; speaking on a regular basis; supervised several staff, many volunteers and a few interns.

EARLY WORK EXPERIENCE

New Covenant Justice and Peace Center, Omaha, Nebraska - Director.

Led a regional Justice and Peace Center funded by seven Catholic religious communities; supervised nine staff, many volunteers and interns; fundraised for operating budget; managed business affairs; public speaking; leadership training; writing for publication. (August 1983 - October 1986).

Fellowship of Reconciliation, Nyack, New York – Program Director for national office of international religious peace organization. (October 1979 - October 1983).

Catholic Charities, Archdiocese of Dubuque, Iowa – Diocesan Parish Social Ministry Coordinator. (October 1976 - October 1979).

Bethany Home, Moline, IL. – Counselor. (March 1974 - October 1976).

Arrowhead Ranch, Coal Valley, IL. – Counselor. (November 1972 - March 1974).

COMMUNITY LEADERSHIP

Serve as President of board of directors, Café on Vine, community kitchen in Davenport, IA, 2014 - present.

Serve as Coordinator of Mottet Leadership Institute steering committee, launching a new training institute for community leaders, starting in September 2017.

Provide leadership training for priests, deacons and lay people, Diocese of Davenport, 2006 - present.

Served as board member for Dreams In Deed International, 2014-17; Vice President of board, 2016-17.

Facilitate strategic planning, more than 165 organizations, 1986 - present.

Facilitate strategic planning, chancery of the Diocese of Davenport, 2009 - present.

Co-coordinate implementation of parish planning, Diocese of Davenport, 2011 - present.

Acted as part-time director of stewardship, Diocese of Davenport, training parish leaders for stewardship and assisting parishes, 2004 - 2018.

Facilitated series of eight focus groups on poverty for United Way of the Quad Cities, 2014.

Facilitated series of planning meetings for Iowa City parishes to negotiate funding for Regina School, 2013-14.

Co-coordinated three-year, parish planning process for eighty parishes of Diocese of Davenport, 2009-11.

Led visioning process with Bishop Martin Amos for the Diocese of Davenport, 2007-09.

Catholic Charities Director, Diocese of Davenport, 1986 - 2006.

Social Action Director, Diocese of Davenport, 1986 - 2006.

Diocesan director, Catholic Relief Services, promoting international relief and global solidarity, and issuing local grants to provide assistance to the poor, 1996 - 2006.

Executive director and co-founder, **SHARE Iowa**, delivering a food package to over 6,000 Iowa and Nebraska families each month, 1992 - 2006.

Board President, Camp Shalom, 2001-04.

Co-chair, Camp Shalom capital fund drive, raising \$525,000, 2002-03.

Organizer, Interfaith Prayer Vigil, Davenport, with 800 people attending, Sept. 10, 2002.

Co-founder and co-leader, Common Ground, including hundreds of hours of dialogue and featured in stories in **Wall Street Journal**, **Harpers** and **ABC** national news, 1995 - 2003.

Founder and coordinator, Iowa Institute for Social Action, organizing an annual statewide training for hundreds of parish social action leaders, 1992 - 2006.

Chair, Iowa Catholic Conference (ICC) Social Concerns Committee, including lobbying on behalf of Iowa bishops and presenting to them semi-annually, 1988 - 2006.

Diocesan director, St. Vincent Home Corporation, making charitable grants to programs serving children and families in southeast Iowa, 1986 - 2006.

Coordinator, **Pacem in Terris** Peace and Freedom Award, which has been presented by the Bishop of Davenport to 40 recipients, including six Nobel Peace Prize laureates; Bishop Desmond Tutu; Mairead Corrigan Maguire; Lech Walesa; and Adolfo Perez Esquivel, 1986 - 2006.

Grant writer, raising \$2.4 million for flood relief, 1993 - 96; raising \$11,000 per year from United Way, 2002 - present; raising \$15,000 from Migration and Refugee Services; raising many other grants for Immigration Program, 1986 - 2006.

Produced video and designed plan for 18 parish workshops on diversity, 2004-05.

Chair, United Way Community Assessment Committee, 2001 - 02.

Coach, Dad's Club Soccer and Softball, 1987 - 2000.

M.C., Martin Luther King Celebration, with 1000 people attending, 1992.

Chair, Domestic Violence Shelter Campaign, raising \$393,000, 1992.

SERVICE TO ST. AMBROSE UNIVERSITY

Member, College of Business International Committee, 2013 - present.
Member, COB Faculty Development Strategic Planning Group, 2017 - present.
Faculty Representative, Destination: Leadership conference, 2011 - present.
Faculty Representative, National Society for Leadership Success, 2014 - present.
Member, Faculty Center for Teaching Excellence Committee, 2015-17.
Member, Faculty Grievance Committee, 2014-17.
Member, Higher Learning Commission Mission Committee, 2014-17.
Member, Graduate Council, 2009-15.

Under the auspices of the Center for Teaching Excellence, led series of five sessions of a faculty book study on *Humble Inquiry* and *Leading with Questions*, January - April 2017.

Led another series of five sessions for a CTE faculty book study on *Humble Inquiry* and *Leading with Questions*, September - December 2017.

