



## Judy Fantham

### NonProfit “Turn Around” Projects and Interim Executive

A high energy executive with diverse experience shifting organizational cultures to more effective teams, strategic visioning and building collaborations to thrive. Judy has a strong track record of NFP Leadership – creating innovative award-winning programming to strengthen organizations and encourage and facilitate social change. Her foundational training in journalism has produced a probing interview style for strategic planning and an ability to uncover and develop compelling stories for fundraising and advancement.

### SELECTED ACHIEVEMENTS

- Within two years turned Newcomer Women’s Services, Toronto (NEW) from a troubled organization into a Canadian Nonprofit Employer of Choice™ award winner.
- Guided NEW “back to its mission” with a series of innovative programs for immigrant women to build their community leadership capacity and employability through partnerships with the Schulich Executive Education Centre and private sector.
- Under Judy’s leadership, NEW’s services won an “honourable mention” from the Institute for Change Leaders (Executive Director, Olivia Chow) for “varied, creative, inspiring ways...to achieve social change;” a “Best Practice Award” in the “Charity Sector” category for worldwide initiatives marking International Women’s Day and an “International Peace Award” in the Best Work for Refugees and Immigrants category.
- Launched first-ever fund-raising at NEW with a three-year strategic plan, achieving five times the first-year target and four times the goal for year two.
- Successfully moved NEW into two downtown postal codes to expand client base and led the successful negotiation of a four-year collective agreement with a focus on staff development.
- Designed an innovative series of interactive forums at Toronto Community Housing, Canada’s largest social housing provider that engaged 500 front-line workers and tenants to enhance customer service.
- Facilitated the creation of a five-year strategic plan for CBC Television News through a massive Appreciative Inquiry Summit of 150 representative staff across Canada.
- Received an Ontario Volunteer Service Award for coaching teams of project managers and consultants at Endeavour, a nonprofit organization providing strategic and marketing plans for the NFP sector. Clients included North York Harvest Food Bank, Learning for a Sustainable Future, the Hearing Foundation of Canada, Kids Alive Canada, The Mighty Pen.

### PRIOR EXPERIENCE

- The Osborne Group
  - New Horizons
- Newcomer Women’s Services, Toronto – Executive Director
- Ontario Nurses’ Association – Senior Executive Officer
- Toronto Community Housing Corporation – Director, Organizational Development
- Canadian Broadcasting Corporation
  - Director Learning and Development
  - Regional Director, CBC TV Alberta, and Saskatchewan
  - Director of Radio, Edmonton

### QUALIFICATIONS

- Royal Roads University – Master of Arts in Leadership and Training
- Carleton University– Bachelor of Journalism, Honours
- Current or recent Board member for the Raw Carrot (social enterprise), Learning for a Sustainable Future, Endeavour Consulting for Non-Profits, Mixed Company Theatre (theatre for social change) and the North York Harvest Food Bank
- Kaplan Norton Balanced Scorecard certification
- Multiple Instrument Certifications such as Thinking Intentions Profile, Personality Dimensions, MBTI, etc.
- Annual international humanitarian work in India

