

Curriculum Vitae for

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BIOGRAPHICAL SUMMARY: Beth Applegate holds a master's degree in organization development (OD) from American University/National Training Laboratory (AU/NTL) in Washington, DC. In 1997 she founded Applegate Consulting Group (ACG), an OD practice through which she has assisted over one hundred nonprofit organizations, government agencies, and socially responsible for-profit corporations with developing human and organizational capacity and sustainability, and building a more just and equitable society. As a senior consultant and nonprofit executive, Beth has 20 years of experience in organizational capacity building, governance, strategic leadership development, technical assistance, and direct management with institutions across three sectors. Beth has earned awards from Indiana University, American University, and the Alliance for Nonprofit Management.

EDUCATION:

- MSOD (Organization Development) - American University/National Training Laboratory (AU/NTL), Washington, DC, 2003.

Master's Thesis: Role Clarification and Norm Development in an International Non-Governmental Organization (NGO).

- B.S. (Political Science) - Indiana University, Bloomington, IN.

ACADEMIC APPOINTMENTS:

- Associate Practicum Director, Masters of Science in Organization Development, AU/NTL, 2008 - present.
- Adjunct Faculty, Masters of Science in Organization Development, AU/NTL, 2004 - present.
- Faculty, Presidential Fellows Program, Office of Personnel Management, 2005 - 2008.

PROFESSIONAL EXPERIENCE:

President and Founder, Applegate Consulting Group (ACG), Washington, DC, 10/97 – present. Engage multi-sector organizational clients in a spectrum of planned change processes to strengthen leadership, team, and organizational effectiveness and sustainability. Grounded in theory, best practices, and field experience in action research, systems theory, organizational behavior, political science, and grassroots organizing, these client-consultant partnerships help organizations adapt to changing environments, identify priorities, strengthen

leadership, and facilitate continuous learning. ACG's key services include organization assessment, strategic thinking and planning, meeting and retreat facilitation, board development, team building, leadership coaching, leadership transition planning, developing strategic alliances, and building diverse and inclusive organizations.

National Field Director, National Abortion and Reproductive Rights Action League (NARAL), Washington, DC, 11/94 - 6/97. As a member of the senior management team, developed and supervised the field department's affiliate capacity building and training programs, which were the cornerstone of the department's work with the organization's 38 state affiliates. The department provided technical assistance to strengthen affiliate organizations in board development, strategic planning, and nonprofit management, as well as support to ensure the development of integrated political plans including federal and state legislative and electoral campaigns. In addition, directed the field department's annual planning process, developed and managed its budget, and worked directly with NARAL's national board of directors.

Statewide Executive Director, National Abortion and Reproductive Rights Action League of Indiana (IPCAL), Indianapolis, IN, 5/89 – 9/94. Developed, implemented, and supervised all aspects of IPCAL's strategic planning, board and staff development, organization development, volunteer and member management, and political, legislative and electoral campaigns. Developed and managed the budget, all fundraising initiatives, and served as organizational spokesperson and lobbyist. In addition, IPCAL was the first affiliate to establish local chapters, and I was selected by the National Board of Directors to serve on the National Board as one of two nation-wide affiliate representatives.

Women's Outreach Director, U.S. Department of Defense, Family Support Division, Army Community Services, Nuremberg, Germany, 2/85 - 2/89. Designed and conducted community needs assessments, evaluated results, and engaged the military leadership and community in the creation and implementation of a military dependent support program for 80,000 service members and their families. Established the first Europe-wide Army Community Services Women's Outreach Program.

CERTIFICATIONS:

- Myers-Briggs Type Indicator (MBTI).
- MSOD Practitioners Program, American University/National Training Laboratory.
- Study Circle Facilitation, Montgomery County Public Schools (Maryland).
- Advanced Enneagram and Organization Development.
- Enneagram Train-the-Trainer Program.

AWARDS and FELLOWSHIPS:

- [Best of Takoma Park Award in Management and Consulting Services, 2009.](#)
- Cultural Competency Award, Alliance for Nonprofit Management, Washington, DC, 2009.
- Hal Kellner Award, American University, Washington DC, 2003.
- Phi Alpha Alpha National Honor Society, American University, Washington, DC, 2003.
- Outstanding Community Contribution Award, Department of Defense, Family Support Division, Army Community Services, Nuremberg, Germany, 1988.

- The Center of the Study of the Presidency Fellow, Indiana University, Bloomington, Indiana, 1982.