Leading another series of four sessions for a CTE faculty study group on *Emotional Intelligence* and *The Emotional Life of Your Brain*, February - May 2018.

With political science department, facilitated series of three focus groups on Iowa caucuses, Political Science Department, St. Ambrose University, 2015-16.

PUBLICATIONS

Books

Parish Leadership: How to Lead in a Catholic Parish (to be published in 2018). Under contract with Paulist Press and Villanova University to write this book as part of a series on church management and leadership.

Strategic Planning: An Interactive Process for Leaders (2015). Co-Authored with Frederick L. Smith. Paulist Press.

Blessings for Leaders: Leadership Wisdom from the Beatitudes (2012). Liturgical Press.

Servant Leadership Models for Your Parish (2010). Paulist Press.

Other Published Works

Co-wrote "Volunteerism as a Contributor to Life Quality: A Case Study of the Island of Vis", with Rino Medic and Dora Medic, for Mediterranean Island Conference, April 2017.

Wrote chapter, with Frederick L. Smith, "Strategic Leadership: A Case Study in Stakeholder Interaction", in *Entrepreneurial Economics: Selected Topics for*

Contemporary Entrepreneurs, pp. 238-248, published by the University of Zagreb, Croatia, June 2016.

Published series of three articles on Croatia and one article on Honduras, *The Catholic Messenger*, 2014.

Published article in *Catechetical Today* about leadership, June 2013.

Published article in *Sojourners* magazine on servant leadership, February 2011.

Published article in *PRIEST* magazine about servant leadership and stewardship, February 2011.

Published article in *Nonprofit Management and Leadership*, Spring 2010.

Published 8 articles on “Parish Life and Servant Leadership”, *The Catholic Messenger*, Spring 2008.

Published “Parish Life and Servant Leadership”, *CHURCH Magazine*, National Pastoral Life Center, September 2008.

Presented paper on servant leadership, Midwest Academy of Management, Chicago, IL, March 2005.

Staff author, 14 statements of the Iowa bishops through the Iowa Catholic Conference, 1990 - 2006.

Guest editor, Fellowship magazine, special issue addressing farm crisis, 1986.

Editor, *Peacemaking in Your Community: A Handbook for Local Organizers*, 1984.

Op-ed articles published regularly in several newspapers, 1980 - present.

INTERNATIONAL TRAVEL / TEACHING / MISSION TRIPS / PEACE AND JUSTICE DELEGATIONS

Summary: Have traveled to 68 countries, many on mission trips or teaching leadership.

2017-18. Croatia. Taught undergraduate leadership course over Winterim.

2017. Croatia, Bosnia, Hungary, Romania, Serbia.

2016. Croatia, Bosnia, Macedonia, Kosovo, Albania, Montenegro.

2009-16. Croatia. Teaching leadership seminars and courses.

2013-14. Bosnia (Mostar and Medjugorje). Mission.

2013 & 2015. Germany. Teaching.

2009 & 2007. Mexico. Mission and Teaching.

2009 Croatia, Bosnia, Serbia. Teaching.

2009 Austria. Mission.
 2009 Israel and Palestine. Mission.
 2008 Argentina, Mexico. Mission and Teaching.
 2005 Catholic Relief Services. Mission Group Leader. Madagascar.
 2003 Catholic Relief Services. Mission. Benin, Africa.
 2001 Catholic Relief Services. Mission Leader. Guatemala.
 1990 Fellowship of Reconciliation. Peace Mission. Soviet Union.
 1986 Fellowship of Reconciliation. Mission Leader. El Salvador and Nicaragua.
 1983 Witness for Peace. Founding delegation. Peace Mission. Nicaragua.
 1980 International Fellowship of Reconciliation speaking tour. 20 countries in Europe.

SERVICE TO THE COMMUNITY

Leadership Seminars (Summary)

Teach leadership seminars across the USA for a variety of community, church and corporate groups and conferences. Includes the following cities over the past five years: Albany (NY), Baltimore (MD), Binghamton (NY), Boston (MA), Brownsville (TX), Cedar Rapids (IA), Chicago (IL), Columbia (MO), Dallas (TX), Denver (CO), Des Moines (IA), Dubuque (IA), Fort Dodge (IA), Green Bay (WI), Indianapolis (IN), Iowa City (IA), Jacksonville (FL), Jefferson City (MO), Kansas City (MO), Los Angeles (CA), Maquoketa (IA), Mesa (AZ), Middleburg (FL), Mobile (AL), New Orleans (LA), Omaha (NE), Orlando (FL), Peoria (IL), Phoenix (AZ), Rockford (IL), San Diego (CA), San Antonio (TX), Scottsdale (AZ), Scranton (PA), Syracuse (NY), Utica (NY), West Chicago (IL), Wichita (KS), Wilmington (DE), Winona (MN), and many local groups (Quad Cities) (see complete list at end of this CV), 2006 - present.

Provide leadership seminars for businesses offered through the SAU Professional Development Center. Companies include: Bettendorf Chamber of Commerce, Bush Construction, City of Davenport, HNI / Allsteel, Modern Woodmen, Rock Island Arsenal, Royal Neighbors, and Quad City Chamber of Commerce, 2001 - present.

