

Thomas B. Waters, Founder/Principal
SUMMIT – Center for Resources and Organizational Development, LLC

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<https://youtu.be/sOIJi-CKfLE>

OVERVIEW

Thomas B. Waters is the Founder/Principal of SUMMIT – Center for Resources and Organizational Development, LLC, provides **Resources Development, Programmatic, and Management Assistance; Affordable Housing Advocacy; Capital Access; Financial Literacy; Asset Mapping and Consensus Building; Organizational/Board Training and Development; Team Building; Total Quality Management; Entrepreneurship (Small Business) Development; Strategic Planning; Grants Research, Writing, and Administration; Coaching and Professional Mentoring; Real Estate Development; Community Housing and Economic Development; Land Use and Zoning Assistance; General Construction, Engineering, and Construction Management Services; Juvenile Justice and Offender-based Program Development and Administration.** A native of Jacksonville, Florida, Thomas is a retired from the City of Jacksonville and has over 35 years of responsible professional consulting experience in management, technical, and administrative services within in the public, private, and non-profit sectors. Through SUMMIT, Thomas provides services nationally via onsite and remote presence.

EXPERIENCE

<i>2019-Present</i>	Commissioner , (Appointed by the Jacksonville City Council) Jacksonville Housing and Community Development Commission
<i>2015-Present</i>	Founder , SUMMIT Center for Resources and Organizational Development, LLC
<i>2012-2015</i>	Grants Administrator (Appointed) – Office of Grants and Contract Compliance, City of Jacksonville, (Mayor's Office/Department of Intra-Governmental Affairs)
<i>2004-2012</i>	Construction Manager (Engineer) , City of Jacksonville, Public Works Department
<i>1997-2004</i>	Urban Planner/Neighborhoods Coordinator , District 4, Neighborhoods Services Division, Neighborhoods Department, City of Jacksonville
<i>1991-1997</i>	Human Services Planner , City of Jacksonville, Community Development Division; Affordable Housing Developer - Project Manager , City of Jacksonville, Affordable Housing and Rehabilitation Operations
<i>1990-1991</i>	Director, Housing Development Program , Jacksonville Urban League, Inc.
<i>1988-1990</i>	Urban Planner (Land Use & Zoning) - City of Jacksonville, Planning Department, Regulatory Division; and Project Manager (Special Purpose/Grant) - Jacksonville, Department of Housing and Urban Development (<i>Jacksonville HUD</i>)
<i>1988-Present</i>	Adjunct Professor, Vocational Education, Specialized Industry Training

(**Construction Management**), Florida Community College at Jacksonville

1987-1988 **Business Developer/Project Manager**, Custom Construction by Harris

EDUCATION

2019 Certified - **Business Law**, Cornell University

2016 **Community Real Estate Developer**, University of South Florida

2003 **Legal Studies Institute**, Florida Community College at Jacksonville (*Dean's List*)

1987 B.S. Degree, **Architectural and Construction Engineering Technology (Construction Management)** Florida Agricultural and Mechanical University, Tallahassee, FL *Note: First Year Majored in Civil Engineering.*

AFFILIATIONS AND ACCOMPLISHMENTS

- Project Blueprint (Volunteer Jacksonville) , c/o 1991
- **Leadership Jacksonville**, c/o 1992
- 1 of 2 Finalists **HUD Community Builders Fellowship, Harvard University**
- Equal Employment Opportunity (EEO) Officer
- Ambassador, Rotary International, Colombia, SA, Group Study Exchange (GSE)
- Former Director & Member, Southpoint Rotary Club, Jacksonville, FL
- 2003 & 4 Rotary International Paul Harris Fellow
- 2006 – Present, President, Biscayne Estates East Community Association, Inc.
- 2009 – 2013 Member Board of Trustees, Daniel Memorial, Inc.
- Life Member – Kappa Alpha Psi Fraternity, Inc., Jacksonville Alumni Chapter
- 2 – Times Board Member, Clara White Mission
- Former Board Member and Family Selection Committee, HABIJAX
- **Affordable Housing and Community Development Advocate**
- American Association of Retired Persons (AARP) – Initiative Designer/Presenter
- American Civil Liberties Union (ACLU)
- Key Contributor – National Urban League “I AM EMPOWERED” 2018 Entrepreneurship & Business Development Champion Award
- 7/20 Recruited, Vetted, and **Recommended Executive Director**, Local Initiative Support Corporation (LISC) – Jacksonville
- 6/21 Recruited, Vetted, and **Recommended Chief Executive Officer (CEO)** Urban League West Michigan, Grand Rapids, Michigan

LICENSES, CERTIFICATIONS

- Florida Registered Building Contractor #RB0055189 (*Inactive Status*)
- Florida Real Estate Institute & Institute of Real Estate Management (*Certified*)
- Faculty Certification, Florida Community College at Jacksonville #0003254
- Certified Instructor, Total Quality Management (TQM), City of Jacksonville
- **Certified Equal Opportunity Employment Officer, City of Jacksonville**
- Certified - Conflict Resolution and Mentoring
- **City of Jacksonville Grants Management Officer**
- **Certified – U.S. Department of Justice, Grants & Financial Management**
- **Certified – State of Florida, Minority, Women, & Veteran Businesses**

Thomas B. Waters (SUMMITcred.com ECQs & TQs)

EXECUTIVE CORE QUALIFICATIONS (ECQs): Thomas B. Waters, SUMMITcred.com Principal has the broad executive skills needed to succeed in a variety of leadership, mentoring, training, community organizing and development, consensus building, and capacity building positions. He exemplifies five executive core qualifications (ECQs) (Resume' attached).

ECQs

1. Leading Change: Through SUMMITcred.com, Thomas brings about strategic change, both within and outside the organization, to meet organizational goals. He establishes an organizational vision and to implement it in a continuously changing environment. (Competencies: creativity and innovation, external awareness, flexibility, resilience, strategic thinking, vision)

2. Leading People: Thomas leads people toward meeting the organizations vision, mission, and goals. He provides an inclusive workplace that fosters the development of others, facilitates cooperation and teamwork, and supports constructive resolution of conflicts. (Competencies: conflict management, leveraging diversity, developing others, team building)

3. Results Driven: Thomas meets organizational goals and customer expectations. Inherent to this ECQ is his ability to make decisions that produce high quality results by applying technical knowledge, analyzing problems, and calculating risks. (Competencies: accountability, customer service, decisiveness, entrepreneurship, problem solving, technical credibility)

4. Business Acumen: Thomas manages human, financial, and information resources strategically. (Competencies: financial management, human capital management, technology management)

5. Building Coalitions: Thomas has the proven ability to build coalitions with Federal agencies, State and local governments, nonprofit and private sector organizations to achieve common goals. (Competencies: partnering, political savvy, influencing/negotiating)

CORE TECHNICAL QUALIFICATIONS (TQs):

1. Thomas B. Waters has over 35 years of demonstrated professional experience developing, evaluating, and overseeing strategic plans executed at community and national levels.
2. He possesses demonstrated experience planning, coordinating, and evaluating operations across multiple states working closely with local, state, federal, and private entities, and stakeholders.