PUBLICATIONS:

Chapters:

- Embracing Cultural Competency: A Roadmap for Nonprofit Capacity Builders. Editor: Patricia St. Onge, Contributing Authors: Beth Applegate, Vicki Asakura, Monica Moss, Brigitte Rouson, Alfredo Vergara-Lobo www.EmbracingCulturalCompetency.org Available July 2009. 2009ISBN 978-0-940069-68-8
- The Sustainable Enterprise Field book – When It All Comes Together. Edited by Wirtenberg, J., Russell, W., and Lipsky, D. 2008. Co-published by Greenleaf Publishing (UK) and AMACOM. Visit the Living Fieldbook at www.TheSustainableEnterpriseFieldbook.net

Refereed Articles:

- Applegate, B. & Puentes, S. (2009). "Diversity and Inclusion: The Next Step in Social Responsibility." for ASAE & The Center for Association Leadership, Associations Now magazine Ideas into Action, page 11.
- Applegate, B. (2008). Challenges and opportunities in nonprofit capacity building, *Nonprofit World Journal*, 26 (3), published by the Society for Nonprofit Organizations.
- Applegate B., Illif, H., Kloth, C. (2005). "Organization Development and Social Change – A Practitioner's Dialogue," OD Network 2005 Conference Proceedings.
- Applegate B. (2005). "Racial Equity as a Prism for Effective Consulting," Alliance for Nonprofit Management Enhance Newsletter.
- "Challenges and Opportunities in Nonprofit Capacity Building , 2008 " NONPROFIT WORLD JOURNAL, Vol. 26, No. 3, published by the Society for Nonprofit Organizations, www.snpo.org.
- Wirtenberg, J., Backer, T., Chang, W., Applegate, B., Lannan, T., Conway, M., Abrams, L. & Slepian, J., (2007 pages 179-195). "The Future of Organization Development in the Nonprofit Sector," *OD Journal*, Third Special Issue of "Best Global Practices in Internal OD", Volume 25(4).
- Wirtenberg, J., Backer, T., Chang, W., Conway, M., Abrams, L. & Slepian, J., "The Future of Organization Development: Enabling Sustainable Business Performance Through People" article in the *Organization Development Journal*, Summer 2007 (Volume 25 No. 2), pp. 11-22 special edition. Applegate a contributor to this article.
- Applegate B., Illif, H., Kloth, C. (2005) "Organization Development and Social Change – A Practitioner's Dialogue," OD Network 2005 Conference Proceedings.
- Applegate B. (2002) Allies for Democracy, *OD Practitioner*. 34 (4) pages 23-27.
- Applegate B. (2002) "The Case of Camwell High School," *OD Practitioner*. 34 (4) page 37.

Articles (not peer reviewed):

- Applegate B. (2005) "Racial Equity as a Prism for Effective Consulting," Alliance for Nonprofit Management Enhance Newsletter.

- Applegate B. & Kloth C. (2004) "Inter-Organization Collaboration & Partnerships: A Critical Analysis," Ohio Coalition on Sexual Assault Exchange newsletter.

PRESENTATIONS:

- Voices in Cross-Cultural Capacity Building - Alliance Conference, Palm Springs, CA. July 2009.
- Open Space Technology and Polarity Management - Episcopal Diocese of Massachusetts, Clergy Conference, April 2009.
- The Critical Liberation of White Women - What Are We Fighting For? - The 10th Annual White Privilege Conference, Memphis, TN, April 2009.
- The Future of Organization Development webinar - Alliance for Nonprofit Management, December 2008.
- Racial Identity Panel - Montgomery College, December 2008.
- The Critical Liberation of White Women - What Are We Fighting For? - Montgomery College Super Saturday Diversity Conference, November 2008.
- Sustainability Series - Executive Treasury Institute, Washington, DC, September 2008.
- The Critical Liberation of White Women – What Are We Fighting For? - White Privilege Conference, Amherst, MA, April 2008.
- The Future of Organization Development - Chesapeake Bay Organization Development Network (CBODN), Washington, DC, March 2008.
- Use of Self: Understanding Race, Power, And Privilege In An Organizational Change Process - OD Network Conference, Baltimore, MD, October 2007.
- Becoming A Culturally Competent Leader through Understanding Privilege - Alliance for Nonprofit Management Conference, Atlanta, GA, July 2007.
- Cultural Competency Remix: Advanced Peer Exchange - Alliance for Nonprofit Management Conference, Atlanta, GA, July 2007.
- White Nonprofit Leaders Against Racism - Maryland Association of Nonprofit Organization's Conference, 2005.
- Organization Development and Social Change – A Practitioner's Dialogue - Organization Development Network Conference, 2005.
- Inter-organizational Collaboration - Organization Development Network Conference, November 2004.
- White OD Practitioners as Partners for Change - Doing Our Work - Organization Development Conference, November 2004.