Keynote speaker and workshop presenter at numerous conferences, including the International Leadership Association (three times), International Catholic Stewardship Conference (ten times), Toastmasters (three times), Conference on Pastoral Planning and Council Development (twice), Leadership in Manufacturing (five times), and many others (see complete list at end of this CV), 2006 - present.

Taught, twice with Randy Richards, an annual, two-day leadership seminar for the Cedar Rapids Economic Alliance (Chamber of Commerce), 2013-17.

Organize, lead and make regular presentations about stewardship, strategic planning, church teaching and leadership topics for parishes and other church groups, 1986 - present.

Organize and lead training seminars and parish retreats on parish planning and church leadership for parish councils, finance councils and boards of education, 1988 - present.

Teach a series of leadership seminars for ordained priests in the Diocese of Davenport, 2008 - present.

Taught leadership training for all priests in the Diocese of Saint Augustine (FL), 2012.
Teach leadership for the diaconate training program, Diocese of Davenport, 2008 - present.

Teach a team-building course (during winter break) for Palmer College of Chiropractic, 2007 - present.

Created, coordinated and led the St. Ambrose Stewardship Institute using on-line resources, Black Board, one-on-one coaching and face-to-face methods, 2005-12.

Created, coordinated and led the Servant Leadership Institute using on-line resources, Black Board, one-on-one coaching and face-to-face methods, 2008-12.

Taught and trained thousands of local leaders in social action, community organizing, social justice and / or peacemaking, 1979-06.

Leadership Retreats (Summary)

Have presented leadership retreats for religious organizations, health care organizations or retreat centers, including Marywood (St. Augustine, FL), OSF Health Systems (Peoria, IL and Rockford, IL), Our Lady of the Prairie (Clinton County, IA), Prairewood Retreat Center (Hiawatha, IA), Pro-Sanctity Center (Elkhorn, NE), St. Benet House (Rock Island, IL), several parishes, fifteen dioceses and others.

PROFESSIONAL MEMBERSHIPS

International Leadership Association

Greenleaf Center for Servant Leadership

Conference on Pastoral Planning and Council Development

Midwest Regional Conference on Pastoral Planners

National Leadership Roundtable for Church Management

International Catholic Stewardship Conference

Nonprofit Management and Leadership journal reviewer

LEADERSHIP CONSULTATION AND STRATEGIC PLANNING

Operate business called Quad City Leadership Consulting, 2005 - present. Provide consulting, especially for public and not-for-profit groups, on leadership, strategic planning, team-building, fundraising, community organizing and board development.

Led strategic planning process for about 165 organizations, including these not-for-profit or public organizations: Academy of Neurologic Physical Therapy, Alternatives for the Older Adult, Arc of Rock Island, Archdiocese of Dubuque, Arrowhead Ranch, Benedictine Community of St. Bede, Benet House, Bethany for Children and Families, Bi-State Literacy Council, Black Hawk College, Black Hawk College Foundation, Boy Scouts, Braking Traffik, Café on Vine, Catherine McCauley Center, Catholic Charities, Catholic Service Board, Center for Alcohol and Drug Services (CADS), Child Abuse Council, Christian Care Center, Churches United, City of Davenport, Community Care Inc., Community Corrections Improvement Association, Community Health Free Clinic, Community Mediation Center, Community Mental Health Initiative, Conference on Pastoral Planning and Council Development, Credit Island Task Force, Crossroads, Davenport Fire Department, Davenport Parks and Recreation Dept., Davenport Levee Commission, Department of Corrections Seventh Judicial District, Diocese of Brownsville, Diocese of Davenport, Diocese of Davenport Catholic Schools, Divine Mercy Parish, Early Childhood of Iowa, Ecumenical Housing Development Group, Family Resources Inc., Fejervary Park Task Force, Friends of Vander Veer Park, Garden Growers, Girl Scouts, Hand in Hand Child Care Center, Holy Family Church, International Catholic Stewardship Conference, Junior Theatre, Living Lands & Waters, Lourdes Catholic School, MEDIC EMS, Moline Parks and Recreation Dept., Nahant Marsh, NAMI Quad Cities, New Melleray Abbey, Northeastern Illinois Homeless Continuum, Notre Dame School of Burlington, Our Lady of Lourdes Parish, Palmer Research Clinic, People United for Neighborhood Churches, Pomerantz Career Center (University of Iowa), Positive Parenting at Trinity, Prairewood Retreat Center, Project NOW, Project Renewal, Quad Cities Food Hub, Quad City Construction Labor Management Council, Regional Workforce Investment Board, REM Iowa, Rock Island County Soil and Water Conservation District, Rock Island YWCA, Roosevelt Community Center, Scott County, Scott County EMS, Scott County Fire Chiefs, Scott County YMCA Child Care Center, Seventh Judicial District, Sisters of St. Francis of Clinton, St. Andrew's Lutheran Church of West Chicago, St. Bede Academy, St. Gregory's Church of San Diego, St. John and Paul of Burlington, St. Mary's of Grinnell, St. Thomas More of Coralville, Tanager Place, Tenco Industries, The Catholic Messenger, Trinity Cathedral, Trinity Lutheran Church of Long Beach, Two Rivers YMCA, United Way of East Central Iowa, Vera French Community Mental Health Center, Vera French Foundation, Young Life Heartland Region, about fifteen other Catholic churches, several Catholic schools and many other organizations, 1986 - present.

