



## Donna L. Lockhart

Donna Lockhart is a partner with RETHINK Inc., the Ontario arm of Canada's **RETHINK GROUP**. She is recognized for her extensive experience in volunteer engagement, community development, board leadership development, facilitation, strategic planning and visioning, program management, research, resource development, training and teaching. Donna has gained her experience working in the social, health, recreation and education sectors with municipalities, NGOs and non-profit organizations.

### SELECTED PROJECT EXPERIENCE

- Wasaga Beach, Older Adult Active Living Strategy, 2021
- Parkview Place Senior's Residence Strategic Plan, 2022-2025
- Municipality of Clarington, South Bowmanville Recreation Centre Feasibility Study, 2019
- Township of Oro-Medonte, Fitness Centre Needs Assessment & Business Case, 2020
- Trans Canada Trail Ontario, 2016 Renewal of Mandate
- City of Peterborough, Vision 2025, A 10-Year Strategic Plan for Recreation, Parks, Arenas & Culture, 2016
- Township of Springwater, Parks & Recreation Master Plan Update, 2016
- Ennismore Curling Club – Membership Survey, 2016
- Selywn Township Library Service – Volunteer engagement consultation & training, 2016
- Art Gallery of Peterborough – Volunteer engagement consultation & training, 2016
- Mapleridge Seniors Assoc., Peterborough, Consultation re: volunteer engagement & policy development, 2015
- Look Good Feel Better Foundation, National Volunteer Satisfaction Survey & Policy Development
- City of Peterborough, Arena Needs Assessment Study, 2013
- City of Kitchener, Rockway Centre Feasibility Study & Business Case, 2012
- Oshawa Senior Citizens Centres, Membership Diversity Study, 2012
- Activity Haven Seniors Centre, Peterborough - Training and Policy Development, 2010
- Town of Whitchurch-Stouffville, Volunteer Engagement Strategy, 2010
- United Way of York Region, Train-the-Trainer research, consultation and training seminars
- Northumberland Food for Thought Breakfast Program Strategic Directions & Volunteer Toolkit, 2007
- Peterborough Outreach Committee – Strategic Planning Workshop, 2005
- Peterborough Community Access Centre – Staff Development Project, 2005
- Toronto Scottish Country Dance Association – Board Models, Roles of Boards, Board Evaluation and Volunteer Manual, 2005
- Lennox Addington Addiction Services - Strategic Plan, 2004
- Oshawa Senior Citizen's Centres "Destination 2010 Strategy", 2004
- Peterborough-Lakefield Community Police Service - Strategic Business Plans (2004-06, 2007-09, 2010-12)
- Big Brothers and Sisters of Peterborough - Strategic Plan, 2004
- City of Peterborough and Area - A Strategy for Recreation, Parks and Culture 2000-2010
- Peterborough Family Resource Centre - Volunteer Management System and Resource Manual, 1998
- Peterborough Community Access Centre Board - Vision and Mission; and Values, Board-Staff Roles and Board Structure, 1997
- Kawartha Lakes, Northumberland, Haliburton Training Board - Community Development Project, 1997
- COPE (Picton Hospice) - Fund Development Strategy and Training for Volunteers for Fundraising, 1996 – 1997
- Seven Social Services Agencies, Peterborough - Planning for the "Beyond Controversy" International Conference, 1996
- Hospice Peterborough - Visioning and Strategic Planning, 1996

### CAREER OVERVIEW

**From 1975 to 1981**, Donna held three positions with the City of North York Parks and Recreation Department: Community Development Facilitator, Youth Worker and Program Supervisor for Arena Programs.

During that time, she also participated in a number of research projects on "creative play environments for children" and taught part-time at Humber College in the Recreation Leadership Program.

**Since 1981**, Donna has been a planning and research consultant, and trainer with the RETHINK GROUP.

**Since 1981**, Donna has concurrently held the following 'employee' and 'contract' positions:

- Director of Leadership Development with the United Way of Peterborough and District
- Director of Fundraising at Marycrest Home for the Aged
- Executive Director of Junior Achievement Karwartha-Lakeshore
- Director of Activation and Staff Development at Marycrest Home for the Aged
- Executive Director of PAVR-O (Professional Administrators of Volunteer Resources – Ontario)
- Sir Sandford Fleming College Instructor – Volunteer Management Certificate Course, 1996 to 2021

