

# Change Leader Certification Projects

**Elizabeth Abbott**  
*University of Utah*

Liz assessed the needs, wants, beliefs, and emotions of individual artists and the community of Utah artists as a whole with plans to: 1) Develop an Arts Consulting Website, 2) Establish Partnerships among Artists, 3) Publicize Web Resources and Consulting Services to Artists.



**Signe Adams**  
*Nick Adams Photography*

Signe helped co-found the 13<sup>th</sup> and Park Art Space. The project is a grassroots effort to transform a declining industrial complex into a creative hub.

**Hilary Amnah**  
*Utah Division of Arts & Museums*

Hilary facilitated a discussion using the civic dialogue process on cultural competency with the UA&M staff. She condensed the discussion topic to continue the conversation throughout the state at Change Leader – Leadership Circles.

**Felicia Baca**  
*Salt Lake Art Center*

Felicia used the Change Leader process to provide a structure to encourage healthy behaviors and interactions in some of the relationships with her family. She utilized appropriate leadership styles, facilitation skills, managing resistance, and negotiation skills.

**Laurie Baefsky**  
*USU ArtsBridge*

Laurie secured funding for ArtsBridge - a service-learning scholarship program for university students who are either emerging teaching artists or soon-to-be classroom teachers - to create and implement hands-on student driven long-term arts projects for K-12 classes.

**Lela Bartholomew**  
*American Fork*

Lela was approached by the public relations person for Utah Transit Authority about plans for a meeting with the mayor concerning the wind screens at the American Fork Frontrunner stop. Lela recognized the important aspects of awareness in leading change and suggested that the American Fork Arts Council be involved in the design and creation of the artwork on the screens.

**Laretta Beesley**  
*Clinton Arts Board*

For her Change Leader certification project, Laretta evaluated and improved the Clinton City Sing-a-long, which she established in 2009 with Glenda Swallow, and that later led to the creation of the Clinton Arts Board.



## Jason Bowcutt

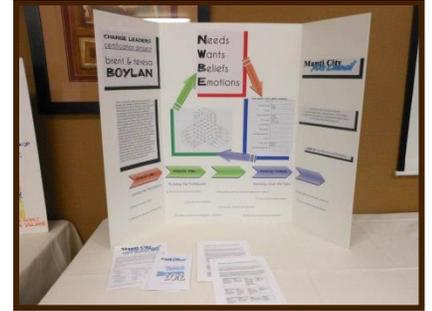
*Utah Division of Arts & Museums*

Jason assessed the environment in which he works and led change in an effort to strengthen the field of presenting and touring within the State of Utah.

## Brent & Teresa Boylan

*Manti City Arts Council*

Brent and Teresa Boylan led a team of volunteers to establish the Manti City Arts Council. With the mission statement as a guide, they led a series of brain-storming sessions to flesh out ideas for future events and activities.



## Cheryl Brown

*Kanab Arts Council*

Cheryl gathered community members to discuss the implementation of a teen center and skate park in Kanab. Including the teens in the community committee by fundraising, doing community service projects, and giving presentations has helped negate some of the negative perceptions of youth interested in skateboarding and BMX biking.

## Laura Brown

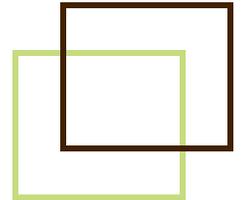
*Moab Music Festival*

As the new Executive Director of the Moab Music Festival, Laura needed to come up with a solution for the organization's lack of a donor database. She pursued obtaining a new, user friendly database, but after assessing the environment by consulting with her board and staff, she decided to take their suggestion of reusing and improving their previous donor database.

## Suzette Bulloch

*Iron County*

After assessing the options around her, Suzette decided to become a force of change and run for County Commissioner in Iron County.



## Susan Campbell

*Ogden Symphony Ballet Association*

In order to increase the exposure of symphonic music to youth in Ogden, Susan partnered with local organizations with existing children's outreach programs like Weber State University, the Weber & Morgan County Libraries, the Treehouse Museum, Kangaroo Zoo, and the Ogden Nature Center. These collaborations have cultivated a community of family-friendly organizations that focus on history, physical activity, nature, and the arts.



## Laurel Cannon Alder

*Utah Division of Arts & Museums*

Starting with weekly conversations, Laurel involved the entire UA&M staff in implementing a new grants calendar. She has engaged staff members for each of the grant categories as subject matter experts in order to provide more support to constituents and close the circle of communication within the staff.

## Douglas Caputo

*The Space Between Theatre Company*

Doug Caputo used Change Leader principles to work with his theatre company's Board of Directors and move the organization forward.

**Amanda Castillo**

*Cache Valley Center for the Arts*

Amanda created a more dynamic and visually interesting website by using the NWBE process. She gathered strategic information from the board, committee members, staff members and focus groups to tie corporate identity, branding and customer service together, and learned that resistance brings new opportunities.

**Michele Catten**

*Utah Art Smart Kids Corp*

Michele established a volunteer advisory board to run the annual "smART Festival." The founder was able to engage the community through education efforts on the need for arts programming. The community, in turn, took over the project, with a university intern doing the coordination and businesses, groups and individuals took ownership of the festival.

