

Barr Fellowship Logic Model

Vision:
A creative and resilient social change sector with diverse and connected leaders fully contributing their leadership to improve the quality of civic life in the City of Boston

Underlying Values:
Love, trust, honesty, respect, passion, shared commitment, reflection, courage, accountability, resilience, self-organizing, emergence



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Goals

- Rejuvenation and renewal of experienced, effective, values-driven **Executive Directors** who continue to serve Greater Boston's nonprofit sector and lead in the City of Boston
- Strengthened **organizations** with enhanced capacity to distribute and transition leadership, and to work together for the benefit of the whole community
- A diverse **network** of leaders from across the nonprofit sector whose strong connections are formed through authentic, honest, and accountable relationships with each other
- A **global** mindset applied to an "immigrant city"

Assumptions

- **Leadership** is a key lever in making social change; the leaders we need for the future are already here.
- **Disruption** rejuvenates executive directors and opens their hearts and minds to new ways of thinking and solving problems.
- If diverse leaders in the social sector form authentic, trusting **relationships**, then they will find creative, innovative ways to tap their collective assets for greater social benefit.
- **Organizations** are stronger and more sustainable when executive directors are given the opportunity to step away, and new leadership the opportunity to step forward.
- Seeing injustice and activism in other parts of the world reignites leaders' **passion for social justice** at home and abroad.

Target Population

EXECUTIVE DIRECTORS

- Experienced, effective, values-driven

DIVERSITY

- Race and ethnicity
- Age
- Gender
- Neighborhood
- Organizational size and structure

SECTORS

- Education
- Environment
- Arts
- Housing
- Human Services
- Youth

GEOGRAPHY

- Greater Boston

Inputs

FELLOWS

- Cohorts of 12 selected every two years
- Orientation
- Disruptive learning journey
- Sabbatical
- Re-entry retreat
- Friends and family storytelling
- Coaching
- Retreats
- Listserv and social media

ORGANIZATIONS

- Interim leader support
- Organizational grants

NETWORK

- Diverse leaders
- Ongoing disruption and emergence
- Convenings
- Facilitation and planning support
- Retreats and learning circles

GLOBAL

- Learning journeys

PARTNERSHIPS & LEARNING

- Partnership with IISC
- Nominators
- Selection Committee
- Evaluation, vignettes, network mapping
- Sharing learning with the field

BARR FELLOWSHIP

outcomes

SHORT-TERM	MID-TERM	LONG-TERM
LEADERS		
<ul style="list-style-type: none"> ■ Rejuvenation ■ Clearer personal vision ■ Increased confidence ■ Disruption and letting go ■ Extended tenure 	<ul style="list-style-type: none"> ■ Demonstrated vision and commitment to the whole community ■ Take risks to transform the status quo ■ Extended tenure 	<ul style="list-style-type: none"> ■ Committed leaders with capacity to connect their diversity and assets to improve the quality of civic life
ORGANIZATIONS		
<ul style="list-style-type: none"> ■ Emergence of new leadership in Fellows' organizations ■ Less reliance on the leadership of the executive director 	<ul style="list-style-type: none"> ■ More distributed leadership within organizations ■ Increased organizational capacity for exercising civic leadership 	<ul style="list-style-type: none"> ■ Stronger organizational connections, coordination and collaboration among Fellows' organizations
NETWORK		
<ul style="list-style-type: none"> ■ Authentic, honest relationships among Fellows, Foundation Staff, and IISC staff 	<ul style="list-style-type: none"> ■ Greater sharing of ideas, advice-seeking, personal support, and collaboration among members of the network that benefits the community 	<ul style="list-style-type: none"> ■ Increased social capital that spurs innovation and transforms Boston's social sector to be highly collaborative and mission-driven
GLOBAL		
<ul style="list-style-type: none"> ■ Boundary-crossing ■ Global thinking 	<ul style="list-style-type: none"> ■ International connections and exchanges 	