

Dr. Mark K. Smutny

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Helping Nonprofits Thrive in an Increasingly Diverse World

AWARD WINNING AUTHOR, FOUNDER, CIVIC REINVENTIONS, INC., MULTI-SECTOR PROJECT MANAGER,
NONPROFIT CONSULTANT AND FACILITATOR, FAITH-BASED CONSULTANT

AUTHOR OF **THRIVE: THE FACILITATOR'S GUIDE TO RADICALLY INCLUSIVE MEETINGS, 2ND ED.**

RECENT CLIENTS

- **Washington State Administrative Office of the Courts, Transportation Work Group:** Facilitate and manage a complex, multisector work team and project to research, design and fund solutions for parents in Yakima County who face transportation obstacles ~~FTCs~~ getting to appointments mandated by Family Treatment Courts.
- **501 Commons, Seattle:** Design and teach *"Finding Calm in the Chaos: A Workshop for Nonprofit Leaders in Crazy Times,"* for nonprofit executives contending with burnout in themselves and their organizations.
- **Professional Independent Professionals of America:** Facilitated annual membership meeting and strategy retreat, facilitated consultants "Liberating Structures" networking events.
- **501 Commons, Seattle:** Leading webinars for nonprofit leaders, *"Principles and Practices for Facilitating Radically Inclusive Meetings."*
- **Sherwood Trust, Walla Walla, WA:** Led retreat for community foundation and nonprofit leaders on building inclusive organizational practices.
- **Mercer Island Saddle Club:** Facilitated multigeneration annual planning retreat.
- **Community Transportation Association of America:** Spoke at the annual conference of transportation mobility managers in Louisville, KY focusing on the principles of human-centered design when reaching out to new immigrant groups.
- **Sound Generations, Seattle:** Facilitated program leaders' annual goals setting and work plan retreat.
- **World Relief Seattle:** Co-facilitated strategic planning retreat for 50 international staff focused on building inclusive organizational practices.
- **Hanford Challenge:** Facilitated board of directors strategic planning retreat focused on diversifying board, staff and membership for citizen's advocacy nonprofit.
- **King County Mobility Coalition and Hopelink:** Facilitated two World Café *"Mobility for All Transportation Summits."*
- **First Hill Improvement Association, Seattle:** Facilitated board of directors strategic planning retreat.

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- **Compass Housing Alliance**, Homeless Shelter at First Presbyterian Church: Facilitated planning retreat that engaged guests, staff, and community partners to strengthen community support for flagship homeless shelter.
 - **San Gabriel Mission District**, CA: Facilitated strategic planning retreat for downtown business association.
 - **Pasadena Biking Coalition and Downtown Pasadena Neighborhood Association**: Facilitated series of World Cafés to organize a coalition of biking and pedestrian advocates in Pasadena, CA.
 - **Altadena, CA United Church of Christ**: Facilitated respectful dialogue series on race, racism, and gun violence in the wake of police shootings in Altadena and Pasadena, CA.
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EDUCATION

- **Doctor of Ministry**, Dissertation: *Leading Multicultural Change in a Tri-lingual Congregation*, McCormick Theological Seminary, Chicago, IL
 - **Master of Divinity**, Harvard Divinity School, Cambridge, MA
 - **Bachelors of Arts**, Philosophy, *Summa cum laude*, The College of Idaho, Caldwell, ID
 - **Non-Profit Management Certificate Program**, University of Washington, Seattle, WA
 - **Diversity, Equity, and Inclusion Program Associate Certification**, Kaleidoscope Institute, Los Angeles, CA
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PROFESSIONAL AFFILIATIONS

- Member, **International Association of Facilitators**
 - **Ordained Minister**, The Presbyterian Church (U.S.A.), Member, Seattle Presbytery
 - Program Associate, **Kaleidoscope Institute**, Los Angeles, CA
 - Member, **Professional Independent Consultants of America**
 - Member, **Congress for New Urbanism**
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WORK HISTORY

