

Selection of Feedback for James Parr from Gates Foundation Colleagues:

- “James is the backbone of our team, working thoughtfully and meticulously to ensure everything runs smoothly. His selfless dedication goes beyond duty - he genuinely cares about our collective success. James not only protects our time but also generously invests his own, enabling us to meet our goals with efficiency and focus. His ability to manage vast amounts of information seamlessly, all while demonstrating unwavering kindness and an innate willingness to support, is truly rare. His presence elevates our team, making us stronger, more cohesive, and better equipped to succeed.” - *EB*.
- “I can't put into words how good James is at what he does. He has helped me through some really challenging weeks and somehow finds scheduling solutions when there doesn't seem to be any. He also drives a lot of the important routines on our team that are key to our team culture and ensuring everyone feels welcome and included. Thanks, James!” - *AC*.
- “Thank you SO much for getting all these meetings scheduled in such short order. Last week was an all-out sprint and your help is greatly appreciated.” - *AS*.
- “James has gone out of his way to help me during this busy time, even when he had a lot on his plate. He has helped me tackle scheduling multiple meetings with multiple partners over the past couple weeks. Thank you James for your partnership and collaboration!” - *BD*.
- “Thank you for all of your help and support, and making me feel so welcomed, especially as I onboard. Please know that I greatly appreciate it.” - *EB*.
- “You are so very useful, valuable, and entirely integral to this place working.” - *AS*.
- “You're an incredible colleague. It's remarkable how much you take on and how easy you make it look - I know it's a ton of work and I really appreciate you.” - *AG*.
- “Thank you so much James! We are lucky to have you on the team, keeping us all sane. Really appreciate how thoughtful you are about keeping us organized and also building a strong culture for our team.” - *AC*.
- “Thank you as always for finding the creative scheduling option across time zones, conflicts, etc.” - *RL*.
- “Thank you so much for being such a great resource and helping hand. It has not been the easiest transition for me, and I have really appreciated your support.” - *BD*.
- “Thanks for all your work on my calendar - I've never had an assistant before and I imagine that I may not be the easiest to work with, but I see all the work you do behind the scenes and wanted to say thanks!” - *DD*.
- “Thank you for all you do to keep us going. You are always willing to offer me a helping hand, whether that's with planning team events, celebrating the team, or figuring out the most chaotic scheduling requests. You always make it happen and that goes such a long way. THANK YOU!” - *CB*.
- “Thank you for all that you do to support our team so selflessly. You really make a big difference in how we work, and continually go above and beyond to keep things going. We appreciate you!” - *EB*.
- “Thank you for everything you do James! You make everything run so much more smoothly in our work and your teambuilding slides are unmatched!” - *JR*.
- “Thanks for all your hard work for our team James! You keep our calendars running smoothly and our team on track.” - *AC*.
- “James – thanks for all your support over the past few years. Your creative spark really left a mark on the team (and on me personally!). I'll always admire your eye for design, especially.” - *CB*.
- “Thank you for your partnership in enabling our work and supporting our knowledge of each other as professionals and humans!” - *MP*.

- “Without a doubt, your tireless work on behalf of our team has allowed me to not only do better work, but also to connect more effectively with my colleagues AND be more present in my life outside of work. I am so grateful to you for that - you make all that look seamless but I know that it takes diligence, foresight, and endless attention to detail. Thank you, James.” - JK.
- “When I think of team culture, I think of you and all that you do to bring joy to our work. Thank you for your thoughtfulness in how you support the team. From the *K-12 Times* weekly newsletter to the fun teambuilding activities you help plan, your work is always greatly appreciated.” - DB.
- “Thank you for all that you do for our team! You make everything run so smoothly and bring such fun to our team routines. We appreciate you!!” - OK.
- “Thank you for all the support you’ve provided to our team. Your care for each person’s preferences and efforts to bring new team members – including myself – into the mix have meant a lot.” - CB.
- “James, in addition to your support, you have brought our team so many gems - your “get to know you” slides that I value so much, information on team working norms, some great trivia ice breakers, great music recommendations, etc. Thank you so much!” - MP.
- “You are an artist in the truest sense of the word.” - JR.
- “I’m so glad I had the chance to work with you and get to know you during our time together at the foundation. I truly appreciated the many thoughtful ways you contributed to making our team stronger. Your creative get-to-know-you activities always added warmth and fun to our team meetings, and your book club pick was a powerful reminder of the value all personality types bring to a team. Thank you for all you brought to the work—and for being you.” - RB.
- “James - thank you for everything you've done on the K-12 team - you've been such a great teammate. Both providing me with much needed help during really complicated times, as well as always centering team culture in our work. Thanks so much.” - AC.
- “Thank you, James, for your work, support, and kindness. It was a pleasure to get to work with you and I'm still awestruck by the many amazing things you pulled together for team activities and general artistry.” - AS.
- “James, I remember meeting you in my first week at the Foundation and how kind you were in helping me acclimate to a very new work culture. That kindness meant so much to me, both then and much later when I went through a personal loss and you provided just the words I needed to hear at just the right time. Thank you for that and many other things, including but certainly not limited to your management of our team's tangled web of calendars, and your incredible prowess at creating hilarious team "movie posters." - JK.
- “Thank you for all you've brought to USP and K-12. You were always incredibly responsive and dependable - a true partner when it came to getting things done. Your creative eye for design and attention to detail consistently elevated our work, and your loyalty to the mission never went unnoticed.” - KR.
- “From your creativity to your sense of humor, thank you for all that you brought to our team these past 13 years. I appreciated the many times you jumped in to make boring PowerPoints come to life with cool effects and music. Also, what would we have done during the pandemic when we were stuck with virtual meetings all day? Your clever and fun teambuilding activities brought joy to our days when it was the darkest of times.” - DB.
- “James, you are an absolute treasure. I aspire to the level of competence you bring to your work. I always felt like I was in good hands when you were supporting me, and will truly miss having you on the team. Thank you for all you've done and will do. You are valued!!” - AG.
- “Some of my fondest memories are learning sessions when your slide shows would flash on the screen. Your art had a way of amplifying the learning week message and creating a mood of joy, and you created a lot of fun memories for a lot of people. You are exceptionally talented and I know many wonderful opportunities await!” - SF.
- “Your quiet, steady, reliable and meticulous approach to our work - along with your sly humor, point of view, and curiosity means that I will always smile wide when I think back on our time working together. I am grateful that I get to call you a colleague.” - AT.