

Todd Barr

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CAREER PROFILE

My passion is identifying the threads of complex situations and working with others to name the change they want to see and the next equitable steps for getting there.

I am constantly curious and willing to learn new things, see different perspectives and hear people's stories.

I have held leadership positions in collaborative, multi-sector environments for close to 30 years.

Working with me, clients get 110% commitment and a glass half full perspective – especially when the going gets tough.

EDUCATION

- **Master of Education (Community Development, Adult Education, Environmental Studies)**, Ontario Institute for Studies in Education @ University of Toronto – May 2003
- **Bachelor of Education (Primary & Intermediate; Outdoor and Experiential Education)**, Queen's University – May 1998
- **Academic Course Certificate (Wilderness Education, Nature and Human Culture)**, Sierra Institute @ UC Santa Cruz, CA – November 1995
- **Bachelor of Arts (Human Geography)**, Queen's University – May 1992

ACCOMPLISHMENTS

Strategy, Monitoring, and Evaluation

- Lead manager, coach, or consultant for numerous organizational development, strategy, research, and evaluation initiatives. Sample topics include: Participatory action focus groups with child and family service providers and clients; strategic planning roundtables for a rural community collaborative, and co-creation of a developmental evaluation framework for a Bridges Out of Poverty initiative. *Please see portfolio for list of client projects.*

Community Engagement and Convening

- Co-created and/or facilitated voluntary, participatory community workshops on numerous topics including, but not limited to community engagement methods, co-housing, inter-religious group co-operation, accessibility and inclusion, municipal social issues and environmental education for children and youth.
- Created and coordinated a local Social Analysis Systems² community of practice among participatory action research, planning and evaluation practitioners.
- Co-designed and delivered Trent University experiential education consultation process.
- Spearheaded the creation of Community-Links Centre for Community-Academic Projects and Social Mapping for the City of Kawartha Lakes (bringing together non-profit, public, post-

secondary and private sectors for education and community development).

- Designed and led community training workshops on “How to use social science research to influence public policy” in rural Nova Scotia.
- Designed and delivered workshops to Bachelor of Education candidates: *Beyond Integration - An In-Depth Look at the Hows and Whys of Education* and *Your Journal as a Reflective Tool*.
- Created leadership-oriented programming and workshops for youth and post-secondary students (e.g. ecological/bio-regional, high ropes, canoeing, Trent University online modules); assisted staff to do same.
- Led two 36-day and two 50-day canoe trips with teenage youth in Ontario and Quebec.
- *Inspired practitioner of community engagement theories and methods including but not limited to: Structure of Belonging & Six Conversations that Matter; Circle Way; Open Space; Design Labs; Social Analysis Systems²; Policy Link Framework for Accelerating, Scaling & Sustaining Results; Collective Impact; Water of Systems Change; Collaborating for Equity and Justice*

Governance, Leadership, Organizational Development, and Fundraising

- Personal coach for organizational leaders: Supporting individuals to consider and implement their own solutions for challenging organizational issues.
- Part of a three-person Executive Team leading the implementation of philanthropic strategic priorities while maintaining distinct areas of responsibility for community knowledge activities, communications, human resources, and governance.
- Worked with staff from an unincorporated community initiative to develop and implement a developmental evaluation framework.
- Led the development and implementation of a document control system – including researching, writing, and reorganizing policies, procedures and supporting documentation with particular emphasis on governance, privacy, and human resource policies.
- Supported Design and Furnishings team to choose, budget and purchase furniture, fittings, and equipment for a new \$10M facility.
- Worked with senior management to redesign and implement a non-profit’s organizational chart and job descriptions to support personnel and program growth (from 15 staff to 50).
- Chaired the Canadian Alliance for Community Service-Learning; oversaw membership-driven planning; forged partnerships with other national associations to co-sponsor a bi-annual international conference on community-campus partnerships.
- Created and implemented a diversified fundraising strategy including private and public foundations, individual donors, Trent University, Government Ministries & research grants. Grant proposals ranged from \$30,000 to over \$5M.
- Led Trent Community Research Centre (TCRC) operations and supported board of directors in strategic planning and governance.
- Implemented a program evaluation and learning system for reporting to staff, board members and broader community on achievement of TCRC vision, mission, and goals.

