



# SOULARDARITY

Organizing for Infrastructure in Highland Park, MI

## Request for Proposal (RFP) - Strategic Planning Consultant/Facilitator for Soulardarity

### Overview

Soulardarity seeks a strategic planning consultant/facilitator to guide our organization through a comprehensive planning process. We are a member-led nonprofit advancing community-owned clean energy in Highland Park, Detroit, and Hamtramck. Our work focuses on reducing energy burdens, promoting equitable energy systems, and centering racial and social justice.

The ideal candidate will have extensive experience in strategic planning, facilitation, and nonprofit organizational development, particularly in the context of fast-growing, community-based organizations. While not required, we strongly prefer candidates who identify as BIPOC and have familiarity with environmental justice and climate equity principles and frameworks. Read our [2025 Priorities & Goals](#) to learn more and visit our website at [www.soulardarity.org](http://www.soulardarity.org).

### Scope of Work

- **Conduct** a comprehensive assessment of the current strategic framework and organizational goals.
- **Design and facilitate** strategic planning sessions with key stakeholders, including staff, board members, and community partners.
- **Assist** in the development of a strategic plan that aligns with the organization's mission, vision, and values, and addresses racial and social justice considerations.
- **Provide** guidance and support in the implementation of the strategic plan.
- **Establish** metrics and processes for evaluating the success of the strategic plan.

### Expected Outcomes from Strategic Plan Deployment

1. Create a Northstar document (3-5 year strategic plan) for staff, board, stakeholders and supporters
2. Refresh our brand, mission, vision and theory of change
3. Make sharing what we do and how we do it clear, concise and pragmatic for those we serve.

### Top Values and Standards within Strategic Planning Process

1. [The Jemez Principles for Democratic Organizing](#)
2. [The Principles of Environmental Justice \(EJ\)](#)
3. [The Nguzo Saba- Seven Principles of African Heritage](#)

## Reporting & Collaboration

- **Regular Reporting:** Provide bi-weekly progress reports to the Soulardarity leadership team, including key insights, challenges, and recommendations.
- **Collaboration:** Work closely with the staff, leadership team, board members, and other key stakeholders to gather information, learn about organizational culture and values, ensure alignment and effective communication throughout the strategic planning process.
- **Final Report:** Submit a comprehensive final report summarizing the strategic plan, including detailed action steps, timelines, and evaluation metrics.
- **Meetings:** Attend regular check-in meetings, either virtually or in person, to discuss progress, address concerns, and make adjustments as necessary.

## Qualifications & Evaluation Criteria

- Proven experience in strategic planning and facilitation, particularly with nonprofit energy justice/ just transition organizations.
- Deep understanding of racial and social justice issues and their intersection to energy burden and injustices
- Strong background in nonprofit organizational development and managing fast growth.
- Preferred: BIPOC person with experience in environmental justice/climate equity.
- Proposals will be evaluated based on relevant experience, understanding of Soulardarity's mission and values, proposed methodology, and cost-effectiveness.

## Application Submission Requirements

- A brief proposal (no more than 5 pages) outlining your approach to the scope of work.
- 1-2 examples of previous strategic planning projects and outcomes.
- Detailed resume or CV highlighting relevant experience.
- Three references from previous clients.
- Proposed budget and timeline.
- Please submit your proposal in PDF format via email with the subject line: "Strategic Planning Proposal – [Your Name/Organization]"
- Please email proposals as a PDF to Shimekia Nichols, Executive Director at [shimekia@soulardarity.com](mailto:shimekia@soulardarity.com) and cc: Michelle Jones, Community Engagement Specialist at [michelle@soulardarity.com](mailto:michelle@soulardarity.com).

## Compensation & Timeline

We anticipate a compensation range of \$6,000 - \$9,000 for approximately 50 hours of work for the Strategic Planner Facilitator. In addition, we have budgeted to cover the cost of materials needed for planning and facilitation.

**Proposals accepted on a rolling basis until filled.** We aim to start the strategic planning process by **April 15, 2025** and complete it by **September 15, 2025**.