**Jean Cheney**

*Utah Humanities Council*

Jean offered a challenging humanities course, taught by college faculty, for students at East High School in an effort to engage them as learners, help them see themselves as future college students, and show the school and community the potential of the humanities. This project received a prestigious Schwartz Prize from the Federation of State Humanities Councils.

**Erika Church**

*University of Utah, Marriott Library Utah Artists Project*

Erika expanded the digital archive project to include the arts community beyond the Wasatch Front. This project collects and curates content for responsibly researched scholarly references about art in Utah by collecting biographies, artist interviews, high quality digital media, and ephemera.

**Kathy Cieslewicz**

*Dixie State College*

Kathy oversaw the creation of the Kathryn Lloyd Richards Sculpture Garden in St. George. This garden benefits students, the community and all who seek a place for contemplation, culture, and cool shade.

**Michelle Coleman**

*Idaho Commission on the Arts*

As the Community Development Director with the Idaho Commission on the Arts, Michelle Coleman had been tasked to work with administrators to teach and encourage the use of a new system of accounting. The presentation that she ultimately prepared is a framework for what she hopes will be used to present to Idaho's arts administrators as they continue to transition to this new fiscal method.

**Marcie Collett**

*Utah Film Center*

Using Change Leader facilitation tools of T charts and timelines, Marcie Collett facilitated the development team in identifying important priorities for the Utah Film Center.

**Cheryl Cox**

*Boulder Arts Council*

Cheryl worked with members in her community, and after assessing needs and obtaining commitment, established the Boulder Arts Council.

**Rebecca Cox**  
*Southern Utah Arts*

Rebecca has used her Change Leader skills to create an Arts District in St. George, and help it become an arts destination. She also created 'Art Adventures,' a multi-faceted project to provide young people with a meaningful experience in the visual arts, resulting in a hands-on art piece.

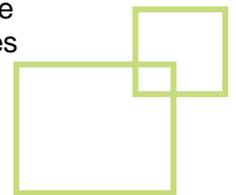


**Ken Crossley**  
*EngAGE Utah*

In response to the huge increase of Utah's 65+ population, Ken arranged a free distance learning pilot program between Elder Quest, UVU's continuing education program for older adults, and the Cleveland Museum of Natural History. Now, Elder Quest members can select free distance learning classes offered by CMNH.

**Jeremy Dabb**  
*Defend the Arts*

To demonstrate the importance of art instruction in schools, Jeremy organized free, all-ages art classes in the Weber and Davis county region. The courses offered crossed discipline boundaries, such as merging music with math and grammar with theater. The courses encouraged artists and teachers to think about arts-integrated learning.

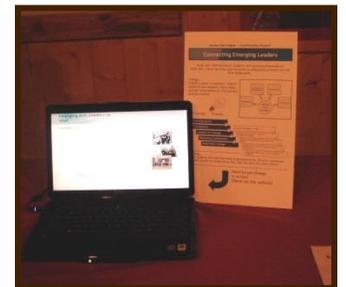


**Tish Dahmen**  
*Heber Valley Chamber of Commerce / Heber Valley Arts Council*

Tish re-established a working arts council which encourages the growth of funding sources, arts audiences, cooperative marketing and scheduling. She has worked on building a cultural arts center for Heber Valley.

**Kirsten Darrington**  
*Utah Division of Arts & Museums*

Kirsten planned to create a website that would better connect arts administration students and emerging arts professionals throughout Utah. She hoped this would help students feel more prepared for life after graduation and instill a habit of collaboration that they would carry forward into their careers.



**Aubrey Davis**  
*Moab Music Festival*

Aubrey spearheaded the project EpisodeMoab, a series of oral histories, both audio and video, of residents and visitors in Moab, Utah. EpisodeMoab creates a permanent exhibition and archive of the stories of community members, incorporating the issues and cultures of the community. It is open to all community members regardless of age, economic circumstances or cultural heritage, allowing them to engage in dialogue about the human, spiritual and natural worlds.

**Andrea DeHaan**  
*Cache Valley Center for the Arts*

Responding to a need for patrons' ability to find local artists for exhibitions, performances and commissioned work, Andrea proposed the creation of a Cache Valley artist directory. Her project included the long-term vision of moving the directory online to facilitate direct contact between art patrons and art makers.

**Debbie Drake***Cedar City Arts Council*

As incoming president of the Cedar City Arts Council and an employee of Southwest Applied Technology College, Debbie was instrumental in ensuring the plans for a new building at the college included the 1% budget for public art.

**Laura Durham***Utah Division of Arts & Museums*

Laura partnered with non-profit arts magazine *15 Bytes* to identify Utah artists who influence and impact their communities. With a goal of 50 nominations, they received 97 from 70 individuals. This project resulted in a book publication showcasing Utah's 15 most influential artists and an exhibit at the Rio Gallery of the artists' work and life.

**Lisa Duskin-Goede***Cache Valley Agricultural Heritage Scenic Byway Project*

Lisa assisted in establishing a scenic byway that will connect all the byways in the Heritage Area, and created a travel itinerary that highlights outstanding features.

