

**CYNTHIA (CINDER) HYPKI**

[www.HypkiConsulting.com](http://www.HypkiConsulting.com)

[www.CinderArt.com](http://www.CinderArt.com)



**Core Competencies:**

- Experienced working with many national and local foundations, including Annie E. Casey Foundation, St. Paul Companies Foundation, and the Baltimore Community Foundation;
- Experienced teacher and trainer, for audiences of 4-40, including community groups, foundation and nonprofit staff, educators, and in academic settings at the graduate and undergraduate level both in the U.S. and abroad;
- Designed and implemented more than a dozen community arts projects, with a special focus on using arts to engage youth in community revitalization
- Designed and implemented program evaluation processes, community engagement and participatory evaluation;
- Coached organizations in times of transition, during executive transition, during new program development, and organizational start-up;
- 8 years of administrative management experience;
- Demonstrated success in designing and implementing strategic planning processes that are participatory and propel organizations forward;

**Current Employment:**

**1992 – Present      Principal, Hypki Consulting**

The focus in my consultancy is on serving both the nonprofit and foundation communities in program design, implementation, and evaluation for community engagement. Areas of expertise include community development, organizational development, and community arts projects. Since 1992, I have worked with over 40 nonprofits, charitable foundations and public agencies to accomplish their community development goals.

**Spring 2005 – Present      Adjunct faculty, Masters of Art in Community Arts, Maryland Institute College of Art;**

Specific areas of teaching include community development, fundraising and grant writing, and evaluation design. I mentor teams of graduate students in their work in community, and coach outgoing students through the writing of their final thesis projects. In 2008, I collaborated in developing and teaching MICA's first study abroad program in community arts in Nicaragua; I am currently collaborating on the development of a post-graduate research program in Nicaragua through MICA.

**Prior Employment:**

1988-1993 Founding Director of the LIFT adult literacy program, South East Community Organization

1985-1986 Research Assistant for cross-cultural training project, University of Michigan, Ann Arbor

1981-1984 Environmental Education Specialist, National Park Service of Costa Rica

**Languages:** Fluent in Spanish

**Travel:** Mexico, Guatemala, Nicaragua, Costa Rica, Canada, New Zealand, Rumania, Hungary

**Education:**

M.S. in Environmental Education, School of Natural Resources, University of Michigan, Ann Arbor

B.S. in Non-formal Education and Communication, The University of Wisconsin, Green Bay



## **Selected list of clients**

### **Community Development**

- Artists Housing, Inc., on designing and facilitating a process for re-envisioning the mission and cooperative structure, 2006-2008
- Patterson Park Public Charter School, on designing and leading a team of consultants to evaluate communication processes and cultural competence and thereby reduce conflict between and within stakeholder groups in the school community 2007
- Annie E. Casey Foundation, Family Economic Success / Making Connections project, Consultant, diarist and technical writer, 2000-2002
- Mt. Vernon Cultural District, Baltimore, on using art as a community building tool between youth-serving organizations and Baltimore's major cultural institutions, 2001-2002
- St. Paul Companies Foundation, Baltimore grant-making consultant, 1998-2002
- Soros Foundation/Open Society Institute, Community Fellow, 1998-2000
- Center for Economic and Environmental Development, Allegheny College, PA, on using art as a tool for community revitalization, 2000
- Southeast Teen Center, Inc. / South East Youth and Family Coalition, project developer 1997

### **Evaluation**

- Maryland Institute College of Art, teach participatory evaluation course segment, 2006-present; designed participatory evaluation models for graduate program in community arts, 2005-2006
- Baltimore Neighborhood Collaborative, training on participatory evaluation methods, 1998
- Maryland State Department of Education, Labor Education and Achievement Program, evaluation consulting for video and manual on portfolio assessment, 1996-1997
- Parks & People Foundation, Kids Grow program, program evaluator, 1996-1997
- Mayor's Coordinating Council on Criminal Justice, Comprehensive Communities Program – Baltimore, program evaluator in collaboration with The Urban Institute, 1997-1998
- Essex Community College, Department of Business and Industry Training, developed portfolio assessment manual for adult education and literacy programs, 1994

