



## **Boulder Food Rescue Seeks Strategic Planning Support**

The nonprofit Boulder Food Rescue is seeking a consultant(s) to support the organization's 5-year strategic planning process beginning in Q1 2021. An ideal consultant(s) understands and practices participatory engagement and equity work, aligns with the principles followed by BFR, and is passionate about, but not necessarily an expert on, food equity and justice. An ideal consultant(s) approaches their work with humility, creativity, courage, love, and humor.

**Our mission:** BFR aims to create a more just and less wasteful food system.

**Our principles:** Community-Driven, Participation, Collaboration, Health Equity, Minimize Environmental Impact, Systems Change, Volunteerism

**Decision making processes:** We use a consent-based decision making model and a fist-to-five voting mechanism. We often utilize circle forward in our meetings, but not always. We can work with the facilitator to adopt these methods, most specifically our voting mechanism.

We are not looking for a traditional consultant or a traditional strategic planning process. If you are skilled and experienced in working alongside organizations to identify their most pressing needs and most unique assets, to determine their greatest pain points, and to push them to become more the organization that they strive to be — then we want to hear from you! BFR is open to non-traditional, nonlinear, creative, and iterative or emergent processes of strategic planning that includes:

1) **Modified Situational Analysis** (as in, shorter than is typical...): The consultant(s) will be provided with data collected from a BFR Outreach Project, in partnership with CU Boulder, where we will be interviewing over 70 participants to understand what is affecting people's food access both in and out of our programs, design ideal programs to increase food access, and to give feedback on our new vision statement.

This will require that the consultant(s) co-design activities to make sense of the existing data in conjunction with BFR staff and participants. This will inform the consultant's approach to and design for partnering with BFR on the creation of a 5-year strategic plan.

2) **Facilitating Strategic Planning:** The consultant(s) will facilitate group discussion and activities to guide the organization to concrete strategic planning. They will work to synthesize information and discussion and move the organization into clarifying BFR's strategic direction,

defining strategic goals and objectives, articulating activities to meet those goals and objectives, and defining metrics of success.

**3) Participatory Action Mapping:** The consultant(s) will partner with the BFR community (staff, recipients, volunteers, board) to co-design activities for rich, interactive action mapping that charts the organization's direction, goals, and activities for the coming 5-year period. The consultant(s) will be artful in co-designing and facilitating activities that engender growth for community members via the action mapping process with sensitivity to community members' capacity to participate in the activities.

**4) Leadership Transformation:** The consultant(s) will traverse into the work of leadership transformation with the organization and across the organization to support an unfolding structure of shared leadership among staff and on the board of directors. Leadership transformation work will be defined by reflection on biases and process and will aim to bake greater equity into BFR's organizational culture. Much of this work is already being done. The consultant(s) will work with BFR to better incorporate shared leadership throughout all levels of the organization.

**To submit a proposal, please email a response to [hayden@boulderfoodrescue.org](mailto:hayden@boulderfoodrescue.org) by November 24th and include the following information:**

- I. Please outline your approach, plan, and timeline for a strategic planning process with Boulder Food Rescue.
- II. In addition to this, include a response to the following questions in your proposal. Please limit your responses to 250 words.
  1. What is the most fun project you have ever worked on and why?
  2. What is the most uncomfortable project you have worked on and why?
  3. Describe what you are most passionate about in your work?