- Spearheaded a successful charitable status application for TCRC.
- Managed 50+ volunteers for TCRC and Rural Communities Impacting Policy (RCIP) project.
- Hired and trained 20 staff for TCRC and the RCIP project.
- Managed 50+ staff for TCRC, the RCIP project, and the Taylor Statten Camps.
- Managed and directed camp programming and administration (200+ residential campers and 100+ staff).
- Managed annual budgets of \$350,000 and grants of \$1 million.
- Hired, trained, and supervised 20+ graduate students working on community-based research projects – including development and implementation of one-week training programs.
- Coordinated and supported twenty, 17-21-year-olds serve the community through volunteer work, learning about the working world and entrepreneurship, environmental issues, discovering and developing a better understanding of Canada, developing positive group dynamic skills, and fostering personal development.

Research, Communications, and Writing

- Oversaw and trained a team of voluntary community researchers to analyse and code community response data; compiled research results into community report.
- Co-produced and narrated promotional video to promote Reimagine Peterborough's Official Plan Toolkit <http://reimagineptbo.ca/toolkit/>
- Contributed "The End of Collective Impact" post to Tamarack Institute for Community Engagement blog.
- Developed and coordinated a comprehensive two-year communications strategy for a non-profit organization that included the public phase of a \$10M capital campaign, complete rebranding and team coordination of media relations and events.
- Managed and administrated social media outreach and analytics for Hospice Peterborough, TCRC, Five Rhythms Peterborough, RCIP project and U of T Environmental Resource Network.
- Implemented annual marketing campaigns for Community Innovation & Research Forum
- Oversaw TCRC library – making hundreds of grey literature and published resources accessible in print and online using the Dewey Decimal system.
- Developed and maintained TCRC's custom "back-office" online community-based research projects database of 600+ projects; ensured database interacted smoothly TCRC website.
- Acted as chief organizational spokesperson for TCRC.
- Wrote and distributed numerous press releases, press kits and donor kits.
- Prepared Trent University briefing notes for presidential consultations with Federal Government; Higher Education Quality Council of Ontario and Ministry of Training, Colleges and Universities); contributed writing to the development of Trent University's Strategic Mandate Agreement with Province of Ontario.
- Co-authored two reports on experiential education for Trent University's Provost and

Student Affairs.

- Co-authored articles about a) Experiential education and community-based research and b) Models for community-university engagement.
- Designed, conducted, and analysed survey and interview data, along with external demographic and social trends information to produce an environmental scan for TCRC's 2007-2010 strategic plan.
- Provided independent coaching and editing support in the development, coordination and implementation of 50+ student-led community-based research projects (all proposed and guided by local non-profits, government agencies and community groups in health and social services, environment, economic development, community development and arts & culture).
- Published poetry in book *Stories From The Bow Seat* by Don Stanfield.
- Written numerous reports for various audiences including, but not limited to: general public, boards of directors, stakeholder groups and internal staff and volunteer teams.
- Worked extensively with Microsoft Office products suite, NVivo data analysis software, online content management systems (Wordpress, Joomla, Dreamweaver), various social media (e.g. Twitter, Facebook, Hootsuite) and various workplace-specific databases.

Event Hosting and Management

- Coordinated five single-day Community Innovation & Research Forums (Public event showcasing student-involved community-based research with 500+ participants, including student workshops, panel discussions and keynote speaker).
- Coordinated community-university-college roundtables in Peterborough, Durham and City of Kawartha Lakes regions in partnership with a half dozen community and institutional partners in each region.
- Coordinated two multi-day, residential Rural Policy Forums (150+ participants per Forum), a Community Data Forum and a Community Training, Learning and Leadership Roundtable.
- Co-hosted and supported countless organizational and community events.