- **Owner, Civic Reinventions, Inc.** Seattle, WA – Nonprofit consultant, multisector project management, professional facilitation, nonprofit strategic plans, planning retreats, executive coaching, board development, training workshops and webinars in arts of inclusive meetings, “Finding Calm in the Chaos Workshops” ®, faith-based consulting, business association consulting.
- **Consultant and Webinar Instructor, 501 Commons.** Seattle, WA Nonprofit consulting, training and networking agency serving the Pacific Northwest.
- **Director of Transportation, Sound Generations.** Seattle, WA – Led nonprofit paratransit program for older adults and people with disabilities throughout King County, WA. Staff of 55, 200 Volunteers.
- **Program Director, Compass Housing Alliance Shelter at First Presbyterian Church**—Led start-up of flagship 24/7 homeless shelter for 100 guests and 16 staff in Seattle, WA.
- **Interim Pastor, Redmond Presbyterian Church** – Transitional ministry to suburban congregation in Redmond, WA.

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- **Senior Pastor/Head of Staff, Pasadena Presbyterian Church**—Lead pastor for thriving multilingual congregation (English, Korean, Spanish, Farsi, Japanese) of 900 members and 34 staff in Pasadena, CA.
 - **Pastor of Congregations** in Port Clinton, OH; Dayton, OH; Troy, NY; Pasadena, CA; and Redmond, CA.
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COMMUNITY SERVICE

- DEI Council Member, Instructor and Consultant, Northshore Senior Center, Bothell, WA
 - Board Member and Treasurer, **Kaleidoscope Institute**, Los Angeles, CA.
 - President, **Board of Trustees, San Gabriel Presbytery**.
 - President of **Board of Directors, Playhouse Business District**, Pasadena, CA.; **Chair, Property-Based Improvement District Formation Task Force; Chair, Property-Based Improvement District Renewal Taskforce**.
 - Board of Trustees, **McCormick Theological Seminary**, Chicago, IL.
 - Board of Directors, **Union Station Foundation**, a homeless services provider in Pasadena, CA.
 - Co-Founder, **Troy Civic Partnership**, an organization of public, private and non-profit leaders in Troy, NY that planned and implemented a city-wide economic revitalization strategy.
 - President of the Board, **Troy Rehabilitation and Improvement Program**, a nonprofit affordable housing corporation in Troy, NY.
 - Founder and President, **Religious Coalition for Low-Income Housing**, a faith-based advocacy group that raised \$13 million for affordable housing in first year in Montgomery County, OH.
 - Chairperson, **Homeless Shelter Policy Board** in Dayton, OH, a partnership of service providers, local government and the philanthropic community.
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AUTHOR of Thrive: The Facilitator’s Guide to Radically Inclusive Meetings, 2nd ed.

Learn to:

- Bring one’s best self to meeting facilitation by practicing mindfulness, using listening skills, and strengthening emotional and cultural intelligence.
- Use codes of conduct to build a culture of inclusion, belonging and engagement.
- Design meeting agendas where issues are framed as questions that evoke imagination and creativity.
- Design and lead strategic plans that engage all stakeholders and maximize ownership.
- Learn to facilitate in polarized, conflicted settings.
- Engage every voice through whole group planning methods including World Café, Liberating Structures and for faith-based groups, spiritual discernment exercises.
- Facilitate whole systems change to eliminate silos, embrace inclusion, and build commitment to core values, mission, and vision.

“A must-read, so liberating, compelling, and engaging; a practical guide for effective facilitators.” **Ernie Cathcart, Cultural Competency Specialist, Wellspring Family Services, Seattle.**

*“If you are tired of lame meetings with lip service solutions, **Thrive: The Facilitator's Guide to Radically Inclusive Meetings** is the guide you have been waiting for. In wrestling with the demons of racism, privilege and marginalization of women firsthand, Mark Smutny has developed enviable self-awareness muscles. He reinforces his learnings with how-to scripts to get you into the inclusive facilitation ring yourself. True to its title, everyone*

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in the ring comes out winners, having built a better world in the process. If you facilitate difficult meetings, this is the only guidebook you need. If your meetings are easy, you need this book to find out why you aren't getting results." **Marie Gervais, PhD, CEO of Shift Management Inc.**