### **Teaching, Training and Coaching**

- Maryland Institute College of Art, Masters of Art in Community Arts program, train and mentor graduate students in community arts residencies, 2005-present
- Follow Your Dreams, coached director in transition on fundraising and board development, 2007
- Patterson Park Public Charter School; coached new director on issues of diversity and bilingualism, designed participatory processes for community engagement, 2005
- Friends of Patterson Park, coach during executive transition and for operational planning, 2004
- University of Wisconsin, Green Bay, Instructor, Summer Art Studios, 2003
- Maryland Institute College of Art, Teacher Art Training, Project developer, 2002
- Maryland Institute College of Art, Fine Arts Instructor, 2001
- Maryland State Department of Education, trainer, adult education and ESL programs 1993-1998

## **Nonprofit Management and Administration**

- Associate Director, Office of Community Arts Partnerships (CAP), Maryland Institute College of Art (MICA), 2002-2004
- Project Developer, South East Teen Center, Inc. / South East Youth and Family Coalition, staffed the creation of a new non profit organization, 1997
- Founding Director, Learning is For Tomorrow (LIFT) Adult Literacy Program, Southeast Community Organization, 1988-1993

## **Organizational Development**

(Meeting planning and facilitation; Strategic planning; Fund development; Retreat design)

- Tree Baltimore, Baltimore City Forestry Department, 2007
- *Adelante Familia*, St. Vincent DePaul, 2007
- Artists Housing, Inc., 2006-2007
- Connect to Protect: Baltimore, University of Maryland, 2006
- Civil Justice, Inc., 2005
- Patterson Park Public Charter School, 2005
- Baltimore American Indian Center, 2001
- Baltimore Community Foundation Youth as Resources, 1998
- Trust for Public Land, 1997
- Parks and People Foundation, 1997
- Herring Run Watershed Association, 1997
- Gwynn Falls Trail Management Committee, 1997
- Citizens Planning & Housing Association, 1994
- Baltimore Coalition Against Substance Abuse, 1995
- Southeast Senior Housing Initiative, 1994

## **Community Arts Projects**

- Maryland State Arts Council, on using a collaborative artistic process to prepare the council to begin its strategic planning retreat using mosaic as metaphor, 2008
- The Art of Solidarity: Nicaragua Study Abroad program in community arts (faculty), mural project and assistance with video documentary, Maryland Institute College of Art, 2008.
- Johns Hopkins University Interfaith and Community Service Center, 2008
- Mt. Washington Elementary School Outdoor Classroom entryway, 2008
- Mt. Washington Arboretum entryway, 2008
- Youth Dreamers, The Joy Project, 2008
- Irvington Peace Park entryway, 2007
- Marian House collaborative fountain mosaic planning, 2006-2007
- Mt. Washington Elementary School Parent Teacher Organization, 2005-2006
- Kids on the Hill, mosaics in the sculpture garden, 2004, 2000
- Johns Hopkins University Interfaith and Community Service Center, 5<sup>th</sup> Anniversary commemorative collaborative mosaic, 2004
- Julie Community Center, 2002, 2001
- Banner Neighborhoods, Port Street Outdoor Gallery, 2002
- American Visionary Art Museum, art car fabrication with Tri State Reuse Center youth, 2002
- Urban Arts Institute, Franklin Square, 2001
- Tench Tilghman Elementary School, Legacy Club murals, 2000, 2002
- General Wolfe Elementary School, The Great Walls of Happiness murals, 1999
- South East Youth Academy, mosaic banner project for the center, 1998

## **Latest Exhibitions**

- 2008 Landscape. Group exhibition, Rouse Foundation Gallery at the Horowitz Visual and Performing Arts Center of Howard Community College. Curated by Kini Collins.
- 2008 Blackbird Thirteen Ways. Group exhibition, University of Baltimore Student Center. Curated by John Wilson.
- 2008 *New Mosaic Works*: Solo exhibition. Liquid Earth, Baltimore.
- 2007, 06, 05 Creative Alliance Big Show. Annual Member Exhibition.
- 2006 The Art of Making a Living. Group exhibition, Gallery M.I.M, Baltimore. Curated by Daniel Stuelpnagel.
- 2005 Stages of Life exhibition. Group exhibition in coordination with the NCECA conference at The Theatre Project. Curated by John Wilson.
- 2004 Beyond the Looking Glass: Perspectives on the African American Community. Community artist group show. Maryland Federation of Art. Curated by Paula Phillips.