Led strategic planning process for for-profit businesses including Bush Construction, New Life Center, Port Byron State Bank, Rada Cutlery Company, REM Iowa, Ruhl Commercial, The Crawford Company and The Planning Center 2005 - present.

Organized and led process of identifying and stating core values for about 50 organizations, including many of those listed above, plus United Way of the Quad Cities, the Girl Scouts and Community Health Care, 2004 - present.

Provided leadership training for more than 100 organizations, including Agri-Business Insurance Services, Archdiocese of Baltimore, Archdiocese of Dubuque, Archdiocese of Los Angeles, Archdiocese of Omaha, Archdiocese of San Antonio, Bettendorf Chamber of Commerce, Bush Construction, Cedar Valley United Way (Waterloo), Cedar Rapids Economic Alliance, Cedar Valley Economic Alliance (Waterloo), Christ Episcopal Church (Cedar Rapids), Churches United (Quad Cities), Community Care Inc., Crawford Company, Diocese of Albany, Diocese of Brownfield, Diocese of Green Bay, Diocese of Saint Augustine, Diocese of Wilmington, Diocese of Winona, Directors of Volunteers in Agencies, Discovery Living, Family Resources, Geneseo Schools, Genesis Health Systems, Grace Engineered, HNI, Indiana INARE, Institute for Supply Management, International Catholic Stewardship Conference, Iowa Parks and Recreation, Kirkwood Community College, Kirkwood Hotel, KJWW Engineering, L'Arche Communities, Modern Woodmen, Molyneaux Insurance, OSF Health Systems, Our Lady of the Prairie Retreat Center, Prairewood Retreat Center, Project NOW, REM Iowa, Seton Hall University, Scott Community College, St. Mary's University of Winona, MN, St. Mary's Monastery of Rock Island, IL, The Mentor Network, Toastmasters, Trappist Caskets, Twin States Engineering, seventeen Catholic dioceses, twenty-six Catholic parishes, and many others (see chronological list at end of this CV), 2006 - present.

Facilitated process of creating Community Mental Health Initiative, involving Trinity Health System, Genesis Health System, Robert Young Mental Health, Vera French Mental Health, Community Health Care and NAMI Quad Cities, to develop a plan of action for addressing need for mental health services, 2013-15.

SERVICE ON BOARDS AND COUNCILS

Café on Vine, President, 2014 - present; Board Member, 1995 - present.

Mottet Leadership Institute, Coordinator, 2016 - present.

Dreams In Deed International, National Board Member, 2014 - 2017.

Bridges of Faith, interfaith dialogue member and group leader, 2001 - present.

United Way of the Quad Cities, Board Member, 2000 - 2006.

Roundtable (Social Action Directors), National Board Member, 1998 - 2000.

Scott County Department of Human Services, DeCat Planning Committee, 1998 - 2004.

St. Ambrose MSW Program, Advisory Board Member, 1997 - 2006.

Scott County Welfare Reform Coalition, Coordinator, 1996 - 2000.

Camp Shalom, Board President, 1999 - 01; Board Member, 1996 - 2005.

Quad Cities Contributors' Council, Member, 1993 - 2006.

World SHARE, National Board Member, 1992 - 2002.

Family Resources, Board Member, 1987 - 2002.

Quad City Advocates for the Homeless, Founder/ Coordinator, 1988 - 94.

Quad Cities Interfaith, Founding Board Member, 1986 - 90.

Witness for Peace (National), Founding Member, 1983 - 89.

John Lewis Coffee Shop, Founding Board Member and Chair, 1988 - 89.

National Council, Fellowship of Reconciliation (USA), 1984 - 88.

Nuclear Freeze Campaign, National Steering Committee, 1981 - 82.

AWARDS

Graduate Faculty Member of the Year, St. Ambrose University, 2016.

Yves Congar Award for Leadership Development, National Conference on Pastoral Planning and Council Development, April 2015.

“Letter Writer of the Year”, *Quad-City Times*, December 28, 2014.

Blessings for Leaders, named as Best Seller by Publisher, December 2014.

Blessings for Leaders, Any New Book Award, 2012.

Servant Leadership Models for your Parish, Catholic Press Award, 2011.

Social Justice Award, St. Ambrose University, 2004.

Spirit of Service Award, United Way of the Quad Cities, 2002.

Young Religious Leader Award, Davenport Jaycees, 1990.

RECENT LIST OF PRESENTATIONS

Teacher (five hours) leadership training for 15 newly ordained priests, Diocese of Davenport, February 2018.

Coaching (two hours), with two executives, Folience, Cedar Rapids, December 2017.

Teacher (four hours), corporate training on strategic planning, Kirkwood Training and Opportunity Services, Iowa City, IA, November 2017.