**Derek Dyer***Utah Arts Alliance*

Derek Dyer's certification project was to create and produce the BIG Small World Show. This was a collaborative event between the Utah Arts Alliance and The Grand Theatre and was the first in a new World Music and Dance series.

**Lori Edmunds***South Jordan City*

Applying principles learned in the Change Leader Institute, Lori implemented steps for the new Public Art and Cultural Development Board in South Jordan.

**Jenny Elizabeth***Jenny Elizabeth Fine Art Studio*

During Arts Day on the Hill, Jenny invited legislators, participants, visitors, and children to paint on a large landscape oil painting in the Capitol Rotunda to bring awareness to the creativity inside every individual. She donated the painting to a women's and children's center.

**Theresa Ellis***Ogden Valley Performing Arts*

Theresa's project was undertaking the first steps in organizing and pulling together leaders and supporters to create a non-profit entity. Theresa's journey led to the creation of a publication, *The Sign of Life for the Non-Profit: Working With and Honoring Resistance*.

**Craig Fetzer***St. George Arts Commission*

In 2011 as chairman of the St. George Arts Commission, Craig developed an arts district in the core downtown area (in conjunction with the historic district) and utilized the existing community arts center (Leisure Services Building) as a gathering place and tourist first stop for all art activities in St. George.

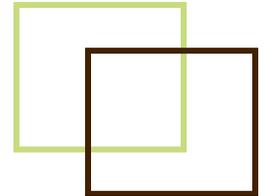


**Dennise Gackstetter**  
*Utah State University*

Dennise's project, *Empowerment Through Visual Journals*, was a collaboration between the USU Center for Civic Engagement and Service Learning, the Cache County Extension 4H and the USU Art Education Program. It provided direct hands-on art making experience to underrepresented refugee and immigrant youth to support their academic and personal growth.

**Susan Gallacher**  
*Spring City Arts*

Applying skills she learned in the Change Leader Institute, Susan led the Spring City Arts Center through a capitol fundraising campaign.



**Maryo Gard Ewell**  
*Colorado Creative Industries*

Maryo facilitated conversations between the Gunnison Colorado Arts Center and the Upper Gunnison River Water Conservancy District to create a "Year of Water" program that honored each organization's mission, created joint desired outcomes, and shaped a multi-faceted arts-and-water series.

**Pam Gee**  
*Utah Festival Opera & Musical Theatre*

Pam created a comprehensive teacher manual to help teachers produce "Opera by Children" in their own classrooms.

**Laura Gelfand**  
*Utah State University*

Laura worked with Utah State University, Weber State, and the Utah Museum of Fine Arts to organize a series of gigs and workshops by the Guerrilla Girls. The Guerrilla Girls' visit to Utah provided an opportunity for hosting institutions to highlight the state of feminism on their campuses while giving students and community members a chance to see these important artists/activists at work.



**Sheryl Gillilan**

Using Change Leader concepts, Sheryl worked with her board to formalize processes and improve communications between the board and the organization.

**Joan Hammer**  
*Box Elder County*

As a member of the Tremonton Beautification Committee, Joan successfully led her fellow members through the change cycle in order to find the best way to introduce public art in Tremonton.

**Julie Hancock**  
*Springdale Community Center*

As Director of the Canyon Community Center, Julie led change and inspired the town of Springdale to become more "green". Through her work she was able to change Springdale's recycling practices, zoning laws and land use.



## **Ghulam Hasnain**

*Salt Lake American Muslim/SLAM*

Ghulam worked to help Salt Lake American Muslim, a Utah nonprofit organization established in 2006, transform to the next level of maturation, professionalism, and transparency.

## **Dennis Hassan**

*Lyric Repertory Company*

As Artistic Director of the Old Lyric Repertory Company, Dennis worked to re-establish strong ties to the community. Dennis was instrumental in establishing a new board, re-evaluating the Lyric's programming, improving availability for education and outreach, seeking additional funding at the city and county level, and partnering with other arts organizations in the community.

## **Wendi Hassan**

*Cache Valley Center for the Arts*

Wendi Hassan used facilitation principles taught in the Change Leader program to increase communication and build partnerships among Cache Valley arts organizations. The first successful joint project was a shared arts calendar featuring six months of events from seventeen arts organizations.

## **Ane Hatch**

*Midway Foundation for the Arts*

Ane led a collaborative effort to build a self-sustaining facility which enriches the community through arts and contributes to the vitality and economy of Midway.

## **Rachel Hedman**

*Utah Storytelling Guild*

Rachel's project titled, Story Potluck, offered the opportunity to combine the "cousin arts" of performing arts, literary arts, and storytelling to kick-start a community charity event to feed both the body and the soul.

## **Melissa Hempel**

*Woodbury Art Museum*

Melissa completed the Change Leader certification project through the Woodbury Art Museum's *Hidden Voices: Women in Printmaking* exhibition. Preparation included using timeline planning, implementing facilitation techniques, and creating NWBE charts to determine desired outcomes.

