

SUSAN NAIMARK

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EMPLOYMENT HISTORY

NeighborWorks America, 2003 – 2011

Program Director and Senior Program Associate, National Community Building & Organizing Programs

- Directed membership program, grants and technical assistance that supported resident leadership development, community building and organizing by over 100 community-based development organizations
- Managed Gulf Coast capacity-building program of grants, training and technical support to strengthen resident voice in rebuilding communities in Louisiana and Mississippi following Hurricanes Katrina and Rita

Development Leadership Network, 1999-2002

Executive Director

- Served as first executive director to previously volunteer-run national membership organization of community development practitioners
- Organized forums, research and training that linked community development to broader social justice work
- Diversified and expanded funding to include national foundations, membership fees, individual donors and fee-for-service contracts

Success Measures Project Director

- Directed national participatory evaluation project focused on development of new tools for measuring impact in the field of community development

YouthBuild USA, 1994-1999

Affiliated Network Program Director

- Directed national network of 75 local YouthBuild programs, a federally funded alternative education, job training, leadership development and community service program for low-income high school dropouts
- Facilitated national youth and adult committees that guided program development and growth
- Implemented voluntary program quality control system
- Coordinated national training events for directors, staff and youth leaders of local programs

Contract Manager/Program Advisor

- Managed \$5+ million technical assistance contract with the U.S. Dept. of Housing and Urban Development
- Provided start-up and ongoing technical assistance to local YouthBuild programs throughout the U.S. in the areas of program and organizational development

Community Development Consultant, Self-Employed, 1992-1994

- Work included fundraising, strategic planning, program development and training for local, national and international non-profit community development organizations

Urban Edge Housing Corporation, 1988-1991

Director of Ownership Services

- Monitored multi-million dollar property management operation for one of the largest CDC's in Boston
- Coordinated tenant organizing, training and services for 425 units of subsidized family housing

Boston Neighborhood Housing Services, 1987-1988

Neighborhood Director, Uphams Corner NHS

- Performed housing related financial counseling, managed revolving loan fund, originated mortgages
- Coordinated community involvement in various neighborhood planning and improvement initiatives

Graphic Designer, Self-Employed, 1983-1986

- Designed publications, promotional and training materials for non-profit organizations and small businesses

Greater Boston Community Development (now The Community Builders), 1982-1983

Site Manager

- Managed 81 units of subsidized family housing
- Assisted in rent-up planning for several community-sponsored subsidized housing developments

Southwest Corridor Community Farm, 1977-1982

Director

- Coordinated all aspects of community-based organization, including fundraising, program planning and implementation, community outreach, advocacy, and supervision of staff and volunteers

Site Supervisor

- Responsible for work crew and community outreach during start-up phase of community garden

EDUCATION

Graduate Certificate in Dispute Resolution, University of Massachusetts/Boston

Leadership for the 21st Century, Harvard University, John F. Kennedy School of Government, Executive Program

M.S. in Community Economic Development, New Hampshire College (now Southern New Hampshire University)

B.A. in Urban and Community Studies, University of Michigan, Residential College

CIVIC/COMMUNITY LEADERSHIP

Community Change, Inc., 2001-Present

- Co-Chair of Board of Directors of Boston-based racial and social justice organization

Boston Parent Organizing Network, 1997-2000, 2009 - present

- Founding committee member of nationally recognized organization that supports parent leadership in public school reform
- Currently chair of board of directors

Twenty-First Century Foundation, 2011

- Member of Strategic Planning Committee

Boston School Committee, 1997-2005

- Served two 4-year terms as mayoral appointed member of the City of Boston's school board
- Took lead to develop annual community forum series to ensure community input on key policy issues

National Coalition of Education Activists, 1994-2002

- Served on board of directors and as co-chair of board
- Led workshops at national conferences on various aspects of organizing for public school reform

School Parent Councils and Citywide Parent Council, Boston Public Schools, 1987-1998

- Served on local School Parent Council of five Boston Public Schools
- Served as co-chair of Citywide Parent Council

Cooperative Fund of New England, 1992-1997

- Served on board of directors of community development loan fund that links socially responsible investors with cooperatives, community oriented non-profits, and worker-owned businesses

Dorchester Bay Economic Development Corporation, 1987-1988

- Served on board of directors

Jamaica Plain Neighborhood Development Corporation, 1978-1980

- Served on board of directors

SELECTIVE PUBLISHED WRITING

"Volunteerism in Community Development: Going Beyond a Helping Hand," *Shelterforce*, Spring 2010.