Presenter (8 hours), two four-hour sessions of staff training on emotional intelligence, Trappist Casket, Dubuque, Iowa, October and November 2017.

Presenter (two full days), corporate training on supervision, Professional Development Center, St. Ambrose University, October 2017.

Speaker, history of the award, Pacem in Terris Award Ceremony, October 2017.

Presenter (two full days), corporate training on strategic leadership, Professional Development Center, St. Ambrose University, October 2017.

Keynote Presenter (8 hours), Lay Ministry Conference and Clergy Convocation, strategic planning, Diocese of Brownsville, TX, October 2017.

Presenter (one hour), workshop on strategic planning, International Catholic Stewardship Conference, Atlanta, GA, September 2017.

Teacher (five 8-hour days), leadership course, Zagreb School of Economics and Management, MBA Program, May 2017.

Teacher (four hours), leadership seminar, Executive MBA, Zagreb School of Economics and Management, May 2017.

Teacher (four hours), seminar on motivation and accountability, Leadership in Manufacturing Seminars through Kirkwood Training and Opportunity Services, May 2017.

Presenter (20 minutes), Leadership, Bettendorf Rotary, May 2017.

Presenter (20 minutes), Leadership and the Parables of Jesus, Dreams in Deed International Board Meeting, April 2017.

Facilitator of Panel Presentation (one hour), International Catholic Stewardship Council, Kansas City, KS, April 2017.

Teacher (two full days), strategic leadership seminar, Rock Island Arsenal, April 2017.

Presenter (keynote and two 1-hour workshops), leadership and the Beatitudes, leadership and the parables, and strategic planning, Diocese of Brownsville, TX, March 2017.

Teacher (four hours), Leadership in Manufacturing seminar on problem-solving and dialogical skills, February 2017.

Teacher (two 8-hour classes), leadership seminar, 100 graduate students of occupational therapy and physical therapy, St. Ambrose University, February 2017.

Presenter (six hours), servant leadership retreat, Lay Formation class, Diocese of Winona, MN, January 2017.

Presenter (90 minutes), strategic planning consultation, monks and abbot at New Melleray Abbey, Dubuque, Iowa, December 2016.

Teacher (four 4-hour classes), class on team-building and dialogical skills, Palmer College of Chiropractic, December 2016.

Co-presenter (four hours), with Regina Matheson, workshop on diversity, Royal Neighbors, Rock Island, IL, November 2016.

Presenter (two 1-hour workshops), on servant leadership and on strategic planning, Archdiocese of San Antonio, TX, November 2016.

Conflict Mediator (two 4-hour sessions), Public Works Department, City of Davenport, October 2016.

Presenter (one hour), workshop on strategic planning, International Catholic Stewardship Conference, New Orleans, LA, October 2016.

Presenter (four 2-hour sessions), dialogical leadership seminars, Kirkwood Hotel management staff, Cedar Rapids, Iowa.

Keynote Speaker (90 minutes), leadership conference for insurance agents, Grinnell Mutual, Grinnell, Iowa, September 2016.

Presenter (90 minutes), leadership seminar, Bush Construction, September 2016.

Presenter and Facilitator (four hours), leadership retreat for eight pastors and their pastoral leadership teams, Iowa City, August 2016.

Presenter (two days), leadership seminar for Economic Alliance of Cedar Rapids, Iowa, August 2016.

Presenter (90 minutes), leadership seminar, Bush Construction, August 2016.

Teacher (five days), leadership through people skills seminar, SAU, August 2016.

Presenter and Facilitator (full day), servant leadership retreat for 50 managers of OSF Health System, Peoria, IL, July 2016.

Teacher (two days), strategic leadership seminar, SAU Professional Development Center, July 2016.

Presenter (four hours), servant leadership seminar, Grace Engineered, owners and management team, July 2016.

Presenter (90 minutes), goal-setting seminar, Bush Construction, July 2016.

Presenter (90 minutes), conflict resolution workshop, Grace Engineered, June 2016.

Presenter (90 minutes), leadership seminar, Bush Construction, June 2016.

Presenter (four hours), leadership seminar, Zagreb School of Economics and Management, Executive MBA Program, June 2016.

Teacher (five 8-hour days), leadership course, Zagreb School of Economics and Management, MBA Program, May 2016.

Presenter (20 minutes), strategic planning workshop, Business and Entrepreneurial Economics Conference, Plitvice National Park, Croatia, May 2016.

Teacher (four hours), course on motivation of employees, Leadership in Manufacturing class, Kirkwood Training and Opportunity Services, Cedar Rapids, Iowa, May 2016

Presenter (one hour), strategic planning, Leadership Live “lunch and learn”, St. Ambrose University, April 2016.

Presenter (one hour each), two seminars on servant leadership, Kirkwood Hotel, Cedar Rapids, Iowa, April 2016.

Keynote Speaker (one hour) on strategic planning, and Workshop Presenter (one hour) on core values, Leadership in Manufacturing Conference, Cedar Valley Alliance, Waterloo, Iowa, April 2016.

Presenter (one hour), leadership talk, St. Ambrose University football team, April 2016.

Presenter (one hour), leadership seminar, Diocese of Winona Youth Ministry, Winona, MN, April 2016.