Note: I annually donate a number of pieces of personal artwork to nonprofit organizations for their fundraising efforts.



## PUBLICATIONS – TECHNICAL WRITING

Note: The list below does not include some 30 grant proposals written for or in collaboration with numerous nonprofit organizations.

*What the Moment Requires of Us: Toward Egalitarian Relationships in Community Arts Mentoring.* Prepared for the National Community Arts Convening and Research Project, Maryland Institute College of Art, Baltimore, Spring 2008 and published on the Community Arts Network website. August, 2008.  
[http://www.communityarts.net/readingroom/archivefiles/2008/09/what\\_the\\_moment.php](http://www.communityarts.net/readingroom/archivefiles/2008/09/what_the_moment.php)

*Labyrinth*, Community art in the wake of September 11th. Self-published online at <http://www.cinderart.com> 2007.

*You Can Only Hear if You Really Listen: A Youth-Centered Community Arts Project Emerges in Urban Baltimore.* Co-authored with Ken Krafchek in *Art / Vision / Voice: Cultural Conversations in Community*, a Book of Cases from Community Arts Partnerships. Columbia College Chicago and the Maryland Institute College of Art, Chicago. 2005. <http://www.xula.edu/art/doc/casebook.pdf>

*Big Dreams and Wide-Open Visions: A Synthesis of Ideas for Rejuvenating Mt. Washington Elementary School's Old Playground.* A report presented to the Mt. Washington Elementary School Parent Teacher Organization. Baltimore, Maryland, December, 2005.

*Art in Every Direction: Expanding the Scope of Cultural Programming for Children in the Mount Vernon Cultural District.* Report for the Mount Vernon Cultural District, Baltimore, 2003.

*Workshop for the Baltimore Community Affairs Committee: Reviewing Funding Proposals, Conducting a Site Visit and Understanding Financials.* Cinder Hypki and Mike Newman. The St. Paul Companies. Baltimore, Maryland. January, 2002.

*Sustaining Technology in Low-Income Neighborhoods: Thematic Summary of a Consultative Session Convened by the Annie E. Casey Foundation.* The Brookings Institution. January, 2002.

*The Family Economic Success Strategy Institute: Thematic Summary and Full Report of the Proceedings.* The Annie E. Casey Foundation, Baltimore, Maryland. March, 2002.

*Collective Wisdom and Great Ideas for Using Art in the Classroom.* A handbook for elementary school teachers prepared in collaboration with participants in the Teachers' Fine Arts Workshop at Eutaw Marshburn Elementary School, Fall semester, 2001. The Child First Authority and the Community Arts Partnership program at the Maryland Institute College of Art. Baltimore, 2001.

*The Corner Revisited: The Implementation of Baltimore's Comprehensive Communities Program.* An evaluation report for the Mayor's Office on Criminal Justice. Unpublished.

*Jobs and Economic Development: Strategies and Practice.* Robert Giloth, editor. Sage Publications. 1998. Assisted in editing this document.

*Thinking About Learning and Learning About Thinking: Using portfolio assessment in adult education.* Dept. of Business and Industry Training, Essex Community College. Essex, Maryland 1994. Note: Also published in the Educational Resources Information Center (E.R.I.C.) database.

"Holding Landlords Accountable", Shelterforce, *The Journal of Affordable Housing Strategies*. May, 1994.

*By Our Own Hands: A collection of writing by adult learners in LIFT.* LIFT Literacy Program, Southeast Community Organization in association with Passager. Baltimore: University of Baltimore, 1992.