



# Candidate Application for National Office

What you can expect when applying for a National Board Position:

- Newly elected individuals will receive training from board members, and materials related to the position will be passed down.
- Candidates will be invited to join the Pre-National Board Meeting as an observer to become familiar with board business (will not be reimbursed by National to attend)
- Newly elected Executive Board members may be reimbursed for one night's lodging for post board meeting (at a rate of 1/2 of double room) but are not reimbursed for additional travel costs. Meal reimbursement for day of post board meeting will follow Policy Manual and current approved budget.

Upon applying for the position, I acknowledge that I will have the necessary resources (i.e. computer, internet, etc.) to complete the duties of the position.  I agree Yes, I agree

Office Applied for: \_\_\_\_\_ President-Elect \_\_\_\_\_ Date: \_\_\_\_\_ 2.16.2023 \_\_\_\_\_

**This form should be used as a guideline. When typing your own form, add more space as necessary.**

Cynthia (Cindy)	P	Thompson	
First Name:	Middle Name:	Last Name:	
Human Sciences Specialist/Family Wellbeing	Iowa State University		
Job Title:	Employer:		
218 South Main, PO Box 700	Fayette	IA	52142
Work <b>Mailing</b> Address:	City:	State:	Zip:
cpthom08@iastate.edu	kcthom6@yahoo.com		
Work Email Address:	Home Email Address:		
319-334-8013	NA	319-334-8013	
Work Phone/Extension:	Work Fax:	Home Phone:	

## I. Education Background

BS/BA	Psychology	Northwest Missouri State University	1991
	Major	Institution	Year
MS/MA	Human Development and Family Studies	Iowa State University	2011
	Major	Institution	Year
PhD			
	Major	Institution	Year

## II. State/Territory Affiliate Experience

Iowa Affiliate President Elect/Secretary (dual role)	2018
Iowa Affiliate President	2019
Iowa Affiliate Past President	2020
<b>Committee Chair</b>	<b>Year(s)</b>
Bylaws Committee	2019
<b>Committee</b>	<b>Year(s)</b>
NA – small affiliate which rarely uses committees	

## III. NEAFCS Experience

<b>Office</b>	<b>Year(s)</b>
Central Region Director	2021-2023
<b>Committee Chair</b>	<b>Year(s)</b>
Served on committees by not as chair.	

<b>Other Assignments Representing NEAFCS</b>	<b>Year(s)</b>
Professional Development Committee Member	2019
Professional Development Webinar Subcommittee Member	2020-2021
Concurrent Session Reviewer	Volunteered 2018, 2019, selected 2020
Awards Reviewer	2021, 2022
Volunteer at Annual Session	2019, 2022
Presented at JCEP	2019, 2023
Bylaw Committee	2021
Journal of NEAFCS Reviewer	2022

### **Annual Sessions Attended (list years)**

2022 – Raleigh    2021 – Virtual    2020 – Virtual    2019- Hershey    2018 – San Antonio    2017 – Omaha  
2016 – Montana    2015 – West Virginia

**Submissions for Awards, Webinars and/or Annual Session Proposals (concurrent session, poster, ignite)  
Submission did not have to be accepted.**

**Check all that apply:**

- ✓ Webinar Submission Year(s): 2018\_\_\_\_\_
- ✓ Annual Session Proposal Year(s): 2017, 2018\_\_\_\_\_ Proposal Type: \_\_\_\_\_ Concurrent
- ✓ Award Submission Year(s): 2016, 2017, 2018, 2020, 2022, 2023\_\_\_\_\_

#### IV. Non-Association Extension Leadership Assignments

(Annual conference committees, search committees, etc.)

Assignments: Elected (E) or Appointed (A)	Year(s)
Human Sciences Search Committee (A)	2014 & 2022
Human Sciences Community Council (A)	2014-2018

Served as secretary for most of my time on Community Council

Chair of multiple internal and regional teams

#### V. Membership/Leadership in Other Organizations

(Professional, civic, service, religious or agency related organizations)

Organizations, Leadership role	Year(s)
Volunteer Liaison, Girl Scouts of Lakota Council (A)	1997-1999
St. John School Board (E)	2001-2004
Vacation Bible School Coordinator	2005-2009
Secretary, Independence Mustang Athletic Booster Club (E)	2011-2014
Iowa Army National Guard, 1-113 Cav Scout A-Troop, Key Caller (Kosovo Deployment)	2020-2021
Pint's Water Association (neighborhood association) Vice President (E)	2021-2023