"Teachable Moments Not Just For Kids." *Rethinking Schools*, Summer 2009.

"My Mom Built That Playground," *Bright Ideas*, NeighborWorks America, Spring 2006.

Demonstrating Our Values, Impact and Effectiveness, Final Report of the Community Organizing Pilot Program. NeighborWorks America, September 2005.

"Unfinished Business on School Assignments." Op-Ed in *Boston Sunday Globe*, November 28, 2004.

Success Measures Guidebook (Editor and Primary Author). Development Leadership Network, 2000.

"Raising the Bar in the Boston Public Schools." Guest Column in *East Boston Sun Transcript*, December 16, 1998, and *Jamaica Plain Gazette*, January 22, 1999.

"Standardized Tests Aren't Likely to Set Desired Standards." Op-Ed in *Boston Sunday Herald*, December 27, 1998.

"Lessons From the Other Side." *Rethinking Schools*, Fall 1998.

"Becoming an Ally." *Action for Better Schools*, Newsletter of National Coalition of Education Activists, Fall 1998.

"Boston Public School Spending: A Good Investment?" Guest Column in *Jamaica Plain Gazette*, May 29, 1998.

"Public Schools, Race and Racism: The Ever-Present Sub-Text." *Century Conversation*. Community Change, Inc., May 1998.

"Neighborhood Schools: It's the Wrong Conversation." Guest Column in *Jamaica Plain Gazette*, August 29, 1997.

"Schools Should Not Block Reality." Guest Column in *Jamaica Plain Gazette*, August 1, 1997.

"The Role of White Parents in Overcoming Racism." *Rethinking Schools*, Spring 1995.

"A Great Recession-Era Vacation, Camping on the Boston Harbor Islands." *The Boston Parents' Paper*, July 1992.

"Close to Home Yet Far Away." *New England Journal of Environmental Education*, December 1991.

"Memories of the Farm." *Boston Urban Gardeners' Newsletter*, Spring 1990.

"Gardening with Kids." *Boston Urban Gardeners' Newsletter*, Summer 1988.

A Handbook of Community Gardening. Editor and Contributing Author. Boston Urban Gardeners. Charles Scribners' Sons, 1982.

TRAINING & PRESENTATIONS

Community Development

"Building Capacity as a Board Member," NeighborWorks Community Leadership Institute, delivered annually, 2003-2010.

"Deep Green + Community Building," training in collaboration with Design Studio for Social Intervention, held at local community development organizations in Boston MA, Kansas City MO, and Rapid City SD, July 2010.

"Volunteerism in Community Development," facilitated daylong symposium, NeighborWorks National Training Institute, Phoenix AZ, May 5, 2010.

"Community Development 101," LeadBoston, March 6, 2010.

"Community Engagement Forum: Maximizing the Power of Volunteers and Service," co-designed daylong mobile workshop, NeighborWorks Training Institute, Chicago IL, August 17-18, 2009.

"Volunteerism in Community Development," NeighborWorks Training Institute, Phoenix AZ, May 4, 2009.

Organizational Capacity Building for Gulf Coast grassroots leaders, included fundraising and organizational sustainability, marketing and visibility, organizational leadership, resident engagement practices, youth financial literacy, program documentation and assessment, Biloxi MS and New Orleans LA, September 2007, March 2008, July 2008, March 2009, Sept 2009.

"Evolution or Death of the Community-Based Development Organization: Implications for a Continuing Role in Poverty Elimination," facilitated panel discussion at annual conference, Neighborhood Funders Group, Los Angeles CA, October 2, 2008.

"Organizing for Social Equity and Community Rebuilding," facilitated plenary panels at daylong symposium, NeighborWorks Training Institute, New Orleans LA, December 13, 2006.

"Creating Opportunities for Grassroots Leadership Skills Development," national conference of United Neighborhood Centers of America, Washington DC, Sept. 8, 2006.