## **Craig Hibberd**

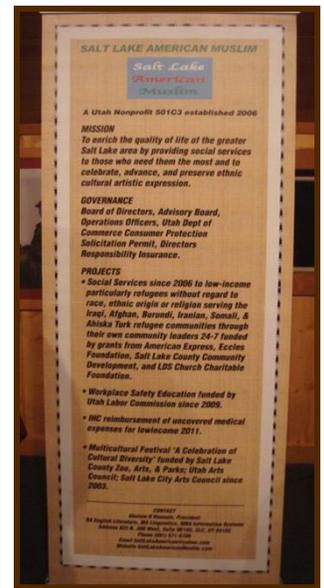
*Wabisabi*

Craig created a co-op for local artists in Moab to show and sell their work in a local gallery and online. This for-profit/nonprofit venture provides collaboration between artists, the community, and establishes a professional presence and business experience, as well as giving back to the community.

## **Julie Hollist**

*Cache Valley Visitors Bureau*

Julie identified the needs, wants, beliefs, and emotions of the loosely organized Bear River Heritage Area stakeholders. She asked hard questions to help the board assess the area's needs to inform the direction and viability of the area.



**LeAnn Hord**

*Oquirrh Mountain Symphony*

LeAnn used facilitation skills to move the Oquirrh Mountain Symphony from a community orchestra to a multi-city symphony. Working with human service organizations, veteran service organizations, as well as the National Alliance on Mental Illness, LeAnn's change work is giving momentum to new avenues of growth for the Oquirrh Mountain Symphony.

**Lucille Hunt**

*TAAS Storytelling Festival*

Lucille launched a Navajo Camp Series through Nations of the Native West, located in Blanding, Utah. Camp activities included social dancing, playing games and making fry bread.

**Jean Tokuda Irwin**

*Utah Division of Arts & Museums*

With partners from BYU, UVU, and Westminster, Jean helped devise an arts education survey to advance the *collective impact* of arts education efforts statewide. The survey measures who is being served, where and how, in which disciplines, how often, and whether the programs align with state standards.

**Caril Jennings**

*Weber State University Performing Arts*

Caril established a winter community read of Mary Shelley's "Frankenstein" which included a reader's theater version of Frankenstein, and a children's theater production, "Frankenfunnies."

**Kristen Jensen**

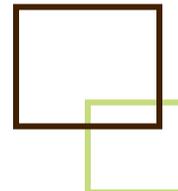
*Utah State History*

As the Project Manager for the Department of Heritage and Arts' new website design, Kristen used NWBE to help staff understand and navigate this large change. She asked questions, and then listened to understand resistance. She also helped people develop individual transition plans so that they could have ownership of the process and the end result.

**Patricia Jesse**

*Stansbury Art & Literary Society*

Patricia used Change Leader principles to form the Tooele County Arts Council.

**Dellane Jessop**

*West Jordan Arts Council*

Dellane helped obtain a new piano for the Sugar Factory and Arts Complex from Daynes Music Company. This was done through collaborative efforts and partnerships between the band, orchestra, chorale, theater, youth theatre, art gallery, and literary groups of West Jordan. This effort brought together local artists to successfully achieve a common goal.

**Tonya Jocelyn**

*Washington County Arts Council*

Tonya helped reform the Washington Arts Council in September 2007 in an effort to unite and strengthen the arts for residents and visitors through outreach, database development, marketing, and public relations.

**Annette & Abe Johnson**

*Old Capitol Arts & Living History Festival*

The Johnsons' leadership was instrumental in developing and organizing the Friends of the Territorial Statehouse State Park and Museum. They both stated the skills learned from the Change Leader Institute were most helpful in creating and organizing the friends group to help preserve and protect some of Utah's valuable living history and the heart of a community.



**Lynna Kendall**

*Uintah School District*

Lynna was key in creating the Vernal Arts Partnership between the Uintah School District and Vernal Chamber of Commerce. The partnership has allowed K-12 students in the Uintah School District to display their artwork in local businesses. A gallery art walk is also planned for the Vernal Arts Partnership.

**Mary Ann Kirk**

*Murray City Cultural Arts*

Mary Ann created a storytelling festival that featured storytelling assemblies with professional tellers and storytelling residences for eight schools and the Murray City Heritage Senior Center. This project helped Murray Cultural Arts expose the community to quality art experiences and provided a new opportunity for residents to engage in the arts.

**Sandi Kirkendoll**

*South Jordan Public Arts & Cultural Development Board*

Sandi made a quilt that represented the work she has done to evaluate and improve South Jordan's current reality, her own personal family life, and the future of art in her community.



**Susan Klinker**

*Utah Cultural Celebration Center*

Susan produced a Winter Arts Festival featuring Utah ethnic artists. Local artists showed and sold their art at booths, bringing in over \$9,000 in one day. Eight scholarships for business training were handed out, courtesy of a local company. Over half the attendees had never been to the Utah Cultural Celebration Center before.

**Carol LaForge**

*Tooele City Arts Council/Encore Theatre*

Carol worked with community leaders to integrate an arts center in the new Community Learning Center in Tooele.