#### VI. Work Experience Other Than Extension (if applicable)

Positions	Year(s)
<b>Training Coordinator</b> , Child Care Resource & Referral of Northeast Iowa	2011 - 2012
<b>Family Support Worker</b> , Buchanan County Volunteer Co-op	2009 - 2011
<b>Parent Services Coordinator</b> , Child Care Resource & Referral	2003 - 2009
<b>Trainer/Consultant</b> , Program for Infant Toddler Care	2001 - 2008
<b>Registered Family Child Care Provider</b> , Self-Employed, Nebraska & Iowa	1992 – 2003

#### VII. Awards and Honors

Awards	Date(s)
<ul style="list-style-type: none"> <li>• Iowa State University Extension and Outreach Award for Powerful Partnerships; Affordable Care Act Team, 2015 (team award)</li> <li>• NEAFCS 1<sup>st</sup> Place National Environmental Education Award; <i>Growing Up Wild: Reaching Out to Child Care Professionals and Families</i>, 2016 (team award, lead writer)</li> <li>• NEAFCS 2<sup>nd</sup> Place Central Region Award; <i>Community Partnerships for Quality Child Care</i>, 2016 (team award, lead writer)</li> <li>• NEAFCS 1<sup>st</sup> Place Central Region Award; <i>Essential Pre-Service Online Training</i>, 2018 (team award, lead writer)</li> <li>• Iowa State University Extension and Outreach Award for Powerful Partnerships; Essential Child Care Training, 2019 (team award, co-author)</li> <li>• Iowa State University Extension and Outreach Award for Outstanding Practice in Community Engagement; Strengthening Relationships with the African American Community in Black Hawk County, 2019 (team award)</li> </ul>	

- *National Extension Diversity Award*; U.S. Department of Agriculture’s National Institute of Food and Agriculture, Cooperative Extension, and the Association of Public and Land-grant Universities, 2019 (team award)
- *Iowa State University Extension and Outreach Creative to Service to All Iowans*; Suicide Prevention Outreach with Agricultural Professionals, 2020 (team award)
- *NEAFCS 1<sup>st</sup> Place National Environmental Education Award*; *Nurturing Nature Explorers*, 2020 (team award, lead writer)
- *Iowa State University Extension and Outreach Creative Service to All Iowans*; Mental Health First Aide Outreach, 2022 (team award)
- *NEAFCS 2<sup>nd</sup> Place National Communication Award: Educational Publication*; *COVID-19 Child Care Considerations*, 2022 (team award, co-author)
- *NEAFCS 2<sup>nd</sup> Place National Human Development and Family Relations*; *Virtual Journey Through Parkinson’s Disease*, 2022 (team award, lead writer)

## Position Statement

A. Why would you like to be a candidate for this office?

At the 2022 Annual Session in Raleigh, NC, one of our liaisons introduced the keynote, Jones Loflin, by sharing one of his favorite quotes; “Go as far as you can see; when you get there you’ll be able to see further” by Thomas Carlyle. This quote mirrors my NEAFCS journey. When first approached about NEAFCS as a new Extension educator, I didn’t understand the fuss my colleagues made about being a member. When I attended my first Annual Session, I saw the passion of others across the country, working hard to serve families and advocate for each other. I also saw leadership opportunities in my state to support these colleagues locally. After a few more years learning about the organization and attending a few more annual sessions, I was elected President in my state affiliate. The skills I have to be an engaging, effective, and efficient leader were confirmed, and as the quote goes, I was “able to see further” to a possible national position. At the time, Central Region Director seemed like the best fit for my skills and interests. After being elected to the regional director position, it took a few months to find my way through trial and error and learning from others. I now have a solid footing as a regional director and can “see even further”. I can see how my skills in leadership, communication, time management, relationships, organization, and my willingness to learn can continue to benefit NEAFCS and our members across the county. I’m willing to serve our colleagues as President-elect, and the roles that follow. I have the support of my family, friends, colleagues, mentors, and university officials to explore what I might if “see” next, and I hope to inspire other NEAFCS members see farther, too.