Presenter (one hour), one leadership seminar for the College of Business, and two classroom presentations on leadership, St. Mary's University Winona, MN, April 2016.

Keynote Speaker (90 minutes), campus conference on servant leadership, St. Mary's University, Winona, MN, April 2016.

Presenter and Facilitator (four hours), leadership retreat for 50 doctors and managers, OSF Health System, Rockford, IL, March 2016.

Presenter (two full days), strategic leadership seminar, SAU Professional Development Center, March 2016.

Guest, Paula Sands Live (5-minute interview), KWQC-TV, Davenport, IA, March 2016.

Presenter (four hours), dialogical leadership and team facilitation seminar, Syracuse, NY, March 2016.

Presenter (two hours each), six seminars on leadership and strategic planning, Syracuse, Utica, Binghamton, Johnson City, Vestel and DeWitt, NY, March 2016.

Presenter (one full day each), two dialogical leadership seminars, all students in Occupational Therapy and Physical Therapy, St. Ambrose University, February 2016.

Presenter (full day), dialogical leadership seminar, Leadership in Manufacturing, Kirkwood Training and Opportunity Services, Cedar Rapids, IA, February 2016.

Speaker (one hour), leadership talk, Quad City Professional Network, Davenport, IA, February 2016.

Teacher (full day), dialogical leadership course, Leadership in Manufacturing, Kirkwood Training and Opportunity Services, Cedar Rapids, IA, January 2016.

Facilitator and Presenter (full day), leadership retreat, Catholic Schools and Pastoral Ministry staff, Archdiocese of San Antonio, TX, January 2016.

Keynote Speaker (three presentations at 30 minutes each), Autumn Diocesan Gathering, Diocese of Albany, NY, October 2015.

Presenter (one hour), workshop on strategic planning, International Catholic Stewardship Conference, Chicago, IL, October 2015.

Presenter (one hour), training on team-building, Ruhl Commercial, Davenport, IA, October 2015.

Presenter (one hour), training on not-for-profit governance, Board of Directors, Tenco Industries, Ottumwa, IA, October 2015.

Presenter (one hour), national webinar on strategic planning, Conference on Pastoral Planning and Council Development, October 2015.

Co-presented (two full days), with Randy Richards, leadership seminar, Economic Alliance of Cedar Rapids, August 2015.

Facilitator and Presenter (one evening), leadership retreat, St. John Vianney, Bettendorf, IA, August 2015.

Presenter (three full days), dialogical leadership seminar, SAU Professional Development Center, July 2015.

Presenter (three full days), dialogical leadership seminar, SAU Professional Development Center, June 2015.

Presenter (eight hours), leadership seminar, Mate Publishing, Zagreb, Croatia, May 2015.

Presenter (two at one hour each), leadership workshop and strategic planning workshop, Region IX Catholic Stewardship Conference, Columbia, MO, May 2015.

Keynote Speaker (one hour), Servant Leadership Day, Seton Hall University, and speaking in several classes, Seton Hall University, April 2015.

Keynote Speaker (three 90-minute sessions), Parish Leadership Retreat, Our Lady of Perpetual Help, Scottsdale, AZ, March 2015.

Speaker (one hour), leadership of Pope Francis, Just Faith Regional Conference, Moline, IL, March 2015.

Facilitator, Presenter and Keynote Speaker (two full days), Catholic School Principals Retreat, for all principals in Diocese of Wilmington, DE, March 2015.

Facilitator and Presenter (two full days), leadership retreat, National SLG Board, Phoenix, AZ, February 2015.

Keynote Speaker and Facilitator, L'Arche Community Leadership Retreat and National L'Arche board training, Mobile, AL, February 2015.

Keynote Speaker and Facilitator, Parish Leadership Retreat, St. Luke's, Middleburg, FL, January 2015.

Keynote Speaker, Diocesan Leadership Retreat, Diocese of Albany, NY, January 2015.

Presenter (two full days), leadership course, DeWitt Academy for Theological Education, November 2014

Presenter (one hour), leadership, International Leadership Association, San Diego, CA, October 2014.

Presenter (one hour), servant leadership, International Catholic Stewardship Conference, Orlando, FL, September 2014.

Facilitator and Presenter, leadership retreat (full day), for Catholic Charities USA, Charlotte, NC, September 2014.

Facilitator and Presenter (full day), team-building retreat for ten parish leadership teams, Iowa City, September 2014.

Facilitator and Presenter (full day), leadership retreat, Sigma Lambda Gamma, national board, Chicago, IL, August 2014.

Facilitator and Presenter (full day), leadership retreat, Kirkwood Community College IT Department, August 2014.

Co-presented with Randy Richards, two 3-day leadership seminars, for SAU Professional Development Center, August 2014.

Keynote Speaker, Facilitator and Presenter (two full days), leadership retreat for all Catholic school principals, Archdiocese of Baltimore, November 2014.

Keynote Speaker (one hour), YMCA Staff Leadership Summit, November 2014.

Speaker, (one hour), leadership of Pope Francis, St. Ambrose University, Department of Enrollment Management, November 2014.