**Kaia Landon**

*Brigham City Museum-Gallery*

For her certification project, Kaia launched a review of museum operations including board and staff functions, volunteers, and representatives of the governing authority.

**Janna Lauer**

*Heart & Soul*

Janna used Change Leader process to create a dynamic, interactive website to share Heart & Soul's mission of healing the human spirit by bringing music and performing arts to isolated people.



**Guy Lebeda**

*Utah Division of Arts & Museums*

Guy Lebeda chose to do his certification project on a needs assessment for Utah's creative writing community in the area of professional level workshops and instruction.

**Virginia Lee**

*Pioneer Craft House*

Virginia focused on surfacing the resistance the City of South Salt Lake had toward allowing the Pioneer Craft House to continue its ten-year lease in the space the organization occupied for 62 years.

**Katie Lee Koven**

*Mary Elizabeth Dee Shaw Gallery*

Katie developed a plan to create a new identity for the Shaw Gallery in order to appeal to a broader audience both on and off Weber State University's campus; this process began by working with a designer to make a new logo and website for the gallery.

**Chris Lezama**

*Epicenter*

Chris employed tenets like the group cycle, the change process, bracing for resistance, and NWBE in collaboration with community partners and city officials to install a rotating series of creative and informational window displays in unused downtown storefronts—leading the charge for the town's beautification committee.

**Nikki Lovell**

*Egyptian Theatre Foundation Inc.*

Nikki attended the Change Leader Institute and was most impressed with the work on collaboration. Inspired by this, she began to seek out opportunities for collaborations with her theatre. This collaborative process has increased classic movie attendance and helped other nonprofits with their fundraising.

**Janet Low**

*Timpanogos Storytelling Festival*

Janet created a strategic plan with short and long-term goals for the second largest storytelling festival in the United States.

**Amy MacDonald**

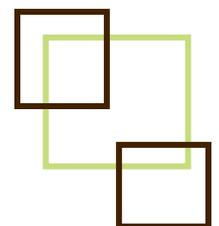
*Brolly Arts*

Amy created "H2O", a week-long multidisciplinary arts project aimed at examining water issues. The importance of water was expressed through music, dance, poetry and art exhibitions.

**Kathryn MacKay**

*Weber Arts Council*

Kathryn found Change Leader skills helpful in analyzing her own leadership style and how that style might clash with colleagues. She used meeting facilitation skills such as brainstorming, timelines, and "parking" to make efficient meetings in which the projects were proposed, taught, and learned.



**Diana Major Spencer**

*Casino Star Theatre Foundation*

Diana's "Voices of Our Valley" project enhanced and inspired the community when 240 volunteers and 2 professional artists came together to create the Sanpitch Dragon. This 218 foot-long mosaic dragon inhabits the Sanpitch River Walk under Highway 89 and "roars" in traffic.



**Melanie Marsh**

*American Fork Arts Council*

Melanie's project goals were to increase awareness and broaden funding for city arts programs and gain the ability to generate a steady stream of revenue to support existing and future operations. Melanie used the NWBE chart to assess the needs, wants, beliefs and emotions associated with increasing awareness and building value for current city arts programs.

**Terri McGee**

*GAM Foundation*

As a board member for more than five years, Terri McGhee is very invested in helping the GAM Foundation reach its highest potential and continue to thrive as a vibrant nonprofit organization. To further this, Terri's goal with her certification project was to create a grant writing plan and hire a contracted grant writer so there would be a steady stream of income coming in to the foundation.

**Jill Mecham**

*Department of Community and Culture*

Jill worked to foster cultural heritage tourism by creating a marketing publication. This required coordination of the CHC Publication Subcommittee, CHC council members, final approval from DCC and the Governor's Office of Economic Development division directors, associate directors and program managers.



**Rhiana Medina**

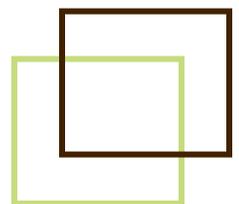
*Moab Valley Multicultural Center*

Rhiana used NWBE to conduct a community needs assessment with the Moab Valley Multicultural Center's staff and board. She used that information in a two-night Community Café, held in both English and Spanish, as a way to collect information from community members. The center has since implemented programs based on the data collected.

**Renee Milne**

*Tooele City Arts Council*

As a member of the Tooele City Arts Council, Renee established a Publicity Committee to publicize the benefits of the PAR Tax to the citizens of Tooele City.



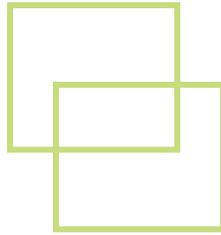
**Roger Morandi**

*Oquirrh Mountain Symphony*

After the sudden resignation of their conductor, Roger used his Change Leader skills to work with the Board and Executive Director of the Oquirrh Mountain Symphony to create plans of action, outline their needs and goals, develop search criteria and imagine a new symphony with a new direction. They worked to develop these various processes while sustaining their Symphony, both financially and emotionally.

**Vickie Morgan**  
*University of Utah*

Vickie partnered with Go Girlz!, a University of Utah Women's Resource Center After-School Program, to provide early exposure to higher education. She engaged 6th grade girls from a Title I elementary school in a process of self-exploration, identity development, and empowerment, by creating a Go Girlz! mural.