B. If you were elected, what would be your top priority/goal for your term?

For an organization as diverse and broad as NEAFCS, picking just one goal seems exclusionary to all the possibilities. With that said, intentionality and setting priorities is important. If elected to the position of President-elect, over the course of my 3-year term on the President’s Council my goals would fall into the following categories:

- **Strategic Plan:** Our current Strategic Plan expires in 2024. Participating with the national board and modeling thoughtful, reflective, innovative and intentional work around our next Strategic plan will be a top priority. Once a new Strategic Plan is in place, helping support our board and members in implementation will be the next priority.
- **Professional Development:** Our current strategic plan highlights “innovative professional growth” as part of the NEAFCS Vision. I believe we can be doing more to support our members in “innovative” ways, and I believe our members are looking for these opportunities. The success of a skill building workshop at the 2022 Annual Session is evidence of this interest and need. In addition to showcasing research-based programming, we need to provide opportunities for our members to learn about, practice and master skills they need in the profession. The last few years NEAFCS has made significant strides to provide these opportunities around leadership. Where else can we provide innovative and high-quality skill building experiences?
- **Diversity, Equity, and Inclusion:** The opportunities to explore, learn, and grow around diversity, equity, and inclusive topics are endless, and doing so is part of our current Strategic Plan, and yet as a member I do not see a strong emphasis on learning in these areas within the organization. Our members have also voiced concerns that their colleagues do not understand how diversity, equity and inclusion, especially how the historical exclusion of non-whites, has impacted the Family and Consumer Science profession. I plan to be an advocate for more intentional planning around diversity, equity and inclusion, as I believe a better understanding and acceptance of all people, especially those who have been marginalized, is important for a healthy and strong organization.

Are you willing to be considered as a candidate for a different office? The national nominating committee chair would contact you first as to your preference and willingness to serve in any other position. Yes  No  Maybe

Are you willing to leave your application on file for three (3) years in the event of a position vacancy or for reconsideration for office for the next election? Yes  No

**Your signature below confirms that you have read the current NEAFCS Policy Manual and agree to the duties and qualifications for the position in which you are applying for as well as additional policies outlined in the Manual.**

*Cynthia Thompson*

February 16, 2023

Signature of Applicant

Date

**Letters of support and recommendation from the following individuals must accompany the application.**

- ▶ State Director of Extension (required)
- ▶ State Program Leader or immediate supervisor (one required)
- ▶ NEAFCS board member or state/territory affiliate president (optional)

**Applications are due to the National Nominating Committee Chair by May 1st. Please include with your application a high resolution headshot photo for the candidate display at Annual Session.**

*NEAFCS is an equal opportunity/affirmative action association. NEAFCS values and seeks a diverse membership. There shall be no barriers to full participation in this organization on the basis of race, color, gender, age, religion, national origin, disability, veteran status, or sexual orientation. Membership is not by invitation. (Strategic Plan 1993-97)*

November 18, 2022

Dear NEAFCS Nominating Committee,

I have been fortunate to work closely with Cindy Thompson during my time with Iowa State University Extension and Outreach. First, when I was onboarding into my current role, I was fortunate to have Cindy as my designated mentor. I have also had the privilege of working alongside her as a colleague and teammate on projects and committees. Then most recently, I have had the pleasure of serving as our Iowa affiliate president while Cindy has served as Central Region director. During my eight years with Cindy, I have been continually impressed with her attention to detail, thoughtful decision-making skills, and incredible ability to facilitate progress within a diverse group. Therefore, I am pleased to offer this letter of support for her nomination as the next national president-elect of the National Extension Association of Family and Consumer Sciences.

My professional relationship with Cindy began as an assigned mentor during my onboarding as a field specialist. My first impression of her in person and through online communication was that she seemed thoughtful, passionate, professional, and kind. That impression has stuck through these eight years, but with incredible development beyond those characteristics. As my mentor, she attentively guided me through decision-making, unfamiliar logistical procedures, and difficult conversations with colleagues while also maintaining my autonomy and helping me build my interpersonal skills. Within NEAFCS, she guided me through my first conference experience with incredible hospitality. Her enthusiasm for the organization was absolutely contagious and is a significant part of why I am a member of the organization today. I am confident her mentee in the NEAFCS leadership program would attest to similar contributions from Cindy! To this day, she is one of the few people in my professional circle who I count on to give considerate and honest feedback while also holding me appropriately accountable. My mentor/mentee relationship with Cindy has significantly contributed to my well-being and professional development. I am certain members of the national board will experience similar benefits when she leads the board and the organization.