FACILITATIONS:

Academia

- Clarice Smith Performing Arts Center at Maryland University – Capacity Building, Senior Team Building and Retreat, Executive Coaching, Training: 2008.
- Columbia University, Center for Environmental Research and Conservation – Board Retreat: 2000, Strategic Planning: 1997 - 1998.

Nonprofits - International

- Center for Women's Global Leadership, Rutgers University - Strategy Session on Violence Against Women and the 16 Days Campaign: 2009, Capacity Building: Leadership Transition, 2007 - 2009.
- Realizing Rights, The Ethical Globalization Initiative – Leadership Transition: Capacity Building: Facilitation of Board and Staff Retreats: 2008 - 2009.
- Center for Health and Gender Equity - Strategic Planning: 2007 - 2008.
- International Women's Health Coalition - Learning Organizations: 2004: Capacity Building: 2003: Organizational Diagnosis: 2002: Team Building: 2002.
- Ontario Naturalists - Board Development: 1999.

Nonprofits - National and Local

- Episcopal Diocese of Massachusetts - Facilitation of annual Clergy Conference: 2009.
- Institute for Conservation Leadership – External Senior Consultant: 1999 - 2009.
- Queers for Racial and Economic Justice - Leadership Transition: 2008.
- The Forum for Emerging Arts Professionals – Facilitation of Discussion on the Trends of Race and Culture in Today's Artistic Community: 2008.
- Docs For Tots - Strategic Planning Process: 2008.
- Community Technology Centers' Network - Strategic Planning: 2008.
- DC Primary Care Association – Interagency Coalition Building and Planning: 2008.
- Environmental Support Center - Capacity Building and Retreat Facilitation: 2007 - 2008.
- Susquehanna Greenway – Executive Coaching: 2006 - 2008.
- Empire State Pride Agenda Foundation - Strategic Planning: 2007.
- Nuclear Information & Resource Service – Organizational Assessment: 2007, Strategic Planning: 2007.
- Highlands Coalition – Statewide Coalition Strategic Planning: 2006 - 2007.
- National Assembly of School-Based Health Clinics - Organizational Change Process: 2007 - 2008, Strategic Planning: 2006, Board Development: 2006, Organization Assessment: 2005.
- Congregation Beth Simchat Torah - Executive Coaching: 2007, Strategic Planning: 2000 - 2002, Board Retreat: 2001, Board Development Training: 2000, Board Retreat: 2000, Board Retreat: 1999.
- The Association of Performing Arts Presenters – Cultural Competency Training: 2006, Board and Staff Strategic Planning Retreat: 2005.
- National Tree Trust – Facilitated Merger and Acquisition with Arbor Day Foundation: 2005-2006.
- Society for Municipal Arborists – Board Development: 2005.
- National Tree Trust – Interim Executive Director: 2003 - 2005.
- New York State Lesbian, Gay, Bisexual, and Transgender Health and Human Services Network - Retreat: 2005, Strategic Planning: 2003.
- Greenpeace – Team Building and Training: 2003.
- Gill Foundation - Strategic Planning: 2002.
- Unitarian Universalist Campus Ministry Program - Strategic Planning: 2002.
- Whitman-Walker Clinic, Lesbian Services Community Advisory Board - Board Retreat: 2001 - 2002.