**Robert Morphis**  
*Utah Pioneer Heritage Arts*

Bob plans to work with each county in the state to discover their pioneer era stories. The stories will be turned into songs and visual art by local artists, and compiled into an art book CD for residents and visitors of Utah.

**Kimberly Muller**  
*Escalante Canyons Art Festival*

Kimberly was instrumental in the creation of the Escalante Student Art Program, a program that offers free art classes for elementary and high school students of Escalante and Boulder.

**Lori Nay**  
*Casino Star Theatre Foundation*

Lori worked with fellow Change Leader Diana Major Spencer on the "Voices of Our Valley" project. This 218 foot-long mosaic dragon inhabits the Sanpitch River Walk under Highway 89 and "roars" in traffic.

**Susan Neidert**  
*Brigham City Fine Arts Council*

Susan used Change Leader tools to target her efforts and better utilize her executive board to secure additional sources of funding.



**Ricklen Nobis**  
*Now Playing Utah*

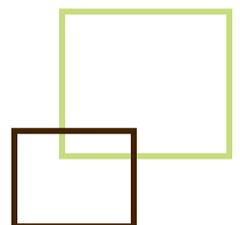
After over two years in operation, "Now Playing Utah" showed great promise for becoming a wonderful resource tool for the arts in Utah. Rick explored possible opportunities for making the site even more effective and useful to both Utah Presenters and Utah Performing Artists.

**Jennifer Ortiz**  
*Utah Museum of Fine Arts*

Jennifer implemented a textile re-housing project that focused on a select portion of 298 textiles from UMFA's permanent collection; this included removing textiles from storage, re-labeling the objects, updating their records with relevant condition reports, dimensions, and any associated information. The textiles were also vacuumed-cleaned and re-housed in new archival materials.

**Victoria Panella Bourns**  
*Salt Lake County Zoo, Arts & Parks*

Victoria was instrumental in developing the Brown Bag Series & Training networking program for ZAP. This program serves the ZAP constituents by helping to improve their organizational capacity and build a stronger cultural community.



**Michelle Patrick**

*People Productions*

After going through the Change Leader Institute, Michelle decided to have People Productions focus on more community outreach beginning in 2012. This was done through the introduction of the Utah Urban Arts Project, a new sub-division of People Productions, which will facilitate performing arts training and etiquette to Utah's underserved youth

**Bjorn Pendleton**

*Spanish Fork Arts Council*

Bjorn realigned the arts council by bringing the community choir, orchestra, festival and other major arts activities back under the umbrella of the arts council. By doing so, funding was centralized and resulted in the city council approving a large budget increase to further support the arts efforts in the community.

**Natalie Petersen**

*Springville Museum of Art*

Natalie built an engaging exhibition focusing on Springville history, drawing upon existing networks and expanding to new community groups and individuals. Her goal was to educate, engage, and create a stronger sense of community and collaborative alliances through this project.

**Todd Robert Petersen**

*Southern Utah University*

Todd has used his Change Leader training to lead the transitional change of a new curricular element for all Southern Utah University students; this new requirement involves designing and executing an experiential project that reflects students' own passions, interests, goals, and life objectives.

**Chris Peterson**

*Great West Institute*

For his certification project, Chris facilitated the creation of a large public mural—one hundred and five feet long, and forty feet tall—in the backyard of the Sorenson Unity Center's Art Park.

**Steve Puro**

*Basin Arts Council, Roosevelt Pops Symphony*

Steve produced the Best of the Basin Concert to raise funds to maintain a new community auditorium so that the costs wouldn't be passed on to the community.

**Irma Ramos**

*Vientos del Sur*

Vientos del Sur, founded in 2004, went through a change when some of its families' members and founders decided for personal reasons to leave the project. The organization was in need of encouragement and inspiration and Irma felt the Change Leader Institute was the force that could help her. In response, she organized a special event to bring optimism and renewed vigor to the entire membership called "Guitarreando con Amigos".

**James Rees**

*James Rees Art*

James was a catalyst in creating an opportunity for Utah County residents to experience and discuss 21<sup>st</sup> century art. His goal was to change the perception of contemporary art in his community by creating access and understanding of the subject.

**M. Dayle Record**

*Artist*

Dayle explored the prospect of creating an Artist's Oasis in Bluff with the Rector of the St. Christopher Episcopal Mission and his wife. She worked with community members to learn their vision for the space as a possible arts venue.

**Amanda Robinson**

*South Jordan Public Art & Cultural Development Board*

Amanda helped develop a program called 'Resident on Display' that allows a different South Jordan amateur artist to display their body of work for a month. She worked to drive the program in a more efficient direction that would serve the community more effectively.

**Bayley Rogers**

*Moab Arts Administrator*

Bayley's certification project focused on forging partnerships between local government and arts agencies and educating government agencies in the value of the arts.

**Kristen Rogers**

*Utah State History*

Kristen facilitated the creation of a cultural heritage tourism online toolkit, as well as creating a living, organic document to guide the State Historic Preservation Office for the next seven years as it cares for and expands access to Utah's cultural resources.

