



## **Strategic Planning Request**

Proposal Deadline: Friday, November 21, 2025

Project Timeline: January 15, 2026 – August 30, 2026

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### **Introduction**

The Sowing Room, a newly formed nonprofit organization, is seeking proposals from qualified consultants to facilitate and develop a comprehensive Strategic Plan. The consultant will work closely with the Executive Director and Board of Directors to assess the organization's current state, identify opportunities for growth, and chart a clear, actionable path for the next one, three, and five years.

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### **Mission**

Provide spaces and places that create opportunities and pathways for under-represented individuals and cultural communities in rural places.

### **Vision**

Break down barriers for under-represented people in rural places to allow authentic connection and participation in their chosen communities.

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### **Scope of Work**

The scope of work for this strategic planning process includes, but is not limited to, the following components:

- Organizational Assessment
  - Conduct an evaluation of The Sowing Room's current state using the SOAR (Strengths, Opportunities, Aspirations, Results) framework.
  - Engage board and staff members in a discovery process to identify internal and external factors influencing the organization.
- Goal Setting
  - Facilitate the development of clear, measurable goals aligned with the organization's mission and vision.
  - Establish one-year, three-year, and five-year benchmarks for success.
- Strategy Development
  - Collaborate with leadership to design actionable strategies to achieve the established goals.
  - Identify key resources, partnerships, and implementation pathways.

- Plan Drafting
    - Develop a written Strategic Plan document outlining goals, objectives, strategies, timelines, responsibilities, and required resources.
  - Ongoing Review and Adaptation Framework
    - Create a mechanism for regular review and updates to ensure the plan remains relevant and adaptable to changing conditions.
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### **Proposal Requirements**

Interested consultants should submit a one-page proposal that includes:

- Qualifications and relevant experience, particularly with nonprofit strategic planning and facilitation.
  - Skills and approach to managing the scope of work described above.
  - A brief outline or work plan summarizing how the consultant will complete the strategic planning process.
  - Fee for services, including an estimated total cost and any anticipated expenses.
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### **Submission Instructions**

Proposals must be submitted via email to:

[director@sowingroom.org](mailto:director@sowingroom.org)

All proposals must be received *no later than Friday, November 21, 2025.*

For additional information about The Sowing Room, please visit:

[www.sowingroom.org](http://www.sowingroom.org)

[Annual Impact Report](#)

[Facebook: The Sowing Room](#)

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### **Project Timeline**

- RFP Released: October 31, 2025
- Proposal Deadline: November 21, 2025
- Consultant Selected: December 15, 2025
- Project Start Date: January 15, 2026
- Project Completion: August 30, 2026

*Funding for this initiative is provided by the Initiative Foundation.*