### EDUCATION

**MES - Master of Environmental Studies** (Community Development focus), York University, Toronto, Ontario, 1975.

**Hons. B.A. Cultural Geography**, York University, Toronto, Ontario 1972.

**Permanent "A" Certificate**, Municipal Recreation, 1981.

- Peterborough County Board of Education - Analysis and Report of Board-Staff Governance Survey, 1995
- United Way of Peterborough and District – Director Leadership Development and Youth UNITED Wave Programs, 1984-1995

### PUBLICATIONS

- **The Youth Volunteer Audit:** Best Practices for Engaging Youth as Volunteers, May 2005
- **Volunteer Resource Manual**, Toronto Scottish Country Dance Association, 2005
- Materials Developed for **United Way Volunteer Leadership Development Program** included:
  - "Managing Change Module"
  - "Strategic Planning Module"
  - "Making Annual Meetings Work for You"
- **Organization Manual** for the United Way of Canada, 1992
- **"Volunteer Resource Manual"** for Peterborough Family Enrichment Centre, 1998
- **"Recreation Road - A Rural Route to Planning"** for the Ontario Ministry of Culture and Recreation, 1983

## **WORKSHOPS AND WEBINARS (sample list)**

- Charity Village Webinar on Virtual Volunteering
- Ontario Presents Webinar Series – Volunteer Engagement
- Volunteer Engagement Training for the staff of the Oshawa Senior Citizen's Centres, 2015
- Activate Peterborough City and County - Volunteer Engagement Training Series, 2015
- Municipality of Clarington, Customized Volunteer Engagement Training, 2015
- The RETHINK GROUP 'Volunteer Engagement' workshop series
- Numerous workshops on various 'volunteering' topics for groups such as: Community Life Care Inc., Hospice Association of Ontario, Leisureworld Inc.
- "Goal Setting" Peterborough Community Access Centre, 2006
- Targeting Youth as a new Market for Volunteers. Crohn's and Colitis Congress 2005 and PAVR-O Conference, 2008
- Voluntarism V Symposium: Youth as Volunteers, 2005
- "Engaging Youth as Volunteers" Ontario Federation of Snowmobile Clubs, 2005
- Board Roles and Models, Toronto Scottish Country Dance Association, 2004-2005
- Big Brothers and Sisters, Strategic Planning Workshop.
- Peterborough Outreach Committee; Strategic Planning Workshop.
- Managing Change and "Fundraising 101": Lanark Child Care Conference, 1998
- Policy Development and Strategic Planning: Big Sisters Conference, 1997
- Volunteer Trends: PRO Forum, 1996
- Models of Board Governance: National Conference, United Way Canada, 1994
- Meetings Management
- Project Management and Conference Planning
- Annual Meetings Planning
- Time Management
- Skills Series for Leadership Volunteers.
- Understanding Change
- The Importance of Warm-ups
- Roles of Boards, Committees and Task Forces
- Developing Terms of Reference
- Orientation and Recruitment

## **COURSES/PROFESSIONAL TRAINING**

- Fleming College/Ontario Learn Certificate Course in Volunteer Development, 1996-2021
- PAVR-O Annual Conferences, 1998 - 2008
- "Recruitment" Rick Lynch Workshop, 2004
- "Dynamic Presentations", Trent University, 2003
- "Introduction to Dementia", Fleming College, 2002

## **KEY VOLUNTEER CONTRIBUTIONS**

- Director of Education, PAVR-O 2003-2009
- National Advisor for Junior Achievement of Canada, Volunteer Issues Project, 2005
- Long Term Care Education Network, 1995-2006
- Chair, Activation/Recreation Network, Peterborough, 1999-2005
- Chair, Professional Development Committee, Peterborough
- Fundraisers Network, 1997-1998
- National Trainer, United Way/Centraide Canada, 1995
- Personnel Committee Member, Bridgenorth United Church, 1994-1999.
- Member, Teacher-Trainer Advisory Committee at Sir Sandford Fleming College, Peterborough, 1994-1998
- Founding Board Member and Chair of Professional Development Committee, Association of Managers of Volunteer Services of Peterborough, 1990-1994
- Director, Peterborough-Haliburton-Victoria Y.W.C.A., 1990-92
- Voluntary Advisory Committee for the Office for Seniors Affairs, representative for United Way of Canada, 1992-94
- Chairperson, Volunteer Committee for Arbour Theatre, 1985-88
- Vice-President, Board of Directors, Ontario Recreation Society, 1979-82