**Clive Romney**

*Utah Pioneer Heritage Arts*

Clive created an organization to enhance the sense of community and quality of life by cultivating and preserving early Utah pioneer era heritage arts. He put together a nine member board of trustees, established the corporation in the State of Utah and submitted federal paperwork for nonprofit status.

**Carolyn Saam Bennion**

*Egyptian Theatre Foundation*

Carolyn transitioned the foundation board to a functional, fundraising board with community visibility through new grant writing policies; oversaw the creation of a website; established a lobby presence at Sundance Film Festival; and added eight new board members who are affiliated with organizations in the community.

**Emily Ann Sanderson**

*Utah Pioneer Heritage Arts*

Working with Clive Romney, Emily launched the Pioneer Arts Boutique in 2009. This online/traveling boutique features hand-crafted items made by Utah-based artists.

**Samantha Sedivec***Salt Lake County Zoo, Arts & Parks*

Leveraging skills learned during the Change Leader Institute, Sam completely reworked the Salt Lake County Zoo, Arts & Parks (ZAP) website to better serve its constituents, the general public, and those seeking grant funding. The new website is a highly branded tool aimed at raising awareness of the ZAP program, rooted in transparency and engaging the community.

**Lisa Sewell***Utah Arts Festival*

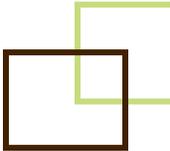
Lisa reinstated the Art Partner's Program to include artists and communities from the entire state. At the 2008 Utah Arts Festival, visual and literary artists were represented from Daggett, Duchesne and Uintah Counties.

**David Sidwell***American West Heritage Center*

For his certification project, David instituted a new planning process with his programming staff at the American West Heritage Center called, "Backwards Planning." This type of planning posits that first specific goals are defined, then identifies steps and sequences required to reach the goal, and finally a timeline is created with deadlines to accomplish necessary tasks.

**Marianne Sidwell***Summerfest Arts Faire*

Marianne expanded Summerfest's plein air competition to encompass photographers with the hope of involving more artists and increasing Summerfest exposure.

**Melissa Singleton***Utah Symphony | Utah Opera*

Noticing resistance from long-time volunteers about new policies, Melissa created a volunteer appreciation program that utilizes a monthly feedback process, and where volunteers become leaders by creating and implementing needed changes. This new appreciation program includes thank you events, ongoing prize drawings, and ticket compensations.

**Richard W. Sline***Weber State University*

Rick attended the Boise Change Leader Institute to experience the entire Change Leader program as a participant before developing a Train-the-Trainer program. This program is targeted at certified Change Leaders who might become the facilitators of this program in the future in other Mountain West states. Rick's Change Leader certification project became the design of the Train-the-Trainer program, which piloted in Boise in 2011.

**Heather Smith***University of Utah*

Heather performed a feasibility study to build a concert hall in South Davis County. After meeting with city leaders, musical organization board members, and music educators, it was determined that a smaller venue was more of a need. In collaboration with Bountiful/Davis Arts Center, Heather helped launch a fundraising campaign to purchase a Steinway grand piano for BDCA's stage.



### **Liz Smith**

*Utah Division of Arts & Museums*

Liz created an online arts council/nonprofit arts organization toolkit that is now online as a means to assist nonprofit arts organizations in building and strengthening capacity, providing new business models, supporting board and volunteer staff; it also includes arts research findings which support advocacy and growth.

### **Raquel Smith Callis**

*Downtown Provo Alliance*

Raquel coordinated the efforts of the city council, a local developer and real estate agent to produce a feasibility report concerning the development of a mixed-use building in downtown Provo for artists to work and live.

### **Carrie Snow**

*Church History Museum*

Carrie facilitated changes that resulted from a museum renovation; it required that nearly 2,000 pieces of art and artifacts be moved to storage. Permanent storage was impacted, necessitating the movement of another 4,300 artifacts in less than 4 months. This project also led to implementing barcoding to track collections.

### **Melissa Spuhler**

*Bear Lake Arts Council*

Melissa established the Rich Legends and Melodies festival in her community. It was a great success with about 24 participants doing old time stories, cowboy poetry, singing, or musical numbers and approximately 120 people attending.

### **Rhoda Stauffer**

*Park City Summit Arts Council*

Rhoda facilitated the completion of a new strategic plan through assessment and review--envisioning what could be, prioritizing putting those visions into a realistic setting, and publication of a practical, achievable plan which has measurable benchmarks and implementation steps.

### **Kandace Steadman**

*Museum of Utah Art and History*

Kandace Steadman took on the preparation of current and future museum leaders to be curators. Using a T-Chart and NWBE criteria, the curriculum was created and is being offered to organizations that help train museum leaders.



### **Melanie Steele**

*Helper Arts & Music Festival*

Melanie developed a system of seamless transition of new leaders for the arts festival using Change Leader techniques and embracing resistance.

### **Nicole Sterling**

*Utah Shakespeare Festival*

Nicole implemented a new way of conducting fundraising auctions for the Utah Shakespeare Festival by putting them online, alleviating the logistical challenges of traditional two-hour silent galas.