As a colleague of Iowa State University Extension and Outreach's Human Sciences department, Cindy is known as a detail-oriented and high-contribution team member. She is actively sought after for many of our committees. Her past successes and achievements created Cindy's well-deserved reputation as a reliable, committed, and effective team member. Her uncanny ability to operationalize a broad vision for a project into concrete tasks and attend to the most vital of details is often a driving force to team success. I have benefitted from this skill set while serving as the project leader for a literacy program in Iowa. When Cindy joined our facilitation team, we had countless big ideas for improving and innovating but very few actionable next steps. Even though not in a formal leadership role, she led our team by asking essential questions about implementation, creating a timeline of necessary tasks, and following up on team member responsibilities. While often invited and asked to join projects, programs, and work teams, Cindy intentionally only commits to things for which she has the time, passion, and skills to do well. Knowing her thoughtful decision-making and ability to consider an issue from multiple perspectives, I am convinced that Cindy would only pursue the role of national president-elect if she is confident she is ready, qualified, and committed to the work required.

At the state level, Cindy's pioneering leadership during her term as Iowa president has led to our affiliate's growth and success in the last few years. Before her term as president in 2019, the Iowa affiliate was in a lull of essentially doing the bare minimum of engagement at the state level with an annual business meeting and some communication about traveling to the annual session. During her presidency, Cindy rocked the boat and created a tidal wave of engagement and momentum in our state affiliate. One example was when Cindy hosted the first state affiliate social event where members could network, experience a sense of belonging, and engage with the organization outside of the annual session. This social event has continued each year since, even amid social distancing years, and is now a beloved tradition amongst our affiliate members. The metric of our increase in membership also shows the wave of momentum started by Cindy. In the three years before her term as president, our affiliate had only had three new members join (with an equal number of members retiring then). In the three years since her term, we have had 21 new members join for an increase of 75% in our affiliate membership! While each president following Cindy has made significant contributions to this growth, I honestly credit Cindy for lighting the match that blazed the trail forward for our affiliate. The social event tradition she started continues to be a valuable recruitment tool and incentive for new colleagues to join the organization. Cindy's ability to innovate and inspire at the state level has carried over to the regional level. It will indeed serve the national organization well while she is in leadership.

Most recently, I have had the pleasure of witnessing Cindy's strengths shine in the role of Central Region Director of NEAFCS. As Iowa's affiliate president, I benefited from her positive communication, relationship-building skills, and servant leadership. Whether sending the twice-a-month newsletter to central region affiliate presidents or hosting online calls before significant events and deadlines in anticipation of increased assistance, Cindy has been regularly available and actively engaged with our state's affiliate. She has built meaningful relationships across geographic obstacles, resulting in a network of affiliate presidents who trust her leadership and actively seek her assistance with affiliate matters. Even amid competing opinions or sensitive topics, Cindy found professional ways to move people and processes forward. For example, when she hosted the Central Region meeting after the annual session where national bylaw changes were approved, she created a thoughtful process for affiliate presidents to plan for the practical next steps for their state affiliates. She used her communication skills to clarify expectations and responsibilities and set appropriate boundaries for the conversation. This allowed Extension professionals with differing opinions to have a productive discussion to inform their affiliate's next steps related to the bylaw changes. Based on this interaction and many others, Cindy is known by affiliate presidents in the Central Region as an enthusiastic, considerate, and helpful leader with strong communication and relationship-building skills. The reputation and relationships she has established during her time as Central Region Director have built a foundation of trust in her as a leader that will radiate out through the national organization when she is elected as national president-elect.

I do not doubt that Cindy and the organization would flourish with her in this role. Therefore, as her colleague, fellow affiliate member, current Iowa affiliate president, and former mentee, I enthusiastically support the nomination of Cindy Thompson to the NEAFCS national board as president-elect. I know she will be a trusted leader and a great asset to the organization. Please feel free to contact me anytime at johnson7@iastate.edu with any questions about my recommendation.

Sincerely,



Mackenzie Johnson M.S., CFlE  
Iowa NEAFCS Affillate President 2022

IOWA STATE UNIVERSITY  
Extension and Outreach

Debra M. Sellers, Ph.D.  
Associate Dean and Director of  
Human Sciences Extension and Outreach  
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Ames, IA 50011-1122  
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December 21, 2022

Chair, National Nominating Committee  
National Extension Association of Family and Consumer Sciences

Greetings,

Thank you for the opportunity to provide this letter of support for Ms. Cindy Thompson as a candidate for President-Elect for the National Extension Association of Family and Consumer Sciences (NEAFCS). As the Associate Dean and Director of Human Sciences Extension and Outreach, I am very familiar with Ms. Thompson, her work, and her valuable contributions to our shared vision of empowering people to live their best lives.