CAREER EXPERIENCE

January 2021 to present – Condition Shift (Peterborough)

- *Principal*

September 2014 to present - Todd Barr Coaching & Consulting (Peterborough)

- *Principal*

July 2019 to December 2020 – Community Foundation of Greater Peterborough

- *Interim Director, Strategic Initiatives*

March 2016 to April 2019 – Hospice Peterborough

- *Transition Team Leader*

July 2006 to November 2015 - Trent Community Research Centre (Peterborough)

- *Executive Director*

May 2013 to May 2015 – Fleming College (City of Kawartha Lakes)

- *Instructor - Post-Graduate Certificate in Applied and Community-Based Research (Designed and taught course on community engagement)*

December 2003 to June 2006 - Rural Communities Impacting Policy (Nova Scotia)

- *Assistant Director*

September 1998 to December 2001 – West Coast Environmental Education Society, Trails Youth Initiatives, Outward Bound Canada, Limestone District School Board (Vancouver; Greater Toronto Area; Northern Ontario, Kingston area)

- *Instructor, Counsellor and Teacher*

May to August 1988 to 1999 - Taylor Statten Camps (Algonquin Park, ON)

- *Program Director, Camp Administrator, Long Canoe Trip Leader, Section Director, Counsellor*

December 1996 to May 1997 – Katimavik Program (Brantford, ON)

- *Project Leader*

COMMUNITY INVOLVEMENT - Current

- ❖ Community Counselling and Resource Centre (Peterborough) (Board member and Chair, Fundraising and Communications Committee)
- ❖ Peterborough City Soccer Association [Board Member (Fundraising and Communications)]

COMMUNITY INVOLVEMENT – Past

- ❖ Active Neighbourhoods Canada Peterborough - Stewart Street Neighbourhood (Steering Committee)
- ❖ Applied and Community-Based Research Program, Fleming College (Program Committee chair)
- ❖ Canadian Alliance for Community Service-Learning (Chair)
- ❖ Canadian Knowledge Commons Initiative (Steering Committee)
- ❖ Community-Based Research Canada (Steering Committee)
- ❖ Disabled Sailing Association of BC (Volunteer)
- ❖ Grainery Food Co-Operative (Director and member)
- ❖ Mapping Assets: You, Your Community, Your Neighbourhood (Steering Committee and trainer)
- ❖ Pathway to Stewardship and Kinship (Communications Committee)
- ❖ Peterborough Centre for Social Innovation a.k.a. HATCH (Steering Committee)
- ❖ Peterborough City Soccer Association (U12 Boys assistant coach; U13, U14 & U15 Boys head coach)
- ❖ Peterborough Dialogues – community building, learning, media-making & change (Participant & Trainee)
- ❖ Peterborough Food Action Network (Member)

- ❖ Peterborough Immigration Partnership (Participant and founding member)
- ❖ Peterborough Partners for Wellness (Steering Committee)
- ❖ Peterborough Prosperity Roundtable (Vision Task Team)
- ❖ Reimagine Peterborough (Resident-activist-at-large)
- ❖ Unitarian Fellowship of Peterborough (UFP) (Building Visions Committee, Community Conversations co-host, Covenant Group leader, Human Resources Committee, Long-Range Financial Planning Committee, Ministerial Intern Committee, Shared Ministry Committee, Weaving Our Future Task Force)
- ❖ United Way of Peterborough and District (Agency Grants Review Team; Advisory Committee for Impact Peterborough funding review process)

PERSONAL

- Married with two children, ages 14 and 17
- Enjoy team sports including soccer, ice hockey and ultimate Frisbee; Enjoy cycling, walking, hiking, canoeing, music, public art, and literature
- Travel throughout Canada and internationally to Columbia, France, India, Japan, Nepal, Spain, Thailand, United Kingdom and United States
- Practice yoga, meditation, and movement meditation