**Diane Stern**

*Weber State University Performing Arts*

Diane assisted in the development of Weber County Arts Council by getting major community members talking and collaborating, as well as presenting to various government entities to gain financial and other support.

**Carol Stevens**

*Duchesne Arts Council*

Carol facilitated conversations with the Mayor and City Council of Duchesne to help save the Pope House Museum, where artists Fred and Marie Pope once lived. She was able to reorganize the previously inactive museum board to help determine the future of the historic Pope House.

**K Stevenson**

*Weber State University*

For her certification project, K encouraged leadership and service in students and future classroom teachers. Her interdisciplinary class, "WSU ArtsBridge," is an active research style of instruction that prepares students with hands-on, experiential learning, bridges a frequently perceived gap between university and community, and builds skills in civic collaboration.

**Ginny Stout**

*Ogden City Arts*

Ginny redefined and energized *Arts on the Town* which provides opportunities for organizations to collaborate and foster mentoring relationships between established and emerging artists and organizations. Ogden also now has a very successful First Friday Art Stroll which provides additional opportunities for education of *Arts on the Town*.

**Kelly Stowell**

*Center for Business and the Arts*

Kelly created a *best new business idea* competition and raised over \$16,000 in prize money for entrepreneurs in Kane County. He utilized steps in the change cycle throughout his project.

**Maria Sykes**

*Epicenter*

The goal of Maria's project was to empower rural towns through visual data and information, beginning with her home of Green River. Maria assessed the needs, wants, beliefs, and emotions driving economic development and revitalization for Green River City Council and Business Group. She gathered data for the City of Green River's housing plan which then became a full town assessment.

**Kami Terry Paul**

*Utah Shakespeare Festival*

Using the NWBE, negotiation, and several other Change Leader concepts, Kami developed and implemented a Student Access Card at the Utah Shakespeare Festival.

**Alisha Tolman Burton**

*Art on Main*

After her training as a Change Leader, Alisha began a process of ensuring the longevity of Art On Main as a community project, namely applying Change Leader group facilitation skills such as collecting and synthesizing ideas, and encouraging arts businesses and organizations to commit. As a result Art on Main is now a project of Art Around the Corner, a well-established non-profit arts organization in St. George.

**Dana Waggoner**

*Envision Escalante*

Dana answered the call of the community for help in other areas besides the arts. She identified two prevailing ideas from community meetings using the NWBE system: the need to preserve local culture and create a thrift store, using Moab's model, and tying into Scenic By-Way 12.



**Stephen Wagner**

*Cedar Valley Community Theatre*

In his capacity as a board member Stephen is working with Cedar Valley Community Theatre to build a five-year plan, targeting areas to strengthen the organization's foundation, and focusing the organization's vision toward unified, long-term goals.

**Ronda Walker Weaver**

*Orem Arts Council*

Rhonda helped her council to focus and regroup their strategic plan by defining funding, communication, recommendations, and then putting together a council retreat which resulted in a unified plan of action.

**Bobbi Wan-kier**

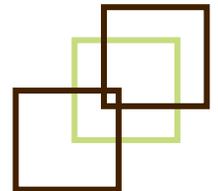
*Art Escapes 3-D*

After meeting with key arts leaders, Bobbi decided that her company would be able to put artists to work and help to re-vitalize the St. George downtown area. During the process she proceeded to make important connections in town. At the same time, she was asked to coordinate a Washington County artist's studio tour and decided it would be good for both the community and for her business, Art Escapes-3D.

**Rachel Wheeler**

*Roosevelt Junior High School*

Rachel developed a fun, annual Halloween Concert in order to interest students in developing a love for music. School administration, teachers, community members, and parents got involved with preparing for the concert.



**Rob Wilson**

*Utah Mural Arts Foundation*

Rob created the Utah Mural Art Foundation as a way to fill a community need for increased public artwork. The Foundation's mission is to bring together communities, and encourage tourism and education through promoting and supporting mural art.

**John Witmer**

*West Valley Symphony Orchestra*

John's project was to develop and implement ways to interact with Franklin & Marshall College alums in the Utah area as a way to enhance a sense of affiliation with the college. The additional hope is that it will translate into increased financial support for scholarships.



**Katie Woslager**

*Utah Division of Arts & Museums*

For her project, Katie reviewed and streamlined grant administration for the Individual Artist Services grants.

**Tamara Zollinger**

*Bear River Valley Museum*

After being appointed president of the Bear River Valley Museum (formerly known as the North Box Elder Museum), Tamara put together a board of directors, applied for nonprofit status and raised funds for the museum.

**Lisa Zumpft**

*Zion Harvest*

As the chair of Zion Harvest—the organization that runs the Zion Canyon Farmers Market—Lisa worked with the Springdale Planning Commission and Town Council to change ordinances regarding the farmers market activities and allowing farm animals in the canyon.

For more information on the Certification process or the Change Leader Program, please contact [Jason Bowcutt](#), [Wendi Hassan](#), or [Hilary Amnah](#).

