

**OBJECTIVE**

*Senior or consulting position with an institution dedicated to the eradication of poverty and supportive of community organizing or self-help community development strategies.*

**SKILLS**

- Strong written and verbal communication
- Creative problem solver and adaptable thinker
- Team player and consensus builder
- Experienced senior grantmaker as both an Executive and program officer
- Experience with corporate, private, religious, and public charity philanthropy
- Broad familiarity with diverse low-income communities and innovative self-help and community organizing strategies

**EMPLOYMENT**

Building Utopia Consulting, Columbia, MD/**Founder, Primary Consultant** 2004-Present

Building Utopia Consulting was founded to fill a critical need in furthering the creative interaction of the non-profit sectors of philanthropy and grassroots community building. Clients to date have included the Ford Foundation, Waitt Family Foundation, Tides Foundation, Southern Partners Fund, Center for Community Change, and Applied Research Center. Program development, creative problem solving, writing, evaluation, and tactical planning form the core of this work.

**Interim Executive Director** of Southern Partners Fund, a public charity funding social change in the rural South. Sept. '06 to May '07. As Interim Director, I managed all aspects of the foundation, rebuilt the staff from one FTE to five; assisted in the search and hire of a highly qualified full time executive director and sustained the grantmaking and fundraising operations. I also trained and coached the new staff and healed board staff relations.

Tides Foundation, San Francisco, CA/**Associate Director of Philanthropic Services**, 2003

Tides Foundation provides professional philanthropic services to a range of donor-advised funds interested in progressive politics and social change. Annually, it helps donors direct approximately \$50,000,000 toward the creation of a healthy, democratic, and safe environment. I supervised ten program staff and headed all operations related to grantmaking, program development, strategic thinking and planning, evaluation, reports, hiring, and donor relationships.

Charles Stewart Mott Foundation, Flint, MI/**Program Officer**, 1997–2003

The Charles Stewart Mott Foundation is among the 20 largest private foundations in the U.S., with assets in excess of \$3billion. It stands as a leader in the foundation field with a programmatic emphasis on poverty alleviation, the environment, the building of a civil society, and support for the local community of Flint, Michigan. My responsibilities as a program officer required me to develop strategies for implementing the Foundation's support of community organizing. My portfolio required the management of over \$8 million in funds and support, and evaluation of over 25 social change-oriented groups annually. In addition, I linked with my colleagues and gave professional advice on

adding synergy to our grantmaking for an additional \$40 million in funds to nonprofits and social change organizations.

Share Our Strength, Washington, D.C./**Director of Grantmaking**, 1996–1997

Share Our Strength is a public charity, which has succeeded in granting out over \$50 million through corporate partnerships and business- and professional-related events. My responsibilities included revamping the grantmaking process; shaping the strategic direction of Share Our Strength's \$10 million annual grantmaking budget; managing a team of five professional staff and several interns, fellows, and volunteers; managing all aspects of grantmaking; seeking out and evaluating all aspects of innovative community development applicants; developing and administering the grants program budget; and representing the organization in a professional manner through written and oral communications.

Campaign for Human Development, Washington, D.C./**Director of Justice Education**, 1994–1996

The Campaign for Human Development is the Roman Catholic Bishops' anti-poverty education and grantmaking program. My responsibilities there included training over 180 local field staff throughout the U.S. using presentations, writing, and discussion methods on topics such as leadership, organizational development, Catholic Social Teaching, and community-development strategies.

**Program Officer**, 1990–1995

My responsibilities were to manage yearly a \$1,000,000 grant portfolio with approximately 30 groups located in the western U.S. I prepared the docket for the decision-making board, wrote up evaluations based on site visits and conversations with local field staff, and sought out new groups to encourage for application. These groups represented a broad range of community-generated self-help approaches to the alleviation of the effects of poverty and social marginalization.

U.S. Catholic Conference, Washington, D.C./**Public Policy Analyst**, Department of Social Development, 1988-1990

I developed written policy positions for the Bishops on national legislative issues relating to domestic poverty, families, and healthcare.

Archdiocese of Milwaukee, Milwaukee, WI/**Director and Associate Director of the office of Justice and Peace** 1984-1988; **Adult Education Consultant, Office of Religious Education**, 1980-1984

During my tenure, my responsibilities included acting as field officer for local grant applicants, serving on the national advisory board of the domestic Catholic anti-poverty grantmaking and education program, conducting leadership development and organizational development training, and designing and conducting hundreds of workshops in Wisconsin and throughout the U.S. on community development strategies and social ethics. I managed a team of nine professionals.

## **EDUCATION**

Miami University, Oxford, OH  
**Masters of Arts; History and Philosophy of Religions, 1980**

This degree in Comparative Religions has been of great assistance in entering into the worldviews of diverse communities.

Dominican College, Racine, WI  
**Bachelor of Arts; Philosophy, 1973**

University of Wisconsin-Milwaukee, Milwaukee, WI  
**Graduate studies in Information Sciences, 1985**  
**Graduate studies in Administrative Leadership, 1986**

## **PRESENTATIONS & WRITINGS (limited selection)**

Atkinson Foundation, Ontario, Canada, July 2003, Panelist: Progressive Philanthropy in the U.S.

Fund for Folk Culture Conference, April 2003, Presentation: Lessons from Community Organizing for Promoters of Democratic Folk Culture.

Michigan Faith Based Initiatives Conference, August 2001 Presentation: Faith Based Initiatives and Institution Based Organizing: Lessons and Caveats

National Society For Fund Raising Executives, March 1997 Presentation: Effective Grantseeking for Experienced Fundraisers

Michigan Non-Profit Association '99 Annual Meeting - Presentations: What Do Grant Makers Want? Two Statewide Approaches to Grassroots Social Change

The Talmud, the Blues and the National Network of Grantmakers, NNG Newsletter, Fall, 1999

Support Center of Washington, D.C., March, 1997  
Workshop: Ethical Decision Making for Non-profits

Council on Foundations Annual Meeting, 1996  
Workshop: New Visions of Philanthropy

Sacramental Vision - Essay in: Doing the Truth in Love: Conversations about God, Relationships and Service, Paulist Press, 1996

## **PROFESSIONAL AFFILIATIONS**

Neighborhood Funders Group Annual Conference Planning Committee, 2000

Michigan Non-Profit Association Conference Planning Committee, 1999

A Territory Resource Foundation, Executive Committee, 1999-2003

National Network of Grantmakers, an affinity group of the Council on Foundations, Board of Directors Co-chair, 1996-2000; Board & Resource Development, 2004-07.

**PROFESSIONAL  
AFFILIATIONS  
(Cont.)**

Philanthropic Reform Committee Co-chair, 1995-1996  
Annual Conference Co-chair, 1994

Council on Foundations, Annual Joint Affinity Group Meeting Steering Committee,  
1996-1997

Applied Research Center Board Member 1995-1998

**TRAININGS  
ATTENDED**

Strategies for Community Based Economic Development

Effective Supervision

Community Organizing Approaches: Industrial Areas Foundation, PICO, ACORN,  
National People's Action, Center for Third World Organizing

How Congress Works

Effective Budgeting for Non-profits

Leading the Community in Strategic Planning

Cause Related Marketing and the Law

American Express' Situational Management for Community Leadership Academy

Undoing Racism Training, Peoples Institute, New Orleans