- Gay Lesbian Alliance Against Defamation - Coaching: 2002, Staff Retreat: 2001, Senior Team Diversity Training: 2001, Senior Team Retreat: 2000, Board Retreat: 2000, Strategic Planning: 1999 – 2000.
- New York Lesbian, Gay, Bisexual, and Transgender Community Center - Senior Team, Building: 2001, Strategic Planning: 2000, Organization Assessment: 1999.
- Gay Lesbian Straight Education Network - Strategic Planning: 2000 - 2001.
- St. John's Episcopal Parish - Strategic Planning: 2001.
- Leadership Lambda - Strategic Planning and Training: 2000.
- L.A. Gay and Lesbian Community Services Center - Senior Staff Retreat: 2000.
- National Association of Lesbian, Gay, Bisexual, and Transgender Community Centers - Strategic Planning: 2000.
- National Gay and Lesbian Task Force, National Policy Roundtable - Meeting Facilitation: 2000.
- Lake Michigan Federation – Fundraising Training: 1999.
- Wildlife Conservation Society – Strategic Planning: 1999.
- Natural Resources Foundation of Wisconsin – Volunteer Management Training: 1999.
- River Alliance of Wisconsin – Fundraising Training: 1999.
- Wildlife Preservation Trust International – Communications Training: 1999.
- Wisconsin Ice Age Trail – Fundraising Training: 1999.
- Religious Coalition for Reproductive Choice - Board Retreat: 1999, Board Development: 1998, Strategic Planning: 1997.
- Episcopal Archdiocese of New York - Strategic Planning: 1998.
- Grand Traverse Regional Land Conservancy – Membership Development Training: 1998.
- River Alliance of Wisconsin – Capacity Building: 1998.
- Alabama Urban Forestry Association - Strategic Planning: 1998.
- Alabama Environmental Council – Strategic Planning: 1997-1998.
- Michigan Ecology Center – Volunteer Management Training: 1997.
- Mining Impact Coalition of Wisconsin: Fundraising Training: 1997.
- American Society of Training and Development – Training, Sexual Orientation in the Work Place: 1997.

Public Sector

- United Nations Development Programme (UNDP) - Interagency Strategy Session on Gender and HIV: 2009.
- Office of Personnel Management, Presidential Fellows Program - Orientation Faculty: 2005 - 2007.
- Urban and Community Forestry, National Coalition Planning Retreat: 2005.
- NASA Goddard Space Center - Coaching: 2006, Strategic Planning: 2005.
- U.S. Department of Agriculture, Forest Service - Coalition Building: 2004-2005, Team Building: 2003, Strategic Planning: 2002, Communication Skills Building: 2001.
- The New York Botanical Garden – Strategic Planning: 2001 - 2002.
- National Urban and Community Forestry, - Planning and Facilitation of Grassroots Summits: 1998 - 2002.
- American Museum of Natural History – Strategic Planning: 1997 - 1998.

Private Sector

- Cabrera Services, Inc., - Facilitation of Intra-agency Project Management Meetings with Corps of Engineers, State Regulators and DuPont Chemical: 2007-2009.
- Holbrook Travel, Inc. – Strategic Planning: 1998 - 1999.

PROFESSIONAL AFFILIATIONS:

- Alliance for Nonprofit Management
- American Society of Training and Development (ASTD)
- American University/National Training Laboratory (AU/NTL) Alumni Association
- ASAE & The Center for Association Leadership
- Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA)
- Chesapeake Bay Organization Development Network (CBODN)
- Maryland Association of Nonprofit Organizations
- Montgomery County Public Schools Study Circle Program
- Organization Development Institute (ODI)
- Organization Development Network (ODN)
- White Women's Caucus for Equity and Justice
- Women Consultants Network

CIVIC APPOINTMENTS:

- Enterprise Sustainability Action Team – Member: 2004 - present.
- Alliance for Nonprofit Management, Cultural Competency Initiative member: 2003 - present.
- Organization Development Network – Mentor: 2003 - present.
- Alliance for Nonprofit Management - Program Committee Co-chair: 2008 - 2009 .
- Global Community for the Future of OD – Member: 2009.
- Veteran Feminists of America - Host Committee Member: 2008.
- Mental Health, Addiction and Retardation Organizations of America – Board Member: 2007 - 2008.
- Global Committee on the Future of OD – Nonprofit Sector Team Member: 2002 - 2008.
- Organization Development Network, White Practitioners Against Racism Affinity Group - Co-convenor: 2001 - 2006.
- National Urban and Community Forestry Advisory Council - Board Member: 2003.
- AU/NTL Association - Board Member: 2000 - 2001.
- Gay, Lesbian, Straight Education Network - National Co-chair of the Board of Directors: 1999 - 2001.
- IMPACT Silver Spring Leadership Initiative – Mentor: 2000.
- Chesapeake Bay Organization Development Network - Program Committee Member: 2000.
- Economic and Business Development Advisory Board, City Council of Takoma Park – Member: 1998 - 1999.
- National Abortion and Reproductive Rights Action League (NARAL) – Board Member: 1990 - 1991.