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MANAGEMENT & CONSULTING ROLES

EXECUTIVE DIRECTOR

2015 – 2023

AMERICAN MOUNTAIN GUIDES ASSOCIATION, BOULDER, CO

- Strategically advanced the mission of the AMGA, a 4,600-member association dedicated to education, standards, and advocacy for guides and climbing instructors.
- Steered the association, its Board, and seventy full- and part-time staff through field emergencies, public relations challenges, and development of a strategic plan.
- Grew revenue from \$1.4 to \$3.3 million and recruited first corporate donors at \$100K annually.
- Partnered with community members to initiate the AMGA's diversity, equity, and inclusion program in October 2015, three months after starting at the association.
- Conceived and launched AMGA's advocacy and policy program supporting facilitated access on public lands, personally built a partnership with The North Face to secure funding.
- Championed the interests of guides through direct communication with members of Congress, public officials, corporate leaders, peers in outdoor non-profits, and the media.
- Proactively adapted through the COVID pandemic by offering new member services and developing innovative financial strategies to mitigate the loss of \$2 million in course revenue.
- Advanced the educational quality and risk management of highly technical field education programs serving more than 2,000 participants annually.
- Addressed international industry challenges and training standards as one of the twenty-seven member associations of the International Federation of Mountain Guides Associations.

PRINCIPAL

2010 – 2020

OUTDOOR SAFETY INSTITUTE, BOZEMAN, MT / BOULDER, CO

- Founded and directed this risk management consultancy, which advised, trained, and conducted incident reviews for outdoor recreation, outdoor education, and conservation organizations.
- The four-member team's clients included Adventure Scientists, Boojum Institute, Colorado College, Colorado Mountain Club, Montana State University, Naturalists at Large, Pacific University, Sierra Club, The Mountaineers, University of Wisconsin, & Yellowstone Forever.

CLIMBING PROGRAM DIRECTOR

2009 – 2010

ORFALEA FOUNDATION (MYE/REACH PROGRAM), EMIGRANT, MT

- Established new single- and multi-pitch climbing program serving diverse populations.
- Trained and supervised instructional staff, created curricula, and developed climbing venues.

PROGRAM DIRECTOR/ LEAD CONSULTANT

2004 – 2010

ADVENTURE SAFETY INTERNATIONAL, BOZEMAN, MT / SALT LAKE CITY, UT

- Advised and trained organizations on risk management, field safety, and leadership.
- Recruited over twenty-five clients, including Big City Mountaineers, Chesapeake Bay Foundation, Manito-wish YMCA, Kern River Outfitters, and the Nature Conservancy of Canada.

LEADERSHIP & VOLUNTEER RELATIONS DIRECTOR

1998 – 2004

APPALACHIAN MOUNTAIN CLUB, BOSTON, MA

- Supervised a team of five responsible for outdoor leadership training, risk management, adventure travel, conservation volunteerism, and relations with 14,000 chapter volunteers.
- As the first risk manager in the organization's 125-year history, developed risk management and leader training systems for programs with 100,000+ annual participants (1998-2000).
- Recognized for "exemplary service" in 1999, 2000, 2001, and 2003.

OUTDOOR LEADERSHIP ROLES

COURSE DIRECTOR

1996 – 2015

OUTWARD BOUND, WESTERN U.S.A and MEXICO

- Course Director, Staff Trainer, Lead Instructor, and Safety Reviewer ('96-97, '99, '05-08, '14-15)
- Employed by Voyageur, California, Outward Bound U.S.A. & Outward Bound Mexico programs.

LEAD INSTRUCTOR

2005 – 2009, 2014 – 2015

MONTANA MOUNTAINEERING ASSOCIATION, BOZEMAN, MT

- Taught youth and adults rock, ice, and alpine climbing, as well as backcountry skiing.

INSTRUCTOR

2008 – 2014

AERIE BACKCOUNTRY MEDICINE, MISSOULA, MT

- Instructed Wilderness First Responder courses.

OUTDOOR EDUCATOR

1992 – 2015

MASSACHUSETTS AUDUBON SOCIETY, SPLORE, SPOKANE MOUNTAINEERS, WHITMAN COLLEGE, UNIVERSITY OF RHODE ISLAND, YELLOWSTONE FOREVER INSTITUTE

- Taught leadership, climbing, backpacking, and other skills as an educator and instructor trainer.

EDUCATION

BACHELOR OF ARTS

1990 – 1994

MACALESTER COLLEGE, SAINT PAUL, MN

- Majors in Environmental Studies and Political Science, Minors in Geology and Biology

OUTDOOR COURSES

1992 – 2019

GUIDING, MEDICAL, AND OUTDOOR EDUCATION

American Mountain Guides Association: Rock Guide Course (2016), Alpine Guide Course (2017), Single Pitch Instructor Course (2018), Ice Instructor Course (2019); **WMI-NOLS:** Wilderness First Responder (2005); **SOLO:** Wilderness EMT (1994); **NOLS:** Winter Outdoor Educator’s Course (1993); **NREMT/States of MN & NH:** Emergency Medical Technician (1992)

BOARDS & COMMITTEES

2020 – present

OUTWARD BOUND USA, LAGRANGEVILLE, NY

Safety Committee

2017 – 2019

NATIONAL SCIENCE FOUNDATION, WASHINGTON, D.C.

Polar Programs Committee

2016 – 2018

ACCESS FUND, BOULDER, CO

Risk Management Committee

2014 – 2016

MONTANA WILDERNESS SCHOOL, BOZEMAN, MT

Board of Directors

2005 – 2009

WINTER WILDLANDS ALLIANCE, BOISE, ID

Board of Directors

ADDITIONAL EXPERIENCE

1999 – 2022

PROFESSIONAL PRESENTATIONS

Wilderness Risk Management Conference, Public Lands Alliance Convention, Assoc. of Outdoor Recreation and Education, Midwest Risk Management Symposium, Assoc. for Experiential Education, WEA National Conference on Outdoor Leadership, America Outdoors’ Confluence, Appalachian Trail Conservancy Conference, Outdoor Retailer, AMGA Annual Meeting, and more

2012 – 2015

EXPERT WITNESS & LITIGATION CONSULTANT

Six cases involving climbing, backpacking, and outdoor adventure activities.



AWARD

President’s Award

2020 • American Mountain Guides Association

First sitting executive director to receive the association’s top honor open to non-guides



PUBLICATION

AMC Guide to Outdoor Leadership

1st edition (2003), 2nd edition (2010), 3rd edition (2023)

Appalachian Mountain Club Books, Boston, MA



INTERESTS

- Rock, alpine & ice climbing
- Backcountry skiing
- Environmental issues
- Public policy
- Writing
- Adventure

