

## STATEMENT OF QUALIFICATIONS

Professional Facilitation, Communication, Writing/Editing Services  
Review of the Jackson/Teton County Comprehensive Plan

APPLICANT: Nancy H. Shea - dba True Nature Consulting Services

SCOPE: I am applying for all three elements of the project: facilitation, communication and writing/editing (see below). I will hire True Nature Associates to do some of the technical aspects of the project if needed but will take complete responsibility for the success of the project.

### ATTACHMENTS:

- 3 letter of reference  
Jane Lavino, National Museum of Wildlife Art, [jlavino@wildlifeart.org](mailto:jlavino@wildlifeart.org), 307-733-5771
- Susanne McDonald, Laurance Rockefeller Preserve, GTNP,  
[susanne\\_mcdonald@nps.gov](mailto:susanne_mcdonald@nps.gov), 307-690-5135
- Mickey Babcock, The Equipoise Fund, [mickeybabcock@me.com](mailto:mickeybabcock@me.com); 307-730-8207
- CV – Nancy Shea
- Short sample writing (can provide more if needed)

### STATEMENT OF AVAILABILITY:

I can commit to my availability during the contract period until the project is completed.

### QUALIFICATIONS SUMMARY (see CV for details):

#### Overall Qualifications:

- Interested in and familiar with the Comprehensive Planning process
- 22 years living in Jackson
- Qualified to provide all 3 services which promotes consistency and continuity in the project

#### Service 1: Facilitation

- 80 hours of training as a professional mediator (CDR, Boulder, Colorado)
- 100s of hours of facilitation in a wide range of contexts: board meetings, workshops, seminars, staff conflicts, life coaching services
- 100s of hours planning and organizing events
- Positive, pro-active approach to facilitation
- Understand well the role of process and will not be distracted by the content
- Detail and task oriented

- Will hire facilitation team member if needed

#### Service 2: Communication

- Many years of service in the non-profit world where expertise in the role of communication is essential
- Responsible for marketing and PR efforts in several non-profits
- Created posters, flyers, media releases
- Experience with inclusivity as a mediator/facilitator
- Understand the community through 100s of hours of community service
- Will hire professional designer for technical design aspects

#### Service 3: Writing/Editing

- Produced many professional products including executive summaries, grants, research papers, professional presentations
- Understand the need for a consistent, user-friendly voice
- Will hire professional editor to do the final copy proof to ensure an error free production

#### Contact Information:

Nancy Shea PhD  
True Nature Consulting  
PO Box 1158  
Jackson, WY 83001  
307-690-1730  
[nhshea@bresnan.net](mailto:nhshea@bresnan.net)



November 15, 2010

## **Letter of Recommendation for Dr. Nancy H. Shea**

To: The Elected Officials of Teton County and the Town of Jackson

I am writing to recommend Nancy Shea for the job of facilitation, communication, editing, and review of the Jackson/Teton County Comprehensive Plan.

I have known Nancy professionally since 1991 (nineteen years.) We have worked together on various projects related to the Museum's partnership with the Teton Science Schools, The Murie Center, and her current firm "True Nature." Nancy and I have written educational curriculum together, planned educational collaborations, and most recently, the Museum hired her to create a professional development workshop for all our staff members.

In every instance, Nancy has been professional, organized, intelligent, and creative in her thought process. She is very conscientious with schedules and deadlines. She is a fabulous communicator and facilitator. The professional development workshop she created for us was unique and custom made to our requirements. The goal was enhanced communication skills and creative group problem solving for our staff. Nancy created a survey tool in advance in order to determine issues and needs. She met with me several times prior to the workshop to refine our goals and objectives. The workshop itself lasted a day, and was very well received. She also followed up with copies of survey results, and evaluations along with her recommendations for future extensions of the work done.

In addition to highlighting Nancy's professionalism and skills, I want to underscore that she is a fun person to work with. She is enthusiastic and insightful and has a sense of humor. It is always a pleasure, and an honor, to work with her.

Please contact me if I can be of any further assistance.