Co-presented (two full days), with Randy Richards, leadership seminar for Economic Alliance of Cedar Rapids, August 2014.

Guest Speaker (one hour), leadership, Davenport Jaycees, June 2014.

Presenter (each one a full day), two leadership seminars, City of Davenport, April 2014.

Guest Speaker (20 minutes), servant leadership, Moline Rotary, March 2014.

Presenter (two full days), leadership retreat for OSF Hospital, Leadership Mission Team, Peoria, March 2014.

Presenter (full day), leadership training, Ministry Formation Program, Diocese of Davenport, March 2014.

Presenter and Facilitator (full day), leadership retreat for Our Lady of Grace School teachers and administration, February 2014.

Presenter (two hours each), leadership seminars for Holy Trinity Church, Des Moines, February 2014.

Presenter (six half-days), series of leadership trainings for management team at The Crawford Company, Rock Island, January - March 2014.

Presenter (one hour each), board orientation and series of three board trainings for Hand in Hand Child Care, January - May 2014.

Presenter and Facilitator (half day), leadership retreat for Trinity Lutheran Church, Galesburg, IL, January 2014.

Presenter and Facilitator (two full days), leadership retreat for national staff and local coordinators from around the country, Jesuit Volunteer Corps, Baltimore, MD, December 2013.

Keynote Speaker (4 hours), servant leadership, Catholic School Administrators Conference, Los Angeles, CA, November 2013.

Guest Speaker (30 minutes), servant leadership, Maquoketa Rotary, November 2013.

Presenter and Facilitator (one full day), servant leadership, St. Gregory the Great, San Diego, CA, November 2013.

Presenter and Facilitator (half day), leadership, Molyneaux Insurance, October 2013.

Presenter and Facilitator (one full day), leadership retreat, Diocese of Scranton, PA in Wilkes-Barre, PA, October 2013.

Presenter and Facilitator (one full day), leadership retreat, Diocese of Brownsville, TX in McAllen, TX, October 2013.

Presenter and Facilitator (two hours), leadership retreat, Resurrection Church, Dubuque, IA, October 2013.

Presenter and Facilitator (one full day), leadership retreat for Mary Our Queen School faculty, Elkhorn, NE, September 2013.

Presenter and Facilitator (three full days), leadership retreat, L'Arche Community of Mobile, AL, September 2013.

Presenter (one hour), servant leadership, International Stewardship Conference, September 2013.

Presenter (one hour), leadership seminar for all managers and supervisors of Scott County YMCA, September 2013.

Co-presented (two days), with Randy Richards, leadership seminar for Economic Alliance of Cedar Rapids, September 2013.

Presenter and Facilitator (one evening), leadership and stewardship retreat, Sacred Heart, Moline, September 2013.

Keynote Speaker (three hours), servant leadership, Stewardship Conference, Archdiocese of Omaha, August 2013.

Presenter and Facilitator (one full day), leadership retreat, Prairewood Retreat Center, Hiawatha, IA, August 2013.

Keynote Speaker (one hour), servant leadership, Agri-Business Insurance Services, Iowa City, July 2013.

Keynote Speaker (90 minutes), Parish Leadership Institute, Wichita, KS, July 2013.

Guest Speaker (20 minutes), leadership, Davenport Rotary, April 2013.

Keynote Speaker, Commencement Ceremony, St. John Vianney, Bettendorf, April 2013.

Keynote Speaker (one hour), servant leadership, Legatus International, Sacred Heart, Moline, April 2013.

Presenter (20 minutes), leadership, Toastmasters Conference, St. Charles, IL, April 2013.

Presenter (one hour), servant leadership, International Stewardship Conference, April 2013.

Presenter (one hour), leadership, Middle Atlantic Congress, Baltimore, MD, March 2013.

Presenter (one hour), servant leadership, International Stewardship Conference, February 2013.

Presenter and Facilitator (two full days), leadership retreat, Church of the Resurrection, Tempe, AZ, February 2013.

Presenter (one hour), leadership, Institute of Supply Management, Moline, IL, January 2013.

Presenter and Facilitator (three full days), leadership retreat, L'Arche Community National Council, St. Augustine, FL, January 2013

Keynote presenter (full day), Leadership Conference, Jefferson City, MO, October 2012.

Presenter (one hour), leadership, International Leadership Association Conference, October 2012.

Presenter (one hour each), workshop on leadership and workshop on planning, Leadership Convocation, Diocese of Green Bay, WI, October 2012.

Keynote Presenter (one hour), servant leadership, Leadership Assembly, Diocese of Winona, MN, September 2012,

Presenter (one hour), servant leadership, International Catholic Stewardship Conference, Chicago, IL, September 2012.

Presenter (one hour), leadership, Los Angeles Religious Education Congress, March 2012.

Keynote Speaker (one hour), servant leadership, Destination: Leadership, St. Ambrose University, February 2012.

Presenter (one hour), servant leadership, International Stewardship Conference, Dallas, TX, October 2011.

Presenter (one hour), leadership, International Leadership Association Conference, October 2011.

Presenter (one hour), leadership, Greenleaf Center for Servant Leadership, National Conference, Dallas, TX, June 2011.