"Measuring What Matters," Community Development Colloquium, Southern New Hampshire University Graduate School of Community Economic Development, Manchester NH, Nov. 11, 2005.

"Resident Involvement in Your Organization," workshop for staff and resident leaders of NeighborWorks affiliates in Rhode Island and Connecticut, Mystic CT, Sept. 27, 2004.

"Fundamentals of Community Organizing for Resident Services Staff and Residents," Community Housing Works, Escondido CA, Aug 26-27, 2004.

"Working Effectively with Local Communities," Emerging Leaders Program, National Congress for Community Economic Development, Washington DC, 2002.

Participatory Evaluation, Success Measures Project, 1999 – 2002.

"Funding Youth Development Programs," Youth Development Policy Course, Ron Ferguson, John F. Kennedy School of Government, Harvard University, April 1997 and March 1998.

"Constructing a Youthbuild Program Budget," workshop for youth, Youthbuild Young Leaders & Directors Seminar, Washington DC, April 8, 1997.

"Managing for the New Century," designed 3-day Youthbuild Directors' Seminar, Santa Monica CA, January 23-25, 1997.

"Fundraising for Sustainability," Youthbuild Directors' Seminar, Santa Monica CA, January 23-24, 1997.

"Long-Range Funding Strategies," Youthbuild Management Institute, July 30, 1996.

"After Youthbuild: More Than Just a Job," designed 3-day Youthbuild Directors' Seminar, Tampa FL, May 16-18, 1996.

"Managing for Successful Outcomes," designed 3-day Youthbuild Directors' Seminar, Santa Monica CA, January 18-20, 1996.

“Developing and Sustaining an Effective Staff Team,” Youthbuild Directors’ Seminar, Santa Monica CA, January 18-19, 1996.

“Funding Beyond HUD,” Youthbuild Managers’ Training, March 1995; and Youthbuild Management Institute, August 1995.

“Getting the Best Out of Your Board or Advisory Committee,” Youthbuild Management Institute, August 1995.

“Informal Sector Micro-Enterprise Programs,” semester-long graduate course, Graduate Program in International Community Economic Development, New Hampshire College (now Southern New Hampshire University), fall semester 1993, 1994, 1995.

Public Education

“Working Together for Equity and Achievement,” co-led parent workshop series, Haley Elementary School, Boston MA, March-June 2011.

“Partnering with Youth in Schools,” NeighborWorks Youth Symposium, Atlanta GA, Feb. 22, 2006.

“Tactics Used by Powerful People,” co-led workshops for public school parents, Institute for Responsive Education, Leaders for Change, Boston MA, Spring 2004, and July 20, 2004.

“Understanding the Boston Public Schools Decision-Making Structure,” workshop for parents, Boston MA, May 6, 2003; workshop for Boston Public Schools North Zone Family Resource Center staff, December 7, 2002.

“Everything You Want to Know About How to Move Your School Board,” National Coalition of Education Activists, Milwaukee WI, July 28, 2002.

“Power Analysis of the Boston Public Schools,” workshop for parent organizers and leaders, Boston Parent Organizing Network, December 4, 1999, and October 21, 2000.

“Introduction to High School Reform,” workshop for teens, City School, Boston MA, June 16, 1999.

“Teaching for Equity,” co-led working session, National Coalition of Education Activists, Washington DC, July 26-28, 1997.

“Statewide Parent Organizing: The Experience of the Massachusetts Community Coalition for Public Education,” National Coalition of Education Activists, Cambridge MA, August 5, 1995.

Racial Justice

“Race: The Power of an Illusion,” facilitated film viewing and discussion in various local and national venues, 2008 – present.

“Cultural Competency,” NeighborWorks America all-staff meeting, Washington DC, April 20, 2006.

“Race and Privilege,” guest lecturer, Graduate course in Cross-Cultural Conflict, University of Massachusetts Boston, September 20, 2005.

“Racism as Moral Exclusion and Strategies for Its Curtailment,” Conflict Studies: The New Generation of Ideas, University of Massachusetts Boston, October 29, 2004.

“The Continuing Impact of Racism in Community Development,” co-facilitated dialogues in Manchester NH, Boston MA, New York NY, Providence RI, Beaufort SC, Oakland CA, Phoenix AZ, 2001-2002.