

**Ronald L. Cummings**  
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## **Profile**

- Forty years of non-profit and neighborhood strengthening management and teaching/coaching experience in education, youth services, juvenile justice, philanthropy, and community development
- Fifteen years as foundation executive leading staff and organizational development for the Jacobs Center for Neighborhood Innovation's community building initiative
- Developed social justice college courses on dissent, racism, and men's and women's roles
- Designed three stakeholder-led community projects to address public safety focused on prisoner re-entry, neighborhood violence and vulnerable students
- Developed values-based and people-centered "Managing from Within" leadership model and Finders Keeper staffing process

## **Education**

Indiana University  
Bachelor of Arts, Journalism and English, 1965

Purdue University  
Masters of Arts, English, 1968

University of Madrid  
Semester, 1963

## **Professional Experience**

### ***Teaching***

**Assistant Professor of English and American Studies, Wittenberg University, Springfield, Ohio**

Faculty member at liberal arts university. Taught courses on composition, creative writing, literature of dissent, racism and men's and women's roles.

**Instructor, Wilberforce University, Wilberforce, Ohio**

Taught writing and literature at this historically black university.

**Adjunct Professor, National University**

Taught business writing and composition to continuing education adults.

**Instructor, Upward Bound Program, Springfield, Ohio**

Taught writing in this summer program which bridged urban neighborhood students to college.

### ***NonProfit Management***

#### **Chief Programs Officer, New Haven Youth and Family Service**

Oversaw programs and staffing for comprehensive youth services agency which included six group homes, a residential treatment campus, a foster care agency and a non-public school. Led design of Journeys, a values-based treatment program for youth.

#### **Case Manager, San Diego Child Protective Services, Residential Treatment Unit**

Managed caseload of youth placed in residential treatment centers including assessing for appropriate facility, monitoring care and progress, and family reunification planning.

#### **Director, Boselli Youth Services**

Start-up director of 6-bed group home. Managed treatment staff. Designed behavior management program and daily operations.

#### **Director of the California Youth Advocate Program**

Launched a statewide youth services program based on a neighborhood network model hiring a youth advocates to lead a team for keeping adjudicated teens in their homes.

#### **Program Director, Ohio Youth Advocate Program**

Oversaw regional offices for a statewide youth program which included a Home Advocacy program, emergency shelters, and foster homes.

### ***NonProfit Capacity Building***

#### **Partner, VanicaCummings Consulting**

Provided strategic planning and program design and staffing consulting to a wide range of non-profit organizations including La Jolla Country Day School, Rancho Bernardo Library, the YWCA, Home Start, San Diego Center for Children, and the San Diego Council of Community Clinics.

#### **Director of Programs, Jacobs Family Foundation**

Designed and led the Foundation's grantmaking transitioning focus from non-profit programs to community building strategies and projects.

Led the Foundation's technical assistance programs to strengthen non-profit organizational capacity with partners ranging from small grassroots organizations to international NGOs. Coached and provided technical assistance to innovative start-up and grassroots non-profits on stakeholder engagement, participatory action planning, organizational culture, staffing and program design. Organizations included A Place Called Home in South Central Los Angeles, Skid Row Access, Community NonViolence Resource Center, and Neighbors Acting Together Helping All, ACCION New Mexico, and the Elementary Institute for Science.

Developed **Learning Partnerships** with core group of non-profits to share capacity-building strategies, coordinate programs and fundraising strategies.

Created a **NonProfit Capacity Building Partnership** with the National Community Development Institute and Yolanda Nunn Consulting to share lessons learned and explore effective ways to support non-profit capacity building.

## ***Community Development***

### **Chief Operating Officer, Jacobs Center for Neighborhood Innovation**

On the leadership team that developed the concept and strategic plan that led to the launching of the Jacobs Center for Neighborhood Innovation, an operating foundation headquartered in San Diego's southeastern neighborhoods dedicated to community building and the resident ownership of change.. Responsible for developing the team, organizational culture, policies and systems.