Ms. Thompson is a Human Sciences Specialist in Family Wellbeing and serves nine counties across northeast Iowa. She collaborates with local Extension staff and community partners to deliver research-based educational opportunities to individuals, families, and communities. She is knowledgeable across subject matters, including early care and education, parenting, mental health, stress, literacy and aging. She is a consummate educator, with exceptional skills in communication, organization, team building, participant engagement, and facilitation. Ms. Thompson consistently demonstrates enthusiasm, a willingness to learn, and a dedication to collaboration.

Her excellence across these many areas meant that when we were in desperate need for leadership and support within our state early childhood team, we immediately thought of Ms. Thompson. She responded positively and assumed an interim role, taking responsibility for critical deliverables. She shifted quickly and smoothly, wielding her talents in new ways and expanding her skills related to human resources, time and energy management, and leadership. This is just one example of how Ms. Thompson intentionally chooses to seek out new experiences, grow as an Extension professional, and develop her leadership skills.

As an active member and leader within NEAFCS, Ms. Thompson was proactive and strategic, working with her supervisor and Extension leadership to establish a plan for success in her local, regional and state responsibilities in balance with her NEAFCS responsibilities. She received numerous national team awards, provided presentations at conference concurrent sessions and live webinars, and served as a reviewer for awards, presentations, and journal publications. Given her many talents and her proactive approach, I, as a representative of Iowa State University Extension and Outreach, am in full support of Ms. Thompson's nomination as NEAFCS President-Elect. I also understand that if elected, Ms. Thompson will serve a 3-year team on the President's Council: President-Elect, President, and Immediate Past-President. I will be most pleased to support her as she serves the national membership in these roles, if given the opportunity.

Sincerely,



Debra M. Sellers, Ph.D.  
Associate Dean | Director  
College of Human Sciences | Human Sciences Extension and Outreach



December 22, 2022

Chair, National Nominating Committee  
National Extension Association of Family and Consumer Sciences

Dear Chairperson,

I am pleased to offer this letter of support for Cindy Thompson as a candidate for the National Office of NEAFCS President-Elect. As Vice President for Iowa State University Extension and Outreach, I have observed Ms. Thompson's work from an administrative and system-wide point of view.

Ms. Thompson is a human sciences specialist in family wellbeing and serves nine counties across northeast Iowa. She works with local Extension staff and community partners to bring research-based educational opportunities related to early care and education, parenting, mental health, stress, literacy, and aging to communities. She has demonstrated strong communication, organization, team building, participant engagement, and facilitation skills in this role.

In her nine years as a member of NEAFCS, Cindy has taken many opportunities to grow as an Extension professional and develop her leadership skills. While affiliate president-elect, she researched Iowa's past NEAFCS history. As affiliate president, she reestablished past member benefits like social events and member recognition with a current twist that shifted Iowa NEAFCS leadership momentum. Using the skills established as affiliate president, Ms. Thompson sought the nomination and was elected as NEAFCS Central Region Director, serving as a liaison between twelve states in the Midwest and the national NEAFCS board. As a regional director, she has built upon her strong organization and communication skills to establish and enhance relationships with the state affiliate leaders. These relationships have helped build a bridge between state affiliates and the national board, a goal Ms. Thompson set for herself going into the regional director position.

The decision to step forward as a candidate for NEAFCS President-Elect is no different. Ms. Thompson has met with her supervisors, mentors, and Extension leadership several times to explore her readiness for serving as a national president. Given her robust skill set, proactive approach, eagerness to learn and willingness to serve, Iowa State University Extension and Outreach fully supports Ms. Thompson's nomination as

NEAFCS President-Elect. I also understand that if elected, Ms. Thompson will serve a 3-year team on the President's Council: President-Elect, President, and Immediate Past President. If elected, we will provide Ms. Thompson with the financial resources related to the time required to deliver on her responsibilities.

Sincerely,

A handwritten signature in cursive script, appearing to read "John D. Lawrence".

John D. Lawrence  
Vice President for Extension and Outreach

