“RULE Management Team Racks Up Measurable Difference In Leadership Volunteerism”
RULE Impact Article/Alumni Spotlight
By JD Dunbar, Penn State Extension Educator / RULE Program Director
Tara Homan, RULE Program Coordinator, Layout

How do you measure volunteerism in a year? We did by asking the volunteer RULE Management how many miles and hours they amassed shepherding Year 1 of RULE XIX. The astounding response was 6,789 miles, 1,197 hours. The accruing value using $31.80 per hour (volunteer rate from independentsector.org) amounts to a contribution of $42,987. This comprises a remarkable figure for volunteer Management Team Members to say, “I want to make a measurable difference in RULE.” And they have!

The RULE Management Team marshalls small groups through Individual Learning Contracts as well as a small group process presentation. They also provide presentations and examples of how RULE has worked for them. It’s hard to quantify the value of a living, and actually loving example.

Hilary Hauck, RULE XVI
Writer & Translator, Cambria County

“How going through the RULE program, I know how transformative it is for scholars. Being a small part of someone else’s life-changing journey, knowing what they stand to gain, is not only extremely rewarding, it is a privilege. Being on the RULE Management Team is giving me an opportunity to expand mentoring skills that I’m also able to use beyond the program, helping others reach their potential to be a positive change in their own lives, their community, and the world.”

Hilary at Hilltop Farm in Pittsburgh
**Evelyn Chianelli, RULE XVII**  
Executive Assistant  
PA Dept of Community and Economic Development  
Dauphin County  

“RULE gives me the opportunity to keep learning! I’ve made new connections across our great Commonwealth and am continuously amazed at what fantastic resources we have.”

---

**Madra Clay, RULE XVIII**  
Central Regional Director,  
Department of Community and Economic Development, DCED  
Lancaster County  

“As a Management Team member, I get to positively impact the lives of others by sharing my professional knowledge, and all of the profound life experiences that helped shape me into the person I am today. Having the opportunity to volunteer in such a unique way, provides me with the personal satisfaction of knowing and witnessing how one small gesture can make a tangible difference in someone’s life. My hope is to encourage the current RULE scholars to play a role in building a better community.”

---

**Evelyn at the Penn State Creamery with a common size serving**

**Kathleen Ellwood, RULE XVII**  
Director, Academic Advising & Student Success Center  
Gannon University  
Clarion County  

“On a daily basis, we all have the opportunity to pay forward a kindness, encouraging word, or piece of knowledge we have gained from another. As a graduate of the RULE program, I was provided countless opportunities to receive kindness, encouraging words, and knowledge. It is my privilege to provide these for someone else as a member of the RULE Management Team.  
As a Team member I am honored to walk with RULE Scholars on their leadership journey of exploration, growth, and realization. Personally, I have been provided a space which allows me to continue to grow my leadership, management, and coaching skills.”

---

**Evelyn Chianelli, RULE XVII with German Shepherds, River & Rolla**

**Kathleen at Redwood National & State Park**
Brian Detwiler, RULE XIII  
Retired, MidAtlantic Farm Credit Administration  
Lancaster County  

“It is a pleasure to serve on the RULE Management Team because of people and programing. RULE attracts people who are life-long learners striving to improve personally, professionally and to better their communities. It’s fun to be around these types of people. Additionally, assisting Scholars with personal development, public issue awareness, leadership learning contracts, small group projects, etc. helps me develop and be more effective in other areas of my life. And, RULE is an excellent way to expand networks with leaders and decision makers across the state. I’ve found, whether as a RULE Scholar or RULE Management Team Member, that the RULE experience is challenging, motivational and beneficial to individuals and community and that is why I volunteer with the RULE Program.”

Angela Callie, RULE V  
Principal, Clear Direction Consulting LLC  
Northampton County  

“I volunteer as a member of the RULE Management Team because I believe in and support the Mission and Values of the RULE program. It is a transformational program, and when scholars put a sincere effort into learning about themselves and those that they can impact, the results are visible. Visible in how they grow as individuals and how they interact with the world around them. As a member of the Team, I reap many personal rewards. It provides me with a forum for lifelong learning, and my participation connects me to many individuals who remind me to engage my heart and mind in all I do every day.”

Joel Rotz, RULE X  
Farmer Liaison, Agriculture and Environment Center  
Penn State University  
Cumberland County  

“I agreed to serve as a facilitator to the current RULE Class because I desired to give back to a program that gave me a needed and unforgettable experience in personal growth many years ago. Yet again, the program is giving me more than I can ever give back through the inspiring leadership demonstrated by current and future leaders presenting and participating in RULE XIX.”
“Outside of my family, I can think of three relationships that significantly altered the direction of my life. One of them is the RULE program. My experiences in RULE VI opened my eyes to personality differences that influence human interactions, making me more aware of how my actions are seen by others and more accepting of how others’ actions impact me. During my interview for RULE VI, JD Dunbar, Program Director asked what stewardship meant to me. I took that as a responsibility to the program, and when my personal situation permitted, I volunteered to be a speaker on the Myers-Briggs Type Indicator. The response was, “yes,” along with a request to serve as a small group facilitator.

I have served the program as a facilitator for six different classes and have been a speaker for ten. I have learned that the program provides a huge return on investment because of volunteers. There are ten three day study institutes per class with numerous speakers per institute. Speakers are talented and diverse and all present to classes without compensation. Many are graduates of the program who return to share their expertise. Each class is also served by a group of four to six small group facilitators who donate fifteen days per year to serve in that role.

In a sense, RULE classes are made up of volunteers. Class members are unique people who are willing to commit fifteen days per year plus time to complete assignments for personal development. The combination of class members with volunteer speakers and facilitators creates a growth experience for everyone involved. Volunteering for the program keeps me connected to leadership and helps me to keep my own leadership development front of mind. I draw on values that developed because of RULE when I need to make hard leadership decisions.”

The RULE Management Team has given to RULE an astounding 63 cumulative years of service.