Sincerely,

Jane Lavino  
Sugden Family Curator of Education  
National Museum of Wildlife Art  
(307) 732-5417  
[jlavino@wildlifeart.org](mailto:jlavino@wildlifeart.org)

**NATIONAL MUSEUM of WILDLIFE ART**

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Box 6825 • Jackson Hole, WY 83002 • 2820 Rungius Road • Jackson Hole, WY 83001*

November 14, 2010

Town and County Officials and Planning Departments  
Recommendation for: Nancy Shea

With pleasure I offer you my recommendation that you hire Nancy to the positions of facilitator, writer/editor, and communications lead on the completion of the Comprehensive Plan.

Nancy has worked as a consultant with Grand Teton National Park's Laurance S. Rockefeller Preserve for the last three years. I invited her to work with the LSR Preserve staff to help design an effective way to work with summer visitors. The LSR Preserve is built around Rockefeller's simple but profound belief in the power of nature. She has worked with me over the last three years to turn his insights into practical programs for visitors. She has helped created a new approach to more typical park interpretation by creating an experience of immersion, connection and integration with nature through visual, sound and staff-guided mentoring. The results have been very well received by visitors, as recorded in the library's journal. She has also been a lead participant in our two-week summer training work with staff.

Skills that Nancy has demonstrated that will be of use to the Comp Plan process: facilitation during staff training; skillful planning and writing of our curriculum manual; on-going relationships with myself, staff and project team; understanding of process and meaningful communication practices.

Please give Nancy your full consideration for this position with the Teton County Comprehensive Plan. You will not regret it.

Sincerely,

Susanne McDonald, Director  
Laurance S. Rockefeller Preserve  
Grand Teton National Park

November 12, 2010

To whom it may concern:

I submit to you my recommendation of Nancy Shea to the positions of facilitator, writer/editor, and communications director for the Teton County Comprehensive Plan activities.

Nancy works closely on behalf of the Equipoise Fund in a number of capacities, especially in the areas of facilitation and communication. Her most notable success with Equipoise Fund has been in the development of "Equality Initiatives", bringing statewide funders and statewide non-profit leaders together to establish an advocacy program which is now a leading component of the Wyoming Women's Foundation.

Nancy was critical to the success of this work, as this process had never been tried in Wyoming and it now serves as a model for action. Nancy excelled in understanding group dynamics (particularly among disparate constituents); managing the flow of information; communicating the messages; and providing a pathway for action.

I trust you will give your full consideration of Nancy Shea for this position with the Teton County Comprehensive Plan.

Thank You,

Mickey Babcock, President  
The Equipoise Fund  
Jackson, Wyoming

**NANCY H. SHEA, Ph.D.**  
P. O. Box 1158, Jackson, Wyoming 83001  
307-690-1730; 733-2656  
nhshea@bresnan.net

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## **FORMAL EDUCATION**

**Ph.D. and M.A., Philosophy**, University of Massachusetts, 1991

**M.S., Biology**, University of Nebraska, Southern Connecticut State University 1979

**B.S., Zoology and Mathematics**, Northern Arizona University, 1975, Magna cum Laude

### **Trainings:**

**80 hours Professional Mediation – CDR Associates, Boulder, CO**

**100s of hours of training in executive management, group leadership, group facilitation**

## **RELEVANT WORK HISTORY**

### **CURRENT Adjunct – Women's Studies, UNIVERSITY OF WYOMING, 2005.**

On-line courses including: Environment and Society, Gaia and the Philosophy of Nature, Women and Sustainability, Philosophers of Ecology, Ecofeminism, Introduction to Women's Studies, Women and Leadership.

### **CURRENT Owner, TRUE NATURE CONSULTING, Jackson Hole, WY. 2005.**

Executive Coaching to Non-Profit Clients; Non-Profit Project Management; Life Coaching for Individuals. Projects: Equality Initiatives, Wyoming; Teton Wellness Institute, Jackson, WY; Wyoming Wilderness Association, Sheridan, WY; National Museum of Wildlife Art; Grand Teton National Park, Laurance Rockefeller Preserve.

### **Founding Director, THE MURIE CENTER, Moose, WY. March 1998 – June 2005.**

Responsible for start-up, vision, mission accomplishment, board leadership, staff management, fiscal stability and overall functioning of the center. The center is located on historic Murie Ranch in Grand Teton National Park.