### **Partner, VanicaCummings Community Change Consulting**

Provided stakeholder engagement and participatory planning consulting to Annie E. Casey's Atlantic Civic Site and Detroit's Southwest Solutions.

## **Programs Designed**

**Youth Home Advocacy Program:** a neighborhood network program designed to keep at-risk youth in their homes using a paid Youth Advocate from the community and a resource team.

**Opening Doors:** An early Intervention wrap-around program created by principals and counseling staff to serve disengaged elementary students and their families using a CARES team to provide Creative, Academic, Recreational, Emotional, and Social resources.

**Coming Home To Stay:** A comprehensive community-based resource network for the formerly incarcerated residents returning to southeastern San Diego and City Heights. The San Diego Grantmakers Working Group project won a \$500,000 Robert Wood Johnson grant for its unique approach of creating a community of care resource network for residents returning from prison resulting in a dramatic decrease in recidivism from 70%, to 7.5% in its first year.

**Project Safe Way:** public safety project using residents trained in outreach to organize their neighbors to develop safe community strategies. Starting as a Safe Passage to School program, the project expanded to three public safety issue areas: Residents Against Predators, Safe Talk (police and resident relations), and Safe Places (unsafe area audits and action plans. The Project Safe Way Resource Network resulted in dramatic reductions in youth violence and injury incidents and won the Peabody award from the San Diego District Attorney's office.

## **Volunteer Leadership**

### **Ohio Department of Youth Services**

Emergency foster parent for at-risk, hard-to-place youth (1980 - 1983)

### **San Diego Foundation for Change**

Founding Board member of San Diego foundation providing seed grants to grassroots organizing groups (1984 – 1989)

## **Presentations**

**“Humanities in Our Community,”** Workshops Series, Washington Court House, Ohio

**“Whatever Happened to the Western?”** Modern Language Association, New York, New York

**“Learning How to Lose,”** American Studies Lecture, Wittenberg University, Springfield, Ohio

**“The Art of Saying No,”** San Diego Grantmakers

**“Finders Keepers Recruiting and Staffing Strategy,”** Neighborhood Unity Foundation, San Diego, California

**“Coming Home to Stay,”** Keynote Address, California Select Committee on Re-entry

**“My Journey with Racism,”** Martin Luther King Day Educators Breakfast, San Diego, California

**“People Power,”** Reclaiming Vacant Properties Conference, Detroit, Michigan

## **Articles Published**

**“The Super Bowl Society,”** Browne, Ray B. (1972) *Heroes of Popular Culture: Bowling Green University Press: Bowling Green, Ohio*

**“If Students Are Illiterate, Who Is to Blame?”**, “The Wittenberg University Torch,” November 15, 1973

**“We Are Not Free,”** “The Springfield Daily News,” August 9, 1973

**“Playing for God’s Squad” The All-American Dream Team,”** “The Indiana Social Studies Quarterly, Winter 1973–74

**“Double Play and Replay: Living Out There in Television Land,”** “Journal of Popular Culture,” 1975

**“Backslide,”** The Wittenberg Review, 1977

**“From Halfway House to Home,”** The Single Parent”, September 1980

**“Conversions,”** Chapter in “The Compassionate Conservative” pp. 261–277, Joseph J. Jacobs, Ph.D., Institute for Contemporary Studies Press, Oakland, California, 2000

## **Trainings and Workshops**

**Finders Keepers**—a values-based approach to recruiting, hiring and retaining staff

**Participatory Planning**—Institute for Cultural Affairs training for strategic and action planning

**The Four Stages of Racism:** —workshop identifying the four stages of racism and developing strategies to move beyond them

**Managing from Within**—workshop on assessing and using personal skills, beliefs and values as basis for effective management

**Journeys**—workshop on designing, implementing and evaluating values-based non-profit programs