Keynote speaker (one hour), leadership, and workshop presenter (one hour), strategic planning, Leadership Convocation, Diocese of Green Bay, WI, April 2011.

Presenter (one hour), servant leadership, International Stewardship Conference, April 2011.

Keynote presenter (half day), servant leadership, Leadership Assembly, Diocese of Winona, MN, March 2011.

Facilitator and Presenter (half day), stewardship retreat for Sacred Heart Cathedral, January 2011.

Keynote Speaker (90 minutes), servant leadership, national Conference on Pastoral Planning and Council Development, Albany, NY, May 2010.

Presenter (one hour each), three workshops on leadership, conflict and strategic planning, for INARF statewide conference for nonprofits, Indianapolis, IN, March 2010.

Facilitator and Presenter (full day), leadership retreat for Institute for Lay Ministry in Winona, MN, January 2009.

Presenter (one hour), leadership, statewide conference on not-for-profit management, Ames, IA, October 2008.

Presenter (one hour), servant leadership, National Conference, Greenleaf Center for Servant Leadership, Indianapolis, IN, June 2008.

Presenter (one hour), servant leadership, International Catholic Stewardship Conference, Chicago, IL, October 2008.

Presenter (one hour each), two leadership workshops and keynote panel presenter, Region IX Catholic Stewardship Conference, Kansas City, MO, April 2007.

Facilitator and Presenter (half day), leadership and team-building retreat for all managers, Project NOW Community Action Program, Rock Island, July 2007.

Keynote Speaker (one hour), Augustana College, conference on lay ministry, October 2006.

Presenter (one hour), leadership workshop at national conference, The Roundtable Association for Social Action Directors, Dayton University, OH, July 2006.

Keynote Speaker and Trainer, Genesis Leadership Retreats, twenty-four 4-hour sessions, for about 300 leaders and managers of Genesis Health Systems (two 4-hour sessions every 3 months), 2006-08 (twenty-four different dates).

Highlights of Earlier Public Speaking and Presentations

Presenter (one hour), Catholic social teaching and taxation, National Ecumenical Advocacy Days, Washington, DC, March 2005.

Presenter (one hour), leadership workshop, national conference, The Roundtable Association for Social Action Directors, Washington, DC, February 2005.

Presenter, Augustana College (one hour), workshop on community dialogue at conference on business ethics, October 2005.

Keynote Speaker (one hour), St. Ambrose University, conference on not-for-profit management, May 2005.

Keynote Speaker (one hour), St. Ambrose University, campus forum on elections, October 2004.

Keynote Speaker (one evening each), three regional church conferences involving about 200 lay ministry graduates in Archdiocese of Dubuque, 2004-05 (three locations).

Keynote Speaker (one hour), national forum on Catholic social teaching and taxation, Georgetown University, October 2004.

Keynote Speaker (one hour), St. Ambrose University, MSW social justice conference, May 2004.

Keynote Speaker (one hour), full campus gathering at Augustana College, October 2001.

Commencement Speaker, St. Bede Academy, Peru, IL, May 2001.

Parish workshop presenter and church conference speaker, about once or twice per week for diocesan social action office, 1986 - 2006.

Parish workshop presenter and church conference speaker, at least once per week, for regional peace and justice center, speaking in eight states, 1983 - 86.

Workshop presenter and peace conference speaker, at least once per week, for international peace organization, speaking in 34 states and 9 countries, and conducting at least 200 media interviews, 1979 - 83.

RECENT LIST OF STRATEGIC PLANNING

Archdiocese of Dubuque Foundation, January 2018- present.

The Catholic Messenger, January - March 2018.

Young Life of the Heartland, January 2018.

Project NOW (third time), April - December 2017.

New Melleray Abbey, Dubuque, Iowa, January - December 2017.

Christian Care, Rock Island, IL, February - December 2017.

Boy Scouts, Illowa Council, January - December 2017.

Diocese of Brownsville, TX, September - November 2017.

Trinity Cathedral, June - October 2017.

Academy of Neuropathic Physical Therapy, January - October 2017.

Catholic Service Board, May - July 2017.

Vera French Foundation, May - June 2017.

Black Hawk College Foundation, February - April 2017.

Tanager Place, Cedar Rapids, Iowa, January - April 2017.

Our Lady of Lourdes parish, Bettendorf, Iowa, March - April 2017.

St. John's and Paul's parish, Burlington, Iowa, January - March 2017.

St. Gregory the Great parish, San Diego, CA, February 2017.

Bush Construction, September - December 2016, and ongoing.

St. Mary's Catholic Church, Grinnell, Iowa, November - December 2016.

Positive Parenting at Trinity (second time), November - December 2016.

Living Lands & Waters (third time), November 2016.

Rada Cutlery Company, Waverly, Iowa, Summer 2016.

Pomerantz Career Center, University of Iowa, June 2016.

Medic EMS (third time), June 2016.

Lourdes Catholic School, June 2016.

International Catholic Stewardship Conference (national office), May 2016.

Conference on Pastoral Planning and Council Development (national organization responsible for leadership development in the Catholic Church), April 2016.

The Crawford Company (third time), April 2016.

Updated 2-15-18