### **Founding Director and Dean of Faculty, GRADUATE PROGRAM FOR TETON SCIENCE SCHOOLS, Kelly, WY. September 1988 – March 1998.**

Responsible for: one year professional residency program for graduate students, teacher workshops, and other adult programs.

## **SUMMARY OF KNOWLEDGE AND EXPERIENCE**

**Leadership:** 17 years of executive and mid-management leadership in the non-profit sector.

**Management:** 17 years of management responsibilities, overseeing staffs from one to twelve, managing organizations with budgets from \$100K to \$500K.

**Stewardship Advocacy:** 30 years of advocacy and educational work on behalf of nature

**Fiscal:** CFO for non-profits with budgets from \$100K to \$500K.

**Development:** Fundraising expertise including a \$2 million dollar campaign to restore the Murie ranch.

**Grant Writing and Partnerships:** extensive grant-writing experience and success building partnerships.

**Facilities Management:** 7 years oversight of renovation and restoration of old historic buildings, infrastructure repair and long-term facility maintenance.

**Innovative Program Development:** 30 years of innovative program development.

**Marketing:** Experience with newsletters, websites, ads, brochures, media releases and other forms of PR.

**Communication:** extensive training in communication, facilitation and conflict resolution including 80 hours of training as a mediator.

**Strategic Planning:** 12 years experience working with boards and staffs on strategic planning both short-term and long-term.

**Retreats and Trainings:** extensive experience in organizing, leading and participating in staff and board retreats and trainings.

**Teaching and Mentoring:** 30 years of working with young people and adults in a wide-variety of settings from formal university teaching to informal nature walks.

**Research:** Experienced researcher and writer.

**Inspiration:** Exceptional ability to inspire and build creative opportunities.

**Commitment:** 30 year professional and personal commitment to conservation work; 22 years living in Jackson Hole.

**THE MURIE CONVERSATION  
PILOT PROJECT  
EXECUTIVE SUMMARY – Spring 2000**

Author: Nancy Shea, Executive Director, The Murie Center

During its second year of operation, The Murie Center undertook a pilot study to examine the efficacy of replicating Murie-like conversations on the Murie Ranch in Grand Teton National Park as a way of carrying forward the Murie legacy of defending wilderness.

The seventy-eight participants each had an association with the Greater Yellowstone ecosystem. There were representatives from many sectors, including federal agencies, non-profit activist organizations, education, the arts, business, the community at large, students, county officials, the media, and outfitting operations.

It was the Muries' close association with nature that inspired them to speak boldly about their love for wild places. It informed their simple lifestyle. It defined their sense of community with the more-than-human. The Murie Center learned from this pilot study that by providing an inspiration context for a wide variety of influential people to gather and share their struggles and insights, new approaches to restoring a respect for wild nature results.

The pilot conversations resulted in six summary outcomes that have become the building blocks to guide the future programming at the center:

**Outcome One: The Value of Conversation**

An authentic and heartfelt conversation creates a unique and valuable atmosphere that promotes personal reflection, new friendships and a creative investigation of new ideas.

**Outcome Two: The Value of Storytelling**

Storytelling is a unique and valuable form of inclusive and non-threatening communication. It has the potential to build genuine and long-term community relationships amongst a diverse group of people.

**Outcome Three: The Value of Direct Experience with Nature**

Early and on-going experiences with nature can support a life long commitment to preserving wild places.

**Outcome Four: The Value of Wild**

It is important to clarify and articulate the value of wilderness and wild nature, including its most fundamental and spirit based values, in ways that ensure its preservation.

**Outcome Five: The Dilemmas of Conservation Work**

It is important to find ways to work more effectively with the values that underlie conservation work so that Murie-like values of simplicity and respect for the wild are more supported and evident in society.

**Outcome Six: The Role of The Murie Center**

The Murie Center can contribute to the preservation of the wild by becoming a central hub for promoting the kind of dialogue and action that deepens the work of conservation and expands membership in the conservation community. This work enhances the acceptance of a wilderness ethic by expanding the community of individuals and institutions that can communicate persuasively, to a wide variety of audiences, the enhanced personal and community values that result from living compatibly with wild nature.