



Doug Kerr, Principal

Kerr Consulting

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PROFESSIONAL PROFILE

- **Nonprofit Organizational Development & Capacity Building:** Experience with a range of organizational development processes including strategic planning and organizational assessment.
 - Provided consulting, facilitation, and coaching support to youth organizing group, Asian Arts Freedom School around incorporation, Board development, partnership work and organizational models.
 - Developed and led Building Agency Capacity (BAC) Program at United Way Toronto, a partnership between United Way, The Maytree Foundation and The Ontario Trillium Foundation. The role involved assisting with organizational development and strategic plans for agencies serving immigrants and newcomers, coaching and mentoring support for Executive Directors and Board members around organizational development, human resource issues, fundraising and strategic planning.
 - Led innovative shared service pilot at Tides Canada and convened learning circles for various government and non-government funders from across Ontario.
 - Over ten years experience as Board member for community development and health service organizations, experience in development and providing training on good nonprofit governance practices.
- **Funding, Finance & Program Issues:** Strong knowledge of government and foundation funding responses within multiple sectors, including: youth engagement, newcomer services, children's services, community health services, neighbourhood development, gay/lesbian/bi/trans community issues, homelessness and employment services, the environment and community arts.
 - Manager of core funding relationships with United Way member agencies providing community services in the area of immigration and settlement, housing support services, neighbourhood development, & children and youth programs.
 - Manager of Success By 6 funding program for United Way early years initiatives.
 - Developed funding relationships with innovative youth organizing groups across Toronto.
 - Provided coaching support to various entrepreneurial start-up initiatives at Tides Canada Initiatives around fundraising, grant applications and funder relationship building.
 - Identify organizational, governance, human resources, financial management and program delivery issues and challenges with agencies and develop plans for resolution.
 - Assist in community problem-solving initiatives and collaborative efforts with agencies, community organizations and funders, including participation in various community engagement and consultation initiatives.
- **Evaluation & Research:** Experience in program evaluation, community scans, program logic modelling and qualitative research.
 - Led qualitative research for The Ontario Trillium Foundation's Challenging Times Report (2009) – an examination of funding and programming issues faced by nonprofits during the recession.

- Conducted survey and wrote report for The Ontario Trillium Foundation on inter-regional community and social issues in the 905 area.
 - Completed environmental scan and summary report for Toronto Kiwanis Foundation on services for children and youth in downtown Toronto.
 - Conducted research and wrote report on youth development services in Chicago for London Economics International, a private energy consulting firm.
- **Collaboration & Coalitions:** Exceptional partnership building and community relationship building skills, with ability to foster inter-sectoral collaboration, experience building organizational networks.
 - Managed the Multi-Agency Partnership Project, a program of United Way Toronto designed to support collaborative neighbourhood and community services in high needs inner suburban communities.
 - Founder of collaborative network of over 20 social, community and arts organizations supporting Toronto's LGBT communities.
 - Developed community partnership framework for Toronto Community Housing.
 - Co-chair of Sharing for Social Change (2008), a major provincial conference on collaborative organizational models, sharing space, services, fundraising, programming and technology.
 - Member of the Advisory Council for the Toronto Collaboration Charter, a group of a dozen city-building organizations in the Greater Toronto Area working to establish a set of principles and resources for collaborative working in the region.
- **Community Engagement:** Experience leading initiatives connecting community members to organizational processes, including community-based research, community planning and grassroots community organizing.
 - Coordinated study on community engagement of residents in suburban high-rise towers for United Way Toronto. Supported relationship building with local building superintendents and managing teams of interviewers in the community.
 - Led community engagement processes for Community One Foundation, including network development, coordination, consultations with grantees and community stakeholders.
 - Supported United Way Toronto's Way Ahead Strategic Planning process with coordination, facilitation and support to community consultation meetings on United Way funding priorities.

CHRONOLOGICAL WORK EXPERIENCE

Centennial College, Instructor, September 2009 to present

Kerr Consulting, Principal, December 2008 to present

Tides Canada Foundation, Project Director, November 2006 to December 2008

United Way Toronto, Manager of Organizational Capacity Building, December 2001 to October 2006

United Way Toronto, Community Investment Manager, December 1997 to December 2001

Leader Immigration & Education Consulting (Taipei), Consultant, June 1993 to August 1996

Hess Language School (Taipei), Teacher and Manager, September 1991 to May 1995

EDUCATIONAL QUALIFICATIONS

Master of Social Work

Areas of Focus: Social policy, nonprofit organizational issues and community development.

University of Toronto – June 1997

Bachelor of Arts

Major in Political Studies, Minor in Chinese Language & Literature

University of Alberta – June 1990

Conducted workshops, seminars and training on:

- Non-Profit Governance and Organizational Development
- Collaboration and Partnership Development
- Strategic Planning and Linking Strategic Planning to Operational Implementation
- Program Evaluation and Logic Models
- Financial Fundamentals for Non-Profits
- Anti-Racism/Anti-Oppression Organizational Development

VOLUNTEER WORK EXPERIENCE & COMMUNITY LEADERSHIP

Sherbourne Health Centre, Board of Directors, June 2008 to present

Pride Toronto, Human Rights Committee, April 2009 to present

Rainbow Railroad, Steering Committee Member, January 2008 to present

United Way Toronto, Community Development Quick Start Grants Panel, January 2007 to present

Toronto Enterprise Fund, Social Enterprise Panel, Jury Member, 2009

Canada Millennium Scholarship Foundation, Scholarship Review Panel, September 2006 to May 2008

Community One Foundation, Board of Directors, September 2001 to May 2008

Walter and Duncan Gordon Foundation, Global Citizenship Fellowship Review Panel, May 2007 to Sept, 2007

Funders Network on Racism and Poverty, Member, September 2006 to May 2008

Grantmakers for Effective Organizations, Member, September 2002 to October 2006

Membership: Member of the Canadian Evaluation Society

Language Skills: Fluent in Mandarin, able to read and write basic Chinese.